LEADING HOLDINGS GROUP LIMITED

領地控股集團有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock code: 6999

2024
ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

CONTENTS

About the Report

The Environmental, Social and Governance ("**ESG**") Report published by Leading Holdings Group Limited (the "**Group**") highlights the achievements in promoting sustainability by the Group and its subsidiaries (collectively the "**Group**" or "**we**"). In keeping with the spirit of creating long-term value for our customers and stakeholders, the Group has placed considerable emphasis on sustainable development. The ESG Report elaborates on the various works of the Group in fully implementing the principle of sustainable development and its performance of social and governance.

SCOPE OF THE REPORT

The ESG Report focuses on the performance of environmental management and social responsibilities of the Group's core business for the period between 1 January 2024 and 31 December 2024 (the "**Year**"). The key performance indicators as disclosed in the ESG Report are based on the performance of the headquarter of the Group in Chengdu and main subsidiaries in 9 regions, including Chengdu region, South Sichuan region, Great Bay Area region, Guangnan region, Central China region, Xichang region, Korla region, Urumqi region and Mianyang region, across various cities and provinces in the People's Republic of China (the "**PRC**"). For details on corporate governance, please refer to the Corporate Governance Report on pages 38 to 59 of Annual Report 2024.

REPORTING STANDARD

The ESG Report was prepared in accordance with the "Environmental, Social and Governance Reporting Code" under Appendix C2 of the Rules Governing the Listing of Securities issued by the Stock Exchange of Hong Kong Limited ("**Stock Exchange**").

REPORTING PRINCIPLES

Materiality

The Group identifies and prioritises material issues through a materiality assessment process that involves stakeholder engagement. These key issues serve as a foundation for setting goals, developing strategies, and preparing the ESG Report. Details of the methodologies used in this process are provided in the "ESG Governance" section of the report.

Quantitative

The Group's ESG performance is represented through the disclosure of environmental and social key performance indicators (KPIs). The specific standards, methodologies, assumptions, and references used for these disclosures are outlined in the relevant sections of the ESG Report.

Consistency

The Group strives to maintain consistency in the calculation methodologies for KPIs wherever possible. Any changes to these methodologies are clearly explained in the respective sections of the ESG Report.

Balance

The Group presents performance data in a fair and unbiased manner, ensuring that both positive and negative year-on-year trends are reported. The ESG Report avoids omissions, selective presentation, or formatting choices that could mislead readers or influence their judgment.

INFORMATION AND FEEDBACK

The Group values feedback and suggestions regarding the ESG Report. Stakeholders are encouraged to share their opinions or request more information about the Group's corporate social responsibility efforts by contacting us at ldkf@leading-group.cn.

The Group recognises that effective ESG governance strategies and practices are closely linked to corporate success. The Board of Directors assumes full responsibility for overseeing the Group's sustainable development strategies, ESG governance, and risk management. The Board has delegated authority to the management team for executing the ESG policy while retaining responsibility for regularly reviewing the Group's overall ESG performance, monitoring the preparation of the annual ESG report, and developing ESG-related visions and strategies for the business.

To strengthen ESG risk management, the Board supervises the evaluation of ESG-related risks and the implementation of corresponding risk mitigation plans. Various departments are actively involved in the ESG risk management process, enhancing the Group's overarching ESG strategy. Additionally, the Board ensures that ESG-related staff training meets the Group's development standards by monitoring the quality and alignment of these training programs.

The Group has established multiple communication channels to engage with its stakeholders effectively. The Board periodically reviews these communication efforts to ensure the delivery of accurate and meaningful information. An independent ESG consulting firm is engaged to conduct material assessments, identifying and prioritising ESG issues that are critical to the business and its stakeholders. The Board reviews these assessment results and integrates them into the development of appropriate management strategies.

To track and enhance ESG performance, the Board has set specific goals and targets and implemented relevant policies aligned with identified material issues and the Group's strategies. Regularly, through Board meetings, the Group's ESG performance and progress toward these goals and targets are reviewed and evaluated.

STAKEHOLDER ENGAGEMENT

The active participation of employees across various departments is essential for evaluating and improving the Group's sustainability performance. Data collected and thoroughly analysed helps to showcase the Group's sustainable initiatives for the reporting year while shaping its long-term sustainability strategy. The Group remains committed to increasing stakeholder involvement through constructive dialogue, laying the foundation for long-term success.

To support this effort, the Group engaged an independent third-party consultant to gather and analyse internal stakeholders' opinions on ESG-related issues during the preparation of the ESG Report. Moving forward, the Group plans to expand stakeholder engagement to collect more meaningful feedback and further strengthen its governance practices.

Furthermore, the Group prioritises building and maintaining strong, trusting relationships with its stakeholders. By utilising diverse communication channels, the Group effectively understands and responds to the expectations and needs of various stakeholders, fostering deeper connections and mutual understanding.

ESG Governance

Stakeholders	Requirements and Expectations	Means of Communication and Response
Governments and Regulators	• Compliance with National Policies, Laws and Regulations • Support for Local Economic Growth • Contribution to Local Employment • Tax Payment in Full and on Time • Production Safety	• Regular Meetings with Regulators • Regular Information Reporting • Examinations and Inspections
Shareholders	• Returns • Compliant Operations • Rise in Group Value • Transparency and Effective Communication	• Shareholders Conferences • Announcements • Email, Telephone Communication and Group Website
Partners	• Operation with Integrity • Equal Rivalry • Performance of Contracts • Mutual Benefits	• Review and Appraisal Meetings • Business Communications • Exchanges and Discussions • Engagement and Cooperation
Customers	• Outstanding Products and Services • Health and Safety • Performance of Contracts Operation with Integrity	• Customer Service Centre and Hotlines • Customer Feedback Surveys • Customer Communication • Social Media Platforms
Environment	• Compliance Emission • Energy Saving and Emission Reduction • Ecological Protection	• Communication with the Local Environmental Department • Communicate with the Locals • Reporting
Industry	• Establishment of Industry Standards • Drive Industry Development	• Participation in Industry Forums • Visits and Inspections
Employees	• Protection of Rights • Occupational Health and Safety • Remunerations and Benefits • Career Development • Humanity Cares	• Employee Communication Meetings • House Journal and Intranet • Employee Mailbox • Training and Workshops • Employee Activities
Community and the Public	• Improve Community Environment • Participation in Charity • Information Transparency	• Group Website • Announcements

MATERIALITY ASSESSMENT

To develop a clear and effective ESG management approach, the Group engaged an independent third-party consultant to conduct a materiality assessment during the reporting year. This assessment was designed to identify ESG issues that are critical to the Group's business operations and stakeholders. The process involved three primary phases:

1. **Identification of Material Issues**

   A total of 37 potential material issues that could impact the Group's business or stakeholders were identified. These were based on relevant national and local standards, industry-specific characteristics, and the Group's development priorities across environmental, social, and governance dimensions.
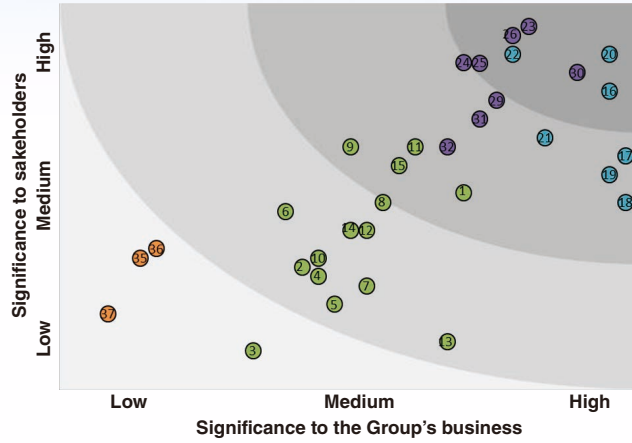
2. **Stakeholder Engagement**

   Internal and external stakeholders — including employees, management, directors, customers, suppliers, and the community — were invited to participate in an online questionnaire. This process collected and evaluated stakeholders' awareness and perspectives on each of the identified issues.

3. **Analysis and Prioritization**

   The responses from the eligible questionnaires were analysed to create a two-dimensional matrix. This matrix assessed each issue based on its "Importance to the Group's Business" and "Importance to Stakeholders." The results were then used to prioritise the material issues for the Group's ESG strategy and reporting.

Environment	Labour Practices	Operating Practices	Community Investment
1. Environmental Compliance 2. Air Pollutant Management 3. Fleet Emissions Management 4. Wastewater Management 5. Greenhouse Gas Emission 6. Waste Management 7. Energy Consumption 8. Use of Water Resources 9. Ecological Protection 10. Responding to Climate Change 11. Prevention and Handling of Environmental Incidents 12. Noise Management 13. Green Office 14. Green Building 15. Soil Contamination Management	16. Employment Compliance 17. Employees' Remuneration and Benefits 18. Employees' Working Hours and Rest Periods 19. Diversity and Equal Opportunity 20. Occupational Health and Safety 21. Training and Education 22. Prevention of Child Labour and Forced Labour	23. Operational Compliance 24. Managing Environmental Risks of Supply Chain 25. Managing Social Risks of Supply Chain 26. Procurement Practices 27. Quality Management 28. Customer Health and Safety 29. Responsible Sales and Marketing 30. Customer Service Management 31. Intellectual Property Protection 32. Information Security 33. Customer Privacy Protection 34. Anti-corruption	35. Charity 36. Promotion of Community Development 37. Poverty Alleviation

Below is the materiality matrix analysed based on the results of the questionnaires.

By analysing the results of the questionnaires, the Group identified seven material issues that are critical to its operations and stakeholders, which are disclosed in detail in this Report. Under the aspect of Labour Practices, the material issues include Employment Compliance, Occupational Health and Safety, and Prevention of Child Labor and Forced Labor. For Operating Practices, the identified material issues are Operational Compliance, Managing Social Risks of the Supply Chain, Procurement Practices, and Customer Service Management. These issues reflect the Group's commitment to addressing key ESG priorities across its business activities.

The Group remains committed to continuously improving its environmental performance through reducing emissions and conserving resources. The Group strictly complies with all relevant environmental laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Regulations on the Administration of City Appearance and Environmental Sanitation, the Provisions on the Administration of Urban Construction Garbage, the Assessment Standard for Green Building (GB/T 50378–2019), and the Management Code for Green and Protection Construction of Building (DB 65/T 4060–2017).

ENVIRONMENTAL PROTECTION AS A PROPERTY DEVELOPER

As one of the leading property developers in the PRC, the Group prioritises environmental protection in its business operations. While the Group focuses on the development and sales of residential and commercial properties, it does not directly engage in construction activities, which are managed by external contractors. Nevertheless, the Group not only strictly complies with environmental protection laws and regulations but also actively seeks to minimise the environmental impacts of its operations and construction projects.

The EIAs serve multiple objectives, including evaluating the environmental conditions of the construction site and providing detailed recommendations to protect the environment during and after construction. Only upon receiving approval from the relevant authorities can construction projects proceed, ensuring compliance with legal and environmental standards.

After construction is complete, the Group conducts acceptance checks to assess the effectiveness of the environmental protection facilities implemented during the project. These checks confirm that the facilities function as intended and mitigate potential environmental hazards. An acceptance report is then issued, verifying the successful implementation of protection measures.

Through these robust processes, the Group underscores its commitment to environmental stewardship and strives to reduce its environmental footprint across all construction activities.

Green Building Showcase — Leading Center

The Group's Leading Center in Chengdu, PRC, has achieved gold-level LEED-CS 2009 system pre-certification from the U.S. Green Building Council. This certification reflects compliance with LEED-CS 2009 standards in seven key areas: sustainable sites, water efficiency, energy and atmosphere, materials and resources, indoor environmental quality, innovation in design, and regional priority.

To promote sustainable transportation, the Leading Center incorporates a bicycle garage, charging stations for electric vehicles, and expanded green spaces by reducing parking areas. In terms of resource conservation, the Center is designed to save 30% of water consumption and approximately 15% of energy consumption by using efficient sanitary ware and electrical appliances. Glass curtain walls are installed to maximise the use of natural sunlight. Additionally, the Group prioritises suppliers located near construction sites to minimise carbon emissions associated with transportation.

By integrating sustainable practices into its operations and developments, the Group demonstrates a strong commitment to environmental responsibility and resource conservation.

ENVIRONMENTAL SUSTAINABILITY POLICY

Environmental sustainability is a core component of the Group's long-term business strategy and growth. To reinforce its commitment to environmental responsibility, the Group has implemented an Environmental Sustainability Policy. This policy applies across all operational sectors and outlines the Group's approach to minimising both direct and indirect environmental impacts associated with its business activities. The measures outlined in the Environmental Sustainability Policy are integrated into the Group's management principles and practices, including:

- Raising employee awareness of environmental issues;

- Promoting corporate participation in environmental initiatives and contributing to public awareness;

- Encouraging employees to adopt environmentally friendly practices; and

- Conducting purchasing activities and vendor interactions in an environmentally responsible manner.

- To ensure alignment with the Environmental Sustainability Policy, the Group provides guidance to employees on reducing resource consumption and fostering environmental awareness. By doing so, the Group ensures that its employees adhere to the environmental standards outlined in the Environmental Sustainability Policy, supporting the Group's overall sustainability objectives.

This Year, environmental sustainability targets were set out by the Group:

Environmental Areas	Objectives
Air and Greenhouse Gas ("**GHG**") Emissions Management	• Avoid unnecessary road and air travel through telephone or video conferencing to reduce GHG emissions.
Waste Management	• Minimise the use of printing paper to reduce waste generation. • Save approximately 15% of energy consumption by purchasing efficient sanitary ware and appliances.
Energy consumption	• Continuously reduce energy consumption by adopting LED tube lights and intelligent control lighting systems.
Water resource utilization	• Adopt energy-saving toilets and smart water valve switches to improve water efficiency. • Increase the number of water pump frequency converters to achieve higher water efficiency. • Save 30% of water usage by purchasing efficient sanitary ware and appliances.

EMISSIONS MANAGEMENT

The Group is committed to managing and controlling air emissions associated with its operations. Since the Group's business activities do not involve direct construction processes, the generation of significant air pollutants is minimal. The primary source of air emissions is vehicle usage within the Group's fleet. Therefore, the Group focuses on reducing air pollutant emissions resulting from vehicle operations. To achieve this, the Group has implemented a range of measures, including communicating with stakeholders via phone and email to reduce unnecessary business travel, prioritising local suppliers to minimise transportation-related emissions, and adopting environmentally friendly technology products that meet the Group's operational needs.

Specific measures for the Group's fleet include conducting regular maintenance and tuning, performing routine inspections and ensuring proper tyre inflation, and strictly prohibiting idling vehicles with running engines. These practices are designed to mitigate the release of air pollutants and minimise the Group's environmental impact.

During the reporting year, the Group actively monitored its air pollutant emissions. Through continuous efforts and adherence to best practices, the Group aims to further reduce emissions from vehicle operations and contribute to improved air quality.

During the Year, the Group's air pollutant emission is as follows:

Air Pollutant[1]	Unit	2024	2023
Nitrogen oxides (NO_x)	Kg	**9**	8
Sulphur oxides (SO_x)	Kg	**0.10**	0.10
Particulate matter (PM)	Kg	**1**	1

Notes:

1. The calculation of air pollutant emission is based on the emission factors provided in the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" provided by the National Development and Reform Commission ("**NDRC**") of the PRC, and "Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

The Group recognises that dust generation at construction sites is inevitable and may adversely impact the environment, nearby communities, and the health of construction workers. To address this, the Group and its contractors have implemented construction dust control policies and adopted targeted measures to regulate dust emissions at construction sites. Specific measures are applied at each stage of the construction process:

1. **Perimeter Setting Stage**

    • Fences, at least 1.8m tall, are installed around the construction perimeter.

    • Machinery that may generate dust is sprayed with water to reduce dust emissions.

2. **Foundation Construction Stage**

    • Dirt and dust generated during digging are immediately transported away from the site.

    • The exposed ground is sealed properly to prevent dust from dispersing.

3. **Structural Construction Stage**

   - In response to government requirements, prefabricated building components will be introduced to reduce dust generation at construction sites.

   - Temporary access roads at construction sites will be paved to minimize dust generation during the construction phase.

   - Pre-laid waterproofing membranes will be used to reduce the use of concrete protective layers, thereby conserving resources.

   - Commercial or pre-mixed concrete and mortar are used to minimise unnecessary dust generation.

   - Water is sprayed on each floor during cleaning to prevent dust and dirt from rising.

4. **Decoration Construction Stage**

   - Powdered materials are stored in sealed bags and finished wooden and stone products are prioritised to avoid dust emissions from cutting materials.

   - Waste is categorised appropriately, particularly dust-related waste, and incineration of waste is strictly prohibited.

5. **General Construction Stage**

   - During pipeline installations, the digging and installation processes are segmented, and holes are filled immediately after installation.

   - Dug-up dirt is compressed and covered with green nets to prevent dust emissions.

   - Fences remain in place until all construction work is completed.

By implementing these dust control measures, the Group and its contractors aim to minimise environmental impacts, safeguard community well-being, and promote the health and safety of construction workers. These efforts reflect the Group's commitment to reducing emissions and maintaining sustainable operations.

CLIMATE CHANGE

Climate change is one of the most significant challenges businesses face worldwide. The Group acknowledges the potential risks and impacts of climate change, which could adversely affect its business operations and financial performance.

The Group faces physical risks, including extreme weather events and changes in precipitation patterns, which could impact the safety of employees, the Group's properties, and its supply chain. These risks may lead to increased maintenance costs for facilities. Additionally, transition risks associated with climate change, such as rising operational costs due to investments in low-carbon technologies, stricter regulations on products and services, and shifting customer preferences, may require the Group to allocate more resources for purchasing and constructing new facilities to meet regulatory requirements.

To address these challenges, the Group regularly evaluates and monitors climate-related risks. Climate risk professionals are consulted and involved in the risk identification process to ensure a comprehensive understanding of potential impacts. The Group also strengthens the resilience of its properties by enhancing structural design and implementing proper maintenance measures.

The Group is committed to mitigating climate risks by continuously assessing and improving processes to reduce greenhouse gas (GHG) emissions and minimise environmental impacts. The Group's GHG emissions are categorised into three scopes:

- Scope 1: Direct emissions from vehicle use and refrigerants, as well as removals from trees planted by the Group.

- Scope 2: Indirect emissions from purchased electricity.

- Scope 3: Other indirect emissions, including emissions from landfill disposal of paper waste, electricity used for fresh water and sewage treatment by local governments, and employees' business travel.

To prioritise environmental sustainability, the Group adopts proactive measures to reduce GHG emissions. These measures include exploring energy-efficient alternatives, embracing innovative technologies, and promoting sustainable practices. Employees are encouraged to contribute by conserving water and electricity, reducing paper usage, and selecting low-carbon ingredients for corporate entertainment activities.

To raise awareness and educate employees on effective emission reduction practices, the Group uses various communication channels such as emails, posters, internal networks, and other media. Additionally, the Group conducts monthly electricity consumption statistics to monitor and manage energy use effectively. By implementing these measures, the Group aims to make a positive contribution to global climate action and demonstrate its commitment to mitigating the effects of climate change.

During the Year, the Group's GHG emissions are as follows:

GHG Emission[1]	Unit	2024	2023
Scope 1 — Direct Emission[2]	Tonnes CO_2e	**50**	51
Scope 2 — Energy Indirect Emission[3]	Tonnes CO_2e	**517**	3,360
Scope 3 — Other Indirect Emission[4]	Tonnes CO_2e	**138**	185
Total GHG Emission[5]	Tonnes CO_2e	**705**	3,595
Intensity Of GHG Emissions	Tonnes CO_2e/ million of RMB revenue	**0.19**	0.45

Notes:

1. The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. The global warming potential (GWP) used is referenced from the "Sixth Assessment Report" provided by the Intergovernmental Panel on Climate Change (IPCC). For ease of reading and understanding, GHG emissions data is presented in carbon dioxide equivalent (CO_2e).

2. The calculation of Scope 1 — direct emission takes reference from the emission factors in the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" provided by the National Development and Reform Commission ("**NDRC**") of the PRC and the "Sixth Assessment Report" provided by the Intergovernmental Panel on Climate Change (IPCC).

3. The calculation of Scope 2 — energy indirect emission is based on the emission factors provided by the National Development and Reform Commission of the PRC.

4. The calculation of Scope 3 — other indirect emissions takes reference from emission factors in "Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the International Civil Aviation Organization Carbon Emissions Calculator.

5. Due to a reduction in business activities, the data for this item has significantly decreased.

WASTE GENERATION

In addition to air pollutants and greenhouse gas emissions, the Group generates both hazardous and non-hazardous waste. Non-hazardous waste primarily consists of wooden product waste, waste paper, kitchen waste, and general office waste, while hazardous waste includes batteries, lamp tubes, and toner cartridges from printers.

During the reporting year, the Group ensured compliance with all applicable laws and regulations that significantly impact its operations, including the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste. Non-hazardous waste was collected and processed by the local environmental hygiene department and designated parties, while hazardous waste was handled by qualified companies to prevent any adverse environmental impacts.

In addition to these disposal and management practices, the Group enforces strict waste management procedures at construction sites to properly handle construction waste. Designated storage areas are clearly assigned for waste disposal, and waste dumping in unauthorised areas is strictly prohibited. Materials that pose risks of secondary pollution are stored separately and marked with appropriate labels to ensure worker safety. Construction waste is regularly transported to government-approved facilities for treatment, while recyclable materials are sent for recycling.

To demonstrate its commitment to waste reduction, the Group prioritises the waste management strategies of replace, reduce, reuse, recycle, and dispose. Various measures have been adopted to encourage staff to use resources efficiently and minimise waste generation:

- Staff are encouraged to reuse paper wherever possible and opt for double-sided printing.

- The use of electronic communication technology is promoted to reduce paper usage.

- Procurement priorities are given to printing paper, toilet paper, and tissues made from recycled materials.

- Discarded paper (excluding those containing confidential information) is sent to recycling companies for proper treatment.

- Electronic greeting cards are used during holidays instead of traditional paper cards.

- Envelopes, binders, archive cards, and other stationery items are reused wherever feasible.

- Dedicated recycling bins are provided for used batteries.

- The Group actively reduces the use of disposable and non-recyclable products.

- Recyclable toner and ink cartridges are used whenever available.

Additionally, regular evaluations of material usage are conducted to prevent overstocking and reduce unnecessary waste. Through these efforts, the Group fosters sustainable resource management practices and minimises waste generation across its operations.

The wastes generated by the Group during the Year are as follows:

Wastes	Unit	**2024**	2023
Total non-hazardous waste generated[1,2]	Tonnes	**0.32**	39
Intensity of non-hazardous waste generated	Tonnes/million RMB of revenue	**0.00**	0.00
Total hazardous waste generated[2]	Kg	**38**	138
Intensity of hazardous waste generated	Kg/million RMB of revenue	**0.01**	0.02

Notes:

1. Non-hazardous waste data are based on estimates. Emissions data relating to non-hazardous waste takes reference from the volume-to-weight conversion factors provided by the Beijing Environmental Sanitation Administration.

2. Due to a reduction in business activities, the data for this item has significantly decreased.

RESOURCES CONSERVATION

The Group is committed to promoting sustainable development by implementing numerous measures to reduce resource consumption, raising environmental awareness among employees, and encouraging their active participation in environmental protection initiatives.

To reduce electricity consumption, the Group has adopted the following practices:

- Employees are encouraged to turn off lights and electronic devices, such as printers and computers, when not in use.

- Natural sunlight is maximised whenever possible, and lighting fixtures are regularly cleaned to maintain energy efficiency.

- Independently controllable lighting switches are installed in different areas, and dynamic sensors are used in less frequently occupied spaces.

- The number of electric lights is reduced in areas with excessive brightness.

- Energy-efficient lighting fixtures, such as T5 fluorescent lamps and LEDs, are used throughout the premises.

- Energy-efficient air conditioners are utilised, with installations avoiding locations directly exposed to sunlight. Regular maintenance is conducted on air conditioning systems, including cleaning filter screens and coil fans.

- Sealing strips are installed on doors and windows to prevent temperature-controlled air leakage.

- Pressure gauges, pressure hoses, and air compressor connectors are regularly inspected and replaced to reduce the risk of refrigerant leakage.

- Split-type air conditioners with a first-level energy efficiency label are prioritised, and water-cooled air conditioning systems are adopted.

- Temporary lighting at the construction site uses sensor-activated light sources to reduce unnecessary power consumption.

- The construction site dynamically monitors precipitation conditions to minimize groundwater extraction, and recycles water resources on-site to conserve water.

- During hot weather, employees are allowed to dress in more relaxed attire, reducing the need for excessive air conditioning. Casual clothing is also encouraged on Fridays when no guests are expected, further minimising reliance on air conditioning.

Through the implementation of these energy-saving measures, the Group continues to promote sustainable energy practices and reduce its environmental impact.

The energy consumption of the Group during the Year is as follows:

Energy Consumption	Unit	2024	2023
Direct Energy Consumption[1]	MWh	64	68
Indirect Energy Consumption[2,3]	MWh	1,664	6,277
Total Energy Consumption	MWh	1,727	6,345
Intensity Of Energy Consumption	MWh/million RMB of revenue	0.46	0.80

Notes:

1. Direct energy consumption includes the use of fuel in vehicles and is calculated based on the conversion factors in the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" provided by the National Development and Reform Commission ("**NDRC**") of the PRC.

2. Indirect energy consumption includes the amount of purchased electricity.

3. Due to a reduction in business activities, the data for this item has significantly decreased.

In terms of water conservation, the Group has implemented the following measures to minimise water wastage:

- Promptly fixing dripping faucets to prevent unnecessary water loss.

- Posting water conservation reminder stickers in restrooms to raise awareness among employees and encourage responsible water usage.

- Conduct regular inspections for hidden water pipe leaks and overflowing water tanks to identify and rectify potential sources of water wastage.

- Monitoring water meter readings to identify unusual fluctuations that may indicate leaks and taking immediate action to address them.

- Installing dual flush toilets to promote water conservation, offering users the option to choose a lower water volume flush for liquid waste or a higher volume flush for solid waste, thereby reducing overall water consumption.

These measures reflect the Group's dedication to minimising water wastage, encouraging responsible water usage, and contributing to sustainable resource management across its operations.

The water consumption of the Group during the Year is as follows:

Water Consumption	Unit	2024	2023
Total Water Consumption[1]	m³	47,187	242,137
Intensity Of Water Consumption	m³/million RMB of revenue	12.66	30.56

Note:

1. Due to a reduction in business activities, the data for this item has significantly decreased.

Caring for Our Employees

The dedication and contributions of employees are critical to the Group's long-term and sustainable development. The Group recognises that well-established employment policies are essential for attracting and retaining talent. In addition to complying with relevant laws and regulations, including but not limited to the Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and Work Safety Law of the People's Republic of China, the Group is committed to fostering a positive working environment that prioritises employee safety and health.

EMPLOYEE RECRUITMENT AND DISMISSAL

The Group has implemented a comprehensive human resources procedure to regulate and manage recruitment processes. This procedure ensures a fair and integrity-driven selection process to identify the most suitable candidates for available positions. The Group uses diverse recruitment channels, including recruitment websites, headhunting services, internal recommendations, and school campus recruitment, to attract and hire qualified personnel.

Throughout the recruitment process, the Group ensures that all job applicants are entitled to equal opportunities, regardless of age, gender, ethnicity, religious belief, marital status, or disability. Evaluations are based solely on relevant work experience, technical expertise, and qualifications that meet the job requirements.

The Group maintains a zero-tolerance policy toward forced labour and child labour. Background checks are conducted for all new employees to ensure their suitability for the position and to maintain a safe working environment. Additionally, the Group thoroughly verifies applicants' documents, such as ID cards, birth certificates, driver's licenses, household registration books, and education certificates. This verification process ensures that the information provided is accurate and aligns with the requirements of the role.

To protect employee rights and prevent forced labour, the Group requires all employees to enter into employment contracts prior to starting their duties. These contracts clearly outline job responsibilities, work locations, and the duration of employment, providing transparency and safeguarding both parties' interests.

During the Year, the number of employees of the Group by different categories is as follows:

Employment	2024	2023
Total workforce	376	685
By gender		
Male	197	374
Female	179	311
By age group		
Below 30 years old	30	111
30–50 years old	338	556
Over 50 years old	8	18
By geographical region		
Northern China	0	0
Eastern China	0	0
Southern China	8	40
Central China	32	75
Northwestern China	17	56
Southwestern China	319	514

The Group also has a policy for the termination of employment. Dismissals are considered only for reasonable causes, such as poor work performance. In such cases, the Group ensures compliance with relevant laws and regulations when handling salary and compensation matters.

For employees who resign, the head of the human resources department conducts an exit interview to understand the reasons for their departure. These interviews provide valuable insights into any concerns or issues employees may have experienced during their tenure. Feedback collected during these interviews is used to improve the Group's practices and policies.

The Group actively monitors and manages employee turnover rates. By analyzing data and trends, the Group identifies patterns and root causes of turnover. Based on this analysis, measures are implemented to address underlying factors, such as enhancing employee engagement, providing growth opportunities, and improving work-life balance. These efforts aim to reduce turnover and promote long-term employee retention, ensuring a stable and motivated workforce.

During the Year, the employee turnover rate of the Group by different categories is as follows:

Turnover Rate	2024	2023
By gender		
Male	**86%**	60%
Female	**80%**	59%
By age group		
Below 30 years old	**100%**	79%
30–50 years old	**75%**	55%
Over 50 years old	**100%**	39%
By geographical region		
Northern China	**0**	0
Eastern China	**0**	0
Southern China	**100%**	1%
Central China	**100%**	4%
Northwestern China	**100%**	23%
Southwestern China	**65%**	2%

HEALTH AND SAFETY

The health and safety of employees, both during business operations and at construction sites, remain the Group's top priority. During the reporting year, the Group strictly complied with all relevant laws and regulations, including but not limited to the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. The Group has consistently implemented safety guidelines across various aspects of construction sites, such as fire safety, sanitation management, working from heights, and facility safety. To ensure compliance, the Group has established a baseline for occupational safety precautions, with penalties applied in cases of violations.

To maintain a safe working environment, the Group has developed a comprehensive system of safety checks and inspections at all construction sites. These inspections are conducted regularly by different levels of the Group. Daily routine safety meetings are held by project companies, while monthly safety inspections are conducted by the Engineering Management Department. During these inspections, photographs and videos are taken to document identified safety issues.

When safety concerns are identified, corrective measures must be promptly implemented to prevent potential accidents. If safety issues remain unresolved, penalties are imposed to ensure accountability and reinforce adherence to safety protocols. The Group also requires specific safety measures to be implemented and displayed as examples in designated safety model areas. These measures are reviewed and evaluated, and only after passing evaluation are they fully implemented at construction sites to ensure compliance with safety requirements.

The Group has formulated an emergency management policy to address occupational health and safety emergencies, including fire, gas leaks, natural disasters, and work safety accidents. The policy categorises emergencies into three levels of severity, with tailored procedures for each level. After addressing an emergency, the Group conducts thorough investigations to determine the root cause and implements corrective measures to prevent recurrence.

To enhance emergency preparedness, the Group provides comprehensive emergency training, such as fire and flood prevention drills. These trainings ensure that personnel are familiar with their roles and responsibilities during emergencies and are well-prepared to execute evacuation plans when necessary.

The Group emphasises the importance of safety training to ensure that contractors, managers, and construction workers understand and comply with occupational health and safety requirements. Safety training is divided into two main categories:

1. **Pre-construction training for contractors**: Before construction begins, the Group provides training to all contractors and managers on government-mandated environmental, health, and safety requirements, as well as site-specific safety regulations. New construction workers are required to pass a safety exam to confirm their understanding of safety requirements and the importance of occupational health and safety.

2. **Regular safety training for construction workers**: The Group conducts regular safety training sessions at different stages of construction. Workers are required to take safety exams to ensure they are familiar with construction processes and can identify potential safety hazards. Training sessions incorporate real-life case studies to illustrate safety incidents, helping workers understand the severity and consequences of neglecting safety protocols. Emergency preparedness is also a key focus of these trainings. Workers are informed about emergency points, exit routes, and assembly areas to ensure they are equipped to respond effectively in case of an emergency. Training includes comprehensive emergency response measures, providing workers with the skills needed to handle various situations. These sessions emphasise the importance of taking safety precautions to mitigate risks and prioritise the well-being of employees.

To further promote workplace safety, the Group organises occupational health and safety-related activities to raise awareness among construction workers. Depending on the construction stage, season, and weather, promotional materials and themes include safety booklets, banners, comic strips, and participation in "safety production month" activities.

The Group has also established a Safety Committee, led by the Engineering Management Department of the Production and Operation Center, to monitor safety practices across construction projects. The committee conducts periodic safety inspections, and any identified issues must be resolved within a specified timeframe. If rectifications are delayed, responsible personnel must propose solutions, and further delays result in penalties for the project general manager and engineering team.

By continuously reinforcing safety practices, providing training, and implementing emergency protocols, the Group strives to minimise accidents and maintain a safe working environment for its workforce.

Over the past three years, the Group has reported no work-related fatalities. During the reporting year, there were no lost days due to work-related injuries, reflecting the Group's ongoing efforts to create an injury-free business environment.

TRAINING AND DEVELOPMENT

The Group recognises the importance of fostering career growth for employees as a critical factor in achieving business success. We believe that investing in employee development not only supports individual growth but also contributes to the long-term prosperity of the organisation. To nurture and retain talent, the Group has implemented a comprehensive training system, including education subsidies and tuition reimbursement, to support learning and development opportunities for employees.

To ensure a consistent pipeline of skilled professionals that meets the needs of our expanding operations, the Group offers both external and internal training programs. These programs are designed to provide employees with diverse learning experiences and opportunities to enhance their skill sets.

To help new employees integrate seamlessly into the Group, we have developed an extensive orientation program. This program includes a series of induction training sessions focused on familiarizing new hires with the Group's policies, system operations, and departmental workflows. The orientation program serves as an essential step in introducing new employees to the Group's organisational structure, values, and work culture. Through the induction training, new employees gain a solid understanding of the policies and guidelines that govern the Group's operations. They are also introduced to the specific functions and responsibilities of various departments. This knowledge helps new employees understand how different teams work together and contribute to the Group's daily operations, enabling them to recognise the interdependencies and synergies that drive the Group's success.

By implementing this training system, the Group strives to create a supportive environment that promotes continuous learning and professional development. We believe that investing in employee growth empowers individuals to reach their full potential and make meaningful contributions to the organisation's success.

To standardise the management of rewards and penalties, the Group has established a clear operational procedure for implementing these actions. This policy aims to incentivise employees for strong performance, rectify noncompliance or negligence, and ensure that rewards and penalties are administered in a prompt, fair, and transparent manner. By strictly enforcing this policy, the Group ensures accountability while fostering a high-performance culture.

To assist new employees during their probationary period, the Group assigns dual mentors: an HR mentor and a business mentor. The HR mentor, designated by the HR Administration Center, provides regular communication with the employee's department supervisor and business mentor. The HR mentor also conducts monthly check-ins with the employee, supervises the completion of tasks within the OA system, participates in probationary assessments, and contributes to overall development planning.

The business mentor, selected based on specific criteria, is responsible for introducing the department's organisational structure, functions, personnel, job responsibilities, and requirements. On the employee's first day, the business mentor conducts an onboarding discussion, provides training, and offers ongoing guidance on work processes and methods. The dual mentor system ensures that new employees receive support from both HR and business perspectives, facilitating a smooth onboarding process and enabling employees to understand their roles and responsibilities effectively.

The Group adheres to a policy of prioritizing internal promotions over external hiring. We value employees' contributions, recognise exceptional performance and technical expertise, and provide appropriate rewards and incentives. Regular employee assessments are conducted to evaluate performance and identify areas for improvement.

To further develop and recognise outstanding employees, the Group has established a comprehensive competency model. This model serves as a framework for assessing and enhancing skills and capabilities. Additionally, the Group organises an annual Elite Program to celebrate the achievements of top-performing employees.

To maintain competitiveness in the market, the Group reviews its remuneration structure annually based on internal and external benchmarks. This ensures that employees are fairly compensated and incentivised to contribute to the Group's growth.

The Group's commitment to robust training and career development reflects its dedication to employee success and organisational prosperity. By providing continuous learning opportunities, recognizing employee achievements, and fostering a culture of excellence, the Group ensures the sustainable growth of both its employees and the organisation as a whole.

During the Year, the percentage of employees trained and average training hours of employees are as follows:

Training	2024	2023
Percentage of employees trained		
By gender		
Male	**54%**	64%
Female	**26%**	57%
By employment category		
Senior	**69%**	25%
Middle	**63%**	47%
Junior	**34%**	65%
Average training hours completed per employee		
By gender		
Male	**5.31**	1.79
Female	**1.58**	1.52
By employment category		
Senior	**1.46**	0.25
Middle	**3.04**	1.81
Junior	**3.75**	1.17

EMPLOYEE WELFARE

Employees are among the most valuable assets of the Group, and we are committed to providing them with attractive benefits. The Group ensures that employee working hours and remuneration comply with the requirements of applicable laws and regulations. Employees are entitled to statutory leave, including maternity leave, marriage leave, and funeral leave, in accordance with relevant laws.

All employees who have signed labour contracts with the Group are eligible for the benefits provided. Employee benefits are divided into statutory benefits and Group benefits:

• **Statutory benefits:** These include social insurance, medical insurance, and housing provident fund as mandated by national laws.

• **Group benefits:** These include material benefits (such as gifts and allowances) and non-material benefits. In addition, the Group provides specific allowances, such as a computer allowance for employees who use their personal computers for work, an expatriate allowance for employees on overseas assignments, a secondment allowance, home visit leave, and a rental allowance.

The Group also promotes a culture of care and mutual support among employees, emphasizing the creation of a workplace environment that fosters happiness and harmony. To enrich employees' social lives and promote physical and mental well-being, the Group organises a variety of cultural and sports activities. These include Group celebration events and festival-related activities, which help strengthen team cohesion and contribute to a positive corporate atmosphere.

Operating Our Business

The Group recognises that the sustainable development of an enterprise depends significantly on the quality and efficiency of its business operations. We are committed to optimizing operations and maintaining our reputation by effectively managing the supply chain, providing outstanding customer service, and adhering to ethical business practices.

SUPPLY CHAIN MANAGEMENT

To fulfil our environmental and social responsibilities, the Group prioritises effective supply chain management. We place great importance on working with reputable suppliers, such as long-established and well-known enterprises, to ensure the delivery of high-quality products. Comprehensive procurement and supplier management policies and systems have been established to guide supplier selection and management processes.

During the supplier selection process, the Group evaluates suppliers based on criteria such as project quality, project progress, on-site management and cooperation, cost control, and safety. Additional evaluation criteria include product quality, delivery performance, production capacity, and compliance with relevant standards. Suppliers must also demonstrate strong environmental, health, and safety performance and have written policies governing the conduct of their employees. Only suppliers who meet these standards are added to the Group's qualified supplier list.

To ensure products meet the Group's quality, safety, and environmental standards, environmental and safety commitments are incorporated into procurement contracts and requirements. Employees responsible for supply chain management receive training on relevant legal regulations and procurement policies to ensure accurate supplier assessments. If a supplier's behaviour is found to contradict Group policies, cooperation is suspended until improvements are made. Supplier evaluations are conducted annually, and those failing to meet the required standards are removed from the qualified supplier list.

The Group considers environmental and social risks throughout the supply chain. The procurement policy outlines expectations, requirements, and management processes for suppliers, with a strong emphasis on collaborating with sustainable suppliers. Suppliers are expected to comply with national, regional, and industry environmental standards and use production materials responsibly. Priority is given to suppliers holding certifications such as ISO 50001 Energy Management System, ISO 14001 Environmental Management System, and Low Carbon Product Certification.

Suppliers are assessed on their environmental performance through methods such as questionnaires, visits, and on-site inspections. Areas of evaluation include compliance with environmental regulations, resource conservation practices, and overall commitment to sustainable development. The Group actively engages in environmental communication, knowledge sharing, and training initiatives with suppliers.

To establish a green supply chain, the Group incorporates environmental factors across various stages, including product design, procurement, production, packaging, logistics, sales, service, and recycling or reuse processes. Environmental requirements, including energy efficiency, are explicitly stated during tendering and acceptance processes, while suppliers' environmental performance is comprehensively reviewed. Suppliers must sign an environmental commitment agreement to ensure that the raw materials they supply comply with applicable environmental protection laws and regulations.

The Group strives to select environmentally friendly products and services during procurement. We prioritise the procurement of energy-efficient and recyclable products, such as refillable pens and recycled paper. Employees are encouraged to be mindful of product expiration dates and to use older products first to minimise waste.

Additionally, the Group aims to reduce its carbon footprint by prioritizing local suppliers or those located near the Group's operations. This approach supports sustainable sourcing practices and reduces transportation-related emissions.

By integrating sustainability into our supply chain management and procurement practices, the Group ensures that business operations align with environmental and social responsibility principles, contributing to long-term sustainable development.

During the Year, all suppliers were governed by the abovementioned supplier management procedures. The number of suppliers by geographical region is as follows:

Suppliers	2024	2023
Total number of suppliers	419	557
By geographical region		
Northern China	13	17
Eastern China	12	0
Southern China	19	429
Central China	3	18
Northwestern China	1	48
Southwestern China	371	0

PRODUCT AND SERVICE QUALITY

The Group is committed to delivering high-quality products and exceptional customer service to its clients. A strong emphasis is placed on complying with applicable laws and regulations, including the Product Quality Law of the People's Republic of China, the Construction Law of the People's Republic of China, and the Law of the People's Republic of China on Protection of Consumer Rights and Interests. To guide and regulate the construction process, quality, progress, counterclaims, and data management, the Group has developed a Group Construction Management Manual. This manual is revised annually to ensure its relevance and effectiveness.

The Group continuously strives to enhance the quality of its properties and services through internal processes designed to optimise overall performance. To ensure that constructed and developed properties meet quality standards, the Group has implemented a construction inspection management policy. This policy defines the responsibilities and measures for construction inspections, ensuring that properties adhere to satisfactory quality standards. Under the policy, project companies are tasked with regularly monitoring construction progress carried out by contractors and ensuring strict compliance with health and safety regulations. These efforts strengthen the Group's overall construction project management.

To further improve property quality, the Group integrates property quality performance into employee accountability. Inspection personnel are held directly responsible for any quality issues that arise during construction. This approach reinforces the importance of high standards and motivates personnel to uphold quality expectations.

To support the development of employee skills related to property quality, the Group conducts comprehensive training programs. These training sessions cover key areas such as quality control management, design focus, landscape design and construction focus, exterior quality control, and anti-seepage techniques for post-pouring strips.

During the reporting year, no property sold by the Group was recalled due to safety or health concerns.

The Group is dedicated to enhancing customer service and ensuring customer satisfaction. To address customer concerns effectively, the Group has implemented Customer Complaint Management Measures. Customer complaints are categorised based on their severity and promptly forwarded to the appropriate departments for resolution. The customer service team thoroughly investigates each complaint, identifies its root cause, and takes remedial and preventive actions to resolve issues quickly and effectively.

As part of its after-sales services, the Group provides comprehensive maintenance services within the warranty period. The responsible departments respond promptly to customer inquiries and service requests through various communication channels.

During the reporting year, the Group received 351 complaints related to property management, property sales, and facility maintenance. Each case was assigned to responsible personnel, and the Group achieved a 100% response rate to all complaints. Most complaints were resolved through active communication, refunds, or maintenance services, demonstrating the Group's commitment to customer satisfaction.

ADVERTISEMENTS MANAGEMENT

The Group adopts a rigorous approach to managing advertisements and public communications. All advertising activities comply strictly with relevant laws and regulations, including the Advertising Law of the People's Republic of China. To ensure the standardisation of news management and dissemination, the Brand Management Department has developed the News Management and Dissemination Policy. This policy provides a structured framework for managing the release and communication of news content.

The News Management and Dissemination Policy covers key areas such as news releases, designated spokespersons, communication guidelines, and dissemination channels. The Brand Management Department is the sole authority responsible for publishing news articles related to the Land brand, ensuring consistency in messaging. The policy classifies news into three categories and unifies communication guidelines across the organisation. Official communication channels, such as WeChat, websites, and enterprise platforms, are used for news dissemination. The policy also incorporates a correspondent system, requiring regular submissions from projects for ranking and public disclosure.

The implementation of the News Management and Dissemination Policy ensures a centralised and standardised approach to managing news content, fostering a cohesive and consistent brand image. All news articles undergo a thorough approval process by the Brand Management Department to enhance the accuracy and reliability of information shared with the public. Designated spokespersons and established communication guidelines ensure that external communications align with the Group's strategic objectives and messaging, protecting the Group's reputation and maintaining a professional image in media interactions.

By implementing this policy, the Group demonstrates its commitment to effective communication, brand consistency, and the responsible sharing of information with both internal and external stakeholders.

INTELLECTUAL PROPERTY RIGHTS AND PRIVACY PROTECTION

The Group is dedicated to protecting its intellectual property and ensuring the proper use and management of its trademarks. In accordance with the Trademark Law of the People's Republic of China, the Implementation Rules of the Trademark Law of the People's Republic of China, and other applicable regulations, the Group has formulated the Territory Group Trademark Management Measures. These measures promote trademark protection and standardise their use across the organisation.

In addition to protecting trademarks, the Group is committed to ensuring ethical, legal, and responsible technological practices by strictly using legitimate software in compliance with license agreements. This approach safeguards the Group against potential legal and financial risks associated with unauthorised software usage and demonstrates respect for intellectual property rights. By adhering to software license agreements, the Group upholds ethical business practices, protects its stakeholders, and aligns with legal and industry standards in the digital landscape.

To protect customer interests, the Group has established robust confidentiality measures. Employees sign confidentiality agreements requiring them to safeguard all business and technical information related to the Group's operations. These agreements prohibit unauthorised disclosure or theft of sensitive information. Upon job changes or contract termination, employees must return all confidential materials and complete handover procedures. The Group reserves the right to adjust job positions within three months before contract termination. Violations of confidentiality agreements result in civil liability for damages. Employees are also prohibited from part-time work in the same industry, with any income from such work belonging to the Group. For core trade secrets, additional non-disclosure and non-compete agreements are signed.

The Group collects and uses customer information in full compliance with applicable laws and regulations. The use of customer information is strictly limited to the purposes outlined in customer contracts. Employees are trained on the proper handling of customer information, with access granted only for valid business purposes. To protect the confidentiality and integrity of customer information, the Group has implemented robust security measures for its computer databases. Regular monitoring and testing are conducted to identify and mitigate potential privacy risks.

Through these measures, the Group demonstrates its strong commitment to intellectual property protection, customer privacy, and ethical business practices, ensuring the trust of its stakeholders while maintaining compliance with legal and regulatory requirements.

ANTI-CORRUPTION

Integrity is a core element of the Group's business ethics. The Group strictly complies with relevant laws and regulations, including but not limited to the Criminal Law of the People's Republic of China. To uphold ethical standards, the Group has established a comprehensive code of conduct that addresses the management of conflicts of interest, information confidentiality, bribery prevention, anti-corruption measures, and equal opportunity.

To further reinforce ethical practices, the Group has implemented an anti-corruption policy and established a whistleblowing system that provides clear channels for reporting incidents of corruption. The Group is committed to maintaining the confidentiality of whistleblowers and protecting their identities. Employees are encouraged to promptly report any instances of bribery, corruption, or violations of the code of conduct to their supervisors.

To regulate activities, prevent unethical behaviour aimed at seeking undue benefits, and protect the legitimate rights of all parties, employees are required to sign an agreement designed to prevent bribery and corruption. This agreement establishes clear expectations for ethical conduct and emphasises the importance of integrity and self-discipline in daily operations.

The Group actively promotes a culture of integrity by conducting anti-corruption training sessions through videos and face-to-face meetings. These training programs cover topics such as reporting suspected cases, internal audit procedures, and adherence to the code of conduct. New employees also receive dedicated integrity training as part of their onboarding process. Employees are encouraged to report any suspected misconduct or policy violations to ensure ongoing compliance and accountability.

During the reporting year, the Group recorded no concluded legal cases involving corrupt practices, reflecting its strong commitment to ethical and transparent business operations.

The Group is committed to balancing business development with the well-being of society and actively contributes to the growth and prosperity of the community. Employees are encouraged to participate in volunteer work and charitable activities, fostering a culture of social responsibility within the organisation.

As a socially responsible enterprise, the Group has participated in various public welfare initiatives and charitable activities. These efforts include providing assistance to the elderly, organizing heat relief programs by distributing products to labourers working in high-temperature environments, and donating money and food to support the protection of endangered animals.

Through these initiatives, the Group demonstrates its dedication to making meaningful contributions to the community, promoting social welfare, and supporting environmental and humanitarian causes.

HKEX ESG Reporting Guide Content Index

Aspects, General Disclosure and KPIs	Description	Section
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Protecting our Environment
A1.1	The types of emissions and respective emissions data.	Emissions Management
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	Emissions Management
A1.3	Total hazardous waste produced and intensity.	Waste Generation
A1.4	Total non-hazardous waste produced and intensity.	Waste Generation
A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Sustainability Policy
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Generation
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Protecting our Environment
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Resources Conservation
A2.2	Water consumption in total and intensity.	Resources Conservation
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Sustainability Policy
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Resources Conservation
A2.5	Total packaging material used for finished products and per unit produced.	Due to the business nature, the Group does not involve the use of packaging material.

Aspects, General Disclosure and KPIs	Description	Section
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Environmental Sustainability Policy
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Sustainability Policy
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employee Recruitment and Dismissal
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B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health And Safety
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B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health And Safety

Aspects, General Disclosure and KPIs	Description	Section
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Training and Development
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B3.2	The average training hours completed per employee by gender and employee category.	Training and Development
B4 Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employee Recruitment and Dismissal
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Recruitment and Dismissal
B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Recruitment and Dismissal
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
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B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

Aspects, General Disclosure and KPIs	Description	Section
B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Operating Our Business
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B6.2	Number of products and service-related complaints received and how they are dealt with.	Product And Service Quality
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights and Privacy Protection
B6.4	Description of quality assurance process and recall procedures.	Product And Service Quality
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Intellectual Property Rights and Privacy Protection
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

Aspects, General Disclosure and KPIs	Description	Section
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contributing to Community
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B8.2	Resources contributed to the focus area.	Contributing to Community