

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

**CREDIT GLORIOUS
PROPERTY HOLDINGS LTD.**

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

INTRODUCTION

1. OUR VISION
2. OUR MISSION
3. GOVERNANCE AND LEADERSHIP
4. KEY AREAS OF FOCUS
5. ENVIRONMENTAL SUSTAINABILITY INITIATIVES
6. COMMUNITY ENGAGEMENT AND SOCIAL IMPACT
7. DIVERSITY, EQUITY, AND INCLUSION
8. ETHICAL BUSINESS CONDUCT
9. CONSUMER ADVOCACY AND RESPONSIBILITY
10. IMPLEMENTATION, MONITORING, AND REPORTING
11. REVIEW AND FUTURE DIRECTIONS

CONCLUSION

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

INTRODUCTION

Overview of the Company's Commitment to CSR

Credit Glorious Property Holdings Ltd., with its global presence and a diverse portfolio, recognizes the profound impact its operations can have on society and the environment. Our commitment to Corporate Social Responsibility (CSR) is not just a corporate mandate; it is a fundamental part of our identity and business ethos. We believe that our success should not only be measured in financial terms but also by the positive contributions we make to the communities we serve, the environment we operate in, and the lives we touch. Our CSR commitment is built on the understanding that our business activities are inextricably linked to the well-being of society at large. We strive to operate not just as a successful business but as a responsible corporate citizen. This means taking into account the environmental, social, and ethical implications of our decisions and actions. From reducing our carbon footprint to ensuring fair labor practices and promoting diversity and inclusion, our approach to CSR is comprehensive and integrated into every aspect of our operations.

ARTICLE 1 – PURPOSE

The purpose of this CSR Statement is to articulate our approach and commitment to responsible business practices. It serves as a guiding document that outlines our goals, strategies, and actions in the realm of CSR. This statement is intended to provide transparency to our stakeholders – including our employees, customers, investors, and the communities we operate in – about what they can expect from Credit Glorious in terms of our contribution to sustainable development.

This statement also acts as a framework for setting our CSR objectives and measuring our progress. It is a living document, subject to regular review and revision, to ensure that it remains aligned with our evolving business strategy, stakeholder expectations, and global best practices in CSR.

Through this statement, we reaffirm our dedication to being a force for positive change, leveraging our resources, expertise, and global reach to make a meaningful difference in the world. We are committed to continuous improvement in our CSR initiatives and to being accountable for our impact on society and the environment.

ARTICLE 2 – OUR VISION

Long-term CSR Goals and Aspirations

Our vision for Corporate Social Responsibility (CSR) at Credit Glorious is to set a standard of excellence in corporate citizenship that transcends the conventional role of a business entity. We aspire to be recognized not just for our financial achievements but for our contributions to society, our environmental stewardship, and our commitment to ethical practices.

Our long-term CSR goals include:

1. **Environmental Leadership:** To be at the forefront of sustainable business practices,

significantly reducing our environmental impact, and leading initiatives that contribute to global environmental conservation.

2. **Community Impact:** To make a lasting, positive impact on the communities where we operate, not only through financial contributions but through active engagement and support for local initiatives.
3. **Workplace Excellence:** To foster a workplace culture that values diversity, inclusion, and equal opportunity, where every employee feels valued and empowered.
4. **Ethical Business Practices:** To maintain the highest standards of integrity and transparency in all our dealings, setting a benchmark for ethical conduct in the industry.
5. **Innovation for Social Good:** To leverage our resources and expertise to develop innovative solutions that address social and environmental challenges.

ARTICLE 3 – OUR MISSION

Immediate and Practical CSR Objectives

Our mission in CSR is to integrate responsible practices into every facet of our operations and corporate decision-making. In the immediate term, our objectives are:

1. **Sustainability Integration:** To embed environmental sustainability into our business strategies, reducing our carbon footprint and enhancing resource efficiency.
2. **Community Engagement:** To initiate and participate in community development projects, focusing on areas such as education, health, and local economic development.
3. **Diversity and Inclusion:** To implement policies and programs that promote diversity and inclusion within our workforce and in our business practices.
4. **Ethical Standards:** To strengthen our internal controls and training programs to ensure adherence to the highest ethical standards and compliance with all relevant laws and regulations.
5. **Stakeholder Engagement:** To actively engage with our stakeholders to understand their expectations and incorporate their feedback into our CSR strategies.
6. **Transparency and Reporting:** To enhance transparency in our CSR initiatives, regularly reporting on our progress and challenges to our stakeholders.

ARTICLE 4 - GOVERNANCE AND LEADERSHIP

CSR Governance Structure

At Credit Glorious, we believe that effective governance is crucial for the successful implementation and oversight of our CSR initiatives. Our CSR governance structure is designed to ensure accountability, transparency, and alignment with our overall business strategy.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

1. **CSR Board Committee:** At the apex of our CSR governance structure is the CSR Board Committee. This committee, comprising senior board members, is responsible for setting the strategic direction of our CSR initiatives, approving policies, and reviewing progress against our CSR goals.
2. **CSR Management Team:** Reporting to the CSR Board Committee is the CSR Management Team, led by a CSR Director. This team is responsible for the day-to-day management of CSR activities, developing strategies, and implementing approved CSR programs.
3. **CSR Working Groups:** Various CSR Working Groups are established, focusing on specific areas like environmental sustainability, community engagement, workplace diversity, and ethical practices. These groups are responsible for developing initiatives and driving progress in their respective areas.
4. **Employee Engagement:** Employees across all levels are encouraged to participate in CSR activities. This includes volunteer programs, feedback mechanisms, and involvement in CSR decision-making processes.

Leadership Roles and Responsibilities

1. **Board Members:** Board members provide strategic oversight, ensuring that CSR is integrated into the broader business strategy and that the company adheres to its CSR commitments. They are responsible for approving major initiatives and reviewing performance against CSR objectives.
2. **CSR Director:** The CSR Director leads the CSR Management Team, coordinates with different working groups, and ensures that CSR initiatives are aligned with the company's values and objectives. The Director also plays a key role in stakeholder engagement and reporting.
3. **Working Group Leaders:** Leaders of the CSR Working Groups are responsible for driving initiatives within their focus areas. They work closely with the CSR Management Team to develop and implement strategies and report on progress.
4. **All Employees:** Every employee at Credit Glorious has a role in CSR. They are encouraged to contribute ideas, participate in CSR activities, and uphold the company's CSR values in their daily work.

ARTICLE 5 – KEY AREAS OF FOCUS

Environmental Sustainability

1. **Resource Efficiency:** Implementing strategies to reduce energy consumption, water usage, and waste in all our operations. We aim to optimize resource use to minimize our environmental footprint.
2. **Sustainable Practices:** Adopting sustainable practices in our business operations, including

the use of renewable energy sources, sustainable materials, and eco-friendly technologies.

3. **Carbon Neutrality Goal:** Striving to achieve carbon neutrality by setting clear targets for reducing greenhouse gas emissions and investing in carbon offset projects.
4. **Environmental Stewardship:** Participating in and supporting environmental conservation initiatives, promoting biodiversity, and contributing to the preservation of natural habitats.

Community Engagement and Development

1. **Local Community Support:** Engaging with local communities to understand their needs and contribute to their development through various initiatives, including education, health, and infrastructure projects.
2. **Employee Volunteerism:** Encouraging and facilitating employee participation in community service activities, fostering a culture of giving back to society.
3. **Charitable Partnerships:** Collaborating with charities and non-profit organizations to amplify our impact on critical social issues.
4. **Economic Development:** Supporting local economies through job creation, local sourcing, and investing in community-based projects.

Workplace Diversity and Inclusion

1. **Inclusive Culture:** Cultivating an inclusive workplace where diversity is valued and all employees feel respected and empowered.
2. **Equal Opportunities:** Ensuring equal opportunities for all employees, with a focus on eliminating discrimination and promoting diversity in recruitment, development, and advancement.
3. **Employee Well-being:** Prioritizing the well-being of our employees through supportive workplace policies, health and wellness programs, and a safe working environment.
4. **Training and Development:** Offering continuous learning and development opportunities to foster a diverse and skilled workforce.

Ethical Business Practices

1. **Integrity and Transparency:** Upholding the highest standards of integrity in all our business dealings and maintaining transparency with stakeholders.
2. **Compliance with Laws:** Ensuring strict compliance with all relevant laws, regulations, and industry standards, both locally and internationally.
3. **Anti-Corruption Measures:** Implementing robust policies and procedures to prevent corruption and bribery in all forms.
4. **Stakeholder Engagement:** Engaging openly and ethically with our stakeholders, including customers, suppliers, and partners.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Consumer Responsibility

1. **Product Quality and Safety:** Committing to the highest standards of product quality and safety, ensuring that our offerings meet or exceed customer expectations and regulatory requirements.
2. **Sustainable Products and Services:** Developing and promoting products and services that are sustainable and environmentally friendly.
3. **Research and Development:** Allocating resources towards research and development in green technologies, exploring innovative solutions to environmental challenges.
4. **Supporting Green Startups and Innovations:** Investing in startups and technologies that are developing sustainable solutions, thereby contributing to the broader environmental sustainability movement.

ARTICLE 6 – ENVIRONMENTAL SUSTAINABILITY INITIATIVES

Carbon Neutrality Goals

1. **Emission Reduction Targets:** Setting ambitious targets to reduce greenhouse gas emissions across all our operations, with a clear timeline to achieve carbon neutrality.
2. **Energy Efficiency Measures:** Implementing energy-efficient practices in our offices and facilities, including the use of LED lighting, energy-efficient appliances, and smart building technologies.
3. **Renewable Energy Adoption:** Investing in renewable energy sources such as solar, wind, and hydroelectric power for our operations, aiming to significantly reduce our reliance on fossil fuels.
4. **Carbon Offset Projects:** Participating in verified carbon offset projects, such as reforestation and clean energy initiatives, to compensate for our residual carbon footprint.

Waste Reduction and Recycling Programs

1. **Waste Minimization Strategies:** Implementing strategies to reduce waste generation in our operations, including reducing paper use and minimizing packaging materials.
2. **Recycling Initiatives:** Establishing comprehensive recycling programs across all our offices and facilities to ensure responsible disposal and recycling of materials.
3. **Employee Awareness and Participation:** Educating and encouraging employees to participate in waste reduction and recycling efforts, both at work and in their personal lives.
4. **Supplier and Partner Collaboration:** Working with suppliers and partners to reduce waste along the supply chain and promote the use of recycled and recyclable materials.

Investment in Green Technologies

1. **Green Building Practices:** Investing in green building technologies for our offices and facilities, including energy-efficient heating and cooling systems, green roofs, and sustainable construction materials.
2. **Eco-Friendly Business Solutions:** Adopting eco-friendly technologies in our business

ARTICLE 7 – COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

Local Community Support Programs

At Credit Glorious, we believe in nurturing the communities that have been integral to our success. Our local community support programs are tailored to reflect the unique needs and aspirations of each community we operate in, whether it's in the bustling streets of London or the vibrant neighborhoods of Sofia.

1. **Urban Renewal Initiatives:** In cities like London and Paris, we focus on urban renewal projects that revitalize neighborhoods, creating spaces that blend modern living with cultural heritage.
2. **Educational Partnerships:** We collaborate with schools and universities in Hong Kong and Sofia, offering internships and educational programs that bridge the gap between academia and the real estate industry.
3. **Local Business Incubators:** Recognizing the entrepreneurial spirit in our communities, we establish business incubators in Paris and Sofia, providing resources and mentorship to local startups.

Employee Volunteer Initiatives

Our employees are our greatest asset, and their passion for community service is the driving force behind our volunteer initiatives.

1. **Global Volunteer Day:** We host an annual Global Volunteer Day, where our teams across London, Paris, Hong Kong, and Sofia engage in local community projects, fostering a sense of global unity and local impact.
2. **Professional Skill-Sharing:** Our employees offer their expertise in real estate, finance, and business development to local entrepreneurs and non-profits, empowering them with the skills to thrive.
3. **Cultural Exchange Programs:** Recognizing the diverse cultures in our global offices, we organize cultural exchange programs where employees can participate in community projects abroad, promoting cross-cultural understanding and collaboration.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Corporate Philanthropy and Donations

Our philanthropic efforts are focused on creating long-lasting impacts in the communities we serve.

1. **Sustainable Development Grants:** We offer grants to projects in London and Paris that focus on sustainable urban development, aligning with our commitment to environmental sustainability.
2. **Arts and Culture Sponsorship:** In cities rich in cultural heritage like Paris and Sofia, we sponsor local arts and cultural events, supporting the vibrant cultural scene that defines these communities.
3. **Disaster Relief Funds:** Understanding the need for rapid response in times of crisis, we have set up disaster relief funds, particularly in regions prone to natural disasters like Hong Kong.

ARTICLE 8 – DIVERSITY, EQUITY, AND INCLUSION

Policies Promoting Workplace Diversity

At Credit Glorious, we are committed to fostering a workplace that is diverse, equitable, and inclusive. Our policies are designed to ensure that every employee feels valued and has equal opportunities to thrive.

1. **Recruitment and Hiring:** We have implemented fair hiring practices that prioritize diversity and inclusivity, ensuring a wide range of perspectives within our team.
2. **Equal Opportunity Framework:** Our policies strictly prohibit any form of discrimination based on race, gender, age, religion, sexual orientation, or disability, promoting a culture of equality.
3. **Diversity Targets and Reporting:** We set clear diversity targets and regularly report on our progress, holding ourselves accountable for creating a truly diverse workplace.

Inclusion Training and Awareness Programs

Awareness and continuous learning are key to fostering an inclusive environment.

1. **Regular Inclusion Workshops:** We conduct workshops and training sessions for our employees across all offices, focusing on understanding and appreciating diversity.
2. **Cultural Sensitivity Training:** Given our global presence, we provide cultural sensitivity training to ensure respect and understanding of the diverse cultures within our workforce.
3. **Employee Resource Groups:** We encourage the formation of employee resource groups that provide support and advocacy for various minority groups within the company.

ARTICLE 9 – Ethical Business Conduct

Anti-Corruption Policies

Our commitment to ethical business conduct is unwavering, and our anti-corruption policies reflect this stance.

1. **Zero Tolerance for Bribery and Corruption:** We have a strict policy against any form of bribery or corruption, applicable to all employees, suppliers, and partners.
2. **Regular Compliance Training:** All employees undergo regular training on anti-corruption laws and regulations, ensuring they are well-equipped to identify and avoid unethical practices.
3. **Whistleblower Protection:** We have established secure channels for reporting unethical behavior, with strict policies to protect whistleblowers from any form of retaliation.

Supplier and Partner Code of Conduct

Our ethical standards extend to our suppliers and partners.

1. **Code of Conduct for Suppliers and Partners:** We require all our suppliers and partners to adhere to our code of conduct, which emphasizes ethical business practices.
2. **Due Diligence Processes:** We conduct thorough due diligence on all potential suppliers and partners to ensure alignment with our ethical standards.
3. **Regular Audits and Assessments:** Our compliance team regularly audits and assesses our suppliers and partners to ensure ongoing adherence to our ethical standards.

ARTICLE 10 – CONSUMER ADVOCACY AND RESPONSIBILITY

Commitment to Customer Satisfaction

At Credit Glorious, we place the utmost importance on the satisfaction and well-being of our customers. Our approach is centered around understanding and meeting their needs responsibly.

1. **Customer Feedback Mechanisms:** We have established multiple channels for customers to provide feedback, ensuring their voices are heard and acted upon.
2. **Quality Assurance Processes:** Rigorous quality checks are in place to ensure that our products and services meet the highest standards.
3. **Responsive Customer Service:** Our customer service team is trained to be responsive, empathetic, and effective in addressing customer concerns and queries.

ARTICLE 11 – SUSTAINABLE AND ETHICAL PRODUCT POLICIES

Our commitment to sustainability and ethics is reflected in our product policies.

1. **Eco-friendly Products and Services:** We prioritize sustainability in our product development, focusing on minimizing environmental impact.
2. **Ethical Sourcing:** We ensure that our supply chain practices are ethical, with a focus on fair labor practices and sustainable sourcing.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

3. **Transparency in Product Information:** We provide clear and honest information about our products and services, enabling customers to make informed choices.

ARTICLE 12 – IMPLEMENTATION, MONITORING, AND REPORTING

Integration of CSR in Business Operations

Our CSR principles are deeply integrated into our business operations.

1. **CSR in Decision Making:** CSR considerations are an integral part of our strategic decision-making processes.
2. **Employee Engagement in CSR:** We actively involve our employees in CSR initiatives, fostering a culture of social responsibility.

Monitoring Mechanisms and Performance Metrics

We have established robust mechanisms to monitor our CSR performance.

1. **Performance Metrics:** We use specific metrics to measure the effectiveness of our CSR initiatives.
2. **Regular Internal Audits:** Our internal audit team regularly evaluates the implementation of CSR practices across all departments.

Annual CSR Reporting and Transparency

Transparency is key to our CSR approach.

1. **Annual CSR Reports:** We publish detailed annual reports outlining our CSR activities, achievements, and areas for improvement.
2. **Stakeholder Engagement:** We engage with our stakeholders, including customers, employees, and partners, in our CSR reporting process.

ARTICLE 13 – REVIEW AND FUTURE DIRECTIONS

Periodic Review of CSR Strategies

We regularly review and update our CSR strategies to ensure they remain effective and relevant.

1. **Assessment of CSR Impact:** We assess the impact of our CSR initiatives, making adjustments where necessary.
2. **Stakeholder Feedback:** We incorporate feedback from stakeholders in the review process to enhance our CSR strategies.

Future Plans and Aspirations in CSR

Looking ahead, we are committed to further advancing our CSR efforts.

1. **Innovative CSR Initiatives:** We plan to introduce innovative CSR initiatives that align with emerging global trends and needs.

2. **Long-term Sustainability Goals:** We are setting ambitious long-term goals to enhance our contribution to sustainable development.

CONCLUSION

As we conclude our Corporate Social Responsibility (CSR) statement, it's important to reflect on the core values and commitments that guide Credit Glorious Property Holdings Ltd. in its journey towards responsible corporate citizenship.

Reflection on Our CSR Journey

1. **Commitment to Excellence:** Our journey in CSR reflects our unwavering commitment to excellence in every aspect of our operations, from environmental stewardship to ethical business practices.
2. **Adaptation and Growth:** We recognize that CSR is an evolving area, and we are committed to adapting and growing with the changing needs of our society and planet.

The Impact of Our CSR Initiatives

1. **Positive Social Impact:** Through our community engagement and development programs, we have made a tangible positive impact on the communities we serve.
2. **Environmental Stewardship:** Our initiatives in environmental sustainability demonstrate our commitment to being a responsible steward of the planet.
3. **Workplace Transformation:** Our focus on diversity, equity, and inclusion has fostered a more inclusive and empowering workplace culture.

Final Thoughts

Credit Glorious Property Holdings Ltd. understands that CSR is not just a corporate obligation but a moral imperative. We are dedicated to continuing our efforts in making a positive difference in the world, firmly believing that our actions today shape the world of tomorrow. Our CSR statement is a living document, reflective of our evolving understanding of what it means to be a responsible business in a global community.

In conclusion, our commitment to CSR is integral to our identity as a company. We pledge to uphold these values and principles, ensuring that Credit Glorious Property Holdings Ltd. remains a beacon of responsible business practices, environmental stewardship, and social responsibility.