



禹洲集團控股有限公司

YUZHOU GROUP HOLDINGS COMPANY LIMITED

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 01628.HK

2019 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



1997

禹洲物業服務公司成立

1994

廈門啟航
樹海西標桿

2006

立足海西 建樹全中國

2015

躋身中國房地產企業
三十六強

2016

立足長三角
引領海西區

2007

禹洲商業成立

2009

於香港聯交所上市

MSCI



恒生指數
HANG SENG INDEXES

2018

獲納恒生綜合
大中型指數及
MSCI中國指數

BBB級

2019

獲得MSCI ESG
評級BBB級

2019

首個百億城市公司誕生

高股息率

2020

獲納恒生指數
高股息率指數成份股

CONTENTS 目錄

2	ABOUT THIS REPORT	關於本報告
4	CHAIRMAN'S STATEMENT	主席寄語
	SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP	禹洲集團的可持續發展
9	About Yuzhou Group	關於禹洲集團
10	Governance of Sustainability	可持續發展管理
	BUILDING GREEN HOMES	建設綠色家園
23	Green Technology	綠色技術
26	Green Building	綠色建築
30	Green Construction	綠色施工
34	Green Operation	綠色營運

Corporate Vision 企業願景

To be an Evergreen Enterprise that Promoting
Cities' Development and Growing with Customers,
Staff and Shareholders

成為助力城市生長，實現客戶、員工、
股東共贏共榮的百年企業



Corporate Mission 企業使命

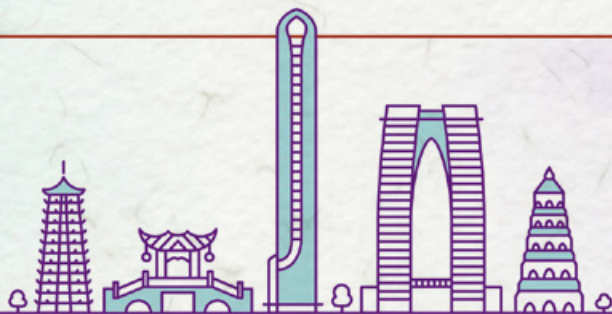
Building High-quality Life and Civilized Homeland
創品質生活，建文明家園

Core Values 核心價值觀

Responsibility, Practicability, Cooperation, Win-win
責任、務實、協同、共贏



	FOSTERING STAFF TO GROW	促進員工成長
41	Health and Safety	健康與安全
45	Talent Recruitment	人才招募
49	Employee Development	員工發展
54	Employee Communication	員工溝通
	CREATING VALUE FOR CUSTOMERS	創造客戶價值
57	Engineering Quality Management	工程質量管理
58	Customer Health and Safety	客戶健康與安全
58	Responsible Marketing	負責任營銷
59	Customer Communication	客戶溝通
60	Protection of Customers' Privacy	保護客戶私隱
60	Sustainable Supply Chain	可持續供應鏈
	DEVELOPING AN ENVIRONMENT OF PROBITY	建設廉潔環境
64	Anti-corruption	反腐倡廉
66	Probity Education	廉潔教育
	CREATING BEAUTIFUL COMMUNITIES	構建美好社區
72	PROSPECTS	展望未來
74	LAWS AND REGULATIONS	法律及法規
76	PERFORMANCE DATA SUMMARY	數據表現摘要
90	INDEX	內容索引



Corporate Spirit 企業精神

Building Ideal Homes with Painstaking Efforts

大禹治水，荒漠成洲



Brand Slogan 品牌口號

Building Cities with Heart, Building Homes with Love

以誠建城，以愛築家

ABOUT THIS REPORT

關於本報告

This report is the fourth Environmental, Social and Governance (ESG) Report (the “Report”) published by Yuzhou Group Holdings Company Limited¹ (the “Company”), aiming to disclose the administrative measures and relevant performance in environmental, social and governance aspects of the Company and its subsidiaries (“Yuzhou Group” or the “Group”).

The Board acknowledges its responsibility to ensure the integrity of the Report. The Board confirms, to the best of its knowledge, the Report has stated the material topics relating to the Group’s business and fairly presents its performance in each issue. The Board has reviewed and approved this Report and confirms that the information contained in the Report is accurate and complete.

REPORTING GUIDELINES AND PRINCIPLES

The preparation of this Report complies with the requirements of the Environmental, Social and Governance Reporting Guide (the “Guide”) contained in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”) and refers to the core compliance options in the Global Reporting Initiative Standards and the actual situation of the Group. The Group manages sustainable development by referring to the United Nations (UN) Sustainable Development Goals when applicable. The Group performs its reporting responsibility based on the “comply or explain” requirements by following the reporting principles of “materiality”, “quantitative”, “balance” and “consistency” and makes presentation and disclosure on a year-on-year basis.

本報告為禹洲集團控股有限公司¹(「本公司」)第四份環境、社會及管治(ESG)報告,旨在披露本公司及其附屬公司(統稱為「禹洲集團」或「集團」)於環境、社會及管治方面的管理方法及相關表現。

董事會明白其確保報告真確性的責任,在其知悉範圍內,本報告闡述所有與集團業務相關的實質性議題,並公正地呈列集團於各議題的表現。董事會已審閱及通過本報告,確認報告內容準確、完整。

報告指引及原則

本報告乃遵循香港聯合交易所有限公司(「香港聯交所」)證券上市規則附錄二十七《環境、社會及管治報告指引》、參考《全球報告倡議組織標準》的核心符合方案,並結合集團的實際情況編製而成。當適用時,集團將可持續發展管理與聯合國可持續發展目標(Sustainable Development Goals)相聯繫。集團履行「不遵守就解釋」匯報責任,遵循「重要性」、「量化」、「平衡」及「一致性」的報告原則,數據經過審視,並以按年比較的方式呈列及披露。

¹ The Company is formerly known as “Yuzhou Properties Company Limited”

¹ 本公司前稱為「禹洲地產股份有限公司」

REPORTING PERIOD AND SCOPE COVERED

The reporting period of this Report covers from January 1, 2019 to December 31, 2019 (the “Year”). The Group takes into account large-scale projects with considerable impact when determining the boundary of the Report, therefore, the data relating to environment, occupational health and safety is collected from projects under construction with a total GFA of over 100,000 sq.m. and in which the Group has 100% equity interest. Unless otherwise stated, the data collection scope covers the headquarter of the Group in Shanghai and 11 projects under construction², the total GFA of which accounts for 84.6% of the total GFA of all the projects under construction in which the Group has 100% equity interest during the Year, while the textual information covers the whole Group. The Group is continuously improving the data and data collection system to expand the reporting scope gradually and to further enhance the transparency of ESG management and performance, and is committed to achieving higher ESG disclosure standards.

FEEDBACK

The Group aims to disclose comprehensive and accurate ESG information for the stakeholders. You are welcome to provide advice and suggestions on this Report. Contact us as follows:

Address: Unit 5801-5802, 58/F, The Center, 99 Queen’s Road Central, Central, Hong Kong Special Administrative Region
Floor 25-27, Yuzhou Plaza, Keyuan North Road, Nanshan District, Shenzhen, Guangdong Province
Email: ir@yuzhou-group.com

報告期及報告範圍

本報告的報告期為2019年1月1日至2019年12月31日(「本年度」)。集團決定報告邊界乃考慮大型項目，其所產生的影響較大，因此環境類數據、職業健康與安全數據的收集範圍定於總建築面積大於100,000平方米，且為集團擁有100%權益的在建項目。除非另有說明，本年度，數據收集範圍涵蓋集團的上海總部，以及11個在建項目²，其總建築面積佔集團本年度內擁有100%權益的在建項目總建築面積的84.6%，而文字資料收集範圍則覆蓋全集團。集團正持續完善資料及數據的收集體系，逐步擴大報告範圍，進一步提升ESG管理及績效的透明度，致力於實現更高的ESG披露標準。

意見反饋

集團致力於為利益相關方披露全面且準確的ESG信息，歡迎您對本報告提出意見及建議。聯繫方式如下：

地址：香港特別行政區中環皇后大道中99號中環中心58樓5801-5802室
廣東省深圳市南山區科苑北路禹洲廣場25-27樓
電郵：ir@yuzhou-group.com

² 11 projects under construction are: Quanzhou Yuzhou City Plaza, Quanzhou Yuzhou Honor Mansion, Zhangzhou Yuzhou Castle above City, Shanghai Yuzhou Luxury Mansion, Hefei Yuzhou Central Plaza, Hefei Yuzhou Galaxy Park, Qingdao Yuzhou Langham Mansion, Wuhan Yuzhou Langham City Land, Zhengzhou Yuzhou Honor Promenade, Foshan Yuzhou Langham Bay, Chongqing Yuzhou Luxury Mansion

² 11個在建項目分別為：泉州禹洲•城市廣場、泉州禹洲•嘉譽府、漳州禹洲•城上城、上海禹洲•雍錦府、合肥禹洲•中央廣場、合肥禹洲•銀河Park、青島禹洲•朗廷府、武漢禹洲•朗廷元著、鄭州禹洲•嘉譽風華、佛山禹洲•朗廷灣、重慶禹洲•雍錦府

CHAIRMAN'S STATEMENT

主席寄語

In 2019, Yuzhou Group celebrated its 25th anniversary. The past two and a half decades witnessed Yuzhou start from its base in Xiamen and expand its presence nationwide, evolving from a focus on developing premium residential properties to a diversified and integrated group. In the corporate spirit of "Building Ideal Homes with Painstaking Efforts", Yuzhou Group constructs green and comfortable housing with ingenuity, putting its brand tenet of "Merit Your Life Long Trust" into practice. Over recent years, Yuzhou has adhered to the strategic principle of "Leading with Locality Development" and executed the management concepts of "Refinement, Professionalism, Integrity and Harmony". It has offered quality products and services to customers, established an all-rounded growth platform for staff, built green communities for cities and worked with other sectors to pursue sustainable development.

As capital markets acquire deeper understanding of corporate social responsibility, businesses need to incorporate the concept of sustainability into their business strategy, to cope with fresh challenges as they arise and create environmental and social value as they grow. The board of directors of the Company (the "Board of Directors") has led the Group's management to include ESG-related strategies into the business decision-making process, with a sustainability taskforce established to help set out specific policies and objectives for sustainable development.

BUILDING GREEN HOMES

Yuzhou Group, committed to green building, emphasizes on developing eco-communities with harmony between human and nature. By merging the expertise of its internal teams and external design institutes as well as the technical experience of constructors, the Group works proactively in the application of various green building technologies, to mitigate the environmental impact throughout the lifetime of a building in each stage. As of the present, Yuzhou Group has obtained green building certification for approximately 8 million sq.m. of its properties. In the residential segment, two-star green building certification has been granted to the benchmark residential projects in core cities such as Beijing, Hangzhou and Qingdao. In terms of commercial office segment, Shanghai Yuzhou Plaza and Xiamen Yuzhou Plaza were awarded the "US LEED CS Certification", while the project at Caine Road, Hong Kong was awarded the highest platinum level of BEAM Plus. Through incessant optimization of project design, the Group seeks to shape inclusive communities that are both dynamic and environmentally friendly, with a view to creating positive value of environmental protection.

2019年，禹洲集團迎來25週年。過去廿五載，禹洲從廈門啟航，邁向全國，從專注開發優質住宅物業成長為多元化綜合性集團。秉承「大禹治水，荒漠成洲」的企業精神，禹洲集團用心建造綠色、溫馨家園，踐行「不負你一生所託」的品牌宗旨。近年，禹洲堅持「區域深耕，全國領先」的戰略方針，落實「精細、專業、誠信、和諧」的管理理念，為客戶提供優質產品和服務、為員工打造全方位的成長平台、為城市建設綠色社區，攜手各界朝著可持續發展進發。

隨著資本市場對企業社會責任理解不斷深入，企業需要將可持續發展概念融入自身業務戰略，才能應對湧現的新挑戰，在企業成長之餘，亦為環境、社會創造價值。本公司董事會（「董事會」）帶領集團管理人員將有關環境、社會及管治策略納入業務決策過程，成立可持續發展工作小組，推進建立具體可持續發展政策及目標。

建設綠色家園

禹洲集團注重打造人與自然和諧的生態社區，作出綠色建築承諾。透過結合內部團隊和外部設計院的專業知識，以及施工單位的技術經驗，集團積極運用各項綠色建築技術，降低整個建築生命週期中每個階段對環境造成的影響。截止目前，禹洲集團旗下共約800萬平方米物業獲得綠色建築認定。住宅板塊中，北京、杭州和青島等核心城市的標桿住宅項目獲綠色建築二星認證；在商業板塊中，上海禹洲廣場、廈門禹洲廣場均獲「美國LEED CS認證」，香港堅道項目也榮獲BEAM Plus最高之鉑金級別。通過不斷優化項目設計，集團更著眼打造活力與環保兼具的共融社區，創造正面的環保價值。

Moreover, the Group launched the “Green Finance Framework” in early 2020, planning to invest in qualified green building projects through green bonds or loan financing, in an effort to boost energy efficiency and resource utilization, lower the negative effect on climate and environment and make a visionary step in green building.

FOSTERING STAFF TO GROW

An enterprise cannot develop without the continuous progress of its staff. Yuzhou Group fully supports the growth of its staff, with an integrated platform to tap into their potential. From talent recruitment to training and development, the Group has robust management procedures in place, to provide a steady stream of high-caliber talents to its functional departments.

Although the advancement of modern construction technology can afford streamlining of the number of construction workers, the actual construction process still requires manpower allocation and arrangement. Ensuring personnel safety for the constructor remains key to the efficient implementation of development projects. With that in mind, the Group has a safety management system that covers constructors, coupled with rigorous safety checks and detailed safety education to minimize work injury accidents.

CREATING VALUE FOR CUSTOMERS

Yuzhou Group works to create value for its customers under a well-maintained original aspiration of “Building Cities with Heart, Building Homes with Love”. Accordingly, the engineering quality of its projects is under close monitoring during such processes as construction, work procedure transfer and property delivery. The Group also maintains close communication with its customers, analyzes their feedback and explores room for improvement.

Supply chains are highly relevant to product quality. Yuzhou Group endeavors to build a comprehensive management system and select qualified and high-quality suppliers to assist project execution. Furthermore, the Group never ceases to monitor the quality of its suppliers, with good communication taking place to grow along with them.

集團更於2020年初推出「綠色金融框架」，未來計劃通過綠色債券或貸款融資的方式投資符合資格的綠色建築項目，從而提高能源利用率和資源使用率，減少對氣候和環境產生的負面影響，於綠色建築方面邁出更遠大的步伐。

促進員工成長

企業的發展離不開員工的持續進步。禹洲集團全力支持員工成長，為員工提供發揮個人潛力的綜合平台。從人才招募至培訓與發展，集團制定完善的管理規程，為各個職能部門穩健地輸送優質人才。

縱使現代建築技術的進步能夠精簡建築人手的數量，但實際建造過程仍然少不了人力的調配和安排。保障施工單位的人員安全依然是確保發展項目高效落實的關鍵。集團建立涵蓋施工單位的安全管理制度，透過嚴格的安全檢查及詳細的安全教育，竭盡全力減少工傷事故的發生。

創造客戶價值

「以誠建城，以愛築家」，禹洲集團堅持這份初心為客戶創造價值。項目的工程質量於施工、工序移交、物業交付等過程均得到嚴密監控。集團亦與客戶保持密切溝通，分析客戶反饋，探尋改善空間。

供應鏈與產品質量密不可分。禹洲集團構建全面的管理體系，篩選符合資質且高質量的供應商，協助項目落實。集團亦持續監察供應商質量，並透過良好的溝通實現與供應商共同成長。

CHAIRMAN'S STATEMENT (Continued)

主席寄語(續)

DEVELOPING AN ENVIRONMENT OF PROBITY

Engraved in every Yuzhou member is the corporate spirit of "Humility, Prudence, Probity and Legality". Yuzhou Group regards the risk management for probity as an important component to its corporate governance and daily management, with complete regulations to offer various training and education for its staff and to maintain a smooth effective whistleblowing mechanism.

CREATING BEAUTIFUL COMMUNITIES

Yuzhou Group offers support needed by communities, under the consistent concept of "From the Community, For the Community". As such, the Group has set up a public welfare group to organize staff, students and professionals to engage in charitable causes such as education, culture, environmental protection and disaster relief, in a bid to support the stability and prosperity of our society and the country as a whole.

"Maintaining Steady Operation and Creating Value" remains a well-observed corporate concept in Yuzhou Group. In an era full of changes, it is all the more important for businesses to leverage their advantages, respond to market changes actively, and blend the concept of sustainability into their operational strategies so as to create value for stakeholder groups. Despite the global impact of the COVID-19 epidemic at the beginning of 2020, Yuzhou Group will stay motivated and meticulous to enhance cooperation with stakeholders including investors, staff, suppliers, regulators, communities and environmental protection groups, to deepen the integration of sustainable development with corporate strategies, meet the operational targets for 2020 and jointly create more pleasant and harmonious community environment.

建設廉潔環境

「謙虛謹慎，廉潔奉公」的企業精神根植於每一位禹洲人心中。禹洲集團將廉潔風險管理視作企業管治及日常管理中的重要一環。集團設有完整制度規程，為員工提供多項培訓教育，並維持暢通、有效的舉報機制。

構建美好社區

禹洲集團堅持「取之於社會，獻之於社會」的理念，為社區所需提供支援。集團成立公益事務組，組織員工、在校學生、社會專業人士等投身於教育、文化、環保、賑災等公益事業，支持社會穩定富強，國家繁榮昌盛。

「穩健經營，創造價值」是禹洲集團一直謹守的企業理念。在這個多變的時代，企業更需要把握自身優勢，積極應對市場變化，將可持續發展的理念融入經營戰略，方能為各持份者團體創造價值。雖然2020年開端，全球受到新冠病毒疫情的影響，禹洲集團仍將繼續以十足的勇氣和細密的思維，通過與各位持份者，包括投資者、員工、供應商、監管機構、社區、環保團體等，加強多方合作，推動可持續發展與企業戰略深化融合，衝刺2020年經營目標，共創更加宜人、和諧的社區環境。

CHAIRMAN'S STATEMENT (Continued)

主席寄語(續)

Given such a fruitful year as 2019, I would like to thank our staff, partners, stakeholders and social groups for their support, engagement and concerted efforts. We are ready for your feedback on Yuzhou Group's performance and report on environmental and social responsibility. I wish to grow along with you and embrace a more sustainable future together.

2019年碩果纍纍，我衷心感謝公司員工、合作夥伴、各界持份者及社會群體的支持、參與及同心合作。歡迎大家對禹洲集團的環境、社會責任表現及報告內容提出反饋，願我們一同成長，攜手邁向更符合可持續發展的未來。

Lam Lung On, J.P.

Chairman

July 17, 2020

林龍安 太平紳士

主席

2020年7月17日



**Best Commercial Architecture
in Asia-Pacific Region**
亞太賽區最佳商業建築獎



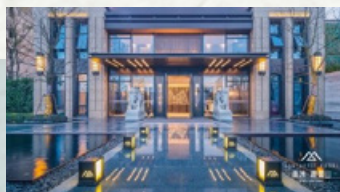
**2019 Quality Chinese Real Estate
Enterprises Award**
優質中國房地產企業大獎 2019



**Demonstration Unit for Green
Operation of Shopping Centers**
購物中心綠色運營示範單位



Charity Practice Award
公益踐行獎



**"Annual Model Project" Award
Suzhou Yuzhou Honor Hill**
「年度榜樣樓盤」大獎
蘇州禹洲•嘉譽山



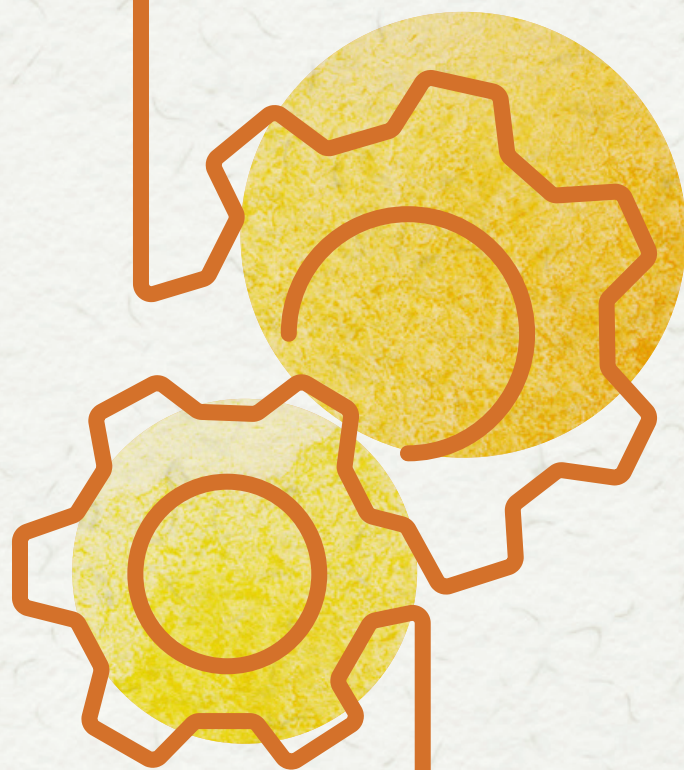
CarbonCare® Label
低碳關懷標誌

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP

禹洲集團的可持續發展

Yuzhou Group, highly attentive to the issues of concern to stakeholders, responds to the call of the United Nations through active incorporation of the sustainability concept into daily operations, coupled with ongoing exploration and pursuit of better performance.

禹洲集團重視持份者關注的議題，響應聯合國的號召，積極將可持續理念融入日常營運中，並且不斷探索，追求更卓越的表現。



- | | | | | | |
|-------------------------------|-----------------------------------|---|---|---------------------------------------|---|
| 1 No poverty | 2 Zero Hunger | 3 Good Health and Well-being | 4 Quality Education | 5 Gender Equality | 6 Clean water and Sanitation |
| 7 Affordable and Clean Energy | 8 Decent work and Economic Growth | 9 Industry, Innovation and Infrastructure | 10 Reduced Inequalities | 11 Sustainable Cities and Communities | 12 Responsible Consumption and Production |
| 13 Climate Action | 14 Life below Water | 15 Life on Land | 16 Peace, Justice and Strong Institutions | 17 Partnerships for the Goals | |

This Chapter:
About Yuzhou Group | Governance of Sustainability

本章節：
關於禹洲集團 | 可持續發展管理

ABOUT YUZHOU GROUP

Founded in Xiamen 25 years ago, Yuzhou Group has developed into a comprehensive group that integrates real estate development, commercial investment and operation, hotel operation and property management. As of the end of 2019, Yuzhou Group has realized nationwide coverage in its residential development business, with presence in six metropolitan of cities including Yangtze River Delta, Bohai Rim, West Strait, Central China, Guangdong-Hong Kong-Macau Greater Bay Area and Southwest China. The Group has established its foothold in 33 cities such as Beijing, Shanghai, Nanjing, Hangzhou, Suzhou, Hefei and Xiamen, with 156 projects completed, in construction and held for development purpose, recording an excess of RMB366.1 billion in the value of total land reserves. In 2002, Yuzhou Group set foot in commercial properties. At present, the Group has 16 operating projects and 11 pipeline projects in tier-1 cities such as Shanghai and key tier-2 cities such as Xiamen, Hefei and Nanjing. Under the Group, Yuzhou Property Management Company Limited is dedicated to property services, with over 100 contracted projects, more than 13 million sq.m. of total service area under management and approximately 23 million sq.m. of contracted area. In addition, the Group is also engaged in business such as hotel operation, striving for diversified development of the Group.

關於禹洲集團

禹洲集團成立於廈門，經過25年的發展，已成為一家集房地產開發、商業投資運營、酒店運營、物業管理為一體的綜合性集團。截至2019年底，禹洲集團的住宅開發業務已實現全國化佈局，形成長三角、環渤海、海西經濟區、華中、粵港澳大灣區、西南六大城市群，進駐北京、上海、南京、杭州、蘇州、合肥、廈門等33個城市，完工、在建和持作開發用途的項目數量達到156個，總土地儲備對應貨值逾人民幣3,661億元。2002年，禹洲集團開始進軍商業地產領域，目前，集團於上海、廈門、合肥、南京等一線及核心二線城市共有16個運營項目和11個籌備項目。集團的禹洲物業服務有限公司則專注於物業服務，簽約項目逾百餘個，在管服務總面積逾1,300萬平方米，簽約面積約2,300萬平方米。此外，集團亦涉足酒店運營等業務，致力於創建一個多元化發展的集團。

Honors

企業榮譽



SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

禹洲集團的可持續發展(續)

Key Financial Figures for 2019 (RMB'000)

2019年核心財務數據(千元人民幣)



23,240,705

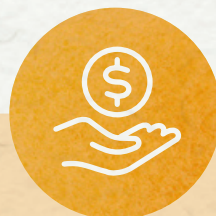
Revenue
收入



75,115,180

Contracted Sales
合約銷售

(year-on-year increase
of 34.13%)
(同比 ↑ 34.13%)



3,966,796

Profit for the Year
年度利潤

(year-on-year increase of
6.46%, a record high)
(同比 ↑ 6.46%, 創歷史新高)



28,727,629

Net Assets
資產淨額

(year-on-year increase
of 34.05%)
(同比 ↑ 34.05%)

GOVERNANCE OF SUSTAINABILITY

Sustainable development has been a constant goal of Yuzhou Group since its inception, as the Group believes that a sound governance framework can help establish long-term strategies and achieve sustainable development. The Board of Directors formally set up a sustainability taskforce in 2018, a taskforce supervised by the audit committee of the Company (the "Audit Committee") with regard to management and implementation of relevant measures. All the departments assume their respective responsibilities with mutual assistance, to jointly drive the sustainable development of Yuzhou Group on a constant basis.

可持續發展管理

可持續發展是禹洲集團成立以來一直追求的目標之一，集團相信良好的管治架構能幫助禹洲集團建立長遠的策略及實現可持續發展。董事會於2018年正式成立可持續發展工作小組，由本公司審核委員會（「審核委員會」）監督工作小組的管理及有關措施的實行，各成員部門各司其職，互相配合，共同為禹洲集團在可持續發展之路上貢獻不竭動力。

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)
禹洲集團的可持續發展(續)

GOVERNANCE OF SUSTAINABLE DEVELOPMENT
可持續發展管治

Board of Directors 董事會

Setting out the terms of reference for the sustainability taskforce (including member authority, scope of work and resources), and taking charge of the development direction, overall strategies and policies of the Group going forward

訂立可持續發展工作小組的職權範圍，包括成員權限、工作範圍和資源，負責集團未來發展方向、整體策略及政策

Committee 委員會

Formulating and supervising on the policies and measures pertaining to sustainability issues, with the Audit Committee regularly reporting to the Board of Directors on the progress and effectiveness of sustainability work

建立和監督可持續發展議題相關的政策和措施，由審核委員會定期向董事會匯報可持續發展工作進展和成效

Sustainability Taskforce 可持續發展工作小組

Member departments of the sustainability taskforce work on their responsible issues according to the requirements of the committee on ESG matters and report regularly

可持續發展工作小組各成員部門於其負責的議題上執行委員會對ESG事宜的工作要求，並定時作出匯報

President's Office Design management center 總裁辦 設計管理中心	Human resources center 人力資源 中心	Cost management center Management committee for tender-based procurement 成本招採中心 招標採購管理委員會	Operation management center Sales management center 運營管理中心 營銷管理中心	Department of branding management 品牌管理部
The two departments jointly work and report on environmental management, with the President's Office in charge of managing and reporting on business ethics	Responsible for recruitment, training and development, occupational safety and health management, and the reporting thereof	The two departments jointly work and report on supply chain management	The two departments jointly work and report on product liability and customer relations management	Responsible for community investment management and the reporting thereof
兩部門合作負責環境管理工作及匯報；總裁辦負責商業道德的管理工作及匯報	負責人才招聘、培訓發展、職業安全健康管理工作及匯報	兩部門合作負責供應鏈管理工作及匯報	兩部門合作負責產品責任、客戶關係管理工作及匯報	負責社區投入管理工作及匯報

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

禹洲集團的可持續發展(續)

Communications with Stakeholders

Being aware that sustainable development should relate to the impact of its operations on stakeholders, Yuzhou Group employs the following channels and platforms to deliver information to and communicate with stakeholders on a two-way basis. With timely response to stakeholders' concerns that come to its attention, the Group endeavors to create greater value for its stakeholders.

持份者溝通

禹洲集團明白可持續發展必須關注其運營對持份者所產生的影響，通過以下多種溝通渠道及平台向持份者傳達信息或進行雙向溝通。集團通過了解持份者的關注議題，及時回應，爭取為持份者創造更大價值。

Employees 員工	Customers 客戶	Shareholders/ Investors 股東／投資者	Suppliers 供應商	Government 政府	Communities 社區
<ul style="list-style-type: none"> Employee opinion survey Employee activities Employee interviews 員工意見調查 員工活動 員工訪談 	<ul style="list-style-type: none"> On-site or telephone visits Customer satisfaction survey Mechanism for processing complaints 上門或電話拜訪 客戶滿意度調查 投訴處理機制 	<ul style="list-style-type: none"> General meetings Results conferences Annual reports ESG reports Regular communications Seminars 股東大會 業績大會 年報 ESG報告 定期通訊 研討會 	<ul style="list-style-type: none"> Suppliers conferences Symposiums Interviews with the senior management of suppliers 供應商大會 座談會 供應商高管約談會 	<ul style="list-style-type: none"> Regular meetings Government initiatives 定期會議 政府倡導 	<ul style="list-style-type: none"> Volunteer activities Yuzhou Charity Foundation 義工活動 禹洲公益基金會

Materiality Assessment

In line with “materiality” as the reporting principle, the Group continued to assess material issues during the Year. Through identification, prioritization, validation and review, the Group has identified such issues that are highly relevant to its operations and of particular concern to stakeholders. Such material issues are assessed according to specific procedures as follows:

實質性議題評估

貫徹「重要性」的報告原則，集團於本年度繼續開展實質性議題評估。通過鑒別、排序、確證及檢視四個步驟，識別出與集團營運息息相關且受持份者重點關注的議題。實質性議題評估的具體程序如下：



SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

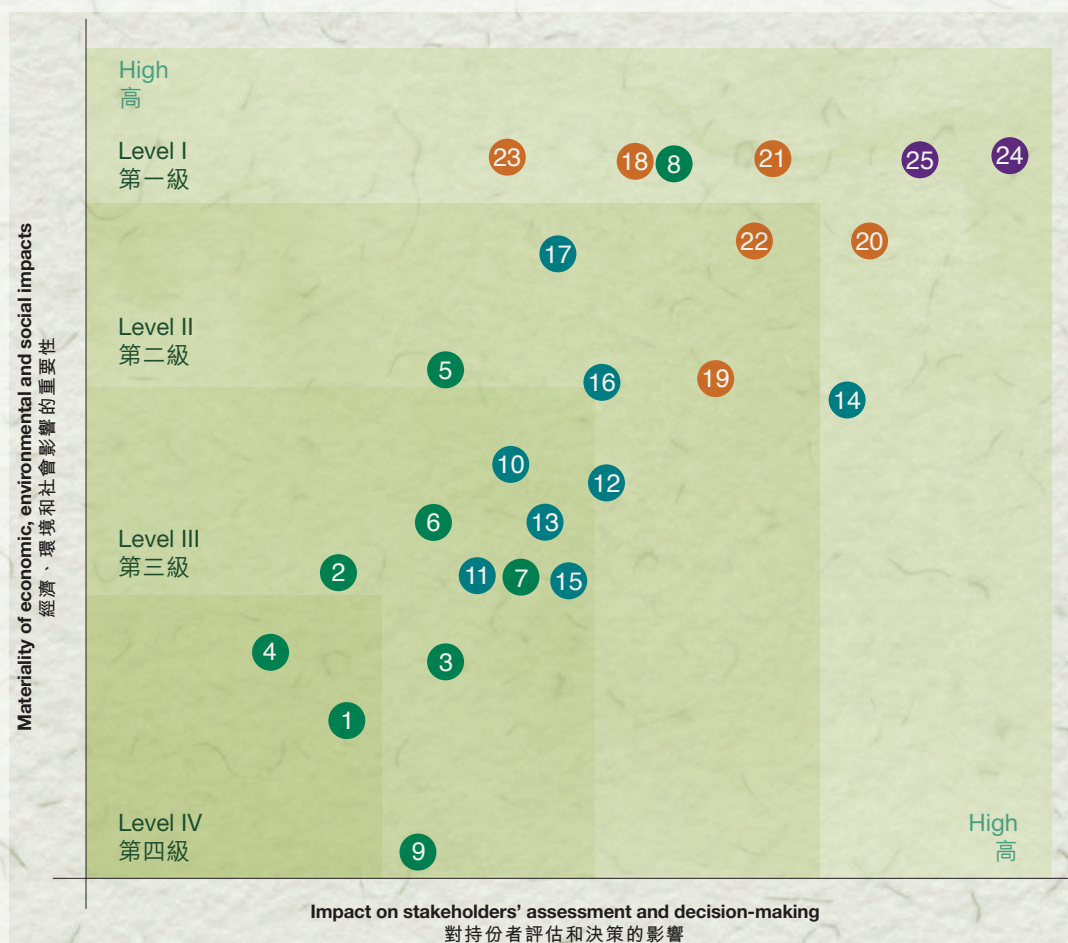
禹洲集團的可持續發展(續)

Matrix of Material Issues

Upon assessment of the material issues of the Year, 25 such potential issues are ranked and classified, with those listed into the top level as the material issues of the Year. The management of the Group has reviewed and approved the assessment results of such issues.

實質性議題矩陣

通過本年度實質性議題評估，將25個潛在實質性議題進行排序並分級，位於第一層級的議題乃本年度的實質性議題，集團管理層已審閱並通過此次實質性議題評估結果。



SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)
禹洲集團的可持續發展(續)

Level I 第一級	Level II 第二級	Level III 第三級	Level IV 第四級
<p>8 Green building 綠色建築</p> <p>14 Measures to prevent child/forced labor 童工／強制勞工預防措施</p> <p>18 Supply chain management 供應鏈管理</p> <p>20 Ensuring product and service quality 確保產品及服務品質</p> <p>21 Customer satisfaction 客戶滿意度</p> <p>23 Social investment 社會投資</p> <p>24 Financial performance of the Company 公司財務表現</p> <p>25 Business ethics 商業道德</p>	<p>5 Energy management and conservation 能源管理及節約</p> <p>12 Occupational safety and health 職業安全與健康</p> <p>16 Anti-discrimination 反歧視</p> <p>17 Human rights 人權</p> <p>19 Customer/user health and safety 客戶／用戶健康與安全</p> <p>22 Protection of customer privacy 客戶私隱保護</p>	<p>2 Sewage discharge and mitigation 污水排放及減排</p> <p>3 Management and mitigation of hazardous wastes 危險廢棄物管理及減排</p> <p>6 Management and conservation of water resources 水資源管理及節約</p> <p>7 Ecological conservation 生態保護</p> <p>9 Tackling climate change 應對氣候變化</p> <p>10 Staff retention and benefits 員工挽留及福利</p> <p>11 Communication channels for staff 員工溝通渠道</p> <p>13 Staff training and promotion 員工培訓與晉升</p> <p>15 Staff diversity and equal opportunity 員工多元化及平等機會</p>	<p>1 Management and mitigation of exhaust 廢氣管理及減排</p> <p>4 Management and mitigation of general wastes 一般廢棄物管理及減排</p>
<p>Environmental Issues 環境議題</p>	<p>Staff Issues 員工議題</p>	<p>Operational Issues 營運議題</p>	<p>Economic Issues 經濟議題</p>

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

禹洲集團的可持續發展(續)

Response to Stakeholders' Concerns

The following table sets out Yuzhou Group's actions to address the material issues during the Year. With regard to specific management approaches and measures, please refer to corresponding chapters of this Report.

回應持份者的關注

集團於下表列出禹洲集團本年度內於實質性議題採取的行動，關於具體的管理方法及措施，請參閱本報告的相應章節。

Material Issue 實質性議題	Actions of Yuzhou Group during the Year 禹洲集團本年度行動	Corresponding Chapter(s)/ Information 對應章節／資料
Green building 綠色建築	<ul style="list-style-type: none"> Set the target of obtaining the Green Building certification for all its projects over the next five years 訂立未來五年實現綠建標識取證率100%的目標 Increased the coverage of one-star, two-star and even higher-standard green buildings 提高綠色建築一星、綠色建築二星及二星以上標準覆蓋率 Considered the applicability of energy-saving and water-saving technologies during the design process 於設計過程考量節能、節水技術的適用性 Assessed the environmental impact prior to construction 於施工前進行環境影響評估 Stressed on energy conservation, waste management and dust prevention during the construction process 施工過程注重節能、廢棄物管理，並防止揚塵 	Building Green Homes – Green technology, green building and green construction 建設綠色家園－綠色技術、綠色建築、綠色施工
Measures to prevent child/forced labor 童工／ 強制勞工預防措施	<ul style="list-style-type: none"> Verified the ID and other information of prospective recruits 核查擬錄用人員的身份證等資料 Provided new recruits with trainings required under labor laws and regulations 為新員工提供勞動規章制度及勞動法規要求的培訓 	Fostering Staff to Grow – Talent recruitment 促進員工成長－人才招募
Supply chain management 供應鏈管理	<ul style="list-style-type: none"> Formulated procedures for supplier management 制定供應商管理規程 Conducted annual assessment of suppliers 進行年度供應商評估 Conducted supplier satisfaction surveys, with an overall satisfaction rate of 96% 進行供應商滿意度調查，整體滿意度達96% 	Creating Value for Customers － Sustainable supply chains 創造客戶價值－可持續供應鏈

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)
 禹洲集團的可持續發展(續)

Material Issue 實質性議題	Actions of Yuzhou Group during the Year 禹洲集團本年度行動	Corresponding Chapter(s)/ Information 對應章節／資料
Ensuring product and service quality 確保產品及服務品質	<ul style="list-style-type: none"> Carried out spot checks, special inspections and quality inspections over project delivery, which targeted different stages of an engineering project 針對工程項目不同階段，進行突擊檢查、專項檢查及項目交付質量檢查 Prepared operational guidelines on managing sales venues 制定銷售案場管理作業指引 	Creating Value for Customers – Project quality management and responsible marketing 創造客戶價值－工程質量管理、負責任營銷
Customer satisfaction 客戶滿意度	<ul style="list-style-type: none"> Revised the operational guidelines on handling customer complaints 修訂客戶投訴處理作業指引 Conducted the annual survey on customer satisfaction, and recorded an improvement in overall satisfaction rate compared with last year 進行年度客戶滿意度調查，整體滿意度較去年上升 	Creating Value for Customers – Customer communication 創造客戶價值－客戶溝通
Social investment 社會投資	<ul style="list-style-type: none"> Made charitable donations of approximately RMB34 million 公益捐款約3,400萬元人民幣 Organized or supported public welfare activities on education, culture, environmental protection and disaster relief 組織或支持教育、文化、環保、賑災等方面的公益活動 	Creating Beautiful Communities 構建美好社區
Business ethics 商業道德	<ul style="list-style-type: none"> Rigorously regulated the work on audit management 嚴格規範審計管理工作 Prohibited procurement-related staff from violating integrity and self-discipline regulations 嚴禁採購相關人員違反廉潔自律制度及規定 Carried out activities on probity education 開展廉潔教育活動 	Developing an Environment of Probity 建設廉潔氛圍
Financial performance of the Company 公司財務表現	<ul style="list-style-type: none"> Revenue of approximately RMB23.2 billion 收入約為232億元人民幣 Contracted sales of approximately RMB75.1 billion 合約銷售約為751億元人民幣 Profit for the year amounting to approximately RMB4 billion 年度利潤約為40億元人民幣 Net assets of approximately RMB28.7 billion 資產淨額約為287億元人民幣 	About Yuzhou Group; 2019 Annual Report of Yuzhou Group 關於禹洲集團； 禹洲集團2019年報

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

禹洲集團的可持續發展(續)

Response to UN Sustainable Development Goals

Sustainable development goals (SDGs) are a series of goals raised by the United Nations, which include 17 goals on sustainability and 169 specific targets that cover aspects such as poverty eradication, mitigation of climate change and quality education. During the Year, the Group identified the following five SDGs that were materially connected to its operations, and illustrated its key measures in response to such goals in the Report.

回應聯合國可持續發展目標

可持續發展目標 (SDGs) 為聯合國提出的一系列目標，包括17項可持續發展目標及169項具體目標，涵蓋消除貧窮、減緩氣候變化和優質教育等範疇。本年度，集團識別出下列5項與集團營運有重要關聯的可持續發展目標，並於報告中說明集團於應對這些目標的關鍵舉措。

SDGs 可持續發展目標	Specific Goals 具體目標	Actions by Yuzhou Group during the Year 禹洲集團本年度行動
No poverty 無貧窮 	<ul style="list-style-type: none"> Goal 1.4 – ensure that all men and women, particularly the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, etc. Goal 1.B – support accelerated investments in poverty eradication actions 	<ul style="list-style-type: none"> Yuzhou Charity Foundation donated to poverty-stricken areas in support of local actions to help underprivileged households Yuzhou Charity Foundation launched “Yuzhou Care for Children – Charity Walk for Needy Children from Zunyi, Guizhou” Yuzhou Charity Foundation donated to Ai You Foundation The “Yuzhou Care for Children” Nightly Charity Run took place to call for attention from all walks of life to children in need
	<ul style="list-style-type: none"> 目標1.4—確保所有男女，特別是窮人和弱勢群體，享有平等獲取經濟資源的權利、享有基本服務等。 目標1.B—支持加快消貧行動的投資 	<ul style="list-style-type: none"> 禹洲公益基金會向貧困地區捐款，支持當地的幫扶貧困戶行動 禹洲公益基金會發起「禹愛童行—貴州遵義困難兒童公益捐步活動」 禹洲公益基金會向愛佑慈善基金會捐贈 組織「禹愛童行」公益螢光夜跑，呼籲社會各界關注困難兒童

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)
禹洲集團的可持續發展(續)

SDGs 可持續發展目標	Specific Goals 具體目標	Actions by Yuzhou Group during the Year 禹洲集團本年度行動
Good health and well-being 良好健康與福祉 	<ul style="list-style-type: none"> Goal 3.4 – Reduce mortality from non-communicable diseases (NCDs) through prevention and treatment, and promote mental health and wellbeing Goal 3.8 – Achieve universal health coverage (UHC) 目標3.4—通過預防、治療及促進身心健康，降低非傳染性疾病的死亡率 目標3.8—實現全民健康保障 	<ul style="list-style-type: none"> Employees are offered physical checkups and insurance Physical activities and health talks were organized Training on safety education was provided Members for special operations shall assume their posts with a certificate, and wear and use protective equipment 為員工提供身體檢查及購買保險 組織體育活動和健康講座 提供安全教育培訓 特種作業人員持證上崗，佩戴及使用防護用品
Decent work and economic growth 體面工作和經濟增長 	<ul style="list-style-type: none"> Goal 8.6 – Promote youth employment and training Goal 8.7 – Take immediate and effective measures to eradicate forced labour, and end child labour in all its forms Goal 8.8 – Protect labor rights and promote safe and secure working environments for all workers 目標8.6—推動青年人就業和培訓 目標8.7—立即採取有效措施，根除強制勞動，終止一切形式的童工 目標8.8—保護勞工權益，推動為所有工人創造安全和有保障的工作環境 	<ul style="list-style-type: none"> Yuzhou Business Academy offered training courses to employees Some outstanding employees were selected to receive external training Employees in probation were assigned with induction mentors Ten series of career development channels were available Prospective recruits were checked with their information such as ID New recruits were provided with trainings required by labor laws and regulations The staff welfare system was improved Comprehensive production inspection took place for a total of 90 sections in more than 20 cities, with safety hazards rectified 禹洲商學院提供員工培訓課程 選派部分優秀員工參與外部培訓 為試用期員工提供入職指引人 提供十個序列的職業發展通道 檢查擬錄用人員的身份證等資料 為新員工提供勞動規章制度及勞動法規要求的培訓 完善員工福利制度 對20多個城市共90個標段進行全覆蓋生產檢查，對存在的安全隱患進行整改

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)

禹洲集團的可持續發展(續)

SDGs 可持續發展目標	Specific Goals 具體目標	Actions by Yuzhou Group during the Year 禹洲集團本年度行動
Sustainable cities and communities 可持續城市和社區 	<ul style="list-style-type: none"> • Goal 11.3 – Enhance inclusive and sustainable urbanization • Goal 11.6 – Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality, municipal and other waste management • Goal 11.7 – Provide universal access to safe, inclusive and accessible, green and public spaces 	<ul style="list-style-type: none"> • Green and environmentally friendly technologies were applied, such as the building-information-model technology and prefabricated building • The coverage of green building certification was increased • Decoration materials were selected which conformed to national and industry standards, to control the content of harmful substances such as volatile organic compounds • Building spaces were ensured with natural ventilation to maintain indoor air quality • Emphasis was laid on indoor natural lighting, acoustic insulation and shock absorption • Greenery plants were selected to create green spaces • The concept of environmental protection was promoted among employees
	<ul style="list-style-type: none"> • 目標11.3—加強包容和可持續的城市建設 • 目標11.6—減少城市人均負面環境影響，包括關注空氣質量、城市廢物管理等 • 目標11.7—提供安全、包容、無障礙、綠色的公共空間 	<ul style="list-style-type: none"> • 應用綠色環保技術，如建築信息模型技術、裝配式建築等 • 提高綠色建築認證覆蓋率 • 選用符合國家及行業相關標準的裝修材料，控制揮發性有機化合物等有害物質的含量 • 確保建築空間的自然通風、維持室內的空氣質素 • 注重室內的自然採光、隔音及減震 • 選用綠化植物構建綠色空間 • 向員工宣傳環保觀念

SUSTAINABLE DEVELOPMENT OF YUZHOU GROUP (Continued)
 禹洲集團的可持續發展(續)

SDGs 可持續發展目標	Specific Goals 具體目標	Actions by Yuzhou Group during the Year 禹洲集團本年度行動
Responsible consumption and production 負責任消費和生產 	<ul style="list-style-type: none"> • Goal 12.5 – Reduce waste generation • 目標12.5—減少廢物產生 	<ul style="list-style-type: none"> • Prior to construction, the BIM technology was applied to simulate the construction process, with a view to cutting the wastage of construction materials • Prefabricated building is applied as appropriate • Construction sites are furnished with refuse tanks and mobile refuse hoppers; poisonous and harmful items were collected in a separate and enclosed manner; and wastes are under classified collection and compliant treatment • 施工前運用BIM技術模擬施工過程，減少建築材料的浪費 • 適當應用裝配式建築 • 於施工現場設置垃圾池、活動式垃圾斗；單獨封閉回收有毒有害物品；分類收集廢棄物併合規處理

BUILDING GREEN HOMES 建設綠色家園

Yuzhou Group is committed to improving the sustainability of buildings and reducing its impacts on the ecological environment. The Group adheres to the concept of sustainability in the whole full lifecycle from project design, development and construction to later maintenance of the property in a bid to develop eco-communities with harmony between human and nature.

禹洲集團致力於持續提升建築物的可持續性發展表現，降低對生態環境的影響。集團將可持續理念貫穿於項目設計、開發建設及後期物業維護的全過程，著力打造人與自然和諧相處的生態社區。



83

Projects with Green Building Certifications
個綠色建築認證項目



Over 8 million sq.m.
逾800萬平方米

Green GFA
綠色建築面積



100%

Obtaining Green Building Certifications within five years
綠色建築取證率目標五年內達到

This Chapter:

**Green Technology | Green Building |
Green Construction | Green Operation**

本章節：

**綠色技術 | 綠色建築 |
綠色施工 | 綠色營運**

GREEN TECHNOLOGY

Technology innovation is important for achieving sustainability. Yuzhou Group emphasizes the application of green environmental technologies during the property development process and builds green homes under innovative concepts and technologies by drawing on the expertise and experiences of its internal design management center, external design institutes and construction units.

Building Information Model (BIM) Technology

By establishing a 3-D virtual building model, BIM technology can coordinate construction process, reduce the repairment caused by improper construction, enhance the utilization of construction materials, and reduce construction waste. BIM technology was applied to the Hangzhou Yuzhou (Xiaoshan) Lakeside Langham Project during the construction drawing detailing stage to provide clearer guidance for on-site construction. Such technology was also applied to the Luna Sea Mansion Project in Jishigang, Ningbo to create a simulation environment of sunshine and wind surrounding the project.

綠色技術

科技創新對於實現可持續發展起十分重要的作用。禹洲集團重視綠色環保技術的應用，物業開發過程中，集合內部設計管理中心、外部設計院、施工單位的專業知識和經驗，以創新理念及技術構建綠色家園。

建築信息模型 (BIM) 技術

BIM技術透過建立虛擬的建築三維模型，協調施工過程，減少因施工錯誤而需要翻工情況，提高建築材料的利用效率，減少建築廢棄物產生。集團的杭州蕭山泊朗廷項目在施工圖深化階段應用BIM技術，為現場施工提供更清晰指導；寧波集士港海西明月府項目亦應用該技術進行項目日照、週邊風環境模擬。



The virtualization model of Yuzhou Luna Sea Mansion Project in Jishigang, Ningbo

禹洲寧波集士港海西明月府項目可視化模型

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Prefabricated Building

Prefabricated building is assembled at construction site with construction components and parts prefabricated in factory, which can significantly reduce the work on scaffolds and modules, save construction materials, improve construction efficiency and control the dust during construction and the impacts of noise on surrounding areas. The assembly rates of the Group's Lakeside Langham Project in Xiaoshan, Hangzhou and the Upper East Side Garden Project in Jiangning, Nanjing both achieve over 50%.



The Yuzhou Lakeside Langham Project in Xiaoshan, Hangzhou – Component manufactured in factory
禹洲杭州蕭山泊朗廷項目－工廠生產構件



裝配式建築

裝配式建築指在工廠先加工製作好建築用構件和配件，運輸至建築施工現場進行裝配而成的建築。裝配式建築可節省大量腳手架及模板作業，節約建築材料，提高施工效率，並減少施工過程的揚塵及對週邊環境的噪音影響。集團的杭州蕭山泊朗廷項目、南京江寧上東逸境項目的裝配率均大於50%。

Sponge City

Sponge City is a city model built with flood prevention and ecological protection functions. It deploys rainwater recycling system in city to enhance the water circulation and flood prevention capacities of city. The Group incorporates the requirements of sponge city into its project design by reasonably allocating rainwater garden and sunken green land, using permeable materials for paving roads, setting rainwater collection pool, etc.

海綿城市設計

海綿城市指建設防洪兼有生態環保功能的城市模型。通過在城市內設置雨水回用系統，提升城市內水循環和防洪能力。集團將海綿城市要求納入項目設計中，合理佈置雨水花園及下凹式綠地，採用透水材料鋪設路面、設置雨水收集池等。

BUILDING GREEN HOMES (Continued) 建設綠色家園(續)

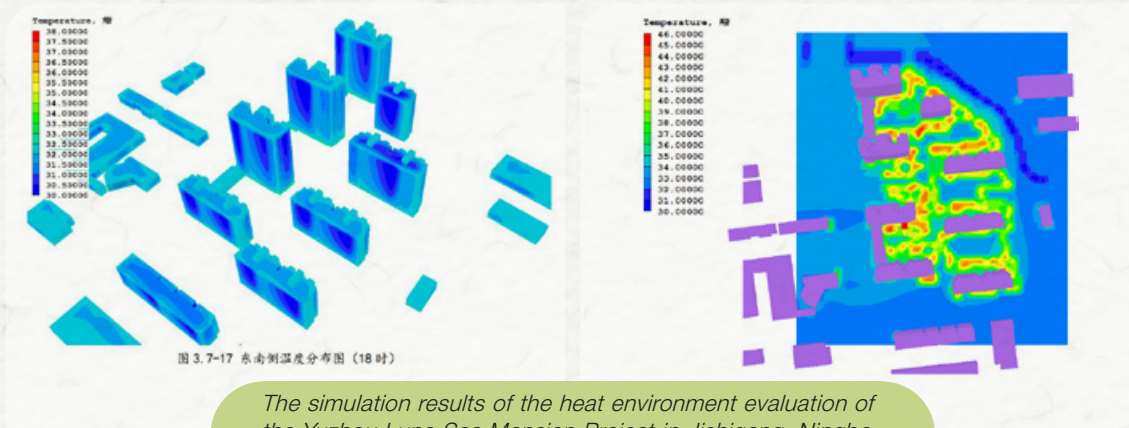


Design for Mitigating Urban Heat Island Effect

Urban heat island effect is formed by the higher temperature in the urban area than in the suburbs due to its higher density of buildings. The Group assesses the heat environment of the project at the design stage and analyzes whether there is a material heat island effect inside the project. The Group designs reasonable building layout and adopts greening and water column decoration for facilitating the air circulation inside the project and reducing the absorption of solar heat.

降低熱島效應設計

城市建築密度高，氣溫明顯高於外圍郊區，形成熱島效應。集團在項目的設計階段，將對項目熱環境進行評價，分析項目內部是否存在嚴重的熱島現象。透過合理設置建築佈局，採用綠化及水體佈置，促進項目內空氣流通，並降低對太陽熱量的吸收。



BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

GREEN BUILDING

In active response to the state's call for green building development, Yuzhou Group has constantly promoted the design of green building. During the Year, the Group had conducted project development with reference to the Assessment Standard for Green Building GB50378-2019, with 31% of its projects reaching two-star or above green building standards and 69% one-star green building standards.

As of December 31, 2019, the Group's 83 projects with approximately 8 million sq.m. of properties in total were certified as green buildings, of which more than 1.5 million sq.m. were certified with two-star and above at the domestic or international level, including the Lakeside Langham Project in Xiaoshan, Hangzhou, the Langham Mansion Project in Jimo, Qingdao and the Luna Sea Mansion Project in Jishigang, Ningbo with two-star green building certifications.

In terms of commercial office segment, Shanghai Yuzhou Plaza and Xiamen Yuzhou Plaza were awarded the "US LEED CS Certification", and the project at No. 48 Caine Road, Central, Hong Kong was awarded the highest platinum level of BEAM Plus. In order to further promote green buildings, the Group aims to have all its projects being certified with green building within the next five years.

綠色建築

禹洲集團積極響應國家關於綠色建築發展的號召，不斷推廣綠色建築設計工作。本年度，集團參照國家《綠色建築評價標準GB50378-2019》進行項目開發，其中31%的項目達到綠色建築二星及以上標準，69%的項目達綠色建築一星標準。

截至2019年12月31日，集團共有83個項目獲得綠色建築認證，約800萬平方米物業，其中逾150萬平方米獲得國內綠色建築二星及以上級別或國際標準認定，包括杭州蕭山泊朗廷、青島即墨朗廷府及寧波集士港海西明月府等項目均獲綠色建築二星認證。

而商業辦公項目中，上海禹洲廣場與廈門禹洲廣場均獲美國LEED CS認證。另外，禹洲香港堅道48號的項目獲得BEAM Plus最高之鉑金級別。為進一步推廣綠色建築，集團訂立未來五年內實現綠色建築標識取證率100%的目標。

Awarded Green Building – Residential Projects

獲獎綠色建築案例－住宅項目

Yuzhou Langham Mansion 禹洲·朗廷府

Key Features 主要特點：

- Built with prefabricated building technology by prefabricated components such as precast superimposed panels, air-conditioner boards and precast concrete sandwich panels
- Selecting roof and wall construction design with good heat-proof efficiency and improving the heat preservation and heat insulation performance of building
- Sound absorbent pads and floating floors for all floors
- With sunken green land and rainwater garden, rainwater recycled for landscape irrigation, thereby reducing landscape water consumption and energy consumption
- Recycling the clean topsoil
- Using recyclable and reusable construction materials, such as steel reinforcing bar, wood and heat insulation aluminum alloy doors and windows
- 採用裝配式建築技術建造，利用預製疊合板、空調板及預製混凝土夾心保溫層等預製構件
- 選用具有良好隔熱效能的屋頂及外牆構造設計，加強建築保溫隔熱性
- 所有地板採用隔聲墊或浮築樓板
- 設有以下凹式綠地及雨水花園，雨水回收利用於景觀綠化灌溉，減少景觀用水，降低能耗
- 對淨地表層土回收利用
- 採用可循環利用的建築材料，如鋼筋、木材和隔熱鋁合金門窗型材等

Awarded Two-star Green Building Design Label

獲二星級綠色建築設計標識



33%
Green land rate
綠地率



25%
Building density
建築密度



BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Yuzhou Luna Sea Mansion

禹洲·海西明月府

Key Features 主要特點：

- Selecting high-efficient and energy saving lighting sources and controlling the lighting by area for flexibility and efficiency
- Adopting building energy consumption monitor system to monitor the water, electricity and other consumption of utilities at real time and exercise real-time control when necessary to save energy
- Adopting solar heating system and air-source heat pump for hot water, making full use of renewable energy, and placing solar heat collectors in suitable areas per the simulation analysis of solar radiation
- Establishing rainwater recycling system to comprehensively collect rainwater
- All plumbing fixtures are energy saving
- 選用高效和節能的光源，分區域採用靈活高效的照明控制方式
- 採用建築能耗監測系統，對公共設施的用水、用電等能耗進行即時監測，必要時進行實時控制，以達到節能效果
- 採用太陽能熱水系統及空氣源熱泵熱水系統，充分利用可再生能源，並通過日照輻射模擬分析，將太陽能集熱器放置於適宜區域
- 設置雨水回用系統，綜合收集雨水
- 所有衛生器具均為節水型設備

Awarded Two-star Green Building Design Label

獲二星級綠色建築設計標識



84%
Rainwater
utilisation rate
雨水利用率



32%
Roof greening rate
屋頂綠化率



Yuzhou Lakeside Langham

禹洲·泊朗廷

Key Features 主要特點：

- Adopting roof and wall construction design with good heat-proof efficiency to improve the heat preservation and heat insulation performance of building
- Designing sunken green land and rainwater recycling room in basement for collecting rainwater
- Applying industrialized design by using precast components for assembly during construction process
- Equipping all residential units with air-source heat pump hot-water system to supply domestic hot water, and the air-source heat pump hot-water equipment shall be designed, constructed and inspected simultaneously with relevant construction
- 採用具有良好隔熱效能的屋頂及外牆構造設計，加強建築保溫隔熱性
- 設置下凹綠地以及於地下室設置雨水回收房以收集雨水
- 採用工業化設計，建造過程中，採用預製構件進行裝配
- 全體住宅均採用空氣源熱泵熱水系統供應生活熱水，空氣源熱泵熱水設備與工程同步設計、同步施工、同步驗收

Awarded Two-star Green Building Design Label

獲二星級綠色建築設計標識



20%
Prefabrication rate
預製率



50%
Assembly rate
裝配率



Award-winning Cases of Green Building – Commercial Office Project

獲獎綠色建築案例－商業辦公項目

Xiamen Yuzhou Plaza 廈門禹洲廣場

Key Features 主要特點：

- Initiating the simulation analysis of outdoor wind environment and on-site noise, as well as the analysis and computation of component sound insulation at the inception of project design
- Adopting LED lighting lamps indoor to enhance energy efficiency
- Using low-reflective coated hollow glass to achieve functions such as sound and heat insulation, enhance energy efficiency and improve indoor comfort levels
- 項目自設計伊始，實行室外風環境模擬分析、場地噪音模擬分析以及構件隔聲分析計算
- 室內採用LED照明燈具，提高能源效率
- 使用鍍膜中空低反射率玻璃，實現隔音、隔熱等功能，提高能源效益及室內環境舒適度

The US LEED CS Gold Level
Pre-certification
獲美國LEED CS金級預認證



11 可持續 城市和社区



The Group's aforesaid undertakings and projects can contribute to the realization of:
集團上述的承諾和項目有助於實現：

Goal 11.3 – Enhance inclusive and sustainable urbanization
目標11.3 – 加強包容和可持續的城市建設

Goal 11.6 – Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality, municipal and other waste management
目標11.6 – 減少城市人均負面環境影響，包括關注空氣質量、城市廢物管理等

Goal 11.7 – Provide universal access to safe, inclusive and accessible, green and public spaces
目標11.7 – 提供安全、包容、無障礙、綠色的公共空間

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

GREEN CONSTRUCTION

Yuzhou Group recognizes the importance of environmental compliance for business sustainability. During the business development process, the Group incorporates the green environmental protection concept, actively promotes relevant major actions, and comprehensively reduces the environmental impacts arisen in the project construction process.

Environmental Impact Assessment before Construction

The project site selection is strictly complied with local function planning requirements to avoid land development in ecology-sensitive areas. Before the execution of a project, the Group will conduct environmental impact assessment in accordance with the requirements under the laws and regulations including the Environmental Impact Assessment Law of the People's Republic of China. Such assessment covers the impacts on environmental factors such as air, water, soil, sound and ecology during the construction and operation processes. Based on the assessment, the Group will adopt relevant measures to mitigate negative environmental impacts.

Project Design

In accordance with the requirements under the Green Building Appraisal Standards, the Group makes planning and design for projects and, based on local topography and climate environment, reasonably allocate the location and direction of buildings and adopts the design proposal that optimizes winter sunshine and summer natural ventilation. Various energy and water saving technologies are also taken into consideration during the design process. These technologies will be assessed in terms of suitability and only those meeting economic efficiency can be selected.

綠色施工

禹洲集團深知環保合規對於業務可持續發展的重要性。集團在業務開展過程中滲透綠色環保理念，積極推動相關重點行動，全方位減少項目施工階段產生的環境影響。

施工前環境影響評估

項目選址嚴格依據所在地的功能規劃要求，避免於生態敏感區域進行土地開發項目。項目執行前，集團依照《中華人民共和國環境影響評價法》等法律法規的要求，進行項目環境影響評價。評價內容涵蓋施工及運營階段對大氣、水、土壤、聲音、生態等環境要素的影響。根據評價結果，集團採取相關措施減緩負面的環境影響。

項目設計

集團按照《綠色建築評價標準》的要求對項目進行規劃和設計，因應當地地形及氣候環境，合理佈置建築物位置及座向，採納有利於冬季日照及夏季自然通風的設計方案。設計過程亦將各類節能、節水技術納入考慮範圍，評估其相關技術的適用性，選擇符合經濟效益的環保技術。

Common energy saving technologies 常用節能技術	Adopt heat preservation materials for walls 外牆採用保溫材料
	Select suitable lighting sources and highly efficient energy saving lighting lamps in accordance with the lighting standards under specific scenarios 根據場景亮度標準，選用合適光源及高效節能燈具
	Apply energy saving control measures such as zone delineation, time-setting, and sensation to the lighting system 照明系統採取分區、定時、感應等節能控制措施
	Use energy saving elevator with frequency control or energy recycling function 採用具有變頻調速或能源回收功能的節能電梯
Common water saving technologies 常用節水技術	Use plumbing fixtures with high water efficiency grade 高用水效率等級的衛生器具
	Use non-traditional water sources such as rainwater for greening irrigation and road washing 使用雨水等非傳統水源用於綠化澆灌和道路沖洗
	Use energy saving systems such as drip irrigation or spray irrigation for greening 綠化採用滴灌或噴灌等節水系統

Before construction, the whole construction process will be simulated through BIM technology in order to reduce the chance of project delay and the waste of construction materials due to construction error. Where appropriate, the Group will apply technologies such as prefabricated building to enhance construction efficiency, reduce the generation of waste during the construction process and alleviate the impacts of noise, air, etc. on the surrounding areas.

Construction Management

During the stage of project construction, the operation management center of the Group will formulate operation guidance for the standardized management of the project under construction. The project management departments of our subsidiaries in various cities will be responsible for implementing the guidance and procuring construction units to implement as well. At construction sites, construction methods, energy and water consumption, waste water discharge, flying dust and construction waste on construction sites will all be closely monitored by the Group, so as to minimize environmental impacts.

施工實施前，透過BIM技術對整個施工過程進行模擬，降低施工誤差而導致的工期延誤及建築材料浪費。於合適情況下，集團將應用装配式建築等技術，提高施工效率，減少施工過程的廢棄物產生，以及降低對週邊環境產生的噪聲、廢氣等影響。

施工管理

在建築工程實施階段，集團運營管理中心制定在建目標標準化管理操作指引，由各城市公司項目管理部負責落實，並督促施工單位實施。工地的施工方式、能源及水資源消耗、廢水排放、工地揚塵、建築廢料等，均受到集團嚴密監控，盡量降低環境影響。

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Construction method	建造方式
<ul style="list-style-type: none"> Where applicable, use prefabricated building technologies to prefabricate components in factory and assemble at the construction site 	<ul style="list-style-type: none"> 於適用情況下，使用装配式建築技術，由工廠預製構件或配件，於工地進行裝配
Energy	能源
<ul style="list-style-type: none"> Formulate energy-saving plans for construction site, optimize construction processes, and adopt improved construction technologies Apply LED lighting system to adjust the switching time with the season Reasonably adjust the indoor air-conditioning temperature Post environmental notices 	<ul style="list-style-type: none"> 制定工地節能方案，優化施工流程，採用改進的施工工藝 應用LED照明系統，隨季節調整開關時間 合理調節室內空調溫度 張貼環保告示
Water resources	水資源
<ul style="list-style-type: none"> Collect rainwater for washing vehicles, preventing flying dust and maintaining greening at construction site 	<ul style="list-style-type: none"> 收集雨水作清洗車輛、防止揚塵和工地綠化用途
Waste water management	廢水管理
<ul style="list-style-type: none"> Carry out rain sewage diversion to ensure that sewage is discharged to municipal sewage pipelines and rainwater is discharged to municipal rainwater drainage pipelines Set up drainage pipeline networks to ensure smooth discharge in pipelines and avoid accumulation of stagnant water 	<ul style="list-style-type: none"> 實行雨污分流，確保污水排放至市政污水管道，雨水排入市政雨水管道 設置排水管網並確保渠道暢通，防止積水
Flying dust at construction site	工地揚塵
<ul style="list-style-type: none"> Install online flying dust monitoring system Equip construction site with dust suppression equipment such as spraying devices and spraying vehicles, which operate for not less than 10 minutes/hour every day (excluding rainy days) Deploy vehicle rinsing devices Store bulk cement and finished mortar in closed environment, adopt enclosing and dust prevention measures when blending mortar/concretes 	<ul style="list-style-type: none"> 安裝揚塵在線監測系統 施工現場配置噴淋裝置、灑水車等降塵設備，除雨天外每小時啟動不少於10分鐘 設置車輛沖洗裝置 散裝水泥、成品砂漿封閉存放，自拌砂漿／混凝土時做好圍護防塵措施
Construction waste	建築廢棄物
<ul style="list-style-type: none"> Set up garbage pool or removable garbage chute Recycle hazardous items separately in enclosed environment Classify and collect hazardous and non-hazardous waste, and dispose of such waste in accordance with laws 	<ul style="list-style-type: none"> 設置垃圾池或活動式垃圾斗 單獨封閉回收有毒有害物品 分類收集有害和無害廢棄物，並依法處理

The Group's operation management center, project management departments of subsidiaries in various cities, project departments and construction units will all conduct regular inspection on construction projects to ensure the effective implementation of environmental protection works.

集團運營管理中心、城市公司項目管理部、項目部內部以及施工單位內部均定期對施工項目進行檢查，保障環保工作得到有效落實。



The Group's aforesaid undertakings and projects can contribute to the realization of:
 集團上述的承諾和項目有助於實現：

Goal 12.5 – Reduce waste generation
 目標12.5 – 減少廢物產生

The Group closely monitors the use of materials during construction process. The following table sets forth the use of major construction materials of the projects covered by this Report. Based on the specific situation of projects, the Group uses recyclable and reusable materials during the construction to save construction materials and reduce material consumption. During the Year, the use of construction materials of the 11 projects under construction covered by this Report was 1,487,298 tons.

集團對施工過程的材料使用進行密切監控，下表為本報告覆蓋範圍內的項目涉及主要建築材料的使用量。集團根據項目實際情況於建造過程中採用可重複利用的材料，節省建築材料，減少材料損耗。本年度內，本報告覆蓋的11個在建項目的建材使用量為1,487,298噸。

Use of Construction Materials (tons)
 建築材料使用量(噸)

	Concrete 混凝土	Mortar 砂漿	Steel reinforcing bar 鋼筋	Cement 水泥	River sand 河沙	Stone 石料	Bricks 磚塊	PC boards PC板材	Total 總量
2018 ³	467,878	167,320	58,274	2,408	11,035	321	247,182	–	954,418
2019 ⁴	1,205,439	34,301	62,978	2,327	8,475	5,356	153,389	15,033	1,487,298

³ 2018 Environmental Data covered the Shanghai headquarters of the Group and four projects under construction during 2018 (i.e. Yuzhou Noble Mansion, Yuzhou Riverside Sapphire, Yuzhou Langham City Land and Yuzhou Honor Hill)

⁴ 2019 Environmental Data covered the Shanghai headquarters of the Group and 11 projects under construction, the details of which are referred to the section headed "About this Report"

³ 2018年環境數據覆蓋集團上海總部及2018年內四個在建項目（項目為禹洲•雍賢府、禹洲•濱之江、禹洲•朗廷元著及禹洲•嘉譽山）

⁴ 2019年環境相關數據覆蓋集團上海總部及11個在建項目，請參見「關於本報告」章節

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Generation and recycle of construction material waste (tons)

建築材料廢棄物產生及回收量 (噸)

		2018 ³	2019 ⁴
Generation of construction waste	建築廢物產生量	—	1,431,900
Recycle of construction waste	建築廢物回收量	—	3,840

The waste generated during the building and construction processes of the Group were mainly non-hazardous wastes such as mucks and scrap concrete. During the Year, the total construction waste generated by the 11 projects under construction covered by this Report was 1,431,900 tons, of which 3,840 tons was recycled.

集團建設及施工過程中所產生的廢棄物主要為渣土、廢舊混凝土等無害廢棄物。本年度內，報告所覆蓋的11個在建項目產生建築廢物的總量為1,431,900噸，其中3,840噸廢棄物得以回用。

GREEN OPERATION

Yuzhou Group has always monitored the impacts of its operation on the environment. In this regard, it developed relevant internal systems such as the Configuration Standards on the Offices of Yuzhou Group's Subsidiaries in Various Cities and the Guidelines for the Configuration Standards of Offices, to establish standards for its project offices in various cities. The Group has continued to promote digitalized management model by regularly collecting measurable indicators of each project and gradually improving the data collection management system in order to reinforce the management of all environment factors of office operation.

綠色營運

禹洲集團時刻監察自身營運對環境造成的影響，制定如《禹洲城市公司辦公室配置標準》、《辦公室配置標準作業指引》等相關內部制度，為各地項目辦公室提供規範。集團繼續推行數字化管理模式，定期收集各項目可量化指標，並逐步完善數據收集管理體系，以加強管理辦公室運營的各項環境要素。

Resources Saving

The Group consumes energy, water resources and various office supplies during its operation. In order to reduce resources consumption in offices, during the Year, the Group issued guidelines for energy saving and consumption reduction within the company to all project companies and actively instilled the concept of sustainability in employees to enhance their awareness of energy saving and reduce energy consumption in offices. The Group promoted energy saving actions among employees and developed respective monitoring and inspection systems based on its actual situation. The table below shows the energy saving measures adopted by the Group during the course of office services during the Year:

節約資源

集團營運過程中消耗包括能源、水資源以及各類辦公用品。為降低辦公室資源消耗，集團本年度向所有項目公司發出加強公司節能降耗指引，積極向員工灌輸可持續發展理念，以增強員工節能意識、降低辦公能源消耗。集團倡導員工踐行節約行為，結合集團實際情況制定相應監督檢查制度。下表列舉集團辦公服務過程中於本年度內採取的節能措施：

Electricity saving	節約用電
<ul style="list-style-type: none"> • Use reasonable lighting and switch off all electricity-consuming equipment except necessary ones after work • Avoid switching on light lamps when natural light is sufficient • Timely switch off equipment such as projector and video device in the meeting room after meeting • Use air conditioner in reasonable way and set suitable temperature for office areas • Switch off the lighting in common areas on time and meet the requirement of "turn off the lights before you leave" 	<ul style="list-style-type: none"> • 合理照明，下班後除必要設備耗電外，其它設備關機 • 自然光線充足時，避免開啟電燈 • 會議室使用完畢後，及時關閉投影、視頻等設備 • 合理使用空調，辦公區域設定合適的溫度 • 公共區域照明應按時關閉，做到「人走燈滅」
Reasonable use of office supplies	合理使用辦公用品
<ul style="list-style-type: none"> • Use direct drinking water instead of bottled water in the meeting room and departments, and promote carrying water cups during daily work • Adopt two-side printing for all paper-based materials and daily documents circulated in the Group, promote the reduction of print run and implement paperless office as much as possible • Promote the recycle and reuse of papers and cut papers into other sizes for self-use, etc. 	<ul style="list-style-type: none"> • 會議室及部門中以直飲水替換瓶裝水，倡議日常攜帶水杯 • 集團內部傳送紙質材料及日常文件一律雙面打印，並提倡減少打印次數，盡量實行無紙化辦公 • 提倡紙張重複再利用，可將其裁剪成自用草稿紙等

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Total energy consumption (MWh) and intensity of energy consumption (MWh/sq.m.) 總耗能(兆瓦時)及能耗密度(兆瓦時/平方米)

		2018 ³	2019 ⁴
Electricity	電力	6,884.9	4,932.8
Natural gas	天然氣	—	136.8
Gasoline	汽油	64.3	870.1
Liquid gas	液化氣	—	3.9
Total intensity of energy consumption	總能耗密度	0.005	0.001

The energy consumption of the Group includes electricity, natural gas, gasoline and liquid gas. Electricity is the largest consumption type, accounting for 83% of total energy consumption. During the Year, the total energy consumption and intensity of energy consumption of our headquarters in Shanghai and the 11 projects under construction covered by this Report were 5,943.6 MWh and 0.001 MWh/sq.m., respectively.

集團的能源消耗包括電力、天然氣、汽油和液化氣。電力為最主要的能耗類型，佔總能耗83%。本年度內，上海總部及本報告覆蓋的11個在建項目的總能耗量為5,943.6兆瓦時，能耗密度為每平方米0.001兆瓦時。

Total greenhouse gas emissions (tons of carbon dioxide equivalent) and intensity of emissions (tons of carbon dioxide equivalent/sq.m.) 溫室氣體排放總量(噸二氧化碳當量)及排放密度(噸二氧化碳當量/平方米)

		2018 ³	2019 ⁴
Total greenhouse gas emissions	溫室氣體排放總量	4,888.9	4,127.8
Scope I	範圍一	16.4	288.8
Scope II	範圍二	4,846.1 ⁵	3,166.7
Scope III	範圍三	26.4	672.3
Intensity of emissions	排放密度	0.004	0.001

⁵ The emission data in Scope II of 2018 includes the electricity consumed by the contractors and supplied by Yuzhou Group at construction sites (the Group's property development projects are undertaken by contractors)

⁵ 2018年範圍二中排放數據包括由禹洲集團於工地供應予工程承包商的電力使用(集團的房地產開發工作由承包商負責)

BUILDING GREEN HOMES (Continued)
建設綠色家園(續)

Energy consumption during the Group's operation was accompanied with greenhouse gas emissions. During the Year, the total greenhouse gas emissions of the Group was 4,127.8 tons of carbon dioxide equivalent, of which 288.8 tons of carbon dioxide equivalent fall within the direct emissions from fuel consumption (Scope I), 3,166.7 tons of carbon dioxide equivalent fall within the indirect emissions from electricity consumption (Scope II), and 672.3 tons of carbon dioxide equivalent fall within the indirect emissions from aircraft for business trips (Scope III). The intensity of emissions was 0.001 tons of carbon dioxide equivalent/sq.m. The slight increment of emissions from business trips was mainly because our Group has become a large-scale and national property developer with its layout of administrative radius among the six metropolitan areas being increased, business trips have thereby become more frequent. However, the emissions from related business trips are still well controlled among comparable peer companies with similar size.

集團營運過程中的能源消耗產生相應的溫室氣體排放。本年度內，集團的溫室氣體排放總量為4,127.8噸二氧化碳當量，其中燃料所產生的直接排放（範圍一）為288.8噸二氧化碳當量、使用電力所產生的間接排放（範圍二）為3,166.7噸二氧化碳當量，商務旅行搭乘飛機產生的間接排放（範圍三）為672.3噸二氧化碳當量，排放密度為每平方米0.001噸二氧化碳當量。商務旅行所產生的排放略有增加，主要由於集團已發展為體量較大的全國性地產商，所佈局的六大核心都市圈的相關管理半徑有所增大，商務旅行更趨頻繁。但相關商務旅行帶來的排放在同等規模的可比同業中，依然屬於控制良好的範圍。

Total water consumption (m³) and intensity of water consumption (m³/sq.m.)

總用水量（立方米）及耗水密度
（立方米／平方米）

		2018 ³	2019 ⁴
Total water consumption	總用水量	162,446	556,722
Intensity of water consumption	耗水密度	0.13	0.10

The Group promotes water saving among employees. The water consumption in office was all from municipal tap water. During the Year, the total water consumption and intensity of water consumption of our headquarters in Shanghai and the projects under construction covered by this Report were 556,722 m³ and 0.10 m³/sq.m., respectively. As the statistic scope was expanded for the Year, there was significant increase in water consumption as compared with 2018. The Group had no difficulty in sourcing water that is fit for purpose.

集團倡導員工節約用水，辦公室的水資源消耗來源均為市政自來水。本年度內，上海總部及本報告覆蓋的在建項目的總耗水量為556,722立方米，用水密度為每平方米0.10立方米。由於本年度擴大統計範圍，故用水量較2018年度大幅增加。集團於求取適用水源上並無問題。

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Emission Management

Air pollutants (kg)

排放管理

空氣污染物 (千克)

		2018 ³	2019 ⁴
Nitrogen oxides	氮氧化物	1.91	14.49
Sulfur oxides	硫氧化物	0.54	1.44
Inhalable particulate matters	可吸入懸浮粒子	0.23	2.56

The Group is committed to reducing the generation of exhaust gas and waste. In addition to the various measures for controlling the discharge of exhaust gas, waste water and waste that are implemented at construction sites, the Group also regularly inspects and maintains the Company's vehicles to ensure that emissions are in compliance with regulatory standards. During the Year, the nitrogen oxides, sulfur oxides and inhalable particulate matters generated by use of vehicles were 14.49 kgs, 1.44 kgs and 2.56 kgs, respectively. As the statistic scope was expanded for the Year, there were increases in total amounts of air pollutants and general waste as compared with 2018.

集團致力於減少廢氣及廢棄物的產生。除在建築地盤實施各項控制廢氣、廢水及廢棄物排放的措施外，集團亦透過定期檢查及保養公司車輛確保排放量符合法定標準。本年度內，集團由車輛使用所產生的氮氧化物、硫氧化物及可吸入懸浮粒子分別為14.49、1.44和2.56千克。由於本年度擴大統計範圍，故空氣污染物總量及一般廢棄物總量較2018年度有所增加。

BUILDING GREEN HOMES (Continued)
建設綠色家園(續)

During the Year, the generation and intensity of generation of the hazardous and non-hazardous waste (including green waste and food waste) covered by this Report were 0.08 tons and 655.7 tons, and 0.00001 tons per 1,000 sq.m. and 0.12 tons per 1,000 sq.m., respectively. The Group endeavors to promote the recycle and reuse of waste, and its hazardous waste generated during the conduction of business was properly recycled during the Year.

本年度內，報告覆蓋範圍內的有害廢棄物及無害廢棄物產生量分別為0.08噸及655.7噸，其中無害廢棄物包括綠化垃圾及廚餘垃圾，有害廢棄物及無害廢棄物的產生密度分別為0.00001噸／千平方米及0.12噸／千平方米。集團致力於推動廢棄物的回收及再利用，本年度內，集團由於業務開展所產生的有害廢棄物均已被妥善回收。

Generation and recycled volume of hazardous and non-hazardous waste (tons)

有害及無害廢棄物產生及回收量 (噸)

		2018 ³	2019 ⁴
Total generation of hazardous waste	有害廢棄物產生總量	0.40	0.08
Total recycled volume of hazardous waste	有害廢棄物回收總量	—	0.08
Total generation of non-hazardous waste	無害廢棄物產生總量	114.6	655.7
Food waste	廚餘垃圾	—	652.7
Green waste	綠化垃圾	—	3.0
Total recycled volume of non-hazardous waste	無害廢棄物回收總量	—	21.3
Food waste	廚餘垃圾	—	18.3
Green waste	綠化垃圾	—	3.0

During the Year, the Group strictly complied with the laws and regulations in relation to environmental protection⁶. As far as the Group knows, Yuzhou Group did not have any breach of the laws and regulations which has significant impact on the Group in relation to exhaust gas and greenhouse gas emissions, discharges into water and land and generation of hazardous and non-hazardous waste.

本年度內，集團嚴格遵守環境相關的法律法規⁶，就集團所知，禹洲集團並無任何違反有關廢氣及溫室氣體排放、向水或土地排污及有害或無害廢棄物的產生且對集團造成重大影響的法律法規事宜。

⁶ For the laws and regulations in relation to the environment, please refer to the section headed “Laws and Regulations”

⁶ 有關環境的法律及法規請參見「法律及法規」章節

FOSTERING STAFF TO GROW

促進員工成長

Following the people-oriented philosophy, Yuzhou Group is devoted to building a warm and competitive working environment and providing a platform for employees to give play to their potentials and develop their own career.

秉持以人為本的理念，禹洲集團致力於營造一個溫暖、富有競爭力的工作環境，並為員工提供可發揮個人潛力的平台，鼓勵其創造個人事業。



98.9%

Percentage of employees trained
員工受訓百分比



58.3 hours 小時

Average training hours per employee
人均培訓時數



9 on a scale of 10
9分 (滿分10分)

Rate of employee training satisfaction
員工培訓滿意度

This Chapter:

Health and Safety | Talent Recruitment | Employee Development | Employee Communication

本章節：

健康與安全 | 人才招聘 | 員工發展 | 員工溝通

HEALTH AND SAFETY⁷

Employees are the most precious treasure of Yuzhou Group. A safe and healthy working environment is of vital importance to the normal operation of the Group and the personal safety of employees. The remuneration committee of the Company links the remuneration of the senior management with the occupational health and safety performance of the Group, which can proactively promote the management of the occupational health and safety of the Group.

Safety Management System

Attaching great importance to the employees' occupational health and safety risks, the Group has formulated more than 20 documents about safety management systems, including the Management Procedures for Safety Culture, Safety Culture Standardization Operational Guidelines and Guidelines for Fire Management Operation, in order to enhance the safety management level of the Group. Yuzhou Group also extends the safety management requirements to the construction units. The construction units are required to formulate the safety standardization construction organization plan in accordance with the Safety Culture Standardization Operational Guidelines of the Group when a tender offer is given, in order to standardize the management of equipment and facilities and construction work.

The Group establishes a safety culture management team, comprising the project department, construction units and supervising units, to manage the construction safety in an orderly manner. As for projects with more dangers, the project department shall supervise the construction units in the preparation of a special safety plan and the construction units shall organize an expert discussion meeting when necessary to discuss the feasibility of the plan. Such projects can only be implemented upon internal review of construction units, and approval by supervising units and other relevant responsible departments. In addition, the Group has formulated the safety production objectives and monthly key safety objectives, the progress of which has been made public on the safety billboard.

健康與安全⁷

員工乃禹洲集團最大的財富，確保安全及健康的工作環境，對於集團的正常營運和員工的人身安全至關重要。本公司的薪酬委員會設定將高管的薪酬回報與集團的職業健康與安全表現掛鉤，有助積極推動集團的職安健管理。

安全管理制度

集團高度關注員工的職業健康及安全風險，制定包括《安全文明管理規程》、《安全文明標準化操作指引》、《消防管理作業指導手冊》等超過20份安全管理制度文件，提高集團的安全管理水平。禹洲集團亦致力將安全管理要求延伸至施工單位，要求施工單位於投標報價時需按照集團的《安全文明標準化操作指引》編製安全標準化施工組織設計，規範其設備設施管理和施工工作。

集團設立安全文明管理小組，由項目部、施工單位、監理單位組成，以有序管理施工安全。針對危險性較大的工程，項目部需監督施工單位編製安全專項方案，若需要，施工單位應組織專家論證會討論方案的可行性，經施工單位內部審核、監理單位及其他相關負責部門同意後方可實施。此外，集團制定安全生產目標及月度安全重點目標，並於安全指示欄公佈目標的進展。

⁷ The relevant data of employees disclosed in the "Health and Safety" Chapter cover Shanghai Headquarters and 11 projects under construction

⁷ 「健康與安全」章節披露的員工相關數據覆蓋上海總部及11個在建項目

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

In order to promptly discover safety problems and control safety risks, the Group has formulated the three-level safety inspection system, designating subsidiaries in various cities, project department and construction units to respectively inspect the implementation of the engineering projects regularly, and make prompt corrections of the hidden hazards found. During the Year, the Group carried out full-coverage production inspection in nearly 90 sections in more than 20 cities. The frequency of switch-out⁸ per quarter was on the gradual decrease. There were 15 switch-outs throughout the year, all of which were rectified according to the rectification proposal.

為及時發現安全問題，控制安全風險，集團制定三級安全檢查制度，城市公司、項目部、施工單位分別定期檢查工程項目的實施情況，並對發現的隱患進行及時整改。本年度內，集團對20多個城市近90個標段進行全覆蓋生產檢查，每季度的拉開⁸次數逐漸降低，全年共有15次拉開並均按整改方案進行整改。

Three-level Safety Inspection 三級安全檢查		
Internal inspection by subsidiaries in various cities 城市公司內部檢查	Internal inspection by the project department 項目部內部檢查	Internal inspection by construction units 施工單位內部巡查
<ul style="list-style-type: none"> The project management department organizes an inspection once a month to inspect the safety of each project under construction 項目管理部每月組織一次檢查，對在建各項目的安全情況進行摸底檢查 	<ul style="list-style-type: none"> The project department organizes the safety management team to inspect the safety of project construction every week 項目部每週組織安全管理小組對項目內安全施工情況進行檢查 	<ul style="list-style-type: none"> The full-time safety officer of each unit carries out daily inspection 各單位專職安全員進行每日巡檢
<p>The person in charge at various levels issues a notice of rectification, stipulating on the hidden hazards to be rectified and the time of rectification, and carries out rectification and verification. In case of failure to make rectification or if the rectification fails to reach relevant requirements, the project construction may be suspended for rectification in part or in whole upon approval by the project department.</p> <p>各級負責人下發整改通知單，對需整改的隱患及整改時間做出規定，並進行整改核對。若未整改或整改未達要求的，經項目部同意，可進行局部或全項目停工整改。</p>		

⁸ Switch-out refers to the suspension of work for rectification in case that severe safety management risks are found

⁸ 拉開指當發現存在較為嚴重的安全管理風險時，採取停工整改的措施

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

In view of the operation characteristics of the industry, Yuzhou Group has formulated the system of employment with certificates for special operation, requiring that special operation workers should work with certificates, and wear and use labor safety protective articles. The Group shall also carry out prompt maintenance and pre-post inspection of the operation tools and equipment. In order to realize the information disclosure, the Group has set up a roster and billboard of special operation workers and small and medium machine operators to display relevant operation qualification certificates of some workers for publicity.

During the Year, there were not any work-related accidents in Shanghai headquarters and 11 projects under construction, and no worker suffered from work-related injury or death. The Group strictly abides by relevant laws and regulations on occupational health and safety⁹. During the Year, the Group was not aware of any violations of relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

Safety Education

Being fully aware of the vital importance of the safety education to the prevention of safety accidents, emergency treatment and improvement of physical quality of employees, the Group regularly organizes sports activities and health seminars to promote the concept and mode of healthy life among employees and arouse employees' awareness of mental and physical health, in addition to the physical examinations and insurances for employees. Besides, Yuzhou Group has put in place a safety education system to standardize the safety education management on construction sites, and enhance the safety awareness of construction workers and management personnel. During the Year, 2,854 employees from Shanghai headquarters and 11 projects under construction participated in the occupational safety training, and the total hours of occupational safety training amounted to 4,607 hours.

鑒於行業作業特性，禹洲集團制定特種作業持證上崗制度，要求特種作業人員需持證上崗，佩戴及使用安全勞工防護用品，同時需對作業工具和設備進行及時的維護保養及崗前檢查。為實現信息公開，集團建立特種作業人員和中小型機械操作工花名冊及公示牌，統一懸掛公示此部分人員作業資格的相關證件。

本年度內，上海總部及11個在建項目並未發生任何工傷事故，因工受傷或死亡人數均為零。集團嚴格遵守職業健康與安全的相關法律法規⁹，於本年度內並不知悉任何違反有關提供安全工作環境及保障僱員避免職業危害且對集團造成重大影響的法律法規事宜。

安全教育

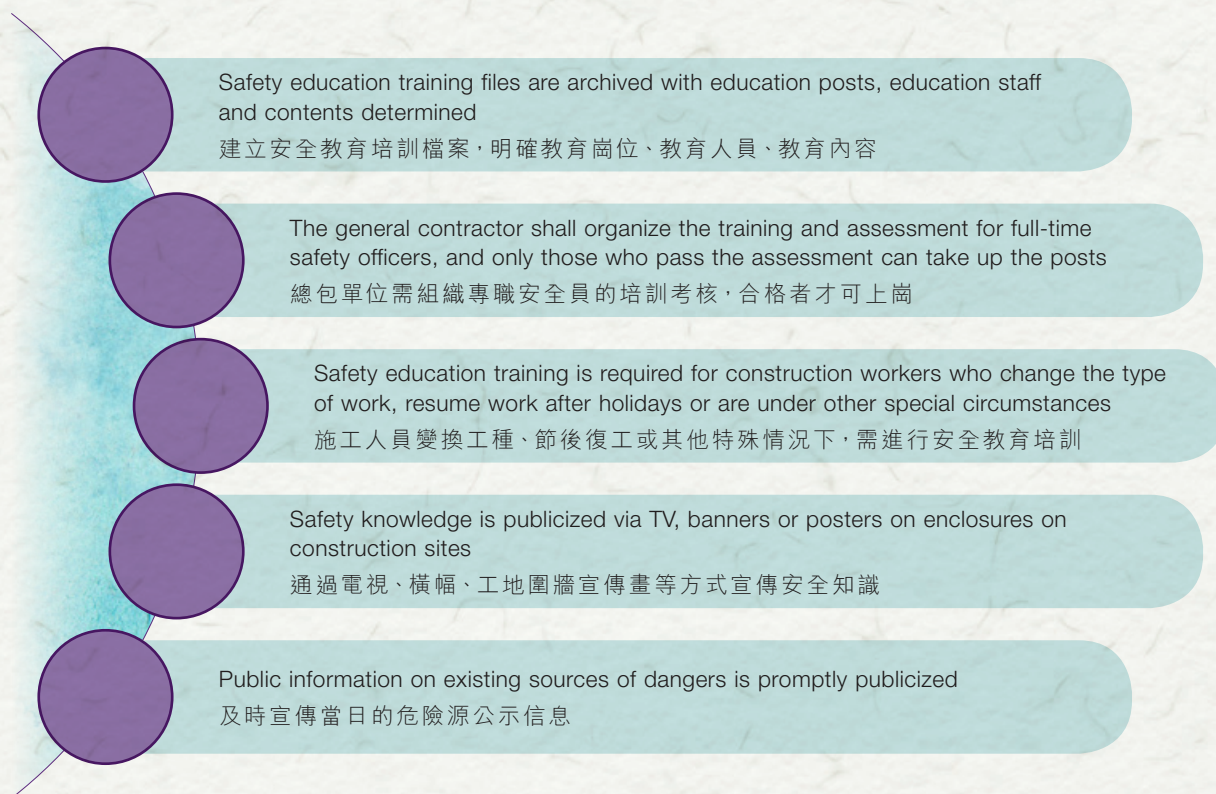
集團明白安全教育對於安全事件的預防及應急處理、提高員工的身體素質至關重要，故除為員工提供身體檢查及購置保險之外，集團定期組織體育活動和健康講座，為員工宣傳健康生活的理念及方式，鼓勵員工重視身心健康。此外，禹洲集團通過制定安全教育制度，規範施工現場的安全教育管理，提升施工人員和管理人員的安全意識。本年度內，上海總部及11個在建項目中，參與職業安全培訓的總人次為2,854人次，職業安全培訓總時數為4,607小時。

⁹ For the laws and regulations in relation to the occupational health and safety, please refer to the section headed "Laws and Regulations"

⁹ 有關職業健康與安全的法律及法規請參見「法律及法規」章節

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)



Specific Measures for Safety Education System

安全教育制度具體措施



The Group's aforesaid undertakings and projects can contribute to the realization of:
集團上述的承諾和項目有助於實現：

Goal 3.4 – Reduce mortality from non-communicable diseases (NCDs) through prevention and treatment, and promote mental health and wellbeing

目標3.4—通過預防、治療及促進身心健康，降低非傳染性疾病的死亡率

Goal 3.8 – Achieve universal health coverage (UHC)

目標3.8—實現全民健康保障

TALENT RECRUITMENT¹⁰

Focusing on employees' equality, Yuzhou Group is committed to providing a harmonious and diversified working environment without discrimination for employees. Equal opportunities are provided for employees during the human resource management such as recruitment, remuneration and promotion without any unfair treatment due to the gender, age and health conditions of employees.

Recruitment Management

The Group has devised the Regulations Governing Recruitment to standardize the recruitment of the headquarters and subsidiaries in various cities. Each unit is required to formulate the Annual Recruitment Program according to their recruitment needs at the end of each year, in order to guarantee the orderly recruitment and provide effective guidance for the recruitment in the ensuing year. Following the recruitment principle of openness, fairness and equality, Yuzhou Group attracts talents via various channels such as online recruitment, headhunting, campus recruitment and internal recommendation, which realizes reasonable allocation of human resources.

During the Year, the Group organized campus recruitment activities, namely "Yu Yue Program" and "Yu Yi Training Program", to attract young talents and reinforce the talent reserve of the Group. It also recruited experienced employees through social recruitment to promote the continuous development of Yuzhou Group. During the Year, Yuzhou Group had newly recruited 6,270 employees.

人才招募¹⁰

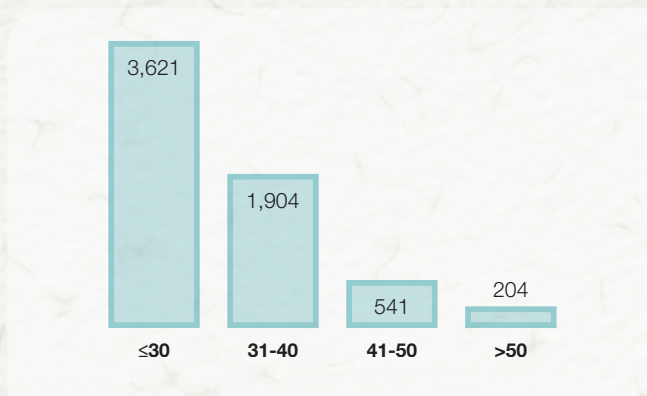
禹洲集團高度重視員工平等，致力於為員工提供一個共融、多元化、反歧視的工作環境。於招聘、薪酬、晉陞等人力資源管理工作中，集團均提倡平等機會，不因員工的性別、年齡、健康狀況而有所偏頗。

招聘管理

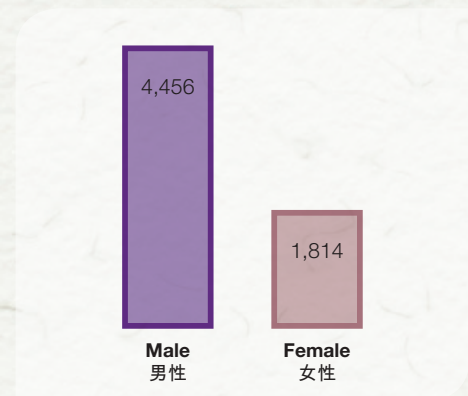
集團制定《招聘管理規程》，規範總部及各城市公司等招聘工作。為確保招聘工作有序進行，各單位於每年年底根據其招聘需求制定《年度招聘計劃》，為下一年的招聘工作提供有效指引。秉持公開、公正、公平的招聘原則，禹洲集團結合網絡招聘、獵頭招聘、校園招聘、內部推薦等多種招聘渠道吸納人才，實現人力資源的合理化配置。

集團於年度內通過校園招聘活動「禹躍計劃」、「禹翼計劃」吸納年輕人才，強化集團的人才力量儲備，同時亦通過社會招聘吸納有經驗的員工，助力禹洲集團不斷發展。本年度內，禹洲集團共有新入職員工6,270人。

New recruits-age distribution
新入職人數年齡分佈



New recruits-gender distribution
新入職人數性別分佈



¹⁰ Relevant data of employees disclosed in "Talent Recruitment" section cover the data of the Group, Shanghai headquarters and 11 projects under construction, which can be seen in the section headed "Performance Data Summary"

¹⁰ 「人才招募」章節披露的員工相關數據覆蓋全集團、上海總部及11個在建項目的數據請參見「數據表現摘要」章節

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

Remuneration and Benefits

During the Year, according to the external economic development, overall remuneration level of the industry and the development stage of the Group, the Group has further optimized the remuneration system, and established a diversified incentive and comprehensive return system with fixed salary, performance-based salary, short-term incentives as well as medium and long-term incentives, which have greatly enhanced the enthusiasm of employees during work. In addition to statutory benefits such as five insurances, one provident fund and statutory holidays, the Group also offers supplementary benefits to employees. During the Year, the Group classified and adjusted employees' welfare system, specified types of benefits, further extended the employees' benefits to their family members, and provided commercial insurances for their family members. The Group strives to enhance employees' sense of belonging and sense of job-related happiness by providing competitive remuneration and complete benefit system.

薪酬福利

依據外部經濟發展情況、行業整體薪酬水平及集團發展階段，集團本年度進一步優化薪酬體系，建立包含固定工資、績效薪資、短期激勵、中長期激勵等方面的多元化激勵和全面回報體系，激勵員工的工作積極性。除為員工提供法定福利，如五險一金、法定假期之外，集團還給予員工補充性福利。本年度內，集團對員工福利制度進行梳理調整，明確福利種類，並將員工福利進一步推廣至員工家人，為員工家屬提供商業保險。通過為員工提供富有競爭力的薪酬及完善的福利體系，集團致力增強員工的企業歸屬感和工作幸福感。



Composition of Employees' Remuneration and Benefits

員工薪酬福利構成

Prevention of Child and Forced Labor

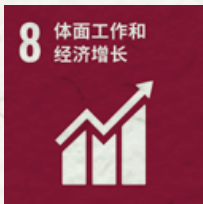
The Group understands that child and forced labor not only violates basic human rights, and the International Labor Convention and Recommendations, but also constitutes a threat to the sustainable social development. The human resources center shall verify relevant materials such as identity card of the staff to be recruited during the recruitment process to confirm that they have reached the legal age of employment. The Group includes the labor rules and regulations into the new employee training to well acquaint employees with their rights and obligations at work. In addition, Yuzhou Group will fully respect employees' freedom in job selection and work without unfair limitation of employment relationship between employees and the Group by any means, or any limitation of employees' personal freedom.

During the Year, the Group strictly observed relevant laws and regulations¹¹ without violations of any laws and regulations with significant impacts on the Group relating to remuneration and dismissal, recruitment and promotion, working hours, vacations, equal opportunities, anti-discrimination and other benefits and welfare, and prevention of child and forced labor. The Group was not aware of any cases of child and forced labor.

預防童工及強制勞工

集團了解童工及強制勞工不僅違反基本人權及國際勞工公約和建議書，亦對社會可持續發展構成威脅。人力資源中心於招聘過程需核查擬錄用人員的身份證文件等相關資料，以確認其已達到合法用工年齡。集團將勞動規章制度及勞動法規要求納入新員工培訓內容中，讓員工充分了解其工作權利及義務。此外，禹洲集團絕不使用任何方法不公平地限制員工與集團之間的僱傭關係，充分尊重員工的擇業自由及工作自由權利，杜絕任何限制員工人身自由的行為。

本年度內，集團嚴格遵守相關的法律及法規¹¹，並不知悉任何違反有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、反歧視以及其他待遇及福利、有關防止童工及強制勞工且對集團造成重大影響的法律法規事宜；亦無任何童工及強制勞工個案。



The Group's aforesaid undertakings and projects can contribute to the realization of:
集團上述的承諾和項目有助於實現：

Goal 8.7 – Take immediate and effective measures to eradicate forced labour, and end child labour in all its forms

目標8.7—立即採取有效措施，根除強制勞動，終止一切形式的童工

Goal 8.8 – Protect labor rights and promote safe and secure working environments for all staff

目標8.8—保護勞工權益，推動為所有員工創造安全和有保障的工作環境

¹¹ For the laws and regulations in relation to employment system, please refer to the section headed "Laws and Regulations"

¹¹ 有關僱傭制度的法律及法規請參見「法律及法規」章節

FOSTERING STAFF TO GROW (Continued)

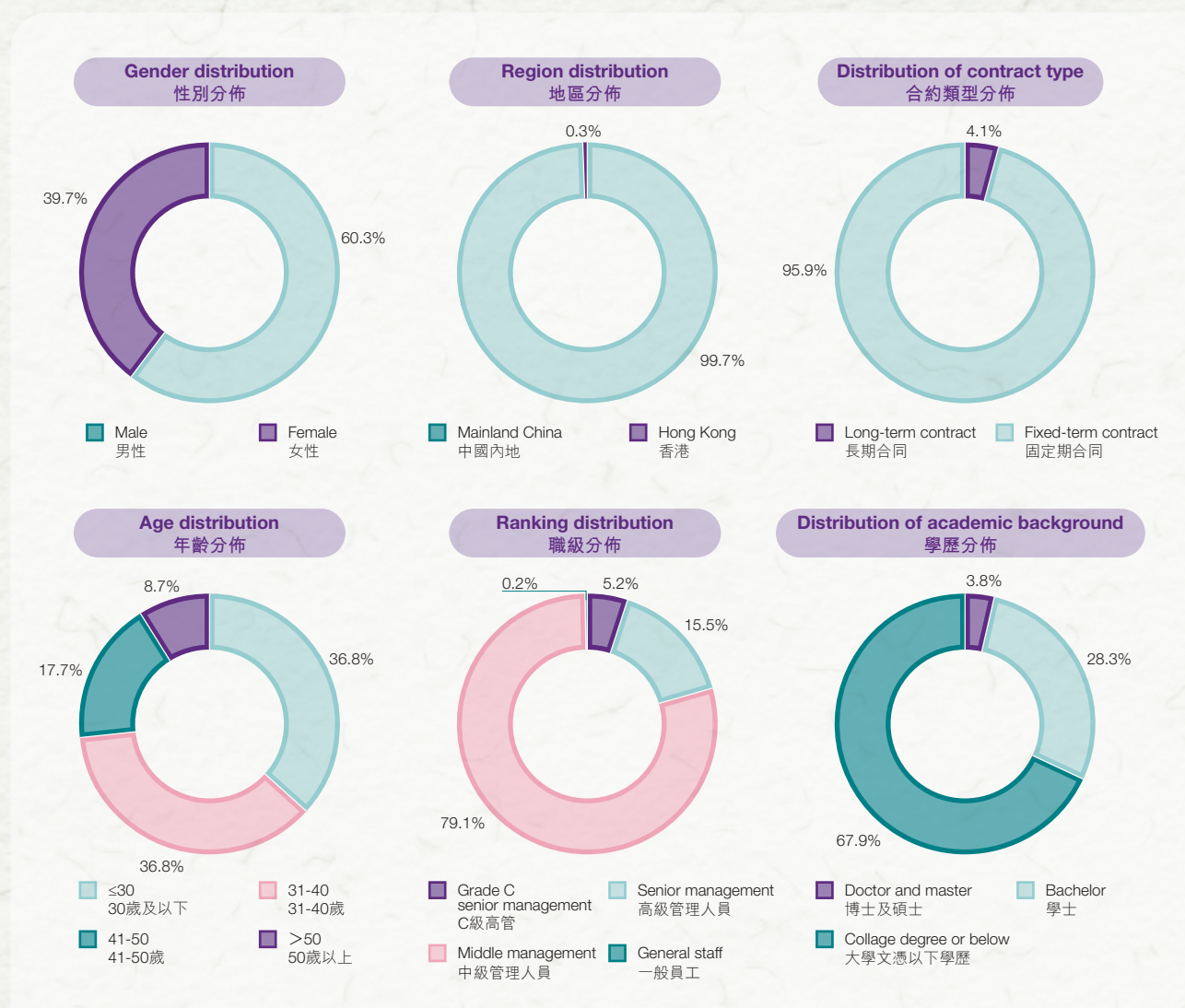
促進員工成長(續)

Employee Diversity

As of December 31, 2019, the Group had 7,572 full-time employees in total, 26 of whom were in Hong Kong and, 7,546 of whom were in Mainland China. The proportion of male employees to female employees was approximately 3:2. Most employees were under 40 years old, and the management staff accounted for 20.9%. The Group believes that the diversity of Board members is conducive to promoting the diversity of employees across the Group. In designing the Board's composition, Board diversity has been considered from a number of aspects, such as gender, age, cultural and educational background, professional experience, skills, etc.

員工多元化

截至2019年12月31日，集團共有7,572名全職員工，除26名員工位於香港地區之外，其他7,546名員工均位於中國內地。男女員工比例約為3:2，員工年齡主要集中在40歲及以下，管理人員佔20.9%。集團相信董事會成員多元化有利於促進全集團的員工多元化，在設定董事會成員時，集團會從性別、年齡、文化及教育背景、專業經驗、技能等方面考慮董事會成員的多元化。



EMPLOYEE DEVELOPMENT¹²

The Group firmly believes that its development depends on the continuous progress of employees. It promotes the career development of employees by establishing career development channels, offering occupational trainings, and assisting them in grasping knowledge and skills.

Talent Training

The Group has formulated the Regulations Governing Training to standardize the training management and working procedures of Yuzhou Group and strengthen the development of the learning organization. It has established Yuzhou Business Academy, aiming at providing a systematic and comprehensive training platform for employees. According to business development needs, the Group designates some outstanding employees to participate in external training such as academic degree certification, professional qualification certification, MBA and open class offered by external educational institutions. In order to maximize the support for employee training, all the training expenses for employees shall be borne by the Group. In addition, the Group offers rewards to employees who act as internal trainers, in order to promote the building of a working environment with knowledge sharing and mutual progress.

員工發展¹²

集團深信禹洲集團的發展離不開員工的持續進步，通過為員工搭建職業發展渠道，同時輔以相應的職業培訓，協助員工培養知識和技能，推動其職業發展。

人才培訓

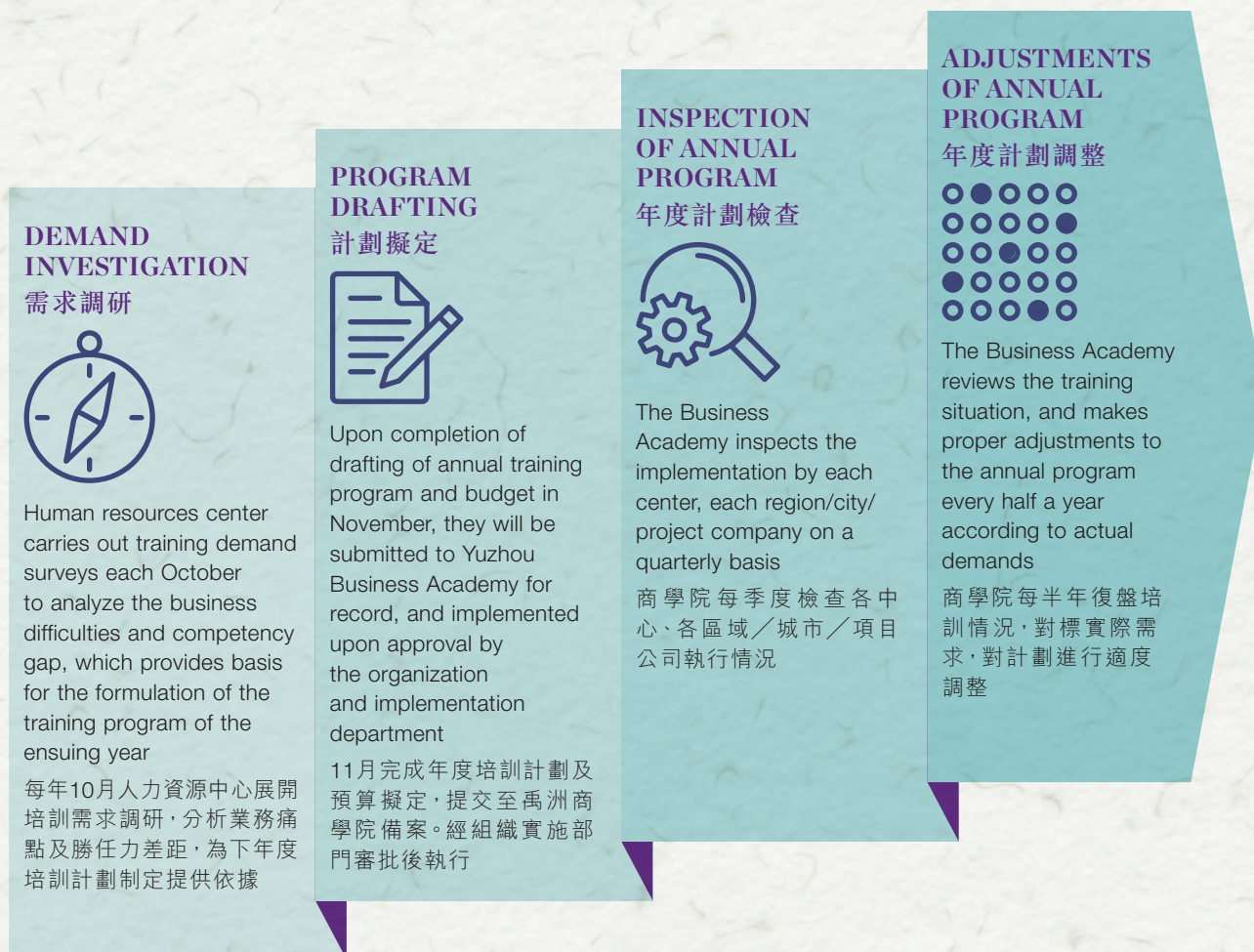
集團制定《培訓管理規程》，規範禹洲集團的培訓管理及工作程序，加強學習型組織的建設。禹洲集團成立禹洲商學院，為員工提供系統、全面的培訓平台，並視乎集團業務發展需求，選派部分優秀員工參與由外部教育機構提供的學歷學位認證、專業資質認證、MBA、公開課等外部培訓。為最大化支持員工培訓，員工因培訓產生的全部費用將由集團承擔。此外，集團對擔任內部培訓講師的員工提供獎勵，促進形成知識共享、共同進步的工作氛圍。

¹² Relevant data of employees disclosed in "Employee Development" section cover the data of the Group. Shanghai headquarters and 11 projects under construction can be seen in the section headed "Performance Data Summary"

¹² 「員工發展」章節披露的員工相關數據覆蓋全集團。上海總部及11個在建項目的數據請參見「數據表現摘要」章節

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)



Training Procedures of Yuzhou Group
禹洲集團培訓工作程序

As the main training platform of Yuzhou Group, Yuzhou Business Academy has regarded establishing the academy as the West Point Military Academy of the real estate industry and cultivating outstanding and competent elites in the real estate industry as its own responsibilities since its establishment in 2017. It acquaints different training participants with corresponding knowledge, skills or corporate culture through training activities of four themes, i.e., cultivation of talent team, special business training, staff development and building corporate culture activities.

作為禹洲集團主要的培訓平台，禹洲商學院自2017年成立以來，便以成為行業的西點軍校及培育房地產精英為己任。通過人才梯隊培養、業務專題培訓、員工拓展及企業文化建設活動四大主題培訓活動，為不同的目標對象提供相應的知識技能或傳播企業文化。

Special Business Training

業務專題培訓

- Provide training for project managers in line with project management needs
- Provide training for cost managers in line with project cost management needs
- Provide relevant training on business development for other business lines such as design and finance, etc.
- 為項目經理提供與項目管理需求相匹配的培訓
- 為成本經理提供與項目成本管理需求相匹配的培訓
- 為其他業務線如設計、財務等提供與業務發展相關的培訓

Cultivation of talent team

人才梯隊培養

- Leadership training: Cultivate the strategic thinking, leadership and business thinking of middle and senior management
- Management ability training: Cultivate the management skills and business expansion ability of middle/new management
- Cultivation of management trainees: Cultivate the relevant professional knowledge of the real estate, teamwork and business abilities of fresh graduates
- 領導力培訓：培養中高層管理人員的戰略思維、領導力、商業思維
- 管理能力培訓：培養中層／新進管理人員的管理技能及業務擴展能力
- 管理培訓生培養：培養應屆畢業生的房地產相關專業知識、團隊合作能力及商務能力

Staff Development

員工拓展

- Provide daily training for new recruits and general staff, covering professional ethics, corporate culture and general skills
- 對新入職員工、普通員工提供日常培訓，覆蓋職業道德培訓、企業文化培訓、通用技能培訓

Building Corporate Culture

企業文化建設

- Strengthen the building of corporate culture and enhance the sense of belonging of employees
- 加強企業文化建設，增強員工歸屬感

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

During the Year, Yuzhou Business Academy offered tailor-made training programs for employees at different levels and different positions and carried out training satisfaction survey among employees. According to the survey results, the average degree of training satisfaction of employees was 9 points (out of 10 points) during the Year, and the training contents and teaching ability of trainers were unanimously recognized by employees trained. During the Year, 7,485 employees of Yuzhou Group received training, the percentage of employees trained was 98.9%, and the average training hours per employee were 58.3 hours. The key training programs for the Year are set out as below:

針對不同職級及崗位的員工，禹洲商學院於本年度內為員工訂立一系列培訓課程並展開員工培訓滿意度調查工作，調查結果顯示，本年度的員工平均培訓滿意度為9分（滿分10分），培訓內容及講師授課能力獲得受訓員工的一致肯定。本年度內，禹洲集團共有7,485名員工接受培訓，員工受訓百分比為98.9%，人均培訓時數為58.3小時。以下為本年度的重點培訓項目：



Training for general superintendent for the project

項目總負責人培訓

- Training participants: General superintendent for the project
- Training purpose: to improve the comprehensive ability of the general superintendent for the project, including operation awareness, customer awareness and overall arrangement ability, etc.
- Training contents: Nine standard courses relating to professional and management ability

- 培訓對象：項目總負責人
- 培訓目的：提高項目總的綜合能力，包括經營意識、客戶意識、全局統籌力等
- 培訓內容：9門專業及管理能力的標準課程



Training for the management

管理層培訓

- Training participants: Middle and senior management
- Training purpose: to broaden the insight and thinking of middle and senior management, and improve their strategic decoding, operation organizing and management ability
- Training contents: Strategic Decoding, Organization of Project Operation, Organization of Entrepreneurship and Creation, etc., covering strategy, organizational operation, performance and operation, etc.

- 培訓對象：高級及中級管理層
- 培訓目的：拓展中高級管理層的視野與思維，提升戰略解碼、組織營運及管理能力的
- 培訓內容：《戰略解碼》、《組織項目化運營》、《組織創業與創作》等課程，覆蓋戰略、組織營運、績效運營等方面



Training for management trainees

管培生培訓

- Training participants: Management trainees
- Training purpose: to foster the working attitude and learning skills of fresh graduates
- Training contents: Intensified training, hiking, canoeing, learning defense, tutor exchange meeting

- 培訓對象：管理培訓生
- 培訓目的：塑造應屆畢業生的工作態度及學習技能
- 培訓內容：集訓賦能、徒步活動、皮划艇活動、學習答辯、導師交流會

Career Development

The Group strives to provide a working environment with development potentials for employees, and encourages and assists employees to set up career development objectives, thereby achieving the mutual development of employees and the Group. The Group arranges induction mentors for employees during the probation period, who will provide guidance for employees in specific work-related matters for new recruits and help them integrate into Yuzhou Group. After the employee becomes a formal employee upon completion of the probation period, the Group will offer career development channels in terms of ten aspects, i.e., management, investment, cost, design, marketing, project, fine decoration, finance, comprehensive management and internal audit, and provide directions for employees' career promotion. In addition, employees will discuss with their superiors about the direction of future career development after performance appraisal, in a bid to help them formulate feasible career development and performance objectives and plans.

職業發展

集團致力於為員工提供一個具有發展空間的工作環境，鼓勵並協助員工樹立職業發展目標，實現員工與集團的共同發展。集團為處於試用期間的員工提供一名入職指引人，其將為新員工提供工作相關的各項具體事務的指引，幫助新員工融入禹洲集團。當員工通過試用期正式轉正後，集團為其提供覆蓋管理、投資、成本、設計、營銷、項目、精裝修、財務、綜合管理、內審共十個序列的職業發展通道，為員工的職業晉陞提供方向。此外，員工在進行績效考核後，將與其上級探討其未來的職業發展方向，以幫助其制定可實施的職業發展及績效目標計劃。



The Group's aforesaid undertakings and projects can contribute to the realization of:
集團上述的承諾和項目有助於實現：

Goal 8.6 – Promote youth employment and training
目標8.6—推動青年人就業和培訓

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

EMPLOYEE COMMUNICATION

Yuzhou Group advocates harmonious and simple interpersonal relationships, and strives to provide a platform for equal and friendly dialogues among employees, and thus building a working environment with mutual concern, trust and progress.

As the main department in charge of employee relationships and communication, the human resources center provides assistance for employees in enhancement of work satisfaction, labor guarantee, occupational psychological guidance and appeal handling. The superiors are required to proactively have daily communication with subordinates to promptly understand their working conditions. The Group continuously improves the internal communication system, and listens to the employees' voice via communication meetings for all employees, seminars for new recruits, communication meetings for resigning employees, etc.

員工溝通

禹洲集團提倡融洽、簡單的人際關係，致力於為員工提供一個平等友好對話的平台，營造相互關懷、互相信任、共同進步的工作氛圍。

人力資源中心乃員工關係與溝通的主要責任部門，其負責為員工提升工作滿意度、勞動保障、職業心理輔導與申訴處理等方面提供幫助。集團要求上級管理人員主動與下屬員工進行日常溝通，及時了解下屬員工的工作情況。集團不斷完善內部的溝通體系，通過全員溝通大會、新員工座談會、離職員工溝通會等方式，聆聽員工聲音。



Charity Hiking Challenge
公益徒步挑戰賽



Employees Quality
Development Activity
員工素質拓展活動

FOSTERING STAFF TO GROW (Continued) 促進員工成長(續)

In order to motivate employees to make continuous progress, the Group has established the annual excellence appraisal mechanism to commend outstanding employees and recognize their contributions to the Group. In addition, the Group has formed systematical care activities in terms of health, public welfare, family and festival celebration, in order to enrich diversified activities, inject vigor into the team from various aspects, arouse employees' working enthusiasm, and strengthen the team cohesiveness.

為激勵員工不斷進步，集團建立年度優秀評選機制以表彰優秀員工，肯定員工對禹洲集團的貢獻。此外，集團建立系統化的全年關懷活動，包含健康、公益、家庭、節日慶祝等四類活動，豐富多樣的員工活動從不同層面為團隊注入活力，激發員工工作熱情，加強團隊凝聚力。



Mountaineering
登山活動



Commendation meeting for
outstanding employees
優秀員工表彰大會

CREATING VALUE FOR CUSTOMERS

創造客戶價值

Customer recognition and support are the foundation for the sustainable development of the enterprise. Yuzhou Group will continue to establish long-term win-win relationship with partners with common concepts, and strive to build a healthy and comfortable living space for customers.

客戶的認可與支持是企業可持續發展的根基。禹洲集團繼續與持有共同理念的合作夥伴建立互利互惠的長遠關係，致力為客戶拓展健康舒適的生活空間。



11,342

Number of property owners interviewed
受訪業主數目



91.8%

Highest score of customer satisfaction
indicators
客戶滿意度指標最高分



More than 800
超 800 家

Partnership suppliers
合作供應商



96%

Suppliers' satisfaction
供應商滿意度

This Chapter:

Engineering Quality Management | Customer Health and Safety | Responsible Marketing | Customer Communication | Protection of Customers' Privacy | Sustainable Supply Chain

本章節：

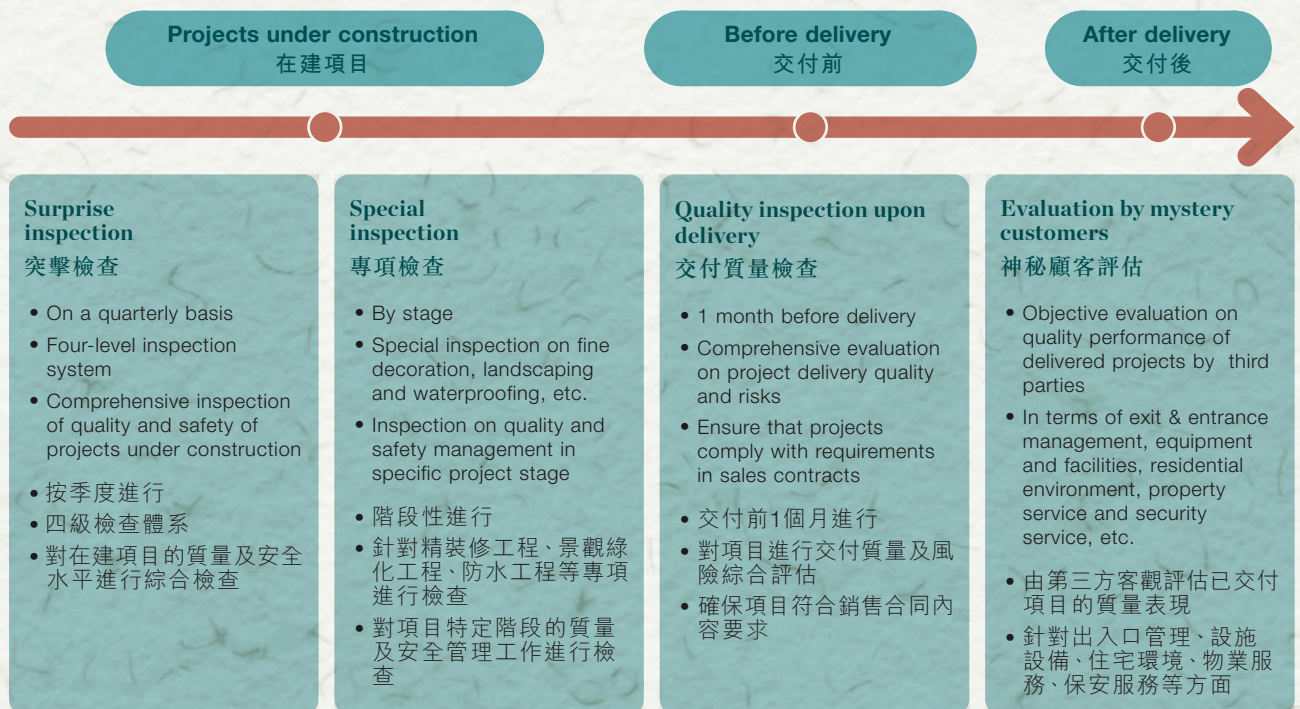
工程質量管理 | 客戶健康與安全 | 負責任營銷 | 客戶溝通 | 保護客戶私隱 | 可持續供應鏈

ENGINEERING QUALITY MANAGEMENT

In order to guarantee the project engineering quality, the Group has formulated the Management Procedure for Project Inspection, which specifies the quality inspection processes throughout the project construction starting from the commencement, construction to project delivery. The engineering inspection mainly includes quarterly surprise inspection, special inspection and quality inspection upon project delivery, covering several aspects, i.e., project construction, construction process handover, quality risks and safety management, which can keep the project in line with quality management requirements of the Group in various aspects. Inspectors shall keep a detailed record of the project quality performance on the scoring sheet, and the person-in-charge for the project shall analyze the quality problems recorded and make improvements within a stipulated period.

工程質量管理

為確保集團項目的工程質量，集團制定《工程檢查管理規程》，統一項目從開展、施工到交付各個階段的質量檢查流程。工程檢查主要分為季度突擊檢查、專項檢查及項目交付質量檢查三個方面，涵蓋項目施工、工序移交、質量風險、安全管理等多個範疇，促使項目於各方面均達到集團的質量管理要求。檢查人員於評分表詳細記錄項目的質量表現，項目負責人員需針對所記錄的質量問題進行分析並於限期內作出改善。



Project Quality Management Framework

項目質量管理框架

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值(續)

CUSTOMER HEALTH AND SAFETY

Customer health and safety are the top priority of the Group. The Group is committed to improving the indoor environmental quality of buildings. In terms of air quality, the Group adopts decorative materials including painting and wood floor in compliance with relevant national and industrial standards, and strictly controls the contents of hazardous substance such as formaldehyde, benzene and volatile organic compound. In addition, the Group ensures natural ventilation and good indoor air quality in the rooms of residential buildings. In terms of noise, the Group divides the area in various rooms according to different requirements on the acoustic environment, keeps the noise source such as equipment rooms away from functional rooms with higher requirements on the acoustic environment, and adopts proper and effective sound insulation and shock absorption measures. As for daylighting, the Group ensures natural lighting for indoor buildings, and the daylight factor of main functional rooms reaches the requirements in the GB 50033 Standard for Daylighting Design of Buildings. In addition, the Group strives to integrate green concepts and technologies into the project by adopting natural plants with strong weather resistance and no harm to human body for afforestation, therefore building a green and healthy living space for customers.

RESPONSIBLE MARKETING

Being well aware of the importance of responsible marketing, Yuzhou Group ensures that the sales and publicity materials comply with relevant laws and regulations such as the Advertising Law of the People's Republic of China. It has prepared the Guidance for Management of Sales Sites, providing clear guidance for customer reception processes and sales glossary, in order to ensure authentic and credible marketing contents and enhance customer satisfaction. For the purpose of enhancing the marketing service level, Yuzhou Business Academy has specially established a marketing branch, which offers systematical mechanism and curriculum of marketing training. In addition to the special training of the branch, the sales managers carry out individual case sharing and pertinent theme training for salespersons to acquaint them with the sales and advertising policies of the Group and ensure their implementation of responsible marketing. In a bid to further strengthen the management of marketing risks, the Group conducts inspection on the marketing service teams in subsidiaries in various cities on a regular basis with the appraisal scope covering two categories, i.e. sales management and marketing quality. Subsidiaries in various cities shall make improvements in the weaknesses found in the appraisal result.

客戶健康與安全

客戶的健康及安全是集團的首要考慮，集團致力提升建築的室內環境質量。空氣質量方面，集團使用符合國家及行業相關標準的塗料、木地板等裝修材料，嚴格控制甲醛、苯、揮發性有機化合物等有害物質的含量；同時亦確保居住建築的房間可自然通風，維持良好的室內空氣質素。噪聲方面，集團根據聲環境的不同要求對各類房間進行區域劃分，將設備機房等噪聲源遠離對聲環境要求較高的功能房間，並適當採用有效的隔聲及減震措施。採光方面，集團確保建築達到室內自然採光的効果，主要功能房間的採光係數滿足GB 50033《建築採光設計標準》的要求。此外，集團致力於項目注入綠色概念及技術，如選用耐候性強、對人體無害的自然植物作綠化之用，為客戶構建綠色、健康的生活空間。

負責任營銷

禹洲集團深知實踐負責任營銷的重要性，確保銷售及宣傳資料均符合有關法律規例，包括《中華人民共和國廣告法》。集團設立《銷售案場管理作業指引》，為客戶接待流程、銷售詞彙等方面訂立清晰指引，確保集團的營銷內容真確、可信，以提高客戶滿意度。為提高營銷服務水平，集團的禹洲商學院特設營銷分院，將營銷方面的培訓機制及課程體系化。除學院的專項培訓之外，銷售經理每月對銷售人員進行個案分享及針對性主題培訓，確保他們了解集團的銷售及廣告政策，實踐負責任營銷。為進一步加強營銷風險管理，集團定期對各城市公司的營銷服務團隊展開巡檢，評審範圍涵蓋銷售管理及營銷品質兩大範疇，城市公司需針對評審結果的弱項作出改進。

CUSTOMER COMMUNICATION

Focusing on the customer relation management, the Group strives to maintain sincere communication with customers. It collects and analyzes customer feedbacks by means of monthly and annual satisfaction surveys, visits and telephone calls, and festival greetings, in a bid to continuously improve the product and service quality of the project in various stages, and enhance the customer experience and satisfaction. During the Year, the Group entrusted the third-party advisory agency with the annual customer satisfaction survey to carefully analyze the products and service performance of 15 regional companies of the Group. According to the survey result, the overall customer satisfaction was on the gradual increase, among which the customer satisfaction of Suzhou Branch reached 91.6%, higher than the overall level of the industry.

客戶溝通

集團重視客戶關係管理，致力與客戶保持至誠溝通。透過進行每月及年度滿意度調查、上門及電話拜訪、節日問候等溝通方式，收集及分析客戶反饋，以期持續改善項目各階段的產品及服務質素，提高客戶體驗及滿意度。本年度，集團委託第三方顧問機構進行年度客戶滿意度調查，仔細分析集團15家區域公司的產品及服務表現。調查結果顯示，客戶的整體滿意度逐年提高，其中蘇州公司滿意度更領先行業總體水平，達91.6%。

Number of property owners interviewed: 11,342

受訪業主數目：11,342

Category of customers interviewed: Covering 7 development stages of the project, including pre-delivery period, breaking-in period and stabilization period

受訪客戶類別：涵蓋7個項目發展階段，包括交付前、磨合期、穩定期等

Indicator with the highest score: Sales service (91.8%)

評分最高指標：銷售服務 (91.8%)

Company with the highest satisfaction: Suzhou Branch (91.6%)

滿意度最高區域公司：蘇州公司 (91.6%)



CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值(續)

The Group has put in place the Customer Complaint Response Procedures, which was revised during the Year, in order to rapidly handle the complaints made by customers in any stages of the project. The Group handles customer complaints following the principle of legality, evidence base and efficiency. Upon receipt of complaints, the respective customer service, marketing and property departments shall hand over the complaints to relevant departments for handling. Relevant departments shall offer solutions to customers according to the nature of complaints, in order to guarantee all the complaints could be properly handled within a reasonable period.

PROTECTION OF CUSTOMERS' PRIVACY

Being fully aware of the importance of protection of customers' privacy, Yuzhou Group requires that its employees should abide by relevant laws and regulations¹³ during the collection, usage and storage of personal information. It is explicitly stipulated in the internal operational guidelines such as the Guidance for Management of Sales Sites that, employees should protect the customer information of the Group according to relevant requirements without divulging any customer information to third parties.

During the Year, the Group did not find any violations with significant impacts on the Group relating to health and safety, advertising, labelling, privacy issues and remedial methods of products and services provided.

SUSTAINABLE SUPPLY CHAIN

Supply chain management is closely related to the product quality. Yuzhou Group strives to create high-quality products for customers in close cooperation with different types of suppliers and contractors. The Group has diversified suppliers mainly offering engineering services, engineering work and engineering supplies for property development projects. During the Year, the Group totally had 821 suppliers, all of whom were from the Mainland China.

集團設有既定的客戶投訴處理流程，並於本年度內作出修訂，以便迅速處理客戶於任何項目階段提出的投訴。集團本著依法、有據、高效的原則處理客戶投訴，由客服、營銷及物業部門於接報投訴後轉交相關部門跟進。相關部門根據投訴性質為客戶提供解決方案，確保所有投訴均於合理時限內妥善處理。

保障客戶私隱

禹洲集團充分意識保障客戶資料私隱的重要性，要求員工於收集、使用和存取個人資料的過程中均遵守相關法律法規¹³。集團於《銷售案場管理指引》等內部作業指引清楚列明員工保護集團客戶資料的責任，員工需依從公司要求，不得向第三方洩露任何客戶信息。

本年度內，就集團的產品及服務所涉及的健康與安全、廣告、標籤及私隱事宜以及補救方法，集團均未有發現任何對集團造成重大影響的違法事故。

可持續供應鏈

供應鏈管理與產品質量的關係密不可分，禹洲集團與不同類型的供應商及承包商緊密合作，為客戶打造高質量產品。集團的供應商種類多元，主要為房地產提供工程服務、工程施工及工程用品。本年度，集團共有821名供應商，均來自中國內地。

¹³ Refer to the chapter headed "Laws and Regulations" for laws and regulations relating to information security

¹³ 有關信息安全的法律及法規請參見「法律及法規」章節

Supplier Management System

The Group is committed to building a comprehensive supplier management system. During the Year, the Group formulated and implemented a full set of supplier management processes to standardize the preliminary qualification check, assessment, selection, evaluation and supervision of suppliers. The procurement departments of regional companies and subsidiaries in various cities are responsible for exploring various suppliers, collecting and analyzing the information of local suppliers via various channels, and establishing a qualified suppliers resource library with a good reputation for project managers to select proper suppliers.

Yuzhou Group prefers the high-quality suppliers shouldering environmental and social responsibilities. Suppliers are requested to provide corporate production safety licenses as well as authentication certificates in quality, environment and occupational health and safety in the preliminary qualification check. The Group pays visits to suppliers to assess their performances in environmental management, production equipment, quality of materials, workers' level and so forth. Suppliers that pass the preliminary qualification check are allowed to participate in tendering. Tender for procurement shall be conducted on the principles of transparency, impartiality, probity and legality without any corruption or malpractice.

The Group continuously supervises suppliers' product or service quality, occupational safety and environmental management, and carries out evaluation of suppliers on an annual basis to ensure that suppliers' performance complies with the Group's high-quality requirements. Suppliers with outstanding performance in comprehensive evaluation may be classified as strategic or excellent suppliers, and given priority in the tender for procurement of the Group. The cooperation with unqualified suppliers will be temporarily terminated.

供應商管理體系

集團致力構建全面的供應鏈管理體系，於本年度內制定及實施內部程序以規範供應商預審、考察、甄選、評估、監察的整套供應商管理流程。區域公司及城市公司的採購部門負責開發各類供應商資源，透過各種渠道收集及分析當地供應商資訊，設立一個信譽良好、具備資質的供應商資源庫，以供項目負責人選擇合適的供應商。

禹洲集團優先選擇高質量且具環境及社會承擔的供應商，供應商需於預審階段出示安全生產許可，以及質量、環境及職業安全及健康管理體系認證等證明。集團對供應商的環保管理、生產裝備、材料品質、工人水平等方面進行實地考察，通過審核的入圍供應商可參與投標。集團以透明公正、廉潔奉公為原則進行招標採購，杜絕貪污舞弊行為。

集團持續監察供應商的產品或服務質量、職業安全及環保管理表現，每年進行供應商評估以確保供應商的表現符合集團追求高質素的要求。綜合評價高的供應商可獲分類為戰略或優秀供應商，在集團的招標採購中獲優先考慮；不合格供應商則會被暫時終止合作。

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值(續)



Suppliers Selection and Management Processes

供應商甄選及管理流程

Communication with Suppliers

Yuzhou Group actively maintains relationship with partners in the supply chain. It maintains effective bilateral communication with suppliers via various channels such as suppliers' assembly, suppliers' seminars and suppliers' senior management conferences, and provides support for their measures for sustainable development, which in turn facilitates the establishment of supply chain with sustainable development by the Group. 329 suppliers were interviewed in the supplier satisfaction survey during the Year with an overall satisfaction degree of 96%. Suppliers recognize the promptness of contract signing, quality management and communication of the Group.

供應商溝通

禹洲集團積極維繫供應鏈的合作夥伴，透過供應商大會、供應商座談會、供應商高層約談會等溝通渠道與供應商保持有效的雙向溝通，支持他們落實可持續發展舉措，亦同時助力集團建立可持續發展供應鏈。本年度的供應商滿意度調查共訪問供應商329名，整體滿意率達96%。其中，供應商對集團的合同簽訂及時性、質量管理和溝通方面表示認可。

DEVELOPING AN ENVIRONMENT OF PROBITY 建設廉潔環境

As a property developer that upholds probity, honesty and morality, the Group adopts zero-tolerance policy on acts of corruption of any form. It strives to build a clean and honest operating environment by strengthening the probity education.

作為一家恪守廉潔、誠實、遵守道德的企業，禹洲集團對任何形式的貪污舞弊行為採取零容忍的態度。通過加強廉潔教育，建設一個廉潔的經營環境。



Approximately 約

4,000

employees participated
in the probity education

人次參與廉潔教育活動

DEVELOPING AN ENVIRONMENT OF PROBITY (Continued)

建設廉潔環境(續)

This Chapter:
Anti-corruption | Probity Education

本章節：
反腐倡廉 | 廉潔教育

ANTI-CORRUPTION

Yuzhou Group aims to build a good atmosphere with fair competition, integrity and probity. It has established the risk management and internal control system, and the Board of Directors is responsible for the supervision of operation of the relevant system. Yuzhou Group intends to promptly screen out probity risks and take proper measures for improvement by formulating a series of internal risk management systems covering auditing, finance, litigation and reporting including the Regulations Governing Auditing and Supervision, Anti-Malpractice Management System and Regulations Governing Protection and Reward of Whistleblowers.

The management is required by the Group to establish, improve and effectively implement internal supervision, prevent, discover and rectify malpractice, and highly focus on auditing. It is stipulated in the Regulations Governing Auditing and Supervision that, the internal auditing office and personnel should supervise and inspect the various business processes such as engineering, cost, marketing, finance, customer service and comprehensive management, promptly identify probity risks, and strengthen the probity building of the Group.

反腐倡廉

禹洲集團堅持營造公平競爭、誠信廉潔的良好氛圍，已建立風險管理及內部控制系統，由董事會負責監督有關系統的運作。通過制定覆蓋審計、財務、訴訟案件及舉報等方面的一系列內部風險管理制度，包括《審計監察管理規程》、《反舞弊管理制度》、《舉報人保護及獎勵管理規程》等，禹洲集團及時排查廉潔風險，並採取相應改進措施。

集團要求管理層建立健全、及有效實施的內部監督，預防、發現及糾正舞弊行為，並高度重視審計工作，於《審計監察管理規程》中列明內部審計機構和人員需對工程、成本、營銷、財務、客戶服務、綜合管理等各項業務流程進行監督檢查，及時識別廉潔風險，加強集團的廉潔建設。

Daily inspection 日常巡查 <p>Carry out daily inspection and supervision on various businesses according to distribution of business risks</p> <p>根據業務風險分佈狀態，對各項業務進行日常巡查監察</p>	Routine auditing 例行審計 <p>Carry out comprehensive auditing on finance, operation and management of specific entities</p> <p>對特定主體進行包括財務、經營、管理的全面審計</p>	Special auditing 專項審計 <p>The auditing and supervision center conducts special auditing according to real-time supervision, reporting and other feedbacks, or arrangements by Board Chairman</p> <p>審計監察中心根據實時監督、舉報及其他方面的反映，或董事長安排的項目進行專項審計</p>	Economic benefit auditing 經濟效益審計 <p>Check the authenticity of operating performance and fulfillment of annual operation objectives</p> <p>核實經營業績的真實性和年度經營目標完成情況</p>	Economic responsibility auditing 經濟責任審計 <p>Conduct economic responsibility auditing on fulfillment of duties of the person in charge of the audited unit</p> <p>對被審計單位負責人的任職期間履職情況進行經濟責任審計</p>	Special inspection 專項檢查 <p>Carry out special investigation according to needs</p> <p>根據需要進行專項調查</p>
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Classification of Auditing and Supervision
審計監察分類

DEVELOPING AN ENVIRONMENT OF PROBITY (Continued)

建設廉潔環境(續)

In addition to the standardized management of auditing, the Group also strengthened the probity governance in terms of procurement during the Year. It has formulated the Operational Guidelines for Unannounced Inspection on Materials under Centralized Procurement, stipulating that relevant procurement personnel should strictly abide by the probity management system and the Group's regulations during procurement without accepting any forms of physical objects, cash or vouchers, or conducting any acts in violation of probity and self-discipline.

Yuzhou Group has also formulated the Employees' Behaviors Management Procedures to regulate the codes of conduct of employees and prohibit acts of favoritism and malpractices to seek personal gains by abusing their power or by taking advantage of their positions. In addition, employees are required to sign a Letter of Undertaking on Probity, Honesty and Self-discipline to undertake that they will consciously comply with the laws and regulations relating to anti-corruption, as well as the Group's management systems.

Reporting System

Yuzhou Group has established anti-malpractice reporting email and special hotline, made public the relevant information via the official website, and encouraged all the employees and partners to report any corruption or malpractice in violation of the Group's regulations and legal provisions in real names or anonymously. As a permanent body for anti-malpractice, the internal audit department is responsible for acceptance, retention and handling of reported malpractice. In order to protect the whistleblower, the Group requires that the investigator should strictly and properly keep the identity information of the whistleblower and the relevant information on investigation progress. Anyone who divulges the reporting information or retaliates the whistleblower or investigator will be subject to punishments such as dismissal from the post or rescission of the labor contract, and will be handed over to the judicial authority for treatment according to actual situation.

除從審計層面進行規範管理外，本年度內，集團亦於採購層面加強廉潔管理，制定《集中採購材料飛行檢查作業指引》，要求採購相關人員於採購過程中需嚴格遵守集團的廉潔管理制度及規定，不得接受任何形式的實物、現金或禮券，杜絕任何違反廉潔自律的行為。

禹洲集團亦制定《員工行為管理規程》，規範員工的行為守則，禁止任何營私舞弊及以權謀私的行為。此外，員工入職時需簽訂《員工廉潔自律承諾書》，承諾自覺遵守反貪腐的相關法律法規及集團的管理制度。

舉報制度

禹洲集團設立反舞弊申訴郵箱及專線電話，通過集團官網向集團內外公佈，鼓勵全體員工及合作夥伴通過實名或匿名的方式舉報違反集團制度及法律規定的貪腐舞弊行為。作為反舞弊工作常設機構，內審部負責接受、保留、處理舞弊舉報事件。為保護舉報人，集團要求調查人嚴格妥善保存舉報人身份及調查進展的相關資料，對於違規洩露舉報信息或對舉報人、調查人員採取打擊報復的人員，將予以撤職、解除勞動合同的懲處，並視乎情況移送司法機關處理。

DEVELOPING AN ENVIRONMENT OF PROBITY (Continued) 建設廉潔環境(續)



Reporting Procedures
舉報程序

PROBITY EDUCATION

Yuzhou Group is aware of the importance of probity training to building a clean and honest working environment. During the Year, the Group actively carried out probity training, and offered probity education to employees by holding teach-ins and seminars or inviting legal personnel and lawyers to give lessons, covering the management and general staff of subsidiaries in various cities.

廉潔教育

禹洲集團明白廉潔培訓對於營造廉潔工作氛圍的重要性。本年度，集團積極開展廉潔培訓，通過宣講會、座談會、邀請法務及律師授課等方式向員工提供廉潔教育，培訓範圍覆蓋各城市公司的管理人員及普通員工。

Case:

Fuzhou Branch organized probity and self-discipline training for new employees during the Year. Employees took an oath and signed a Letter of Undertaking on Probity, Honesty and Self-discipline at the training session.

案例：

福州公司於本年度內組織新員工廉潔自律培訓，員工於培訓會上進行宣誓並簽訂《員工廉潔自律承諾書》



During the Year, the Group didn't identify any violations of laws and regulations¹⁴ with significant impacts on the Group relating to bribery, extortion, fraud and money laundering.

本年度內，集團未發現任何有關賄賂、勒索、欺詐及洗黑錢並對集團造成重大影響的違反法律法規¹⁴行為。

¹⁴ Refer to "Laws and Regulations" section for laws and regulations relating to anti-corruption

¹⁴ 有關反貪腐的法律及法規請參見「法律及法規」章節

CREATING BEAUTIFUL COMMUNITY

構建美好社區

Adhering the concept of “From the Community, For the Community”, Yuzhou Group has been actively devoting to charitable activities, making contributions to the education, culture and poverty alleviation of the society.

秉持「取之於社會，獻之於社會」的理念，禹洲集團積極投身於社會公益事業，為社會的教育、文化、扶貧事業貢獻力量，禹洲公益一直在路上。



Nearly RMB4 million
近4百萬人民幣

Donating to the Mainland China
向中國內地捐款

Over HK\$30 million
逾3千萬港幣

Donating to Hong Kong
向香港地區捐款



CREATING BEAUTIFUL COMMUNITY (Continued)

構建美好社區(續)

A prosperous country and stable and strong society are the foundation for the sustainable development of the enterprise. Adhering to the concept of “From the Community, For the Community”, Yuzhou Group actively understands and responds to the community needs, and fulfills its corporate social responsibilities.

The Group has formulated a series of relevant systems for Yuzhou Charity Foundation such as the Regulations Governing Charitable Affairs of Yuzhou Group and Operational Guidelines for External Charitable Donations, in a bid to strengthen the management and promote the development of its charitable affairs. The charitable affairs of the Group are under the unified arrangement of the Board of Directors and the Council of the Foundation, and carried out in an orderly manner by establishing the charitable affairs team and charitable project team. In addition, the Group encourages employees to actively participate in charitable activities organized by the Group, and properly recruits university students and social professionals to participate in the activities. Yuzhou Group also provides training for volunteers on volunteer service concept, knowledge and skills to enhance the comprehensive qualities of volunteers.

Yuzhou Group is actively devoted to charitable deeds in education, culture, environmental protection and disaster reliefs to make contributions to the harmonious development of the society. During the Year, charitable donations made by Yuzhou Group exceeded RMB13 million. It won the “2019 Charity Practice Award” issued by the 9th China Charity Festival, and its Board Chairman Mr. Lam Lung On, J.P. won “2019 Charitable Character Award”. This is also the third consecutive year that the Group and Mr. Lam Lung On, J.P. have won such awards.

國家的繁榮昌盛、社會的穩定富強是企業可持續發展之基礎。禹洲集團堅持「取之於社會，用之於社會」的理念，主動了解社區所需，積極回應社區需求，踐行應負的企業社會責任。

為加強集團公益事務管理、推進公益事務發展，集團制定《禹洲集團公益事務管理規程》、《對外公益捐贈作業指引》及一系列禹洲公益基金會相關制度。集團的公益事務由董事局和公益基金會理事會統籌，並通過設立公益事務組、公益項目組以推進公益活動的有序開展。此外，集團鼓勵員工積極參與集團組織的公益活動，並適當從社會招募在校大學生、社會專業人士參與活動。禹洲集團亦為志願者提供志願服務理念、知識和技能方面的培訓，提高志願者的綜合素質。

禹洲集團積極投身於教育、文化、環保、賑災等公益事業，為社會和諧發展貢獻力量。本年度內，禹洲集團的公益捐款折合人民幣超過1,300萬元，並獲得由第九屆中國公益節頒發的「2019年度公益踐行獎」，董事局主席林龍安太平紳士榮獲「2019年度公益人物獎」，這亦是集團和林龍安太平紳士連續三年榮獲此類獎項。

January 一月

- Yuzhou Charity Foundation donated RMB60,000 to the Fuzhou Cangshan Charity Federation in Fujian Province to support the Spring Festival visits in 2019 to send warmth and help poverty-stricken families
- Yuzhou Charity Foundation donated RMB100,000 to Suzhou Wujiang Charity Federation in Jiangsu Province to support the poverty alleviation in Shengze Town
- Yuzhou Group held “2019 New Year Reunion Dinner for Singleton Elderly” in Hong Kong for three consecutive sessions, during which the Group listened to the feelings of approximately 1,500 elderly people and extended concern and greetings to them
- 禹洲公益基金會向福建省福州市倉山區慈善總會捐贈人民幣6萬元，用以支持倉山區2019年春節走訪慰問送溫暖、幫扶貧困戶活動
- 禹洲公益基金會向江蘇省蘇州市吳江區慈善總會盛澤慈善會捐贈人民幣10萬元，用以盛澤鎮當地扶貧助困工作
- 禹洲集團於香港連續舉辦三場「2019關懷全港獨居長者金豬報喜團年宴」，邀請約1,500名老人歡聚一堂，聆聽長者們的聲音，致以關懷與問候



Reunion Dinner in Hong Kong
香港團年宴

February 二月

- Yuzhou Charity Foundation donated RMB40,000 to Cangshan District, Fuzhou City, Fujian Province to support the folk activities and festival greetings in the district in 2019
- Yuzhou Charity Foundation donated approximately RMB80,000 to Xuzhou City, Jiangsu Province to extend regards to villagers and support the infrastructure of the kindergarten
- 禹洲公益基金會向福建省福州市倉山區捐贈人民幣4萬元，以支持倉山區2019年的村民民俗活動和節日慰問活動
- 禹洲公益基金會向江蘇省徐州市捐贈人民幣近8萬元，以支持村民慰問活動及幼兒園基礎設施配套

CREATING BEAUTIFUL COMMUNITY (Continued)

構建美好社區(續)

March 三月

- Yuzhou Charity Foundation launched the “Yuzhou Walk for Children – Charity Walk in Zunyi, Guizhou for Children Living in Hardship”. It was joined by nearly 32,000 participants, contributing over 5 billion steps in total online within three months
- Yuzhou Charity Foundation donated RMB500,000 to Aiyou Charity Foundation as the annual expenditures for the projects in Guizhou to support the daily operation, activity launch, children’s welfare and custom-tailored assistance for children in the local children’s home.
- 禹洲公益基金會發起「禹愛童行－貴州遵義困難兒童公益捐步活動」，三個月時間內線上捐贈步數突破50億，近3.2萬人參與
- 禹洲公益基金會向愛佑慈善基金會捐贈人民幣50萬元，用於貴州地區項目點的年度費用，以支持當地兒童之家的日常營運、活動開展、兒童福利、兒童個性化救助等

April 四月

- Yuzhou Charity Foundation donated RMB50,000 to the alumni association of Xiamen Shuangshi Middle School to support the charitable activities of the school
- 禹洲公益基金會向廈門雙十中學校友會捐贈人民幣5萬元，以支持廈門雙十中學的公益活動

May 五月

- Yuzhou Charity Foundation donated RMB16,000 to Student Chen of Xiamen University of Technology as the tuition fees during university
- 禹洲公益基金會向廈門理工學院學生陳同學捐贈人民幣1.6萬元，以支持其大學期間的學費

June 六月

- Yuzhou Charity Foundation donated RMB50,000 to Fuzhou Red Cross to support the post-disaster reconstruction of the natural villages in Minhou County, Fuzhou City
- 禹洲公益基金會向福州紅十字會捐贈人民幣5萬元，以支持福州市閩侯縣自然村的災後重建工作

July 七月

- The first batch of 30 “Yuzhou Love Aiyou Children’s Homes” was built and operated in Suiyang County, Tongzi County and Zheng’an County
- 第一批30個「禹愛·愛佑兒童之家」在綏陽縣、桐梓縣、正安縣等地建設、運營



August 八月

- Yuzhou Group organized more than 500 property owners in Shanghai, Nanjing, Quanzhou and Bengbu to participate in the “Yuzhou Walk for Children” 2nd Charitable Night Walk, appealing to the society to focus on the children living in hardship
- 禹洲集團組織上海、南京、泉州、蚌埠四城五百餘名業主參與「禹愛童行」第二屆公益螢光夜跑，呼籲社會各界共同關注困難兒童



October 十月

- Yuzhou Group's delegation visited Suiyang County, Zunyi, Guizhou, sending supplies to children in hardship in Suiyang County, and shooting the charity feature films
- 禹洲集團探訪團遠赴貴州遵義綏陽縣，為綏陽縣困難兒童送去愛心物資，拍攝公益專題片



November 十一月

- Yuzhou Group donated RMB1 million to Fujian Jimei University to support the campus construction
- 禹洲集團捐贈人民幣100萬元給福建集美大學，以支持學校建設

December 十二月

- Yuzhou Group, jointly with the Ant Recycling Platform, called on employees and property owners to donate stuffed toys to children in the mountainous region
- 禹洲集團攜手螞蟻環保回收平台，號召員工和業主捐贈毛絨玩具給山區兒童



The Group's aforesaid undertakings and projects can contribute to the realization of:
集團上述的承諾和項目有助於實現：

Goal 1.4 – ensure that all men and women, particularly the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, etc.

目標1.4—確保所有男女，特別是窮人和弱勢群體，享有平等獲取經濟資源的權利、享有基本服務等

Goal 1.B – support accelerated investments in poverty eradication actions

目標1.B—支持加快消貧行動的投資

PROSPECTS

展望未來

Yuzhou Group focuses on sustainable development, and regards the disclosure of ESG performance as the catalyst for strengthening sustainable governance. In the future, the Group will continuously improve the management structure of sustainable development, and deepen the relationship between sustainable development concept and the daily operation of Yuzhou Group. For ESG issues that have a significant impact on both the Group and its stakeholders, we are committed to formulating plans and measures towards the best operation standards.

The Group will be continuously devoted to enhancing the sustainable development performance of buildings, and minimizing the environmental impacts during the business operating process. It plans to further apply technologies like prefabricated building and BIM in future construction projects, continue to lift the rate of green building certification, and realize the objective of 100% green building certification within five years. In addition, the Group will launch the “Green Finance Framework”, planning to make investments in the qualified green building projects by means of green bonds or loan financing in future, in order to realize the objective of the implementation of green finance concept.

During the Year, the Group has improved the employment management system, gradually perfected the equal and anti-discrimination working environment, and built diversified and harmonious teams. Yuzhou Group will adjust relevant employee management system according to its development stage and actual situations, strengthen employee care, and enhance employee satisfaction.

The Group will continuously strengthen the communication with customers, and enhance the product and service quality based on customers' opinions, in order to enhance customer satisfaction. In terms of the supply chain management, it will further strengthen the environmental management and social undertakings of suppliers, explore the possibility of green purchase during operation, and build the sustainable supply chain jointly with its business partners.

禹洲集團重視可持續發展，將披露ESG表現視為加強可持續治理的催化劑。未來，集團將不斷完善可持續發展管理架構，深化可持續發展理念與禹洲集團日常營運的聯繫，對於集團及持份者同樣產生重大影響的ESG議題，我們致力制定邁向最佳作業標準的計劃及措施。

集團將持續致力於提升建築物的可持續發展表現，著力降低業務開展過程對環境的影響。集團計劃於未來的建築項目中進一步應用裝配式建築及BIM等技術，繼續提高建築物綠建認證比率，計劃於五年內實現100%綠建標識取證率的目標。此外，集團將推出「綠色金融框架」，計劃未來通過綠色債券或貸款融資的方式投資符合資格的綠色建築項目，以實現踐行綠色金融理念的目標。

本年度，集團已對僱傭管理制度進行改進，逐步完善平等和反歧視的工作環境，構建多元共融的團隊。禹洲集團將依據集團的發展階段及實際情況調整相關的員工管理制度，加強員工關懷，提高員工滿意度。

集團將繼續加強與客戶的溝通，聽取客戶意見提升產品及服務質量，從而提升客戶滿意度。於供應鏈管理方面，將繼續加強供應商方面的環境管理及社會承擔，探索於營運中實踐綠色採購的可能性，與集團的業務夥伴共同打造可持續供應鏈。

In line with anti-corruption efforts of the government in recent years, in addition to guaranteeing the orderly implementation of the existing probity management policies, Yuzhou Group will update the management system according to actual situations and determine the key anti-corruption projects, so as to strive to maintain a fair and honest operating environment.

In terms of social charity, the Group took the lead to establish the anti-epidemic foundation to donate RMB15 million at the outbreak of the COVID-19 in the People's Republic of China at the beginning of 2020. All the relevant funds were used to help people in Fujian and Hubei affected by COVID-19 for the anti-epidemic efforts. In the future, Yuzhou Group will further improve the charitable affairs management system in combination with actual working situations, organize and support more charitable projects, make active response to the sustainable development goals of the United Nations, and give back to the society with kindness as always.

跟隨國家近年反貪腐工作的腳步，禹洲集團在保證有序落實現有廉潔管理政策之外，將視乎實際情況更新管理制度，確定重點廉潔工作項目，致力於打造公正廉潔的經營環境。

社會公益方面，集團於2020年初中國新冠肺炎疫情爆發期間，率先成立抗疫基金捐贈人民幣1,500萬元，相關資金全部用於幫助受到新冠肺炎疫情影響的福建及湖北群眾進行防疫抗疫工作。未來，禹洲集團將結合實際工作情況，進一步完善公益事務管理制度，組織及支持更多的公益項目，積極回應聯合國可持續發展目標，一如既往地以善心回饋社會。

LAWS AND REGULATIONS

法律及法規

Aspect 層面	Applicable laws and regulations 適用的法律及法規	Corresponding chapter 對應章節
Environment 環境	<ul style="list-style-type: none"> • The Environmental Protection Laws of the People's Republic of China • 《中華人民共和國環境保護法》 • The Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution • 《中華人民共和國大氣污染防治法》 • The Law of the People's Republic of China on the Prevention and Control of Water Pollution • 《中華人民共和國水污染防治法》 • The Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution • 《中華人民共和國固體廢物污染環境防治法》 • The Law of the People's Republic of China on Conserving Energy • 《中華人民共和國節約能源法》 • The Environmental Impact Assessment Law of the People's Republic of China • 《中華人民共和國環境影響評價法》 • Regulations on the Administration of Construction Project Environmental Protection • 《建設項目環境保護管理條例》 • The Soil Pollution Prevention and Control Law of the People's Republic of China • 《中華人民共和國土壤污染防治法》 • The Soil Pollution Prevention and Control Law • 《土壤污染防治法》 	BUILDING GREEN HOMES 建設綠色家園
Employment and Labor Standards 僱傭、勞工準則	<ul style="list-style-type: none"> • The Labor Law of the People's Republic of China • 《中華人民共和國勞動法》 • The Labor Contract Law of the People's Republic of China • 《中華人民共和國勞動合同法》 • Provisions on the Prohibition of Using Child Labor • 《禁止使用童工規定》 • The Law of the People's Republic of China on the Protection of Minors • 《中華人民共和國未成年人保護法》 	FOSTERING STAFF TO GROW – Talent Recruitment 促進員工成長－人才招募

LAWS AND REGULATIONS (Continued)
法律及法規(續)

Aspect 層面	Applicable laws and regulations 適用的法律及法規	Corresponding chapter 對應章節
Health and Safety 健康與安全	<ul style="list-style-type: none"> The Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 The Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 	FOSTERING STAFF TO GROW – Health and Safety 促進員工成長－健康與安全
Product Liability 產品責任	<ul style="list-style-type: none"> The Construction Law of the People's Republic of China 《中華人民共和國建築法》 The Urban Real Estate Administrative Law of the People's Republic of China 《中華人民共和國城市房地產管理法》 The City Planning Law of the People's Republic of China 《中華人民共和國城市規劃法》 The Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 	CREATING VALUE FOR CUSTOMERS 創造客戶價值
Anti-corruption 反貪腐	<ul style="list-style-type: none"> The Criminal Law of the People's Republic of China 《中華人民共和國刑法》 The Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Prevention of Bribery Ordinance of Hong Kong 香港《防止賄賂條例》 	DEVELOPING AN ENVIRONMENT OF PROBITY 建設廉潔環境

PERFORMANCE DATA SUMMARY*

數據表現摘要*

		2018 Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	2019 Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目
Environment 環境	Exhaust Gas 廢氣		
	Nitrogen oxides (kg) 氮氧化物 (千克)	1.91	14.49
	Sulfur oxides (kg) 硫氧化物 (千克)	0.54	1.44
	Inhalable particulate matters (kg) 可吸入懸浮粒子 (千克)	0.23	2.56
	Greenhouse Gas 溫室氣體		
	Scope I: Direct greenhouse gas emission (tons of carbon dioxide equivalent) 範圍一：直接溫室氣體排放 (噸二氧化碳當量)	16.4	288.8
	Scope II: Indirect greenhouse gas emission from energy (tons of carbon dioxide equivalent) 範圍二：能源間接溫室氣體排放 (噸二氧化碳當量)	4,846.1	3,166.7
	Scope III: Other indirect greenhouse gas emission (tons of carbon dioxide equivalent) 範圍三：其他間接溫室氣體排放 (噸二氧化碳當量)	26.4	672.3
	Total greenhouse gas emission (tons of carbon dioxide equivalent) 溫室氣體排放總量 (噸二氧化碳當量)	4,888.9	4,127.8
	Intensity of greenhouse gas emission (tons of carbon dioxide equivalent/sq.m.) 溫室氣體排放密度 (噸二氧化碳當量／平方米)	0.004	0.001
	Hazardous wastes 有害廢棄物		
	Total hazardous wastes (production) (tons) 有害廢棄物總量 (產生量) (噸)	0.4	0.08
	Total hazardous wastes (recycled) (tons) 有害廢棄物總量 (回收量) (噸)	—	0.08
	Intensity of hazardous wastes (tons/thousand sq.m.) 有害廢棄物產生密度 (噸／千平方米)	0.0003	0.00001

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018 Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	2019 Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目
Environment 環境	Non-hazardous wastes 無害廢棄物		
	Food waste (production) (tons) 廚餘垃圾(產生量)(噸)	—	652.7
	Food waste (recycled) (tons) 廚餘垃圾(回收量)(噸)	—	18.3
	Greening waste (production) (tons) 綠化垃圾(產生量)(噸)	—	3.0
	Greening waste (recycled) (tons) 綠化垃圾(回收量)(噸)	—	3.0
	Total production of non-hazardous wastes (tons) 無害廢棄物產生總量(噸)	114.6	655.7
	Total non-hazardous wastes recycled (tons) 無害廢棄物回收總量(噸)	—	21.3
	Intensity of non-hazardous wastes (tons/thousand sq.m.) 無害廢棄物產生密度(噸/千平方米)	0.09	0.12
	Construction wastes 建築廢棄物		
	Construction wastes (production) (tons) 建築廢物(產生量)(噸)	—	1,431,900
	Construction wastes (recycled) (tons) 建築廢物(回收量)(噸)	—	3,840

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018 Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	2019 Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目
Environment 環境	Resource consumption 資源消耗		
	Electricity (MWh) 電力 (兆瓦時)	6,884.9	4,932.8
	Natural gas (cubic meters) 天然氣 (立方米)	—	12,650.0
	Liquefied gas (kg) 液化氣 (公斤)	—	522.0
	Gasoline (liter) 汽油 (公升)	64.3(MWh) (兆瓦時)	98,277.8
	Total water consumption (cubic meters) 總耗水量 (立方米)	162,446	556,722
	Intensity of water consumption (cubic meters/sq.m.) 耗水密度 (立方米／平方米)	0.13	0.10
	Total energy consumption (MWh) 能源消耗總量 (兆瓦時)	6,949.2	5,943.6
	Intensity of energy consumption (MWh/sq.m.) 能源消耗密度 (兆瓦時／平方米)	0.005	0.001
	Use of Major Building Materials 主要建築材料使用		
	Concrete (tons) 混凝土 (噸)	467,878	1,205,439
	Mortar (tons) 砂漿 (噸)	167,320	34,301
	Steel reinforcing bars (tons) 鋼筋 (噸)	58,274	62,978
	Cement (tons) 水泥 (噸)	2,408	2,327
	River sand (tons) 河沙 (噸)	11,035	8,475
	Stone (tons) 石料 (噸)	321	5,356
	Bricks (tons) 磚塊 (噸)	247,182	153,389
	PC (tons) PC (噸)	—	15,033

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018 Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	2019 Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目
Health and safety 健康與 安全	Work injury accidents 工傷事故	0	0
	Number of work-related injuries 因工受傷人數	0	0
	Loss of working days 因工傷損失日數	0	0
	Number of work-related fatalities 因工死亡人數	0	0
	Rate of work-related fatalities 因工死亡比率	0.00%	0.00%
	Work-related injury rate per 1,000 千人工傷率	—	0.00%
	Total participants in safety training 安全培訓總人次	—	2,854
	Total hours of safety training 安全培訓總時數	—	4,607

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018	2019	
		Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	Whole Group 全集團
Employees 員工	Number of employees at end of year 年末人數			
	Total employees 員工總數	138	753	7,572
	By employment type 按僱傭類型			
	Full-time 全職	/	753	7,572
	Part-time 兼職	/	0	0
	By region 按地區			
	Hong Kong 香港	–	–	26
	Mainland China 中國內地	–	–	7,546
	By contract 按合約			
	Long-term contract 長期合同	/	12	311
	Fixed-term contract 固定期合同	/	741	7,261
	By gender 按性別			
	Male 男性	94	431	4,564
	Female 女性	44	322	3,008

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018	2019	Whole Group
		Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	
Employees 員工	By age			
	按年齡			
	30 and below	42	338	2,783
	30歲及以下			
	31-40	85	358	2,786
	31-40歲			
	41-50	10	51	1,344
	41-50歲			
	Above 50	1	6	659
	50歲以上			
	By qualification degree			
	按學歷			
	Doctor	/	2	3
	博士			
	Master	/	127	284
	碩士			
	Bachelor	/	408	2,147
	學士			
	College degree and below	/	216	5,138
	大學文憑以下學歷			
	By ranking			
	按職級			
	Grade C senior management	0	11	16
	C級高管			
	Senior management	26	81	394
	高級管理人員			
	Middle management	40	183	1,175
	中級管理人員			
	General staff	72	478	5,987
	一般員工			

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018	2019	
		Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	Whole Group 全集團
Employees 員工	New recruits 新進員工			
	Total new recruits 新進員工總數	87	504	6,270
	By gender 按性別			
	Male 男性	55	311	4,456
	Female 女性	32	193	1,814
	By age 按年齡			
	30 and below 30歲及以下	37	252	3,621
	31-40 31-40歲	44	232	1,904
	41-50 41-50歲	6	19	541
	Above 50 50歲以上	0	1	204

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018	2019	
		Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	Whole Group 全集團
Employees 員工	Employee turnover 流失員工			
	Total employee turnover 流失員工總數	57	295	3,512
	By gender 按性別			
	Male 男性	39	191	2,174
	Female 女性	18	104	1,338
	By age 按年齡			
	30 and below 30歲及以下	8	131	1,378
	31-40 31-40歲	42	142	1,078
	41-50 41-50歲	6	21	674
	Above 50 50歲以上	1	1	382

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018	2019	
		Shanghai	Shanghai	
		headquarters	headquarters	
		and 4 projects	and 11 projects	
		under	under	
		construction	construction	Whole Group
		上海總部	上海總部	
		及4個在建項目	及11個在建項目	全集團
Training and development 培訓與發展	Number of employees trained			
	受訓人數			
	Total employees trained	3,015	5,995	7,485
	受訓總人數			
	By gender			
	按性別			
	Male	94	357	4,515
	男性			
	Female	44	238	2,970
	女性			
	By ranking			
	按職級			
	Grade C senior management	0	11	16
	C級 高管			
	Senior management	26	64	365
	高級管理人員			
	Middle management	40	164	1,145
	中級管理人員			
	General staff	72	356	5,959
	一般員工			

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018	2019	
		Shanghai headquarters and 4 projects under construction 上海總部及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部及11個在建項目	Whole Group 全集團
Training and development 培訓與發展	Percentage of employees trained 受訓員工百分比			
	By gender 按性別			
	Male 男性	100.00%	82.83%	98.93%
	Female 女性	100.00%	73.91%	98.74%
	By ranking 按職級			
	Grade C senior management C級高管	/	100.00%	100.00%
	Senior management 高級管理人員	100.00%	79.01%	92.64%
	Middle management 中級管理人員	100.00%	89.62%	97.45%
	General staff 一般員工	100.00%	74.48%	99.53%
	Training hours (hours) 受訓時數（小時）			
	Total hours 總時數	3,015	9,480	441,615
	By gender 按性別			
	Male 男性	1,943	5,576	266,385
	Female 女性	1,072	3,904	175,230
	By ranking 按職級			
	Grade C senior management C級高管	/	232	944
	Senior management 高級管理人員	496	811	21,535
	Middle management 中級管理人員	829	3,280	67,555
	General staff 一般員工	1,690	5,157	351,581

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018	2019	
		Shanghai	Shanghai	
		headquarters	headquarters	
		and 4 projects	and 11 projects	
		under	under	
		construction	construction	Whole Group
		上海總部	上海總部	
		及4個在建項目	及11個在建項目	全集團
Training and development 培訓與發展	Average training hours (hours)			
	平均受訓時數 (小時)			
	By gender			
	按性別			
	Male	20.67	12.94	58.37
	男性			
	Female	24.36	12.12	58.25
	女性			
	By ranking			
	按職級			
	Grade C senior management	/	21.09	59.00
	C級高管			
	Senior management	19.08	10.01	54.66
	高級管理人員			
	Middle management	20.73	17.92	57.49
	中級管理人員			
	General staff	23.47	10.79	58.72
	一般員工			

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018	2019	
		Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	Whole Group 全集團
Training and development 培訓與 發展	Employee career development review 員工職業發展檢視			
	Total number 總人數	138	604	6,264
	By gender 按性別			
	Male 男性	94	340	3,663
	Female 女性	44	264	2,601
	By ranking 按職級			
	Grade C senior management C級高管	/	9	14
	Senior management 高級管理人員	26	63	285
	Middle management 中級管理人員	40	157	915
	General staff 一般員工	72	375	5,050

PERFORMANCE DATA SUMMARY* (Continued)

數據表現摘要*(續)

		2018 Shanghai headquarters and 4 projects under construction 上海總部 及4個在建項目	2019 Shanghai headquarters and 11 projects under construction 上海總部 及11個在建項目	Whole Group 全集團
Training and development 培訓與 發展	Rate of employee career development review 員工職業發展 檢視比率			
	By gender 按性別			
	Male 男性	100.00%	78.89%	80.26%
	Female 女性	100.00%	81.99%	86.47%
	By ranking 按職級			
	Grade C senior management C級高管	—	81.82%	87.50%
	Senior management 高級管理人員	100.00%	77.78%	72.34%
	Middle management 中級管理人員	100.00%	85.79%	77.87%
	General staff 一般員工	100.00%	78.45%	84.35%

PERFORMANCE DATA SUMMARY* (Continued)
數據表現摘要*(續)

		2018	2019	
		Shanghai	Shanghai	
		headquarters	headquarters	
		and 4 projects	and 11 projects	
		under	under	
		construction	construction	Whole Group
		上海總部	上海總部	
		及4個在建項目	及11個在建項目	全集團
Operation 營運	Distribution of suppliers			
	供應商分佈			
	Total suppliers	—	—	821
	供應商總數			
	Mainland China	—	—	821
	中國內地			
	Hong Kong	—	—	0
	香港			
	Overseas	—	—	0
	海外			
	Number of service-related complaints received	—	1	—
	接獲關於服務的投訴數目			
	Charitable investment (RMB in ten thousand)	—	103	1,363.31
	公益投入(萬元人民幣)			

* The data of 2018 in the table of Performance Data Summary covers the Group's Shanghai headquarters and four projects under construction in 2018 (Yuzhou Noble Mansion, Yuzhou Riverside Sapphire, Yuzhou Langham City Land and Yuzhou Honor Hill)

* 數據表現摘要表中2018年數據覆蓋集團上海總部及2018年內四個在建項目(項目為禹洲•雍賢府、禹洲•濱之江、禹洲•朗廷元著及禹洲•嘉譽山)

INDEX

內容索引

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
A. Environment		
A.環境		
Aspect A1 : Emissions		
層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to exhaust gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Building Green Homes – Green Construction 建設綠色家園－綠色施工
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Performance Data Summary 數據表現摘要
	A1.2 Greenhouse gas emissions in total (in tons) and intensity (if applicable, e.g. in per production unit or per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Performance Data Summary 數據表現摘要
	A1.3 Total hazardous waste produced (in tons) and intensity (if applicable, e.g. in per production unit or per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Performance Data Summary 數據表現摘要
	A1.4 Total non-hazardous waste produced (in tons) and intensity (if applicable, e.g. in per production unit or per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Performance Data Summary 數據表現摘要
	A1.5 Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Building Green Homes – Green Construction 建設綠色家園－綠色施工
	A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Building Green Homes – Green Construction 建設綠色家園－綠色施工

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
Aspect A2 : Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Building Green Homes – Green Construction, Green Operation 建設綠色家園－綠色施工、綠色營運
KPI 關鍵績效指標	A2.1 Total consumption (in thousands of KWH) and intensity (e.g. in per production unit or per facility) of direct and/or indirect energy by type (e.g. electricity, gas or oil). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Performance Data Summary 數據表現摘要
	A2.2 Total water consumption and intensity (e.g. in per production unit or per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Performance Data Summary 數據表現摘要
	A2.3 Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Building Green Homes – Green Construction, Green Operation 建設綠色家園－綠色施工、綠色營運
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Building Green Homes – Green Operation 建設綠色家園－綠色營運
	A2.5 Total packaging material used for finished products (in tons) and (if applicable) with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	No packaging material is used in the Group's daily operation 集團日常營運不涉及包裝材料的消耗
Aspect A3 : Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Building Green Homes 建設綠色家園
KPI 關鍵績效指標	A3.1 Description of the significant impact of business activities on the environment and natural resources and the actions taken to manage the impact. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Building Green Homes 建設綠色家園

INDEX (Continued)

內容索引(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Society B.社會		
Aspect B1 : Employment 層面B1：僱傭		
General Disclosure 一般披露	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, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow – Talent Recruitment 促進員工成長－人才招募
KPI 關鍵績效指標	B1.1 Total number of employees by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Performance Data Summary 數據表現摘要
Aspect B2 : Health and safety 層面B2：健康與安全		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow – Health and Safety 促進員工成長－健康與安全
KPI 關鍵績效指標	B2.1 Number and rate of deaths due to work. 因工作關係而死亡的人數及比率。	Performance Data Summary 數據表現摘要
	B2.2 Number of days lost due to work-related injuries. 因工傷損失工作日數。	Performance Data Summary 數據表現摘要
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Fostering Staff to Grow – Health and Safety 促進員工成長－健康與安全

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
Aspect B3 : Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Fostering Staff to Grow – Employee Development 促進員工成長－員工發展
KPI 關鍵績效指標	B3.1 Percentage of employees trained by gender and employee type (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	Fostering Staff to Grow – Employee Development 促進員工成長－員工發展
	B3.2 Average number of training hours completed per employee by gender and employee type. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Fostering Staff to Grow – Employee Development 促進員工成長－員工發展
Aspect B4 : Labor Standards 層面B4：勞工準則		
General Disclosure 一般披露	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 or forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow – Talent Recruitment 促進員工成長－人才招募
KPI 關鍵績效指標	B4.1 Description of measures to review employment practices to prevent child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Fostering Staff to Grow – Talent Recruitment 促進員工成長－人才招募
Aspect B5 : Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Creating Value for Customers – Sustainable Supply Chain 創造客戶價值－可持續供應鏈
KPI 關鍵績效指標	B5.1 Number of suppliers by geographical region. 按地區劃分的供應商數目。	Performance Data Summary 數據表現摘要
	B5.2 Description of practices to engage suppliers, the number of suppliers being engaged by following such practices and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Creating Value for Customers – Sustainable Supply Chain 創造客戶價值－可持續供應鏈

INDEX (Continued)

內容索引(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
Aspect B6 : Product Liability 層面B6：產品責任		
General Disclosure 一般披露	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 issues of products and services provided, and to remedial methods. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Creating Value for Customers 創造客戶價值
KPI 關鍵績效指標	B6.2 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Performance Data Summary 數據表現摘要
	B6.4 Description of quality assurance and product recovery procedures. 描述質量檢定過程及產品回收程序。	Creating Value for Customers – Engineering Quality Management 創造客戶價值－工程質量管理
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Creating Value for Customers – Protection of Customers' Privacy 創造客戶價值－保護客戶私隱

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備註
Aspect B7 : Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Developing an Environment of Probity – Anti-corruption 建設廉潔環境－反腐倡廉
KPI 關鍵績效指標	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 these cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Developing an Environment of Probity – Anti-corruption 建設廉潔環境－反腐倡廉
	B7.2 Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Developing an Environment of Probity – Anti-corruption 建設廉潔環境－反腐倡廉
Aspect B8 : Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on understanding the needs of the communities, where the issuer operates, by means of community engagement and on making sure that its business activities take into account the interests of communities. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Creating Beautiful Communities 構建美好社區
KPI 關鍵績效指標	B8.1 Focus on areas of contribution (e.g. education, environment, labour needs, health, culture, sports). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Creating Beautiful Communities 構建美好社區
	B8.2 Resources contributed to the focus area (e.g. money or time). 在專注範疇所動用資源（如金錢或時間）。	Creating Beautiful Communities 構建美好社區



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