







## ABOUT THIS REPORT

### INTRODUCTION TO THE REPORT

This report is the annual environmental, social and governance (“ESG”) report (the “Report”) released by Modern Land (China) Co., Limited (the “Company”, “Modern Land”, “we” or “us”, together with its subsidiaries and related companies, the “Group”). It, adhering to the principles of materiality, quantification, balance and consistency, comprehensively illustrates the Company's management approach and work performance in respect of the environment, society and governance, and focuses on the matters concerned by the stakeholders as well as the way the Company demonstrates the sustainable development of the economy, environment and society.

### SCOPE OF THE REPORT

The Report sets out the ESG performance of Modern Land from 1 January 2020 to 31 December 2020 (part of the content extends to early 2021). According to the results of the materiality analysis, the content of the Report mainly covers the headquarters of Modern Land and its principal subsidiaries (the statistical scope of environmental data is the headquarters). For details, please refer to the Appendix of the Report. There is no significant change in the main scope for the year as compared with the previous year.

### PREPARATION BASIS OF THE REPORT

The Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) under Appendix 27 to the Main Board Listing Rules on Hong Kong Exchanges and Clearing Limited (the “Stock Exchange”).

### ACCESS AND RESPONSE TO THE REPORT

The electronic version of the Report can be downloaded from the website of the Stock Exchange (<http://www.hkexnews.hk>) and the Company's website (<http://www.modernland.hk>). This Report is prepared in both Chinese and English. In case of any discrepancies existing between the Chinese and English text, the Chinese version shall prevail. For any comments or suggestions on the environmental, social and governance performance of the Company, please email to [ir.list@modernland.hk](mailto:ir.list@modernland.hk).

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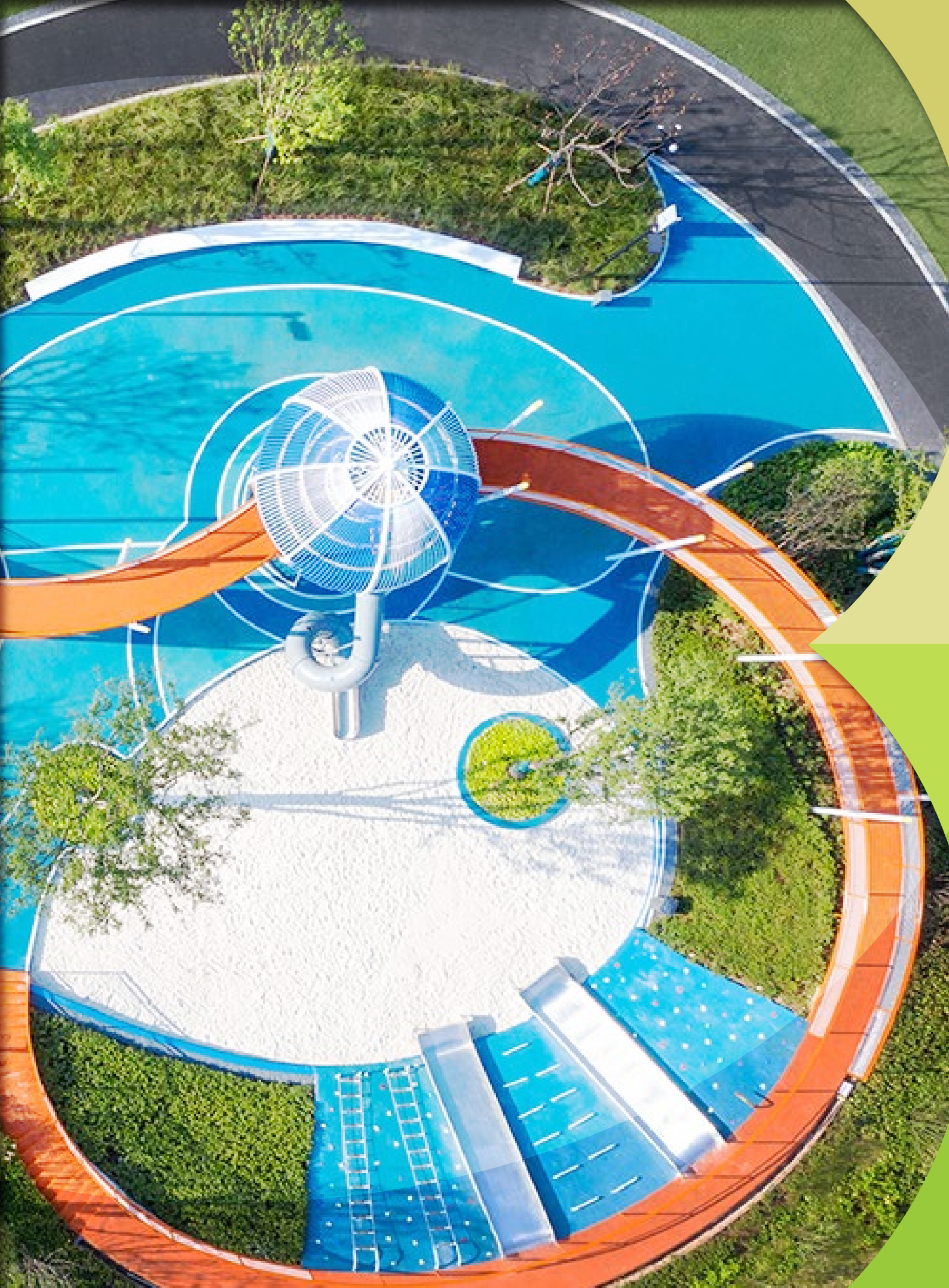


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# ABOUT US





## ABOUT US



Modern Land (China) Co., Limited was established in 2000 in Beijing and listed on the Main Board of the Stock Exchange on 12 July 2013 with qualification in real estate development. The Company was rated as one of “Top 100 China Real Estate Enterprises” (中國房地產百強企業) for seven consecutive years.

Over the past two decades, Modern Land has been adhering to the corporate mission of “High-tech Buildings, Green Homeland Community and Beautifying Cities” with the development philosophy of “Natural Simplicity, Harmonious Health, Simple Focus and Endless Vitality”, and focusing on the theme of “Action of Loving My Homeland”. It has a number of regional companies/city companies with a focus on five

city clusters in Beijing-Tianjin-Hebei, Yangtze River Delta, Pearl River Delta, Yangtze Mid-stream and Chengdu-Chongqing. The Company has developed nearly 200 high-quality projects in more than 50 cities at home and abroad.

As a leading green technology residence operator in China, Modern Land devotes itself to developing its core competitiveness as a homeland of “Green Technology + Comfort & Energy-saving + Digital Interconnecting Whole-life Cycle Industrialised Communities”, successfully establishing “MOMA” (i.e. The Museum of Modern Architecture, meaning new architecture of science and art) as the iconic brand of green technology real estate operators in China. MOMA consists of four text graphics “M”, “O”, “M”, and “A”. Two “Ms” symbolise our home, “O” represents the origin of the universe and “A” stands for human. The left and right half of the pattern symbolise architecture and life, respectively.

In 2020, the Company has been upgrading its green technology products continuously. The Company has established a research and design institute and independently developed and upgraded technological architecture systems. Our application of green technologies endows MOMA products with good features. Currently, Modern Land owns and applies more than 200 industry patents and won over 200 green building awards at home and abroad. In May 2020, Modern Land's first MOMA elderly care community project "Modern Shi Guang Li" in China won LEED for Communities Gold pre-certification; Modern Wan Guo Fu MOMA (Foshan) was awarded the Three-Star Healthy Building Design Label; Modern Xishan Shang Pin Wan MOMA in Changping, Beijing became the first hundred-year residence project; Modern Wan Guo Cheng MOMA (Tongzhou) was awarded the Platinum-level pre-certification under the WELL Building Standard™, Modern Wan Guo Fu MOMA (Foshan) was awarded the Gold-level certificate under the WELL Building Standard™; and Modern Land won the world's first museum project which passed Active House international certification issued by Active House International Alliance. Besides, the Company won the Elite Science and Technology Award, Renewable Demonstration Award, China Civil Engineering Zhan Tianyou Awards, the award granted by the Council on Tall Buildings and Urban Habitat, CTBUH 10 Year Award, and many other domestic and foreign green buildings awards.

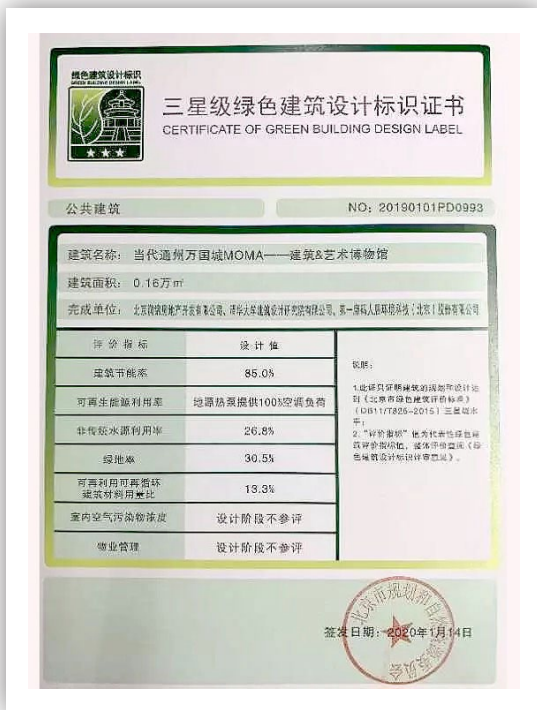
In 2020, the Company's focus on green business continued to increase. Furthermore, Modern Land is also committed to working with industry partners and institutions to promote green businesses. Since 2015, Modern Land has been cooperating with China Habitat and Environment Committee (中國人居環境委員會) of China Real Estate Association to promote the national project deployment and industry standards for green residences. In addition to eight MOMA properties accredited as green residential areas in 2019, six more residences including Chongqing Chunfeng Yinyue MOMA Starry Town and Guorun Jing MOMA (Xianyang) were awarded the title of "Green Residences" in 2020. In addition, our projects such as Modern Wan Guo Cheng MOMA (Tongzhou) in Beijing, Modern Zhu MOMA (Taiyuan), and Tongfu Modern Fu MOMA (Hebei) also won several prestigious green building awards at home and abroad.





Projects developed by the Company in China are required to meet domestic green building standards. The Company has been granted various green technology awards: Modern MOMA was the first residential project in the country which won the international green building award, the LEED-ND Certification granted by the United States Green Building Council; Modern Land was awarded Three-star Green Building Certification — Operation (i.e. the domestic green building certification) five times for its different product lines; Modern MOMA is the first project in the country awarded such certification in a consecutive way and has won Three-star Healthy Building Label — Operation, making it the only project with the “Dual Three-stars” Operation Label.

The Company focuses on the exploration of green and healthy buildings. For more than 20 years, it has been specialising in green technology real estate, building up differentiated core competitiveness and enhancing and upgrading from original greening, self-greening, dark greening to full life cycle greening. The Company is engaged in the research and development as well as implementation of green building, healthy building, active architecture, hundred-year residence, passive house, green residence, zero energy consumption building and positive energy building.



Modern Wan Guo Cheng MOMA (Tongzhou) was awarded the Three-star Green Building Label – Design



Modern Yunjing MOMA (Beijing) was awarded LEED Gold Certification



Daming Palace Modern Fu MOMA (Xi'an) was awarded WELL Gold Pre-certification

## ESG RATING

Modern Land keeps strengthening ESG information disclosure by making disclosure through channels such as ESG reporting, its official website, its official WeChat account, and media reports. Meanwhile, we take the initiative to communicate with ESG rating agencies to obtain information relating to selection and respond to their questionnaires by providing ESG information that stakeholders care about.

### ESG Rating


ESG Rating Agency	Rating Description	Rating/Score of Modern Land <sup>1</sup>	Ranking
	As MSCI is one of the most authoritative ESG rating agencies, its rating results will become an important basis for global institutional investors to make investment decisions.	BB	Modern Land is ranked in the middle among competitors with its environmental and social performance above the industry average.
	Sustainalytics is a global leader in ESG ratings that currently cover 12,000 companies. Ratings issued by it are credible and well recognised by international fund companies.	20.5	Modern Land ranks top five among mainstream property developers.

In the future, the Company will continue to deepen its external communication in the ESG rating and strengthen our influence in ESG.

<sup>1</sup> The period for collecting statistics about ESG ratings/scores is June 2021.


## COMMUNICATION WITH STAKEHOLDERS

Modern Land duly considers and effectively responds to the expectations and appeals of stakeholders, in an effort to advance the social development while sharing development results with them.



Stakeholders	Expectation of stakeholders	Communication and engagement mechanism	Corporate responses
Investors	<ul style="list-style-type: none"> <li>Boost the Company's market value and profitability</li> <li>Continuously improve the Company's environmental and social responsibility performance</li> </ul>	<ul style="list-style-type: none"> <li>General meeting</li> <li>Information disclosure</li> <li>Company's website</li> <li>Telephone</li> <li>Fax</li> <li>Email</li> </ul>	<ul style="list-style-type: none"> <li>Release periodic reports, disclose information in a truthful and comprehensive manner, endeavour to improve results and generate profits</li> <li>Advance corporate governance and risk management level, convene general meetings, enhance investor relations management and strive to improve environmental and social responsibility management</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Provide quality products</li> <li>Safeguard customer's legitimate interests</li> </ul>	<ul style="list-style-type: none"> <li>Sign contracts and agreements, and customer satisfaction survey</li> <li>Product showcase</li> <li>Promotion</li> <li>Complaint</li> </ul>	<ul style="list-style-type: none"> <li>Provide a highly comfortable, green and energy saving living space</li> <li>Establish a sound customer service system and customer opinion, feedback and complaints mechanism</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Uphold employee remuneration and benefits</li> <li>Care for safety and health of employees</li> <li>Offer equal promotion and development opportunities</li> <li>Improve communication mechanism, participate in company management</li> </ul>	<ul style="list-style-type: none"> <li>Labour contracts and employee satisfaction survey</li> <li>Training</li> <li>Activities</li> </ul>	<ul style="list-style-type: none"> <li>Strictly abide by the items of labour contracts, improve remuneration and benefit system</li> <li>Provide a safe and healthy work environment</li> <li>Offer dual-channel career development and organise staff training</li> <li>Offer equal communication channels</li> </ul>






Stakeholders	Expectation of stakeholders	Communication and engagement mechanism	Corporate responses
Government	<ul style="list-style-type: none"> <li>Observe the law, operate in compliance with the regulations, and in line with national policies</li> </ul>	<ul style="list-style-type: none"> <li>Engage in relevant meetings</li> <li>Update/announce relevant governmental laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Strictly observe relevant laws and regulations, continuously enhance corporate compliance management, and respond to national policies</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Fair and impartial cooperation with integrity, mutual benefits and win-win to promote industry development</li> </ul>	<ul style="list-style-type: none"> <li>Sign contracts and agreements, and regularly hold tender and bidding, and supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>Actively perform the contracts and agreements by adhering to public and transparent business principles, adopt public and transparent procurement model, and develop an accountable supply chain</li> </ul>
Community	<ul style="list-style-type: none"> <li>Co-construct community civilisation</li> <li>Support community public welfare</li> <li>Focus on social development</li> </ul>	<ul style="list-style-type: none"> <li>Advocate and organise charitable activities, take part in voluntary activities, and employment guarantee</li> </ul>	<ul style="list-style-type: none"> <li>Construct harmonious and civilised community</li> <li>Devote to the public welfare by carrying out extensive charitable activities</li> <li>Aim to promote local employment</li> </ul>
Peers	<ul style="list-style-type: none"> <li>Fair competition, cooperation with integrity, transparent and public information</li> <li>Comply with industry standards, and advancement of industry innovation</li> </ul>	<ul style="list-style-type: none"> <li>Communicate with relevant research institutes, associations, and mainstream media<sup>2</sup> in the industry</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen exchanges and cooperation with peers, jointly develop a healthy and orderly competition environment</li> <li>Participate in industry innovations and researches and appraisal of outstanding enterprises, achieve mutual benefits, win-win and mutual improvement, and put forward proposals for industry standard</li> </ul>


<sup>2</sup> Examples are Chinese Society for Urban Studies (中國城市科學研究院), Habitat and Environment Committee (人居環境委員會) of China Real Estate Association (中國房地產協會), and China Real Estate Business (中國房地產報).


## IDENTIFICATION OF MATERIAL ISSUES


Under the requirements of the ESG Reporting Guide issued by the Stock Exchange and with reference to the procedures for materiality analysis formulated by the Global Reporting Initiative ("GRI"), Modern Land collects data of the issues of concern to major stakeholders through questionnaire, interview and other forms, and conducts analysis on their importance and prioritise accordingly, to finalise the substantial issues of the environmental, social and governance aspects and make disclosure thereof in the Report.

Four steps of procedures for identification of material issues are as follows:

 **Identify.** relevant ESG issues with reference to the ESG Reporting Guide issued by the Stock Exchange, GRI Sustainability Reporting Guidelines (GRI Standards version) and those disclosed by our peers at home and abroad;

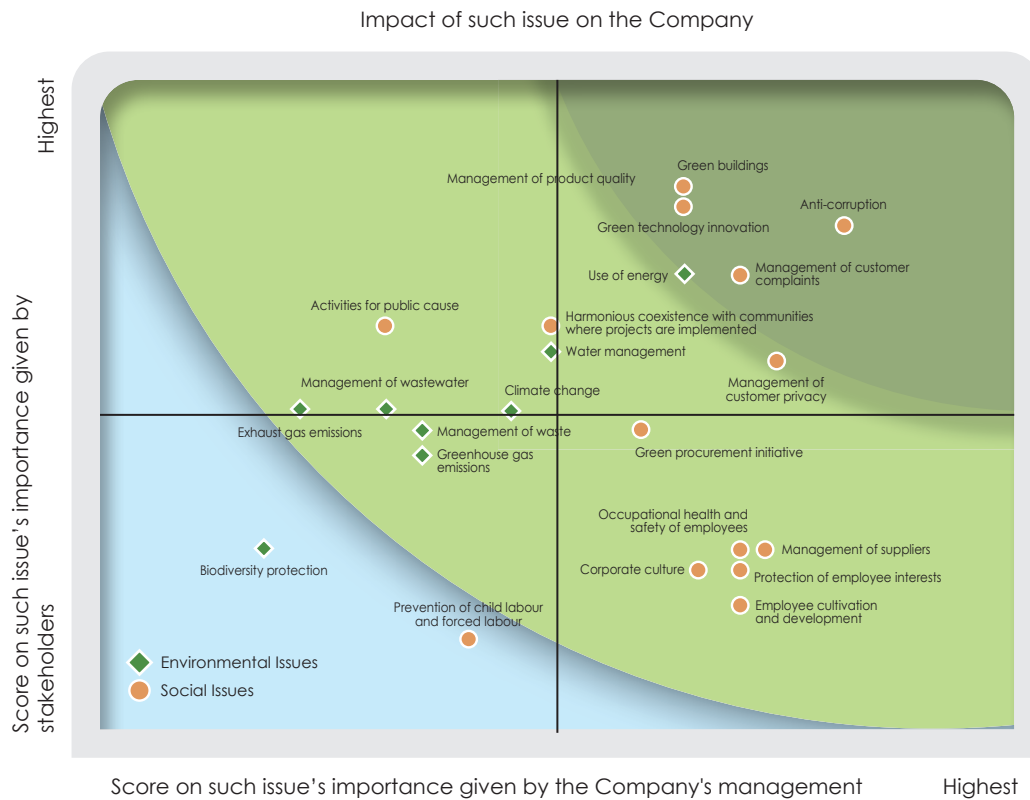
 **Prioritise the issues.** Major considerations of internal stakeholders while conducting materiality assessment, include the impacts on our corporate strategies, policies, procedures and commitments, impacts on the Company's competitive edges and management excellence, and current and future financial impacts on the Company; and major considerations of external stakeholders include the impacts on the Company's evaluation and decision-making, and on the interests of themselves;

 **Verification.** The Company's management reviews and approves the issues so identified and their priorities;

 **Review.** After this reporting period, the Company will seek feedback from internal and external stakeholders on the contents of the Report for this period, to prepare for the report for the next period.



The chart below is the analysis matrix of Modern Land's materiality issues in 2020.



01



# GREEN STRATEGY AND DEVELOPMENT PLAN







# 1. GREEN STRATEGY AND DEVELOPMENT PLAN

## 1.1 GREEN STRATEGY AND ESG

Sustainable development has become an issue closely relating to each enterprise and individual since this concept was first put forward by the United Nations World Commission on Environment and Development in 1987. As a leader in China's energy-saving real estate industry, Modern Land always follows the philosophy of balancing economic and social development while practising environmental protection. Since its incorporation, the Company has been living up to its social responsibility and never forgets to give back to society in the process of its ongoing development.

As Chinese residents call for better quality of life amid economic development, energy-saving and green products are gradually dominating the market. During the 14th Five-Year Plan period, "healthy development" will be the main focus of the real estate industry. The relevant authorities in China have made it clear that green and energy-saving buildings are the inevitable development trend of China's real estate industry in the future. Shortly after its inception, the Company began to delve into research and development of the green and energy-saving real estate, thereby creating first-mover advantage and has obviously secured a leading position in its market segment.

The Company always adheres to the development concept of "High-tech Buildings, Green Homeland Community and Beautifying Cities" with the development philosophy of "Natural Simplicity, Harmonious Health, Simple Focus and Endless Vitality". With a strategical focus on the quality of living products and services offered to owners, the Company pays great attention to innovative product ideas, personalised design, comfortable living experience, and meticulously designed properties. In terms of planning and design and product development, the Company works to improve product quality with green, healthy technologies and upgrade customers' lives with comfortable, energy-saving living experience, thereby creating a green and healthy composite community. Meanwhile, focusing on the theme of "Action of Loving My Homeland", the Company is committed to supporting various long term social welfare projects and actively investing resources to participate in environmental protection, education and other public welfare activities.



The Company continues strengthening its ESG capabilities. We are gradually improving the functions of the relevant committees of the board of directors. Efforts will be made to increase sustainability and ESG content, continuously improve its sustainability structure, and identify major international trends and risks and opportunities for sustainability, etc. In the future, the Company will gradually promote the implementation of relevant functions and constantly strengthen the ESG capabilities.

The Company aspires to ensure sustainable business development and operate in an environment-friendly manner and bring shareholders of the Company stable and long-term returns while protecting the environment. In addition, the Company, as an enterprise with great integrity and high operational standards, wishes to bring positive energy and contribute to the community on a continuous basis.

As a leader in energy-efficient real estate sector, Modern Land will definitely create more value and continuously contribute to the society under the guidance of the concept of sustainable development.



## 1.2 GREEN DEVELOPMENT PLAN

Modern Land will persevere in strengthening its ability to innovate in green technology to increase the proportion of green technological achievements applied in practice. Modern Land formulated a green development plan for 2021-2024, as shown in the table below:

### Plan for 2021–2024



#### Green Building Label — Design

From 2021 to the end of 2024, Modern Land will develop projects all in accordance with basic standards of China's standard Assessment Standard for Green Buildings (《綠色建築評價標準》). The area of green buildings with two stars or above will account for more than 30% of the area of green buildings.



#### Healthy building certifications

By the end of 2024, Modern Land will have healthy building certifications for 10 projects.



#### Demonstration projects for green construction

Modern Land will have five domestic green construction demonstration projects by the end of 2021 and 50% of newly developed projects as green construction demonstration projects by 2024.



#### Renewable energy application

Modern Land will raise the proportion of use of renewable energy to the total energy demand of development projects in the same period to over 30% by the end of 2021 and over 50% by the end of 2024.



#### Research and development of technology patents

From 2021 to 2024, Modern Land will apply for and use not fewer than ten technology patents annually through continuous technological research and development.



#### Green Building Label — Operation

Modern Land will maintain its leading position in China in terms of projects with the Operation Label. Modern Land will have five projects awarded the Three-star Green Building Label — Operation by 2021 and three projects awarded the three-star certification label in accordance with the Assessment Standard for Green Buildings (《綠色建築評價標準》) by 2024.



#### Passive ultra-low energy use

Modern Land's first demonstration project for passive ultra-low energy building will be completed in Shijiazhuang, Hebei Province in 2022.



#### Cloud-based platform for green technology information across the industry chain

Modern Land will improve the building and basic function development of the cloud platform, establish a complete information collection system and big data analytics functions, and provide data access for typical projects inside and outside the Group; add deep data mining and processing functions with information in the cloud platform, and develop and improve functions such as in-depth energy auditing and lifecycle delicacy management functions; and provide in-depth services such as green funds, technology services, and O2O websites.



#### Green residential area

As at the end of 2021, the area of green residential areas developed by Modern Land will account for more than 20% of the area of development projects in the corresponding period. As at the end of 2024, the proportion will be increased to over 40%.

02



GREEN  
TECHNOLOGY  
LEADS  
GREEN  
DEVELOPMENT









## 2. GREEN TECHNOLOGY LEADS GREEN DEVELOPMENT

### 2.1 IMPROVEMENT OF THE ABILITY TO INNOVATE IN GREEN TECHNOLOGY

As the real estate industry enters a new stage of high-quality development, the demand for higher residential quality is pushing property developers to improve product and service standards and optimise and upgrade design for traditional residential products. Since its inception, Modern Land has been devoting itself to the development of "Green Technology + Comfort & Energy-saving + Digital Interconnecting Whole-life Cycle Industrialised Communities". This development idea of taking green technology as core competitiveness fits with people's standards and expectation for lives in a post-epidemic era. Therefore, green residences will become a new real estate trend. Modern Land insists on being an implementer and the leader of green technology real estate to achieve the Company's strategic business objectives.



Modern Land has an in-house research, development and design department and developed a number of technological architecture systems such as geothermal pump system, ceiling radiation cooling and heating system, exterior temperature preservation system, high performance exterior window system, full displacement ventilation system and noise reduction system, providing MOMA products with fine characteristics. While establishing a living environment with high comfort level, maintaining indoor temperature between 20°C and 26°C and humidity between 30% and 70%, its energy consumption is estimated to be only 1/3 of the energy consumption level of normal residential buildings in China, helping to create pleasant ecosystem. Since China introduced the idea of healthy buildings in 2017, Modern Land has two

projects awarded the Healthy Building Label. The Beijing Wan Guo Cheng project applied for certification of BREEAM In-Use Label in 2020 after the completion of the energy machine room transformation project and the certificate is expected to be obtained in the middle of 2021. The UK's Building Research Establishment Environmental Assessment Method (BREEAM) system is the first green building certification system in the world. During the reporting year, the Company's six projects obtained green residence certificates. As of the end of 2020, the number of Modern Land's certified green residences nationwide reached 28, accounting for about 70% of the total in the country.



Modern Land's Product View of Double Four HENG

## 2. GREEN TECHNOLOGY LEADS GREEN DEVELOPMENT



Projects	Star rating
1-15# buildings of Modern Guangming Park Yue (Changzhou)	One-star
Modern Great Lakes Shang Pin MOMA (Suzhou)	Two-star
1-3#, 5-6# and underground parking garage of Modern Tongzhou Wan Guo Fu MOMA	Three-star
Modern Tongzhou Wan Guo Fu MOMA-- Building & Arts Museum	Three-star
1-18# buildings of Modern Wan Guo Fu MOMA (Hefei)	Three-star
Modern Xishan Shang Pin Wan MOMA (Beijing)	Three-star
Modern Jing MOMA (Wuhan)	Green residence
Modern City MOMA(Wuhan)	Green residence
Fuzhou Modern YUE MOMA (Jiangxi)	Green residence
Chun Feng Yin Yue MOMA (Chongqing)	Green residence
Modern CHARM STATE MOMA	Green residence
Guo Run Modern Jing MOMA (Shaanxi)	Green residence
Modern Yunjing MOMA (Beijing)	LEED Gold Certification
Daming Palace Modern Fu MOMA (Xi'an)	WELL Gold Pre-certification

## 2.2 APPLICATION OF INNOVATION IN GREEN TECHNOLOGY

By the end of 2020, Modern Land obtained 50 Green Building Evaluation Labels with a total reported area of 7.62 million sq.m. The electricity saved was approximately 65 million kWh/year and the carbon reduced was approximately 54,000 tonnes/year.

### Case 1: Passive Ultra-low Energy Building Project

Tongfu Modern Fu MOMA (Shijiazhuang) is Modern Land's first passive ultra-low energy building project for the residence-only area nationwide. This project will be developed in two phases with a total gross floor area of over 250,000 sq.m. The project passed the expert review organised by the housing and urban-rural development bureau of Shijiazhuang in the design phase of passive ultra-low energy buildings on 10 March 2020.

This project, adopting the ultra-low energy use standard, is expected to save the primary energy of 5,400kWh and reduce carbon emissions by 2.3 tonnes per household on average annually during the operation in comparison with those using Design Standard for Energy Efficiency of Residential Buildings (Energy efficiency 75%) of Hebei Province. End use energy will be saved by approximately 4,700kWh per household on average every year. The adoption of air-source heat pumps increases electricity consumption by 220kWh but avoids the use of municipal heating. Carbon emissions of the residential area (phase I and phase II) will be cut by approximately 4,750 tonnes/year owing to energy conservation during the operation of the project.



### Case 2: Beijing Wan Guo Cheng MOMA Energy Machine Room Transformation Project

In the Beijing Wan Guo Cheng MOMA energy machine room transformation project, the building of an automatically controlled platform mainly covers functions such as automatic data measurement, alarm reporting during exceptions, and distributed control. This automatically controlled system removes the need for frequent meter reading, thereby, significantly reducing comprehensive management costs. It also improves efficiency of project management by the headquarters and the timeliness of identification of system faults and exceptions, and expedites processing.

The integration of the distributed control function has changed the initial situation in which people had to control different equipment in different places, and only computer control is needed after transformation. Before the construction of the automatically controlled platform, measuring instruments were installed in several locations, inverters had to be adjusted once every two hours and how components used to adjust distributed control such as the automatic operation status of a temperature control valve needed to be



## 2. GREEN TECHNOLOGY LEADS GREEN DEVELOPMENT

observed once every three or four hours. The transformation has greatly reduced labour costs without changing original energy-saving measures and capacity. For distributed control, inverters were added for one refrigeration pump and one cooling pump, those in high and low areas were maintained and lines were transformed. Thanks to the variable frequency regulation of pumps through means such as the monitoring of return water temperatures and indoor conditions, the energy saved by pumps accounts for 32.8% of the total energy saved and the efficient changed main console, a major contributor to energy saving, saves 64.7% of the total energy saved.



Beijing Wan Guo Cheng MOMA  
machine room transformation

### 2.3 PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

According to the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), Modern Land has prepared the Operational Standards of Intellectual Property Rights Management of Modern Land (《當代置業知識產權管理作業標準》) with the aim of enhancing the awareness of its own intellectual property rights and clarifying the standards and processes for the creation, use, management and protection of intellectual property rights.

The intellectual property department regularly logs the Company's existing and pending trademarks, patents, and copyright-related intellectual property rights in the form of monthly reports, and works with the legal department to prevent external infringement of trademarks. The Company advocates, encourages and maintains independent innovation, creation of patents, trademarks, artworks and computer software according to its business needs, and making timely application.

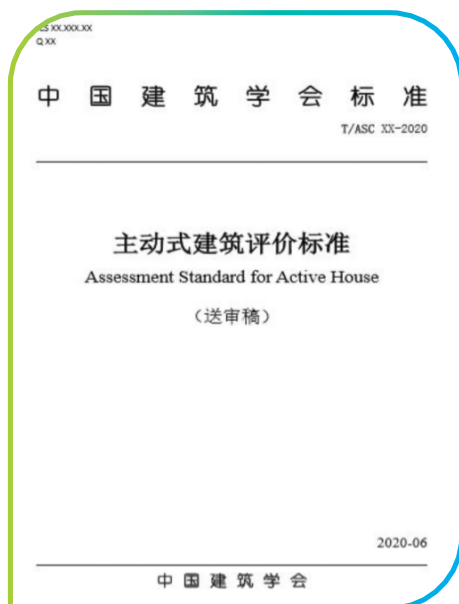
The Company obtained 13 new patents for the year ended 31 December 2020 with 101 effective green-related core technical patents covering various aspects such as green building materials, green technology and green products.

Up to now, Modern Land has owned and applied more than 200 industry patents and won over 200 green building awards domestically and abroad covering various aspects such as green building materials, green technology and green products.

## 2.4 PROMOTING GREEN DEVELOPMENT OF THE INDUSTRY

On the basis of existing foundations, Modern Land continued to actively participate in the revision of industry standards in 2020 in order to develop industry standards and facilitate healthy industry development with its knowledge. The green building standards formulated and revised by Modern Land in the reporting year are as follows:

The Assessment Standard for Active House (《主动式建筑评价标准》) (T/ASC 14-2020): China Academy of Building Research and relevant units jointly prepared the standard, and Modern Land took part in the preparation. This standard has been effective since 20 December 2020. The standard retains key content adapted to the Chinese context in international standards and creatively makes bold, necessary modification based on China's actual situations. It has set up an assessment indicator system of "initiative, comfort, energy, and environment" based on national situations and the internationally advanced idea of Active House and its standard.



Assessment Standard for Active House (《主动式建筑评价标准》) approved by Architectural Society of China (中国建筑学会) and co-edited by Modern Land

Technological Innovation and Engineering Demonstration of Prefabricated Plus-energy Houses (《装配式正能房技术创新与工程示范》): Modern Land takes part in the preparation of this standard, and the standard is still being drafted. Plus-energy houses introduce renewable energy on the basis of passive houses and extend the boundaries of architecture from single buildings to communities to achieve energy balance and even extra energy for external feeding. Since China introduced the first building energy efficiency standard in 1986, energy-saving standards for buildings have been improving, from initially an energy saving of 30% to nearly zero energy consumption. Given new historical circumstances, the Company has started to explore plus-energy houses and the relevant project has been approved by the Ministry of Housing and Urban-Rural Development (MOHURD).

Meanwhile, Modern Land actively practiced the green building standard. As at the end of 2020, hundreds of projects implemented the Evaluation Standards for Fully-furnished Residence (《住宅全装修评价标准》), and both of Modern Wan Guo Cheng MOMA (Tongzhou) and Modern Xishan Shang Pin Wan MOMA were awarded the precertification of Five-star Label — Residence. The evaluation standards have been bringing positive effect in the industry in terms of integrated design of building with refined decoration, humanised care for the all ages, indoor pollutant control and standards for high-quality materials and components.



Design and assessment standard for long-life sustainable housing

03



## GREEN OPERATION SAVES RESOURCES







MUSEUM OF MODERN ART MOMA

### 3. GREEN OPERATION SAVES RESOURCES

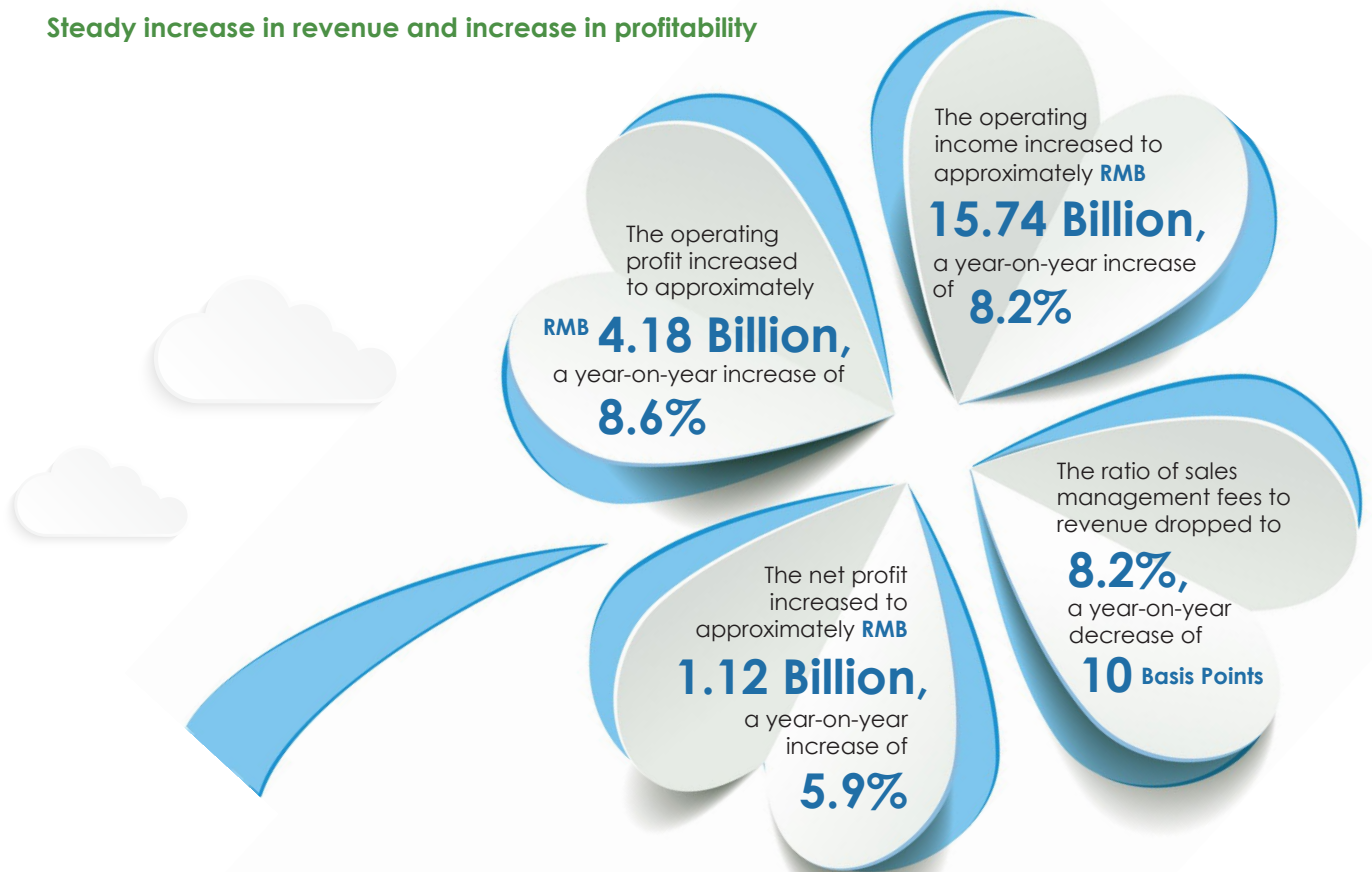
Throughout 2020, the contracted sales of the Company reached RMB42.212 billion. Contracted sales of properties amounted to approximately RMB41.603 billion, and contracted sales of car parking spaces amounted to approximately RMB608 million. The contracted sales area of properties was approximately 4,069,068 sq.m. and the average selling price amounted to approximately RMB10,224 per sq.m.

#### 3.1 BUSINESS REVIEW

##### Accelerated sales and sufficient reserves



### Steady increase in revenue and increase in profitability



### Scale expansion and financial soundness



For more related contents, please refer to the Company's 2020 Annual Report.



### 3. GREEN OPERATION SAVES RESOURCES

#### 3.2 GREEN FINANCE

Over the years, green finance has obtained top-down support from the national policy framework and been a new driver for growth in the global securities market and a new, prospering way of financing. Modern Land has been dedicated to building the core strength of "leading in green development" and "leading in technology". In August 2016, the Company published the Modern Land Green Bond Framework (《當代置業綠色債券

框架》) (the "Framework") under the Green Bond Principles as issued by the International Capital Market Association (ICMA). Under the Framework, the Company issued its debut US\$350 million Green Bond in October 2016, becoming the first mainland real estate developer listed on the Stock Exchange to issue a green bond. The Company opened the door for mainland real estate developers to issue green bonds in Hong Kong and also achieved a breakthrough in the issuance of green bonds outside mainland China.

#### Green bonds issued by Modern Land

Issuer:	Modern Land (China) Co., Limited					
Issue Date:	5 March 2018	25 April 2019	26 February 2020	4 March 2020	13 July 2020	11 January 2021
Currency:	US\$	US\$	US\$	US\$	US\$	US\$
Term:	3 years	2.5 years	2 years	4 years	2.3 years	2.25 years
Size of Issue:	350 million	300 million	200 million	277 million	300 million	321 million
Maturity Date:	5 March 2021	25 October 2021	26 February 2022	4 March 2024	13 November 2022	11 April 2023
Coupon:	7.95%	12.85%	11.8%	11.95%	11.50%	9.8%
ISIN:	XS1775946285	XS1986632716	XS2110675860	XS2127478316	XS2202152703	XS2277613423

Looking forward, Modern Land will keep improving its green finance eco-system through international financial capital platforms such as HKEX Sustainable and Green Exchange ("STAGE") and strive to explore various green finance channels. Currently, the Company has developed multi-level financing channels including banks, trusts, green funds, and green supply chain finance. The ongoing Green Bond issuances of Modern Land are testimony to the Company's focus and leadership in green real estate, and demonstration of its commitment in helping to tackle the climate change.

### 3.3 EFFICIENT USE OF RESOURCES

The demand for energy is infinite but its supply is limited. In face of a limited supply, infinite demand has to be suppressed. Restricting the demand for energy use, however, does not mean sacrificing the quality of life or limiting production capacity. Instead, it means achieving the current quality of life and production capacity with less energy consumption or improving existing efficiency with the same energy consumption.

Building a resource-efficient and eco-friendly society requires companies to be socially responsible, and it is incumbent upon companies to do so. Saving energy and improving energy efficiency may reduce the operating costs of companies and promote the research and development of new technologies. Modern Land attaches great importance to natural resources conservation and strictly abides by laws and regulations, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Water Law of the People's Republic of China (《中華人民共和國水法》) and the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), so as to fulfil its social responsibilities and achieve coordinated and sustainable development of people, resources and the environment.



### 3. GREEN OPERATION SAVES RESOURCES

#### 3.3.1 ENERGY MANAGEMENT

##### HEADQUARTERS OF THE COMPANY

The energy consumption of Modern Land's headquarters in 2020 is as shown in the figure below, indicating that its electricity consumption, natural gas consumption, gasoline consumption and total intensity went down significantly from 2019.

#### ENERGY CONSUMPTION



In 2020, Modern Land continued to improve its management system in terms of energy consumption and optimise energy-saving measures. The headquarters of Modern Land is located in a Modern MOMA (Beijing) residential project. The Company manages and controls the use of various energy sources at the headquarters, regional, and project levels in accordance with the "Energy Management System" and operating standards to ensure energy conservation in a closed-loop manner. Electricity, natural gas and gasoline are the major resources consumed by the Company in its operation.

To save and use energy efficiently, the Company has adopted a range of energy-saving measures:

- prioritise the use of energy-saving equipment and machinery, rationally utilise the natural conditions of the site for lighting and ventilation, and use natural resources on a priority basis, trying the best to reduce power consumption;
- strictly controls the use of electricity in office buildings. Staff are required to keep lights off in the daylight whenever the office is well-lit, adjust air conditioning in the office area in time according to changes in weather, always switch off air conditioners when no

one is in the office and conference room, and keep doors and windows closed when the air conditioner is turned on to effectively reduce energy consumption. After office hours, on weekends and during holidays, security guards inspect the office area every hour to ensure that the lightings and air conditioners are turned off when they are not in use. Only one elevator is in use during non-working hours.

- The Company vigorously promotes energy saving and consumption reduction within the organisation. It has created an internal culture of "conserving energy by everyone in everything they do at all times" by increasing publicity and education efforts. The Company calls for practicing economy from all staff by taking the "Four 1s" action (to save every one kilowatt-hour of electricity, one drop of water, one litre of oil, and one piece of paper) and implementing reward and punishment system to realise the goal of conserving resources and improving resource utilisation.

In addition, the Company plans to advance environmental efforts in cities where its companies operate on the basis of companywide resource conservation and improved resource utilisation.

### 3. GREEN OPERATION SAVES RESOURCES

#### Engineering Construction Projects

Since 2019, the Company has applied the green concept upheld by Modern Land to build the green experiential sites and every aspect of site management was attended to promote building energy efficiency as a standard and make it the new norm to reduce energy consumption in building construction. In 2020, the Company continued to guide the implementation of projects and effectively manage the energy usage of projects under construction according to the Standard Atlas for Green Experiential Site of Modern Land (《當代置業綠色體驗式工地標準圖集》). It rated green experiential sites (silver, gold, and platinum) in accordance with the Operating Standards for Green Experiential Site of Modern Land (《當代置業綠色體驗式工地作業標準》). The Company extensively uses LED lightings at the construction site for on-site temporary lighting and promotes the use of solar streetlights; builds the floor muck transport channels to reduce the energy consumption of freight elevators and uses reusable kerbstones to reduce material losses; and promotes the use of movable racks of sample plates that can be used in more than one project for efficient energy usage.



Green experiential site

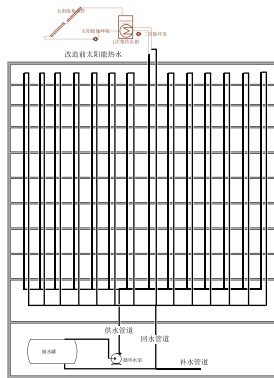
As the Company never stops making green innovation, protecting the environment, and saving energy in its completed MOMA projects, several property projects have outstanding performance in energy conservation.

#### Case: Solar Water Heating Transformation for Shangdi MOMA Phase III

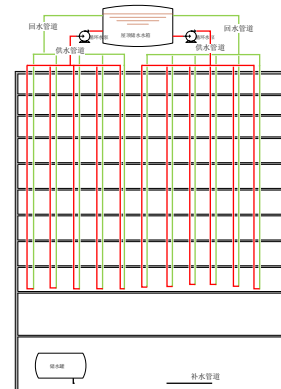
The Company's property personnel transformed primary and secondary water systems because they had defects such as long secondary water loops, huge heat losses, and large energy consumption due to inefficient electrically aided heating rods and defective system composition. They renovated the existing secondary water system by connecting hot water circulation return pipelines on the second floor and extending the pipelines from the ninth floor to the roof and connect them to hot water tanks. Loop pumps were installed on each pipeline to circulate single hot water pipelines and pressurize the water supply pipe network. They transformed the primary water system by adding a 19-kilowatt air-cooled heat pump unit to the original solar primary water system as an auxiliary heat source for solar hot water. Meanwhile, two 5-ton displacement heat exchangers were added to exchange heat for primary and secondary water and store secondary hot water. In addition, water supply pipelines were in place to the heat exchangers, and float valves, proportional integral valves and solenoid valves were added to the water supply pipelines to accurately control the pipelines and store heat with solar power in the day to meet needs at night.



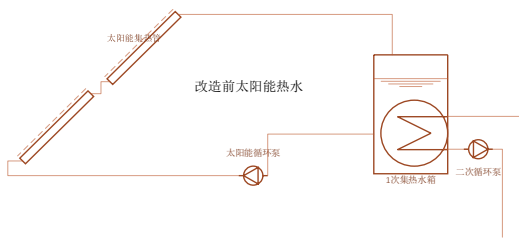
The new system was officially launched on 4 November 2020 after transformation. It consumed 57% less electricity year-on-year according to data evaluation in November.



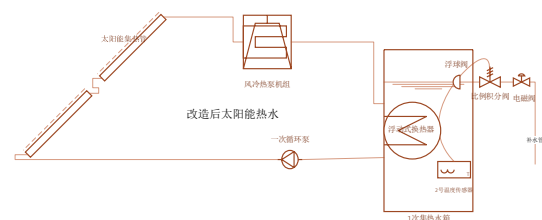
System diagram before transformation



System diagram after transformation



Solar water heating system before transformation



Solar water heating system after transformation

Looking forward, the Company will further focus on resource conservation in all aspects. It plans to continue to adopt measures such as aluminium formwork, steel climbing frames, precision masonry, plaster-free processes, permanent and temporary<sup>3</sup> combination at the construction site and promote green experiential energy machine room management to achieve a total energy consumption saving of approximately 10% during the construction cycle.

<sup>3</sup> Permanent and temporary combination refers to a combination of temporary and permanent use.

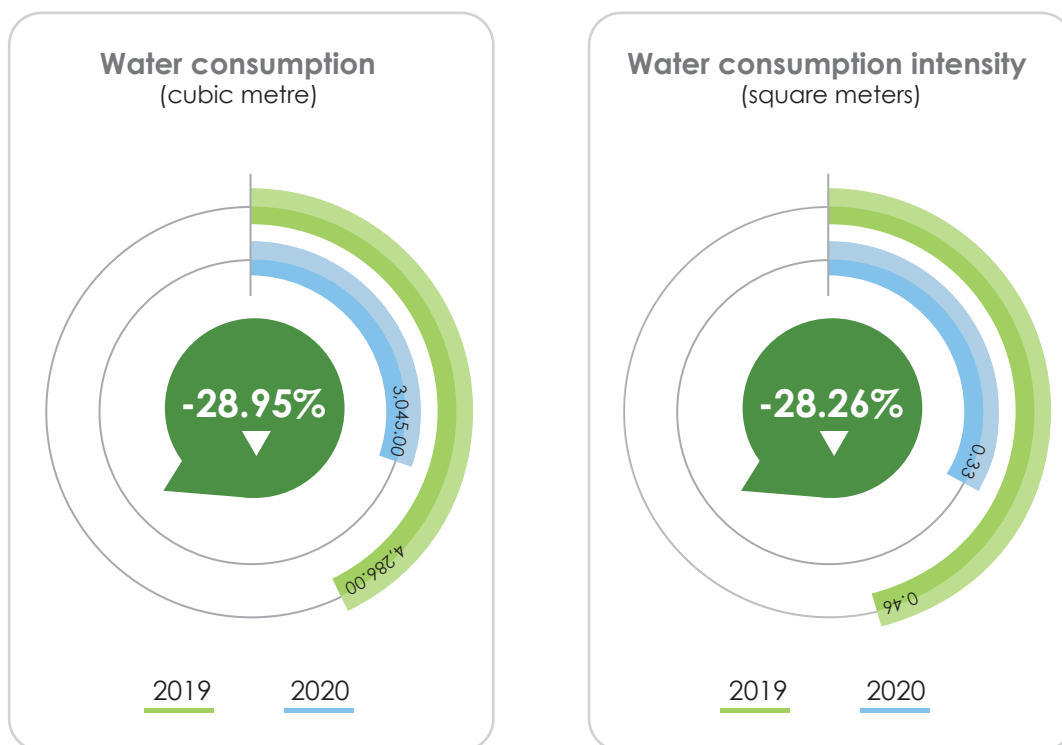
### 3. GREEN OPERATION SAVES RESOURCES

#### 3.3.2 MANAGEMENT OF WATER CONSUMPTION

##### HEADQUARTERS OF THE COMPANY

The water consumption of Modern Land's headquarters in 2020 is as shown in the figure below, indicating that its water consumption and intensity fell significantly from 2019.

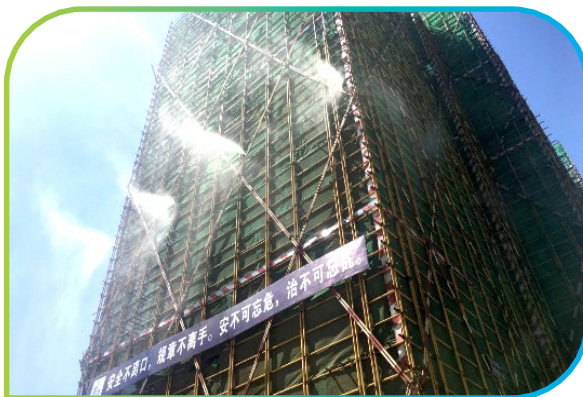
##### WATER CONSUMPTION



The water consumption in the Company's headquarters is mainly for catering and toilet water, as well as landscape water system and greening water. During the year, the Company recycled rainwater and air-conditioning condensates, and cleaned the ground of the park by effectively using the green space of irrigation areas in the water system. In 2020, the Company did not have any problem in obtaining applicable water sources.

## Engineering Construction Projects

The Company strictly requires the construction unit to save water. In 2020, it continued to strictly abide by the Operating Standards for Green Experience Energy Machine Room of Modern Land (《當代置業綠色體驗式能源機房作業標準》) issued by the Company. Specifically, the water resources management was coordinated by the Company's project leaders and implemented by the construction unit and labour team under supervision of supervision unit. To save water and improve water efficiency, we set the three-stage sedimentation tank at the construction sites to collect and filter rainwater and wastewater for recycling; set up a central mixing station, and discharged the water from washing tanks to the sedimentation tank through the drainage ditch, directly watered the bricks and the field to reduce dust after sedimentation; set up a three-stage sedimentation tank in the car wash tank to filter and precipitate the water from washing cars, and reused for green space irrigation in the car washing areas; used fog guns to reduce dust and avoided wasting water resources caused by overuse of sprinkler; minimized water waste by using water-saving sprinkler system and installing water-saving sanitary appliances; applied smart control APP to water-saving sprinkler system for controlling the activation and deactivation of the sprinkler at any time to reduce the loss of water resources caused by the activation and deactivation process.



Outer frame sprinkler systems

## 3.3.3 OUTLOOK FOR ENERGY CONSERVATION

The 14th Five Year Plan explicitly calls for expediting green low-carbon development. As a response, Modern Land will transform photovoltaic power generation for projects under management to ensure that electricity in public areas of the projects comes from solar power generation and place an appropriate number of charging piles based on generating capacity to induce staff and customers to use clean energy, so as to achieve sustainable green development.

Modern Land takes the promotion of green development put forward in the 14th First Year Plan as its primary target and sticks to the mission of building itself into a green technology company. With this in mind, it will further strengthen its core competitiveness of green technology and upgrade the green technology middle platform to keep abreast of information about facilities and equipment from energy conservation and environmental protection to operation. With the support of technological means, the Company will achieve effective control, real-time operation and maintenance, and ultimate energy conservation through the big data operation and management platform and decision analysis.

04



REDUCTION  
IN POLLUTION  
EMISSIONS AND  
TACKLING OF  
CLIMATE  
CHANGE







## 4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE

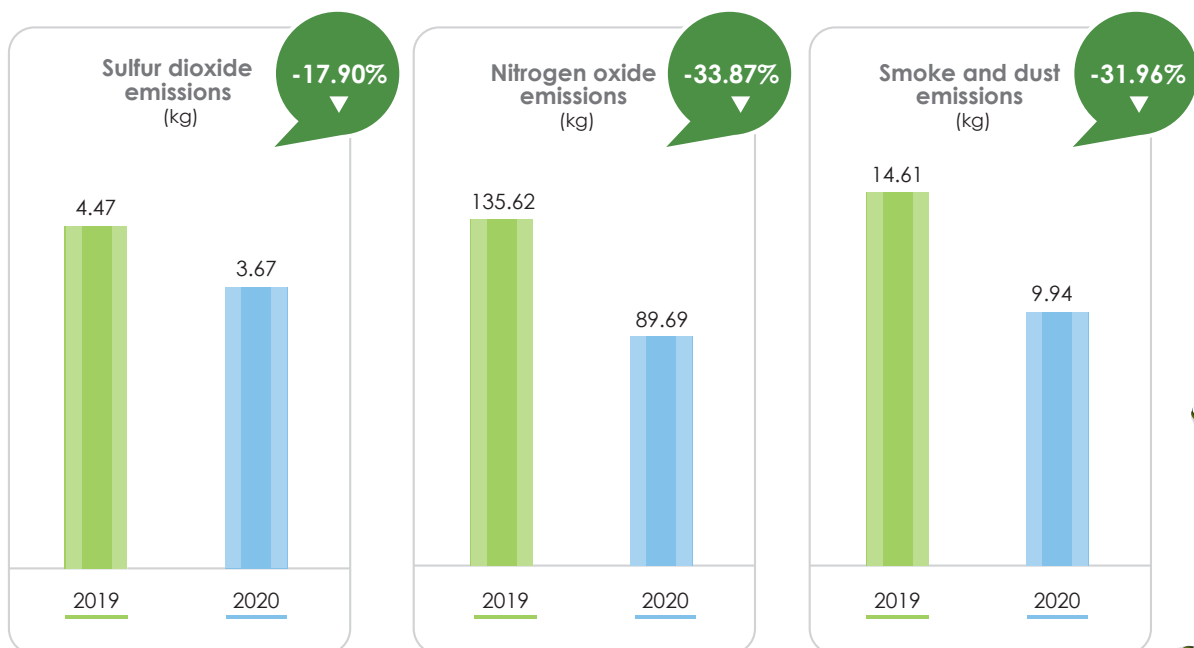
The Company strictly abides by the Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), the Law of the People's Republic of China on Water Pollution Prevention and Control (《中華人民共和國水污染防治法》), the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》) and other laws and regulations on prevention of environmental pollution. During the reporting year, there was no significant environmental pollution or ecological damage event.

### 4.1 AIR EMISSION MANAGEMENT

#### HEADQUARTERS OF THE COMPANY

The air emissions of Modern Land's headquarters in 2020 are as shown in the figure below, indicating that all types of its air emissions fell significantly from 2019.

#### EXHAUST EMISSIONS



Its emissions mainly come from natural gas combustion and combustion of gasoline and diesel in vehicles. Natural gas combustion is mainly used to heat buildings and produce domestic hot water; and electricity consumption is mainly required for the daily use of equipment for project management, lighting, and providing cooling, heating, and domestic hot water for building owners.

In 2020, the Company revised the operating standards for energy management by improving the energy measurement method. Meanwhile, the Company took a series of actions to save energy, reduce consumption, and lower greenhouse gas emissions: Perform energy-saving retrofit of gas boilers and increase resource utilisation to cut exhaust gas emissions; install exhaust gas export facilities and establish maintenance and repair systems; develop the rules for managing cooking fume to ensure standard exhaust emissions and monitor the overall exhaust emissions by the administration department; and encourage staff to use green transportation such as bus or subway for commute or business trips. For Shangdi MOMA Phase III in the above case, the solar water heating system was transformed for energy conservation, increasing energy-saving efficiency by 57% while significantly reducing greenhouse gas emissions.

### Engineering Construction Projects

During the reporting year, the Company strictly followed the provisions of the Operating Standards for Green Experiential Site of Modern Land (《當代置業綠色體驗式工地作業標準》) regarding the requirements for controlling exhaust gas (dust) for projects. Specifically, the Company promoted and used water-saving sprinkler systems at the project construction site, and set up fog gun,

enclosure sprinkler system, tower crane sprinkler system and outer frame sprinkler system. By combining mist and dust particles through water atomisation, the Company brought on-site dust under control. Xi'an Hongfu and Modern City (Taiyuan) were accredited as the Provincial Civilized Construction Site and the Green Construction Project Award respectively.

The Company plans to continue the research and development of water-saving and dust-reducing measures to fully control dust pollution.



*Tower crane sprinkler*



*Dust removal by fog gun*

## 4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE

### 4.2 WASTE DISCHARGE MANAGEMENT

#### HEADQUARTERS OF THE COMPANY

The solid waste generated by the Company mainly consists of hazardous solid waste (such as waste ink cartridges, fluorescent lamps containing mercury or energy-saving lamps, and batteries) and non-hazardous solid waste (such as non-hazardous decoration waste, waste paper, and kitchen waste). To prevent waste treatment from causing pollution, the Company has developed operating standards for waste emissions. Besides kitchen waste that is collected by restaurants for disposal, the Company's remaining waste is collected by the property administrator who will sort waste by recyclable, non-recyclable, and hazardous waste into recycling bins, non-recycling bins, and hazardous waste bins. Property personnel will sort and handle the waste separately every day.

In addition, the Company has adopted a series of measures such as the posting of reminders in the office area and setting of a reusable paper area next to printers to reduce waste, turn waste into resources, and promote harmless disposal. As for the handling of kitchen waste, China has set up a waste segregation area for every employee to proactively sort out kitchen waste. This move helps reduce garbage that needs to be handled specially and lower the amount of garbage by more than 30% on a whole.



Setting of a battery recycling bin within the Company

In the future, the Company will further optimise the method for handling discharge and improve garbage disposal capability based on garbage sorting, to increase the utilisation of recyclable garbage and reduce the harm caused by non-recyclable garbage and hazardous garbage on the environment. The Company will also continuously promote the idea of energy conservation, consumption reduction, and environmental protection to reduce discharge at source. We will always make it a long-term goal to advance discharge management and environmental protection progress in cities where the entire Group and all companies operate, thereby realising the "dual circulation" economic strategy and setting us on a path towards sustainable development.



## Engineering Construction Projects

The Company's engineering management centre is responsible for the monthly or irregular special inspection of the construction sites of all projects for waste management based on the Operating Standards for Green Experiential Site of Modern Land (《當代置業綠色體驗式工地作業標準》). During the reporting year, the Company further improved the standards by adding the management provision of "the Group's engineering management centre may revoke or downgrade the original green experiential site certification for the sites that fail to maintain original standards after certification". During the daily inspection process, the project department shall also strictly supervise the general contractor's management of waste sorting, collection and disposal, and impose penalties on the violation of the general contractor unit and order rectification.

The hazardous wastes generated in the construction of the Company's projects mainly include waste oil, waste oil gloves, cotton yarn, waste oil drums, used fluorescent tubes, used dry batteries, and waste asbestos products. The Company entrusted with third parties with hazardous waste disposal qualifications for the classification, collection, storage and unified transportation and concentration of hazardous wastes. The Company promotes LED lights at the project construction site to reduce the emission of fluorescent tubes, improves engineering to reduce the discharge of other hazardous waste, and starts to promote reusable mini-fire stations. During project construction, the non-hazardous waste

generated mainly includes waste steel, waste wood, waste cement bags, waste wire and cable and construction waste. For non-hazardous waste, the Company adopts methods of resource reuse and treatment and promotes the use of aluminium formwork and steel climbing frames to enhance the material turnover rate and to recycles all materials after use. The used wood formwork and flitch will be used for protecting products or making construction toolbox; in the engineering planning stage, uses permanent and temporary road to reduce the construction waste generated by the demolition of temporary roads after construction.

In the future, the Company intends to further research and promote combined use of permanent and temporary fire pipelines, promote the use of precision masonry and plaster-free processes at the construction site, and continuously research and promote the construction of high-turnover and low-loss materials to prolong the life of materials.



Adoption of a reusable mini-fire station at a construction site

## 4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE

### 4.3 WASTEWATER DISCHARGE MANAGEMENT

#### HEADQUARTERS OF THE COMPANY

The Company not only attaches great importance on the conservation of water resources but also actively encourages the efficient use of water resources. In order to reduce wastewater discharge and improve water use efficiency, the Company formulated a number of low-energy operation plans, including the treatment, collection and reuse of reclaimed water and rainwater. Focusing on changes in water consumption data, the Company analyses the year-on-year and month-on-month water consumption data on the monthly basis, so as to analyse the causes of changes in water consumption, and formulated a professional management and control plan to refine management and reduce emissions.

The wastewater discharged by the headquarters of the Company consists of water used for cleaning office buildings, water used for disinfecting office buildings on a daily basis, and water used for cleaning food at the canteen. The water used for cleaning toilets is discharged to septic tanks via sewer lines while water used for cleaning the canteen is discharged through pipelines to grease traps that filter out thick greases and other impurities and allow filtered wastewater to flow into municipal sewer lines. The Company's headquarters carried out research on the sewage treatment of the grease trap adopting Membrane bioreactor (MBR). Such technology can effectively degrade the sewage in the grease trap, reduced the odour generated, wastewater purification, reduced the frequency of grease trap removal, reduced operating costs, and reduced wastewater pollution. The wastewater generated in the operating process of the Company's headquarters is co-discharged with the community owners and other sources of wastewater. Therefore, it is not possible to separately calculate the Company's wastewater discharge.

The Company plans to adopt the circulating, sequencing and cascade method in accordance with the different requirements for water quality of the cooling water system. Steam recycling method will be used for the thermal system. Drainages from other systems, after treatment, are mainly used for greening and cleaning of the park, and miscellaneous sources of domestic water, after treatment, will be kept in reserve for cooling system. Meanwhile, the Company will continue to advocate the policy of saving water to reduce wastewater discharge at source.

#### Engineering Construction Projects

The wastewater generated by the Company during construction process mainly comes from car wash water, on-site dust-reducing spray water and concrete curing water. In accordance with the Operating Standards for Green Experiential Site of Modern Land (《當代置業綠色體驗式工地作業標準》) published by the Company, the construction unit is required to:

1. set up a three-stage sedimentation tank at the main entrance and exit of the construction site to collect and filter the car wash water;
2. install a water-saving sprinkler system to reduce wastewater discharge; and
3. reuse the collected wastewater for plant greening irrigation, toilet flushing and vehicle flushing etc.

The Company will continuously install new water-saving sprinkler systems, and study the use of collected rainwater and sewage at the site.

#### 4.4 MANAGEMENT OF NOISE AND LIGHT POLLUTION

For noise pollution, we strictly abided by the Operating Standards for Green Experience Energy Machine Room of Modern Land (《當代置業綠色體驗式能源機房作業標準》), which requires hiring a qualified agency with experience in noise environment testing to test and evaluate noise while the system is in operation, and issue a test report. While meeting relevant national standards, we must meet the following requirements: 1) the daytime equivalent continuous A sound level is not higher than 45dB within bedrooms; 2) the night-time equivalent continuous A sound level is not higher than 37dB within bedrooms; and 3) the equivalent continuous A sound level is not higher than 45dB within living rooms. During the reporting year, the Company's Swan Lake project in Hefei completed the gold certification of the green experience energy machine room. In the future, the Company plans to develop new construction techniques and promote centralised processing to reduce on-site cutting procedures in order to reduce noise pollution.

For light pollution, the Company comprehensively promotes the use of LED lighting sources at the project site to control the brightness of the lighting while saving energy. The Company plans to conduct R&D and upgrade on the selection of lighting sources in the future for light pollution controlling.



Modern Land energy machine room



Modern Land energy machine room

## 4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE

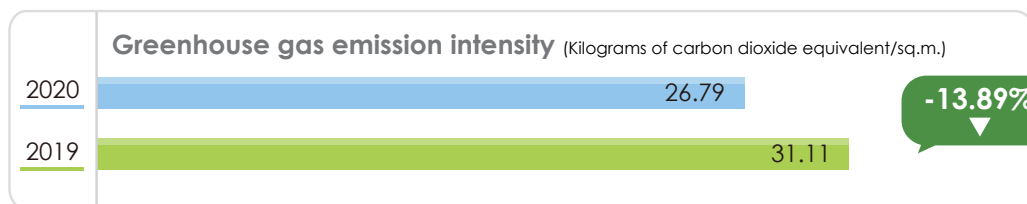
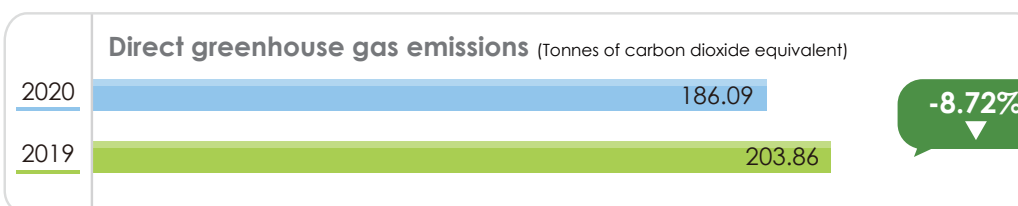
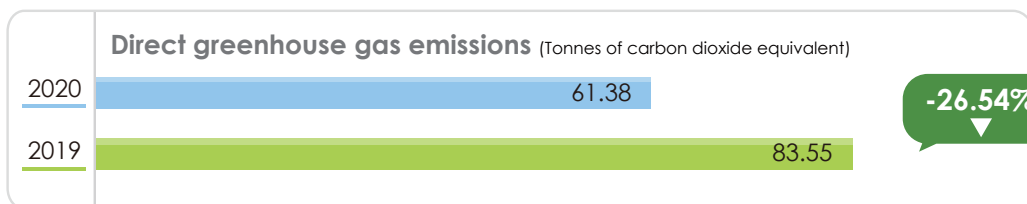
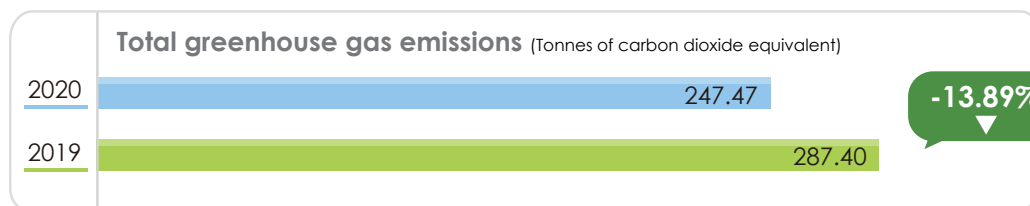
### 4.5 TACKLING OF CLIMATE CHANGE

Tackling the severe challenges posed by climate change and developing a low-carbon economy have become the consensus of the international community.

Modern Land actively takes social responsibility of tackling climate change. It adopts effective measures as a response to challenges brought by climate change and seizes the historical opportunity of developing a low-carbon economy, so as to strategically stand ahead of future competition and achieve sustainable development.

The greenhouse gas emissions of Modern Land's headquarters in 2020 is as shown in the figure below, indicating that its greenhouse gas emissions and intensity fell significantly from 2019.

#### GREENHOUSE GAS EMISSIONS





The Company's greenhouse gas emissions consist of direct and indirect greenhouse gas emissions. Direct greenhouse gas emissions come from natural gas combustion and combustion of gasoline and diesel in vehicles; and indirect greenhouse gas emissions come from the use of electricity.

In addition to efforts to reduce greenhouse gas emissions in response to climate change, other specific actions taken by Modern Land are as follows:

Firstly, incorporate green low-carbon development into strategic planning for corporate development. Since its inception, Modern Land has been devoting itself to the development of "Green Technology + Comfort & Energy-saving + Digital Interconnecting Whole-lifecycle Industrialised Communities". Guided by the development idea of taking green technology as core competitiveness, Modern Land insists on being an implementer and the leader of green technology real estate to achieve the Company's strategic business objectives;

Secondly, adopt and develop low-carbon technologies and focus on energy conservation and emission reduction. The Company implements the green procurement idea from top to bottom. It has set up a research department to invest heavily in green innovation and facilitates the collaboration of various professionals to improve low-carbon production technology. Meanwhile, the Company gives top priority to energy saving and emission reduction among daily work and operation activities and vigorously advocate a green and low carbon lifestyle.

Thirdly, promote the adjustment of corporate structure and green transformation. In respect of project construction, the Company has steered towards production with low consumption, pollution, and emissions by improving industry capabilities and eliminating backward production facilities through the adjustment and optimisation of industrial mix. In terms of administration, the Company has improved several rules and monitoring mechanism and optimised department structures and clarified department functions.

In the future, Modern Land will be committed to developing and promoting green and low-carbon products and services, continuously improving energy efficiency, and pushing ahead with green and low-carbon transformation to help build a low-carbon lifestyle and consumption pattern. Modern Land is bound to respond to and implement the Chinese government's policies and requirements to tackle climate change and support society's efforts and throw itself into the society's joint action in this respect.

05



STAFF  
EMPLOYMENT  
AND  
HEALTH AND  
SAFETY





## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

### 5.1 SIMPLE CORPORATE CULTURE

Corporate culture is an essential reflection of the individuality of a company and the soul of corporate survival, competition and development. Corporate culture can stimulate employees' sense of mission, cultivate their sense of belonging, strengthen their sense of responsibility, develop their sense of honour and give them a sense of accomplishment.

The "Zhiye Culture (智業文化)" of Modern Land is created by all contemporary employees with top-down and bottom-up approaches while recognising, embracing and sharing ideas and expectations, which is also the basis and standards for all the actions of the Company. "Staying afloat" or "making money" may matter a lot to a company in its infancy; "growth" or "size" may be more important for a company in its early youth; while for us — Modern Land, a fast-growing company in its youth, "virtue and talent" or "a culture of values" are more important. What's our culture of values? Morality, cooperation, responsibility, rigorousness, intelligence, and affection. We put morality and reputation before survival, team and responsibility before profit making, energy saving and environmental protection before development, study and knowledge before wealth, and family affection and happiness before everything else.

Modern Land adheres to the "Zhiye Culture (智業文化)" that features "simplicity and transparency". Simplicity is to simplify complex management issues while creating a transparent and positive cultural atmosphere and working environment. Management requirements are "brief, concise

and clear" to facilitate better implementation. Modern Land stipulated 100 Zhiye Guidelines covering various dimensions and aspects, such as operation management, conflicts of interests, asset preservation, code of conduct and professionalism. Every employee is required to perform their duties with diligence and self-discipline and adhere to the bottom line. Employees must work without detriment the interests of the Company, and those who violate Zhiye Guidelines, procedures and operation bottom line are subject to severe punishment.

The Company adopted an array of initiatives to implement simple and transparent "Zhiye Culture (智業文化)", thus promoting and protecting business development with the means of culture. Such initiatives include requiring all the staff above the manager level to keep their office doors open to allow supervision by the staff; keeping the bills of top executives transparent; openly disclose the tasks of each staff member as well as the completion and evaluation of these tasks; and keeping all the meetings open so that anyone is welcome to listen to and be present at the meetings.

Moreover, the internal audit department assured from another aspect with legal means that our culture was highly transparent by making available to the public an anti-corruption hotline (010-84408717) and an e-mail box (sunnymoma@modernland.hk) for receiving any anonymous or real-name reports. The transparency of a company is also a driving force for enhancing its positive culture, and a cornerstone for the healthy and sound development of a company.



## 5.2 PEOPLE-ORIENTED DEVELOPMENT AND PROMOTION

Employees are one of the most important core competencies of the Company. Adhering to the people-oriented development and management philosophy is the cornerstone for ensuring the Company's sustainable development. Modern Land adheres to the "five-aspect talent strategy", namely attracting talents, training talents, making good use of talents, retaining talents and moving talents.

### 5.2.1 STAFF EMPLOYMENT

Modern Land strictly abides by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), the Individual Income Tax Law of the People's Republic of China (《中華人民共和國個人所得稅法》), the Law on the Protection of Women's Rights and Interests of the People's Republic of China (《中華人民共和國婦女權益保障法》), the Regulations on Labour Protection for Female Staff and Employees (《女職工勞動保護規定》), the Regulation on Public Holidays for National Annual Festivals and Memorial Days (《全國年節及紀念日放假辦法》), the Regulation on Labour Security Supervision (《勞動保障監察特例》) and other relevant laws and regulations.

In order to attract more qualified talents, the Company has developed the Recruitment Management Standards of Modern Land (《當代置業招聘管理作業標準》), which divides recruitment process into recruitment demand management, recruitment channel management, recruitment implementation management, talent assessment management, recruit interview management, recruitment progress management and recruitment assessment management. The recruitment demand management requires that staffing schedule shall be in strict compliance with the Company's needs for the concerned position and staffing standards and based on the staffing organizational structure, job structure, staffing and team building data, which will be updated on a quarterly basis.

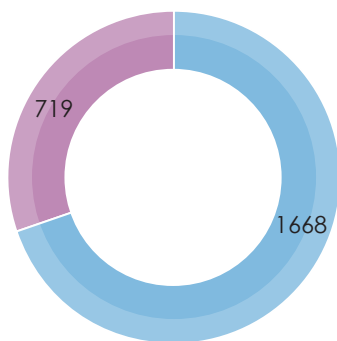
The Company does not set requirements for gender, ethnicity, household registration, etc. in the recruitment process and respects the religious belief and personal stances of each candidate, and evaluates the applicant's capabilities and qualifications against the job requirements in a value-oriented manner without any ethnic, disability or gender discrimination or any other unfairness. The Company clarifies selection standards during recruitment process, namely "Three-Self Qualifications (三SHì)"<sup>4</sup>. Under the general competency model, all employees in the Company should meet this standard.

<sup>4</sup> "Three-Self Qualifications (三SHì)" refers to: The first qualification requirement is self-identity with the Company's intellectual-empowered culture, contemporary core values, Zhiye Guidelines, and modern green-technology undertakings. The second qualification requirement is being highly self-motivated, passionate, enthusiastic and responsible for others. The third qualification requirement is being professionally competent, multi-skilled and keen to learn and grow for self-achievements at present and in the future.

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

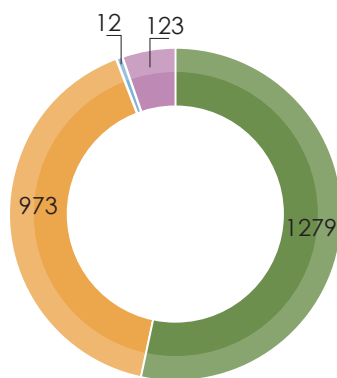
As of 31 December 2020, the Company had a total of 2,387 employees. The Company enters into a labour contract with each employee. It has neither dispatched labourers nor part-time employees. The total number of employees by gender and age group are as follows:

Number of employees  
by gender (person)



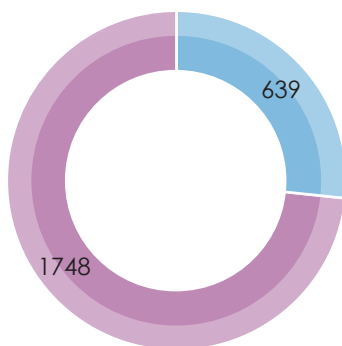
● Male  
● Female

Number of employees  
by age (person)



● Employees born in and before the 1960s  
● Post-70s employees  
● Post-80s employees  
● Employees born in and after the 1990s

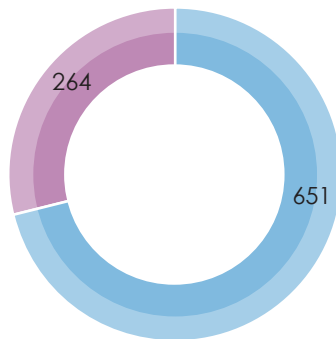
Number of employees  
by geographical  
region (person)



● Beijing  
● Other regions

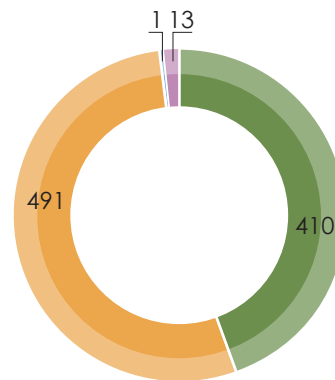
In 2020, there were 915 new employees and the number of resigned employees is 566. The number of new employees and resigned employees by gender and age group is shown below:

**Number of newly recruited employees by gender (person)**



- Newly recruited male employees
- Newly recruited female employees

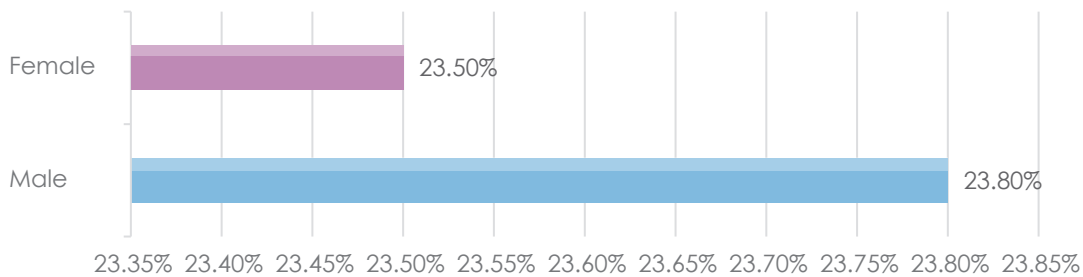
**Number of newly recruited employees by age (person)**



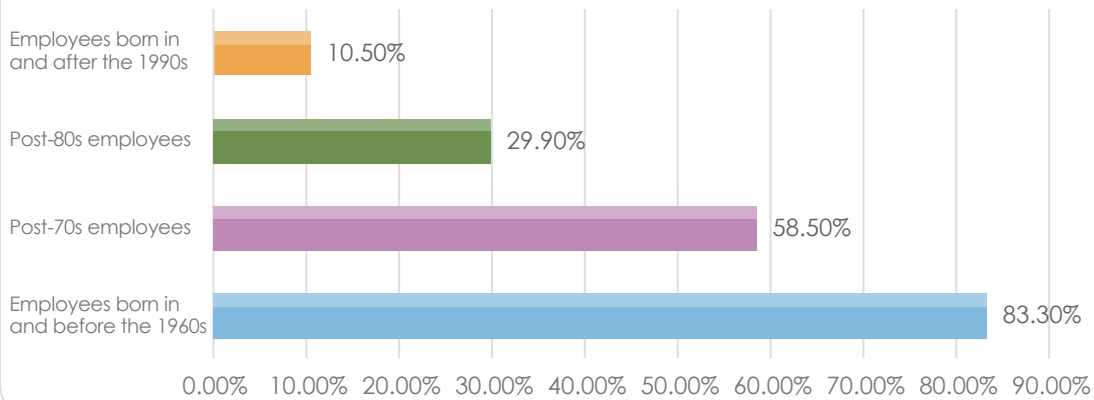
- Newly recruited employees born in and before the 1960s
- Newly recruited post-70s employees
- Newly recruited post-80s employees
- Newly recruited employees born in and after the 1990s

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

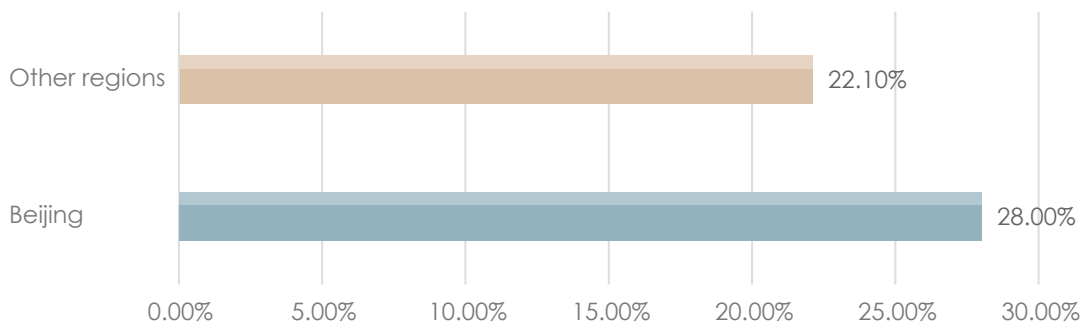
Employee turnover rate (by gender)



Employee turnover rate (by age)



Employee turnover rate (by geographical region)





The Company handles the off-boarding process of resigned employees according to the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》). The Company shall find out the reasons of resignation of those employees for better talent management. If the resigned employee is involved in compensation and disbursement of liquidated damages, the Company is responsible for the payment according to relevant national laws and regulations.

### 5.2.2 LABOUR STANDARDS

The Company strictly follows the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) during recruitment by confirming the age listed on candidates' ID cards and never recruiting minors under the age of 16. Candidates can have interviews only if they meet the minimum age to work, and the intensity and content of work will be communicated for confirmation during the interview. The talent development department will conduct spot checks on personnel information within the Group on a quarterly basis to avoid non-compliant employment. If child labour or forced labour is found, the Company will report to the local labour department as soon as possible for review by the labour department. Meanwhile, additional labour wages will be paid to relevant workers who will then be escorted back home to their guardians at the expense of the Company. Relevant internal management departments will report such issue and circulate a notice of criticism within the Company from top to bottom, hold relevant persons accountable and impose economic penalties, and organise all staff to learn about personnel regulations to avoid such incidents.

During the reporting period, there had been no issues relating to child and forced labour, nor had there been any violation of relevant employment policies, laws and regulations.

### 5.2.3 STAFF BENEFITS AND CARE

Modern Land's human resources department adheres to the concept of human resource value chain management for the closed-loop management of value creation, evaluation and allocation to foster the enthusiasm of employees in a healthy and reasonable way: firstly, motivate the team to create value with the incentive and accountability mechanism (value allocation); secondly, evaluate value by focusing more on results than processes and based on organisational performance, personal performance, project planned budgets and organisational performance tasks; thirdly, share value through the internal partnership mechanism and the "Shared Incentive" accountability mechanism for timely motivation and fulfilment.

In 2020, the Company advocated the performance-oriented culture of "Spare No Effort to Work, Have the Courage to Take Responsibility". For the half of the year, the Company selected six teams and ten employees who performed outstandingly well during the epidemic and issued a letter of commendation and rewarded them with special care from the president. Meanwhile, the Company specially produced a themed short film "Salute to MOMA Fighters" to commend frontline staff who supported frontline projects and issued special incentives to them. The Company's official Weibo account launched the annual selection of employee representatives with "Dedication to Work" at the end of December and received 35 nominations from its subsidiaries. Finally, 10 employee representatives were given special care and incentives. For the "Falcon Ranger" who was on standby for missions at any time in 2020, six employee representatives were selected and given special care and rewards.

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

In terms of staff compensation, the Company established an employee compensation and benefits system based on its strategic business objectives and according to the Operational Standards of Incentive and Accountability Mechanism of Modern Land (《當代置業激勵問責機制模型作業標準》). The compensation structure, which follows the principle of value creation and valuation and benefit sharing, mainly comprises a broad banding system and a special incentive and accountability mechanism:

1. The broad banding system covers salaries, performance bonuses, allowances and benefits, which are paid to each employee according to his/her value creation; and
2. The incentive and accountability mechanism, which is built on the project procedures and operations, focuses on assessment of the implementation of 100 tasks for project milestones, progress and quality, receivables collection, net profit generation, balance of cost budget, completion of critical works of project and other project data, in order to achieve the budget goals, complete the procedures and give incentives to the staff.

The Company contributes to social insurance plans for its employees in accordance with the national regulations and local laws and regulations. It strictly complies with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Regulation on Public Holidays for National Annual Festivals and Memorial Days (《全國年節及紀念日放假辦法》) and other national laws and regulations, and all employees are entitled to various holidays including paid annual leave, maternity leave (for female employees), marriage leave and personal leave. Moreover, the Company offers additional paid annual leave to those employees who have worked continuously for more than 5 years. The Company carries out different staff care activities on staff's birthday, employment anniversary and other festivals and assists staffs who have difficulties. Against the special backdrop of COVID-19 pandemic in 2020, the Company implemented staff leave on demand that allows employees to work online based on actual situations to protect their health, and "Five Social Insurances and One Housing Fund" were paid to them as usual.

While protecting the rights and interests of employees, the Company pays attention to the physical and mental health of employees. It organises a variety of cultural and sports activities for employees to balance their rest with a busy work schedule and feel the care from the Company.

As 2020 coincided with the seventh anniversary of the listing of Modern Land in Hong Kong, the human resources centre launched the "70,000 km" healthy run race, calling on all staff to join Modern Land's run for fun group in completing the run of 70,000 km. This event took place in the form of online statistics of offline self-organised running. As of 31 December 2020, more than 1,500 employees participated in the run, achieving the set goal of 70,000 km with 7,004.35 km.



"Run for Health and Youth" activity

In August, the "Zhiye Culture (智業文化)" department launched the "Dedication to Work" three-line poetry contest. A total of 158 employees participated and submitted a total of 241 works. After review, 10 employees from 8 centres/regional subsidiaries were awarded prizes.

MO 当代置业 客户价值

# 向陽而生 冲刺2020

—  
当代置业2020年  
三行诗大赛  
—

创作主题：躬身入泥  
征集时间：即日起-2020年8月25日

参与方式：1. 邮箱：gaoshang01@modernland.hk  
2. 官微留言：关注“MOMA当代置业”公众号，直接留言。PS：提交格式中心/公司+专业+姓名+三行诗内容（含标题、正文）

扫描了解详情

健康建筑 / 绿色家园 / 城市向往

Three-line poetry contest

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

✿ In October, MOMA Museum was officially launched as a Heng beauty life museum focusing on contemporary art periphery. Guided by the idea of selected practical aesthetics, it aims to create every surprise for companies and their employees. MOMA Museum has opened an online shop on Weidian and been deployed for display online. It aims to spread "Zhiye Culture (智業文化)" through cultural and creative products and show care to employees.



Official launch of MOMA Museum

✿ In November, the human resources centre organised the 2020 "Badminton and Basketball" Zhiye Culture activity. Colleagues from the Group's headquarters and affiliated companies participated in basketball and badminton competitions every Thursday night to strengthen their bodies, create an active atmosphere, and build team bonds.



"Badminton and Basketball" Zhiye Culture activity



## 5.2.4 EMPLOYEE TRAINING

Modern Land delivers targeted training for employees based on different job types to improve professional standards with the aim of building talent teams at all levels. In 2020, the Company-wide training lasted 175,903 hours, and the average monthly training duration of each employee reached 8 hours.

### Proportion of trained employees and average length of training

	Male	Female	Backbone	Management	Leadership
Proportion of trained employees (%)	95.38%	96.89%	98.56%	98.95%	100%
Average length of training (hours)	47.56	46.58	40.36	35.48	27.65

### Length of training of regional and urban subsidiaries

No.	Regional subsidiaries	Annual length of training (hours)	Length of training per employee (hours)
1	Modern Land's regional subsidiary in Central China	7,128.5	19.69
2	Modern Land's Xiantao subsidiary	1,220.5	14.70
3	Modern Land's regional subsidiary in Shaanxi	4,037.4	35.73
4	Modern Land's regional subsidiary in Shaanxi and Chongqing	2,431.5	17.88
5	Modern Land's regional subsidiary in Guangdong	254	3.85
6	Modern Land's regional subsidiary in South China	274.5	6.24
7	Modern Land's regional subsidiary in North China	5,968.8	28.15
8	Modern Land's regional subsidiary in Northwest China	5,808.57	35.42
9	Modern Land's regional subsidiary in Anhui	15,035	69.93
10	Modern Land's regional subsidiary in East China	2,366	8.16
11	Modern Land's regional subsidiary in Beijing	6,496.5	110.11
12	Modern Land's regional subsidiary in Guizhou	1,981	31.44
13	Modern Land's regional subsidiary in Guangzhou and Shenzhen	93.4	3.59

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

### The Company's main training activities

Name of training	Training participants	Training objective	Training frequency
Eight Skills of General Managers	Person-in-charge and reserve general manager of each centre and subsidiary	It aims to help them become interdisciplinary managers that are pioneering and capable of integrating resources	2 sessions per year
Elite Camp	Project managers, reserve project managers and high-potential staff of various subsidiaries	To develop its business, Modern Land aims to help employees grasp its strategic development and master the skills in process, operation and management	8 sessions per year
Go Green Programme	Newly-established team	It aims to make it have due fighting force quickly	Organising activities irregularly every year
Orientation Camp	New employees	It aims to help new employees quickly integrate into the team and play their personal value	4 sessions per year

Due to COVID-19 in 2020, the original on-site training was changed to online training to minimise risks. For different types of training, we focus on different training content according to the purpose of training:



**Training on Eight Skills of General Managers:** On 9 September 2020, the Company delivered the 14th Training on Eight Skills of General Managers and invited Lin Yi and Cheng Jinya from SAP, a consulting company, to conduct a sand-table exercise named "Full Life-cycle Management of Real Estate Projects (房地產專案全生命週期管理)" for persons-in-charge and executors of centres and subsidiaries. A total of 13 professional drills were held in two days, which effectively improved leaders'

management awareness and professional collaboration capabilities. After the training, a review meeting was organised to optimise and upgrade the current professional management work.



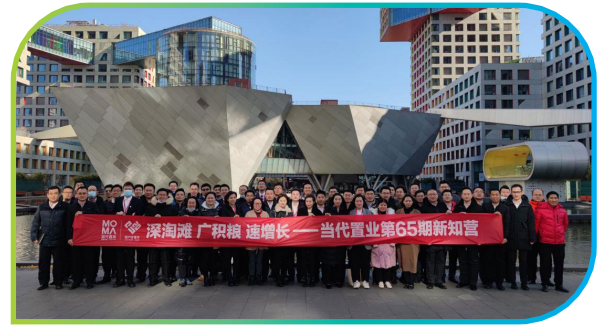
Training on Eight Skills of General Managers



Elite Camp training: For project managers, we also conducted the "Full Life-cycle Management of Real Estate Projects" sand-table exercise, which effectively improved project managers' ability to manage projects and look at project operations from a business perspective. Elite Camp training was also delivered among line leaders. In 2020, "five 3s" working departments organised Elite Camp training twice in the regional subsidiaries of Anhui and North China, respectively to improve line leaders' business abilities and work performance through project visits, sharing of supplier cases, professional training, and management training.



Orientation Camp training: Participants are newly recruited employees within the Company. The first phase of the training includes project visits, explanations on corporate and intellectual-empowered culture, and sharing of processes and operations of various professions. The training can strengthen communication between employees of various companies while establishing channels for communication and learning among various professions.



Elite Camp training

Orientation Camp training

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY



Climber training: This includes induction training, learning from meetings, general competence training, self-organised sharing, and outdoor development. The training helps employees grow into high-quality all-round talents with "one profession and multiple capabilities" through "cultural integration + training and learning + self-organised improvement + assessment". We have set up a complete points assessment system for the development of climbers. Normal training and activities will be considered in points assessment, including capability and qualification assessment, debriefing assessment and performance evaluation.



Climber induction training



Outdoor development activity of Climber training

The Company plans to deliver two training sessions on Eight Skills of General Managers (總經理八項技能培訓) for leaders and eight "Elite Camp" training sessions for project managers in 2021. The Company will also continue to implement the "Climber Training + Climbing Period Points System" management and adjust position and performance evaluation for those with good management and professional skills.

In the future, Modern Land will build an e-learning platform. Measures will be taken to continuously improve the training system in the following aspects:

- 1) It will set up an improved training resource database, including courseware, trainers, and external suppliers;
- 2) It will establish complete staff training records;
- 3) It will keep improving training programmes and enhance the association between training and business processes;
- 4) The Company will continuously improve the training evaluation system, increase training supervision, and ensure training effectiveness.

As the Company's business keeps growing, training programmes and training frequency will be increased accordingly to strengthen the combination of real estate development processes and talent team building. The Company will continue improving training programmes to establish a comprehensive training system covering all processes throughout a career from induction to integration, general to professional growth, and development to promotion.



## 5.2.5 DUAL-CHANNEL CAREER DEVELOPMENT

The Company publishes the Arrangements of Organisational Structure, Position Structure, Staffing and Team Formation (《組織結構、崗位結構、人員編制及團隊建制的決定》) within the Group on a quarterly basis, which identifies and explains the organizational changes, personnel appointment and staffing of the Company in different stages in a systematic manner. The Company also issues the Arrangements of Personnel Appointment and Human Resources Development and Exchange (《人事任命及人力資源開發與交流的決定》) irregularly.

To promote the fairness and diversity of promotion and personal development of employees, the Company has put in place reasonable, effective talent performance incentive mechanisms, mainly including the following two mechanisms:

- “Shared Incentive” accountability mechanism: Modern Land's shared incentive accountability mechanism is an incentive mechanism for co-creation and sharing based on the Group's strategic business objectives to motivate the organisation and expand its business. It is one of core management tools to expand Modern Land's business and increase its performance and the mechanism for internally driving enterprise leapfrog development through maximised operation results.

- Performance appraisal mechanism of “delegation of responsibilities to individuals”: In 2020, the Company set up a special performance appraisal programme of “determination of specific responsibilities” to lead employees towards the strategy and business goals through appraisal. Breaking down the annual strategic goals of organisations allows them to work towards subgoals of the strategic goals and focus on core indicators of business results during evaluation, and perform appropriate evaluation and delegate responsibilities to individuals across the business chain.

According to Modern Land's Operating Standards for Position Management (《當代置業任職管理作業標準》), the Company clarifies common criteria for selecting talents in leadership, management and backbone, namely “Two bombs and one rocket (兩彈一箭)”<sup>5</sup>. There will be room and opportunities for promotion for employees meeting such standards. The Company conducts qualification evaluation assessment once every six months. Any employee who passes the assessment can be promoted to the next level. After assessment, frog-leaping promotion would be recommended for any employees with outstanding work performance. The employees of Modern Land and its subsidiaries stick to a “Y-shape” career development path. Specifically, the employees below the director level are all in the functional line leveraging their professional abilities, which helps create a flat, professional and competitive organisation structure. Employees above the director level can pursue both position line and functional line development and enjoy dual-channel career development.

<sup>5</sup> Two bombs and one rocket: Leadership: leaders are responsible for decision-making and promoting business development and are considered as the “missile bomb”; management: managers are the core driving force of the Company's business development and are considered as the “rocket launcher”; backbone: staff at this level is responsible for execution and growth and is considered as the “cannon bomb”.

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

### 5.2.6 HUMAN RESOURCE DEVELOPMENT GOAL

Modern Land's human resources department carries the mission of implementing the Group's "five-aspect talent strategy" and shaping and spreading intellectual-empowered culture. It is committed to operating capabilities and people's hearts and leading organisational improvement so that the Company will thrive forever. The human resources centre is a strategic partner of business departments, a driver of organisational improvement, a thoughtful expert in staff relations, and a sentimental expert in human resource operation. Talent development provides continuous strategic support and development momentum for the green technology business of Modern Land.

In 2020, the Company upgraded the talent analysis mechanism to evaluate talent by three dimensions, namely, core competence, general competence, and performance, develop the "principle of close work contacts" for evaluators, and reflect more objectively the positioning of employees in the organisation through questionnaires and the filling of behaviour descriptions.

In the future, the Company will continue to pay attention to four types of key talent, namely, leaders, project managers, those who are making progress, and those with good management and professional skills. For these four types of key talents, we stay focused on their development through the Group's and regional talent analysis meetings and strive to keep their active turnover rate within 10%. We aim to improve their general capabilities and professional abilities through targeted training.

Moreover, the human resources department will continue to adhere to the value chain management model of "value creation, evaluation, and allocation" and improve and implement the management system by working on six human resource elements through organisational improvement, development of talent teams at all levels, talent analysis and person-post matching, delegation of responsibilities to individuals for performance appraisal results, and "Shared Incentive" and internal partnership mechanisms based on information from the digital human resource platform. In this way, it will make possible the "five-aspect talent strategy", namely, attracting talent, cultivating talent, making good use of talent, retaining talent and the flow of talent for the valuable contribution of high-performance, result-oriented, and business-oriented human resources, thereby supporting the achievement of the Company's business goals in 2021.

### 5.3 MANAGEMENT OF SAFETY AND HEALTH

The core idea of “people-oriented management” is part of modern corporate management. Caring for staff's safety and health is an important embodiment of this idea.

Modern Land has been strictly complied with the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases (《中華人民共和國職業病防治法》) and other laws and regulations. From 2018 to 2020, there were no work-related deaths and no lost working days due to work-related injuries.

	2020	2019	2018
Number of deaths caused by work-related activities (person)	0	0	0
Lost days due to work injury (day)	0	0	0

The Company has formulated Operating Standards of Modern Land Governing Administrative Office (《當代置業行政辦公管理作業標準》) and are striving to eliminate potential safety hazards in the working environment or public areas, and have taken a series of measures to ensure the safety of the working environment:

- for the control of staff entry and exit, staff cards must be shown to access the office area or access with QR code. Visitors must be invited in advance and access with QR code;
- the interior of the office is fully covered by cameras for real-time monitoring; security guards conduct 24-hour patrol inspection; relevant professionals are scheduled for national statutory and festive holidays duty to make sure there were no safety issues;
- collaborate with property companies in supervising and checking the safety standard of the Company on a regular basis; conduct regular fire safety inspection in the Group's office area; all projects are found to be in compliance with national requirements for fire safety; and

- conducts pest control, floor cleaning and maintenance, plant maintenance, water dispenser cleaning, carpet cleaning, office dusting and meeting room disinfection every month;

Zero safety accident at construction sites has always been the goal of Modern Land for safety management. Based on the principles of standardised, dynamic, normalised and closed-loop safety management for projects, the Company strengthens its safety management for construction site pursuant to the Operating Standards of Modern Land Governing Project Safety (《當代置業工程安全管理作業標準》).

The Operating Standards of Modern Land Governing Project Safety (《當代置業工程安全管理作業標準》) aims to strictly implement the national principles and policies on safe production and construction, as well as safety production regulations, industry regulations and safety production requirements issued by higher competent authorities. The standards also urge and regulate regional/urban companies and project companies to better manage construction and supervision units to improve safety management capabilities on prevention and control to ensure safe construction of engineering projects.

## 5. STAFF EMPLOYMENT AND HEALTH AND SAFETY

Modern Land established a three-level inspection system for the Company, regional companies and project companies. The Company's project management centre conducts regular safety inspections on a quarterly basis pursuant to the Operating Standards of Modern Land Governing Project Assessment and Evaluation (《當代置業工程考核及評估作業標準》). Regional companies and project companies conduct regular safety inspections on a monthly and weekly basis, respectively. Project departments, project officers of supervision and construction units and safety officers of labour teams carry out continuous dynamic monitoring according to designated safety supervision aspects and implement safety accountability to ensure various safety hazards are eliminated. The Company divides the entire construction cycle into five stages: initial preparation stage, foundation stage, major construction stage, decoration stage and landscaping stage, and establishes a star rating system on importance according to the characteristics of construction stages, possibility of occurrence of safety accidents and degree of damage caused by safety accidents for effective and forced safety inspection and safety management control of all construction stages. The Company shall enhance daily safety inspection while labour teams must strictly perform self-inspection and cross-inspection of the operating environment, tools and safety facilities. Workers engaged with the operation of special devices (such as electricians and employees who engage in crane (including elevator), metal welding, cutting and working in heights) must obtain relevant licenses. In the future, we plan to reduce fire risks by promoting non-combustible materials such as steel climbing frames and aluminium formwork as replacement of common wooden formworks for construction.

For prevention of occupational diseases, the Company arranged medical examination for our employees every year. The Company also provides our employees with a constant temperature, humidity, oxygen and tranquillity office so that they can work in a comfortable environment without stress. In case of bad weather, the Company will send a notice in advance to show our care and provide supplies such as masks to and umbrellas. The Company conducts core motivation fitness activities every month to help employees relax and improve the soundness in their mind and body. Operating time of the Company's project construction sites are adjusted in the high-temperature season, making full use of the morning and evening construction time, while construction works are suspended between 11 a.m. to 3 p.m. Medicines and foods for hot weather, such as heatstroke prevention drugs, Huoxiang Zhengqi Liquid, watermelon and green bean soup are distributed at construction sites. The Company not only promotes daily work-break exercises but also has introduced a new initiative called "Run for Health and Fun Race". In 2020, all staff achieved the goal of running for 70,000 km. Besides, companies in different regions all have health clubs. The Company plans to develop health plans for employees based on their overall health conditions.




Promotion of the  
"Run for Health and Fun Race"  
within the Company





We provide training on occupational health and safety to our employees from time to time to help them improve their health awareness and detect safety hazards. Some training activities on health and safety the Company held this year are as follows.


No.	Regions/cities where training activities were held	Name of training
1	Xiantao subsidiary	Operating Standards of Modern Land Governing Project Safety
2	Regional subsidiary in Shaanxi	Shaanxi subsidiary's guidelines on safe and civilised construction V1.0
3	Regional subsidiary in Shaanxi	Construction quality and safety precautions of foundation pit supporting projects
4	Regional subsidiary in North China	Project quality and safety monitoring
5	Regional subsidiary in North China	Operating Standards of Modern Land Governing Project Safety
6	Regional subsidiary in Anhui	Training on the technical code for working safely at height of building construction
7	Regional subsidiary in Anhui	Training on the technical code for safety of implementary scaffold practice in construction


Against the abnormal situation of COVID-19 in 2020, Modern Land quickly set up a strict epidemic prevention and control system to ensure staff's safety and health. This system is implemented mainly through staff health management, protection of the office area, canteen, and staff dormitories, and visitor management:

 In respect of staff health management, the Company keeps abreast of the health of each employee by monitoring their physical condition every day, checking their body temperatures, and preparing protection supplies;

 In terms of the office area protection, the Company disinfects, ventilates, and protects the office area as planned regularly, with extra attention paid to key areas. A smart access control system has been introduced to avoid contacts;

 As for canteen protection, the dining area is disinfected before each meal every day, and staff are guided to collect meals packed individually at the pickup area, eat alone, and put the package at a designated area for collection;

 As for staff dormitory protection, occupants are protected through protection supplies, daily disinfection and personnel management;

 In respect of visitor management, external risks are controlled through the management of delivery men and visitors.

In addition, we have also published announcements within the Group asking staff to fight the epidemic together. Thanks to all the efforts above, there was no confirmed case or suspected case in the Company during epidemic control.

【当代置业 人力资源中心】

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Packing of meals individually for staff to eat alone during the epidemic



Preparation of Protection Supplies at staff dormitories

**人员健康安全承诺书**

公司: \_\_\_\_\_

姓名: \_\_\_\_\_ 身份证号: \_\_\_\_\_

姓名: \_\_\_\_\_ 身份证号: \_\_\_\_\_

姓名: \_\_\_\_\_ 身份证号: \_\_\_\_\_

为了保证以上三人及他人的健康安全,不造成疫情传播,我郑重承诺:

① 本人目前没有确诊或疑似新型冠状病毒肺炎,目前无感冒、干咳、发热症状;

② 本人在过去的 14 天内,没有去过湖北,没有接触过确诊或疑似感染的人员,没有乘坐新闻媒体公布的可能造成疫情传播的火车、航班;如在过去有过已确诊或疑似感染人员接触,本人承诺,已严格执行隔离措施,且未出现疑似感染症状;

③ 本人已从外地返京并承诺已度过 14 天隔离期,从返京当天至现在均未出现任何感冒、发热等不适症状;

④ 本人承诺由隔离期至今,未在北京市已公示所有存在确诊病例的街道、小区、医院、商场、店铺等公共场所逗留,如有逗留,本人承诺,已严格执行隔离措施,度过隔离期,且未出现疑似感染症状;

本人及公司保证以上承诺事项真实,并愿承担一切法律责任和后果。

签字: \_\_\_\_\_

公盖: \_\_\_\_\_

\_\_\_\_\_ 年 \_\_\_\_ 月 \_\_\_\_ 日

Visitor registration management

**MO MA 当代置业(中国)有限公司**  
MODERN LAND(CHINA)CO.,LIMITED

**当代置业关于发布新型冠状病毒感染的肺炎疫情防控控制**  
**职员返岗工作安排的告知**

各中心、各公司:

目前新型冠状病毒肺炎疫情仍处于严峻状态,但我们相信新型冠状病毒是可防可控的,我们一方面抗击疫情,公司会采取一系列措施保护职员身体健康、安全。另一方面,我们必须面对现实,开始系统筹划、坚决落实 2020 年各项任务,现在在集团总部办公的返岗和开展工作安排如下:

**一、行政服务事项管理要求**

**2.1 办公电梯管理**

工作人员每日两次试体温,其中办公电梯秩序人员将对所有进入人员进行体温检测,体温正常方可进入电梯并填写线上登记表,并在电梯入梯后立即洗手消毒,随后方可进入办公区;

若体温检测结果超过 37.2℃者,请勿入楼工作,并及时上报进行登记,回家观察休息,必要时到医院就诊;

所有外来人员均需佩戴口罩并配合进行体温检测,一切正常后方可入楼。

**2.2 办公区域管理**

返岗前将对办公区进行全面的消毒、通风,并在每个洗手间配备洗手消毒液,确保办公区达到防疫标准,并对三台中央空调每天进行通风、出风口消毒,对新风系统每日更换一次滤芯,确保新风系统的防护效果;

返岗后每天将在早、中、晚对办公区进行 3 次消毒并通风,通风时间每次 20-30 分钟,对会议室、会议室、洗手间等人员密集区域要进行重点消毒,对电梯轿厢内外所有按键进行覆盖处理,并对按键、扶手每小时进行 1 次重点消毒;

返岗后进入办公区的职员应保持办公区环境清洁,通风时注意保暖,人与人之间保持 1 米以上距离,多人办公时佩戴口罩,保持勤洗手、多饮水,坚持在进食前、如厕后按照六步法严格洗手,接待外来人员双方佩戴口罩。

Release of an announcement to emphasise prevention and protection within the entire Group

During the reporting period, the Company did not have any violations related to providing a safe working environment and protecting employees from occupational disease hazards. There was no work-related fatality or lost days due to work-related injuries.

06



PRODUCT  
RESPONSIBILITY  
AND CUSTOMER  
MANAGEMENT







当代MOMA 大湖上品

SHANGPIN MOMA

MOMA

## 6. PRODUCT RESPONSIBILITY AND CUSTOMER MANAGEMENT

As the real estate industry has entered into a new stage of high-quality development in recent years, improvement in service quality and construction of software facilities on the basis of product quality assurance have been increasingly important to corporate strategic planning. Modern Land is in strict compliance with the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Law of the People's Republic of China on Protection of Consumers' Interests (《中華人民共和國消費者權益保護法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Provisions on the Release of Real Estate Advertisements (《房地產廣告發佈規定》) and other laws and regulations, and has been adhering to the development concept of "technological architecture, Green Homeland Community and Beautifying City" to provide the most attentive services.

During the reporting period, the Company has no record of violations of product liability, advertising, labelling and privacy.

### 6.1 MANAGEMENT OF PRODUCT QUALITY

The Company believes that assurance of product quality and service quality is the lifeblood for its sustainable development. The Company regards "create Modern Land quality, build ingenuity project" as the product quality management goal, and is committed to providing customers with safe and comfortable products and service experience. The Company's construction quality is in strict compliance with the Operating Standards of Modern Land for Project Assessment (《當代置業工程考核評估作業標準》), the Operating Standards of Modern Land for Material Inspection (《當代置業工程材料檢驗作業標準》), the Operating Standards of Modern Land Governing Materials and Components (《當代置業材料部品管理作業標準》), the Operating Standards of Modern Land for Measurement Management (《當代置業實測實

量管理作業標準》), the Operating Standards of Modern Land for Management of Three Model Rooms (《當代置業三個樣板間管理作業標準》) and the Operating Standards of Modern Land for Project Delivery Assessment (《當代置業工程交付評估作業標準》), etc.

The Company implemented specific control measures for project quality by:

1. formulating a three-level quality management and control system for the group, regional and project with hierarchical management;
2. formulating a detailed material sample delivery, recognition, sealing management system to recognize and seal the bidding samples of the construction unit before awarding the contract and to ensure the materials and equipment used on site are identical to those at the time of bidding;
3. performing non-scheduled third-party surprise checks on materials to control the materials used on the project site and to stop using unqualified materials; and
4. adopting low strain method to test every pile in all pile foundation projects to ensure the integrity of the pile body;
5. assessing the comprehensive sample first system, the project construction process showroom/district and the standard flats show room by the Group;
6. conducting the third-party assessment and evaluation four times a year to fully control the construction quality of the project construction process;
7. introducing third-party delivery assessment since 2020 to systematically test the quality of on-site engineering before delivery to the owner.

The Company conducts overall assessments on the project safety quality every year. In 2020, projects have achieved the composite score goal of not less than 83, with an average score of 85 for the four quarters, an increase of 5.3% as compared to a composite score of 80.67 in 2019. Meanwhile, the Company has set the goal of not less than 86 points for 2021.

In the future, the Company will further enhance the quality of concrete engineering, masonry engineering and plastering engineering.

During the reporting period, there was no violation of the product and service responsibility and left significant impact on the Company. No product of the Company sold was subject to recalls for safety and health reasons.

## 6.2 MANAGEMENT OF CUSTOMER SERVICES

With the goal of "providing green comfort services for the whole cycle product value chain" in terms of customer service management, the Company followed the "Customer Complaint Risk Prevention and Control Handbook" (《客戶投訴風險預控工作手冊》), which clarifies the focus points, standards and key tasks of customer complaint risk prevention and control in the four stages of real estate development, i.e. feasibility study, pre-stage, development and usage, thus implementing customer complaint risk prevention and control throughout the entire life cycle of real estate development. The Company attaches great importance to customer satisfaction surveys and carries out rectification and improvement based on survey results.

In 2020, the Company even developed project launch VIS standardised guidelines and regulated the promotion and display of all materials in experience centres to avoid damaging the interests of customers due to dishonest promotion and display. The Company modified operating standards for customer pre-inspection, organised customers to inspect the functional experience and quality of houses on-site one month before

delivery, and solved the problems of customers by gaining feedback and correction of product defects from the perspective of customers.

## MANAGEMENT OF COMPLAINTS

The Company has established a customer complaint mechanism to listen carefully to, as well as actively solve and respond to the complaints and requests from customers. The Company has carried out the work through 400 service hotlines, mailboxes, letters and on-site visits. There are a total of 40 dedicated staff members at 400 call centres of the Company, an increase of 5 employees as compared with 2019. They are responsible for answering customer complaint hotlines as well as to immediately record the complaints and allocate the complaint cases. After the receipt of relevant complaints, dedicated personnel will be sent to handle such customer complaints for relevant projects. There is a customer service department in each of the regional companies to receive the complaints made by visiting customers and handle the issues of the project being complained.

When handling complaints, it is required by the Company that such complaints shall be dealt with and responded to within 1 hour as well as solutions for which shall be developed with 48 hours. As part of the process, communication shall be made with relevant customers every 48 hours for understanding the progression. Besides, confirmation of the results shall be made with customers within 30 minutes after completing the process. 400 call centres will conduct customer satisfaction follow-up within 1 hour. Those first-level complaints will at the end be reported to the customer service centres of the Group, the President and the office of the President, those second-level complaints will at the end be reported to the customer service centres of the Group and regional responsible personnel, and the third-level complaints will be reported to regional responsible personnel of customer services. In 2020, the Company received and dealt with a total of 1,039 complaints cases, and the complaint handling rate was 100%.

## 6. PRODUCT RESPONSIBILITY AND CUSTOMER MANAGEMENT

### CUSTOMER SATISFACTION SURVEYS

The Company conducts customer satisfaction surveys by three methods, namely special project surveys, regular surveys and key surveys.



Special project surveys refer to 100% telephone surveys conducted on customers who requested repair services during the warranty period.



Regular surveys refer to satisfaction surveys conducted annually via telephone interviews and door-to-door visits with the potential property owners and the owners in the run-in period and the stable period.



Key surveys refer to the interviews conducted via such three ways, namely telephone, questionnaire and door-to-door visits, the content of which focus on the areas including the overall satisfaction, recommendation intention, repurchase intention, marketing service, planning and design, engineering quality and customer service.

After the completion of the research report on customer satisfaction, the Company will gather different centres, sectors, regional companies and project related parties to conduct discussion and analysis on each of its projects and carry out rectification and improvement measures following the project solutions designed to increase customer satisfaction. The Company will revise "Customer Complaint Risk Prevention and Control Handbook (《客戶投訴風險預控工作手冊》)" and prevention and control standards for customer complaints before project launch according to the feedback of the satisfaction surveys, so as to standardise service standards and form a positive circular management mechanism.

During the year, the Company opened the construction site twice before project delivery for customers to know the progress and quality of the houses they had bought and to improve their

satisfaction. This activity covered more than 80% of the customers and received positive feedback from them. In the future, the Company plans to provide house pre-inspection services for prospective owners to improve their experience with the quality of their houses. The Company will identify issues in houses from the perspective of customers and correct them accordingly and proactively solve customers' problems, so as to increase customers' stickiness to our services.

### 6.3 CUSTOMER PRIVACY AND ADVERTISING COMPLIANCE MANAGEMENT

As customer information is confidential, Modern Land continues to improve management measures for customer information protection. All of Modern Land's employees are required to strictly abide by the "Zhiye Guidelines" and "Eight Career Discipline for Marketing Professionals (行銷專業職業八條戒律)" to ensure customer information privacy and security. Meanwhile, Modern Land implements comprehensive process control during pre-sales, for-sales and after-sales stages. Customer information entry and change of sales status are transferred online through the Group's professional information system to avoid manual work as far as possible and to keep customer information confidential and secured during the entire process:

- **Pre-sales:** The Company adopts the Mingyuan cloud customer information system for customer information entry, so that relevant personnel from all levels can only access customer information within their corresponding authorized scope, and have no right to download and re-export any customer information and their authorization will be immediately revoked and their access channels will be blocked once they leave office. There are terms on confidentiality contained in all of the cooperation agreements entered into with its cooperation agencies, stating that disclosure of customer information is strictly forbidden.



- For-sales: Customer information is stored in the MBS customer management system of Modern Land and maintained by the dedicated information operation centre. To ensure that customer information is kept safe, even the senior management of the Company has only limited authorisation for accessing customer information.
- After-sales: Customer information is directly transferred from MBS system to the customer database of the property APH system and can only be used to provide customer service inquiry according to authorisation.


In 2020, the Company migrated data about 58 projects from MBS to Mingyuan's ERP system and delivered business training to relevant project personnel who were proficient in operating the new system after training. We have brought online the following functions in the Mingyuan's ERP system:

- Specific items: Sales plan, online pricing, and house details;
- Uls: Finance collection and refund, entire real estate UI, planning and budget UI, and BPM;
- Sale and redecoration of houses: Purchase, modification of contract details, sales change application, reduction or exemption for delayed payment, discount application, batch contract approval, delayed contract signing, house query, and various reporting functions.

In terms of the management of advertising compliance, the Company has developed a detailed system for internal operating standards governing process review and content control, which comprises the Operating Standards of Modern Land Governing CIS Management (《當代置業CIS管理作業標準》), Modern Land's Guidelines for Project VIS Standardization (《當代置業項目VIS標準化指引》), the Operating Standards of Modern Land Governing the Visual Effect of Commercial Advertising (《當代置業商業廣告視覺作業標準》), the Operating Standards of Modern Land Governing Brand Advertising Guidelines (《當代置業品牌廣告指引作業標準》), the Operating Standards of Modern Land Governing Corporate Brand Building for New Cities (《當代置業新進城市企業品牌塑造作業標準》) and Sales and Service Commitment Red Line Management Standards (《銷售及服務承諾紅線管理標準》). In 2020, the Company modified the Operating Standards of Modern Land Governing Advertising Management (《當代置業廣告管理作業標準》) to specify advertising production and content requirements for advertising service providers so as to avoid relevant risks. All materials, promotion pictures and advertisements of projects must be reviewed by the Company's Quality Policy Department before releasing. The weekly and monthly white list and black list mechanism is in place to ensure the quality and compliance of advertising. In terms of marketing management, the Company performs inspection in the form of project self-inspection, regional review, and Group spot checks. The inspection frequency is monthly for regional companies and semi-annually for the Group. The Company has also introduced and revised relevant operating standards for supplier management.

## 6. PRODUCT RESPONSIBILITY AND CUSTOMER MANAGEMENT

We irregularly train our employees on responsible marketing and advertising compliance. Some marketing training activities the Company held this year are as follows.



No.	Regions/cities where training activities were held	Name of training
1	Regional subsidiary in Central China	Circle marketing
2	Regional subsidiary in Central China	Field marketing standardisation system
3	Regional subsidiary in Central China	Circle marketing sharing
4	Regional subsidiary in North China	Modern Land's operating standards for management of advertising agencies (version 3.0)
5	Regional subsidiary in Northwest China	Planning training course — preparation of props for real estate marketing
6	Anhui company	Analysis of real estate sales strategy
7	Anhui company	Training on real estate expertise and sales training
8	Anhui company	Sales etiquette training

### 6.4 SUSTAINABLE SUPPLY CHAIN

#### MANAGEMENT OF SUPPLIERS

Since the real estate development value chain has been effectively integrated with the supply chain resources, the Company carries out effective management of the entire process of supply chain through value analysis, expansion, assessment, process tracking and continuous improvement to maximise the value of supply chain management.

In 2020, the Company revised the Operating Standards of Modern Land Governing Inspection and Qualification Review of Suppliers (《當代置業供應商考察入庫作業標準》) and the Operating Standards of Modern Land Governing Evaluation and Rating of Suppliers (《當代置業供應商評估分級作業標準》) to adapt to the Company's development needs in supplier management. The Operating Standards of Modern Land Governing

Inspection and Qualification Review of Suppliers (《當代置業供應商考察入庫作業標準》) regulate project supplier recommendation standards and supplier sourcing standard and specify the scope of research on supplier resources and departments participating in supplier investigations. The Operating Standards of Modern Land Governing Evaluation and Rating of Suppliers (《當代置業供應商評估分級作業標準》) regulate the unqualified supplier ledger mechanism during supplier evaluation and rating for regional companies; add pre-communication for supplier evaluation and reporting and review of process evaluation; specify participants and leaders in a three-level coordination mechanism; modify the scoring content and various scores regarding development and design for process evaluation — effectiveness-related item subcontracting (increase the score for the evaluation after delivery of effectiveness-related items), and add supplier award standards for discussion meetings.

## Selection of suppliers

The suppliers selected by the Company mainly include engineering and construction suppliers and material and equipment supplies. Pursuant to Modern Land's Description of the Operating Standards for Energy-saving Strategic Procurement (《當代置業節能戰略採購作業標準說明》) and Modern Land's Description of the Operating Standards for Energy-saving Procurement for Special Projects (《當代節能專項採購作業標準說明》), all procurement by invitation of tenders, except those as designated by the government, is carried out in public on the online tender platform. All suppliers can participate in tendering upon registration on the online tender platform and obtaining approval.

The Company's main procedures for selection of suppliers are as follows:

1. The Group and all regional companies compile a supplier resource plan for the next year each December;
2. The supplier resource plan for last year is subdivided into quarterly supplier resource survey targets and plans;
3. The Company arranges for suppliers to fill in information, performs preliminary review, and strictly reviews certificates for three certification system of environment, quality, and occupational health. If there is any such certificate, additional points will be added to the technical bid score;
4. All regional companies make and implement inspection plans on suppliers who have passed preliminary review on their information to examine whether the suppliers abide by operating standards to allocate professionals and the number of professionals allocated. The inspection should focus on suppliers' safe and civilised construction, quality of construction and products, and use and management of scrap materials and for production companies, especially on whether they adopt the 6S management system;

5. The Company completes qualification review on suppliers who have passed inspection upon approval before selection of tenderer. Qualification review shall be in strict accordance with the power of attorney.

The Company has set up the MBS supplier management system. The information of all suppliers under inspection will be input in the system and marked with "qualified" or "unqualified". Only those marked with "qualified" may be taken into consideration for final selection.

During the inspection, selection, and qualification review of suppliers, the Company will conduct detailed background survey on them through national enterprise credit inquiry system, information sheet of suppliers, sealed credit files provided by suppliers, survey on suppliers conducted by our peers, white and blacklists issued by industry associations. If there are significant changes in operation and too many litigations for a supplier, early warning will be issued to the supplier until the supplier is no longer considered. In addition, suppliers' environmental and social responsibility factors are also taken into full account. For key suppliers such as general contracting, refined decoration, door and window, and garden suppliers, the Company needs to examine and review their three major certifications in addition to their financial information. The Company also queries the project performance of at least three similar projects in the places where suppliers are based in the recent two years.

In the future, the Company will comprehensively strengthen and coordinate suppliers' monthly payment early-warning risk management and delivery early-warning risk management; solve suppliers' payment problems in a timely manner to reduce the risk of untimely payment; and strengthen the organisation and management of the holding of supplier meetings to pledge delivery and increase the reputation and participation of suppliers to ensure that projects are delivered on time with good quality and quantity. Meanwhile, we plan to implement

## 6. PRODUCT RESPONSIBILITY AND CUSTOMER MANAGEMENT

comprehensive information management, which means the transformation of previous single-point, single-line, and single-sided project management into multi-dimensional, comprehensive information management. All the key information about project production and operation can be obtained through one form, thereby substantially improving management efficiency and make management goals more precise.

### Periodic evaluation and rating of suppliers

In September 2020, the Company revised the relevant mechanisms of process evaluation and post-evaluation, updated the scoring permission of the planning and design department, and clarified the scoring permission and scores of the engineering management department in terms of quality, progress, and safety. The purpose is to make suppliers' process and post-delivery evaluation more accurate, comprehensive and systematic. The Company conducts (semi-annual or annual) process assessments or post-assessments on all suppliers. Process assessments refer to the semi-annual or annual assessments on suppliers, who have entered into contracts, conducted in each May or November. In the process of assessments, there are different evaluation criteria and weighting set for different kinds of suppliers covering aspects such as quality, progression, construction in a safe and civilized manner and services. Suppliers who are considered unqualified are required to make correction and improvement. If such correction and improvement are not satisfied, the suppliers will be downgraded to be unqualified during the evaluation and rating conducted each year. Post-assessments will be conducted on suppliers who have performed the contract, either within a month after delivery, after project acceptance or within four months after collective delivery by "five 3s" working departments of regional companies with involvement of engineering management departments, plan designing departments and property companies.

The Company conducts a star-rating on suppliers, containing five grades, namely three-star, four-star, five-star, qualified and unqualified. Calculation rules are set by the procurement division of the "five 3s" working centre of the Company based on our strategic development plan and from the prospective of process assessment and engineering assessment for scoring the suppliers, and will be revised in each October. Star-rating results will be released upon approval. Partnership plan, reward and punishment policy, and adjustment to grades of suppliers will be made for suppliers of different grades. For general contractors, the Company also reviews their green experiential sites and requires them to meet its green experiential site requirements. Green experiential sites can be categorised into four tiers: entry, silver, gold, and platinum. The scope of assessment and inspection includes 17 standard items, including construction gates and enclosures, temporary roads, temporary water, temporary electricity, site layout, construction roads, material stacking, mechanical equipment, safety protection, product protection, office and living facilities, on-site signage, civilised construction, model display, fire management, green energy conservation, and technology experience.

In terms of supplier evaluation and rating, the Company will be committed to bringing evaluation all online and adding pre-evaluation to ensure the accuracy of evaluation. The Company will comprehensively increase the evaluation of internal suppliers, correct and improve the development of internal suppliers, set more reasonable evaluation angles, evaluation standards and weights for different types of professions, and set more reasonable rating standards for annual supplier ratings to make possible truly fair, impartial and open evaluation and rating and implement preferential policies enjoyed by suppliers of different grades.



As of the end of the Reporting Period, the Company had 3,359 engineering-related suppliers and 578 material-related suppliers. The specific distribution details are shown in the table below.

	Engineering-related suppliers	Material-related suppliers
Distribution of the Company's suppliers <sup>6</sup> (number)		
Central China	404	110
East China	566	199
South China	194	125
North China	487	123
Shaanxi	415	124
Shaanxi and Chongqing regions	432	124
Anhui	405	126
Northwest China	351	123
Other regions	1,483	759

## GREEN PROCUREMENT INITIATIVES

To put our concept of green procurement into practice, enhance our green image and win the long-term trust of our customers, Modern Land has actively established a strategic alliance with the upstream and downstream companies to carry out green corporate development altogether effectively.

In 2020, Modern Land continued to expand the scale and application of joint purchases by cooperating with Vanke's AUPUP platform and CURA's platform for more than ten categories. The Company performed green procurement all online and chose green suppliers who have a certain market share and are industry leaders as bid winners to accelerate the process, increase efficiency and achieve green energy saving.

The Company's standardisation task force continued to strengthen the building of the standardization system and the implementation of standardised projects during the reporting year. In terms of system building, the standardisation task force continued to improve the standardisation level of the entire Group by releasing standardised type selection, improving technical requirements, releasing standard atlases, and updating standard

configuration forms. In respect of project implementation, the standardisation task force evaluated standardised benchmark projects and inspected standardised projects on a half year basis. By setting benchmarks and rewarding the good and penalising the bad, the task force aimed to promote the strict implementation of standardisation at the project level and push for continuous optimisation and innovation.

Meanwhile, the standardisation task force also intensified its efforts in green innovation this year by studying new materials and new technologies through the collaboration of different professionals. In 2020, the Company chose more eco-friendly materials during the purchase of materials. It strategically purchased landscaping stone look tiles to replace landscaping stones for reduced consumption of environmental resources. Currently, the Company is promoting the research and development of fabricated 7-day model rooms for factory-based, prefabricated, and standardised production, so as to further reduce the environmental, noise and construction waste pollution caused by decoration projects. Meanwhile, the Company has also started the research and development of polyurethane profiles and net zero energy-using products.

<sup>6</sup> Due to the repetition in the selection of suppliers in different regions, the sum of all types of suppliers is not equal to the number of suppliers in the corresponding category.

07



COMPLIANT  
OPERATION  
WITH HONESTY  
AND INTEGRITY





## 7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY

From the perspective of compliance management and integrity, Modern Land strictly complies with 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》) and other relevant laws and regulations. The Company has continuously improved its internal anti-corruption supervision mechanism, and formulated and issued the Reward and Punishment Management Standards of Modern Land, the Anti-fraud Investigation Standards of Modern Land, the Internal Audit Management Standards of Modern Land and so forth, in a bid to prevent corruption, bribery, extortion, fraud, money laundering and other incidents. In the meantime, various departments have also formulated corresponding anti-corruption systems, such as Anti-fraud Investigation Standards of Modern Land V4.0, Staff Relations Management Standards of Modern Land V20.0, and Intellectual Property Management Standards V10.0, in order to strictly eliminate corruption, bribery and other misconducts among employees. All should carefully handle various internal and external banquets and social activities when contacting business-related units, and refuse to participate in social activities beyond normal business contacts. Moreover, the Company has set up a staff care fund. All staff members are required to have a duty and an obligation to include the cash gifts and gifts given by suppliers and partners into the staff care fund. The fund is managed and distributed by the Company on a unified basis as an essential means to prevent employees from soliciting or accepting bribes, and to safeguard compliance with national laws and the Company's rules.

The Company has established an independent internal audit department, which is specially responsible for the investigation and handling of various fraud incidents according to the Internal Audit Management Standards of Modern Land and the Anti-fraud Investigation Standards of Modern Land. The internal audit department is independent and directly reports to the board of directors on major fraud incidents to avoid favouritism or unfair handling. The Company makes public relevant reporting channels, including the anti-fraud reporting hotline 010-84408717 and the email address sunnymoma@modernland.hk. The internal audit department will handle the relevant reports and complaints efficiently and reply to the whistleblower within 24 hours. We will keep the whistleblower's information strictly confidential to ensure that the whistleblower's information will not be leaked. Furthermore, the Company's internal audit department conducts special anti-corruption training for newly hired employees and departments with high risks of corruption (such as bidding and procurement related departments). Special anti-corruption training is carried out in each regional or urban subsidiary every month to strengthen employees' awareness of integrity and constantly build a solid defence line in the mind. It hires an external professional agency to review its internal control compliance process every year to ensure that the internal control system is sound and perfect. The internal audit department regularly reports to the audit committee of the board of directors the progress of the Company's compliance operation and integrity work every year.

MO 當代置業 客戶價值年  
2020-2021

### 2020年內部審核及內部監控程序工作匯報



The Company's internal audit department reports to the board of directors and the Audit Committee on annual basis



## SOME ANTI-CORRUPTION TRAINING ACTIVITIES

No.	Regions/cities where training activities were held	Name of training
1	Climber training/regional subsidiary in Central China	How MOMA climbers are strict with themselves
2	Regional subsidiary in Central China	Modern Land's operating standards on internal audit
3	Regional subsidiary in East China	Prevention of risks from newly hired employees and serving employees 1
4	Regional subsidiary in East China	Prevention of risks from newly hired employees and serving employees 2



*It hires an external agency to review its internal control every year*

## 7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY



The Company has joined the Enterprise Anti-Fraud Alliance and strives to build the fifth line of defense in addition to the four traditional enterprise anti-fraud lines of defense, including "senior management philosophy, internal process control, internal audit and external audit". Currently, the Alliance has 835 member companies including Vanke, Country Garden, Sunac, Alibaba, World Trade, SF, Midea and Mazars Group. We regularly participate in salons and lectures organized by the Enterprise Anti-Fraud Alliance to conduct exchanges and learning about anti-fraud, and improve the experience and means of anti-fraud. Meanwhile, we will share the blacklist of members in the Enterprise Anti-Fraud Alliance (dishonest persons and dishonest suppliers) to increase the cost of fraud. In the process of staff recruitment, we will verify whether there are corruption, bribery and other issues with the proposed recruits. If there is a record, the recruitment process of the person shall be terminated immediately, to ensure that the recruited employees have no record of dishonesty, and thus reduce the Company's risk of fraud.

The staff members of the Company are required to keep the professional bottom line and execute the Zhiye Guidelines of Modern Land to abide by the "Five Nots":

1. not to practise inequity through power, not to carry out corruption, not to solicit bribes, not to accept bribes and not to deceive the Company by trickery;
2. not to attend dinner or after-work drink parties of suppliers;
3. not to participate in pornographic, gambling, drug abuse and other recreational activities;
4. not to accept gifts, presents, entertainment, rebates and remuneration; and
5. not to accept, imply nor designate a partner to pay bills or reimburse any fees for themselves or their own relatives.

The Company strictly handles non-compliance of staff according to the principle that "any non-compliance will be treated seriously as long as being discovered" and such non-compliance of the relevant staff member in Modern Land will be announced on the platform of the Chinese Enterprise Anti-Fraud Alliance for sharing the information about dishonest personnel. In case of non-compliance in terms of engineering and procurement by staff at leadership level, all suppliers of the project shall be notified and all participating suppliers shall re-establish a three-level coordination mechanism with the new staff at leadership level.

To prevent bribery during procurement, the Company's procurement strictly follows the principles set out below:

1. **Honest and integrity:** All employees involved in procurement shall strictly abide by the Zhiye Guidelines of Modern Land and are obliged to advocate the same to suppliers. Nobody shall alter or endeavour to affect the results of procurement decisions by any means.
2. **Fairness and impartiality:** All suppliers shall be treated equally for the management of suppliers and the management of procurement, to erect and maintain a sound corporate image and creditworthiness.
3. **Collective decision making:** The procurement shall be conducted under the procedures with adequate transparency, and there shall be active coordination, comprehensive communication and information sharing among all departments and all the procurement decisions made shall be collective decisions so that no black-box operation can be involved.
4. **Adequate competition and merit-based selection:** A sufficient number of suppliers with same or similar qualifications shall be selected for tendering to ensure the competitiveness of procurement.

5. **Whole process management:** Procurement management shall cover market research, selection of suppliers, inspection on suppliers, qualification review and rating, procurement process management, cooperation process management and cooperation assessment.
6. **Consistency:** The standards of procurement decisions shall be determined when preparing the procurement plans before making any procurement and keep consistent throughout the entire procurement and decision-making process.

In 2020, the Company will comprehensively implement online bidding management and open bids online with auditing. Except for general contracting, earthwork, and pile foundation projects, other projects worth less than RMB5 million implement the principle of "One Discussion for Each Response" which means negotiating with bidders that offer the lowest and second lowest prices to prevent bid rigging and leaking of bid information. This measure has effectively reduced the number of responses, thereby reducing human factors.

We specify the anti-corruption complaint mechanism in the contracts of each winning bidder winner and announce the phone number of an audit contact and 400 phone number.

There was no litigation arising from corruption in the Company during the reporting period.

08



CARING FOR THE  
COMMUNITY  
AND PAYING  
BACK SOCIETY







## 8. CARING FOR THE COMMUNITY AND PAYING BACK SOCIETY

The Company actively participates in and organises community activities. Through communication with the community, the Company demonstrates its responsibility commitment and fulfils corporate social responsibility based on community needs.

### 8.1 HAVING A HARMONIOUS RELATIONSHIP WITH THE COMMUNITY

In order to better satisfy people's pursuit of a better life, Modern Land has always been devoting itself to a homeland of "Green Technology + Comfort + Energy-saving + Digital Interconnecting Whole-life Cycle Communities", and constantly creating a sustainable social environment of "MOMA Homeland 4+1" with green residential area + the AI community with science and technology + the healthy community + the community for all ages + the community with humanities and art.

#### Green Residential Area

The green residential area of Modern Land not only refers to a single house or a specific construction technology, but also the symbiosis relationship between the constructions and the city, the city and the community as well as the community and the residents. A green lifestyle has been built through the development of the ecology of community, energy resources, green transportation and sustainable constructions. Therefore, the green residential area of Modern Land not only provides customers with good houses for preserving and increasing value, but also reflects the social responsibility of Modern Land that to pay attention to the environment and reduce energy consumption, which is also the essence of green.

In order to create a green residential area, Modern Land has been working hard on green energy-saving technologies by developing different green energy-saving strategies specifically suitable for different regions and customer groups. Meanwhile, Modern Land has

further applied the concept of green to the planning of residential area as well as the refinement and humanized design of community environment, with an aim to develop a very comfortable and sustainable community where symbiosis relationship can be maintained between human and the natural environment.

Being ahead of the industry, Modern Land guided and participated in the formulation of industry standards, and jointly launched the "Project of Creating a Green Residential Area Together in China (中國人居環境綠色住區共建項目)" with the China Real Estate Association (中國房地產協會) (the "China Real Estate Association"). Currently, the projects of Modern Land are wide spreading throughout the first, second and third tier cities, covering the customer groups with inelastic demand in an improved and ultimate residential environment. In addition to being a standardised entity with "Green Residential Area", Modern Land goes green in developing different products in cities of different energy levels, thereby building an excellent image for the overall green environment of the city meanwhile making it to become the "standard of green residential product". Besides, Modern Land has also won a number of national and international top awards, such as the first China's Three-star Health Certification — Operation of Residential Projects, the US LEED-ND Certification and the three Three-star Green Building Certification — Operation of Residential Projects.

#### Community with Science and Technology

Modern Land has set up a special working group to provide MOMA community with the most comprehensive smart solutions in sectors such as technology energy, technology buildings and technology home. The underground machine room operates properly throughout the year without suspension and can control the temperature, humidity and fresh air volume to a comfortable level in advance according to weather changes. After long-term research and development, Modern Land has launched a number of products such MOMA AI Community and completed the installation of such products

on projects such as Wan Guo Cheng MOMA (Tongzhou District, Beijing), which have gained wide attention and recognition from customers. In future, the technology community will undergo a thorough upgrade to create a living lifestyle with infinite possible.

### Healthy Community

Modern Land's MOMA community is significantly attached to health in every aspect and follows the healthy construction standards and WELL construction standards, thereby creating a thoroughly healthy homeland. It also creates a comprehensive green and healthy life style by applying the three-step healthy method and the seven major healthy systems that satisfy both the physical and mental needs of human body through the ten aspects, namely air, water, nutrition, light, health, comfort, spirit, fitness, service and humanities.

The first step for Modern Land to be healthy is to focus on several important indicators that are the most closely related to health and comfort for individual building design and propose its own health standards, including lighting, ventilation, temperature, humidity, noise, water quality and spatial scale, and implement real-time monitoring and self-control via mobile phone user platforms.

The second step for Modern Land to be healthy is to help residents develop daily habits in areas including fitness, environmental protection, garbage classification and pet management by humanizing the residential design of the community, so as to create a healthy and harmonious community environment for both Modern Land and the residents in its communities.

The third step for Modern Land to be healthy is to provide convenient and fast medical treatment and immediate management of daily health through community medical services, which, in particular, is to integrate excellent national health care and medical resources and establish long-term cooperation, so as to provide customers with convenient services such as the green channels for fast appointment and registration, family

doctors, remote medical care or door-to-door medical services.

### Community for all ages

Modern Land provides two whole life cycle services, namely the whole life cycle of house and living, creating a dynamic community that suitable for the growth of family members of all ages, and realizing the homeland for the whole life cycle. In the design and operation of MOMA, it will cater the needs of each age group and integrate the diversified education area, the convenient creative area and the comfortable living area with the living area for the elderly, so as to develop a community that are suitable for living for the whole life, and satisfy the increasing material and mental needs arising at different ages of our life.

### Community with humanities and art

The constructions of MOMA are full of the beauty of the space form attributable to the application of green technology, which gathers various humanities and art elements to form an "observable art with invisible technology" in the building. In addition to the best consideration of comfort, MOMA also shows its in-depth annotation towards the architectural form by applying art elements in the aspects of design, technology and ancillary facilities. There will be no doubt that perfect physical and mental experience will be created when living in the environment where the architecture and humanities are integrated through art.

## 8.2 SOCIAL WELFARE ACTIVITIES

Public welfare is not only about actions, but also a way of awakening the love in everyone's heart and passing it on. It has been woven into the fabric of Modern Land since its founding. During the 20 years of its green technology-based development, Modern Land has been continuously fulfilling its social responsibilities with public welfare as its core mission, lighting up people's heart in different ways in different places every year.

## 8. CARING FOR THE COMMUNITY AND PAYING BACK SOCIETY

In 2020, the Company participated in social welfare activities concerning poverty alleviation, education support, flood fighting and assistance to the disabled. It donated more than RMB1.5 million in assets and materials to all sectors of the society.

"Modern Land's Action of Loving My Homeland" are various internal cultural activities and cultural exchange activities with customers or partners initiated and organised by Modern Land, aiming to show care to vulnerable groups in society and help needy families and children through donation, economic aids for poor students, visits, free classes, birthday parties and other public welfare activities from more MOMA members and other caring people while better spreading the concept of public welfare and calling on more people to engage in public welfare undertakings. The Company has formulated the "Modern Land's Action of Loving My Homeland — Operating Standards of Public Welfare Activities" (《當代置業愛我家園行動—公益活動作業標準》), which regulates public welfare activities from eight aspects: activity principles, scope of activities, responsibilities of various departments, standard guidelines, standard atlas, standard support files and standard supervision. The Company takes the president as the main body of the activity control and the financial centre as the audit and accounting main body, and sets up the working group that is responsible for organizing the launching ceremony of public welfare activities and the working group that is responsible for the implementation of public welfare activities as the management mechanism of the executive body.

In addition, Modern Land insists on conducting green public welfare activities every year and responds to targeted poverty alleviation projects in various regions. Under the severe situation of COVID-19 in 2020, Modern Land also contributed to the fight against the epidemic. Public welfare activities of Modern Land in 2020 are detailed as follows:



In February 2020, Modern Land donated RMB2 million to the frontline people in Wuhan fighting against COVID-19, and donated RMB170,000 through the Modern Shishou project;



In April 2020, the Modern Shangpin MOMA project of Modern Land Hengyang City Company donated RMB1 million to Zhengxiang District Second Experimental Primary School to purchase teaching equipment and teaching supplies;



In 2020, the Xiaogan Modern Shi Guang Li MOMA Project of Modern's company in Wuhan City, Central China donated RMB20,000 to the government during the epidemic;



From 13 to 15 July 2020, Modern Land's regional company in Central China went to Manchun Street Duty Station in Jiangnan District, Hanyang District Flood Control Headquarters, Dragon King Temple Flood Control Duty Station in Jiangnan District, Jinghe Street Shijiapo Community in Dongxihu District, Wuhan City, Hubei Province and Chang Lake North Shore Flood Control and Drainage Headquarters, Jinan Cultural Tourism District, Jingzhou City, Hubei Province to support the frontline flood control people by donating supplies worth RMB36,730, including mineral water, bread, and instant noodles. On 19 July 2020, the company went to Xiaojiangling Community Flood Control Headquarters in Gaojimiao Town, Shishou City and donated RMB2,400 supplies;



In September 2020, the Xingyang project of Modern Land donated RMB20,000 to the "Xingyang Day of Charity for All" activity;



In September 2020, Modern Shi Guang Li MOMA (Xiaogan) donated RMB100,000 to Xiaogan Yuanda School;



- ✿ In October 2020, Modern CHARM STATE, as a key investment invitation project in Mian County, made a poverty alleviation donation of RMB10,000 in response to the government's activity of the day for the eradication of poverty;
- ✿ In October 2020, Modern's company in the Northwest carried out a love-filled public welfare activity at Taiyuan School for the Deaf with Starter Basketball Club; and
- ✿ In December 2020, the Qianjiang Modern YUE MOMA project of a regional company in Central China provided a subsidy of RMB20,000 for poverty alleviation in Qiaotou Village, Yuyang Town.

### Case: MOMA's Journey with Fantastic Boxes

During the six years from 2014 to 2020, "MOMA Box" brought warmth to countless people in need. With public welfare as its own responsibility, Modern Land continuously fulfils its own commitments to helping children and promoting education through material aids and teaching assistants. In 2020, all of Modern Land's staff participated in the "MOMA's Journey with Fantastic Boxes" activity that commenced on 12 July 2020, namely, the day of the seventh anniversary of the listing of Modern Land and lasted for three months. MOMA members (staff and owners) made a total of RMB300,000 charity donations to the Little Colourful Elephant Dream Fund of China Charity Federation for local education purposes in Hubei. At the meantime, volunteers from Modern Land and its companies gave classes as teachers for children, including classes on VR technology, English, architecture, music and dance, art, mental health and physical hygiene in Wujiashou Primary School in Xiangyang. The law class for children was added to increase the legal awareness of minors. They also organised an unforgettable birthday party for the children, donated RMB50,000 for the purchase of school supplies and daily necessities, and gave MOMA boxes and carefully selected cotton clothes and gloves to the kids to keep them warm in the coming winter.



Modern Land's Action of Loving My Hometown — "MOMA's Journey with Fantastic Boxes"



Donate money worth of RMB300,000 in total



Visit to Wujiashou Primary School in Xiangyang, Hubei

In the future, Modern Land will continue to keep an eye on left-behind children and insist on supporting education in a different city every year. Its regional companies will also respond to local government calls to participate in targeted poverty alleviation projects and assume more social responsibilities. As a green technology real estate company, Modern Land will put green efforts as its lifelong mission.





# APPENDIX







## APPENDIX

### 1. SCOPE COVERED BY THIS REPORT

Headquarters of Modern Land	
Principal Subsidiaries	
Nanchang Xinjian Development Co., Ltd.* 南昌新建房地產開發有限公司	Nanchang Moma Development Co., Ltd.* 南昌摩碼置業有限公司
Modern Green Development Co., Ltd.* 當代節能置業股份有限公司	Beijing Modern Real Estate Development Co., Ltd.* 北京當代房地產開發有限公司
Beijing Dongjun Real Estate Development Co., Ltd.* 北京東君房地產開發有限公司	New Power (Beijing) Architectural Technology Co., Ltd.* 新動力（北京建）築科技有限公司
Shanxi Modern Green Development Co., Ltd.* 山西當代紅華置業有限公司	Shanxi Modern Green Real Estate Development Co., Ltd.* 山西當代紅華房地產開發有限公司
Hunan Modern Green Development Co., Ltd.* 當代置業（湖南）有限公司	Jiangxi Modern Green Development Co., Ltd.* 江西當代節能置業有限公司
Jiujiang Moma Development Co., Ltd.* 九江摩碼置業有限公司	Hubei Wanxing Development Co., Ltd.* 湖北萬星置業有限公司
Jiujiang Modern Green Development Co., Ltd.* 九江當代綠建置業有限公司	Beijing Modern Moma Investment Management Co., Ltd.* 北京當代摩碼投資管理有限公司
Zhangjiakou Modern Haohe Shan Real Estate Development Co., Ltd.* 張家口當代好河山房地產開發有限公司	Wuhan Green Development Co., Ltd.* 武漢綠建節能置業有限公司
Beijing Green Spring Equity Investment Fund, LLP* ("Green Fund")* 北京綠色春天股權投資基金(有限合夥)	Beijing Modern Moma Development Co., Ltd.* 北京當代摩碼置業有限公司
Modern Pinye (Beijing) Real Estate Brokerage Co., Ltd.* 當代品業（北京）房地產經紀有限公司	America Modern Green Development (Houston), LLC 美國當代綠色發展（休斯頓）有限責任公司
Beijing Modern Green Investment Fund Management Co., Ltd.* 北京當代綠色投資基金管理有限公司	Crown Point Regional Center, LLC
Beijing CIFI Modern* 北京旭輝當代置業有限公司	Modern Green Development (Suzhou) Co., Ltd.* 當代節能置業（蘇州）有限公司
Jiaxing Modern Qinglv Asset Management Co., Ltd.* 嘉興當代氫綠資產管理有限公司	Crown Point (Beijing) Advisory Co., Ltd.* 鳳觀（北京）諮詢有限公司
Anhui Moma Development Co., Ltd.* 安徽摩碼置業有限公司	Wuhan Modern Green Development Co., Ltd.* 武漢當代節能置業有限公司

## Headquarters of Modern Land

## Principal Subsidiaries

Hunan Modern Moma Development Co., Ltd.* 湖南當代摩碼置業有限公司	Hunan Modern Green Development Co., Ltd.* 湖南當代綠建置業有限公司
Nanjing Xinlei Development Co., Ltd.* 南京鑫磊房地產開發有限公司	Foshan Modern Green Development Co., Ltd.* 佛山當代綠色置業有限公司
Hubei Moma Development Co., Ltd.* 湖北摩碼置業有限公司	Shanghai Mantingchun Real Estate Company Limited.* 上海滿庭春置業有限公司
Jiangsu Yuzun Property development Co., Ltd.* 江蘇御尊房地產開發有限公司	Zhanlan Tuozhan Property (Beijing) Co., Ltd.* 綻藍拓展置業（北京）有限公司
Fujian Shengshi Lianbang Real Estate Development Co., Limited.* 福建盛世聯邦置業發展有限公司	Foshan Changxin Hongchuang Real Estate Development Co., Limited.* 佛山市長信宏創房地產有限公司
Foshan Xinlong Property Investment Co., Limited.* 佛山市信隆置業投資有限公司	Huojian Zhiye Investment (Beijing) Co., Ltd.* 火箭智業投資（北京）有限公司
Hefei Modern Land Yinghe Real Estate Company Limited* 合肥當代英赫置業有限公司	Wuhan Zhonglian Shengming Real Estate Company Limited* 武漢市中聯晟鳴置業有限公司
Shanxi North Star Modern Development Co., Ltd.* 山西北辰當代置業有限公司	Shanxi Modern North Star Development Co., Ltd.* 山西當代北辰置業有限公司
Shanxi Wanxing Modern Development Co., Ltd.* 山西萬興當代置業有限公司	Wuhan Sanqing Kaiwen Development Co., Ltd.* 武漢三慶凱文實業發展有限公司
Guangshen Development Co., Ltd.* 廣深置業（北京）有限公司	Suzhou Modern MOMA Development Co., Ltd.* 蘇州當代摩碼置業有限公司
Shengeng Hongye Development Co., Ltd.* 深耕鴻業置業（北京）有限公司	Wuhan Modern Shangcheng Wanguofu Development Co., Ltd.* 武漢當代尚城萬國府置業有限公司
Liaoning Dongdaihe Modern Development Co., Ltd.* 遼寧東戴河新區當代置業有限公司	Anhui Modern Wanguofu Development Co., Ltd.* 安徽當代萬國府置業有限公司
Chuanglv Development Co., Ltd.* 創綠置業（北京）有限公司	Fujian Modern Development Co., Ltd.* 福建當代置業有限公司
Zhangjiakou Green Development Co., Ltd.* 張家口原綠房地產開發有限公司	Huizhou Modern Culture & Travelling Development Co., Ltd.* 惠州當代文旅房地產開發有限公司



## APPENDIX

### Headquarters of Modern Land

#### Principal Subsidiaries

Jingzhou Modern Jindao Development Co., Ltd.* 荊州市當代金島置業有限公司	Hunan Green Development Co., Ltd.* 湖南原綠置業有限公司
Lianjing Xianmao Industrial Co., Ltd.* 連江賢茂實業有限公司	Shishi Jipeng Real Estate Development Co., Ltd.* 石獅吉鵬房地產開發有限公司
Hubei Zhengtian Development Co., Ltd.* 湖北正天置業有限公司	Jiaxing Hangxin Real Estate Development Co., Ltd.* 嘉興航信房地產開發有限公司
Qianxi Nanzhou Green Real Estate Development Co., Ltd.* 黔西南州原綠房地產開發有限公司	Huzhou Dongjun Construction and Development Co., Ltd.* 湖州東雋建設開發有限公司
Huzhou Dongju Construction and Development Co., Ltd.* 湖州東聚建設開發有限公司	Jinzhong Modern Junmao Real Estate Development Co., Ltd.* 晉中當代君茂房地產開發有限公司
Suzhou Modern Zhongxiang Development Co., Ltd.* 蘇州當代中翔置業有限公司	Suzhou Modern Green Development Co., Ltd.* 蘇州當代原綠置業有限公司
Anhui Modern Wenshanglv Development Co., Ltd.* 安徽當代文商旅置業有限公司	Guizhou Moma Modern Green Development Co., Ltd.* 貴州摩碼當代節能置業有限公司
Fuyang Green Development Co., Ltd.* 阜陽原綠置業有限公司	Huzhou Modern Green Development Co., Ltd.* 湖州當代綠建置業有限公司
Shandong Green Development Co., Ltd.* 山東當代原綠置業有限公司	Jiangxi Moma Changan Real Estate Development Co., Ltd.* 江西摩碼常安置業房地產開發有限公司
Tianjin Moma Hantang Real Estate Development Co., Ltd.* 天津摩碼瀚棠置業有限公司	Tianjin Haiyiyuan Real Estate Development Co., Ltd.* 天津海逸源房地產開發有限公司
Xuchang Zhanlan Chengjian Development Co., Ltd.* 許昌綻藍城建置業有限公司	Wuhan Green Yinghe Development Co., Ltd.* 武漢原綠英赫置業有限公司
Linquan Honghao Development Co., Ltd.* 臨泉洪浩置業有限公司	Qingdao Modern Ruixiang Development Co., Ltd.* 青島當代瑞祥置業有限公司
Heze Haigang Real Estate Development Co., Ltd.* 荷澤市海港房地產開發有限公司	Changzhou Minghong Development Co., Ltd.* 常州明宏置業有限公司



## Headquarters of Modern Land

## Principal Subsidiaries

Wuhan Green Shijia Development Co., Ltd.* 武漢原綠世嘉置業有限公司	Jiangxi Blue Development Co., Ltd.* 江西深藍置業有限公司
Hefei Lvheng MOMA Development Co., Ltd.* 合肥綠恒摩碼置業有限公司	Hunan Modern Gaoke Development Co., Ltd.* 湖南當代高科置業有限公司
Xingyang Jianhai Modern Development Co., Ltd.* 滎陽市建海當代置業有限公司	Hebei Tongfu Green Real Estate Development Co., Ltd.* 河北同福原綠房地產開發有限公司
Tianjin Ninghe Haikuotiankong Development Co., Ltd.* 天津寧河海闊天空建設開發有限公司	Beijing Runjin Real Estate Development Co., Ltd.* 北京潤錦房地產開發有限公司
Suzhou Modern Green Development Co., Ltd.* 蘇州當代綠色置業有限公司	Changsha Pengyue Real Estate Development Co., Ltd.* 長沙市鵬躍房地產開發有限公司
Shanxi Guorun MOMA Development Co., Ltd.* 陝西國潤摩碼置業有限公司	Qingdao Modern Zhanlan Development Co., Ltd.* 青島當代綻藍置業有限公司
Tianmen Zhanlan Development Co., Ltd.* 天門綻藍置業有限公司	Honghu Green Yimei Development Co., Ltd.* 洪湖原綠憶美置業有限公司
Hubei Zhanlan Development Co., Ltd.* 湖北綻藍置業有限公司	Qianjiang Enjie Green Development Co., Ltd.* 潛江恩傑原綠置業有限公司
Hebei Modern Green Real Estate Development Co., Ltd.* 河北當代原綠房地產開發有限公司	Shijiazhuang Modern Xinsheng Real Estate Development Co., Ltd.* 石家莊當代欣盛房地產開發有限公司
Fuzhou Lanlv Shengeng Development Co., Ltd.* 撫州藍綠深耕置業有限公司	Xian Junhua Development Co., Ltd.* 西安君華置業有限公司
Wenzhou Modern Yuanjing Development Co., Ltd.* 溫州當代遠景置業有限公司	Xian Zhanlan Development Co., Ltd.* 西安綻藍置業有限公司
Huzhou Chuangbian Development Co., Ltd.* 湖州創變置業有限公司	Modern Green Development (Xian) Co., Ltd.* 當代綠色置業（西安）有限公司
Bangfu Outlets Development Co., Ltd.* 蚌埠市奧特萊斯置業有限公司	Dezhou Lingcheng District Zhanlan Development Co., Ltd.* 德州陵城區綻藍置業有限公司
Wenzhou Modern Zhanlan Development Co., Ltd.* 溫州當代綻藍置業有限公司	Guiyang Zhanlan MOMA Development Co., Ltd.* 貴陽綻藍摩碼置業有限公司

## APPENDIX

### Headquarters of Modern Land

#### Principal Subsidiaries

Guiyang MOMA Tuoze Development Co., Ltd.* 貴陽摩碼拓展置業有限公司	Shanwei Green Wanzhong Real Estate Development Co., Ltd.* 汕尾原綠萬眾房地產開發有限責任公司
Beijing Runyijia Development Co., Ltd.* 北京潤逸嘉置業有限公司	Julv Benpao Development (Shenzhen) Co., Ltd.* 聚綠奔跑置業（深圳）有限公司
Beijing Modern Lingdi Development Co., Ltd.* 北京當代領地置業有限公司	Chongqing Green Development Co., Ltd.* 重慶深綠置業有限公司
Chongqing Zhanlan Development Co., Ltd.* 重慶綻藍置業有限公司	Jiangsu Modern Xinjiye Real Estate Development Co., Ltd.* 江蘇當代新基業房地產開發有限公司
Zhangjiagang Weiguang MOMA Development Co., Ltd.* 張家港偉光摩碼置業有限公司	Zhangjiagang Weiguang MOMA Chuangbian Development Co., Ltd.* 張家港偉光摩碼創變置業有限公司
Jiangsu Qianheng Development Co., Ltd.* 江蘇乾亨置業有限責任公司	Changzhou Green Development Co., Ltd.* 常州原綠置業有限公司
Suzhou Modern Green Development Co., Ltd.* 蘇州當代深綠置業有限公司	Haozhou Yuanda MOMA Development Co., Ltd.* 亳州遠大摩碼置業有限公司
Beijing Modern Shangkun Development Co., Ltd.* 北京當代上坤置業有限公司	Modern Tianying Development (Shanxi) Co., Ltd.* 當代天英置業（山西）有限公司
Hubei Enjie Zhanlan Development Co., Ltd.* 湖北恩傑綻藍置業有限公司	Qingdao Modern Huanxin Development Co., Ltd.* 青島當代煥新置業有限公司
Changzhou Zhanlan Development Co., Ltd.* 常州綻藍置業有限公司	Shanxi Modern Langxin Development Co., Ltd.* 山西當代朗鑫置業有限公司
Xian Modern Julv Development Co., Ltd.* 西安當代聚綠置業有限公司	Suzhou Lanlv Zhanfang Development Co., Ltd.* 蘇州藍綠綻放置業有限公司
Shijiazhuang Modern Jianyuan Real Estate Development Co., Ltd.* 石家莊當代建遠房地產開發有限公司	Chongqing Kangjia Development Co., Ltd.* 重慶康佳置業發展有限公司
Chongqing Kangjia Xingyi Development Co., Ltd.* 重慶康佳興毅置業有限公司	Chongqing Kangjia Fuze Development Co., Ltd.* 重慶康佳福澤置業有限公司

\* The English name of the companies which operate in the PRC are for reference only and have not been registered.

## 2. INDEX OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE ISSUED BY THE STOCK EXCHANGE

Environmental, Social and Governance Reporting Guide		Page	Content in the Report
Subject Areas A. Environmental			
Aspect A1: Emissions			
A1	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	40-47	4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE
A1.1	Types of emissions and relevant emissions data.	40-47	4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	46-47	4.5 TACKLING OF CLIMATE CHANGE
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	42-43	4.2 WASTE DISCHARGE MANAGEMENT The waste generated at the Company's headquarters is in a small amount and is managed by the building management office. Waste generated in the progress of construction is managed by the subcontractor, so no such data is collected.
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		
A1.5	Description of emission targets set and steps taken to achieve them.	40-47	4. REDUCTION IN POLLUTION EMISSIONS AND TACKLING OF CLIMATE CHANGE
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction targets and steps taken to achieve them.	42-43	4.2 WASTE DISCHARGE MANAGEMENT

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Environmental, Social and Governance Reporting Guide		Page	Content in the Report
Aspect A2: Use of Resources			
A2	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	31-37	3.3 EFFICIENT USE OF RESOURCES
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	32-35	3.3.1 ENERGY MANAGEMENT
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	36-37	3.3.2 MANAGEMENT OF WATER CONSUMPTION
A2.3	Description of energy use efficiency targets set and steps taken to achieve them.	32-35	3.3.1 ENERGY MANAGEMENT
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency targets set and steps taken to achieve them.	36-37	3.3.2 MANAGEMENT OF WATER CONSUMPTION
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	–	Not applicable
Aspect A3: The Environment and Natural Resources			
A3	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources.	20-25 31-37	2. GREEN TECHNOLOGY LEADS GREEN DEVELOPMENT 3.3 EFFICIENT USE OF RESOURCES
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	20-25 31-37	2. GREEN TECHNOLOGY LEADS GREEN DEVELOPMENT 3.3 EFFICIENT USE OF RESOURCES



Environmental, Social and Governance Reporting Guide		Page	Content in the Report
Aspect A4: Climate Change			
A4	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	46-47	4.5 TACKLING OF CLIMATE CHANGE
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	46-47	4.5 TACKLING OF CLIMATE CHANGE
Subject Areas B. Social			
Employment and Labour Practices			
Aspect B1: Employment			
B1	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	51-64	5.2 PEOPLE-ORIENTED DEVELOPMENT AND PROMOTION
B1.1	Total workforce by gender, employment type (such as full-time or part-time), age group and geographical region.	51-64	5.2 PEOPLE-ORIENTED DEVELOPMENT AND PROMOTION
B1.2	Employee turnover rate by gender, age group and geographical region.	51-64	5.2 PEOPLE-ORIENTED DEVELOPMENT AND PROMOTION

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Environmental, Social and Governance Reporting Guide		Page	Content in the Report
Aspect B2: Health and Safety			
B2	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	65-69	5.3 MANAGEMENT OF SAFETY AND HEALTH
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	65-69	5.3 MANAGEMENT OF SAFETY AND HEALTH
B2.2	Lost days due to work injury.	65-69	5.3 MANAGEMENT OF SAFETY AND HEALTH
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	65-69	5.3 MANAGEMENT OF SAFETY AND HEALTH
Aspect B3: Development and Training			
B3	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Describe training activities.	59-62	5.2.4 EMPLOYEE TRAINING
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	59-62	5.2.4 EMPLOYEE TRAINING
B3.2	The average training hours completed per employee by gender and employee category.	59-62	5.2.4 EMPLOYEE TRAINING

**Environmental, Social and Governance Reporting Guide****Page****Content in the Report****Aspect B4: Labour Standards**

B4	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	55	5.2.2 LABOUR STANDARDS
B4.1	Description of measures to review employment practices to avoid child and forced labour.	55	5.2.2 LABOUR STANDARDS
B4.2	Description of steps taken to eliminate such practices when discovered.	55	5.2.2 LABOUR STANDARDS

**Operating Practices****Aspect B5: Supply Chain Management**

B5	General Disclosure Policies on managing environmental and social risks of the supply chain.	76-79	6.4 SUSTAINABLE SUPPLY CHAIN
B5.1	Number of suppliers by geographical region.	76-79	6.4 SUSTAINABLE SUPPLY CHAIN
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	76-79	6.4 SUSTAINABLE SUPPLY CHAIN
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	76-79	6.4 SUSTAINABLE SUPPLY CHAIN
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	76-79	6.4 SUSTAINABLE SUPPLY CHAIN

## APPENDIX

Environmental, Social and Governance Reporting Guide		Page	Content in the Report
Aspect B6: Product Responsibility			
B6	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	72-79	6. PRODUCT RESPONSIBILITY AND CUSTOMER MANAGEMENT
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	72-73	6.1 MANAGEMENT OF PRODUCT QUALITY
B6.2	Number of received complaints about products and services and how they are dealt with.	73-74	6.2 MANAGEMENT OF CUSTOMER SERVICES
B6.3	Description of practices relating to observing and protecting intellectual property rights.	74-76	6.3 CUSTOMER PRIVACY AND ADVERTISING COMPLIANCE MANAGEMENT
B6.4	Description of quality assurance process and product recall procedures.	72-73	6.1 MANAGEMENT OF PRODUCT QUALITY
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	74-76	6.3 CUSTOMER PRIVACY AND ADVERTISING COMPLIANCE MANAGEMENT

## Environmental, Social and Governance Reporting Guide

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## Aspect B7: Anti-corruption

B7	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	82-85	7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	82-85	7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	82-85	7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY
B7.3	Description of anti-corruption training provided to directors and staff.	82-85	7. COMPLIANT OPERATION WITH HONESTY AND INTEGRITY

## Community

## Aspect B8: Community Investment

B8	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	88-89	8.1 HAVING A HARMONIOUS RELATIONSHIP WITH THE COMMUNITY
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	88-91	8. CARING FOR THE COMMUNITY AND PAYING BACK SOCIETY
B8.2	Resources contributed (e.g. money or time) to the focus area.	89-91	8.2 SOCIAL WELFARE ACTIVITIES



## APPENDIX

### 3. READERS' FEEDBACK

Dear readers,

Thank you for reading this report. We would particularly like to receive your comments and suggestions for driving us to continuously improve our report compiling work. Please help complete relevant questions set out in this feedback form and return the completed form by telephone to (852) 3902 2100 or email to [ir.list@modernland.hk](mailto:ir.list@modernland.hk).

1. Your general evaluation on the Company's environmental, social and governance report is

☐ Good      ☐ Quite Good      ☐ Average

2. Do you think that this report can reflect the Company's significant influences on the environment, society and governance

☐ Good      ☐ Quite Good      ☐ Average

3. How do you think about the accuracy and completeness of the information and indicators disclosed in this report

☐ Good      ☐ Quite Good      ☐ Average

4. How do you think the performance of the Company in terms of serving its customers and protecting the interests of its stakeholders

☐ Good      ☐ Quite Good      ☐ Average

5. Which part of this report are you most concerned about/interested in?

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6. What else do you think you need to know but is not reflected in this Report? If yes, please write down the content you are concerned about.

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**MO**  
**MA** 當代置業  
[www.modernland.hk](http://www.modernland.hk)