



# 銀城國際控股有限公司

YINCHEG INTERNATIONAL HOLDING CO., LTD.

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

**Stock Code 股份代號: 1902.hk**

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

# 2021



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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THIS REPORT

#### Overview

This is the fourth Environmental, Social and Governance Report (hereinafter referred to as the “ESG Report”) published by Yincheng International Holding Co., Ltd., reporting to all stakeholders of the Company with focused disclosures on the Company’s management, practice and performance in environmental, social and governance.

#### Time Range of the Report

This report covers the period from 1 January 2021 to 31 December 2021 (the “Reporting Period”), and previous years for certain disclosure.

#### Reporting Scope and Boundary

This report covers the business scope directly controlled by Yincheng International Holding Co., Ltd. (hereinafter referred to as the “Group”, “Yincheng International”, “We” or “us”).

#### Reporting Framework

The Report has been prepared with reference to the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The scope of the ESG Report, the collection of relevant materials and data, its preparation based on available information and the review of information set out in the Report have been determined on the basis of the identification and priority of the importance of stakeholders and the material issues relating to ESG, to ensure the completeness, materiality, truthfulness and balance of the Report.

### 關於本報告

#### 概覽

本報告是銀城國際控股有限公司發佈的第四份《環境、社會及管治報告》(以下簡稱「ESG報告」)，面向公司各利益相關方，重點披露本公司在環境、社會及管治方面的管理、實踐與績效。

#### 報告時間範圍

本報告覆蓋的周期為2021年1月1日至2021年12月31日(即報告期內)，部分內容追溯以往年份。

#### 報告範圍及邊界

本報告覆蓋銀城國際控股有限公司(以下簡稱「本集團」「銀城國際」或「我們」)直接控制的業務範圍。

#### 編製依據

本報告參考香港聯合交易所有限公司(以下簡稱「聯交所」)上市規則附錄二十七《環境、社會及管治報告指引》進行編製。

本報告按照識別和排列重要的權益人，以及ESG相關重要議題、決定ESG報告的界限、收集相關材料和數據、根據資料編製報告和對報告中的資料進行檢視等步驟進行釐定，以確保報告內容的完整性、實質性、真實性和平衡性。



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### Source of Information and Warranty of Reliability

Information and data disclosed in the Report are derived from the Group's statistical reports and formal documents, after verification by relevant departments. The Group undertakes to the effect that the Report does not contain any misrepresentations or misleading statements, and takes the responsibility for the truthfulness, accuracy and completeness of the Report.

### Language and Format of the Report

The Report is available in electronic version, in Chinese language and English language. For more information regarding Yincheng International's background, business development and philosophy of its sustainable development, please refer to the official website of Yincheng International (<http://www.yincheng.hk>).

### Preparation Procedures of the Report

The Report has been prepared following the sequence of forming the working group, collecting information, communicating with stakeholders, conducting a questionnaire on stakeholders, confirming the framework; redacting, designing and validating the report by related departments and the senior management.

### Confirmation and Approval

The Report was approved by the Board of Directors on 30 March 2022 after confirmation by the management.

### 資料來源及可靠性保證

本報告披露的信息和數據來源於本集團統計報告和正式文件，並通過相關部門審核。本集團承諾本報告不存在任何虛假記載或誤導性陳述，並對內容真實性、準確性和完整性負責。

### 報告語言及形式

本報告設有中文和英文版，並以電子版形式供參閱。如想了解更多關於銀城國際的背景、業務發展和可持續發展理念，歡迎瀏覽銀城國際官方網站(<http://www.yincheng.hk>)。

### 報告編製流程

本報告經過工作小組組建、資料收集、利益相關方訪談、利益相關方問卷調研、框架確定、報告編寫、報告設計、部門與高層審核等環節完成編製。

### 確認及批准

本報告經管理層確認後，於2022年3月30日獲董事會通過。



### Access and Feedback to the Report

We value stakeholders' opinions. Readers are welcomed to contact us in the following ways. Your comments and suggestions will help us continuously improve this Report and our ESG performance.

Email: [ir@yincheng.hk](mailto:ir@yincheng.hk)

### 獲取及回應本報告

我們十分重視利益相關方的意見，歡迎讀者通過以下聯絡方式與我們聯繫。您的意見將幫助我們進一步完善本報告以及提升我們的ESG表現。

郵箱：[ir@yincheng.hk](mailto:ir@yincheng.hk)



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### 1. ABOUT YINCENG INTERNATIONAL

Headquartered in Nanjing, Yincheng International Holding Co., Ltd. is the property arm of Yincheng Group and has been engaged in property development since 2002. As a well-established property developer in the PRC, Yincheng International has committed itself to property development for 19 years, focusing on developing quality residential properties in the Yangtze River Delta Megalopolis for customers of all ages. Upholding the principle of "integrity, solidarity, craftsmanship, social responsibility and self-improvement (正直築基、同舟濟遠、匠心及人、肩責惠世、自強不息)", the Group has assumed its industrial and social responsibilities in the context of the new era. With the aim of becoming a leading real estate enterprise, the Group has maintained the momentum of rapid and sound development. We also emphasize refined management and balanced development. By adjusting its own pace of land acquisition and project launching as well as actively leveraging its regional and brand advantages, the Group further consolidates its leading position in the Yangtze River Delta region and works together with various stakeholders to create quality products and contribute to the development of the industry.

### 1. 走進銀城國際

銀城國際控股有限公司的總部設立於南京，為銀城集團旗下地產板塊，自2002年起開始從物業開發。作為國內發展成熟的房地產開發商，深耕物業開發領域19年，專注於在長三角地區為全齡客戶開發優質住宅物業。本集團秉持著「正直築基、同舟濟遠、匠心及人、肩責惠世、自強不息」的精神，承擔起時代背景下的產業責任、社會責任，以躋身頭部房企為目標，保持高速穩健的發展趨勢。我們亦重點強調精細化管理與均衡發展，並通過調整自身拿地節奏、推盤節奏，積極利用區域優勢、品牌優勢，進一步鞏固本集團於長三角區域的領先優勢，與各類權益人攜手共進、共創優質產品、共益行業發展。



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We actively develop residential property products such as high-rise, multi-storey and low-density residential properties, and have created five residential property series, being the “Yi series”, “Shang series”, “Zhi series”, “Zhong series” and “He series”, according to the needs and preferences of different target customer groups, in order to provide high-quality residential properties to customers of all ages. Besides, we have also built special property projects in Nanjing, Wuxi, Hefei, Suzhou, Hangzhou, Zhenjiang, Ma’anshan, Xuzhou, Taizhou and Wenzhou for consumers to choose.

我們積極開發高層住宅、多層住宅、低密度住宅等住宅物業產品，並根據不同目標客戶群體的需求和喜好建立了「頤」「尚」「致」「中」「和」五大住宅系列，以向全齡客戶提供高質量開發物業。除此之外，我們還在南京、無錫、合肥、蘇州、杭州、鎮江、馬鞍山、徐州、台州及溫州建立了特色物業項目，以供消費者選擇。

Yi Series 頤	Shang Series 尚	Zhi Series 致	Zhong Series 中	He Series 和
<ul style="list-style-type: none"> <li>Comfortable retirement center: A community for the elderly to enjoy a healthy and happy retirement life. 安享型健康頤養園區。養身養心，頤養天年。</li> </ul>	<ul style="list-style-type: none"> <li>Young fashion apartment: A diversified and harmonious community for young people to have a good rest and relax. 樂享型菁英時尚公寓。美美與共，讓青春更從容。</li> </ul>	<ul style="list-style-type: none"> <li>Comfortable quality living community: A high-end community where residents can enjoy elegant living. 舒雅型品質生活社區。雅致生活，共享芳華。</li> </ul>	<ul style="list-style-type: none"> <li>Upscale residence: A boutique community for prestigious and premium lifestyle. 尊貴型優品生活美宅。四十上下正為貴，中為上也。</li> </ul>	<ul style="list-style-type: none"> <li>Noble garden house: an exclusive community to enjoy a life of harmony. 尊榮型稀缺花園住區。人生至此和為貴，此為大境。</li> </ul>

### Five series of residential properties of Yincheng International 銀城國際五大住宅系列

In the future, Yincheng International will continue to leverage its advantages in standardised property development. By capitalising on its ample land reserves, professional and stable management team, and good reputation in the residential property sector, Yincheng International will devote its efforts to three aspects including area of operation, product development and business model, continue to attract and cultivate outstanding talents in the industry, and continuously focus on “developing quality properties with healthy, comfortable, smart and convenient living environmental for customers of all ages”, so as to maintain balanced financial and business growth.

未來，銀城國際將繼續發揮在標準化房地產開發方面的優勢，憑藉充足的土地儲備，專業、穩定的管理團隊，以及在住宅物業領域累積的良好口碑，從業務區域、產品開發、業務模式三方面出發，不斷吸納、培養業內優秀人才，源源不斷的開發「全齡宜居、健康舒適、智慧便捷」的優質物業，保持財務與業務的平衡增長。

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### Area of operation 業務區域

- Strategically expanding its coverage in cities of the Yangtze River Delta region;  
戰略性擴大在長三角地區的城市規模：
- Expanding into more cities with growth potential.  
進軍更多具有發展潛力的城市。

### Product development 產品開發

- Implementing its core development strategies of "top quality, excellent services and innovation for future", continuously improving product quality and regularly innovating and improving ancillary facilities of property projects, thereby improving customer satisfaction.  
貫徹品質領先、服務卓越、創新未來的核心開發戰略，不斷提升產品質量，定期創新改善物業項目配套設施，提高客戶滿意度。

### Business model 業務模式

- Adopting a diversified development strategy and actively communicating and cooperating with third-party property developers, thereby promoting resource integration and optimization to the mutual benefits of parties at all levels of the industry chain.  
採用多元化的開發策略，積極與第三方物業開發商進行溝通及合作開發，進而推動資源整合和優化，實現產業鏈各級的互利共贏。

### Future plans of Yincheng International 銀城國際未來規劃



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### Awards and Accolades

In 2021, Yincheng International was awarded with a dozen of major industry and market awards, and was widely recognised by the community and various authority organisations by virtue of its industry-leading innovation-driven capabilities and excellent corporate management capabilities.

### 獎項榮譽

2021年，銀城國際憑藉其行業領先的創新驅動能力以及優秀的企業管理能力，斬獲十幾個行業及市場重大獎項，得到社會及各大權威機構的普遍認可。



**Best Real Estate Company in  
The 5th Golden Hong Kong Stocks Award**  
第五屆金港股最佳地產公司



**China's Top 100 Listed Real Estate  
Companies in 2021**  
2021 中國上市房企 TOP100



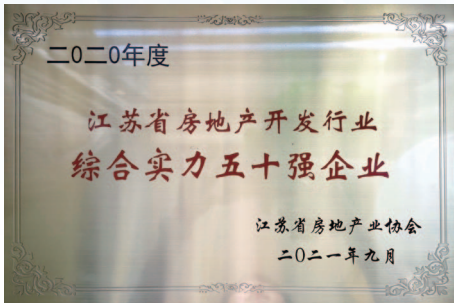
**China's Innovative Real Estate Developers  
in 2021**  
2021 中國地產創新力企業



**Top 10 Brand Value of China's  
Luxury Home Products in 2021**  
2021 年中國奢適大宅產品系品牌價值 10 強

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



**A Top 50 Player in the Real Estate Development Industry of Jiangsu Province in terms of Comprehensive Strength**  
 江蘇房地產開發行業綜合實力五十強企業



**China's Most Valuable Listed Real Estate Enterprise of the Year in 2021**  
 2021 中國年度價值地產上市公司



**2021 Brand Value List of Chinese Listed Companies - Top 100**  
 2021 中國上市公司品牌價值榜 TOP100



**The 7th CREDAWARD China Real Estate & Design - Interior Design Merit Award**  
 第七屆 CREDAWARD 地產設計-室內設計獎



**The 7th CREDAWARD China Real Estate & Design - Residential Project Merit Award**  
 第七屆 CREDAWARD 地產設計-居住項目獎

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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**2021 Final List of 100 Good Brands**  
2021【好品牌100】終榜



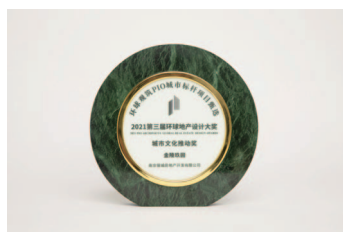
**Top 100 Real Estate Products in China in 2021**  
2021中國房企超級產品力TOP100



**Real Estate Enterprise of the Year -  
A Paradigm of Excellent Products**  
年度房地產企業優秀產品力榜樣



**China's Top 10 Real Estate Developers in terms  
of Community Operation in 2021**  
2021年中國房企社群運營力TOP10



**2021 PIO Archifocus Global Real Estate Design Awards-  
Urban Real Estate Benchmark Project Award and other two awards**  
2021年度環球觀築PIO城市地產設計標桿獎等三項大獎



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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## 2. RESPONSIBLE GOVERNANCE

As a developer of high-quality residential products for clients of all ages, Yincheng International communicates actively with various stakeholders and continues to deepen the integration of the concept of sustainable development with the corporate governance structure and risk management system while adhering to business ethics, so as to ensure the lawful operation and steady and long-term development of the Group on the right track.

### 2.1 Sustainability Management

The Group is committed to building an advanced and diversified corporate governance structure and to promoting the process of sustainable corporate development at the institutional level by establishing a transparent, open, timely and effective communication channel with various stakeholders, thereby helping the Group adapt to global market changes and continue to create sustainable value for various stakeholders.

#### ESG Working Mechanism

We strictly abide by the Company Law of the People's Republic of China, the Listing Rules and the Code of Corporate Governance for Listed Companies of the Stock Exchange and relevant laws and regulations and normative requirements. We seek to build a high standard of corporate governance structure with fairness, independence, honesty, transparency and accountability, in order to run our business in a sustainable manner.

During the Reporting Period, in order to ensure the alignment of the ESG strategic direction with the corporate development of the Group, the Group has built and improved the ESG governance structure of Yincheng International, with the Board taking the lead, the ESG working group being responsible for implementation of relevant policies, and representatives of functional departments acting as the executors of major tasks.

## 2. 責任治理

作為面向全齡客戶開發優質住宅產品的開發商，銀城國際在恪守商業道德的同時，積極與各類權益人溝通，不斷深化可持續發展理念與企業管治架構、風險管控體系的相互融合，確保企業在高效正確的道路上合規經營、行穩致遠。

### 2.1 可持續發展管理

本集團致力於打造先進多元的企業管治架構，並通過和各類權益人建立透明、公開、及時、有效的溝通渠道，從制度層面推進企業的可持續發展進程，幫助企業適應全球市場變化，持續為各類權益人創造可持續價值。

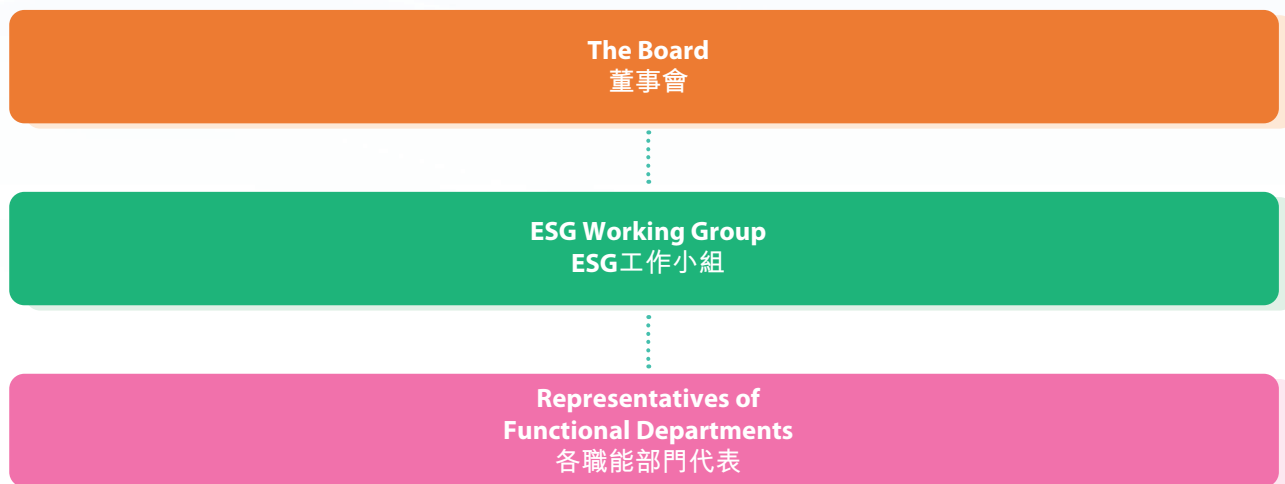
#### ESG 工作機制

我們嚴格遵守《中華人民共和國公司法》、聯交所《上市規則》以及《上市公司治理準則》等相關法律法規和規範性要求，以公平、獨立、誠實、透明和負責任的態度，追求構建高水平的企業管治架構，以可持續發展的方式經營業務。

報告期內，為確保 ESG 戰略方向與企業發展方向的統一，本集團由董事會牽頭，ESG 工作小組為落實相關決策的錨點，各職能部門代表為主要工作的執行者，建立並完善了銀城國際 ESG 管治架構。

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### ESG Governance Structure of Yincheng International 銀城國際 ESG 管治架構

#### Board Statement

Adhering to its original aspiration of “establishing a platform to cultivate talents and benefit the world and achieve its ambitions”, Yincheng International has been providing high-quality residential and supporting services to home owners since inception. The Board of the Group assumes overall responsibilities for the ESG management and performance of Yincheng International, and is responsible for setting the direction of the annual ESG efforts, identifying relevant ESG risks and formulating future ESG objectives and plans. The ESG working group is coordinated by the president of the Group. As the supreme authority overseeing ESG related issues and risks, it assists functional departments in implementing the ESG plans issued by the Board, and provides regular feedback to the Board on the relevant progress, so as to ensure smooth communication and clear division of authorities and responsibilities.

#### 董事會聲明

自成立以來，銀城國際秉持著「築台立人、惠世成志」的初心，為業主提供高品質的住宅及配套服務。本集團董事會對銀城國際 ESG 管理及表現肩負總體責任，負責確定年度 ESG 工作的發展方向，識別相關 ESG 風險並制定企業未來 ESG 方面的目標和規劃；ESG 工作小組則由集團總裁統籌，作為監管 ESG 相關事宜及風險的最高權力機構，協助各職能部門落實董事會發佈的 ESG 規劃，並定期向董事會反饋相關進度，做到上傳下達，權責分明。



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We conduct regular assessments of relevant ESG issues of Yincheng International with reference to the ESG guidelines of the Stock Exchange and based on communications with various stakeholders, and in-depth understanding with the responsible persons of various departments of the Group, taking into account the dynamics and trends of the property industry and widely-concerned issues, the results of which have been discussed and approved by the Board. Depending on the materiality of ESG issues, we regularly update the corresponding policies of the Group, which will be implemented by the relevant departments with the support of the ESG working group. Meanwhile, we also timely analyse and review our sustainability performance against our excellent peers in order to continuously improve our sustainability performance.

We are fully aware of the potential ESG risks facing the Group due to the business nature and the environment of the places in which the Group primarily operates. To prevent such risks from happening, the ESG working group, based on the climate change risks identified by the Group, took the lead in guiding various departments to formulate corresponding risk prevention measures against such identified risks during the Reporting Period, the results of which were submitted to the Board for comments and final approval before they were implemented by various departments.

At the operational level, the ESG working group, under the supervision and guidance of the Board, set out four environmental targets during the Reporting Period in combination with the country's goal of carbon peak and carbon neutrality and the community's continued concern over environmental issues. Meanwhile, the ESG working group coordinated with various departments to discuss and establish effective pathways to various environmental goals, and reported the final goals and pathways to the Board for approval.

In addition, the Group regularly holds Board meetings to listen to the report on the progress and completion of ESG issues by each department, and discusses the need to add, delete or revise key ESG areas based on the completion of ESG issues and the strategies, business models and operational processes of the Group.

我們參考聯交所ESG指引，基於與各利益相關方的溝通交流，與集團各部門負責人進行深入了解，結合地產行業動態和趨勢以及普遍關注的問題，對銀城國際相關ESG議題定期進行評估，而評估結果均已經過董事會討論和審批。根據ESG議題的重要程度，我們定期更新相應的集團政策，並在ESG工作小組的支持下，由相關部門負責落地執行。同時，我們也會及時分析和檢討自身可持續發展表現與優秀同行的差異，以不斷完善可持續發展表現。

我們深知自身的業務性質，及主要營運所在地環境令集團面臨各種潛在的ESG風險。為了防患於未然，在報告期內，由ESG工作小組牽頭，基於集團識別出的氣候變化風險，指導各部門針對識別出的風險制定相應的風險防範措施，並將結果向董事會進行匯報，董事會提出意見並最終審批相關內容，之後由各部門負責相關方案的落地執行。

在業務營運層面上，結合國家的雙碳目標及社會各界對於環境問題的持續關注，ESG工作小組在董事會的監督和指導下，於報告期內擬定了4項環境目標，同時統籌各部門討論和制定出實現各項環境目標的有效路徑，並將最終的目標及路徑成果向董事會進行匯報並獲得批准。

此外，集團於定期召開的董事會會議中聽取各部門負責ESG事宜的進度及完成情況，並基於ESG完成情況與集團戰略、業務模式、營運流程來探討是否需要對重點ESG領域進行增減與修改。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Stakeholder Communication

The Group attaches great importance to the views of various stakeholders in the process of improvement of sustainability performance, and understands that maintaining close contact with stakeholders and timely responding to their needs can help us assess the rationality and comprehensiveness of our sustainability decisions. During the Reporting Period, we have identified the following types of key stakeholders based on the layout of the Group's industry chain and established different communication mechanisms, in order to enhance the ESG performance of the Group.

### 利益相關方溝通

本集團高度重視在可持續發展提升過程中各類權益人的意見，並深知與權益人保持緊密聯繫，及時回應其需求有助於我們評估可持續發展決策的合理性和全面性。報告期內，我們根據集團產業鏈佈局情況，識別出以下幾類主要權益人，並建立了不同的溝通機制，以提升企業 ESG 表現。

Stakeholders 權益人	Means of Communication 溝通方式
<b>Shareholders</b> 股東	<ul style="list-style-type: none"> <li>General Meetings 股東大會</li> <li>Results reports and announcements 業績披露報告及相關公告</li> <li>Shareholder's visit programmes 股東參觀公司活動</li> <li>Face-to-face meetings 面對面座談</li> </ul>
<b>Business partners</b> 業務夥伴	<ul style="list-style-type: none"> <li>Results reports and announcements 業績披露報告及相關公告</li> <li>Meetings and lectures 會議及講座</li> <li>Visits 探訪</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Stakeholders 權益人	Means of Communication 溝通方式
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Customer satisfaction survey and feedback form 客戶滿意度調查和意見表</li> <li>Customer service centre 客戶服務中心</li> <li>Site visit by customer relationship managers 客戶關係經理探訪</li> <li>Daily operation/interaction 日常營運／交流</li> <li>Telephone and email 電話及郵箱</li> </ul>
<b>Employees</b> 員工	<ul style="list-style-type: none"> <li>Employee survey 員工意見調查</li> <li>Internal employee communication channels (such as employee exchanges, publications and intranet forums) 公司內部員工溝通渠道(如員工溝通大會、刊物及內聯網等)</li> <li>Performance assessment and group discussion 工作表現審核及會談</li> <li>Business briefing 業務簡報</li> <li>Voluntary events 義工活動</li> </ul>
<b>Industry peers</b> 同行業	<ul style="list-style-type: none"> <li>Strategic cooperation projects 策略性合作項目</li> <li>Group notices 集團通告</li> <li>Townhall meetings 溝通大會</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Suppliers assessment and management system 供應商評估及管理程序</li> <li>Supplier meetings 供應商座談會</li> <li>Site visits 實地視察</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Stakeholders 權益人	Means of Communication 溝通方式
<b>Media</b> 傳媒	<ul style="list-style-type: none"> <li>• Press conference 新聞發佈會</li> <li>• News release 新聞稿</li> <li>• Senior management interview 高級管理人員訪問</li> <li>• Results reports and announcements 業績披露報告及相關公告</li> </ul>
<b>Communities/ Non- governmental organizations</b> 社區／非政府團體	<ul style="list-style-type: none"> <li>• Community charity activities 社區慈善活動</li> <li>• Seminar/talk/workshop 研討會／講座／工作坊</li> </ul>
<b>Regulators</b> 監管機構	<ul style="list-style-type: none"> <li>• Written responses to public consultations 對公眾諮詢的書面回應</li> <li>• Compliance results reports and announcements 合規的業績披露報告及相關公告</li> </ul>



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

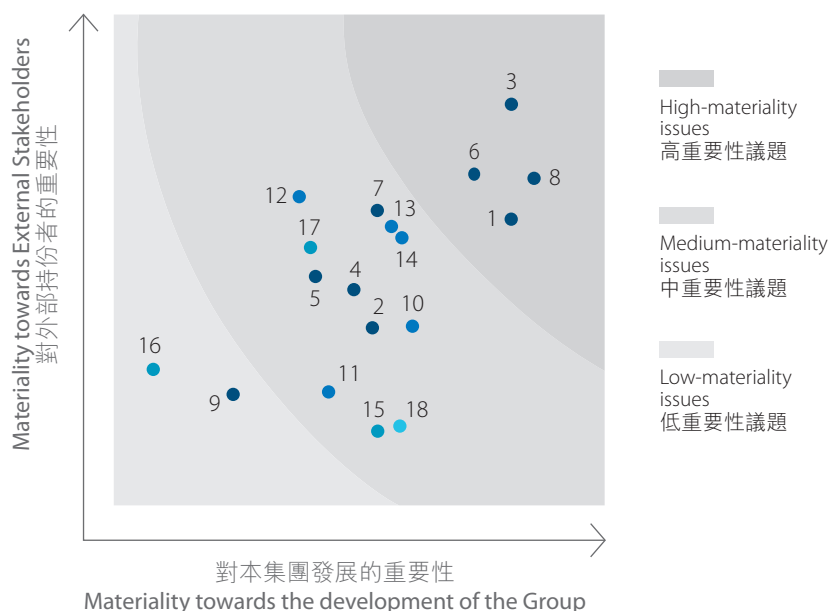
### ESG Materiality Issues

During the Reporting Period, the Group has identified a total of 18 materiality issues relating to the company in accordance with the Environmental, Social and Governance Reporting Guide of the Stock Exchange and based on the materiality assessment of operation, environment, society and employment towards the Group by various stakeholders as well as in-depth discussions and communications with more than ten relevant departments of Yincheng International. Meanwhile, we also put issues into different categories according to their importance based on the development of the Group and market demands, and constructed a matrix of materiality issues to set the direction for future development of the Group. We have identified a total of four high-materiality issues, including quality control and compliance with laws and regulations.

### ESG 重大性議題

本集團於報告期內，依照聯交所《環境、社會及管治報告指引》，根據各類權益人對企業在營運、環境、社會及僱傭方面的重大性評估，以及與銀城國際十餘個相關部門進行深入訪談和溝通，共識別出與企業相關的18項重大性議題。同時，我們也結合企業發展現況和市場需求，根據議題的重要性進行分類，構建出重大性議題矩陣，為企業未來發展提供方向。我們共識別出包括質量控制、遵守法律法規等4項高度重要議題。

銀城國際 — 重要性矩陣圖  
Yincheng International — Materiality Matrix



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Matrix of Materiality Issues of Yincheng International in 2021

#### 2021年銀城國際重大性議題矩陣

High-materiality issues 高度重要議題		Medium-materiality issues 中度重要議題		Low-materiality issues 低度重要議題	
1	Compliance with laws and regulations 遵守法律法規	2	Responsible procurement 負責任採購	9	Promotion and labels of product and service 宣傳及產品服務標籤
3	Quality control 質量控制	4	Technology development and green building 技術發展及綠色建築	16	Use of materials/resources 材料或資源使用
6	Health and safety of products or services 產品或服務的健康及安全	5	Customer privacy protection 客戶隱私保障		
8	Complaint handling and response mechanisms 處理投訴和對應機制	7	Anti-fraud and anti-corruption 反欺詐和反貪污		
		10	Employment rights 僱用權益		
		11	Labour relations 勞資關係		
		12	Occupational health and safety 職業健康與安全		
		13	Employee training and development 員工培訓和發展		
		14	Qualifications and professional conduct 資質及職業操守		
		15	Energy consumption and efficiency 能源消耗及效益		
		17	Environmental awareness of employees 員工的環保意識		
		18	Community investment and engagement 社區投資和參與		

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 2.2 Risk Management

Yincheng International regards risk management as the foundation for smooth operation of the Group. In order to enhance the safety and reliability of operation and management, the Audit Committee under the Board of Yincheng International is responsible for the supervision, inspection and effectiveness evaluation of the Company's risk management and internal control work, and the Legal Audit Department is delegated with the power to organise internal control assessments for all functional departments of the Company and to oversee the effective implementation of internal control measures, so as to minimise the operational risks of the Company in an efficient and comprehensive manner.

In order to ensure the compliance and effectiveness of the risk management work, the Group strictly abides by the Basic Norms for Internal Control of Enterprises (《企業內部控制基本規範》) and corresponding application guidelines, the Listing Rules of Hong Kong Stock Exchange and other regulations. The Group also formulates the Risk Management and Internal Control System of Yincheng International (《銀城國際風險管理及內部控制制度》) and Internal Control Manual (《內部控制手冊》) and other system and regulations based on its own situation, to clearly define the responsibilities and authorities of risk management and internal control and to form a scientific and effective check and balance mechanism.

Yincheng International sorts and evaluates core operational risks of each business segment on a regular basis to identify the focus of attention in order to formulate risk response strategies, thereby achieving effective control of risks. Based on the different development stages and business expansion of the Company, we continue to provide updates on changes in risks and regularly collect and analyse risk indicators so as to make timely adjustments to the risk response strategies and achieve dynamic and effective risk management. In addition, Yincheng International has an early warning mechanism for major risks and an emergency response mechanism in place for the timely transmission and reporting of risk information to ensure that emergencies are handled timely and appropriately. In order to further enhance the level of risk management, Yincheng International has launched a comprehensive programme for the optimization of the internal control system and engaged a professional third-party organisation to make effective recommendations on risk control at the corporate level, so as to continuously improve the management efficiency and effectiveness of internal operations and continuously enhance the risk prevention and control abilities while ensuring compliance operation.

### 2.2 風險管理

銀城國際將風險管理視為保障企業平穩運行的基礎。為了提升經營管理的安全性與可靠性，銀城國際董事會下設審核委員會，對公司的風險管理與內部控制工作進行監督檢查及有效性評價，並授權法務審計部組織各職能條線開展公司內部控制評估，監督內部控制的有效實施，以高效全面的工作方式盡可能降低企業經營風險。

為確保風險管理工作的合規性及有效性，本集團嚴格遵守《企業內部控制基本規範》及配套指引、香港聯合交易所《上市規則》等有關規定，並結合公司的自身情況建立了《銀城國際風險管理及內部控制制度》、《內部控制手冊》等制度規範，明確風險管理及內控工作的職責權限並形成科學有效的制衡機制。

銀城國際定期對各業務核心經營風險進行梳理與評估，確定關注重點以制定風險應對策略，實現對風險的有效控制。基於公司的不同發展階段和業務拓展情況，我們持續更新與風險變化相關的信息，並定期收集及統計風險指標，從而及時調整風險應對策略，實現動態的有效風險管理。此外，銀城國際建立了重大風險預警機制和突發事件應急處理機制，及時進行風險信息的傳遞與報送，確保突發事件得到及時妥善處理。為進一步提升風險管理工作水平，銀城國際全面啟動了內部控制體系優化項目，聘請專業第三方機構對企業風險管控工作提出有效建議，在確保合規的同時持續提升內部經營的管理效率和效果，持續加強風險防控的能力。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In order to enhance employees' awareness of risk prevention, Yincheng International actively conducts trainings on risk management to comprehensively raise employees' risk awareness and control abilities. We identify training topics based on the scope of business and risk focuses of each department and formulate training programmes to ensure the smooth development of our business.

為了加強員工風險防範意識，銀城國際積極開展風險管理相關培訓，全面提升員工的風險意識與管控能力。我們根據各部門的業務範圍與風險重點確定培訓主題，並制定培訓計劃，以保障業務的平穩發展。



**Themed trainings on risk management of Yincheng International in 2021**  
銀城國際2021年風險管理主題培訓



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 2.3 Business Ethics

Yincheng International adheres to the principle of sustainable development and upholds the values of fairness, transparency, integrity and honesty in business operation. We strictly abide by the Anti-Money Laundering Law of the People's Republic of China, the Anti-Corruption Law of the People's Republic of China, the Criminal Law of the People's Republic of China, the Bidding Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other laws and regulations of the places where we operate, and establish and continuously update internal systems and norms such as the Management Measures for Integrity Conducts of Yincheng International (《銀城國際廉潔行為管理辦法》) and the Management System on Conflict of Interests of Yincheng International (《銀城國際利益衝突管理制度》) to strictly combat corruption, frauds and other improper conducts. In order to ensure the governance of the conduct of business activities with the highest ethic standards, the Group has established a sound business ethics governance structure to achieve two-way supervision of integrity management through internal and external cooperation.

### 2.3 商業道德

銀城國際遵守可持續發展原則，秉持公平透明、廉潔誠信的商業價值觀。我們嚴格遵守《中華人民共和國反洗錢法》、《中華人民共和國反貪污法》、《中華人民共和國刑法》、《中華人民共和國招標法》、《中華人民共和國反不當競爭法》等所在營運地的法律法規，建立並持續更新《銀城國際廉潔行為管理辦法》、《銀城國際利益衝突管理制度》等內部制度及規範，嚴格打擊貪腐、舞弊等不正當行為。為了確保以最高道德標準約束商業活動的開展，本集團建立了完善的商業道德管治架構，由內外部共同協作實現廉潔管理工作的雙向監管。



**Business Ethics Governance Structure of Yincheng International**  
銀城國際商業道德管治架構

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

On the basis of strict internal review, Yincheng International has established a sound and transparent integrity complaint and whistle-blowing channel to encourage internal and external stakeholders to jointly monitor our integrity management work. The complaints and whistle-blowing we dealt with include real-name reporting and anonymous reporting, and our complaint and whistle-blowing channels include face-to-face whistle-blowing, whistle-blowing hotlines, letters, e-mail messages and investigation requests by the management. Once it receives whistle-blowing, Yincheng International will respond promptly in accordance with the procedures for acceptance and dispatch relevant departments to carry out a comprehensive investigation, and feed the investigation results back on a real time basis.

在嚴格開展內部審查的基礎上，銀城國際建立了完善透明的廉潔投訴舉報渠道，鼓勵內外部利益相關方共同監督我們的廉潔管理工作。我們受理的投訴舉報包括實名、匿名舉報方式，渠道包括當面舉報、舉報熱線、信函、網上電子郵件、管理層交辦等形式。一旦接收到舉報信息，銀城國際將按照受理程序迅速響應，協調相關部門開展全面調查，並將調查結果進行實時反饋。



### Procedures for acceptance of integrity-related whistle-blowing of Yincheng International

#### 銀城國際廉潔相關舉報信息受理程序

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In order to protect the rights and interests of whistleblowers, Yincheng International explicitly stipulates in the relevant regulations that retaliation or threats against complainants and whistle-blowers shall be prohibited. We take strict confidentiality measures in the process of acceptance of whistle-blowing and strictly prohibit relevant personnel from disclosing any personal information of the whistle-blower. In case of retaliation against a whistle-blower, the legal and audit department will investigate into, report and deal with the matter in accordance with the law and the system at the first time.

The raising integrity awareness of all staff can strengthen the integrity management level of an enterprise at the root. Yincheng International has been committing itself to the work relating to the enhancement of integrity awareness of internal and external stakeholders in order to strengthen corporate culture development. During the Reporting Period, Yincheng International conducted a training programme on integrity responsibilities and anti-corruption for the Board of the Company to clarify the integrity requirements of the Board and its integrity management responsibilities towards the Company. Meanwhile, we provide our employees with diversified integrity training and publicity programmes, including integrity posters, case pushes and themed training, endowing integrity rules with visualized and intuitive form of expression to enhance their active acceptance ability. During the Reporting Period, Yincheng International conducted a total of seven training activities themed on integrity.

為保護舉報人權益，銀城國際在相關規定中明令禁止對投訴、舉報人實施打擊報復或威脅行為。我們在受理舉報事件的過程中採取嚴格的保密措施，嚴禁相關人員洩露舉報人的任何個人信息。一旦發生針對舉報人的打擊報復事件，法務審計部將第一時間進行調查、匯報，並依據法律及制度進行處理。

廉潔意識的全員提升能夠從根源上加強企業的廉潔管理水平。銀城國際持續對內外部相關方開展廉潔意識提升的相關工作，以加強企業文化建設。報告期內，銀城國際針對公司董事會開展了廉潔責任及反貪污培訓，以明確董事會的廉潔規定及其對於公司廉潔管理的職責。同時，我們對員工提供多樣化的廉潔培訓及宣傳，包括廉潔海報、案例推送、主題培訓等，將廉潔規定賦予可視化、直觀化的表達形式，增強員工的主動接受能力。報告期內，銀城國際共開展7次廉潔主題培訓。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



**Integrity themed trainings of Yincheng International**  
銀城國際廉潔主題培訓

**Integrity themed posters of Yincheng International**  
銀城國際廉潔宣傳海報

For external suppliers, Yincheng International makes Integrity Agreement one of the documentation required for bidding, bargaining, price comparison and direct entrustment and other procurement activities, and requires suppliers to sign a written confirmation to ensure they will comply with the Group's integrity requirements for external parties. During the Reporting Period, there were no concluded cases relating to corruption litigation in relation to Yincheng International.

針對外部供應商，銀城國際將《廉潔協議書》作為招標、議價、比價、直委等採購活動文件要求之一，並要求供應商書面簽署確認，確保本集團對外部相關方的廉潔要求。報告期內，銀城國際未發生與貪污訴訟相關的審結案件。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 3. CRAFTSMANSHIP

Yincheng International continuously strives to create high-quality products to meet the needs of different home owners. Upholding the attitude of being responsible for home owners, we continue to improve customer communication mechanism and strictly manage our suppliers, in order to ensure our products and services are of high-quality throughout its life cycles.

#### 3.1 Product development

To ensure effective progress of projects, control information exchanges during the process, improve design efficiency, quality of achievements and customer satisfaction, Yincheng International has formulated the Whole-process Management System for Project Design of Yincheng International (《銀城國際項目設計全流程管理制度》), which regulates the workflow of the architectural design line, and specifying the content, functions, division of authorities and responsibilities, and output results of the whole process management of the design line. In addition, we will conduct training and publicity on the content of the system on an annual basis to ensure that our staff fully understands the design and development processes and management requirements.

##### Market insights

In order to keep abreast of the evolving needs of home owners, Yincheng International conducted consumer demand surveys at the early stage of design, to timely grasp market demands and to develop products that meet home owners' expectations.

### 3. 匠心品質

銀城國際持續致力於打造高品質的產品以滿足不同業主的需求。我們秉持對業主負責的態度不斷完善客戶溝通機制，嚴格對供應商進行管理，從全生命周期確保產品及服務的高質量。

#### 3.1 產品開發

為保證項目有效推進，把控過程中的信息交圈，提高設計工作效率、成果質量和客戶滿意度，銀城國際制定了《銀城國際項目設計全流程管理制度》，規範了建築設計條線工作流程，明確設計條線項目全流程管理內容、職責、權責劃分及輸出成果。此外，我們每年會針對制度內容展開培訓及宣傳，確保員工充分理解各項設計研發流程及管理規定。

##### 市場洞察

為了更及時的掌握業主的需求變化，銀城國際在設計前期開展了消費者需求調查，及時掌握市場需求，開發出符合業主期望的產品。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Survey of the post-90s home owners 90後業主調研

- Based on our online surveys among 1,032 groups of post-90s homeowners and household surveys among 86 groups of post-90s homeowners, we have summarised their demand on the product side, and designed and developed diversified, composite and relaxing products with social communication functions.

通過對1,032組線上90後業主及86組90後業主入戶調研，我們總結出90後業主對於產品端的需求，設計並開發出多元化、社交化、復合化、輕鬆化的產品。

### The weaverbird program 織布鳥計劃

- We launched the "Weaverbird Program" and invited our customers from Nanjing, Wuxi, Hangzhou and other cities in the Yangtze River Delta region to serve as the product officers of Yincheng. They discussed about architectural products from the perspectives of "healthy residence", "smart and intelligence", "community functions" and "appearance design", providing scientific and detailed evidences for Yincheng to improve its new product value system.

我們啟動了「織布鳥計劃」，邀請南京、無錫、杭州等多個長三角城市的客戶，擔任銀城的產品官，從「健康住宅」、「智慧智能」、「社區功能」及「顏值設計」等維度對建築產品展開探討，為銀城完善新產品價值體系提供科學詳實的依據。

### Composite demand survey 綜合需求調研

- Through the distribution of 1,600 questionnaires in 5 communities, we comprehensively considered the behaviour and needs of home owners under different scenarios in four dimensions, namely returning routes, community culture, indoor intelligence and interior decoration and configuration demands, and adjusted and optimised the landscape and routes based on the findings of the survey.

通過在5個小區發放1,600份問卷調查，我們從業主歸家動線、社區文化需求、室內智能化需求、室內裝修配置需求四大維度來綜合考慮不同場景下人群行為及需求點，並根據調研結果對景觀、動線進行調整和優化。

Based on the findings of our consumer surveys, we have summarised and analysed several changes in consumer demands. In response to new demands, we made adjustments and optimizations to our product attributes and functions in a timely manner, to create a more comfortable and open living space for different populations and customers of different age groups.

基於消費者調研結果，我們總結並分析出多項消費者訴求的變化，並針對新的需求及時對產品屬性和功能做出調整和優化，為不同人群、不同年齡層次的客戶營造更為舒適的、開放的生活空間。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

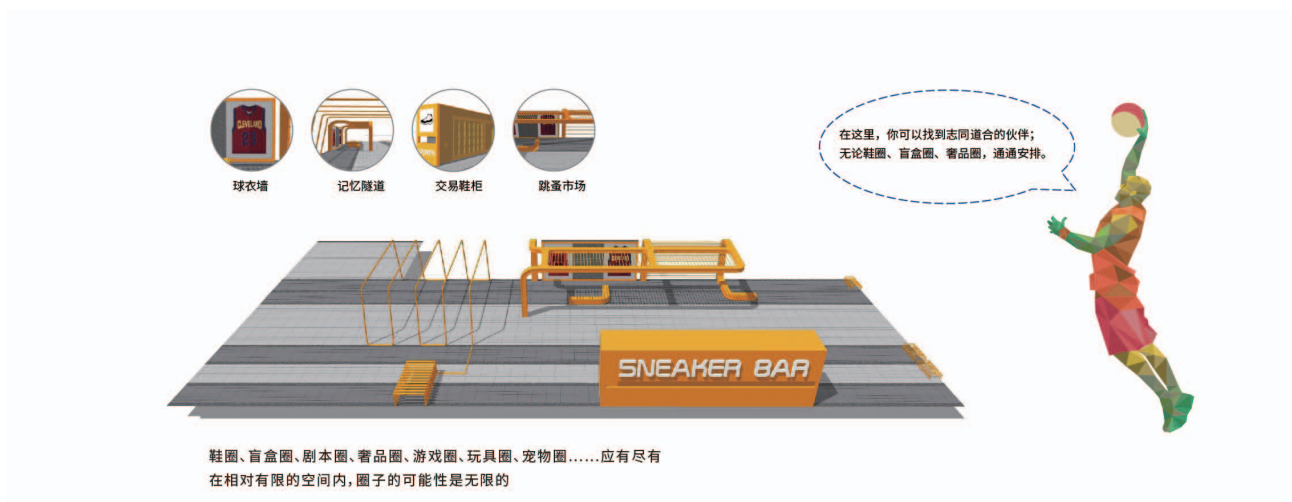
## 環境、社會及管治報告

### Enhancing the social attributes of the space

To cater to the post-90s' increasing demands for social interaction, Yincheng International has launched products that only exist in the marketplace, including jersey wardrobes, sneaker trading booths, flea markets, and memory corridors and other functional spaces, in order to enter the world of interests of the young people and build a social channel for young people with the same interests.

### 增強空間的社交屬性

為迎合 90 後業主更注重社交互動的需求，銀城國際增加專屬集市的產品，包括球衣櫃、球鞋交易櫃、跳蚤市場、記憶走廊等功能性空間，走進青年的興趣世界，構建具有相同興趣所形成的青年社交渠道。

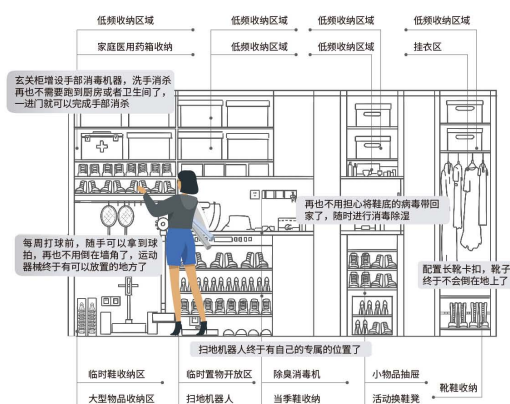


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Easy to store

To cater to the fast-paced state of work and life of young people, we have provided storage space for everyday items, including hoverboards, cordless vacuum cleaners, various types of sports equipment, and other frequently-used items in daily life, enabling young home owners to get rid of the state of chaos and store their favorites without wasting their time in following the procedures and making every complicated things simple.



玄关柜收纳暗藏玄机, 多功能设置更符合新青年的时尚追求, 大至平衡车、无线吸尘器、扫地机器人, 小至中短靴、医药箱各有归属……搭配更高效

### 收納輕鬆化

為了迎合年輕群體快節奏的工作生活狀態，我們給日常物品均配備了相應的儲物空間，包括平衡車、無線吸塵器、各類運動器械等日常高頻使用的物品，將青年業主從繁雜中解脫，心愛之物皆可收納，不用費腦按部就班，將一切複雜的東西簡單化。



主卧卫生间收纳, 脏衣服有处可放, 毛巾不再忘拿, 洗发水牙膏及时储备

Meanwhile, Yingcheng International gives sufficient consideration to the potential physical risks of climate change in the process of product development. In light of the frequent occurrence of extreme weather events in the China, Yincheng International makes timely adjustment to the design strategies by imposing design value requirements of structural bearing capacity of railings, doors and windows for projects located near the sea and in the regions frequently affected by the typhoon weather. In the mean time, the air tightness level of doors and windows has been raised in order to better cope with the potential impact of the extreme weather.

In addition, Yincheng International also actively introduces external professional resources. We have established a long-term cooperative relationship with the studio of Zhou Yanmin, a professor at the School of Architecture, Tsinghua University since 2015, for the joint development of high-quality products.

同時，銀城國際在產品開發過程中充分考慮氣候變化可能帶來的實體風險，結合近年來國內極端天氣多發的情況，及時調整設計策略，對於位置靠近海邊、受颱風天氣影響頻繁的區域項目，增加了欄桿和門窗的結構承載力的設計值要求，同時提高門窗氣密性的等級，更好地應對極端天氣可能帶來的影響。

此外，銀城國際還積極引入外界專業資源。我們從2015年開始就與清華大學建築學院周燕珉教授工作室建立長期合作關係，共同開展更加優質產品的開發。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Highlight Products

With the dedicated efforts, Yincheng International has successively launched high-quality projects such as Honor Mansion (雲台天境), Peaceful Paradise Healthcare Center, Yunwangfu and Yun Xi Ting. During the Reporting Period, Yincheng International was awarded the “Outstanding Product Power Model of Real Estate Enterprises of the Year” for its outstanding products.

### Nanjing Honor Mansion- Combination of Humanistic Ideas

With a design based on the natural landscape and humane quality, the Honor Mansion project combined the urban complex of living culture with the natural ecological environment, emphasizing the sense of belonging and fully embodying the design concept of tranquility and simplicity. In order to build a “field of belonging” for community life, the project avoids over-miniaturization and fragmentation of landscape resources, allowing each resident to enjoy community resources equally.



#### Awards of the Project

- Second Prize of Nanjing Excellent Engineering Residential Design (2021)
- First Prize of Nanjing Excellent Engineering Green Special Design (2021)
- First Prize of Jiangsu Province Excellent Engineering Urban Housing and Residential Community (2021)
- Excellence Award for Residential Project in 2020-2021 7th China Real Estate & Design Award (CREDAWARD)
- 2021 PIO Urban Benchmarking Project and “Urban Real Estate Design Benchmarking” Award of the 3rd Global Real Estate Design Awards

### 亮點產品

通過不懈努力，銀城國際陸續推出了雲台天境、君頤東方康養中心、雲望府、雲溪庭等精品項目。報告期內，銀城國際憑藉卓越的產品獲得了「年度房地產企業優秀產品力榜樣」獎。

### 南京雲台天境 — 人文理念的結合

雲台天境項目方案設計從自然景觀、人文氣質兩方面著手，將居住文化中的城市情結與自然生態環境相結合，強調居住的歸屬感，充分體現靜謐素簡的設計理念。該項目方案著重構築社區生活的「歸屬領域」，避免景觀資源過於小型化、分散化，讓每個住戶平等享受社區資源。



#### 項目獲獎情況

- 南京市優秀工程住宅設計二等獎(2021)
- 南京市優秀工程綠色專項設計一等獎(2021)
- 江蘇省優秀工程城鎮住宅和住宅小區一等獎(2021)
- 2020-2021 第七屆「CREDAWARD地產設計大獎·中國」居住項目優秀獎
- 2021年度PIO城市標桿項目暨第三屆環球地產設計大獎「城市地產設計標桿」大獎

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Peaceful Paradise Healthcare Center

Yincheng • Peaceful Paradise International Healthcare Community is the first CCRC (Continuing Care Retirement Community) project in Nanjing. The project is a comprehensive retirement community consisting of senior apartments, nursing homes and health clubs, which not only meets the basic needs of the elderly for comfortable living, but also fully explores the cultural value of livable retirement, providing a stage for the elderly to enjoy their life at old age and reinvent their self-worth.

### 君頤東方康養中心

銀城•君頤東方國際康養社區是南京首個CCRC(Continuing Care Retirement Community, 持續照料退休社區)項目。該項目是一座由老年公寓、護理院與養生會所組成的綜合型養老社區,該項目既解決老年人舒適生活的基本要求,又充分挖掘宜居養老的文化價值,將兩者緊密結合,為老年人安享晚年生活和重塑自我價值提供了實現的舞台。



### Awards of the Project

- First Prize of Nanjing Excellent Engineering Comprehensive Design (2020)
- Second Prize of Excellent Engineering Construction Design of Jiangsu Province (2020)
- The Second Suzhou Xiangshan Cup Quality Engineering Award
- 2021 PIO Urban Benchmarking Project and "Urban Healthcare Real Estate Design Benchmarking" Award of the 3rd Global Real Estate Design Awards

### 項目獲獎情況

- 南京市優秀工程綜合設計一等獎(2020)
- 江蘇省優秀工程建築工程設計二等獎(2020)
- 蘇州市第二屆「香山杯」優質工程
- 2021年度PIO城市標桿項目暨第三屆環球地產設計大獎,「城市康養地產設計標桿」大獎

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Trademark Management

We ensure to comply with the Trademark Law of the People's Republic of China when registering trademarks, and have formulated the Yincheng International Trademark Management System to clarify the terms of reference for trademark management, so as to ensure the strict protection of the Group's trademarks during the whole process from registration, renewal and change, and safeguard the intellectual property rights of Yincheng International from infringement.

### 3.2 Quality Assurance

Yincheng International always maintains high standards and requirements for product quality to ensure it is in compliance with the Product Quality Law of the People's Republic of China. Internally, we have formulated institutional documents such as Yincheng International Guidelines for Daily Inspection of the Project, Yincheng International Implementation Measures for Material Inspection Sampling and Yincheng International Implementation Measures for Third Party Assessment of Project Quality to strengthen the process control of project quality. During the Reporting Period, we newly issued the Operation Guideline for Functional Inspection of Housing and the Operation Guideline for Simulated Project Inspection and Acceptance to further refine the quality control process and put forward higher quality requirements for third-party agencies to ensure the quality of the project in all aspects.

### 商標管理

我們在註冊商標確保遵守《中華人民共和國商標法》，同時制定《銀城國際商標管理辦法》，其中明確了商標管理的工作流程及權責劃分，保證本集團商標從註冊、存續、以及變更全流程都受到嚴密的保護，保障銀城國際的知識產權不受到侵犯。

### 3.2 品質保障

銀城國際對產品質量始終保持高標準和高要求，確保符合《中華人民共和國產品質量法》。在內部，我們制定了《銀城國際工程日常巡檢工作指引》、《銀城國際材料檢測抽樣實施辦法》和《銀城國際工程質量第三方評估實施辦法》等制度文件，以加強項目質量的過程控制。報告期內，我們新出台了《房屋功能性查驗操作指引》、《項目模擬驗收操作指引》，進一步細化了質量管控流程，對第三方機構提出了更高的質量要求，全方位的保障項目的質量。

\* For identification purpose only

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Yincheng International Guidelines for Daily Inspection of the Project 《銀城國際工程日常巡檢工作指引》

Standardize the daily inspection; assist the project departments of subsidiaries to identify and solve the problems and hidden dangers encountered in management; promote the exchange of experience among project management personnel; and improve the quality of project works

規範日常巡檢行為，協助城市公司各項目部發現和解決管理中遇到的問題及隱患，促進工程管理人員經驗交流，提升項目工程質量

### Yincheng International Implementation Measures for Material Inspection Sampling 《銀城國際材料檢測抽樣實施辦法》

Strictly standardize the material management system; stipulate clear requirements for materials provided by suppliers in the bidding stage; and guarantee the quality of accepted materials in all aspects

嚴格規範材料管理制度，在投標階段對供應商提供的物資提出明確的要求，全方位保障驗收材料的質量

### Yincheng International Implementation Measures for Third Party Assessment of Project Quality 《銀城國際工程質量第三方評估實施辦法》

Engage authoritative third-party quality assessment agencies in the industry to conduct regular project quality assessments and rankings, and to reward and punish relevant units based on the assessment results. During the Reporting Period, the Group and its subsidiaries carried out more than 300 inspections in total, covering all projects

聘請行業權威的第三方質量評估機構定期進行項目質量評估與排名，並根據評估結果對相關單位進行獎懲。報告期內，本集團和城市公司共計開展了300餘次巡檢，覆蓋所有項目

### Operational Guidelines for Functional Inspection of Housing 《房屋功能性查驗操作指引》

Improve the continuous inspection of the projects in the construction process, and identify and solve any problem in a timely manner to ensure the quality of delivery

完善項目在建設過程中持續性查驗工作，及時發現並解決問題，保障交付質量

### Operation Guideline for Simulated Project Inspection and Acceptance 《項目模擬驗收操作指引》

Newly incorporate the management responsibilities and requirements of the third-party agencies for simulated inspection and acceptance, to make the rights and responsibilities in the quality inspection and acceptance stage more clear and ensure a high standard of inspection and acceptance requirements

增加了第三方模擬驗收單位的管理職責與要求，使得在質量驗收階段權責更加分明，確保高標準的驗收要求



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

On the basis of a sound system, Yincheng International strictly controls all aspects of the project development process, and strictly implements quality assurance measures from the whole cycle and stage of the project.

在完善的制度基礎上，銀城國際嚴格把控項目開展過程的各個環節，從項目開展的全周期、各階段嚴格執行質量保障措施。

### Prior to commencement

#### 項目開展前

The project director, developer and construction unit of a project conduct on-site inspections  
項目總監、開發商及施工單位進行實地考察

The project director and professional supervision engineers provide their opinions about the project plan  
項目總監及專業工程師對方案提出意見

### Project in progress

#### 項目開展時

The construction unit inspects and controls the quality of the materials, and the incoming materials are sampled on site with follow-up tests  
施工單位檢查並控制材料質量，對現場材料採用並跟蹤檢測

### Prior to delivery

#### 項目交付前

Each engineering department is required to carry out control procedures for the completion acceptance  
各工程部實行竣工驗收管控程序

Acceptance documents are attached to each project  
各項目需附有驗收文件

The chief supervision engineer and the competent technical officer of the Company will sign off the quality assessment report, and will keep the record  
總監理工程師及公司技術負責人確認評估報告並存檔

### After delivery

#### 項目交付後

All projects contain a warranty period  
所有項目需設有保質期

The construction unit is responsible for maintaining and following up defective projects during the warranty period  
施工單位負責對保質期內出現的缺陷進行修補和跟進

### Yincheng International's full process for quality control measures 銀城國際全流程品控措施

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

To achieve the transparency, refinement, whole-process recording and traceability of project control, with the help of digital transformation, we have introduced the “Engineering Quality Management for Yincheng Engineer (銀匠工程質量管理)” information platform, based on which we can serve the traditional business with our new technologies and effectively improve the engineering quality control capability of Yincheng International, so as to cope with personnel dilution and management weaknesses caused by the parallel operation of multiple projects. This information platform can effectively promote the standardized management of each project in such aspects as data management, process acceptance, actual measurement, site inspection and material management.

為了實現項目管控的透明度、精細化、全留痕、可追溯，在數字化轉型機遇下，我們引入了「銀匠工程質量管理」信息平台，以新技術服務傳統業務，切實提升銀城國際的工程質量管控能力，以適應多項目並行運作帶來的人員稀釋、管理攤薄等不利影響。該信息平台可有效促進各項目在資料管理、工序驗收、實測實量、現場巡視、材料管理等環節上實現規範化管理。



**Engineering Information Cockpit**  
工程信息化駕駛艙

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In response to the scale management of the Group, and in order to quickly identify and solve problems, and to prevent similar problems from recurring in other properties, during the Reporting Period, we improved our product experience management based on the product defect feedback in previous years and carried out systematic management, so as to adjust the simple defect feedback into a systematic management of product experience feedback by linking major centers such as design, engineering, cost, procurement and marketing of Yincheng International, through three major initiatives as follows:

為了適應集團規模化管理，快速發現問題並解決問題，防止同類問題在多樓盤反覆發生，報告期內，我們將往年的產品缺陷反饋提升為產品體驗管理，進行體系化管理，從單純的缺陷反饋調整成聯動銀城國際的設計、工程、成本、採購及營銷等各大中心對產品體驗反饋進行系統化的管理，主要採取了以下3大舉措：



Yincheng International has established a feedback optimization group for the use of its products, and the directors of the five major centers of the Group are responsible for timely report of problems at the product end, so that each department can receive user feedback in a timely manner and make adjustments and responses quickly.  
成立銀城國際產品使用反饋優化群，由集團五大中心負責人將產品端的問題進行及時交圈通報，使各部門可及時接收用戶反饋問題，並迅速做出調整和應對。



The centers gave full play to the strength of various business departments and integrated all subsidiaries, to identify and figure out projects with problems from a professional perspective; at the same time, the centers also conducted checks on other projects to avoid potential risks in advance.  
各中心充分發揮集團條線力量，聯動城市公司，從專業角度找出存在問題的項目，並尋找應對方法；同時，各中心還對其他項目進行排查，提前規避潛在的風險。



Upon the solving of the problem, we actively conducted review and took additional management measures for comprehensive optimization of our system, operation planning and contract, and the development of a standard management process to avoid the recurrence of the same problem.  
在問題解決之後，我們主動反思並增加管理手段，從制度、操作規劃及合同等方面進行全面優化，並形成標準管理流程，避免相同的問題再次出現。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition, adhering to the concept of taking product quality training as our normal work, we carried out quality management capability enhancement training for management, and training programs on skills, safety education and safety disclosure for technical and engineering personnel during the Reporting Period to strengthen the quality control awareness of employees in all aspects. During the Reporting Period, there was no recall of products by Yincheng International due to safety and health issues.

### 3.3 Customer Services

By adhering to its customer-centric approach, Yincheng International provides considerate services to meet the needs of different customers. During the Reporting Period, the Group revised and improved the Administrative Measures to Improve Customer Satisfaction, the Implementation Measures for the Third-Party Survey on Customer Satisfaction and the Operation Guideline for Handling Customer Complaints to better provide customers with a full range of services.

此外，我們秉持著將產品質量培訓工作視為常態化工作的理念，在報告期內針對管理層開展了質量管理能力提升培訓，針對技術及工程人員開展了技術能力、安全教育、安全交底等培訓項目，加強員工在各個環節的質量把控意識。報告期內，銀城國際沒有發生因出現安全與健康問題而回收產品的情況。

### 3.3 客戶服務

銀城國際堅持以客戶為先，打造貼心服務，滿足不同客戶的需求。報告期內，本集團修改並完善了《客戶滿意度提升管理辦法》、《客戶滿意度第三方調研實施辦法》和《客戶投訴處理作業指引》，更好地為客戶提供全方位的服務。

#### Administrative Measures to Improve Customer Satisfaction 《客戶滿意度提升管理辦法》

Add new requirements for property management during the running-in period and stable period, and improve requirements for vacant room management during the warranty period

增加磨合期、穩定期物業管理動作要求，完善了質保期內空置房管理動作要求



#### Implementation Measures for the Third-Party Survey on Customer Satisfaction 《客戶滿意度第三方調研實施辦法》

Clarify the survey method for cooperation projects and determine the assessment criteria. Add online survey requirements and optimize the survey arrangement during the running-in period

明確合作項目調研方式，界定考核標準。增加線上調研要求，優化磨合期調研安排



#### Operation Guideline for Handling Customer Complaints 《客戶投訴處理作業指引》

Adjust the application scope of the system for cooperation projects, refine the progress report and online requirements for group complaints; clarify the process of mandatory closure and approval authority for individual complaints

針對合作型項目調整制度適用範圍，細化群訴進展匯報及上線要求；針對個體投訴明確強制關閉流程和審批權限





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During the Reporting Period, we also carried out customer risk management and control, during which, we promptly identified various risks that may arise in customer services in all segments, and took countermeasures in advance to address the identified risks and formulated a new management system to optimize customer experience to the maximum extent.

報告期內，我們還開展了客戶風險管控工作，及時識別出各環節中對客戶服務中可能出現的各種風險，並針對識別出的風險提前採取應對措施，擬定了新的管理制度，最大程度的優化了客戶體驗。

### Operation Guideline for Management of Parking Space Sales 《車位銷售管理操作指引》

In order to reduce the risk of customer complaints, we have established a sound risk control and management system at the sales stage to regulate the operation process from planning, plan review, sales and delivery

為了降低客戶投訴風險，我們建立健全了銷售階段的風控管理體系，從規劃、審圖、銷售、交付等環節規範操作流程

### Operation Guideline for Public Disclosure of Influencing Factors Inside and Outside the Red Line of the Project 《項目紅線內外影響因素公示操作指引》

In order to enhance the transparency of project information and protect the rights and interests of property owners, we formulated the requirements for public disclosure of unfavorable factors inside and outside the red line, to disclose the civil air defense area and home traffic-flow paths which are of increasing concern to customers

為了增強項目信息的透明性，保障業主的權益，我們增加紅線內外不利因素公示要求，針對客戶日益關注的人防區域、歸家動線進行提示

### Responsible Services

It is Yincheng International's belief that high quality services shall be provided throughout all aspects of development, sales, delivery and occupancy. To this end, we provide thoughtful and attentive services to our customers at every stage and pay full attention to their needs and experiences.

In the sales stage, we set up a special service of "Showcase Manager" by focusing on the three cores of intimacy of showcase services, user stickiness and continuous attention to users.

### 責任服務

銀城國際始終堅信，真正好的服務需要貫穿開發、銷售、交付到入住的各個環節。為此，我們在每個階段均為客戶提供周到貼心的服務，全方位關注客戶需求和體驗。

在前期銷售階段，我們緊抓案場服務的貼心性、用戶粘性和用戶持續關注三大核心，設置了「案場經理號」專項服務。

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### Showcase Manager

There is a vacuum period between the property purchase contract and the delivery. During this period, for the purpose of keeping abreast of the information on the project for the property owners, Yincheng International has set up the service of "Showcase Manager" in the main property projects to provide them with daily consultation and answer, birthday wishes, invitation to brand activities, information on newly launched units of projects and project progress home letters. Even after the change of property consultants, there still be guarantee for the provision of the services.

We are committed to providing thoughtful and attentive services with patience in the delivery stage from delivery quality, delivery presentation, to service guarantee with conducting functional inspection for each unit and delivery evaluation. Insisting on considering from the property owners' perspective, we prepare cool fans and iced drinks for them in summer; and offer hot drinks and hand warmers at our delivery site in winter. Our countless walk-throughs are designed to ensure that every property owner who arrives at the delivery site will be satisfied.

In the occupation stage, adhering to our philosophy of efficient solution, service with a smile and humanized design, we continue our activity of paying a visit to our property owners every year to communicate with them about the use experience and discuss the product needs in the living scenario, and on this basis, we constantly update, optimize and iterate the products to improve the quality and value of the products. For projects delivered within five years, we have established an "Excellent City Plan" (優城計劃) to guarantee the continuous improvement of the living quality of the community; and for projects delivered more than five years, we have established a "Bright City Plan" (亮城計劃) for repair and updating, to give the property owners endless care. In addition, we provide house examination services for all the communities self-built and delivered by Yincheng International on an annual basis, in which engineers and service personnel visit homes to inspect, maintain and repair the houses for the sake of quality and usage, so that houses can always be lived in a new condition. At the same time, we also actively carry out the Yincheng Firefly Charity Theatre and summer camp activities to make the life of our property owners colorful.

### 案場經理號

購房簽約後至房屋交付前，是一段真空時間。在此期間，為了讓業主總能第一時間掌握項目信息，銀城國際在主操盤的樓盤項目設置了「案場經理號」的服務，為業主提供日常諮詢解答、生日祝福、品牌活動邀約、項目加推信息以及項目工程進度家書等服務。即便在置業顧問有變更後，仍能保證服務不斷檔。

在交付階段，我們致力於提供周到、細致及有耐心的服務，從交付質量、交付呈現、到服務保障；從功能性檢查到一戶一驗，再到交付評估。我們堅持從業主視角出發，在炎炎夏日，為業主準備了涼扇和冰飲；冬天的交付現場配有熱飲和暖手寶。我們無數次的走場演練，都是為了確保到場收房的每一位業主都能滿意。

在入住階段，我們圍繞著高效解決、微笑服務和人性化設計三大主旨，每年持續走進業主的家中，與業主溝通產品的使用體驗，共同探討居住場景中的產品需求，並在此基礎上不斷更新、優化、迭代產品，提升產品質量與價值。對於交付五年內的項目，我們有「優城計劃」保障，不間斷改善園區居住品質；針對交付五年以上項目，有「亮城計劃」進行修繕出新，給業主送去源源不斷的關懷。此外，所有交付的銀城國際自建小區，都配有每年一次的入戶房屋體檢服務，工程師及服務人員上門對房屋質量及使用情況進行檢查、保養、維修，讓家常住常新。同時，我們還積極開展銀彩蟲公益劇場及夏令營活動，給業主的生活增添色彩。

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### “House Examination”

Since 2009, Yincheng International has been carrying out the “House Examination” activity to provide property owners with daily house maintenance services with the attitude of proactively discovering and solving problems. Such services include door and window maintenance, plumbing and electrical maintenance, umbrella repair and other additional living services. In 2021, we invested RMB250,000 for such services, covering more than 2,000 households in 18 communities in Nanjing and Wuxi, and the professional services have been widely recognized by the property owners.

### 房屋體檢

自2009年以來，銀城國際持續開展「房屋體檢」活動，以主動發現問題，主動解決問題的姿態，為業主提供日常的房屋保養服務。服務內容包括：門窗檢修、水電維護、修傘等生活類附加服務。2021年，我們對該項服務投入資金人民幣25萬元，覆蓋南京及無錫18個小區中的2,000多戶業主，各項專業服務受到業主的廣泛好評。





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### Yincheng Firefly Charity Theatre

The Yincheng Firefly Charity Theatre is one of Yincheng International's annual large-scale brand activities. By organizing such large-scale performance theater activities, we call on property owners to make targeted donations to the Aiyou Foundation through the purchase of tickets to facilitate the recovery of children with the congenital heart disease. In 2021, Yincheng Firefly Charity Theatre was held in Xuzhou, Lin'an and Hangzhou for the first time to share the spirit of happiness and dedication from Yincheng International with local property owners. We invested RMB400,000 in such activity, in which more than 1,000 property owners actively participated, with a satisfaction rate of 94%.

### 銀彩蟲公益劇場

銀彩蟲公益劇場是銀城年度大型品牌活動之一。我們通過舉辦大型演藝劇場活動，號召業主通過購買門票的形式定向為愛佑慈善基金會進行捐款，幫助先心病兒童恢復健康。2021年，銀彩蟲公益劇場將愛心與溫暖首次帶到了徐州、臨安、杭州，與當地業主共同感受銀城帶來的快樂與奉獻的精神，活動投入人民幣40萬元，超過1,000名業主積極參與，活動滿意度高達94%。





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In the whole process of customer service, we respect and strictly protect the privacy of customers with a responsible attitude, and ensure the authenticity and standardization of marketing and promotional content, to fully protect the rights and interests of customers.

While strictly complying with the Law of the People's Republic of China on Confidentiality, the Law of the People's Republic of China on the Protection of the Rights and Interests of Consumers, the Data Security Law and the Personal Information Protection Law of the People's Republic of China, we have formulated management systems within the Group, such as the Yincheng International Management System for the Red and Yellow Lines of Business Operations and the Yincheng International Administrative Measures for Information Security, to ensure the security of the Group's network information and data. In addition, we strengthen the management measures for the internal network security and information data security of the Group, including the procurement of all-in-one computer, stipulation of management authority, daily inspection and other measures to protect the information and data security of the Group and safeguard the privacy data of customers from infringement.

在客戶服務全過程中，我們秉持著負責任的態度，尊重並嚴格保護客戶隱私，保證營銷宣傳內容的真實性和規範性，充分保障客戶的權益。

我們嚴格遵守國家《中華人民共和國保密法》、《中華人民共和國消費者權益保護法》、《數據安全法》、《個人信息保護法》，同時在集團內部制定了《銀城國際業務紅黃線管理制度》、《銀城國際信息化安全管理辦法》等管理制度來保障集團的網絡信息與數據安全。此外，我們通過加強對於集團內部網絡安全及信息數據安全的管理措施，包括採購一體機、規定管理權限、日常巡檢等舉措來保障集團信息數據安全及客戶的隱私數據不受侵犯。

### Backup all-in-one computer 備份一體機

- Ensure the data security by purchasing a backup all-in-one computer
- 通過購買備份一體機保證數據的安全性

### Authority management 權限管理

- Customer data can only be accessed by personnel with specific authority
- 客戶數據僅有特定權限人員方可查看
- Cloud service system can only be logged in and accessed with the fixed IP of the Company, and also requires the administrator APP dynamic verification code for login
- 雲服務系統登錄只限定公司固定IP可訪問，系統登錄還需管理員APP動態驗證碼

### Daily inspection 日常巡檢

- Through the daily inspection mechanism of the local server room, we carry out regular inspections according to the inspection list, to identify, control and deal with the hazards in the system in time, so as to guarantee the security of users' privacy data
- 通過對本地機房的日常巡檢機制，定期根據巡檢清單進行檢查，及時發現系統存在的隱患排除解決，保障用戶隱私數據安全

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In terms of marketing and promotion, while complying with relevant national laws such as the Advertising Law of the People's Republic of China and the Regulations on Real Estate Advertising Release, we have issued several marketing-related work guidelines and systems within the Group, such as the Yincheng International Brand Management System, the Yincheng International Brand Implementation Management Measures and the Yincheng International Marketing Planning Production Review Rules, to manage the branding, planning and sales business, which better regulate the marketing efforts of each subsidiary and project, while effectively reducing risks.

During the Reporting Period, we carried out a number of marketing risk control review, including a risk screening of project marketing planning and production to ensure accurate information output. At the same time, we also carried out quarterly risk control review for various projects, focusing on the standardization of the process of marketing and procurement, the compliance of materials in and out of the warehouse, and the standardization of sales operations, etc., to correct deviations in project expenses and sales execution in a timely manner.

During the Reporting Period, we conducted marketing training for the staff of the Group and its subsidiaries, in which we strengthened the overall marketing ability of our staff and their awareness of compliance marketing.

在營銷宣傳方面，我們在遵守《中華人民共和國廣告法》、《房地產廣告發佈規定》等國家相關法律的同時，集團內部出台《銀城國際品牌管理制度》、《銀城國際品牌落地實施管理辦法》和《銀城國際營銷策劃出品審查細則》等多個營銷相關工作指引制度，對品牌、策劃、銷售業務等進行管理，更好地規範了各城市公司及項目營銷工作的開展，同時有效降低風險。

報告期內，我們開展多項營銷風控檢查，其中包括對項目營銷策劃出品進行風險排查，保障信息的準確輸出。同時，我們還開展各項目的季度風控檢查，集中把控營銷招採的標準流程化、物料出入庫的合規性、銷售業務操作的規範性等，及時糾正項目費用和銷售執行的偏差。

報告期內，我們針對集團和各城市公司的員工開展了營銷培訓，在培訓中加強員工整體營銷能力及合規營銷的意識。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

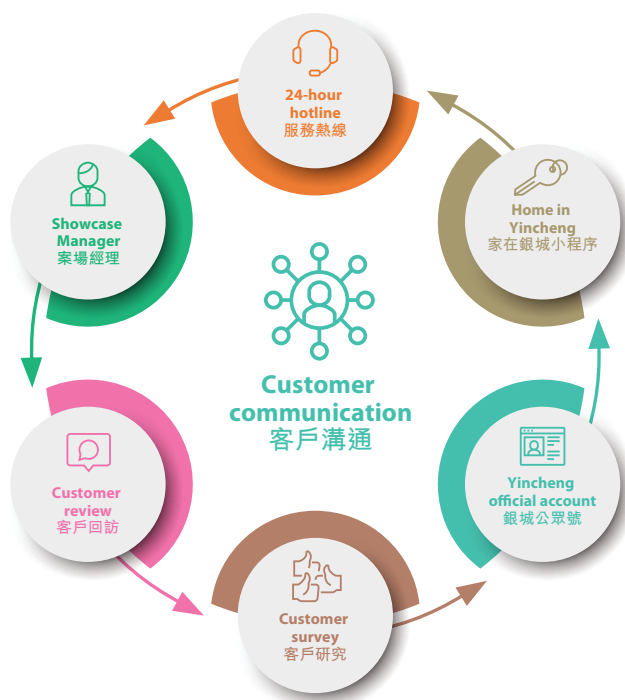
## 環境、社會及管治報告

### Customer Communication

In order to strengthen communication and contact with owners and understand their demands as soon as possible, we have created diverse communication channels and built a comprehensive online and offline communication system through a combination of active and passive communication. During the Reporting Period, following the principle of 100% acceptance, follow-up and feedback, our 24-hour hotline covering 100% of all customers in Yincheng International, promptly and instantly gave high-speed response and feedback to customers' suggestions and demands.

### 客戶溝通

為了加強與業主的溝通聯繫，第一時間了解到業主的訴求，我們打造了多樣的溝通渠道，通過主動溝通和被動溝通相結合的形式，構建線上線下全方位的溝通體系。報告期內，我們的24小時服務熱線遵循著100%受理、跟進和反饋的原則，100%覆蓋銀城所有客戶，在第一時間對客戶的建議和訴求給予高速響應和反饋。



**Customer communication channels of Yincheng International**  
銀城國際客戶溝通渠道

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In addition, we further refined and improved the process of handling customer complaints, and revised the Guidelines for Handling Customer Complaints of Yincheng International to continuously standardize the management procedures of customer complaints, clarify the levels of complaints and the handling process at different levels, and strictly control the closing process, so as to ensure that customer complaints are resolved in a timely, effective and reasonable manner.

To better track the effectiveness of the implementation of various customer service initiatives, we regularly engage third parties to conduct customer satisfaction surveys every year. Based on the results of the satisfaction surveys, we deeply identify disadvantages and report such disadvantages together with the concerns of general complaints in the industry to the front-end of risk control to improve risk identification as well as customer commitment control. During the Reporting Period, the Group received a total of 833 customer complaints, with a complaint closure rate of 98.6%, a slight increase as compared with 2020. In addition, the Group's overall customer satisfaction in 2021 was 88%, the same as the previous year, with satisfaction for services in terms of sales, post-contract communication and service, delivery, and maintenance higher or on par with peer benchmark companies.

### 3.4 Supplier Management

In strict compliance with the laws and regulations related to procurement and supply chain management, such as the Bidding Law of the People's Republic of China and the Government Procurement Law of the People's Republic of China, the Group has formulated internal management systems, such as the Yincheng International Supplier Management System and Yincheng International Tender Management System, to create a healthy tender and procurement environment. In 2021, in view of the uneven professionalism and standardization of partners in procurement, Yincheng International adjusted the Yincheng International Administrative Measures for Cooperation Project Procurement by including the regulations for supplier selection criteria, with an aim to provide suppliers with a fair, just and law-abiding competitive atmosphere and achieve win-win cooperation.

此外，我們進一步細化與完善客訴處理流程，並修訂了《銀城國際客戶投訴處理作業指引》以持續規範客戶投訴的管理程序，明確投訴分級以及各級處理流程，對關閉流程進行嚴格把控，確保客戶投訴得到及時、有效、合理的解決。

為了更好地追蹤各項客戶服務舉措的實施效果，我們每年定期引入第三方開展客戶滿意度調查，根據滿意度調查結果，我們深挖短板問題，並將缺陷與行業群訴的關注點反饋至風控前端，以提高風險排查以及對客承諾管控的力度。報告期內，本集團共收到833件客戶投訴，投訴關閉率達到98.6%，較2020年有了小幅改善。此外，本集團2021年客戶總體滿意度為88%，與上一年持平，其中銷售服務、簽約後溝通與服務、交付服務、維修服務等維度，均高於或追平同行標桿企業。

### 3.4 供應商管理

本集團嚴格遵守《中華人民共和國招投標法》、《中華人民共和國政府採購法》等採購及供應鏈管理相關法律法規，並制定了《銀城國際供應商管理制度》、《銀城國際招投標管理制度》等內部管理制度，打造健康的招採環境。2021年，銀城國際針對合作方在採購方面的專業度和規範度良莠不齊的情況，有針對性地調整了《銀城國際合作項目採購管理辦法》，增加了供應商入圍標準條例，旨在為供應商提供公平、公正、守法的競爭氛圍，實現合作共贏的良好效果。



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In terms of supplier admission, Yincheng International takes “quality first” as the basis for evaluation. The procurement management office takes the lead in establishing an inspection taskforce, which will review the information on the quality, reputation and cooperation cases, and identify potential risks in the supply chain, including ESG, to avoid the negative impact that may be caused by risks in advance. In the meantime, we include the suppliers’ environmental, social and governance performance into the items that are required to be evaluated during the supplier inspection, including the requirements that the products delivered by suppliers shall be in line with the national environmental testing standards, and suppliers’ strict review on key information such as factory environmental protection measures, business credit, and workers’ salary payment. In addition, in order to ensure the legality and fairness of procurement, we encourage suppliers to comply with the Yincheng International Sunshine Declaration to ensure the integrity and compliance of suppliers.

In order to promote local economic development and support local suppliers, we prefer local suppliers for the provision of services in the supplier inspection stage, and require them to establish their operation teams with local workforce to the best of their ability, so as to drive local employment rate. During the Reporting Period, we had a total of 610 suppliers, all of which were located in East China.

在供應商准入方面，銀城國際以「品質為先」為考察基礎，採購管理崗相關人員牽頭成立供應商考察小組，對供應商的品質、口碑、合作案例等各項資料進行審核，識別供應鏈包含ESG在內的潛在風險，以提前規避風險可能造成的負面影響。同時，我們將供應商的環境、社會、管治等因素均納入供應商考察階段必查內容，包括要求供應商交付產品均應滿足國家環保檢測方面的要求、並嚴格審查工廠環保措施、企業徵信、工人工資發放等關鍵信息。此外，為了保證採購的合法性，公平性，我們倡導供應商遵循《銀城國際陽光宣言》以保障供應商廉潔合規。

為了促進本地經濟發展，扶持當地供應商，在供應商考察階段，我們首選本土供應商來提供服務，並要求供應商的勞務班組也盡量聘用本土勞務，以帶動本土就業率。報告期內，我們的供應商共計有610家，都集中於華東地區。

**The localization rate of construction suppliers was approximately**

**80%**

**The localization rate of material suppliers was approximately**

**60%**

施工類供應商本土化比率為

**80%**左右

材料類供應商本土化比率為

**60%**左右

In terms of supplier assessment, Yincheng International adopts a strict grading assessment system for suppliers and grades them into four levels for assessment. The relevant project departments such as engineering, design, cost and procurement are required to participate in supplier assessment and grading to ensure fairness and justice. In addition, the procurement management personnel of Yincheng International’s production management center will carry out inspection of brand and quality materials covering all suppliers in each quarter, and deliver the materials with problems for inspection in time. During the Reporting Period, we have conducted a review for all suppliers.

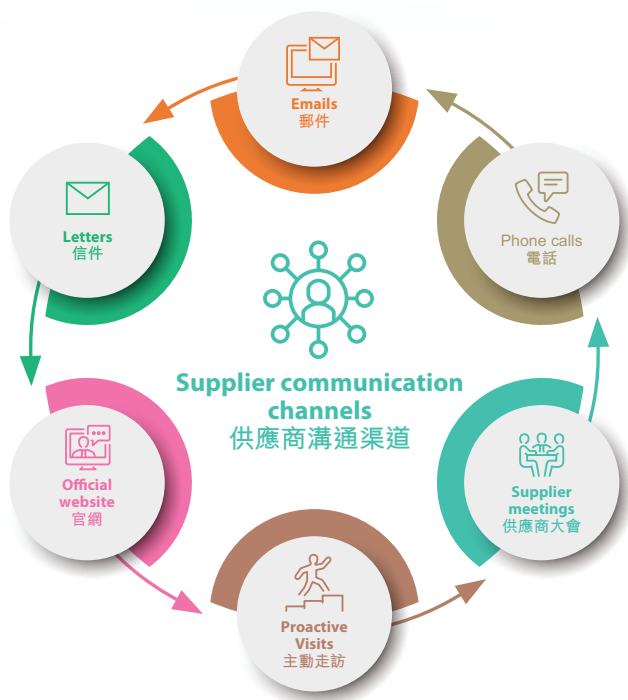
在供應商考核方面，銀城國際對供應商採取嚴格的分級考核制度，將供應商分為四個級別來進行考核。我們項目的工程、設計、成本、採購等相應部門均需參與供應商考核打分，確保打分公平公正。此外，銀城國際生產管理中心的採購管理相關人員會在每個季度開展品牌、質量材料的巡檢工作，對有問題的材料及時送檢，巡檢覆蓋全部供應商。報告期內，我們對所有供應商都開展了審查工作。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In order to better promote win-win cooperation with suppliers, Yincheng International has gradually improved the supplier communication mechanism. We seek common development with our suppliers by listening carefully to them through channels such as supplier meetings, hotlines and emails.

為了更好地促進與供應商合作共贏，銀城國際逐步健全供應商溝通機制。我們通過開展供應商大會、熱線電話、郵件等舉措與供應商共同謀求發展，用心傾聽供應商的心聲。



**Supplier communication channels**  
供應商溝通渠道

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Annual Supplier Meeting of “Step Forth with United Strength”

On 19 March 2021, Yincheng International held the 2021 Annual Supplier Meeting with the theme of “Step Forth with United Strength”, at which more than 50 suppliers, Zhu Li, the vice President of Yincheng International, Wu Wei, the chief engineer, and the heads of all subsidiaries and relevant functional centers attended. The meeting was held for the purpose of introducing the strategy and development of Yincheng, building up confidence of suppliers for cooperation, and recognizing high-performing suppliers, with agenda including concept propagation, excellent performance recognition, supplier sharing and conclusion speech of leaders, which enabled suppliers to gain a comprehensive and deep understanding of Yincheng, enhanced communication and exchange between suppliers and Yincheng, and promoted further enhancement of cooperation relationship.

### 「同心致遠，聚力共為」年度供方大會

2021年3月19日，銀城國際召開主題為「同心致遠，聚力共為」2021年度供方大會，50餘家供方參會。銀城國際副總裁朱力、總工程師吳偉及各城市公司負責人、相關職能中心負責人參加了活動。會議旨在介紹銀城的戰略和發展，給供方樹立合作信心，表彰優秀供應商。該會議從理念宣貫、優秀表彰、供方分享及領導總結幾個方面展開，全面深入讓供方走進銀城、了解銀城、增進雙方的溝通與交流，促進合作關係進一步提升。



### Yincheng International 2021 Annual Supplier Meeting of “Step Forth with United Strength”

「同心致遠，聚力共為」銀城國際2021年供方大會

As a responsible enterprise, we attach importance to the training and development of our suppliers and actively carry out supplier trainings to enhance their relevant skills, improve delivery quality, increase their participation enthusiasm and help each other to form a stronger development alliance. During the Reporting Period, we provided suppliers with trainings on on-site technologies, construction practices and third-party inspections, in the regular engineering meetings of our Engineering Management Department, which helps suppliers improve their knowledge and strengthen their construction capabilities in an all-round way, while improving the delivery quality of projects.

作為一家責任企業，我們重視供應商的培訓和發展，並積極開展供應商培訓工作，以增強供應商的相關技能，提高交付質量，增加供應商參與熱情，互幫互助形成更為強大的發展聯盟。報告期內，我們在工程管理部的工程例會中，會對供應商進行現場技術、施工做法、第三方檢查等交底培訓，全方位地幫助供應商提升知識水平，強化施工能力，同時提高了項目的交付質量。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 4. GREEN OPERATION

Low-carbon and green development has become an important responsibility of the real estate industry. Yincheng International, while realizing energy conservation and emission reduction and pollutant control through a sound environmental management system, continues to promote innovative green building technologies and practical projects to help its low-carbon transformation.

#### 4.1 Green Management

Yincheng International is committed to implementing green management and regards it as an important way to fulfill our responsibility to the environment. In strict compliance with the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and other relevant laws and regulations of the places where we operate, we have formulated internal systems such as the Corporate Environmental Policy and the Work on Cost Control and Efficiency Improvement to further reduce the impact of business operations on the environment. There were no non-compliant and major incidents in respect of the environment during the Reporting Period.

While ensuring environmental compliance management, Yincheng International actively responds to the national dual carbon goal and incorporates climate change response into its green management as an important part. In response to the long-term expectation of environmental performance, we implement forward-looking risk management with reference to the recommendations of TCFD (Task Force on Climate-related Financial Disclosures). Based on the comparison scenarios under two typical GHG concentration pathways (RCP 2.6 and RCP 8.5), Yincheng International has identified the parameters of physical risks and transition risks that will have an impact on the Group, and has developed targeted measures by assessing the relevance and impact of a series of risks to Yincheng International's business. By this approach, the Group proactively explores the opportunity of low-carbon transformation and continuously enhances its green development capability while reducing future risks.

### 4. 綠色營運

低碳和綠色發展已成為房地產行業的重要責任，銀城國際在通過完善的環境管理體系實現行節能減排和污染物控制的同時，不斷推廣綠色建築創新技術和實踐項目，助力企業低碳轉型。

#### 4.1 綠色管理

銀城國際致力於踐行綠色管理，並將其視為我們對環境履行責任的重要途徑。我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染防治法》、《中華人民共和國固體廢物污染環境防治法》等所在營運地的相關法律法規，並根據企業營運情況制定了《企業環境政策》及《控費提效相關工作》等內部制度，進一步在降低商業營運對環境的影響。報告期內，銀城國際未發生與環境相關的違規情況及重大事故。

在確保環境合規性管理的同時，銀城國際積極響應國家雙碳目標，將應對氣候變化納入綠色管理的重要組成部分。我們參照TCFD (Task Force on Climate-related Financial Disclosures, 氣候相關財務披露工作小組) 的建議，通過前瞻性的風險管理回應環境履責方面的長期期望。銀城國際基於兩種典型溫室氣體濃度途徑 (RCP 2.6 與 RCP8.5) 下的對比情境，識別出了將對本集團產生影響的實體風險及轉型風險參數，並通過評估一系列風險與銀城國際的業務相關性與影響程度，制定了針對性的應對舉措，在降低未來風險的同時主動探索低碳轉型方向，持續提升本集團的綠色發展能力。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk category		Risk parameters	Measures taken
風險類型		風險參數	應對舉措
Physical Risks 實體風險	Acute 急性	Extreme weather such as typhoons, floods, droughts, extreme heat and cold weather 台風、洪水、乾旱、極端高溫和寒冷氣候等極端天氣事件	<ul style="list-style-type: none"> <li>Closely monitor weather forecasts to ensure the safety of construction staff and make adequate preparations;</li> <li>緊密關注天氣預報以確保施工人員安全及做出充足準備；</li> <li>Develop emergency plans to address the impact of unexpected weather on construction</li> <li>制定應急預案以應對突發天氣事件對施工的影響</li> </ul>
	Chronic 慢性	Impacts of changes in temperature and rainfall 氣溫與降雨量的變化等影響	<ul style="list-style-type: none"> <li>Conduct forward-looking identification and assessment of chronic climate risks and incorporate into considerations for product design</li> <li>對慢性氣候風險進行前瞻性風險識別及評估，並納入產品設計的考量因素</li> </ul>
Transition Risks 過渡風險	Policies and laws 政策和法律	Introduction of policies relating to energy saving and emission reduction 節能減排相關政策出台	<ul style="list-style-type: none"> <li>Keep abreast of and comply with relevant regulatory laws and regulations;</li> <li>及時了解和遵守相關監管法律法規；</li> <li>Take environmental protection into account in product development and project management;</li> <li>在產品開發及項目管理的過程中將環保因素納入考量；</li> </ul>
		More stringent emissions reporting obligations and compliance requirements 更嚴格的排放量報告義務及合規要求	<ul style="list-style-type: none"> <li>Continuously update and improve the product standards and raw material procurement standards of the Company;</li> <li>持續更新和完善企業的產品標準和原材料採購標準；</li> </ul>
		Changes in regulatory requirements and standards in the real estate industry 地產監管要求及標準變化	<ul style="list-style-type: none"> <li>Gradually explore new opportunities for carbon offsetting, carbon elimination, etc.</li> <li>逐步開展針對碳補償、碳消除等新機遇的探索</li> </ul>
	Technology 技術	Transition to low-emission products 低排放產品轉型	<ul style="list-style-type: none"> <li>Keep abreast of government incentives for low-carbon technologies;</li> <li>及時了解政府對低碳技術的激勵政策；</li> <li>Continuously incorporate the concept of energy conservation and emission reduction into the process of product design and research and development;</li> <li>持續將節能減排理念納入產品設計及研發的過程中；</li> </ul>
Transition to low-emission technologies 低排放技術轉型		<ul style="list-style-type: none"> <li>Strengthen project feasibility analysis to reduce risks such as investment failure and unstable results</li> <li>加強對項目可行性分析，減少投資失敗及效果不穩定等風險</li> </ul>	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk category		Risk parameters	Measures taken
風險類型		風險參數	應對舉措
Transition Risks 過渡風險	Market 市場	Preference of property owners for green building materials and products 業主對綠色建材產品的傾向	<ul style="list-style-type: none"> <li>Continuously pay attention to and participate in government support projects for green buildings;</li> <li>持續關注並參與政府對綠色建築的扶持項目；</li> <li>Gradually increase investment in research and development of green buildings;</li> <li>逐步增加對綠色建築的研發投入；</li> <li>Analyze the trend of raw material prices, and effectively manage the risk of rising procurement costs through communication with suppliers and resource integration</li> <li>分析原材料價格變化趨勢，通過與供應商交流及資源整合，有效管理採購成本上漲風險</li> </ul>
		Rising procurement costs 採購成本上漲	
	Reputation 聲譽	Concern of property owners to corporate responsibility 業主對企業責任的重視	<ul style="list-style-type: none"> <li>Conduct green building transformation step by step to meet the needs of property owners;</li> <li>逐步進行綠建轉型以迎合業主的需求；</li> <li>Strengthen attention to disclosure requirements related to sustainable development and climate change, and optimize the external communication channels of corporate social responsibility while ensuring compliance;</li> <li>加強關注可持續發展及氣候變化相關披露要求，在確保合規的同時，優化企業社會責任對外傳播渠道；</li> <li>Continuously focus on and participate in international and domestic green and environmental-friendly activities with high recognition or strong applicability to enhance the competitiveness in the industry</li> <li>持續關注並參與認可度高或適用性強的國際和國內綠色環保活動，提升行業競爭力</li> </ul>
		Concern of stakeholders to negative news 利益相關方對負面消息的關注	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In order to establish a goal-oriented management mechanism to promote the improvement of green development with a closed loop, Yincheng International has set up targeted environmental targets upon the approval of the Board and clarified the implementation approaches in light of its own situation, and conducted effective and targeted management in four aspects, being carbon emission, waste reduction, energy use and water efficiency to further enhance the Group's performance in environmental aspects.

為了建立目標導向式的管理機制，從而推動綠色發展的閉環與提升，銀城國際經由董事會審批，有針對性地設立了環境目標，並結合自身情況明確了目標的實施路徑，在碳排放量、廢棄物減少、能源使用及用水效益四個方面實行有效的定向管理，進一步提升本集團在環境方面的績效表現水平。



### Environmental targets of Yincheng International 銀城國際環境目標

#### 4.2 Green Office

With active advocacy for the principle of “cost reduction and efficiency enhancement, and strict saving”, and in-depth implementation of the green office policy, Yincheng International is committed to building an environment-friendly enterprise. In accordance with internal rules and regulations such as the Corporate Environmental Policy and the Work on Cost Control and Efficiency Improvement, the environmental data in the office process is collected and accounted for on a regular basis to achieve integrated supervision of energy consumption. During the Reporting Period, we promoted green office initiatives mainly from three aspects, being resource conservation, waste management and environmental promotion.

#### 4.2 綠色辦公

銀城國際積極倡導「降本增效，厲行節約」原則，深入落實綠色辦公政策，致力於打造環境友好型企業。我們依據《企業環境政策》、《控費提效相關工作》等內部規章制度，定期對辦公過程中的環境數據進行收集核算，對能耗情況實現統籌監管。報告期內，我們主要從節約資源、廢棄物管理以及環保宣導三個方面推進綠色辦公舉措。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Resource Conservation

Electricity and water resources are the major energy consumption in the Group's office operations. During the Reporting Period, the total electricity consumption and total water consumption in the operations of Nanjing and Wuxi office of the Group were 840,000 kWh and 4,200 tonnes, respectively; and the electricity consumption and water consumption per square meter were 292.7 kWh per square metre and 1.5 tonnes per square metre, respectively. We have mainly adopted the following resource conservation initiatives to improve the efficiency of resource use in our business operations.

### 節約資源

電力和水資源是本集團辦公營運過程中的主要能源消耗。報告期內，本集團南京和無錫辦公營運地的總用電量和總用水量分別為840,000千瓦時和4,200噸；每平方米耗電量和耗水量分別為292.7千瓦時／平方米和1.5噸／平方米。我們主要採取以下資源節約舉措，以提高企業營運過程中的資源使用效率。



#### Water saving 節約水資源

- Water-saving devices: Install circulating water equipment in restroom to reuse water for cleaning and irrigation  
節水裝置：安裝循環水盥洗設備，回用水用於清潔和灌溉
- Daily monitoring: Timely conduct routine maintenance of plumbing pipes to prevent any leakage and dripping  
日常監測：及時做好水暖管道的日常維護工作，杜絕「跑冒滴漏」現象



#### Energy conservation 節約能源

- Lighting: Turn off the lights; make full use of natural light and minimize the use of lighting equipment  
燈光照明：隨手關燈；充分利用自然光照，盡量減少照明設備使用時間
- Electronic equipment: turn off computers, printers and other electronic equipment in a timely manner to reduce standby energy consumption  
電子設備：及時關閉電腦、打印機等電子設備，減少待機能耗
- Air conditioners and HVAC equipment: Turn off the air conditioners regularly 20 minutes before getting off work; set the temperature of air conditioners based on different seasons  
空調暖通：下班前20分鐘定時關閉空調；按照季節設定空調溫度



#### Paper saving 節約紙張

- Recycling: Vigorously promote the use of recycled paper, advocate double-sided printing, and use waste paper for drafts or records  
循環利用：大力推廣使用再生紙，提倡雙面用紙，並利用列印廢紙作草稿和記錄
- Paperless office: Give full play to the advantages of electronic applications for office administration, use paperless office for internal documents as much as possible, and reduce the use of paper through cloud meetings, e-mail, network sharing, etc.  
無紙化辦公：充分發揮電子政務的優勢，內部文件盡量使用網絡辦公，通過雲會議、電子郵件、網絡共享等方式減少用紙

### Resource conservation initiatives

#### 節約資源舉措



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition to energy saving and consumption reduction initiatives in our operation and office processes, we continue to promote our green travel policy to reduce carbon emissions during the business trip of employees. During the Reporting Period, we strengthened our fleet management and the gasoline consumption was 5.02 litres, representing a decrease of 19.5% as compared to last year.

除了營運辦公過程中的節能降耗舉措，我們還持續推進綠色出行政策，以降低員工差旅過程的碳排放。報告期內，我們加強車隊管理工作，汽油使用量為5.02公升，較去年減少19.5%。



### Driver training 司機培訓

- Providing low-carbon driving training to drivers  
為司機提供低碳駕駛培訓



### Route planning 行程規劃

- Planning driving routes in advance to avoid increased fuel consumption  
提前規劃行車路線和行程，避免增加油耗



### Fuel-saving management 節油管理

- Establish the fuel consumption standards for fuel-driven vehicles based on different models and check vehicle maintenance costs  
根據不同車型，規定車輛燃油使用的油耗標準，核定車輛維修費用

### Initiatives for fleet management 車隊管理舉措

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Waste Management

The major waste generated in the course of the Group's office and operations includes paper, toner cartridges, ink cartridges and other office waste. We manage the waste generated by our business in a segregated manner, and actively control and reduce its hazardousness in strict compliance with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and other relevant laws and regulations. During the Reporting Period, the Nanjing and Wuxi offices generated a total of 6,598.9 kg of non-hazardous waste (mainly office paper), with a per capita generation of 20.5 kg/person; and 173 kg of hazardous waste (i.e. waste toner cartridges and waste batteries), with a per capita generation of 0.5 kg/person.

### 廢棄物管理

本集團辦公營運過程中產生的主要廢棄物包括紙張、硒鼓、墨盒以及其他辦公廢棄物。我們嚴格遵守《中華人民共和國固體廢物污染環境防治法》及其他相關法律法規，對企業產生的廢棄物進行分類管理，並積極控制和減少其危害。報告期內，南京及無錫辦公室共產生6,598.9 千克無害廢棄物（主要為辦公用紙），人均產生量為20.5 千克／人；共產生有害廢棄物（廢硒鼓墨盒、廢電池）173 千克，人均產生量0.5 千克／人。



#### Non-hazardous waste 無害廢棄物

- Recycling: Exchange stationery for new ones and recycle all old stationery  
循環利用：對領用文具實施以舊換新，對廢舊文具進行回收處理
- Food conservation: Promote the "Light Tray Initiative" to reduce food waste  
節約糧食：倡導「光盤行動」，減少廚餘垃圾產生
- Resource conservation: Reduce the use of disposable cups, cutlery and other plastic products, and encourage employees to bring their own cups and cutlery  
節約資源：減少一次性水杯、餐具等塑料產品使用，提倡自帶水杯和餐具



#### Hazardous waste 有害廢棄物

- Separate collection: Conduct separate collection for toner cartridges, ink cartridges and other hazardous waste and deliver to qualified companies for treatment  
分類回收：將硒鼓、墨盒等有害廢棄物單獨回收，交由具有資質的處理公司
- Recycling: Use recyclable toner/cartridges and cooperate with electronics companies for recycling disposed computers and other equipments  
循環利用：使用可循環再生的碳粉盒／墨盒，並與電子設備公司合作，實現報廢電腦等設備的循環利用

### Initiatives for waste management

#### 廢棄物管理舉措

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Promotion of Environmental Protection Awareness

We attach great importance to the cultivation of employees' awareness of environmental protection. During the Reporting Period, we issued the Proposal on Green Office, which stipulates energy saving and emission reduction for business trips, energy use, administrative office and other activities, to deliver our concept of low-carbon life and low-carbon office, and encourage all employees to start from paying attention to details.

### 環保宣導

我們高度重視員工的環保意識培養，於報告期內下發了《綠色辦公倡議書》，對差旅出行、能源使用、行政辦公等活動進行節能減排規定，傳遞低碳生活、低碳辦公理念，倡導全體員工從點滴做起。



**Green office slogan**  
綠色辦公宣傳圖

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Following the above green office initiatives, the environmental performance indicators in the operations of the Company's Nanjing and Wuxi offices during the Reporting Period are summarized as follows:

遵循以上綠色辦公舉措，報告期內，本公司南京和無錫辦公營運過程中的環境績效指標總結如下：

Category 類別	KPIs 關鍵績效指標		Unit 單位	Emissions/ consumption 排放量/消耗量
Use of resources 資源使用	Energy consumption <sup>1</sup> 能源消耗 <sup>1</sup>	Direct energy consumption (gasoline) 直接能源消耗(汽油)	Tonnes of standard coal 噸標煤	7.4
		Indirect energy consumption (purchased electricity) 間接能源消耗(外購電力)	Tonnes of standard coal 噸標煤	103.2
		Comprehensive energy consumption 綜合能耗	Tonnes of standard coal 噸標煤	110.6
		Comprehensive energy consumption per square meter 每平方米綜合能耗	Tonnes of standard coal/m <sup>2</sup> 噸標煤/平方米	0.039
	Water consumption 水資源消耗	Water consumption 水資源消耗	Tonnes 噸	4,200
		Water consumption intensity per square meter 每平方米耗水密度	Tonnes/m <sup>2</sup> 噸/平方米	1.5
Emissions 排放物	GHG emissions <sup>2</sup> 溫室氣體排放 <sup>2</sup>	GHG emissions within Scope 1 範疇一溫室氣體	Tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e) 噸二氧化碳當量	15.3
		GHG emissions within Scope 2 範疇二溫室氣體	Tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e) 噸二氧化碳當量	590.9
		GHG emissions within Scope 3 範疇三溫室氣體	Tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e) 噸二氧化碳當量	26.6
		Total GHG emissions 溫室氣體排放總量	Tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e) 噸二氧化碳當量	632.8
		GHG Emissions Intensity 溫室氣體排放密度	Tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e)/m <sup>2</sup> 噸二氧化碳當量/平方米	0.2

<sup>1</sup> Energy consumption: Calculated according to the General Rules for Integrated Energy Calculation (GB2589-2020).

<sup>2</sup> GHG emissions: GHG emissions within Scope 1 came from gasoline consumption of vehicles owned by the Company; GHG emissions: GHG emissions within Scope 2 came from indirect emissions from purchased electricity; GHG emissions: GHG emissions within Scope 3 came from carbon emissions generated by employees' flight travel. The emission factor for electricity adopted the 2011 and 2012 Average CO<sub>2</sub> Emission Factors for China's Regional Power Grids, while GHG emissions were calculated with reference to the Guidelines for Accounting and Reporting GHG Emissions – China Public Building Operation Units (Enterprises) (Trial) issued by the National Development and Reform Commission of the People's Republic of China.

<sup>1</sup> 能源消耗：依據《綜合能耗計算通則》(GB2589-2020)計算。

<sup>2</sup> 溫室氣體排放：範疇一溫室氣體排放來自公司自有車輛的汽油消耗；範疇二溫室氣體排放來自外購電力產生間接排放；範疇三溫室氣體排放來自員工飛行差旅過程產生的碳排放。電力排放因子採用《2011年和2012年中國區域電網平均二氧化碳排放因子》；溫室氣體排放量計算參照中華人民共和國國家發展和改革委員會發佈的《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 類別	KPIs 關鍵績效指標		Unit 單位	Emissions/ consumption 排放量/消耗量
Emissions 排放物	Exhaust gas emissions 廢氣排放	Nitrogen oxides(NO <sub>x</sub> ) 氮氧化物	kg 千克	221.3
		Sulfur oxide (SO <sub>x</sub> ) 硫氧化物	kg 千克	0.1
		Particulate matter (PM) 顆粒物	kg 千克	21.2
	Waste water emissions 廢水排放	Waste water emission 廢水排放量	tonnes 噸	3,360
	Wastes discharge 廢棄物排放	Output of hazardous waste 有害廢棄物產生量	kg 千克	173
		Output of hazardous waste per capita 人均有害廢棄物產生量	kg/person 千克/人	0.5
		Output of non-hazardous waste 無害廢棄物產生量	kg 千克	6,598.9
		Output of non-hazardous waste per capita 人均無害廢棄物產生量	kg/person 千克/人	20.5

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 4.3 Green Construction

Yincheng International recognizes the importance of environmental impacts arising from the construction process by conducting environmental impact assessments for all construction site projects in accordance with the *Law of the People's Republic of China on the Appraisal of Environmental Impacts* (《中華人民共和國環境影響評價法》), and publicizing environmental monitoring data on the internet to ensure that the emission level of pollutants in the project construction process is regulated by relevant authorities and monitored by the public. In addition, we actively promote green construction initiatives to reduce our environmental impact in terms of controlling pollutant emissions and resources conservation. During the Reporting Period, the Group was not involved in any environmental protection-related complaints or administrative penalties.

#### Pollution Control

All construction projects of Yincheng International are installed with environmental protection control facilities, as well as professional environmental protection testing and protective equipment. At the same time, we carry out regular inspections over the level of dirty, messy and poor conditions of contractors' sites to ensure that construction sites are in compliance with the prescribed environmental performance requirements. During the Reporting Period, we mainly controlled pollutant emissions through the following measures:

### 4.3 綠色施工

銀城國際高度重視建設施工過程中的環境影響，對所有工地項目均依照《中華人民共和國環境影響評價法》開展環境影響評價，並將環境監測數據掛網公示，確保項目建設過程中的污染物排放水平受到相關部門和公眾監管。此外，我們積極推進綠色施工舉措，從控制污染物排放和節約資源兩方面降低我們的環境影響。報告期內，本集團未涉及任何環保相關的投訴事件和行政處罰。

#### 污染管控

銀城國際的所有建設項目均設立環保管控設施，並配備專業的環保檢測和防護設備。同時，我們定期對承包商的現場髒、亂、差情況開展巡檢，確保施工現場的環境表現合規。報告期內，我們主要通過以下舉措對污染物排放進行管控：

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Wastewater discharge management

#### 污水排放管理

- Unified discharge: domestic sewage is centralized for discharge through the municipal pipeline
- 統一排放：生活污水經由市政官網統一排出
- Sewage treatment: sewage treatment equipment such as sedimentation tanks and air flotation machines is installed to prevent the outflow of sewage
- 污水處理：配備沉澱池、氣浮機等污水處理設備，確保污水不外流



### Air pollution control

#### 大氣污染控制

- Pollution monitoring: dust monitoring equipment is installed to control the generation of dust such as particulate matter
- 污染監測：配備揚塵監控設備，控制顆粒物等粉塵產生
- Site management: site renovation measures such as full coverage of construction safety nets are implemented to control dust pollution, and wash construction sites on a regular basis
- 場地管理：通過綠網全覆蓋等場地改造措施，控制粉塵污染，定期沖洗施工現場



### Waste disposal

#### 廢棄物處理

- Garbage classification: domestic waste and construction waste are centralized for classification on construction sites
- 垃圾分類：對工地現場的生活垃圾和建築垃圾進行統一分類
- Recycling: inorganic materials from construction waste are recycled for road backfilling and other purposes, and a qualified garbage disposal company is appointed to centralize other unusable wastes for recycling
- 回收處理：將建築垃圾中的無機材料回收用作道路回填等用途；其他無法利用的廢棄物則委託具有資質的垃圾處理公司進行統一回收



### Noise control

#### 噪聲控制

- Noise monitoring: professional noise monitoring equipment is installed to monitor noise in real time
- 噪聲監測：配備專業的噪聲監測設，對噪聲進行實時監控

### Pollutant Control Measures

#### 污染物控制措施

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Resources Management

Yincheng International continues its active practice of resource conservation for its construction projects by reducing carbon emissions during project construction, as well as adopting sweeping measures for water and electricity conservation, including rainwater recycling projects on construction sites. Furthermore, the power of electrical equipment is placed under centralized supervision to ensure safe power consumption before conserving energy. In addition, in selecting materials for the projects, we place reasonable purchase orders based on the construction progress and inventory, actively select environmental materials, and introduce quota management rules for bulk materials involving steel and concrete content with reference to the Yincheng International Administrative Measures for Design Quota Indicators for Residential Projects (《銀城國際住宅項目設計限額指標管理辦法》) to avoid wasting resources.

### 4.4 Green Building

As a green building pioneer, Yincheng International actively explores the approaches of green building, by taking the lead in adopting advanced green building technologies such as energy-efficient exterior protective structures of buildings, prefabricated outfitting, and rainwater recycling. We fully consider the efficiency of resource and energy use in the entire life cycle of buildings (the processes of materials production, building planning, design, construction, operation, maintenance and demolition, and reuse), and are committed to achieving harmonious coexistence between buildings, people and the environment.

### Industrial Engagement

Besides actively participating in the preparation of industry standards related to green buildings due to the new requirements for the upgrade and transformation of the traditional construction industry in the era of "carbon neutrality" and "carbon peaking", Yincheng International assists in the green transformation of enterprises, while promoting the sustainable development of the real estate industry.

### 資源管理

銀城國際的建設項目積極踐行節約資源實踐，降低項目建設過程中的碳排放，普遍開展節水和節電措施，包括在工地開展雨水回收項目，並對用電設備功率進行統一監管，在保障用電安全的情況下節約能源。此外，在項目選材階段，我們按照施工進度和庫存情況進行合理採購，積極選用環保材料，並參照《銀城國際住宅項目設計限額指標管理辦法》，對涉及鋼筋、混凝土含量的大宗材料設定限額管理辦法，避免資源浪費。

### 4.4 綠色建築

作為綠色建築先行者，銀城國際積極探索綠色建築之路，率先使用建築外圍護結構節能、裝配化裝修、雨水回收等先進的綠色建築技術。我們充分考慮建築全生命周期（物料生產、建築規劃、設計、施工、營運、維護及拆除、回用過程）過程中的資源和能源使用效率，致力於實現建築、人與環境的和諧共處。

### 行業參與

在「碳中和」「碳達峰」時代背景下，以及對於傳統建築行業升級轉型的新要求之下，銀城國際積極參與綠色建築相關的行業標準編製，在助力企業綠色轉型的同時促進房地產行業的可持續發展。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

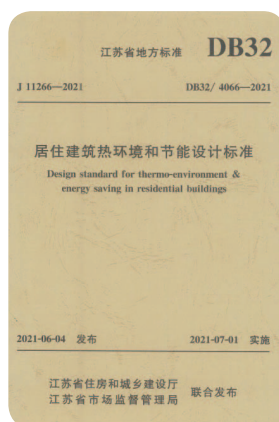
## 環境、社會及管治報告

### **“Design Standard for Thermo-environment & Energy Saving in Residential Buildings” (《居住建築熱環境和節能設計標準》), Local Standards in Jiangsu Province**

On 1 July 2021, the Jiangsu Provincial Department of Housing and Urban-Rural Development officially promulgated and implemented the local standard “Design Standard for Thermo-environment and Energy Saving in Residential Buildings” following its amendments. As a participating unit and project implementing unit of this standard, Yincheng International took practical actions to improve the energy-efficient level and living quality of residential buildings. While assisting the construction sector to achieve carbon peaking and carbon neutrality, Yincheng International also enhanced the senses of achievement, happiness and satisfaction of residents, and promoted the high-quality development of architecture in Jiangsu Province.

### 江蘇省地方標準《居住建築熱環境和節能設計標準》

2021年7月1日，江蘇省住房和城鄉建設廳組織修訂的地方標準《居住建築熱環境和節能設計標準》正式頒佈並實施。銀城國際作為本標準的參編單位及項目實施單位，以實際行動提高居住建築節能水平和居住品質，在助力建築領域實現碳達峰、碳中和的同時，增強居住者的獲得感、幸福感和滿足感，推動江蘇省建築的高質量發展。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

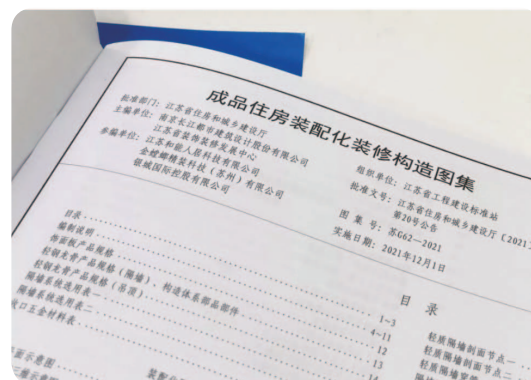
## 環境、社會及管治報告

### Jiangsu Province Engineering Construction Standard "Atlas of Prefabricated Outfitting Structure of Finished Housing" (《成品住房裝配化裝修構造圖集》)

In 2019, Yincheng International participated in the preparation of the Jiangsu Province Atlas of Prefabricated Outfitting Structure of Finished Housing (《成品住房裝配化裝修構造圖集》). In more than two years of preparation, by capitalizing on our rich practical experiences in handling the projects and having an extensive understanding of urban construction, we focus on the versatility and applicability of the finished housing system from the perspective of users, which provides valuable ideas for the Jiangsu Province Atlas of Prefabricated Outfitting Structure of Finished Housing. The standard was officially enacted on 1 December 2021, which is of great significance to promoting industrial transformation and upgrade, as well as green and sustainable development.

### 江蘇省工程建設標準《成品住房裝配化裝修構造圖集》

銀城國際於2019年參與編製《成品住房裝配化裝修構造圖集》。在歷經兩年多的編製周期中，我們憑藉豐富的項目實戰經驗，及對城市建設持有的深度理解，站在用戶視角，圍繞成品住宅體系的通用性和適用性，為《成品住房裝配化裝修構造圖集》提供了頗具價值的思路，該標準於2021年12月1日正式實施，對促進產業轉型升級和綠色永續發展具有重要意義。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT


## 環境、社會及管治報告

### Green Building Design

In integrating the concept of green building into architectural design, we fully apply advanced technologies such as sponge city design, prefabricated outfitting, and photovoltaics, while utilizing natural conditions and artificial means to create a good and healthy living environment. We try our best to control and reduce utilization and destruction of natural conditions, create high-quality green buildings and supporting facilities, and reduce the impacts of urban development on the ecosystem of the earth.

### 綠色建築設計

我們將綠色建築理念融入建築設計中，充分應用海綿城市設計、裝配化裝修、光伏等先進技術，在利用天然條件和人工手段創造良好、健康的居住環境的同時，盡可能地控制和減少對自然環境的使用和破壞，打造優質的綠色建築及配套設施，減少城市發展對地球生態的影響。



#### Energy Efficiency 節約能源

- Energy-efficient elevators, energy-efficient lamps and other equipment are installed to improve energy efficiency  
採用節能電梯、節能燈具等設備提高能效
- The ground source heat pump air conditioning system is used as the cold and heat source of the air conditioner, which has outstanding energy-efficient effects  
應用地源熱泵空調系統作為空調冷熱源，具有優異的節能效果
- Renewable energy is utilized to create a solar water heating system  
利用可再生能源，打造太陽能熱水系統



#### Resource Conservation 節約資源

- Rainwater is collected on roofs, pavements and afforestation areas, for watering and ground washing after meeting the standard  
應用屋頂、路面及綠化實現雨水收集，處理達標後用於澆灌和地面沖洗
- All projects are installed with watersaving devices with water efficiency rating of Grade 2 or above  
所有項目均採用二級以上用水效率節水器
- Micro-sprinkler irrigation is installed for afforestation purposes, and is equipped with soil moisture sensors and rain shut-off devices  
綠化採用微噴灌，同時設土壤濕度感應器、雨天自動關閉裝置



#### Return to Nature 回歸自然

- A harmonious unity is created between the building conditions and the ecological environment, by fully adopting sponge city measures such as rainwater recycle system, concave green land, and permeable pavement  
打造建築環境和生態環境的和諧統一，充分採用雨水回收系統、下凹綠地、透水鋪裝等海綿城市措施
- No building and outfitting materials that are harmful to human body are used inside buildings  
建築內部不使用對人體有害的建築材料和裝修材料

### Green Building Design Concepts

#### 綠色建築設計理念



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Green Building Projects

With our outstanding green building design and extensive practical experiences, we have recently achieved fruitful results in the area of green buildings, including 3 three-star green building projects and 15 two-star green building projects.

### 綠色建築項目

憑藉優異的綠色建築設計水平和豐厚的實踐經驗，近年來，我們在綠色建築領域碩果滿滿，共獲得三星級綠色建築項目3項，二星級綠色建築項目15項。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Nanjing Oriental Rehabilitation Hospital Project (東方頤年康復醫院)

- Green building design rating: three stars
- Project description: by applying the Building Information Modeling (BIM) and 3D modeling, this project fully coordinates various areas and complicated modeling, and the big data is used to integrate various indicators and professional issues in the entire life cycle of the building, reflecting the stellar performance of Yincheng International in green building design and application capability. The major energy-efficient and environmental benefits of this project are as follows:
  - (1) Use of renewable energy: renewable energy such as ground source heat pump air conditioning system, solar water heating system, etc. is used to provide cold and heating sources and heating sources of domestic hot water to buildings;
  - (2) Concept of sponge city: technical measures such as rainwater recycling and concave green land are adopted, with the total annual runoff control rate of the site amounting to 70%;
  - (3) Water-saving irrigation: the sprinkler irrigation method is adopted for greening irrigation. The irrigated greening area is 2,937m<sup>2</sup>, and the irrigation area accounts for 99%. The irrigation water source is the treated rainwater that reaches the standard.



### 南京東方頤年康復醫院項目

- 綠色建築設計評價星級：三星
- 項目介紹：本項目通過應用 BIM(建築信息模型)和 3D 建模，充分協調各個區域和複雜造型，並利用大數據整合建築全生命周期的各項指標和專業問題，體現了銀城國際優秀的綠色建築設計水平和應用能力。本項目主要的節能環保效益如下：
  - (1) 使用可再生能源：應用如地源熱泵空調系統、太陽能熱水系統等可再生能源，為建築提供空調冷熱源及生活熱水熱源；
  - (2) 海綿城市理念：上採取了雨水回收、下凹綠地等技術措施，場地年徑流總量控制率達到 70%；
  - (3) 節水灌溉：綠化灌溉採取噴灌的灌溉方式，灌溉綠化面積 2,937m<sup>2</sup>，灌溉面積佔綠地面積的 99%，灌溉水源為處理達標後的雨水。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Zhilutai G1, G2, Y1-9# Building Project in Hefei High-tech Zone

### 合肥高新區知廬台 G1、G2、Y1-9# 樓項目



#### 綠色建築預評價報告

皖綠建評字 [ 2020 ] 第 009 号

項目名稱：合肥高新區 GX202003 号地塊（知廬台）

G1、G2、Y1-Y3、Y5-Y9 号楼

評價星級：三星級

申報單位：合肥銀洋房地產開發有限公司

評價形式：會議評價

評價單位：安徽省建築節能與科技協會

評價日期：2020 年 10 月 14 日

安徽省建築節能與科技協會制

- Green building design rating: three stars
- Project description: as the first blue and white building three-star project of the Group after the implementation of "Green Building Evaluation Standard" GB/T50378-2019, this project fully considers the energy-efficient and environmental benefits and the concept of green ecology, showing the elegant community and natural ecological environment of Zhilutai. The major energy-efficient and environmental benefits of this project are as follows:
  - (1) Energy efficiency: air source heat pump water heaters are used to improve energy efficiency, and multi-connection air conditioning systems are first-class energy efficiency;

- 綠色建築設計評價星級：三星
- 項目介紹：作為《綠色建築評價標準》GB/T50378-2019 執行後本集團的第一個藍白色建築三星項目。本項目充分考慮了節能環保效益和綠色生態理念，展示了知廬台優雅的社區和自然生態環境。本項目主要的節能環保效益如下：
  - (1) 能源效益：採用空氣源熱泵熱水機提高能源使用效率，多聯機空調系統為一級能效；



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- Green building design rating: three stars
- Project prescription: located at No. 224, Zhongyang Road, Xuanwu District, Nanjing, the project is adjacent to Xuanwu Lake, with a well developed road network in the neighborhood providing easily accessible transportation. The overall design is in line with the cultural heritage of the historical city, creating a Xinduhui community with a humanistic living quality atmosphere.
  - (1) Energy efficiency: the air conditioner adopts a multi-connection system with an IPLV more than 6.7. An independent haze removal fresh air system is installed indoors, and a total heat exchanger is used, with the total heat exchange efficiency greater than 60%. The total number of households in this project is 181, and solar water heaters are used to provide 181 households with domestic hot water. The proportion of renewable energy supply is 100%, and the annual cost of natural gas can be saved by RMB29,100 per year;
  - (2) Concept of sponge city: with the sponge city technology fully applied, including rainwater recycling, concave green land, and other technical measures, the total annual runoff control rate (%) of the site is greater than 70%;
  - (3) Water-saving irrigation: the mixed rainwater collection is adopted. Rainwater from roofs, road surfaces and afforestation is transported to the rainwater storage tank through the rainwater pipeline. The treated rainwater that reaches the standard is reused for greening irrigation and road watering. Utilization rate of non-traditional water sources is 1.24%.
- 綠色建築設計評價星級：三星
- 項目介紹：本項目位於南京市玄武區中央路224號，毗鄰玄武湖。周邊城市道路發達，交通便利。整體設計契合歷史城區文化底蘊，打造具有人文居住品質氛圍的新都匯社區。
  - (1) 能源效益：空調採用多聯機系統，IPLV > 6.7；戶內設置獨立除霾新風系統，採用全熱交換器，全熱交換效率大於60%；本項目總戶數為181戶，採用太陽能熱水器提供生活熱水的住戶共181戶，可再生能源提供的比例為100%，每年可節省天然氣費用為人民幣2.91萬元/年；
  - (2) 海綿城市理念：充分使用海綿城市技術，如雨水回收、下凹綠地等技術措施，場地年徑流總量控制率(%)大於70%；
  - (3) 節水灌溉：雨水收集為混合雨水收集，屋頂、路面及綠化雨水通過雨水管網輸送至雨水蓄水池，經處理達標後回用於綠化澆灌、道路沖洗。非傳統水源利用率：1.24%。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 5. TALENT CULTIVATION

Yincheng International is committed to providing a broad development platform for our employees. We have established a comprehensive talent development and compensation and welfare system, while actively communicating with our staff and giving them full care so that our staff can continue to achieve themselves and pursue success under care.

#### 5.1 Talent Recruitment

Adhering to the principle of “building a foundation with integrity” in the employment of talents and strictly abiding by the relevant laws and regulations such as the Labor Contract Law of the People’s Republic of China, the Labor Law of the People’s Republic of China, the Regulations on Work Injury Insurance, the Regulations on the Prohibition of Child Labor, and the Law of the People’s Republic of China on the Protection of Minors, Yincheng International insists on legal and equal employment by formulating internal rules and regulations such as the Recruitment Management System of Yincheng International and the Employee Handbook, to protect the legal interests of employees.

##### Talent Introduction

We take a zero-tolerance approach to child labor and forced labor during recruitment and employment, and prohibit any discrimination or harassment of employees, to treat each individual equally and ensure that their legal rights are not violated. During the induction period, employees must provide the human resources department with information such as identity cards and proof of academic qualifications, and are required to fill in their information in their handwriting after confirming their accuracy. Our examiners will review the personal information provided by new employees and immediately terminate their probation or employment contracts if such information is false, eliminating child labor from the source. In addition, our employees are encouraged to take enough rest and maintain work-life balance, to avoid forced labor. Yincheng International extensively attracts outstanding and diversified background talents from all walks of life to improve the overall quality of our workforce. We attach great importance to the introduction of young talents to bring new vitality to the Group. During the Reporting Period, Yincheng International actively conducted school-enterprise recruitment activities to attract, encourage and support the employment of university students, adding new vitality to the construction of a more attractive, competitive, and cohesive policy system for the talent development and cultivation of the Company.

### 5. 人才培育

銀城國際致力於給員工提供一個廣闊的發展平台。我們建立了完善的人才發展及薪酬福利體系，同時積極與員工溝通，充分給予員工關愛，讓我們的員工在關懷下不斷地成就自己，追求成功。

#### 5.1 員工僱傭

銀城國際堅持「正直築基」的人才僱傭原則，嚴格遵守《中華人民共和國勞動合同法》、《中華人民共和國勞動法》、《工傷保險條例》《禁止使用童工規定》、《中華人民共和國未成年人保護法》等有關法律法規，制定了《銀城國際招聘管理制度》、《員工手冊》等公司內部的規章制度，堅持合法用工，平等用工，保障員工的合法利益。

##### 人才引入

在招聘及工作期間，我們對僱傭童工和強制勞工的行為採取零容忍態度，同時禁止出現任何歧視和騷擾員工情況，堅持平等對待每一位人才，保障其合法權利不受侵犯。在入職期間，員工必須向人力資源部提供身份證、學歷證明等信息，並需員工親筆填報並確認個人資料的準確性。我們的審查員對新入職員所提供的個人資料進行審查，如有虛假，立即終止試用或解除勞動合同，從源頭上杜絕使用童工等行為。此外，我們鼓勵員工勞逸結合，不斷幫助員工找到生活和工作的平衡點，避免強迫勞動。銀城國際廣泛吸納社會各界擁有多元背景的優秀人才，提高公司員工隊伍的整體質量。我們十分重視青年人才的引進，為集團帶來新的活力。報告期內，銀城國際積極開展校企招聘活動，吸引、鼓勵和支持大學生就業，為構建更具吸引力、競爭力、凝聚力的公司人才發展政策體系和培育增添新活力。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### On-campus Online Recruitment Campaign

On 30 September 2021, we held an on-campus online recruitment campaign to share the development history of Yincheng, our sound talent concept, and a highly-developed training system for management trainees. We had an in-depth conversation with university students to share our work experience and insights in light of the overall industry condition and to give them support at the “starting line” of their careers based on the work. Afterward, we went to the universities that highly matched our targets in the Yangtze River Delta to conduct a series of high-quality meetings which increased the communication opportunities between students and us.

### 校園空中宣講會

2021年9月30日，我們通過舉辦校園空中宣講會的形式分享了銀城的發展歷程、健全的人才觀和完善的管培生培養體系等，與大學生們深度暢聊，放眼行業、立足工作，分享職場經驗和心得，在職業的「起跑線」上為大學生們助力。之後，我們先後走進長三角匹配度較高的高校，開展了系列精品見面會，增加學生與企業的溝通交流機會。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Summer Internship Program

Yincheng International launched its summer internship program in June 2021, which on the one hand, provided a platform for students to undergo internship, helping them to apply their theoretical knowledge into practice while allowing them to experience the workplace atmosphere, understand the corporate culture and make career planning in an early manner; and on the other hand, helped us to identify outstanding students to support our development.



### 暑期實習生項目

銀城國際 2021 年暑期實習生項目於 6 月啟動，一方面為廣大在校生提供實踐平台，幫助大學生將所學的理论知識與實踐結合，同時讓大學生體驗職場氛圍，了解企業文化，提早做好職業規劃；另一方面暑期實習生項目能幫助企業鎖定優質生源，為企業的發展保駕護航。



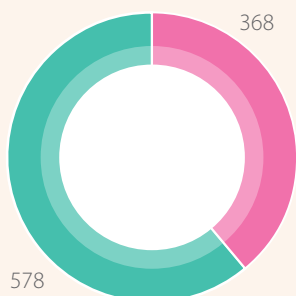
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, we had a total of 946 employees, all from Eastern China, with different employees distributed as follows:

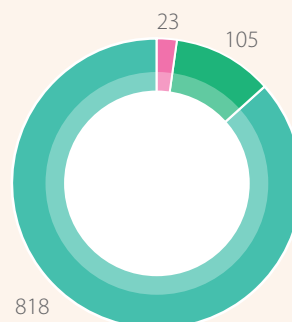
報告期內，我們共有員工946人，全部來自於華東地區，不同員工分布情況如下：

**Number of employees by gender (people)**  
按性別劃分的僱員數 單位：人



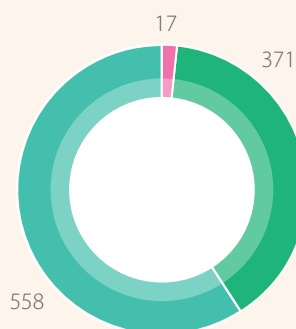
● Male 男性  
● Female 女性

**Number of employees by employee category (people)**  
按職級劃分的僱員數 單位：人



● Junior 初級員工  
● Intermediate management 中級管理層  
● Senior management 高級管理層

**Number of employees by age (people)**  
按年齡劃分的僱員數 單位：人



● 30 and below 小於等於30歲  
● Over 30 but under 50 大於30且小於50歲  
● 50 and above 大於等於50歲



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Compensation and Benefits

In compliance with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, and other laws and regulations applicable to the place of business, the Group has formulated and continuously improved the Compensation and Benefits Management System of Yincheng International to provide institutional protection for its employees.

During the Reporting Period, based on the industry background, the Company's development strategy and the operation of the incentive mechanism, and taking into account the operational performance, cost management, and talent management, we further optimised the Marketing Compensation and Performance Management System of Yincheng International to strengthen the correlation between performance and incentives. We joined hands with the investment, marketing and human resources departments as well as external companies to optimize the incentive mechanism of the general sequence and marketing sequence to ensure the rationality and innovation of the system.

At the same time, based on the Personal Performance Management System of Yincheng International, we also established a comprehensive policy on staff promotion, staff appraisal, and staff incentives, which linked the employee performance with their remuneration, to enhance our core competitiveness. In addition, we actively implemented staff incentive policies, such as opening quotation incentives and co-investment financial management, to motivate staff on all fronts.

In addition to the statutory benefits such as social insurances and housing provident fund as well as holidays, we have also provided competitive welfare benefits and subsidies, based on the provision on welfare in relevant regions and industries and taking into account the needs of our employees. During the Reporting Period, Yincheng International has also provided commercial insurance for all of its employees and their children with a 100% coverage.

### 薪酬福利

本集團遵照《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等適用於營運所在地的法律法規，制定並不斷完善《銀城國際薪酬福利管理制度》，為員工提供制度保障。



報告期內，我們進一步優化了《銀城國際營銷薪酬績效管理制度》，加強了績效與激勵之間的關聯性，並結合行業背景、公司發展戰略及激勵機制運行情況，從經營業績、成本管理、人才管理等方面統籌考慮。我們聯合投資、營銷部門、人力等部門和外聘公司，共同對通用序列及營銷序列激勵機制進行優化，以確保制度的合理性與創新性。

同時，我們還以《銀城國際個人績效管理制度》為支撐，將員工績效與薪酬相掛鉤，建立起全面的員工晉升、員工考核、員工激勵政策，以提高企業核心競爭力。我們亦積極推行員工激勵政策，如開盤激勵、跟投理財等，全方面調動員工積極性。

此外，我們還以五險一金、節假日等法定福利為基礎，根據各地區、行業的福利狀況，並結合員工相關需求，額外提供具有競爭力的福利待遇及補貼組合。報告期內，銀城國際也已實現員工商業保險及員工子女商業保險 100% 覆蓋。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

 <b>Statutory benefits</b> 法定福利	 <b>Company benefits</b> 公司福利
Pension insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance and housing provident fund  養老保險、醫療保險、失業保險、工傷保險、生育保險、公積金住房	Paid leave, staff medical check-ups, holiday gratuities, telephone subsidies, team building fund, festive events, staff birthday parties, union activities, commercial insurance for employees' children and shopping cards  帶薪假期、員工體檢、節日禮金、話費補助、團隊建設快樂基金、節慶活動、員工生日會、工會活動、商業子女保險、購物卡

### List of benefits provided by Yincheng International 銀城國際福利清單

We pay special attention to the welfare treatment of disadvantaged groups and female employees. In addition to providing relevant leaves, nursing rooms and relevant facilities for pregnant women and breastfeeding employees in strict accordance with the national requirements, we also timely provide them with solicitude funds and pay home visits, and regularly organize sharing sessions and Women's Day activities for female employees, to try our best to make all employees feel at home.

我們尤其關注弱勢群體及女性員工的福利待遇，包括嚴格按照國家要求為孕婦、哺乳期的女員工提供相關假期、哺乳場所及相關配置，及時發放慰問金並探視，定期針對女員工開展分享會、三八婦女節活動等，盡最大努力讓全體員工感受到家的溫暖。

## 5.2 Talent Development

Based on the *Training Management Measures*, Yincheng International is committed to its original intention to "Benefit the World and Achieve Our Ambitions (惠世成志)" and adheres to its talent development objective of "Undertaking Strategy and Establishing a Platform to Cultivate Talents (承接戰略、築城立人)" by creating "united but diversified" businesses in line with strategic goals and building professional teams

The talents training system of Yincheng International consists of the talent echelon cultivation program, corporate culture program, skills-training program, business improvement program, and leadership program, which stimulates talent potential from corporate culture, general skills and other aspects, intending to cultivate "experts, potential talents, outstanding employees and top employees" needed for talent echelon building.

## 5.2 人才發展

銀城國際基於《培訓管理辦法》，踐行「惠世成志」的初心，秉承「承接戰略，築城立人」的人才培養宗旨，打造與「同心多元」業務戰略目標相匹配的人才梯隊。

銀城國際培訓體系由人才梯隊項目、企業文化項目、通用技能提升項目、業務知識技能提升項目、領導力提升項目等構成，整個人才培訓體系從企業文化、通用技能等方面全方位的激發人才潛力，培養以梯隊建設需要的「良才，優才，棟才，將才」。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Talent training system of Yincheng International 銀城國際人才培養體系

To build a more standardised, convenient and professional learning platform for staff, Yincheng International has developed an online training system. After the launch of this system, it will create a more efficient, rational, standardised and flexible training management system, to realise the full cycle management of the online training system and establish the foundation for talents building.

為了給員工搭建更加規範化、便捷化和專業化的學習平台，銀城國際開發了線上培訓系統。該系統的上線，將打造更高效，更合理，更規範，更靈活的培訓管理體系，實現線上培訓系統全周期化的管理，為打造學習型人才建立基礎。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Main functions of the online training system

#### 線上培訓系統主要功能

Standardization: training plan filling, course publication, training management (application, leave, assignment submission)

規範化：培訓計劃填報、課程發佈、參訓管理(報名、請假、作業提交)

Convenience: one-click approval via mobile phone; available historical data; training data statistics

便捷化：手機移動端一鍵審批；歷史數據可查詢；培訓數據快統計

Professionalization: training program management, allowing trainees to follow and monitor the program in full cycle

專業化：培訓項目管理，實現學員項目全周期的跟蹤觀察

Relying on the robust talent development system and online platform, we conducted our customized training programs in a targeted manner, while actively bringing in the professional resources from external to improve our staff's comprehensive capabilities and professional skills in all areas.

在健全的人才發展體系和線上平台的基礎上，我們有針對性的開展定制化的培訓項目，同時積極引入外界專業資源，提高員工綜合能力和各方面的專業技能。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Zhuneng Scheme (築能計劃)

With an aim of training the newly-promoted and newly-recruited junior and intermediate management, we activated their potential through face-to-face courses on management and business, seminars, team development and implementation of action plans, enabling them to apply what they learn in practice. We conducted regular training for the talent echelon to develop our backbone strength for facilitating our strategy implementation and business success.



### Jingwei Scheme (經緯計劃)

The "Jingwei Scheme" is a cross-line sharing training program organized by Yincheng International, aiming to strengthen cross-line interaction for a better understanding of cross-line business, which strengthened business collaboration and promoted the stable and healthy development of the company by empowering its teams through cross-learning.



### 築能計劃

「築能計劃」以新晉和新進中基層管理者為培養目標，旨在通過管理類和業務類面授課程、研討工作坊、團隊拓展、行動計劃落地等方式，挖掘學員潛能，促進學以致用，持續培養梯隊，加強腰部力量，助力公司戰略落地和業務達成。

### 經緯計劃

「經緯計劃」是銀城國際開設的跨條線分享的培訓項目，旨在深化跨條線互動，加強跨條線業務理解，通過交叉學習為團隊賦能提升，促進業務協同提升、助力公司穩健發展。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### AEE Scheme (營銷關鍵人才效能提升計劃)

In collaboration with SAP, a renowned consulting company, the AEE Scheme developed growth maps for enhancement training and advancement training by using its energy-efficiency enhancement model. Through the “learning, practicing and application” model, we enhanced knowledge and skills, improved personal abilities and facilitated the achievement of goals, thereby cultivating a group of marketing elites who know how to operate, manage and trade, and helping Yincheng International to achieve its strategic goals.



In addition to helping employees' growth, Yincheng International also values employees' self-improvement and promotes them to explore their value. We support our employees to take training examinations for their professional and technical titles and provide appropriate fee support to those who successfully obtain the skills certificates. At the same time, our employees are encouraged to act as internal lecturers, develop internal courses and share them. During the Reporting Period, we elected the 15 most popular internal lecturers by ballot and gave incentives to outstanding internal lecturers and courses.

During the Reporting Period, the Group conducted training for a total of 770 employees, with different types of employee training as follows:

### 營銷關鍵人才效能提升(AEE)計劃

AEE計劃與知名諮詢公司「賽普諮詢(SAP)」合作，運用其效能提升模型，規劃了提升班和進階班成長地圖。通過「學練用」模式提升知識技能，沉澱個人能力，促進目標達成，進而培養一批懂經營、善管理、能操盤的營銷精英，護航銀城國際戰略目標達成。

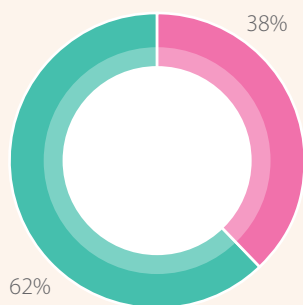
在助力員工成長的同時，銀城國際也重視員工自我提升，提倡員工發掘自身價值。我們支持員工參加本職專業技術職稱培訓考試，給予成功獲取技能證書的員工相應的費用支持。同時，我們鼓勵員工擔任內部講師、開發內部課程並分享交流。報告期內我們共票選出15位最受歡迎內部講師，並對優秀的內部講師及課程給予相應激勵。

報告期內，本集團共計對770名員工開展培訓，不同類型的員工培訓情況如下：

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

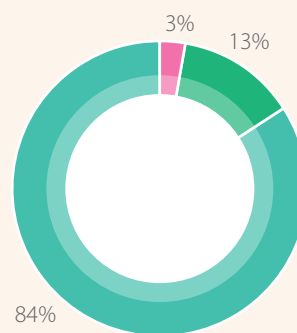
## 環境、社會及管治報告

Percentage of employees trained by gender  
按性別劃分的受訓百分比



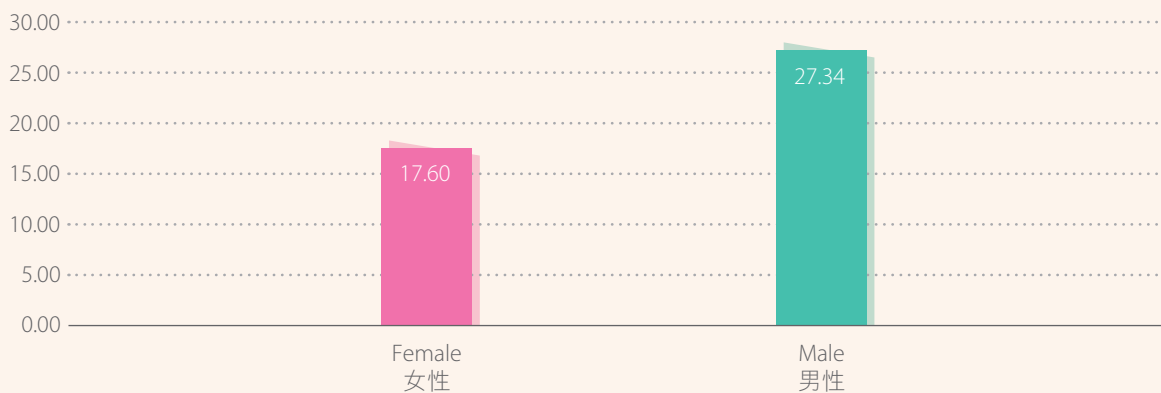
● Male 男性      ● Female 女性

Percentage of employees trained by employee category  
按職級劃分的受訓百分比



● Junior 初級員工      ● Intermediate management 中級管理層      ● Senior management 高級管理層

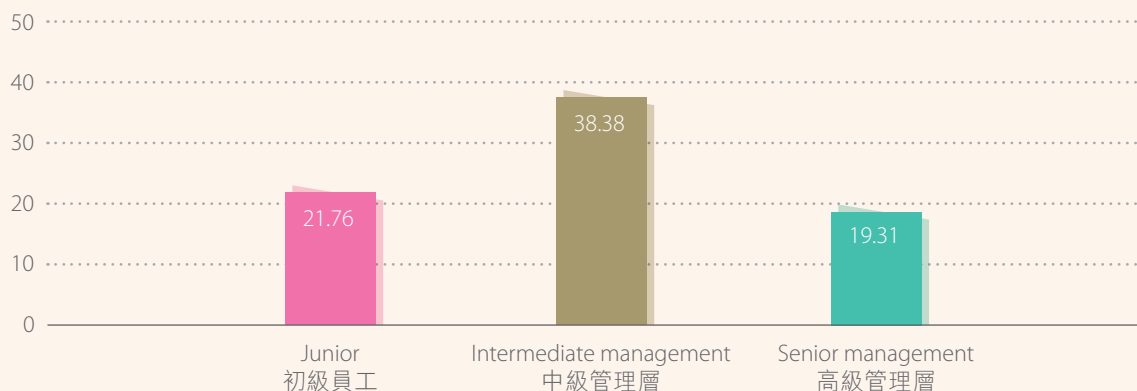
Average training hours completed per employee by gender (unit: hour)  
按性別劃分的員工平均培訓時數 單位：小時



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Average training hours completed by employee by employee category (unit: hour)  
按職級劃分的員工平均培訓時數 單位：小時



### Performance assessment and promotion

Through a comprehensive review and analysis of the existing talent, we have developed a performance assessment system to objectively and impartially assess the current performance and knowledge level of our employees, while broadening the promotion channel for them to meet their needs, thereby further purifying the quality of our talent. During the Reporting Period, we built a professional and refined indicator database for performance assessment, and through the “five-in-one” approach, further built a departmental performance indicator database for headquarters and the companies in various cities, which effectively decomposed corporate business objectives into departments and individuals, and standardised process management, thereby facilitating the achievement of organization objectives and the sustainable development of employees.

### 考核晉升

我們通過全面梳理和分析現有人才情況，在為員工拓寬晉升道路、滿足員工提升需求的同時，也制定了相應的員工考核制度，客觀公正的對員工當前績效和知識儲備水平進行評估，進一步提純企業人才品質。報告期內，我們構建了專業性的、精細化的崗位績效指標庫，並通過「五位一體」的方法，進一步構建了總部及城市公司部門績效指標庫，將企業經營目標有效分解到部門及個人，規範過程管理，從而推動組織目標的達成以及員工的可持續發展。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



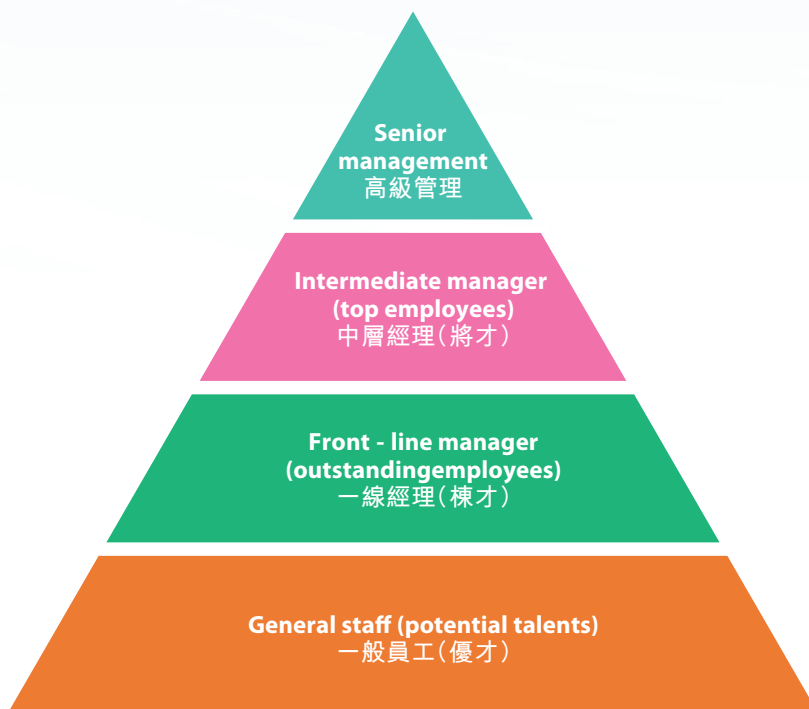
**The “five-in-one” approach of Yincheng International**  
銀城國際「五位一體」方法

At the same time, we have established a “Successor Plan” based on the actual situation of the Company, and have planned an echelon promotion route for each employee to ensure that he or she has equal, fair and just promotion opportunities, so as to encourage employees to make continuous progress in their work.

同時，我們根據公司實際情況確立了「接班人計劃」，為每一位員工規劃了階梯晉升路線，確保其擁有平等公平公正的晉升機會，以此鼓勵員工在工作中不斷進步。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



**The “Successor Plan” of Yincheng International**  
銀城國際「接班人計劃」

### 5.3 Health and Safety

Yincheng International believes that the physical and mental health of its employees is an important motivation to support the development of the company. The Group strictly complies with the Law of the People’s Republic of China on Prevention and Control of Occupational Diseases and other laws and regulations relating to occupational health and safety. Through various channels, the Group protects its employees’ health and safety from multiple perspectives, by improving relevant internal mechanisms for office safety and construction safety, together with relevant safety control measures and staff training. During the Reporting Period, the Group’s lost day due to work injury was 0; and from 2019 to 2021, there was no record for work-related fatality in the Group.

### 5.3 健康與安全

對於銀城國際而言，員工的身心健康是支撐企業發展的重要動力。本集團嚴格遵守《中華人民共和國職業病防治法》等與職業健康安全相關的法律法規，並通過各種渠道，從辦公室安全、施工安全入手，完善內部相關機制，輔以相關安全管控措施與員工培訓，多角度保障員工的健康安全。報告期內，本集團工傷損失日數為0；從2019至2021年，本集團未出現因公亡故的情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Office Safety

The Group attaches great importance to the safety, health and comfort of our employees in the workplace and is committed to enhancing the well-being of our employees. We arrange medical check-ups for our employees and distribute relevant labor protection products on a regular basis, while actively integrating internal and external resources to conduct training and drills on occupational health and safety.

During the Reporting Period, in the face of the severe challenges brought about by the COVID-19 pandemic, the Group actively coordinated with national policies on COVID-19 prevention and control work and implemented internal mechanisms for health and COVID-19 prevention and control work, as well as taking strict preventive and disinfection measures in sales offices and other departments that have close contact with customers. In addition to strengthening the dynamic monitoring of employees' health and information, we also organised nucleic acid tests for all staff, distributed COVID-19 prevention materials regularly, and urged staff to expedite vaccination. Moreover, to avoid the spread of COVID-19 caused by mass gatherings, we also encouraged our employees to work from home and provided timely support.

### 辦公安全

本集團高度重視員工在辦公場所的安全、健康和舒適度，致力於提升員工幸福感。我們在定期安排員工體檢、發放相關勞保用品的同時，也積極整合內外資源，開展關於職業健康安全的培訓及演習活動。

報告期內，面對新冠疫情帶來的嚴峻考驗，本集團積極配合國家防疫政策，落實內部健康防疫工作機制，並針對售樓處等與客戶存在密切接觸的部門展開嚴密的防護及消殺措施。在積極強化員工健康動態監測及信息寶貝的同時，亦組織全員核酸檢測、定期發放防疫物資並督促員工加快疫苗接種工作。同時，為了避免人群聚集導致的病毒傳播，我們提倡員工居家辦公並及時給予支持。



**COVID-19 precautionary measures taken by Yincheng International**  
銀城國際疫情防

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Construction Safety

In the course of property development, the Group strictly complies with various laws and regulations, including the *Law of the People's Republic of China on Safe Production* (《中華人民共和國安全生產法》), the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* (《中華人民共和國職業病防治法》) and the *Regulations on Work-Related Injury Insurances* (《工傷保險條例》). Based on the internal systems such as the *Safety and Civilization Management System* (《安全文明管理制度》) and the *Project Safety and Civilization Construction Standards of Yincheng International* (《銀城國際項目安全與文明施工標準》), the Group thoroughly implements the principle of “placing safety first, preventing injuries as core, and managing comprehensively (安全第一，預防為主，綜合治理)”.

The relevant companies at all levels were also categorised to ensure that responsibility is assigned to each company, which guaranteed the health and safety of workers from the commence to completion of construction to the greatest extent.

### 施工安全

在地產開發過程中，本集團嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《工傷保險條例》等法律法規，並以《安全文明管理制度》、《銀城國際項目安全與文明施工標準》等內部制度為基本保障，貫徹落實「安全第一，預防為主，綜合治理」的方針。

我們亦對涉及到的各層級公司進行分類，確保責任到各單位，最大程度上保證工人施工至竣工過程中的健康與安全。

#### The Group 集團

- The Group is mainly responsible for setting safety standards and organising safety activities at the Group level, including safety inspections and assessments at the Group level, as well as major safety risk management. 主要負責安全生產標準制定，組織集團層面的安全生產活動，包含集團層面的安全巡檢、評估等，重大安全風險處置等

#### Regional companies 區域公司

- Regional companies are mainly responsible for the implementation of production safety standards, organising production safety activities at regional level, and managing larger safety risks. 主要負責安全生產標準落地，區域層面安全生產活動，較大安全風險處置等

#### Project companies 項目公司

- Project companies are mainly responsible for project production safety activities, including production safety inspections, special inspections, implementation and execution of plans, as well as accident handling. 主要負責項目安全生產活動，包含安全生產巡檢、專項檢查，以及落地方案、落地執行、事故處理等

### “Three Levels of Control” System for Safety of Yincheng International 銀城國際安全「三級管控」制度

Adhering to the “red lines” and “bottom lines” for safety production, we have also specifically established the regulations on production safety for the entire project construction process and related methods for accident handling, to achieve the refinement of safety production.

我們還針對項目施工全流程及相關事故處理辦法出台了明確的安全生產規章，樹立安全生產紅線和底線思維，做到安全生產精細化。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### **Before construction** 施工前

- The construction unit is required to have the qualification certificate for the corresponding level, and obtain and hold the safety production license according to law.
- 要求施工單位具有相應等級的資質證書，依法取得並持有安全生產許可證。
- A sound safety production responsibility system and safety production education and training system have been established to ensure the injection of sufficient capital. Regular and special inspections are also conducted to actively cooperate with the Group's arrangement.
- 建有健全的安全生產責任制和安全生產教育培訓制度，確保相應資金精準投入，積極配合集團工作，做好定期和專項檢查。

### **Under construction**

#### 施工中

- An adequate number of full-time production safety management personnel with technical titles in the engineering category, which is appropriate to its production scale, shall be available on site.
- 現場應配備與其生產規模相適應、具有工程系列技術職稱的專職安全生產管理人員。
- Regular supervision and inspection of production safety should be conducted by the production safety management personnel based on the Warning Clauses on Safety and Civilisation, to urge the operators to comply with the relevant regulations and technical standards. Safety hazards, if any, should be reported to the relevant control authority in a timely manner.
- 安全生產管理人員應參照《安全文明警示條款》，定期對安全生產進行監督檢查，督促作業人員遵守相關規程和技術標準；如有安全隱患，需及時向相關管控機構報告。
- Emergency rescue plans for safety incidents on site shall be developed by the construction unit based on the characteristics and scope of the construction project after monitoring the locations of the site and the processes of construction that are prone to major accidents. In addition, emergency rescue organizations equipped with emergency rescue personnel and rescue equipment should be established to organize emergency rescue drills on a regular basis.
- 施工單位應根據建築項目特點及範圍，對施工現場易發生重大事故的部位、環節進行監控，制定施工現場安全事故應急救援預案，各自建立應急救援組織、配備應急救援人員、救援器材，並定期組織應急救援演練。

### **Accident handling** 事故處理

- On-site personnel should give priority to avoiding or reducing casualties, and then try their best to avoid the further increase in loss of property.
- 現場人員首先應優先避免或減少人員傷亡，其次應盡量避免財產損失的進一步擴大。
- The main contractor and relevant sub-contractor should report to the project department as soon as possible according to the level of accident.
- 總承包單位及相關分承包單位應根據事故等級盡快向項目部報告備案。
- Accident investigation should be conducted by focusing on the following four situations, in which "no causes identified, no lessons learned, no responsibilities ascertained and no resolutions provided".
- 事故調查應按「找不出原因、查不出教訓、落實不了責任、提不出處理意見」四不放過要求組織進行。
- The person who caused any major engineering safety accidents for their dereliction of duties, malfeasance in office, as well as bribery and fraud shall be held strictly accountable, or even transferred to the judicial authority
- 針對玩忽職守、失職瀆職、徇私舞弊，造成重大工程安全事故的人員，應嚴格追究相應責任甚至移交司法部門處理。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition to creating a safe working environment through relevant systems, we also strived to strengthen our safety culture by regularly conducting joint safety control or quality inspection activities with third-party organizations to ensure the safety of our daily production and operations. During the Reporting Period, with the theme of "Implementing Safety Responsibility to Promote Safety Development", we jointly launched a publicity campaign for the 20th National Safety Production Month with the local safety inspection authorities and took this opportunity to conduct a thorough inspection and rectification of safety hazards in our projects to eliminate any possible future production safety accidents.

在通過相關制度締造安全工作環境的同時，我們也不忘加強安全文化建設。我們定期聯合第三方機構開展相關安全管控或質檢活動，全面保障日常生產營運安全。報告期內，我們以「落實安全責任，推動安全發展」為主題，聯合當地安全檢查部門開展了全國第20個「安全生產月」的宣傳活動，並藉此契機，對企業項目上存在的安全隱患進行了徹底的檢驗和整改，杜絕未來可能發生的安全生產事故。



### Safety Production Month 安全生產月

We also actively conducted training activities in connection with safety management capability enhancement, technical capability enhancement, disclosure and safety education seminars in the Group to continuously strengthen the safety awareness and emergency response capability of our employees. During the Reporting Period, we have normalized our training work at the Group, regional and project levels.

在集團內部我們亦積極開展安全管理能力提升、技術能力提升、交底、安全教育講座等培訓活動，不斷強化員工的安全意識和應急能力。報告期內，我們已實現集團、區域、項目多層面培訓工作常態化。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



**Safety disclosure**  
安全交底



**Technical disclosure**  
技術交底

银城国际 | 南京公司  
YINCHENG INTERNATIONAL HOLDING CO., LTD. | NANJING COMPANY  
銀城代碼: 1392-386

# 南京大進堂

## 工程条线—培训及考试

**培训内容:**  
《浅析塑胶跑道施工要点》  
《客户满意度的“杀手”——维修案例分析》

**培训时间:**  
2021年9月9日(周四) 13:30

**培训地点:**  
银城广场20楼阶梯教室

**参与培训人员:**  
工程条线全体人员及房修督导级以上人员

**考试内容:**  
集团、南京公司工程条线技术及文件

**参与考试人员:**  
工程条线全体人员

联系人: 人力行政部李莉(65000)

**Training of regional companies**  
區域公司培訓

事項	工作事項
培訓課程 挑戰任務	《復盤之道——讓經驗轉化為能力》 復盤任務下達
	《標桿房企質量控制要點》 復盤任務中期評審
	標桿項目參觀考察
	《從業務管理到團隊管理》
	小組議題成果評審
	《跨部門溝通與協調》
	工程管理談判技巧

**Schedule for training seminar**  
培訓講座計劃



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 5.4 Employee Care

The Group aims to build a company with humanistic care and strives to create a working atmosphere full of positive energy. We actively communicate with our employees, listen to their needs and meet their reasonable demands. In addition, we also carry out various activities for employee care from time to time, leading all employees to move forward together in pursuit of a better life and greater improvement.

#### Communication with Employees

We have established a variety of channels for communicating with our employees to listen to their needs in all aspects and provide immediate feedback to protect their legitimate rights and interests.

Communication channels	Description
溝通渠道	主要內容

#### Human Resources department 人力條線

mainly responsible for issues in connection with employees' performance and remuneration  
主要負責員工績效、薪酬方面的問題

#### Labor union 工會

mainly responsible for the problems encountered by employees in their daily work and life  
主要負責員工日常工作及生活中遇到的其他問題

#### Staff Representative Meeting 職工代表大會

staff representatives collect employees' opinions and suggestions and provide feedback on the regular meetings  
由職工代表收集員工的意見，定期召開大會並予以反饋

In addition, we also hold regular quarterly communication meetings with our management trainees and incorporate the turnover rate of our management trainees and key employees into the KPIs of our human resources department. After regular visits to the employees who had terminated employment, we will conduct investigations and make updates and improvements, based on the opinions and feedback of such employees. During the Reporting Period, the turnover rate of our employees was 24.92%, a significant decrease from 2020, all of whom came from Eastern China.

同時，我們還定期召開管培生季度交流會，並將管培生與骨幹員工的流失率納入人力資源部門的KPI，定期進行流失員工的回訪，根據員工的意見和反饋對企業相應內容進行調查、更新和改進。報告期內，我們的員工流失率為24.92%，同比2020年有了明顯的下降，流失僱員均來自於華東地區。

### 5.4 員工關懷

本集團以打造具有人文關懷的企業為目標，努力打造充滿正能量的工作氛圍。我們積極與員工溝通，傾聽員工訴求，滿足員工提出的合理要求，此外，我們也時常開展各類員工關愛行動，帶領全體員工共同前進，追求更美好的生活與更卓越的提升。

#### 員工溝通

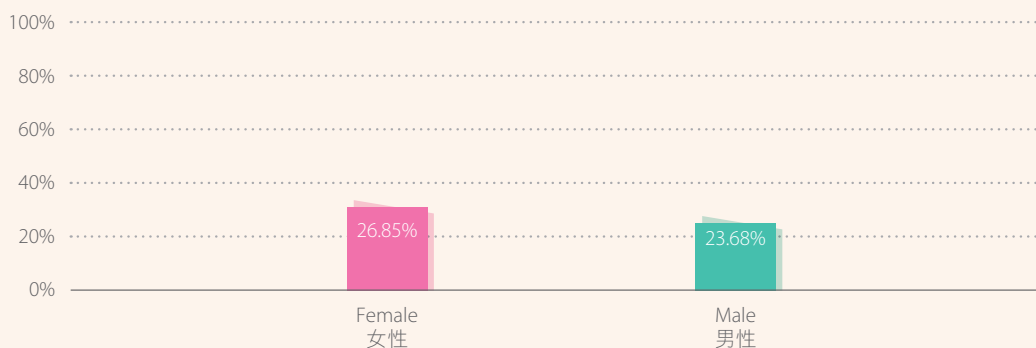
我們為員工開設了多種溝通渠道，及時傾聽來自員工各方面的需求並第一時間進行反饋，保障員工的合法權益。



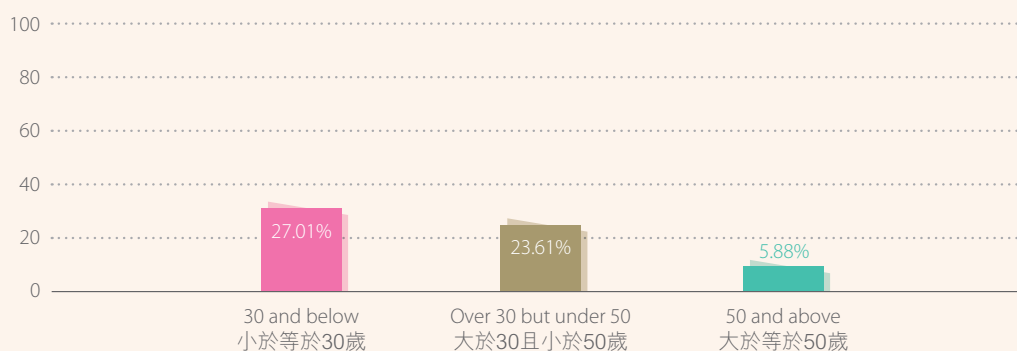
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Turnover rate of employees by gender  
按性別劃分的員工流失率



Turnover rate of employees by age  
按年齡劃分的員工流失率



Moreover, we have regularly conducted employee satisfaction surveys in various ways, including half-yearly 360 evaluations, inter-departmental evaluations within the Group, and the annual dedication survey summaries, etc. After collecting employee satisfaction in multiple aspects, we compared it with and analyzed the results of employee satisfaction surveys for the previous years, to adjust the employee management plan for the next year for continuous injection of fresh energy into the Company.

此外，我們定期採用多種調查方式開展員工滿意度調查，包括半年一次的360評價、集團內部部門互評、以及年度敬業度調研總結等，多方位收集員工滿意度情況，並結合往年滿意度收集結果進行比對和分析，從而調整下一年的員工管理方案，源源不斷的為企業注入新鮮活力。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Employee Activities

The Group also attaches importance to the work-life balance of its employees by organizing various feature activities, including quarterly birthday parties, festive events, watching movies, club activities and parent-child activities to bring employees closer together, enhance staff cohesion and convey the Company's care and warmth.

### 員工活動

本集團亦關注員工工作與生活之間的平衡，並通過舉辦季度生日會、節慶活動、觀影、俱樂部活動、親子活動等特色活動，拉近與員工之間的距離，增強員工凝聚力，傳達公司的關懷與溫暖。



**2021 Regatta in Taihu Lake**  
2021年太湖帆船競速賽活動



**"Rising to the challenge", a corporate culture development activity of Yincheng International in 2021**

「銀」難而上，「城」風破浪 — 銀城國際2021年企業文化拓展



**Hiking of Yincheng International's employees on Women's Day**  
銀城國際員工女神節徒步



**Communist Party history study activity**  
黨史學習活動

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 6. GIVING BACK TO THE COMMUNITY

Yincheng International is always exploring the best solution to integrate public charity development with social development, by actively participating in the public charity sector, as well as promoting public charity undertakings in an orderly manner. Furthermore, our employees are encouraged to take the initiative to shoulder social responsibilities, and enhance their senses of social responsibility and mission. In pursuit of corporate development, we will give back to the community and grow together with the community.

The Group carries out charity activities in various fields including children's medical care, public charity pensions, and charitable education assistance, while our employees are fully motivated to experience public charity activities in depth so that we continue to create value for the community and enterprises, jointly building a beautiful society.

### 6. 回饋社會

銀城國際始終探尋公益發展和社會發展相結合的最優方法，積極投身公益領域，有序推進公益事業，倡導員工主動肩負起社會責任，增強自身的社會責任感與使命感，追求在企業發展的同時，回饋社會，與社會共同成長。

本集團在兒童醫療、公益養老、慈善助學等多個不同領域開展多樣化的活動，充分帶動員工，深入體驗公益活動，持續為社會及企業創造價值，共同打造美好家園。

#### Yincheng Cherry Blossom Run — “Cherish Your Support”

##### 「櫻為有你」銀城櫻花跑

On 28 March, the 2021 Yincheng Cherry Blossom Run started at Lovers's Garden at Xuanwu Lake, which is the fifth Yincheng Cherry Blossom Run. Yincheng International and each successfully enrolled participant commensurately donated RMB200 to Aiyou Foundation's "Care for Children Program", for facilitating the recovery of orphans and poor children with congenital heart disease.

3月28日，2021銀城櫻花跑在玄武湖情侶園開跑，這是銀城第五年櫻花跑。銀城國際為每位報名成功的參賽者配捐人民幣200元，用於支持愛佑慈善基金會的「愛佑童心項目」，幫助孤貧先天性心臟病患兒恢復健康。



**Yincheng Cherry Blossom Run**  
銀城櫻花跑



**Certificate of “Run for love”**  
為愛奔跑榮譽證書



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Visit to Children's Home

#### 童馨小屋探訪

Aiyou Yincheng Children's Home in Nanjing and Suzhou has long been committed to alleviating anxiety and fear of children during hospitalization by carrying out themed activities such as play therapy, artistic expression, bedside companionship, and health education. On 29 May 2021, as Children's Day approached, Yincheng International invited caring employees and owners as volunteers to visit the hospitalized children at the Aiyou Yincheng Children's Home in Nanjing, with warm blessings and gifts to the children as part of the celebration of Children's Day.

南京及蘇州的愛佑銀城童馨小屋，長期致力於通過開展遊戲治療、藝術表達、床邊陪護、健康宣講等主題活動，緩解患兒住院期間的焦慮、恐懼。2021年5月29日，在六一兒童節來臨之際，銀城國際召集有愛的員工及業主志願者們前往南京的愛佑銀城童馨小屋，探訪住院部的孩子們，送去溫暖的祝福與禮物，陪伴孩子們歡度兒童節。



### Visit to Children's Home on Children's Day

#### 六一小屋探訪



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 2021 Long March Road under the Child Protection Program — “Battle of Luding Bridge”

#### 愛佑安生項目 2021 長征路 — 飛奪瀘定橋

Inspired by the Red Army's Long March and guided by Yincheng International's strategic goals for the next 3-5 years, the Group officially launched the third session of the “Revisiting the Long March” hiking expedition: “Journey of Challenge: the Battle of Luding Bridge” from 5 April to 10 April. Following a few days of the hiking, the team reached 10 million steps, and provided RMB200,000 of food packages to underprivileged children in Liangshan.

在紅軍長征精神的鼓舞以及銀城未來3-5年戰略目標的引領下，本集團在4月5日至10日，正式開展「重走長征路」徒步遠征的第三站：「挑戰之行 — 飛奪瀘定橋」。經歷幾天的長征後，團隊總步數達標到1,000萬步，也為涼山的困境兒童提供了總額人民幣20萬元的食品包。



### 2021 Long March Road under the Child Protection Program

#### 愛佑安生項目 2021 長征路

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### “Auxiliary Guardianship” Project

#### 「疊加監護」項目

On 4 December, Yincheng International Charity rallied volunteers from different business segments of the Group to visit Bengbu, so that they would understand the extension project of the Child Protection Program in Bengbu — the “Auxiliary Guardianship” Project. In addition, the volunteers also visited the families of underprivileged children and spent a memorable day with the children at the Chenmiao Village Children’s Home.

12月4日，銀城公益聚集了集團內不同板塊的志願者們探訪蚌埠，深入了解了愛佑安生項目在蚌埠的延伸項目——「疊加監護」項目。此外，志願者們還走訪了困境兒童家庭，並在陳廟村兒童之家與孩子們度過了難忘的一天。



Our visits in Bengbu  
蚌埠探訪

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Yincheng's RMB1 Project Charity Day

#### 銀城公益日 — 1元計劃

Yincheng International regards the corporate anniversary (22 April) as the Yincheng Charity Day, and launches the "RMB1 Project" on that day, rallying each Yincheng member to donate at least RMB1 each year as part of our charity and assistance to the community. During the Reporting Period, approximately 4,000 employees and caring community members participated in the "RMB1 Project", and raised a total of RMB356,828.69 as charity funds, all of which was used for the Child Protection Program. This program aims to provide multi-level assistance and services including care for routine life, nurturing and education, and educational assistance to children with difficulties in schooling due to their family poverty in Chenduo County in Yushu Tibetan Autonomous Prefecture of Qinghai Province, Yuexi County in Liangshan of Sichuan Province, and Zhenxiong County in Zhaotong City of Yunnan Province, which will improve the living quality of the underprivileged children and help them grow up healthily.

銀城將企業成立紀念日(4月22日)作為銀城公益日，並在當天開啟「1元計劃」，呼籲每位銀城人每年至少可以拿出人民幣1元錢，進行社會公益援助。報告期內，有近4,000位員工及社會愛心人士參與「1元計劃」，共籌集人民幣356,828.69元愛心善款，全部用於「愛佑安生」項目，為青海省玉樹州稱多縣、四川省涼山州越西縣、雲南省昭通市鎮雄縣因家庭貧困導致生活就學困難的兒童提供生活照料、養護養育，教育輔助等多層次的救助與服務，提升困境兒童生存質量，助力其健康成長。



“RMB1 Project”  
「一元計劃」



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 99 Charity Day

#### 99 公益日

During the 99 Charity Day in 2021, all business segments and employees of Yincheng Group in various cities actively participated in the online and offline donations on the 99 Charity Day, as our way to express our care for sick children. In addition to the 10 times online paired donation, we also arranged a special offline link, where the Group, brought a wealth of charity products, which were sold at charity prices. We took concrete action to cheer for children with leukemia, fully demonstrating the humanistic care of the Company.

2021年99公益日期間，銀城集團各城市各板塊、員工積極參與到99公益日的線上線下捐贈中，為病患兒童的救助獻愛心。除了線上10倍配捐以外，我們還在線下設置了一個特殊的環節，由集團帶來豐富的義賣產品，以公益價出售商品，用實際行動為白血病患兒加油，充分彰顯企業人文關懷。



### 99 Charity Day

#### 99 公益日



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES

### 附錄一：法律法規及內部政策清單

Category 分類	Type 類型	Title 名稱
Environmental 環境類	National laws and regulations 國家法律法規	Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》
		Environmental Impact Assessment Law of the People's Republic of China 《中華人民共和國環境影響評價法》
		Air Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》
		Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》
		Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution 《中華人民共和國固體廢物污染防治法》
		Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》
		Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》
		Design Standard for Thermo-environment & Energy Saving in Residential Buildings in Jiangsu Province, a local standard 江蘇省地方標準《居住建築熱環境和節能設計標準》
		The Jiangsu Province Atlas of Prefabricated Outfitting Structure of Finished Housing 江蘇省工程建設標準《成品住房裝配化裝修構造圖集》
		Assessment Standards for Green Building GB/T50378-2019 《綠色建築評價標準》GB/T50378-2019
	Internal policies 內部政策	Corporate Environmental Policy 《企業環境政策》
		Work on Cost Control and Efficiency Improvement 《控費提效相關工作》
		Yincheng International Administrative Measures for Design Quota Indicators for Residential Projects 《銀城國際住宅項目設計限額指標管理辦法》
		Proposal on Green Office 《綠色辦公倡議書》

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 分類	Type 類型	Title 名稱
Labour 勞工類	National laws and regulations 國家法律法規	Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》
		Labour Law of the People's Republic of China 《中華人民共和國勞動法》
		Regulation on Work-Related Injury Insurances 《工傷保險條例》
		Regulations for the Prohibition of Child Labour 《禁止使用童工規定》
		Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》
		Law of the People's Republic of China on Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》
		Law of the People's Republic of China on Safe Production 《中華人民共和國安全生產法》
	Internal policies 內部政策	Yincheng International Recruitment Management System 《銀城國際招聘管理制度》
		Employee Handbook 《員工手冊》
		Compensation and Benefits Management System of Yincheng International 《銀城國際薪酬福利管理制度》
		Marketing Compensation and Performance Management System of Yincheng International 《銀城國際營銷薪酬績效管理制度》
		Yincheng International Personal Performance Management System 《銀城國際個人績效管理制度》
		Training Management Measures 《培養管理辦法》
		Safety and Civilization Management System 《安全文明管理制度》
		Project Safety and Civilization Construction Standards of Yincheng International 《銀城國際項目安全與文明施工標準》
Warning Clauses on Safety and Civilisation 《安全文明警示條款》		

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 分類	Type 類型	Title 名稱	
Anti-Corruption and Corporate Governance 反貪污和公司治理類	National laws and regulations 國家法律法規	Company Law of the People's Republic of China 《中華人民共和國公司法》	
		The Listing Rules 《上市規則》	
		Code of Corporate Governance for Listed Companies 《上市公司治理準則》	
		Basic Norms for Internal Controls of Enterprises 《企業內部控制基本規範》	
		Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》	
		Anti-Corruption Law of the People's Republic of China 《中華人民共和國反貪污法》	
		Criminal Law of the People's Republic of China 《中華人民共和國刑法》	
		Bidding Law of the People's Republic of China 《中華人民共和國招標法》	
		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》	
	Internal policies 內部政策	Risk Management and Internal Control System of Yincheng International 《銀城國際風險管理及內部控制制度》	
		Internal Control Manual 《內部控制手冊》	
		Management Measures for Integrity Conducts of Yincheng International 《銀城國際廉潔行為管理辦法》	
		Management System on Conflict of Interests of Yincheng International 《銀城國際利益衝突管理制度》	
		Yincheng International Sunshine Declaration 《銀城國際陽光宣言》	
		Integrity Agreement 《廉潔協議書》	
	Intellectual Property Rights 知識產權類	National laws and regulations 國家法律法規	Trademark Law of the People's Republic of China 《中華人民共和國商標法》
		Internal policies 內部政策	Yincheng International Trademark Management System 《銀城國際商標管理辦法》

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 分類	Type 類型	Title 名稱
Product Responsibility and Services 產品責任及服務類	National laws and regulations 國家法律法規	Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》
	Internal policies 內部政策	Whole-process Management System for Project Design of Yincheng International 《銀城國際項目設計全流程管理制度》
		Yincheng International Guidelines for Daily Inspection of the Project 《銀城國際工程日常巡檢工作指引》
		Yincheng International Implementation Measures for Material Inspection Sampling 《銀城國際材料檢測抽樣實施辦法》
		Yincheng International Implementation Measures for Third Party Assessment of Project Quality 《銀城國際工程質量第三方評估實施辦法》
		Operation Guideline for Functional Inspection of Housing 《房屋功能性查驗操作指引》
		Operation Guideline for Simulated Project Inspection and Acceptance 《項目模擬驗收操作指引》
		Administrative Measures to Improve Customer Satisfaction 《客戶滿意度提升管理辦法》
		Implementation Measures for the Third-Party Survey on Customer Satisfaction 《客戶滿意度第三方調研實施辦法》
		Operation Guideline for Handling Customer Complaints 《客戶投訴處理作業指引》
Information Security 信息安全類	National laws and regulations 國家法律法規	Law of the People's Republic of China on Confidentiality 《中華人民共和國保密法》
		Law of the People's Republic of China on the Protection of the Rights and Interests of Consumers 《中華人民共和國消費者權益保護法》
		Data Security Law of the People's Republic of China 《中華人民共和國數據安全法》
		Personal Information Protection Law of the People's Republic of China 《中華人民共和國個人信息保護法》
	Internal policies 內部政策	Yincheng International Management System for the Red and Yellow Lines of Business Operations 《銀城國際業務紅黃線管理制度》
		Yincheng International Administrative Measures for Information Security 《銀城國際信息化安全管理辦法》



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Category 分類	Type 類型	Title 名稱
Responsible Marketing 責任營銷類	National laws and regulations 國家法律法規	Advertising Law of the People's Republic of China 《中華人民共和國廣告法》
		Regulations on Real Estate Advertising Release 《房地產廣告發佈規定》
	Internal policies 內部政策	Yincheng International Brand Management System 《銀城國際品牌管理制度》
		Yincheng International Brand Implementation Management Measures 《銀城國際品牌落地實施管理辦法》
		Yincheng International Marketing Planning Production Review Rules 《銀城國際營銷策劃出品審查細則》
Supplier Management 供應商管理類	National laws and regulations 國家法律法規	Bidding Law of the People's Republic of China 《中華人民共和國招投標法》
		Government Procurement Law of the People's Republic of China 《中華人民共和國政府採購法》
	Internal policies 內部政策	Yincheng International Supplier Management System 《銀城國際供應商管理制度》
		Yincheng International Tender Management System 《銀城國際招投標管理制度》
		Yincheng International Administrative Measures for Cooperation Project Procurement 《銀城國際合作項目採購管理辦法》
		Yincheng International Sunshine Declaration 《銀城國際陽光宣言》

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### APPENDIX II: CONTENT INDEX OF HONG KONG STOCK EXCHANGE ESG REPORTING GUIDE

### 附錄二：香港聯交所《環境、社會及管治報告指引》內容索引

Environmental, Social and Governance Aspects, General Disclosures and KPIs 環境、社會及管治範疇與一般披露及關鍵績效指標		Section in the Report 所在章節
Environmental 環境		
Aspect A1 層面 A1	Emissions 排放物	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	4.2 Green Office 4.2 綠色辦公
KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	4.2 Green Office 4.2 綠色辦公
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	4.2 Green Office 4.2 綠色辦公
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	4.2 Green Office 4.2 綠色辦公
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工

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KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
<b>Aspect A2</b> 層面 A2	<b>Use of Resources</b> 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。 Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 資源可用於生產、儲存、運輸、樓宇、電子設備等。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
KPI A2.1 關鍵績效指標 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). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	4.2 Green Office 4.2 綠色辦公
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	4.2 Green Office 4.2 綠色辦公
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如使用)每生產單位估量	The Group's products do not involve the use of packaging materials 集團產品暫不涉及包裝材料使用

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<b>Aspect A3</b> 層面 A3	<b>The Environment and Natural Resources</b> 環境及天然資源	
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	4.1 Green Management 4.1 綠色管理 4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	4.2 Green Office 4.2 綠色辦公 4.3 Green Construction 4.3 綠色施工
<b>Aspect A4</b> 層面 A4	<b>Climate Change</b> 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	4.1 Green Management 4.1 綠色管理
KPI A4.1 關鍵績效指標 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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	4.1 Green Management 4.1 綠色管理
<b>Social</b> 社會		
<b>Aspect B1</b> 層面 B1	<b>Employment</b> 僱傭	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 對發行人有重大影響的相關法律及規例的資料。	5.1 Talent Recruitment 5.1 員工僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employee category, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	5.1 Talent Recruitment 5.1 員工僱傭



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KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	5.4 Employee Care 5.4 員工關懷
<b>Aspect B2</b> <b>層面 B2</b>	<b>Health and Safety</b> <b>健康與安全</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.3 Health and Safety 5.3 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	5.3 Health and Safety 5.3 健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	5.3 Health and Safety 5.3 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	5.3 Health and Safety 5.3 健康與安全
<b>Aspect B3</b> <b>層面 B3</b>	<b>Development and Training</b> <b>發展及培訓</b>	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Training refers to vocational training. It may include internal and external courses paid by the employer. 培訓指職業培訓，可包括由僱主付費的內外部課程。	5.2 Talent Development 5.2 人才發展
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	5.2 Talent Development 5.2 人才發展
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	5.2 Talent Development 5.2 人才發展

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<b>Aspect B4</b> 層面 B4	<b>Labour Standards</b> 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Talent Recruitment 5.1 員工僱傭
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practises to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	5.1 Talent Recruitment 5.1 員工僱傭
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practises when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	5.1 Talent Recruitment 5.1 員工僱傭
<b>Aspect B5</b> 層面 B5	<b>Supply Chain Management</b> 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	3.4 Supplier Management 3.4 供應商管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	3.4 Supplier Management 3.4 供應商管理
KPI B5.2 關鍵績效指標 B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	3.4 Supplier Management 3.4 供應商管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的管理，以及相關執行及監察方法。	3.4 Supplier Management 3.4 供應商管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的管理，以及相關執行及監察方法。	3.4 Supplier Management 3.4 供應商管理

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<b>Aspect B6</b> 層面 B6	<b>Product Responsibility</b> 產品責任	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤、私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3. Craftsmanship 3. 匠心品質
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	3.2 Quality Assurance 3.2 品質保障
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	3.3 Customer Services 3.3 客戶服務
KPI B6.3 關鍵績效指標 B6.3	Description of practises relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	3.1 Product Development 3.1 產品開發
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	3.2 Quality Assurance 3.2 品質保障  Recall procedures are not considered material to the operations of the Group. 產品回收程序與集團業務開展較無關聯。
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	3.3 Customer Services 3.3 客戶服務
<b>Aspect B7</b> 層面 B7	<b>Anti-corruption</b> 反貪污	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to prevention of bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.3 Business Ethics 2.3 商業道德

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KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	2.3 Business Ethics 2.3 商業道德
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	2.3 Business Ethics 2.3 商業道德
KPI B7.3 關鍵績效指標 B7.2	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	2.3 Business Ethics 2.3 商業道德
<b>Aspect B8 層面 B8</b>	<b>Community Investment 社區投資</b>	
General Disclosure 一般披露	Policies on community engagement to understand the needs of communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	6. Giving Back to the Community 6. 回饋社會
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	6. Giving Back to the Community 6. 回饋社會
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源(如金錢或時間)。	6. Giving Back to the Community 6. 回饋社會





銀城國際控股有限公司

YINCHENG INTERNATIONAL HOLDING CO., LTD.