



禹洲集團控股有限公司

YUZHOU GROUP HOLDINGS COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 01628.HK



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踔厲奮發

2022

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告



ABOUT YUZHOU GROUP 關於禹洲集團

Inspired by the wisdom of “King Yu Taming the Flood and Making Desert an Oasis”, Yuzhou Group Holdings Company Limited (collectively known as “Yuzhou Group”, the “Group”, “Yuzhou” or “We”) was founded in Xiamen in 1994, and has since grown into a conglomerate group integrating diversified businesses including real estate development, commercial investment and operations and hotel operations.

Headquartered in Shanghai and Shenzhen, the Group’s business has covered six metropolitan areas, namely the Yangtze River Delta, the West Strait Economic Zone, the Guangdong-Hong Kong-Macao Greater Bay Area, the Southwest Region, the Bohai Rim Region and the Central China Region. By the end of 2022, the Company had 172 projects in various stages of development in 38 cities, including Beijing, Shanghai, Shenzhen, Tianjin, Nanjing, Hefei, Hangzhou, Suzhou, Foshan, Huizhou and Hong Kong, with a total gross floor area (“GFA”) of 15,795,816 sq.m. under development and held for future development.

1994年，禹洲集團控股有限公司（統稱為「禹洲集團」或「本集團」或「禹洲」或「我們」）於廈門成立，秉承「大禹治水，荒漠成洲」的先賢精神，目前已發展成為集房地產開發、商業投資運營、酒店運營等為一體的多元化的綜合性集團。

集團總部位於上海和深圳，業務已覆蓋長三角、海西經濟區、粵港澳大灣區、西南區域、環渤海區域及華中區域六大城市群。截至2022年底，公司在北京、上海、深圳、天津、南京、合肥、杭州、蘇州、佛山、惠州和香港等38個城市共有172個項目處於不同的開發建設階段，在建和持有作未來開發的總建築面積15,795,816平方米。

CONTENTS 目錄

ABOUT YUZHOU GROUP	關於禹洲集團	
ABOUT THIS REPORT	關於本報告	2
CHAIRMAN’S STATEMENT	主席寄語	4

6 SUSTAINABILITY GOVERNANCE 可持續發展管治



Board Statement	董事會聲明	6
Governance Structure	管治架構	7
Material Issues of Yuzhou	禹洲的實質性議題	8
Response to United Nations Sustainable Development Goals	回應聯合國可持續發展目標	8
Sustainability Awards and Ratings	可持續發展獎項與評級	11

74 PURSUING EXCELLENT OPERATIONS 追求卓越運營



Quality Management	質量管理	74
Responsible Marketing	負責任營銷	78
Customer Communication	客戶溝通	79
Protection of Customers’ Privacy	保障客戶私隱	81
Sustainable Supply Chain	可持續供應鏈	81
Construction of Integrity	廉潔建設	86
Protection of Intellectual Property Rights	保護知識產權	89

12 BUILDING GREEN HOMES 建設綠色家園



Green Building	綠色建築	12
Biodiversity	生態多樣性	18
Green Lease	綠色租賃	19
Urban Redevelopment	城市更新	20
Tackling Climate Change	應對氣候變化	21
Resources Conservation	節約資源	29
Emissions Management	排放管理	32

90 CREATING BEAUTIFUL COMMUNITY 構建美好社區



36 FOSTERING STAFF TO GROW 促進員工成長



Occupational Health and Safety (OHS) Management	職業安全健康管理	36
Production Safety Inspection	安全生產檢查	44
Talent Management	人才管理	50
Caring and Support for Employees	員工關懷與幫扶	56
Employee Development	員工發展	60
Employees' Incentives	員工激勵	70

APPENDICES	附錄	93
------------	----	----

LAWS AND REGULATIONS	法律及法規	93
----------------------	-------	----

PERFORMANCE DATA SUMMARY	數據表現摘要	96
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CONTENT INDEX	內容索引	107
GRI Content Index	GRI內容索引	114

ABOUT THIS REPORT 關於本報告

This report is the seventh Environmental, Social and Governance (“ESG”) Report (the “Report”) published by Yuzhou Group Holdings Company Limited (the “Group”), aiming to disclose the management measures and relevant performance in environmental, social and governance aspects of the Group and its subsidiaries (collectively known as “Yuzhou Group”, the “Group”, “Yuzhou” or “We”), and deepen the stakeholders’ understanding of the sustainability strategy and actions of the Group.

REPORTING GUIDELINES

The preparation of this Report complies with the requirements of the Environmental, Social and Governance Reporting Guide (the “Guide”) contained in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and refers to the GRI Sustainability Reporting Standards of Global Sustainability Standards Board and relevant explanations as well as the actual situation of the Group.

SCOPE OF THE REPORT

The reporting period of this Report covers from January 1, 2022 to December 31, 2022 (the “Year”). Unless otherwise stated, the Group’s environmental and occupational health and safety (“OHS”) data covers headquarters located in Shanghai and Shenzhen respectively and a total of 6 projects¹ under development with a GFA of above 100,000 sq.m. in which the Group holds 100% interest. The total GFA of these 6 projects under development accounted for approximately 91.7% of the total GFA of projects under development in which the Group holds 100% interest during the Year. Other data and text disclosure cover the whole Group. The Group continuously improves the information and data collection system and is committed to presenting the Group’s ESG performance in a more transparent manner to stakeholders. Please refer to Page 84 to 101 of the Annual Report for the section of corporate governance.

¹ These 6 projects are: Yuzhou Palace of Zhangzhou, Yuzhou Shang Li Mansion of Hefei, Yuzhou Fengnan New Town of Tangshan, Yuzhou Honor Promenade of Zhengzhou, Yuzhou Langham Bay of Foshan and Yuzhou Luxury Mansion of Chongqing.

本報告為禹洲集團控股有限公司（「本集團」）第七份環境、社會及管治(ESG)報告，旨在闡述本集團及其附屬公司（「禹洲集團」或「本集團」或「禹洲」或「我們」）於環境、社會及管治方面的管理方法及表現，加深利益相關方對集團可持續發展策略與行動的了解。

報告指引

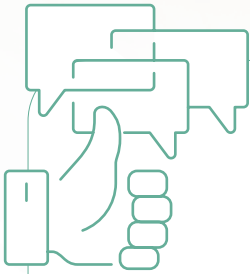
本報告乃遵循香港聯合交易所有限公司（「聯交所」）證券上市規則附錄二十七《環境、社會及管治報告指引》、參考全球可持續發展標準委員會的GRI可持續發展報告標準和相關的解釋，並結合集團的實際情況編製而成。

報告範圍

本報告的報告期為2022年1月1日至2022年12月31日（「本年度」）。如非特別說明，集團的環境類及職業健康及安全（「職安健」）數據覆蓋分別位於上海及深圳的總部，及擁有100%權益且建築面積為100,000平方米以上的在建項目，共計六個項目¹。此六個在建項目的總建築面積佔集團本年度內擁有100%權益的在建項目總面積約91.7%。其他數據及文字資料披露範圍覆蓋全集團。集團不斷完善資料及數據收集體系，致力為利益相關方更透明地呈現集團的ESG表現。有關企業管治部分，請參閱年報第84至101頁。

¹ 此六個項目為漳州一禹洲•城上城，合肥一禹洲•嘉譽尚里，唐山一禹洲•豐南新城，鄭州一禹洲•嘉譽風華，佛山一禹洲•朗廷灣以及重慶一禹洲•雍錦府。

ABOUT THIS REPORT (Continued)
關於本報告 (續)



FEEDBACK

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

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Nanshan District, Shenzhen, Guangdong Province
or
Unit 5801-5802, 58/F, The Center, 99 Queen's Road
Central, Central, Hong Kong

Email: pr@yuzhou-group.com
or
ir@yuzhou-group.com

意見反饋

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

地址：廣東省深圳市南山區科苑北路
禹洲廣場25-27樓
或
香港中環皇后大道中99號
中環中心58樓5801-5802

電郵：pr@yuzhou-group.com
或
ir@yuzhou-group.com

CHAIRMAN'S STATEMENT 主席寄語

2022 was a challenging year for real estate companies, as the industry remained sluggish due to the economic downturn and the recurrence of the COVID-19 epidemic across the country. At the turning point of the industry, the Group has faced up to the challenges by upholding the sage spirit of “King Yu Taming the Flood and Making Desert an Oasis”. By identifying significant sustainability-related risks and grasping opportunities in a more sensitive manner, the Group is committed to applying sustainability to its business operations and management, refining its ESG management approach and improving ESG disclosure standards. In addition to maintaining its BBB rating in MSCI ESG rating and its above-average score on environmental issues, the Group was awarded the “2022 ESG Development Influencer” by the China Times in September, further affirming its commitment to ESG development.

Over the years, the Group has adhered to the sustainability concept of green, low-carbon and environmental protection, responding to the national “dual-carbon” targets and insisting on green and low-carbon development. The Group is actively building green homes by adopting green technologies such as prefabricated construction technology and building information modeling, and accelerating the promotion of green designs such as sponge city and heat island effect mitigation. In 2022, we had a strong track record in green buildings, with 145 projects of over 21,000,000 sq.m. of properties meeting the green building standard, of which 17 projects were honored with the green building label and about 5,550,000 sq.m. of properties reached two-star or above green building standards. At the same time, we promote the concept of green and sustainable development through green leasing and signing of green operating agreements with our tenants.

In the face of a more complex external environment and operational challenges, Yuzhou Group upholds its corporate philosophy of “Building Cities with Integrity, Building Homes with Love” and practices its strategies of “Guaranteeing house delivery, sales and repayment” and “Stabilizing finance, cash collection and operation”, working hand in hand with all employees of Yuzhou Group to move forward. Yuzhou Group values the physical and mental health and personal development of its employees. During the Year, we have updated our staff compensation and benefits system, improved our talent development system, provided diversified trainings and enriched staff activities to enhance staff cohesion and their sense of belonging. Health and safety is also key concern for us. During the Year, we actively responded to the call for epidemic prevention, and our projects in various cities took active action to upgrade several epidemic prevention measures to protect the safety of our tenants and staff. To create a safe, healthy and harmonious working environment for our staff, we implement a new emergency management mechanism and conduct “3+1” special inspections.

2022年對房地產企業是充滿挑戰的一年，受經濟下行、全國各地新冠疫情反覆，行業景氣度持續低迷。面對行業轉折期，集團始終秉持「大禹治水，荒漠成洲」的先賢精神，直面挑戰。通過甄別可持續發展相關的重大風險和把握機會更加敏銳，集團竭力將可持續發展踐行至業務運營與管理層面，致力於完善ESG管理方法及提高ESG披露水準。除了於明晟的社會、環境、管治評級中繼續保持BBB評級和在環境議題方面表現高於行業平均得分之外，集團還於9月榮獲由《華夏時報》頒發的「2022年度ESG發展影響力企業」榮譽稱號。

集團多年來一直踐行綠色低碳環保的可持續發展理念，響應國家「雙碳」目標，堅持走綠色低碳發展道路。通過採用裝配式建築技術、建築資訊模型等綠色技術，加快推進海綿城市、舒緩熱島效應等綠色設計，集團積極構築綠色家園。2022年，我們在綠色建築方面成績斐然，集團旗下共有145個項目超2,100萬平方米物業達到綠色建築認證標準，其中17個項目獲得綠色建築標識，約555萬平方米物業達到綠色建築二星級及以上標準。同時，我們推行綠色租賃，與租戶簽訂綠色環保經營協議，倡導綠色環保與可持續發展理念。

面對外部更複雜的環境和經營挑戰，禹洲集團堅持「以誠建城，以愛築家」的企業理念，踐行「保交房、保銷售、保償付」、「穩財務、穩回款、穩經營」策略，與所有禹洲集團員工攜手並肩，合力前行。禹洲集團重視員工的身心健康與個人發展，年內，我們更新員工薪酬福利制度，健全人才培養體系，提供多元化培訓、豐富的員工活動，增強員工凝聚力與歸屬感。健康與安全亦是我們關注的重點。年內，我們積極響應防疫號召，旗下各城市項目積極行動，第一時間升級多項防疫舉措，保障租戶及員工安全，並通過新增應急管理機制，施行「3+1」專項巡查，為員工營造一個安全、健康、和諧的工作環境。

CHAIRMAN'S STATEMENT (Continued)
主席寄語 (續)

Product quality is the cornerstone of Yuzhou Group's sustainable development. We continue to implement a number of dedicated programmes to improve product and service quality, including the "Smart Manufacturing with Ingenuity" programme, the "Product Delivery Officer" programme and five full-cycle upgrade initiatives. A green and sustainable supply chain is an important guarantee for product quality. During the Year, the Group has formulated and improved documents on supplier management, and promoted green procurement to ensure a stable supply chain. In 2022, we completed the delivery of nearly 70 projects and phases and over 30,000 housing units, where warm homes built by Yuzhou have taken root in cities one after another.

Looking ahead to 2023, it will be a year for Yuzhou Group to go cooperative, cohesive and creative. By taking into consideration the elements of sustainable development, the Group will pay more attention to enhancing the living experience and product quality and improving its service capabilities to create warm homes for its customers. Through the "Cooperation – Cohesion – Creativity" initiative, we maintain unified values with shareholders of the Group and contribute to leading and promoting green and sustainable development in the industry.

Kwok Ying Lan
Chairman
Hong Kong
April 26, 2023

堅持產品品質化是禹洲集團實現可持續發展的基石，我們延續執行「匠心智造」計劃、「產品交付官」計劃、5項全週期升級舉措等多項旨在提升產品品質、服務品質的專項計劃。綠色可持續的供應鏈則是實現產品品質化的重要保障，集團於年內新增及完善供應商管理相關文件，提倡綠色採購，以確保供應鏈穩定。2022年，我們完成了近70個項目批次和超3萬套住房的交付，由禹洲建築的溫馨家園在一座座城市裡落地生根。

展望2023年，是禹洲和合共生、凝心聚力、唯變所適的一年。集團將結合可持續發展要素，更加注重居住體驗及產品品質提升，更加專注服務力提升，為客戶築造溫馨家園。通過「合•聚•變」，我們與集團利益相關方保持價值觀統一，為引領和推動行業綠色可持續發展貢獻力量。

郭英蘭
主席
香港
2023年4月26日

SUSTAINABLE GOVERNANCE 可持續發展管治

BOARD STATEMENT

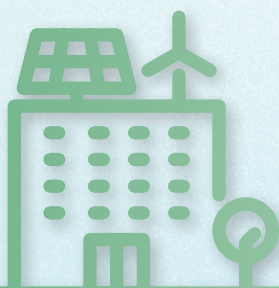
Led by the Chairman of the Group, the Sustainability Committee (the "Committee") of the Group supervises the sustainable development opportunities and risks, including climate-related risks, in order to guarantee the consistency between the Group's operation and the sustainability strategy. The Committee shall report the major risks and opportunities of sustainable development to the Board on a regular basis, review the formulation processes of sustainable development issues that have material impacts on the Group, and regularly examine the sustainability goals proposed by the Sustainability Working Group and their accomplishing progress.

The Board has reviewed and approved this Report, confirming that the information contained in the Report is accurate, true and complete. The Committee confirms, to the best of its knowledge, the Report has stated the Group's management approaches and performances on material topics.

董事會聲明

集團之可持續發展委員會（「委員會」）由集團主席領導，監督可持續發展機遇與風險，包括氣候相關風險，確保集團的營運與可持續發展策略保持一致。委員會定期向董事會匯報可持續發展相關的重大風險與機遇、審議對集團產生重大影響的可持續發展議題之制定過程，並定期審視可持續發展工作小組提出的可持續發展目標和實現目標的進程。

董事會已審閱及通過本報告，確認報告內容準確、真實及完整。在其知悉範圍內，本報告已客觀闡述所有集團於重大議題的管理措施及表現。



SUSTAINABILITY GOVERNANCE (Continued) 可持續發展管治(續)

GOVERNANCE STRUCTURE

The Group's sustainability governance framework is underpinned by the Sustainability Committee, comprising members of the Board, as the highest governance unit. The various working groups under the Committee operate according to the Committee's guidance, providing assistance and advice to the management while monitoring their decision-making and execution, with a view to achieving the Company's goal of becoming a sustainable enterprise and contributing to the Group's sustainable development. For a detailed description of the Group's sustainability governance structure, please refer to the Sustainability section on the Group's website.

管治架構

集團可持續發展治理框架由董事會成員構成的可持續發展委員會作為最高治理單位。委員會下設各工作小組，在可持續發展委員會的要求指導下各司其職，監控管理層決策及執行時向其提供協助及建議，以實現公司成為可持續發展企業的目標，共同為集團的可持續發展之路貢獻不竭動力。有關集團可持續發展管治架構的詳細描述，請參閱集團官網可持續發展部份。



SUSTAINABILITY GOVERNANCE (Continued) 可持續發展管治 (續)

MATERIAL ISSUES OF YUZHOU

In order to implement the reporting principle of “materiality”, we identified ESG issues that have a significant impact on the Group’s corporate value, as well as on the environment, economy and society resulting from the Group’s operations, through regular communication with stakeholders such as employees, customers, shareholders/investors, suppliers, governments and the communities. The materiality assessment processes of the Group include four steps, namely, identification, prioritization, validation and review. The Sustainability Committee determines that the material issues identified last year, which include green building, product and service quality, customer satisfaction, employee training and promotion, and occupational health and safety, remain appropriate. For the matrix of material issues of the Group’s sustainability, please refer to the 2021 ESG Report of the Group.

RESPONSE TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The Group actively promotes sustainable development. The following table sets out the actions taken by the Group during the Year to address the material issues and their corresponding sustainable development goals.

禹洲的實質性議題

為實踐「實質性」報告原則，我們透過與員工、客戶、股東／投資者、供應商、政府及社區等利益相關方的恆常溝通，識別出對集團的企業價值，以及因集團營運對環境、經濟及社會產生重大影響的ESG議題。集團的實質性評估過程包括鑒別、排序、確證及檢視四個步驟。可持續發展委員會對於去年識別出的實質性議題，包括綠色建築、產品及服務質量、客戶滿意度、員工培訓與晉升，以及職業健康及安全，確定仍然合適。有關集團的可持續發展議題實質性矩陣，請參閱集團2021年ESG報告。

回應聯合國可持續發展目標

集團積極推動可持續發展，下表列出集團於年內針對實質性議題，以及其對應之可持續發展目標所採取的行動。

可持續發展目標 SUSTAINABLE DEVELOPMENT GOALS

體面工作和經濟增長

產業、創新與基礎設施

可持續城市及社區

氣候行動



SUSTAINABILITY GOVERNANCE (Continued)
可持續發展管治 (續)

Material Issue 實質性議題	Actions of the Group during the Year 集團本年度行動	Corresponding Sustainable Development Goals 對應可持續發展目標
<p>Green Building 綠色建築</p>	<ul style="list-style-type: none"> 100% of the new projects of the Group comply with green building standards 集團新建項目100%達到綠建標準 Adoption of various green technologies, such as prefabricated construction technology, Building Information Modelling (“BIM”), sponge city design, intelligent integrated system, etc. 採用多項綠色技術，如裝配式建築技術、BIM、海綿城市設計、智慧化集成系統等 For new projects, the energy-saving rate was greater than 60%, with installation ratios of solar water heating system and rainwater reuse system greater than 70% and 90%, respectively 新建項目建築節能率大於60%、太陽能熱水系統設置比例高於70%、雨水回用系統設置比例大於90% Urban renewal projects in Zhuhai, Huizhou and Shenzhen 珠海、惠州和深圳的城市更新改造項目 	 <p>13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters 13.1—加強抵禦和適應氣候相關的災害和自然災害能力</p>
<p>Product and Service Quality 產品及服務質量</p>	<ul style="list-style-type: none"> Quality inspections at different stages of a project 於工程項目的不同階段進行質量檢查 Application of innovative technologies in property management services 應用創新科技於物業管理服務 Service enhancement training for employees of the Group 為集團員工提供服務提升培訓 Conducted audit and inspection on customer service and hardware facilities 對客戶服務及硬體設施進行審計和檢查 Carried out several customer activities under the annual theme of “Steady For Far-reaching”, which won great recognition 「行致遠」的年度主題下開展多次客戶活動贏得好評 	 <p>9.1 – Develop quality, reliable, sustainable and resilient infrastructure 9.1—發展優質、可靠、可持續和可抵禦災害能力的基礎設施</p>

SUSTAINABILITY GOVERNANCE (Continued)

可持續發展管治 (續)

Material Issue 實質性議題	Actions of the Group during the Year 集團本年度行動	Corresponding Sustainable Development Goals 對應可持續發展目標
Customer Satisfaction 客戶滿意度	<ul style="list-style-type: none"> • Provided multiple channels for complaints, and handled and fed back complaints in a timely manner 提供多渠道投訴方式，並及時處理及反饋 • Conducted customer satisfaction survey 進行客戶滿意度調查 • Customer satisfaction continued to rise as compared with the previous year, with the growth ranking among top real estate enterprises 客戶滿意度較上一年持續上漲，增長幅度位列房企前茅 	 <p>11.1 – Ensure access for all to adequate, safe and affordable housing and basic services 11.1—確保人人獲得適當、安全和負擔得起的住房和基礎服務</p>
Staff Training and Promotion 員工培訓與晉升	<ul style="list-style-type: none"> • Launched a number of comprehensive quality training in line with the Group’s goal 配合集團目標，開展多項綜合素質培訓 • Accumulatively completed ten key trainings with an employee training satisfaction rate of 9.5 out of 10 完成關鍵培訓工作累計10項，員工培訓滿意度為9.5分 • achieved 23,481 training hours in 2022, covering 3,164 person-time 2022年培訓時長達23,481小時，覆蓋3,164人次 	 <p>8.6 – Promote youth employment and training 8.6—推動青年人就業和培訓</p>
Occupational Health and Safety 職業健康及安全	<ul style="list-style-type: none"> • Established the “Management Procedures for Safety and Civilization”, the “Standardized Operation Guidelines for Safety and Civilization” and the “Management Practice Guidelines for Safety and Civilization” 建立《安全文明管理規程》《安全文明標準化操作指引》與《安全文明管理作業指引》 • Conducted assessment on safety and civilization 開展安全文明評估 • Achieved the goal of zero casualties 實現零傷亡目標 • Carried out 6,024 hours of safety training, covering 5,769 person-time 開展安全培訓6,024小時，覆蓋5,769人次 	 <p>8.8 – Promote safe and secure working environments for all workers 8.8—推動為所有工人創造安全和有保障的工作環境</p>

SUSTAINABILITY GOVERNANCE (Continued)
可持續發展管治 (續)

SUSTAINABILITY AWARDS AND RATINGS

可持續發展獎項與評級

“2022 ESG Development Influencer” by the China Times
「2022年度ESG發展影響力企業」— 華夏時報



Maintained BBB rating in MSCI ESG Ratings,
ranked among the forefront in the domestic real estate
industry
MSCI明晟環境、社會及管治評級保持BBB評級，
位居內地房地產行業前列



The Group's green finance framework was evaluated
by SUSTAINALYTICS, an internationally renowned ESG
assessment institution

集團綠色金融框架由ESG評級機構
SUSTAINALYTICS所評估

BUILDING GREEN HOMES

建設綠色家園

GREEN BUILDING

The development of green buildings is an urgent need for the sustainable transformation of the industry, and is the way to carry out environmentally friendly and energy-efficient projects successfully. We actively promote the development of green buildings and strictly monitor the sustainable management of buildings throughout the entire life cycle from design to operation. Our building designs meet clear performance requirements for safety, comfort and resources sustainability. During the Year, we continued to fully integrate green technologies, actively develop green buildings, and design, build and manage green and sustainable projects, aiming to make a positive impact on the communities and environment in which they are located.

綠色建築

開發綠色建築作為行業可持續轉變的迫切需求，是保證實現環境友好型、能源高效能型項目的著力方向。我們積極推進綠色建築的開發，嚴格把控建築從設計到運營全生命週期的可持續管理。從安全性、人居舒適性、資源可持續性等方面對建築設計作出明確性能要求。年內，我們繼續全面整合綠色技術，積極開發綠色建築，持續設計、建造與管理綠色可持續發展項目，力求為項目所在社區及環境做出積極影響力。

145 PROJECTS

reaching green building standards

145個項目達到綠色建築標準

EXCEEDING
21 MILLION SQ.M.

Green building GFA

綠色建築面積
逾2,100萬平方米

OVER
5.55 MILLION SQ.M.

of properties reached two-star or above green building standards, either nationally or internationally
逾555萬平方米物業達到綠建二星及以上級別的國內或國際級別標準



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

Green Building Design

To minimize the environmental impact of project construction, we integrate green elements throughout the lifecycle of the building, in accordance with Green Building Evaluation Standards. We mitigate the environmental pollution that may be caused during the construction process by incorporating various sustainable design concepts in the design stage, and considering energy efficiency and environmental friendliness at the early design stage. This approach enables us to achieve green design coverage throughout the construction cycle.

During the building design phase, we give careful consideration to the lighting and wind conditions of the project site. Our aim is to maximize the use of natural light and ventilation in the project, while also taking into account the local climate conditions to ensure that the building's location and orientation are optimized to minimize any negative impact on the surrounding environment and ecology. For example, in order to make effective use of the underground space of the building, the project's underground garage is designed with a small column network structure system for pipelines, which not only meets the conditions of use but also reduces the excavation work, the use of concrete and rebar and the energy consumption. At the same time, the ventilation environment of the underground garage is optimized, making the underground space safe and comfortable to use.

綠色建築設計

我們在建築物生命週期中融入綠色元素，依照《綠色建築評價標準》，通過改善建造過程中可能會造成的環境污染，儘量減少項目施工所帶來的環境影響。除此之外，我們亦在設計階段融入多方可持續設計理念，將能耗高效、環境友好等理念前置至設計初期，實現建造週期綠色設計全覆蓋。

於建築物設計階段，充分考慮結合項目場地光環境、風環境，最大程度利用自然光及通風條件，並結合項目所在地的氣候環境對項目進行規劃，合理分佈建築物位置及座向，以盡可能降低對周邊環境和生態的影響。例如：為有效利用建築物的地下空間，項目的地下車庫採用小柱網結構體系進行管線綜合設計，既滿足使用條件又減少了地庫開挖工程，減少了地庫混凝土及鋼筋的使用和能源消耗。同時地下車庫通風環境也得到優化，使得地下空間使用安全性和舒適性兼備。



Shenzhen Yuzhou Plaza,
Shanghai Yuzhou Plaza
and Xiamen Yuzhou Plaza
obtained the U.S. LEED CS
Certification

深圳禹洲廣場、上海禹洲
廣場及廈門禹洲廣場均獲
「美國LEED CS認證」



The project at No. 48
Caine Road, Central,
Hong Kong was awarded
the highest platinum level
of BEAM Plus

香港堅道48號的項目
榮獲BEAM Plus最高之
鉑金級別

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Concept for Mitigating the Heat Island Effect

During the project design stage, the surrounding heat environment is assessed in real time, and the functional sites are scientifically arranged with seedlings of different habits. Different types of vegetation are used to transform the microclimate of the site, providing shade in summer and withstanding the cold winds in winter; roof greening and wall vertical greening are also introduced to mitigate the heat island effect.

舒緩熱島效應理念

在項目設計階段，實時評估周邊熱環境，科學佈置功能場地與適配習性不同的苗木品種。利用植被組團改造場地微氣候，實現夏季遮陰，冬季阻御寒風；亦進行屋頂綠化和青碧垂直綠化以舒緩熱島效應。

During building construction, we prioritize advanced technologies to reduce energy consumption, which include low-impact development, optimized thermal performance of the envelope structure, solar water heating system, rainwater collection and utilization system, water-saving appliances, adjustable outdoor shading, and high-strength material utilization. We also uphold standardized requirements for green building materials and water efficiency to minimize environmental impact and maximize energy efficiency.

於建築物建造階段，優先採用先進技術，包括低影響開發技術、優化改善圍護結構熱工性能、太陽能熱水系統、雨水收集利用、節水器具、可調節外遮陽、高強度材料運用等，以降低建築物在使用過程中的能源消耗。我們對綠色建材應用的比例、材料耐久性、及衛生器具用水效率進行規範化要求。

Integrated Building Management System (IBMS) is used in the operation and management phase of a building. A one-stop solution is provided for building energy efficiency optimization and property management and operations to prevent the energy waste arising from abnormal operation.

於建築物運營管理階段，採用綜合樓宇管理系統。為建築能效優化和物業管理運營提供一站式解決方案，避免因異常運行而造成的能耗浪費。

Concept of the Sponge City

During the construction process, the Group incorporates the concept of sponge city design and utilize measures such as sunken green areas and permeable paving to achieve natural storage and infiltration of rainwater.

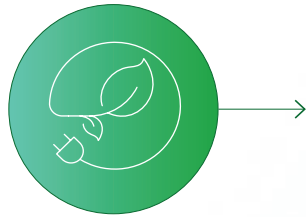
海綿城市理念

在項目建造過程中，融入海綿城市設計理念，利用下沉綠地、透水鋪裝等措施，實現雨水自然存積、自然滲透。

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

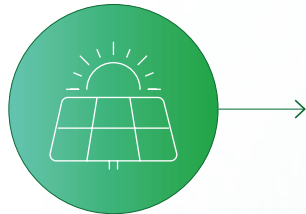
At present, five of the Group's projects in the cities in which it has presence have been certified as "sponge city construction".

目前，集團進駐的城市中，已有5個項目獲得了「海綿城市建設」認證。



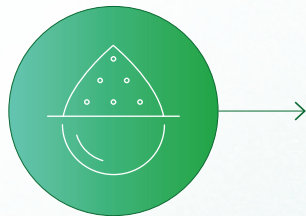
>60%

Energy-saving rate of all projects
總項目建築節能率



>70%

Installation ratio of solar water heating system in all projects
總項目太陽能熱水系統設置比例



>90%

Installation ratio of rainwater reuse system in all projects
總項目雨水回用系統設置比例



>90%

New projects with walls using recycled materials, such as fly ash and autoclaved aerated blocks
新建項目牆體採用再生材料，如粉煤灰、蒸壓加氣塊等

Environmental Protection and Energy Conservation Measures & Technical Application Objectives

環保節能措施及技術應用目標

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

Green Building Technology

As a means supporting the design and accomplishment of green sustainability, green building technology helps the Group to efficiently address issues such as climate change, energy management, resources and recycled water utilization. We prioritize the harmonization among the buildings, the ecological environment and the local culture during the construction process. We strive to build a harmonious community integrating leisure, culture, health and life by technological means such as the Building Information Modelling (“BIM”) technology, prefabricated construction technology and the Integrated Building Management System (“IBMS”), which will ultimately promote the sustainable development of the whole industry chain.

BIM technology BIM技術

During the project design stage, we use BIM technology to build a real-time daylight and wind environment simulation model for the project. During the construction phase, we use BIM technology to communicate with contractors. At the same time, this technology helps us identify potential problems in advance to reduce construction errors and unnecessary construction waste.

於項目設計階段，利用BIM技術建立針對實時日照環境、風環境類比研究模型；於施工階段，利用BIM技術與承包商進行溝通指導；亦可利用該技術識別潛在問題，減少施工錯誤，避免不必要廢棄物產生。



綠色建築技術

綠色建築技術作為承載設計並實現綠色可持續的渠道，幫助集團高效落實包括氣候變化、能源管理、資源及循環水資源利用等議題。在工程建造過程中，我們關注建築生態環境與當地文化的融合，通過應用建築資訊模型(BIM)技術、裝配式建築、綜合樓宇管理系統(IBMS)等技術手段，致力於構建集休閒、人文、健康、生活於一體的和諧家園，促進全產業鏈可持續發展。

Prefabricated Construction Technology 裝配式建築技術

It can reduce onsite construction procedures, save scaffolding and samples, thus minimizing construction waste and resource consumption, and lessening the environmental impact in the construction phase.



減少現場施工程式，節省腳手架及範本作業從而降低建築垃圾產生量及資源耗用，降低建築施工階段造成的環境影響。

Integrated Building Management System (IBMS) 綜合樓宇管理系統(IBMS)

The system utilizes building integration technology, combined with the Internet of Things and cloud technology, to provide a comprehensive information integration management platform covering monitoring, control and management. It provides a one-stop solution for building energy efficiency optimization and property management, avoiding energy waste due to abnormal operation.



以樓宇集成技術結合物聯網及雲技術，提供一個涵蓋監視、控制、管理一體化的綜合信息集成管理平台，為建築能效優化和物業管理營運提供一站式解決方案，避免因異常運行而造成的能耗浪費。

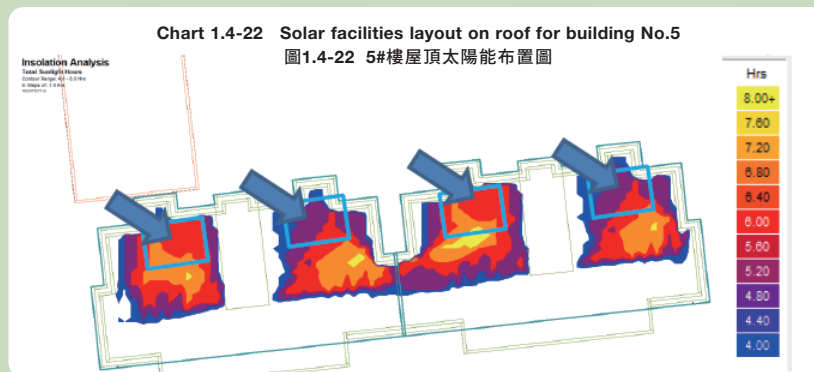
BUILDING GREEN HOMES (Continued)
建設綠色家園 (續)

Ningbo Yuzhou Luna Sea Mansion - Photovoltaic Solar Heating System

The project of Ningbo Yuzhou Luna Sea Mansion made full use of renewable energy in its planning, development, design and implementation. The project incorporated sunlight simulation in its architectural design, so as to enable the flat roof to achieve an average accumulated sunshine duration on winter solstice of 5.21 hours and average annual sunlight radiation of 895,167.88 Wh/m²·a, meeting residential renewable energy usage standards. In terms of energy supply, the project has adopted residential photovoltaic solar heating system and air-source heat pump water heater system. Based on the results of solar radiation simulation analysis, solar collectors have been placed in suitable areas to meet the hot water supply needs of every homeowner, guaranteeing a hot water temperature of 60°C and a stable tap water temperature of 15.3°C for households, with safe and reliable automatic temperature control.

寧波禹洲·海西明月府—太陽能光熱系統

寧波禹洲·海西明月府項目在規劃、開發、設計及實施過程中，充分利用可再生能源。建築設計上，禹洲對項目住宅屋面的日照時間進行模擬，使得冬至日屋面平均日照累計達到5.21小時，年平均日照輻射量達到895,167.88 Wh/m²·a，可滿足民用可再生能源的應用標準。在供能方面，項目採用了住宅太陽能光熱系統及空氣源熱泵熱水系統，並通過日照輻射模擬分析，將太陽能集熱器放置於適宜區域，滿足了每戶業主的熱水供應需求，保證住戶熱水使用溫度為60攝氏度，自來水穩定為15.3攝氏度，自動控溫安全可靠。



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

Green Building Certification

綠色建築認證

As of the end of 2022, a total of 145 projects with a GFA of over 21,000,000 sq.m. of the Group met the green building standards, of which, over 5,550,000 sq.m. of properties reached two-star or above green building standards, either nationally or internationally.

截至2022年底，集團達到綠色建築認證標準項目共計145個，建築面積超2,100萬平方米。其中，超555萬平方米物業更是達到綠建二星及以上級別的國內或國際級別標準。



Shanghai Yuzhou Plaza, Xiamen Yuzhou Plaza and Shenzhen Yuzhou Plaza obtained the U.S. LEED Gold Green Building Certification

上海禹洲廣場、廈門禹洲廣場及深圳禹洲廣場均獲得美國能源與環境設計(LEED)金級綠色建築認證



The Group's project at No. 48 Caine Road, Central, Hong Kong was awarded the Hong Kong BEAM Plus Platinum Green Building Certification

集團香港堅道48號項目獲得香港BEAM Plus鉑金級綠色建築認證



BIODIVERSITY

The Group acknowledges the crucial role of a healthy ecosystem and resilient natural environment in supporting societal well-being. We recognize that our operations may impact the environment and biodiversity through, among others, natural resource procurement and property development and management activities which may exert direct disturbance to flora and fauna.

We have formulated the Biodiversity Policy to minimize the impact of our operations on biodiversity and ecosystems by giving due consideration to biodiversity in our operations and making relevant assessments. For detailed information of the policy, please refer to the official website of the Group.

生態多樣性

集團深知建立健康的生態系統，及維持具備復原能力的自然環境對社會福祉非常重要。集團運營可能會對環境和生物多樣性帶來影響，包括採購開採自然環境的資源，以及因物業開發及管理活動對動植物群造成的直接干擾。

我們制定有《生物多樣性政策》，在業務營運中充分考慮生物多樣性並針對相關評估，盡量減低業務對生物多樣性和生態系統的影響。有關政策詳細內容，請查看集團官網。

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

Measures to Protect Biodiversity in the Project Area

During the exploration phase of the project, a survey of the landscape will be carried out to maximize topography utilization in the design and minimize the need for manual plot modifications.

For example, during the construction of the project, soil analysis will suggest the use of suitable localized species for greenery, dust and noise reduction, and instead of blindly pursuing “foreign, rare and large trees”, excellent native seedlings and seedlings with strong resistance to adversity will be chosen. Surveys will be also carried out to locate large tree species and ponds left in the plot to avoid adverse effects on surrounding buildings or uneven sedimentation due to excessive precipitation.

項目地生物多樣性保育措施

在項目勘探階段，針對地貌進行勘察，實現在最大程度上利用地形進行方案設計，減少對地塊的人工改造。

例如：在項目建造過程中，通過對場地的土壤分析，結合項目屬地化苗木品種進行綠化、防塵降噪設計，不盲目追求「洋樹、稀樹、大樹」，而是選用優良的鄉土苗木和抗逆性強的苗木。並針對地塊內部遺留大型樹種、水塘進行定位測量，避免因過度降水對周圍建築的不良影響或不均勻沉降。

GREEN LEASE

Contracting parties are obligated to operate in an eco-friendly manner, encouraging a consensus between the Group and its tenants to improve environmental performance. The agreements on energy saving, water conservation, waste reduction and waste recycling make the tenants obliged to classify daily waste into recyclable and unrecyclable; properly classify and dispose of the kitchen waste; use eco-friendly and energy-saving lamps and equip separate power switches for different zones, as well as publicize the energy-saving consciousness. In addition, the “Energy-saving Tips” are also posted in public areas to constantly remind the tenants of the philosophy of environmental protection and sustainability development.

During the Year, the Group granted rent concessions to a number of merchants for certain months due to the decline in their incomes as a result of supporting the epidemic control policies.

綠色租賃

簽約方均有進行綠色環保經營的義務，旨在鼓勵集團與租戶達成共識，共同改善環境表現。通過在節能、節約用水、減少廢棄物產生及廢物回收等方面進行協商約定，使租戶對日常廢棄物明確區分可回收及不可回收垃圾；對廚餘回收垃圾妥善分類；使用環保節能燈具，分區配置電力開關，並宣導節能觀念。在公共區域張貼「節能小貼士」，時刻向租戶宣傳綠色環保與可持續發展理念。

今年，因支持疫情管控政策所致的商戶收入下降，集團給予多家商戶若干月份的租金進行了減免優惠。

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

URBAN REDEVELOPMENT

Zhuhai Project – Redevelopment of Old Villages in Shangchong

Located in Shangchong in the central urban area of Xiangzhou District, Zhuhai City, the project is the outbound transport hub in the central urban area. The project is located 13-minute drive (10 km) from Gongbei Port, which is the entry point to Macao, 52 km from Hong Kong International Airport and one-hour drive from Guangzhou South Railway Station, making it at the heart of the “1-hour living circle of Guangdong, Hong Kong and Macao”. The project is currently undergoing demolition and will be developed in three phases.

Shenzhen Project – Yuzhou Cloud Center

The project is located in Guangming District, Shenzhen, an important location within the Guangdong-Hong Kong-Macao Greater Bay Area and the Guangzhou-Shenzhen Technology and Innovation Corridor. It's near the 99-square-kilometer Guangming Science City, which is expected to be built into a world-class Science City by virtue of its world-class science and technology resources such as the Shenzhen campus of Sun Yat-sen University and the National Supercomputing Center. Conveniently, it is also situated close to Metro Line 6 and Line 13 (currently under construction), providing easy access to public transportation, education, medical, and other ancillary resources. The project is currently in the development stage.

Huizhou Project – Yuzhou Honor Mansion

The project is located in the core of Zhongkai High-tech Zone of Huizhou, close to the Ganzhou-Shenzhen High-speed Railway and Dongguan-Huizhou Inter-city Light Rail, and surrounded by abundant educational, commercial, medical and leisure resources. The project is designed with a “central garden” layout, so that each residential unit can overlook the central landscape area and enjoy the beauty of the garden in all seasons. The community landscape focuses on the needs of the young and middle-aged clientele, with an emphasis on creating a relaxing and soothing garden, and an elegant and luxurious hotel-style service experience, and more attention is paid to the creation of activity scenarios in the “forest style” childhood education section. The open space is designed as a pan-club, covering functions such as leisure meetings, parent-child themes, elderly recreation and youth sports, providing more space for leisure and neighborhood interactions and a more harmonious living atmosphere for the owners. The project is currently in the development stage.

城市更新

珠海項目—上衝舊村改造

項目位於珠海市香洲區中心城區的上衝片區，是中心城區對外的交通樞紐。該項目距進入澳門的拱北口岸13分鐘（10公里）車程，距香港國際機場52公里，距廣州火車南站1小時車程，暢享「粵港澳1小時生活圈」。整個項目分為三期進行開發建設，目前該項目處於拆遷工程階段。

深圳項目—禹洲·深業雲築

項目位於深圳市光明區。光明區作為粵港澳大灣區和廣深科技創新走廊的重要節點，依託約99平方公里光明科學城，聚集中山大學深圳校區、國家超算中心等世界一流科創資源，打造世界一流科學城。項目緊鄰地鐵6號線及13號線（在建），公共交通便利，教育、醫療等配套資源齊全，地理位置優越。目前該項目處於開發建設階段。

惠州項目—禹洲·嘉譽名邸

項目位於惠州市仲愷高新區城芯位置，靠近贛深高鐵、莞惠城際輕軌，周邊教育、商業、醫療、休閒等配套資源豐富。項目以「中心大花園」的設計理念圍合佈局，實現每個居住單元均得以面向中心景觀區，將園林四季美景盡收眼底；社區景觀圍繞中青年客群的需求，注重打造輕鬆、解壓、舒居的精緻花園，並且極具雅奢質感的酒店式品質尊享歸家服務體驗，更加關注「森系」兒童教育版塊的活動場景營造。架空層是以泛會所模式來打造，涵蓋休閒會客、親子主題、老人頤樂、青年運動等功能，為業主提供更多的休閒娛樂和鄰里交流空間，生活氛圍更加融洽。目前該項目處於開發建設階段。

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

TACKLING CLIMATE CHANGE

The Group is well aware of the impact of climate change on both the world and its business operations. The Group has been disclosing the management work related to climate change in four aspects, namely “governance”, “strategy”, “risk management” and “indicators and targets”, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) since 2020. Pursuant to the Climate Change Policy, we presented to stakeholders our managing approach and strategy for the Group’s capability of mitigation, adaptation and resilience.

Yuzhou Group is committed to China’s “dual-carbon” goal, a major strategic move for the future of the country. The Group actively follows national guidance and prioritizes a green development philosophy, taking measures like strengthening energy-saving and emission-reduction systems, optimizing the energy industry structure, and promoting ecological protection. Moving forward, Yuzhou Group will continue developing comfortable and sustainable housing using innovative green technology, supporting the national target of reaching carbon emissions peak by 2030 and achieving carbon neutrality by 2060 in a sincere and dedicated manner.

Governance

The Board supervises the fulfillment of ESG goals and leads the formulation of the Group’s carbon reduction plan and corresponding incentive system. It also sets up risk management, overall strategies and policies related to climate change. The Sustainability Committee regularly reports to the Board on the progress and effectiveness of climate change-related work, reviews the development strategy for climate change-related work and makes recommendations on any changes to the sustainability strategy to ensure that the Group’s operations and practices are aligned with the sustainability strategy.

應對氣候變化

集團深知氣候變化對全球以及其業務營運帶來的影響，自2020年開始參考氣候相關財務資訊披露工作組(TCFD)的建議，於「管治」、「策略」、「風險管理」及「指標與目標」四個方面披露氣候變化相關管理工作。我們依照《氣候變化政策》，向利益相關方闡述集團減緩、適應和應變能力的管理方針和策略。

「雙碳」是中國未來重要的戰略部署，集團積極響應國家號召，秉持綠色發展理念，加強節能減排體制的建設，加快調整優化能源產業結構，積極推進生態保護和修復治理，通過促進綠色發展助力實現「雙碳」目標。未來，禹洲集團將繼續依託創新綠色技術，以匠心築造綠色溫馨家園，助力實現中國「2030年前二氧化碳排放達到峰值，2060年前實現碳中和」的目標。

管治

本集團董事會履行ESG目標監管職責，牽頭制定集團的減碳計劃及相應激勵制度，並設立氣候變化相關風險管理事宜、整體策略及政策。可持續發展委員會定期向董事會匯報氣候變化相關工作進展和成效，並檢討氣候變化相關工作發展策略並就可持續發展策略的任何變動提供建議，確保集團的營運及常規與可持續發展策略保持一致。

BUILDING GREEN HOMES (Continued)

建設綠色家園(續)

Strategy

The Group acknowledges that climate change poses a variety of risks to business operations. We understand that climate change not only brings physical risks such as rising temperatures and frequent extreme weather, but also has a negative impact on employees, assets and supply chains. In addition, climate change can lead to climate transition risks in terms of technology, markets, investment and financing environment, policies and laws in the process of transforming to a low-carbon economy, with potential financial implications for businesses. Conversely, climate change also creates positive development opportunities related to climate action furthering the transition to net-zero emissions.

The management direction of tackling climate change is specified in the "Climate Change Policy". The Group identified and assessed the risks that may arise from climate change based on climate change scenarios and the likelihood and impact of such risks. Following the TCFD recommendations, the Group chose RCP 8.5, the highest greenhouse gas ("GHG") emissions baseline scenario, as a conservative projection for the physical risk assessment and referred to the IEA CPS and IEA SDS, the International Energy Agency's sustainability scenarios, to assess the risk of climate-related transformation.

RCP 8.5 scenario (for analysis of physical risks): In this scenario, there are no interventions or emission limits from new global climate change policies. It is estimated that by 2050, the global average temperature will increase by 2.3°C compared to the pre-industrial period, and by 2100, the sea level will rise by approximately 0.43 m. The RCP 8.5 scenario was chosen as a conservative estimate to assess the most severe likelihood of future events if no measures are taken.

IEA CPS (current policies scenario) (for analysis of transition risks): This scenario assumes that for the next 20-30 years, the government and the relevant authorities will continue with the current policies and requirements, including the emission requirements for some pollutants and the requirements for green buildings, without issuing new regulations.

IEA SDS (sustainable development scenario) (for analysis of transition risks): This scenario assumes that in the next 20-30 years, regulation will become increasingly stringent and the requirements for companies in terms of energy conservation and environmental protection, technological transformation, etc. will also increase.

策略

本集團認同氣候變化會對業務運營帶來多種風險。我們了解氣候變化除帶來氣溫上升、極端天氣頻發等實體風險外，亦對員工、資產及供應鏈等多環節造成負面影響，並可導致企業在向低碳經濟轉型過程中，於技術、市場、投融資環境、政策及法律等方面帶來氣候轉型風險，從而造成潛在企業財務影響。同樣，氣候變化亦會在向淨零轉型的過程中創造出與氣候相關的發展機遇，產生積極影響。

《氣候變化政策》明確應對氣候變化的管理方向。基於氣候變化情景，根據風險發生的可能性和影響程度，識別和評估氣候變化可能帶來的風險。依循TCFD建議，本集團選用RCP 8.5，即最高溫室氣體排放基線情境作為實體風險評估的保守預測，並參考國際能源署可持續發展情境即IEA CPS，IEA SDS，評估與氣候相關的轉型風險。

RCP 8.5情境 (分析實體風險)：在此情境下，全球無新增氣候變化政策幹預及限制排放。預估到2050年，全球平均溫度相較於工業化前期將上升2.3攝氏度，到2100年，海平面將上升約0.43米。選擇RCP 8.5情景作為保守估計，可以評估如果不採取任何措施，對於未來發生事件的最嚴重的可能性。

IEA CPS當前政策情境 (分析轉型風險)：該情景假設在未來20-30年內，政府和相關監督部門延續當前的政策和要求，包括對於一些污染物的排放要求及針對綠色建築的要求等，不再發佈新的規章制度。

IEA SDS可持續發展政策情景 (分析轉型風險)：該情景假設在未來20-30年內，監管會日漸嚴格，對於企業在節能環保、技術轉型等方面的要求也會提高。

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

Risk Management

The Group proactively responds to global climate change by continuously monitoring and managing climate change related risks. Relevant physical risks and transition-based risks have been identified with potential financial implications, as follows:

風險管理

本集團積極應對全球氣候變化，持續關注和管理氣候變化相關風險，識別出對應的實體及轉型風險，及其潛在財務影響如下：

Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對行動
Physical Risks 實體風險		
Acute Risks 急性風險	<ul style="list-style-type: none"> Impact on the normal supply of construction materials and increase in price of construction materials caused by extreme weather 由極端天氣事件驅動影響建材的正常供應，建材價格上漲 Difficulties in transportation of construction materials and increase in price of construction materials caused by extreme weather affect the speed of project construction by construction contractors 由極端天氣事件驅動影響建材運輸困難，建材價格上漲，影響工程承建商的项目建設速度 	<ul style="list-style-type: none"> Increase in costs: construction delays resulting in higher project construction costs 成本增加：建築工程延誤、項目建設成本增加 Set up an extreme weather contingency plan 設定極端天氣應急預案

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

Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對行動
<ul style="list-style-type: none"> • Extreme weather (e.g., typhoon or rainstorm) disrupting projects under development or completed projects resulting in depreciation of assets and increase in expenditure 由極端天氣(例如颶風或暴雨)破壞在建或已建成項目,導致資產貶值及支出增加 • Impact on some businesses, such as the normal operations of hotel business 影響部分業務,如酒店業務的正常營運 	<ul style="list-style-type: none"> • Decrease in revenue: affecting business operations 收入減少:業務營運受影響 • Decrease in assets: damaged assets lead to impairment of assets 資產減少:資產受損貶值 • Increase in expenditure: increase in repair and maintenance costs and insurance costs 支出增加:維護毀損房產、保險費增加 • Decrease in share price of the Group and increase in finance costs 集團股價下降,增加融資成本 	<ul style="list-style-type: none"> • Flood and tide drills and project-specific protection (installation of tide and flood control devices, etc.) 開展防汛防潮演習,並針對項目進行針對性防護(安裝防潮防汛裝置等) • Strengthen the management of rain and tide damage in key areas 加強對重點區域防雨損、潮損管理 • Build flood and tide management team for extreme weather 組建極端天氣防汛防潮管理隊伍
<p>Chronic Risks 慢性風險</p>	<ul style="list-style-type: none"> • Rising sea level causes damage to coastal real estate from water soaking; reserved land may be eroded 海平面上升導致沿海房產易受水浸泡而損壞;儲備土地或受侵蝕 • Increase in costs: increase in repair and maintenance costs and insurance costs 成本增加:修護毀損房產、保險費增加 • Decrease in assets: decrease in value of reserved land 資產減少:儲備土地價值下降 	<ul style="list-style-type: none"> • Strengthen the management of rain and tide damage in key areas 加強對重點區域防雨損、潮損管理 • Build flood and tide management team for extreme weather 組建極端天氣防汛防潮管理隊伍

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

Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對行動
Transition Risks 轉型風險		
Policy and Legal Risks 政策與法律風險	<ul style="list-style-type: none"> The government implements more policies to mitigate climate change and strengthen the requirements and supervision on existing products and services. Renovation or transformation will be required for properties failing to meet environmental standards and thus businesses will face higher requirements in site selection 政府推行更多政策以減緩氣候變化，現有產品和服務的要求與監管加強，不符合環保標準的地產需翻新或改造，企業項目選址面臨更高的要求 Stricter environmental regulations may expose enterprises to higher risks of claims and lawsuits 更嚴格的環保法規可能導致企業面臨更高的被索賠和訴訟風險 	<ul style="list-style-type: none"> Increase in costs: increase in renovation and transformation costs and site selection costs, legal cases of claims arising from non-compliance 成本增加：增加翻新改造費用、投地選址成本增加、違規引發索賠訴訟案件 Regularly update relevant regulations to ensure compliant operation 定期更新相關法規，確保合規運營 Regular appraisal on the updated policy 定期對更新政策進行考核

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

Risk Description	Potential Financial Impacts	Responses
風險描述	潛在財務影響	應對行動
<p>Market Risks 市場風險</p> <ul style="list-style-type: none"> Higher prices of raw materials (such as energy, steel bars, mortar, etc.) lead to increased procurement costs 原料價格(如能源、鋼筋、砂漿等)價格升高導致採購成本增加 <hr/> <ul style="list-style-type: none"> Change in investors' preference towards focusing on green building property developers 投資者偏好改變，偏向集中綠色建築房地產開發商 	<ul style="list-style-type: none"> Increase in costs: increase in price of raw materials 成本增加：原料價格上升 <hr/> <ul style="list-style-type: none"> Increase in costs: increase in finance costs for traditional construction projects 成本增加：傳統建設項目的融資成本增加 	<ul style="list-style-type: none"> Implement flexible supply chain management and low carbon transformation 實行彈性的供應鏈管理，推行低碳轉型 <hr/> <ul style="list-style-type: none"> Gradual transformation with emphasis on research of green building design 逐步轉型，著重進行綠色建築設計研究
<p>Reputation Risks 聲譽風險</p> <ul style="list-style-type: none"> Corporate reputation declines due to failure to meet the compliance requirements for climate change 因無法滿足應對氣候變化的合規要求，企業聲譽下降 	<ul style="list-style-type: none"> Increase in finance costs 融資成本增加 	<ul style="list-style-type: none"> Develop systems and conduct regular review to ensure operational compliance 制定相關制度，定期審核，以確保營運合規

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

Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對行動
Opportunities 機遇		
Resource efficiency opportunities 資源效益機遇	<ul style="list-style-type: none"> In the medium to long term, energy efficiency improvements can bring direct cost savings to operations <p>從中長期來看，提升能源效率能為運營帶來直接的成本節約</p>	<ul style="list-style-type: none"> Cost saving 成本節約 <ul style="list-style-type: none"> Promote the application of energy-efficient design and construction technologies in project development Implement an energy management system to optimize the energy structure <p>推進高效節能設計、建造技術應用於項目開發中</p> <p>推行能源管理體系，優化能源結構</p>
Product and Service Opportunities 產品與服務機遇	<ul style="list-style-type: none"> Innovation and the development of energy-efficient products and services can improve competitiveness and gain greater investor preference <p>創新和開發能源高效的產品與服務能提高市場競爭地位，獲得更多地投資者偏好</p>	<ul style="list-style-type: none"> Increase in revenue 營收上漲 <ul style="list-style-type: none"> Promote the application of energy-efficient design and construction technologies in project development Implement an energy management system to optimize the energy structure <p>推進高效節能設計、建造技術應用於項目開發中</p> <p>推行能源管理體系，優化能源結構</p>

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

Indicators and Targets

The Group measures and discloses GHG and energy-related indicators to evaluate its management of climate change, including GHG emissions (Scope 1, 2 and 3), GHG emission intensity (in terms of total GFA within the reporting scope), energy consumption (electricity, gasoline, diesel), energy consumption intensity (in terms of total GFA within the reporting scope). We have compiled statistics on carbon emissions, energy consumption, water consumption and waste generation for 2022.

GHG Emissions and Energy Consumption

The Group's GHG emissions are derived from direct emissions from fuel use (Scope 1), indirect emissions from purchased electricity (Scope 2), and indirect emissions from paper waste disposed at landfills and business travel by employees (Scope 3). In 2022, the Group's total GHG emissions were 4,803.4 tonnes of carbon dioxide equivalent ("tCO_{2e}"), with an emission intensity of 0.002 tCO_{2e}/sq.m.. The main source of GHG emissions is Scope 2 emissions from electricity consumption, accounting for 96.04% of the overall emissions. As compared with 2021, the Group's total GHG emissions increased by 9.31%, mainly due to the increase in the electricity consumption in line with the improvement in business environment.

指標與目標

集團測量並披露與溫室氣體、能源有關的指標，以檢查氣候變化管理表現，包括：溫室氣體排放量（範圍一、二、三）、溫室氣體排放強度（以報告範圍的總建築面積計算）、能源耗用量（電力、汽油、柴油）、能源消耗強度（以報告範圍的總建築面積計算）。我們已統計2022年的碳排放、能耗量、用水量及廢棄物產生量。

溫室氣體排放及能源消耗

集團的溫室氣體排放源於燃料使用所產生的直接排放（範圍一）、外購電力所產生的間接排放（範圍二），以及棄置到堆填區的廢紙和員工商務旅行所產生的間接排放（範圍三）。2022年，集團的總溫室氣體排放量為4,803.4噸二氧化碳當量，排放密度為每平方米0.002噸二氧化碳當量。溫室氣體主要排放源為電力耗用產生的範圍二排放，佔整體排放的96.04%。相比2021年，本年度的集團總溫室氣體排放量增加9.31%。溫室氣體排放總量增加的主要原因，是由於營商環境有所好轉，集團總電力耗用量有所增加。

		2021	2022
Total GHG emissions (tCO _{2e})	溫室氣體排放總量 (噸二氧化碳當量)	4,394.2	4,803.4
Scope 1	範圍一	143.8	57.7
Scope 2	範圍二	4,082.5	4,613.1
Scope 3	範圍三	167.9	132.6
GHG emissions intensity (tCO _{2e} /sq.m.)	溫室氣體排放密度 (噸二氧化碳當量/平方米)	0.001	0.002

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

In 2022, the Group's total energy consumption was 8,281.8 MWh, with an energy consumption intensity of 0.004 MWh per sq.m.. Energy consumption is mainly comprised of electricity consumption, which accounts for 97.7% of the total consumption. The increase in total energy consumption was mainly due to the increase in the Group's total electricity consumption as a result of the improved business environment.

2022年，集團的總能源消耗量為8,281.8兆瓦時，能源消耗密度為每平方米0.004兆瓦時。能源消耗主要為電力耗用，佔整體消耗的97.7%。能源消耗總量增加的主要原因，是由於營商環境有所好轉，集團總電力耗用量有所增加。

		2021	2022
Total energy consumption (MWh)	能源消耗總量 (兆瓦時)	7,241.1	8,281.8
Energy consumption intensity (MWh/sq.m.)	能源消耗密度 (兆瓦時/平方米)	0.002	0.004

RESOURCES CONSERVATION

In response to the national appeal for energy conservation and carbon reduction, Yuzhou Group actively promotes green and low-carbon production modes aimed at reducing resource consumption such as energy, water and construction raw materials. The Group has established internal management system such as the "Standardized Operation Guidelines for Safety and Civilization" and "Standardized Operation Guidelines for the Configuration of Offices", in order to standardize the use of resources by all the business departments and promote the conservation of resources.

The Group's president office and design management department cooperate in environmental management and reporting, and formulation of environmental-related sustainable development strategies to provide guidelines for all business departments. Each of our business segments has established an environmental management system that meets its own operational characteristics.

節約資源

禹洲集團積極響應國家節能降碳號召，推進綠色低碳的生產方式，以減少能源、水和建築原材料等資源的使用量。集團內部設有《安全文明標準化操作指引》《辦公室配置標準作業指引》等內部管理制度，以規範各個業務部門的資源使用，促進資源節約。

集團總裁辦和設計管理部協同合作負責環境管理工作及匯報，制定環境相關的可持續發展策略為各部門工作指引。各業務板塊亦建立符合自身營運特點的環境管理體系。

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

Water Resources Management

In 2022, the total water consumption of the Group in the reporting scope was 413,020 cubic meters, and the water consumption intensity was 0.19 cubic meters/sq.m.. All the water of the Group was from the municipal water supply, so we did not have any issue in sourcing. The decrease in water consumption is mainly due to reduction in water consumption for projects under development.

		2021	2022
Total water consumption (cubic meters)	總用水量 (立方米)	736,730	413,020
Water consumption intensity (cubic meters/sq.m.)	用水密度 (立方米/平方米)	0.20	0.19

In order to reduce water consumption, the Group actively took several water-saving measures. The commercial operations business implements rainwater reuse projects, and our projects under development also collect rainwater for vehicle cleaning, dust suppression and site greening. In addition, the Group encourages the contractors of projects under development to set up recycling devices for washing equipment, such as car wash tanks at the construction site, reuse of water for washing, and use of water-saving appliances in offices, construction sites and dormitories. For wastewater discharge, the construction business ensures that its wastewater discharge complies with regulations by implementing rainwater and sewage diversion at the sites of projects under development to avoid wastewater discharging into municipal rainwater pipelines. In future, we hope to popularize the water-saving appliances to more commercial plazas, offices and dormitories, and expand the application scope of rainwater reuse and rainwater and sewage diversion to save more water resources.

水資源管理

2022年，集團報告範圍的總用水量為413,020立方米，耗水密度為0.19立方米/平方米。本集團的用水全部來自市政供水，故在取用水源上沒有任何問題。用水量減少的原因主要是在建項目的用水量減少。

為減少水資源耗用，集團積極實行多項節水措施。商業營運業務推行雨水回用項目，在建項目亦收集雨水用作清洗車輛、抑制揚塵以及工地綠化。此外，集團鼓勵在建項目承包商於工地的洗車槽等沖洗設備設置循環裝置，回用沖洗用水，並於辦公室、工地和宿舍採用節水器具。針對廢水排放，建築業務通過於在建項目工地實行雨污分流以確保其廢水排放合規，避免污水排放至市政雨水管道。未來，我們希望將節水器具推廣到更多商業廣場、辦公室以及員工宿舍，同時擴大雨水回用和雨污分離的應用規模，節約更多水資源。

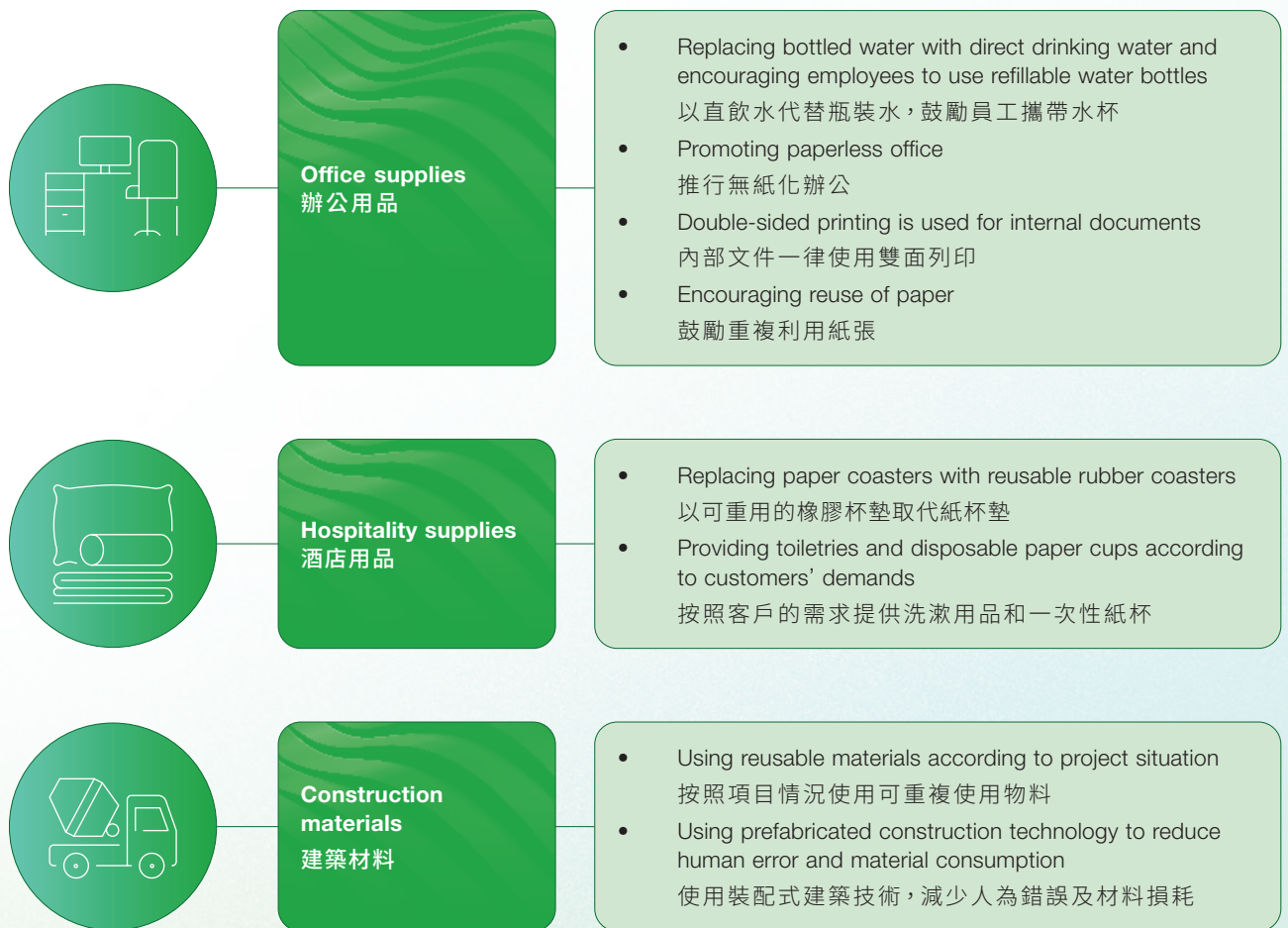
BUILDING GREEN HOMES (Continued)
建設綠色家園 (續)

Material Management

The Group's projects under development reduce material waste by applying prefabricated construction technology and maximizing the use of reusable materials when feasible. To minimize waste of office resources, the Group has implemented the "Standardized Operation Guidelines for the Configuration of Offices" to regulate the procurement of office supplies by project companies. The hotel operations business is also committed to reducing the consumption of disposable items such as toiletries and paper cups in its operations to avoid wastage of resources.

物料管理

集團的在建項目通過應用裝配式建築技術減少材料浪費，並按照實際情況盡量使用可重複使用物料。針對辦公室資源耗用，集團推行《辦公室配置標準作業指引》，確保項目公司合理採購辦公室用品。酒店營運業務亦致力於減少一次性用品如洗漱用品和紙杯等的消耗，避免資源浪費。



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

EMISSIONS MANAGEMENT

Each business segment within the Group strictly implements emissions management measures to ensure emissions compliance. We standardize the management of construction processes and have formulated the Safety and Civilization Management Procedures for Engineering Construction and relevant standardized operation guidelines for contractors to follow.

Air Emissions Management

The Group's air pollutant emissions are mainly generated from the use of vehicles. In 2022, the Group emitted 4.44kg, 0.78kg and 1.18kg of nitrogen oxides, sulphur oxides and respiratory suspended particulates respectively. To ensure the vehicle emissions meet the standards, we conduct regular inspections and maintenance on the vehicles. The construction process of construction projects will generate dust which affects the air quality. Therefore, we set up the dust treatment responsibility system to specify the dust prevention and treatment responsibilities, conduct strict inspection and assessment, and organize the formulation of special scheme for construction dust prevention and treatment according to possible dust generated by projects, in order to guarantee proper dust treatment.

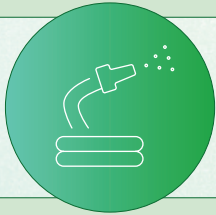
排放管理

本集團各個業務均嚴格實行排放管理措施，確保排放合規。我們對施工流程進行標準化的管理，制定工程建設安全文明管理規程及標準化操作指引，並要求承包商遵守。

廢氣排放管理

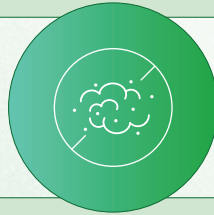
集團的空氣污染物排放主要源自車輛使用。2022年，集團分別排放4.44千克的氮氧化物、0.78千克的硫氧化物，和1.18千克的可吸入懸浮粒子。為確保車輛排放量符合標準，我們定期對自有車輛進行檢查和保養。建築項目的施工過程亦會產生揚塵，影響空氣質素。因此，我們建立揚塵治理責任制，明確揚塵防治責任，嚴格檢查考核，根據項目可能發生的揚塵情況，組織編製施工揚塵防治專項方案，確保揚塵治理落實到位。

Water spraying for dust prevention 灑水抑塵



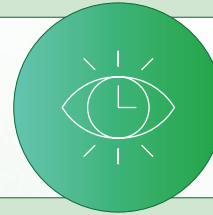
- We have set up dust reduction equipment such as spraying equipment and sprinklers and conduct regular on-site water spraying on the construction sites, and some of the water used was collected rainwater.
- 於工地設置噴淋裝置和灑水車等降塵設備，定期向施工現場灑水，其中部分用水來自收集的雨水。

Closed for dust prevention 封閉防塵



- We have installed vehicle washing devices and adopted closed dust-proof measures for materials that are prone to generate dust.
- 設置車輛沖洗裝置，對容易產生揚塵的物料進行封閉防塵措施。

Real-time monitoring 實時監測



- For construction sites located in the vicinity of residential and office buildings, we have installed online dust monitoring systems to monitor the dust concentration and carry out timely rectification and remedial measures.
- 若工地位於住宅、辦公建築等周邊，我們安裝揚塵在線監測系統，監控粉塵濃度，以及時進行整改及補救措施。

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

Standards and Requirements on Dust Prevention and Treatment

揚塵防治工作標準和要求

- | | |
|---|---|
| I. Fences shall be set up in strict accordance with relevant standards and requirements, which shall be precise, firm and aesthetic. | 一、 施工現場100%按標準要求設置圍檔，確保圍檔嚴密、堅固、美觀。 |
| II. All the road surfaces at the construction sites shall be hardened, and the roads shall be cleaned and sprayed with water to reduce dust. | 二、 施工現場道路路面100%進行硬化，及時進行道路灑水降塵及清掃。 |
| III. Vehicle rinsing devices shall be installed at all the entrances and exits of the construction sites to thoroughly rinse all the wheels and bodies of the construction vehicles to guarantee the construction vehicles don't have any mud. | 三、 工地出入口100%安裝車輛衝灑裝置，出入工地車輛車輪車身100%衝灑乾淨，確保不帶泥上路。 |
| IV. Water shall be sprayed for dust prevention on the sites of project dismantlement, earth excavation and garbage loading and unloading, and wet operation is adopted to reduce dust. | 四、 工程拆除及土方開挖、垃圾裝卸實施100%灑水降塵，採取濕法作業減少揚塵。 |
| V. Scattered materials such as the earthwork, construction waste, lime, cement and sand at the construction sites shall be tightly covered. The dense screen of no less than 800 holes/100 cm ² and dust screen of no less than 3 holes/inch shall be adopted. | 五、 施工現場的土方、建築垃圾及石灰、水泥、砂土等散碎性材料100%覆蓋嚴密，採取密目網規格不低於800目，防塵網不少於3針。 |
| VI. All the vehicles entrusted for the removal of muck (including sludge) and waste at the construction site shall be legal and formal enclosed vehicles to prevent leakage along the road. | 六、 委託清運施工現場渣土(含泥漿)及建築垃圾車輛100%為封閉(密閉)式合法正規車輛，確保不沿路灑漏。 |
| VII. The video monitoring system for dust pollution shall be linked to the internet. | 七、 揚塵污染視頻監測監控系統要確保聯網對接。 |
| VIII. Earthwork construction waste disposal contract shall be entered into and filed. | 八、 建立並存檔土石方建築垃圾處置合同。 |

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

Dust cleaning
清洗去塵



Water spraying for dust prevention
灑水抑塵



Tight coverage
嚴密覆蓋



Real-time monitoring
實時監測



		2021	2022
Nitrogen oxides (kg)	氮氧化物 (千克)	6.64	4.44
Sulphur oxides (kg)	硫氧化物 (千克)	0.56	0.78
Respiratory suspended particulates (kg)	可吸入懸浮粒子 (千克)	2.34	1.18

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

Waste Management

The waste generated from the Group's operations include hazardous waste such as used light tubes, as well as non-hazardous waste such as food waste and green waste. In accordance with relevant policies, the Group delivers waste to companies with professional qualifications for proper disposal. In 2022, the Group generated a total of 1.17 tonnes of hazardous waste and 74.90 tonnes of non-hazardous waste, with intensities of 0.00054 tonnes/1,000 sq.m. and 0.034 tonnes/1,000 sq.m., respectively.

The Property Management Business conducts waste sorting in communities, sets up collection points for recyclables, hazardous waste, kitchen waste and dry waste, and encourages residents to sort waste. We classify waste and transport them to qualified enterprises for recycling and treatment. The Commercial Operations Business has also set up recycling points to promote paper recycling in the office and encourage employees to recycle paper boxes, cans and plastic bottles for commercial activities. Apart from waste sorting, the Hotel Operations Business also implements digitalization at the office to minimize paper usage.

In addition, the Group's projects under development generate non-hazardous construction waste including muck and waste concrete during the construction process. During the Year, the projects under development within the reporting scope generated a total of 7,190 tonnes of construction waste. At the construction sites, the Group requires contractors to set up garbage tanks and movable bins for waste collection and sorted recycling. For toxic and hazardous waste, separate enclosed recycling is required to avoid causing pollution.

廢棄物管理

集團營運所產生的廢棄物包括舊燈管等有害廢棄物，以及廚餘和綠化垃圾等無害廢棄物。集團按照相關政策，將廢棄物交由具備專業資質的公司進行處理。2022年，集團產生共1.17噸有害廢棄物及74.90噸無害廢棄物，有害廢棄物和無害廢棄物的產生密度分別為0.00054噸／千平方米和0.034噸／千平方米。

物業管理業務於社區開展廢棄物分類工作，設置可回收物、有害垃圾、廚餘垃圾和乾垃圾的收集點，鼓勵居民進行垃圾分類。我們將廢棄物分類處理，運送至具經營資質的企業進行回收和處理。商業營運業務亦設置回收點，於辦公室宣傳紙張回收，鼓勵員工回收商業活動的紙盒、易開罐和塑膠瓶。酒店營運業務除進行垃圾分類外，實行電子化辦公，以減少紙張使用。

集團的在建項目於施工過程產生無害的建築廢物包括渣土和廢舊混凝土。年內，報告範圍內的在建項目共產生7,190噸建築廢棄物。於施工現場，集團要求承包商設置垃圾池和活動式垃圾鬥收集垃圾並分類回收廢棄物，有害廢棄物則要求獨立進行封閉回收以避免污染。

FOSTERING STAFF TO GROW 促進員工成長

The Group is well aware of the unique challenges of its industry and prioritizes employee health and safety above all else. By strictly complying with national and local laws and regulations on health and safety and formulating a series of internal systems, the Group continuously optimizes and improves its measures and projects to manage OHS risks and hazards that may arise during its operation, aiming to create a safe and agreeable workplace for all employees.

OCCUPATIONAL HEALTH AND SAFETY (OHS) MANAGEMENT

The Group's Occupational Health and Safety is supervised and managed by the Human Resources Department and Operations Management Department. Specifically, the Human Resources Department is mainly responsible for the management of employees' occupational health, while the Operations Engineering Department is mainly responsible for the management of safety and civilization in construction projects, supervising, inspecting and evaluating the safety and civilization management behavior of regional and city branches and projects under development.

本集團深明自身所處行業的特殊性，並將員工的健康與安全視為營運的重中之重。透過嚴格依循國家及地方有關健康與安全的法律法規及制定一系列內部制度，不斷優化及改善相應舉措與項目，以管理集團營運過程中可能出現的職安健風險及危害，務求為員工打造健康、安全的工作場所。

職業安全健康管理

禹洲集團的職業安全與健康監督與管理工作經由集團人力資源部及運營管理部領導，其中，人力資源部主要負責員工職業健康管理，運營工程部主要負責項目安全文明施工管理，對區域、城市公司及在建項目的安全文明管理行為進行監督檢查及評估考核。



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

The Group has set up an Employee Safety and Health Working Group, consisting of the Project Department, the main contractor, the supervisory unit and subcontractors that have entered the field. It is responsible for the discussion and fulfillment of goals and management approaches of the occupational health and safety, and accepts the direct supervision of the Sustainability Committee composed of the Board of Directors. Each project under development has a safety and civilization management team consisting of the Project Department, the construction unit and the supervisory unit, mandated to inspect the construction safety of the project on a weekly basis, and check the rectification of hidden dangers according to the inspection results. The inspection results are also reported to Operations Management Departments of regional and city branches and Yuzhou Group's Operations Management Department.

集團已成立員工安全及健康工作小組，由項目部、總包單位、監理單位及已進場的分包單位組成，負責探討及落實職業安全健康方面的目標及管理方法，並接受由董事會構成的可持續發展委員會的直接監督。各在建項目均設有安全文明管理小組，由項目部、施工單位、監理單位組成，每週需對項目內的安全施工情況進行檢查，並根據檢查結果，核查隱患部位的整改情況。檢查結果亦需向區域、城市公司運營管理部及禹洲集團運營管理部匯報。



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

Linking Safety Performance with Remunerations

The Group integrates the assessment and remuneration of senior management within responsible departments with their OHS performance. We evaluate their individual performance using indicators such as the OHS management model, rectification measures, and inspection plans. When a major risk accident takes place, the “veto system” will be applied to offset all their previous achievements in this aspect. And if a major safety accident occurs in a project, the Group will hold the relevant persons responsible and impose penalties, including salary cuts, demotions, dismissals or notification of criticism, in accordance with the consequence of the accident and the specific circumstances.

安全績效與回報掛鉤

本集團將職安健表現與責任部門高管的考核及薪酬掛鉤，於高管個人考核中加入職安健管理模式、改進措施、巡檢方案等指標的評價，若發生重大風險事故，將執行「一票否決制」，取消相關指標的成績。若項目工程出現較大安全事故，本集團將依據事故的嚴重程度及具體情況，對相關責任人處以包括降薪、降職、辭退或通報批評在內的處罰。

Emergency Management Mechanism
应急管理機制

- The Group has set up an emergency response process which will, in the event of an accident, activate the emergency plan for the project or city according to the nature of the accident to ensure that the emergency is dealt with in a proper and timely manner
- 設置應急響應流程，依據事故性質，啟動項目或城市應急預案，確保突發事故得到及時處理及善後

“3+1” Management System
「3+1」管控體系

- 3 represents management of 1) management behavior; 2) contract performance; and 3) red (bottom) lines of the project
- 3：管理行為管理、合同履約管理、工程紅線管理
- 1 represents security management
- 1：安全管理
- The Group regards safety control and production safety as the cornerstone and guarantee of quality delivery and business operation
- 將安全管控、安全生產作為品質交付、企業經營的基石保障
- The “3+1” Project Construction System separately refines and strengthens “safety management” in the original Project Management System, and imposes specific safety management responsibilities on the metropolitan platforms and Project Departments, which helps form a normalized management mechanism for safety and civilization, effectively curbs the occurrence of fire accidents, and eliminates safety hazards and hidden dangers
- 「3+1」工程建設體系從原有工程管理體系中將「安全管理」獨立提煉強化，落實都市平台、項目部安全管理責任，形成安全文明常態化管理機制，有效遏制火安全事故發生，消除安全隱患

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

Safety Management Review Meeting 安全管理總結專題會

- The Group convenes monthly safety management review meetings, during which each city branch reports on their progress in safety management, including the rectification and elimination of the previous problems, “3+1” special inspection, daily implementation of the safety management system, identification of sources of major risks in projects, implementation of project safety alert lists and prevention and control, and drills and rehearsals of safety emergency prevention plans.
- 每月召開安全管理總結專題會，要求各城市公司對安全管理進度作出匯報，內容覆蓋過往問題整改銷項、「3+1」專項檢查、安全管理體系日常落實、項目重大風險源識別、項目安全落實預警清單落實及防控管理、安全緊急預案演練等範疇。

Safety Training 安全培訓行動

- The Group organized the “Production Safety Month Campaign for 2022” and fire emergency trainings regularly to enhance its employees’ safety awareness and ensure their safety
- 開展「2022安全生產月行動」及消防安全培訓，提升員工安全意識，保障員工安全

Database of Security Management Issues & Defects 安全管理問題缺陷庫

- The Group demands special analysis and summarization of the safety management issues found in each city and project site, introduces corresponding management requirements, and includes those issues in its database of defects
- 結合各城市和項目現場安全管理問題的情況，專項進行分析總結，發布相應的管理要求，將所發現問題列入缺陷庫

Safety Management System 安全管理體系

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

Safety Targets

The Group sets quantified OHS targets with the aim of effectively managing the potential OHS related risks that may arise in its operations. In 2022, while continuing to implement the OHS management measures from the previous year, the Group further optimized and enhanced them. In this year, the Group has achieved all quantified OHS targets: no work-related fatal accidents and no violations of any safety management rules.

安全目標

本集團已設定量化的職安健目標，旨在有效管理集團營運過程中可能出現的職安健相關風險。2022年，本集團在延續去年職安健管理措施的同時，進一步優化及提升各項管理舉措。於本年度，禹洲集團已達成所有量化職安健指標：無因工死亡事故及任何違規情況。



The Group has maintained a clean record of no major casualties, with zero serious injuries and the rate of minor injuries kept below 0.5%
杜絕重大傷亡事故發生，重傷事故為零，輕傷負傷率控制在0.5%以內



Employee health check-ups are held every year, with the number of employees participating in the check-ups not less than 98% of the total
職工健康查體每年一次，查體人數不低於98%



The Group offers commercial insurance on accidents for its employees, with a coverage rate of 98% or above
提供職工商業意外險，商業險覆蓋率不低於98%

		2020	2021	2022
Number of work-related fatalities	因工亡故的人數 (人)	0	0	0
Rate of work-related fatalities (%)	因工亡故的人數比率 (%)	0	0	0
Loss of working days due to work-related injuries (days)	因工傷損失工作日數 (天)	0	0	174

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

Safety and Civilization Development

The Group is highly concerned about the development of safety and civilization, and follows its established internal rules to promote the normalization, standardization and institutionalization of its management of safety and civilization for each project under construction. For details, please refer to the Safety and Civilization Management Procedures for Engineering Construction.

In order to ensure the health and safety of its people in the living areas, offices and construction sites, administrative personnel of the Group at all organizational levels inspect and evaluate the office space and environment according to the “5S” management requirements, and disinfect those places from time to time. Meanwhile, the project management personnel implement the “Checklist of Prohibited Items for Safety and Civilization”, and check the 25 key points in the living areas, offices and construction sites for their safety and civilization status.

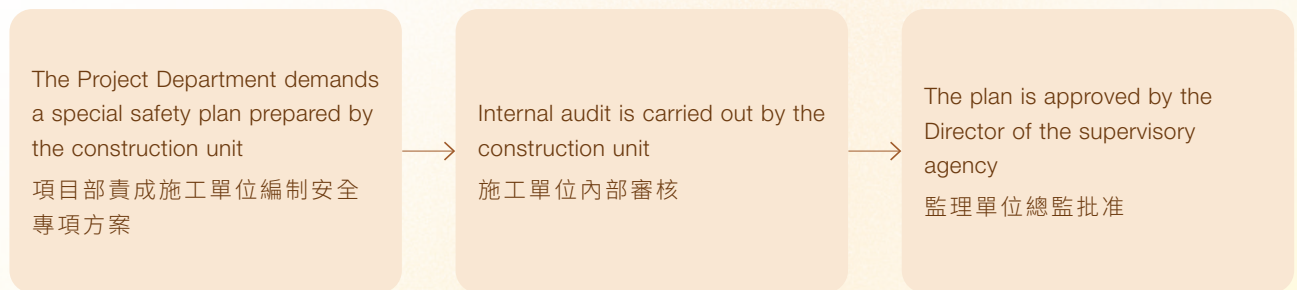
For special construction-related operators such as electricians and welders, the Group requires them to operate in strict accordance with the standard procedures, correctly use protective equipment, wear special badges, maintain their tools and equipment regularly and check them carefully before starting their work. For more dangerous jobs such as land excavation and building demolition, the Group has established special requirements and review systems to protect the operators from potential safety risks.

安全文明建設

本集團高度重視安全文明的建設，依循所制定的內部管理制度，推動各在建項目現場安全文明施工管理規範化、標準化、制度化。有關詳細內容，請參閱工程建設安全文明管理規程。

為保障生活區、辦公區及施工現場的健康與安全，本集團各組織層級的行政管理人員參照行政辦公「5S」的管理要求，對辦公場所及環境進行檢查評估，不定期開展消毒工作。同時，項目管理人員貫徹執行「安全文明禁止項檢查表」，對生活區、辦公區及施工現場所覆蓋的25項要點檢查安全文明管理狀況。

對於包括建築電工、建築焊工在內的多個建築施工特種人員，本集團要求其必須嚴格按照標準操作規程作業，正確使用安全勞動防護用品，配戴特種作業操作胸牌，對作業工具及設備進行維護保養與崗前檢查。對於如土地開挖、建築拆除工程等危險性較大的分部分項工程作業，本集團訂立專項施工方案設計要求及審查制度，以管控潛在的工程安全風險。



Process of formulating special plans for sub-projects with significant risk
較大危險性分部分項工程專項方案制定流程

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



Process of formulating special plans for sub-projects exceeding a certain scale with significant risks
超過一定規模的較大危險性分部分項工程專項方案制定流程

In addition, according to the three-level inspection system for safety and civilization management, the Group carries out inspections at different levels regularly. 此外，本集團透過安全文明管理三級檢查體系，定期開展、分級落實各項檢查工作。



Inspection of Safety & Civilization Management
安全文明管理檢查

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

In order to implement the requirements of the state and government for the establishment of a dual-prevention system, and with the actual conditions of its projects taken into account, the Group has developed a dual-prevention system featuring “identification and control of risks in safe production” and “investigation and rectification of hidden hazards” based on new technologies and new approaches. Through strict control of technology, equipment, personnel and process, the Group strove to achieve the dual-system management of its projects under construction featuring integrated closed-loop management covering “all staff, all aspects and the whole process”, which will essentially improve its safety management and helps it take initiative in accident prevention.

為貫徹落實國家、政府雙重預防體系建設工作部署，結合項目實際，本集團採用新技術、新方法，制定了以「安全生產風險辨識控制」與「隱患排查治理」的雙重預防體系。通過實施工藝嚴防、設備嚴控、人員嚴管及過程嚴治，實現在建項目雙體系治理的「全員、全方位、全過程」一體化閉環管理，從本質上提升安全管理，從根本上取得事故防範的主動權。

Yuzhou Group has established a full-cycle risk identification checklist and relevant preventive and control measures, which, together with the monthly risk list identified, are submitted to the Group at the end of every month.

禹洲集團全週期風險辨識清單及防控措施（項目結合實際辨識月度風險清單，每月底報備集團）。

序號	類別	風險名稱	風險描述 (如為參考，請見項目安全風險清單)	風險等級	預防措施 (如為參考，請見項目安全、環境、衛生、健康)	風險控制時 間	風險控制責任 人	審核 人
1	管理、技 術、設 計	管理風險	未進行安全、環境、衛生、健康	高	法律風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
2		管理風險	未辦理施工許可證及開工令	高	法律風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
3		管理風險	未辦理安全、環境、衛生、健康	高	法律風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
4		管理風險	內業資料不全或不齊	中	管理風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
5		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
6		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
7		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
8		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
9		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
10		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理
11		技術風險	設計方案不詳或不全	中	技術風險	辦理安全、環境、衛生、健康	項目總經理	項目經理

Yuzhou Group conducts regular (daily/weekly/monthly) inspections and various special inspections to rectify identified risks and issues checklists of hidden dangers for rectification. This ensures responsible personnel and departments follow up and take proper actions, and enables to guide safety managers and responsible engineers in identifying hidden dangers and taking remedial actions in a rapid manner. These offline measures, together with the information system, have formed a closed-loop system for the investigation and treatment of hidden hazards to ensure the safety management of projects. In addition, training of the dual-prevention system is organically combined with the three-level safety education and training and continuing education and training carried out daily by construction units, to practically improve the safety risk management ability and accident prevention awareness of practitioners.

針對辨識評估出的風險，禹洲集團立即開展日檢、周檢、月檢以及各類專項檢查並下發隱患整改單，做到有人負責、有人整改、有人跟蹤，並能夠指導安全管理人員和責任工程師快速對隱患進行甄別和整治應對。線下舉措配合資訊化系統形成了一個閉環的隱患排查治理體系，為項目安全管理工作保駕護航。另外，還將雙重預防體系培訓與施工單位日常開展的三級安全教育培訓、繼續教育培訓等有機的結合起來，切實提高從業人員安全風險管控能力和事故防範意識。

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

PRODUCTION SAFETY INSPECTION

The Group requires its construction projects to establish a production safety management team headed by the project manager, and adjust the number of dedicated production safety management personnel assigned to it according to the projects' GFA, total installation cost, and difficulty in operation to ensure the flexibility of production safety management.

In order to discover and rectify safety hazards in a timely manner, the Group has established a three-level safety inspection system, and requires its city branches, project departments, and construction units to organize regular internal inspections. The Group has formulated a series of more than 20 safety management-related documents including the "Safety and Civilization Management Procedures for Engineering Construction" to describe in detail the safety management targets and priorities, and continue to promote the establishment of a long-term safety management mechanism. The "Management Practice Guidelines for Safety and Civilization", "Standardized Operation Guidelines for Safety and Civilization" and "Management Procedures for Safety and Civilization" were newly added to further standardize the construction of safety standardization and improve the management procedures for safety and civilization. Besides, according to the "Management Procedures for Project 'Shut-down'", projects may be partially or entirely shut down for rectification purposes if the inspection teams at all levels find following the inspection and verification of hidden dangers within the required time frame for completion of rectification that the rectification is not completed at all or up to requirements with the approval of the Project Department.

In addition, if the management of project site is out of control, or if there are major safety hazards or accidents occurring, the Group will require immediate rectification or operation suspension of the project for rectification purpose, and the suspension will not be lifted until the rectification is completed with satisfactory results.

安全生產檢查

本集團要求建設工程項目成立由項目經理負責的安全生產管理小組，依據項目的建築面積、安裝總造價、施工作業難度調整專職安全生產管理人員的配置，保證安全生產管理的靈活性。

為及時發現並整改安全隱患，本集團已設立三級安全檢查制度，要求城市公司、項目部、施工單位定期組織內部檢查。已制定一系列包括《工程建設安全文明管理規程》在內的安全管理制度文件20逾份，細化分解安全建設目標和重點，持續推進安全管理長效機制的建立。並新增《安全文明管理作業指引》、《安全文明標準化操作指引》、《安全文明管理規程》，進一步規範安全標準化建設，完善安全文明管理流程。同時根據《工程「拉閘」管理規程》，發現問題後，各級檢察組需在規定的整改完成時間內對隱患部位進行排查及核實，若整改未完成或未達至要求，經項目部同意，可進行局部或全項目停工整頓。

此外，若出現項目現場管理失控、存在重大安全隱患或發生安全事故等情況時，本集團將要求現場整改或停工整頓，直到整改結果通過評估後，方可恢復正常施工。

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



Three-level Security Inspection
三級安全檢查

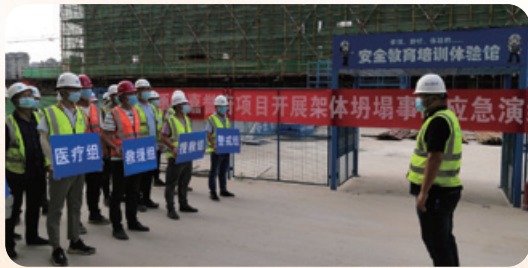
FOSTERING STAFF TO GROW (Continued)
促進員工成長(續)

Improvement in Safety Awareness

Safety awareness is crucial for achieving safe production. In June 2022, the Group organized a “Production Safety Month Campaign for 2022”, with its projects under construction across the country actively carrying out safety lectures and trainings, potential hazard investigations, emergency rescue drills and other campaigns. Certain projects have also built “Experience Halls for Safety Education and Training”, and optimized and upgraded their “Demonstration Areas for Standardization of Quality Model” to ensure systematic management, guaranteed organization, and concrete actions taken at the construction sites. During the campaign, the Group further refined its standardized management table by subdividing it into three major categories, i.e. safe production, civilized construction, and safety bottom line, and 213 detailed applications to conduct a comprehensive risk control investigation. A total of 26 excellent engineering practices have emerged from various projects under construction.

安全意識提升

安全意識是實現安全生產的重要組成部分。2022年6月，本集團組織進行了禹洲「2022安全生產月行動」。全國在建項目積極開展安全宣講及培訓、安全隱患排查、應急救援實景演練等行動。部分項目還建起了「安全教育培訓體驗館」，並將「品質樣板標準化展示區」進行優化提升，切實做到管理有體系，組織有保障，一線有行動。在「2022安全生產月行動」期間，禹洲進一步細化標準化管理表格工具，細分為安全生產、文明施工、安全底線3個安全管控大類，213個細項應用，進行全面風控排查。各在建項目湧現出優秀工程做法26項。



Results of the Production Safety Month Campaign
安全月實施情況

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

According to the “Standardized Operation Guidelines for Safety and Civilization”, the Group requires full-time operators to obtain necessary qualification certificates or to pass the training and assessment of the general contractors every year. In case an operator changes his/her job, returns to work after holiday/vacation, or use the “four new” techniques in his/her job, safety education and training must be provided to them. Meanwhile, the Project Department will cooperate with the general contractor to increase their promotional efforts on safety and civilization by means of banners and posters. During the year, the Group organized a total of 6,024 hours of safety training, with a total of 5,769 participants.

Health and Safety of Contractors

The Group follows the requirements for assessment and evaluation of its contractors established in the previous years, and incorporates contractors into its occupational health and safety management system. For the safety management and supervision mechanism for contractors, the Group adopts the standards and systems unified with that for its internal employees. According to the “Safety Management Agreement”, “Public Security & Fire Prevention Agreement” and such other documents, the Group conducts comprehensive assessment and inspection on their project management expertise as well as their achievements in safety & civilization to standardize its safety management procedures. When a problem is found, a rectification letter will be sent, with the consequence to be included in the assessment of the supplier.

透過《安全文明標準化操作指引》，本集團要求專職操作人員必須持證上崗，並每年須通過總包單位的培訓考核。如遇施工人員變換工種、節後復工或採用工藝「四新」施工時，將對相關人員進行安全教育培訓。同時，項目部將協同總包單位一齊利用包括橫幅、宣傳畫等形式加強對安全文明的宣傳及警示。於本年度，集團共開展安全培訓6,024小時，共覆蓋5,769人次。

承包商健康與安全

本集團沿用往年對承包商的評估及評價要求，將承包商納入我們的職業健康與管理體系，對於承包商安全管理和監督機制，採用與集團內部員工看齊的統一標準和制度。透過《安全管理協定》、《治安消防協定》等文件，就其工程管理、質量與安全文明等方面進行全面性評估與檢查，規範其安全管理舉措。若發現問題，將發送整改函件，並納入供應商評估考核項。

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

Organizational Design for Safe & Standardized Construction 安全標準化施工組織設計

- The Group requires the construction units to prepare an organizational design for safe and standardized construction in accordance with its “Standardized Operation Guidelines for Safety and Civilization” when bidding and quoting, which shall stipulate the required safety facilities and equipment and safety management measures
- 要求施工單位於投標報價時依據集團的《安全文明標準化操作指引》編制安全標準化施工組織設計，其中對安全設施設備及安全管理舉措作出規定

Signing of Agreements 協議簽署

- The Project Department supervises the implementation of the management standards and restrictions related to safety and civilization in the project contracts, and oversees the signing of the “Safety Management Agreement” and “Public Security & Fire Prevention Agreement” by the general contractors and subcontractors
- 項目部監督執行工程合同中有關安全文明的實施與管理標準以及制約措施，監督總分包單位簽署《安全管理協定》及《治安消防協定》

Management System 管理體系

- The Project Department is responsible for establishing and improving the Safety and Civilization Management System in the supervisory agencies and general contractors and subcontractors to ensure on-site safety and civilization management
- 項目部負責建立健全監理、總分包單位安全文明管理體系，以保障現場安全文明管理

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

Safety Drills 安全演練

- The project manager should organize an on-site fire drill at least every six months, and the participants should include all Party A's employees, project supervisors and people from all the general contractors and subcontractors at the construction site
- 項目工程負責人至少每半年組織一次現場消防演練，參與單位包括甲方項目全體員工、監理人員及項目場內所有總分包單位

Obtaining Necessary Certificates 持證上崗

- Special operators need to obtain a certificate for their operation, wear and use proper protective equipment
- 特種作業人員需持證上崗，佩戴及使用安全勞工防護用品
- The roster of special operators and operators of small and medium-sized machines, together with their qualifications, must be exhibited in public
- 監理特種作業人員和中小型機械操作工花名冊及公示牌，統一公示相關人員作業資格的相關證件

Inspection of Equipment 設備檢查

- Maintenance and pre-service inspection on the tools and equipment must be carried out in a timely manner
- 對作業工具和設備進行及時的維護保養及崗前檢查

Special Security Plan 安全專項方案

- The construction units responsible for the highly risky jobs must prepare a special safety plan under the supervision of the Project Department, and organize experts to discuss the feasibility of the plan when necessary
- 負責危險性較大的施工單位需在項目部的監督下編制安全專項方案，必要時組織專家論證會討論方案的可行性
- The plan will be implemented only after passing the internal audit of the construction unit, and with the approval of the supervisory agencies and other relevant authorities
- 通過施工單位內部審核、監理單位及其他相關負責部門同意後方可實施

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

TALENT MANAGEMENT

The Group adheres to its people-oriented guidelines and is committed to providing its employees with an enjoyable working environment. It uses competitive salary and benefit packages and a comprehensive career development path to inspire employee engagement, and attract and retain talents. The Group promotes diversity and inclusiveness, opposes discrimination, and respects the individual rights of its employees. It is committed to helping employees realize their personal value and grow strong with the Group.

Staff Composition

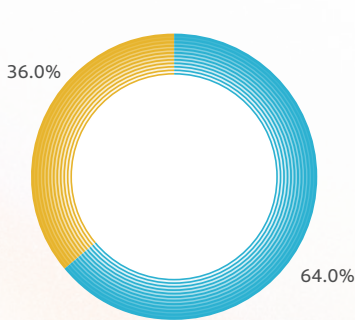
As of December 31, 2022, the Group totally had 1,985 incumbent employees (including 1,979 full-time employees and 6 part-time employees).

人才管理

集團堅持以人為本的理念，致力於向員工提供一個兼具活力與吸引力的工作環境。我們以具競爭力的薪酬福利制度、完善的職業發展路徑激發員工投入度，並以此吸引和保留人才。同時，我們尊重員工的個人權利，在集團內部倡導多元化與包容性，反對任何歧視。我們致力於幫助員工實現個人價值，與集團共同成長。

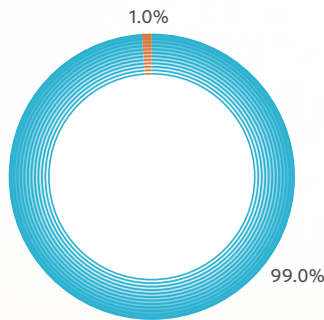
員工構成

截至2022年12月31日，集團共有在職員工總數1,985名（含全職員工1,979名，兼職員工6名）。



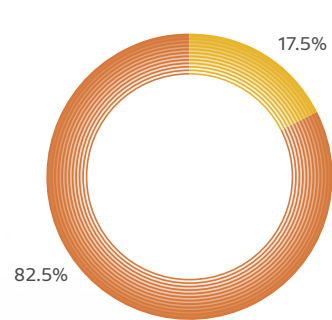
Gender distribution
性別分佈

- Male 男性
- Female 女性



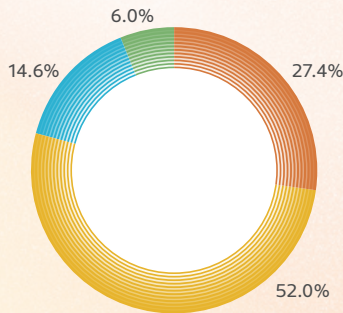
Region distribution
地區分佈

- Mainland China 中國內地
- Hong Kong 香港



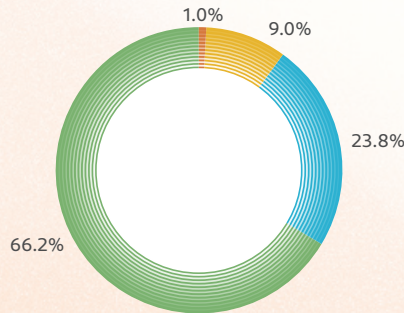
Contract type distribution
合約類型分佈

- Long-term contract 長期合同
- Fixed-term contract 固定期合同



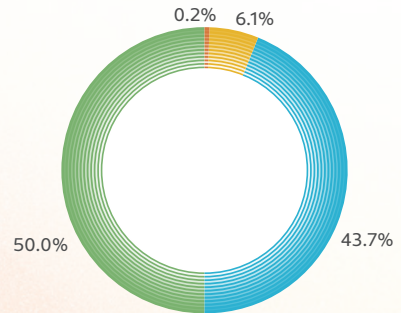
Age distribution
年齡分佈

- Age Below 30 30歲及以下
- Age 31-40 31-40歲
- Age 41-50 41-50歲
- Age Above 50 50歲以上



Job title distribution
職級分佈

- Grade C senior management C級高管
- Senior management 高級管理人員
- Middle management 中級管理人員
- General staff 一般員工



Education distribution
學歷分佈

- Doctor's 博士
- Master's 碩士
- Bachelor's 學士
- Below Bachelor's 學士以下學歷

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

Talent Diversity

Diversity and inclusivity are the cornerstones for an enterprise to achieve sustainable development. Yuzhou Group encourages the construction of a diversified employee team. We believe that employees of different races, genders, regions, ages, and cultural backgrounds can bring different values for the enterprise, thereby enhancing organizational flexibility and adaptability, as well as strengthening organizational creativity and innovation. The Group provides equal employment opportunities for all employees and allows no misconduct such as workplace discrimination and harassment. In accordance with the Group's "Board Diversity Policy", the diversity of board members should be considered at various levels when determining the composition of the Group's Board, including but not limited to factors such as gender, age, cultural and educational background, ethnicity, and tenure of service. Board diversity will enhance decision-making capacity and promote a more balanced and robust operation of the Group.

Remuneration and Benefits

Excellent staff is an inevitable element in supporting the Group's sustainable development, whereas an attractive remuneration and benefits system can effectively enhance corporate cohesion and sense of belonging of staff. The Group not only provides employees with welfare benefits in compliance with national regulations but also offers various welfare benefits based on the Group's own conditions. We adhere to the principles of "Marketization, Directionality, Fairness, and Confidentiality" when formulating the remuneration and benefits management procedures. During the Year, we revised two internal management systems, namely the Management Procedures for Remuneration and the Management Procedures for Benefits, with a view to improving our staff remuneration and benefits system.

人才多元化

多元化與包容性是企業實現可持續發展的基石。禹洲集團鼓勵建設多元化的員工隊伍，我們相信不同種族、性別、地區、年齡和文化背景的員工能為企業提供不一樣的價值觀，以此提升組織靈活性與適應能力，以及增強組織創造性與革新精神。集團為所有員工提供平等就業機會，並反對職場歧視、騷擾等類似不當行為。根據集團《董事會成員多元化政策》，在設定集團董事會成員組合時，應從不同層面考慮董事會成員多樣性，包括但不限於性別、年齡、文化、教育背景、種族和服務任期等。董事會成員多元化將加強決策力，推動集團運作更加均衡和穩健。

薪酬福利

優秀的員工是助力集團實現可持續發展不可或缺的元素，優厚的薪酬及福利制度則能有效增強企業凝聚力及員工歸屬感。集團不僅為員工提供國家規定執行的福利待遇，並且根據集團自身條件設置了多種福利待遇。我們遵循「市場化、導向性、公平性、保密性」原則制定薪酬福利管理規程。於本年度，為完善員工薪酬福利體系，我們修訂了《薪酬管理規程》和《福利管理規程》這兩項內部管理制度。

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

Basic salary 基本工資	Performance bonus 績效獎金	Special incentive 專項激勵	Statutory benefits 法定福利	Group benefits 集團福利
<p>Monthly fixed salary 月度固定工資</p>	<p>Monthly performance bonus 季度績效獎金</p> <hr/> <p>Annual performance bonus 年度績效獎金</p> <hr/> <p>Project carryover performance bonus 項目結轉績效獎金</p>	<p>Multidimensional operation rewards and punishments 大運營獎懲</p> <hr/> <p>Individual/specific rewards 單項/專項獎</p> <hr/> <p>Mutual performance development 業績共創</p> <hr/> <p>Mutual career development 事業共創</p> <hr/> <p>Equity incentive 股權激勵</p> <hr/> <p>Contract gratuities 履約獎</p>	<p>Endowment insurance Medical insurance Unemployment insurance Work-related injury insurance Childbirth insurance Housing accumulation fund 五險一金</p> <hr/> <p>Statutory holidays 法定假期</p>	<p>Festival gifts 節日禮品</p> <hr/> <p>Lunch subsidy 午餐補貼</p> <hr/> <p>Induction/annual physical examination 入職/年度體檢</p> <hr/> <p>Wedding/Birthday gifts 婚慶/生日賀禮</p> <hr/> <p>House purchase discount, etc. 購房折扣等</p>

In order to fully mobilize the enthusiasm and initiative of the Group's employees, we ensured the direction of employee performance improvement to facilitate the achievement of the Group's overall goals. During the Year, we have revised the "Management Procedures for Employee Performance", the "Guidelines for Talent Cultivation and Development of Yuzhou Group", the "Management Guidelines for Project Marketing Commissions", and newly established the "Management Procedures for Remuneration Performance and Development of the Marketing System". The Group has also established the "Management Procedures for Mutual Career Development" to regulate the investment procedures and management modes, and encourage employees to jointly participate in the project operation in order to share the Group's operation returns.

為充分調動集團員工的積極性與主動性，明確員工績效提升方向以促成集團整體目標達成。我們在年內修訂了《員工績效管理規程》《禹洲集團人才培養與發展作業指引》《項目營銷佣金管理作業指引》，並新增《營銷體系薪酬績效與發展管理規程》。集團亦訂立《事業共創激勵管理規程》規範跟投項目程序與管理方式，鼓勵員工分享集團經營回報，共同參與項目運營。

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

Management Procedures for Employee Performance 員工績效管理規程

- Specify the principle of strong correlation between the remuneration of senior executives and the overall organizational performance of the Group
- Specify the assessment mechanism that combines special assessment indicators with performance indicators
- Adjust performance scores and levels, as well as enhancement of the mandatory distribution ratio
- Conduct dynamic monthly track during the quarterly assessment and update the assessment indicators
- 明確集團高管的薪酬與集團整體組織績效的強關聯原則
- 明確專項考核指標與業績指標相結合的考核機制
- 績效分數與等級調整，強制分佈比例調整
- 季度考核過程中，月度動態跟蹤，更新考核指標內容

Guidelines for Talent Cultivation and Development of Yuzhou Group 禹洲集團人才培養與發展作業指引

- Specify career development paths for Yuzhou Group employees
- Specify talent selection and appointment management requirements
- 明確禹洲集團員工職業發展通道
- 明確人才選拔與任用管理規定

Management Procedures for Remuneration Performance and Development of the Marketing System 營銷體系薪酬績效與發展管理規程

- Standardize the salary and performance of employees in each professional aspect and professional line of the marketing system
- 規範營銷體系各專業序列及專業條線員工的薪酬與績效

Operations Guidelines for the Management of Project Marketing Commissions 項目營銷佣金管理作業指引

- Specify the commission application process and calculation method for the project marketing team
- 明確項目營銷團隊申請項目佣金流程以及佣金計算方式

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

Employment Management

The Group prioritizes the review, evaluation, and improvement of its employment management system. During the year, we updated and issued the Yuzhou Group Organization and Management Manual, Yuzhou Group Job Descriptions, and Yuzhou Group Job Title and Level List to further specify and standardize employment requirements, improve the Group’s employment process, and enhance implementation effectiveness. These efforts reflect our commitment to ensuring a comprehensive and effective employment management system that supports our continued growth and success.

Talent Recruitment

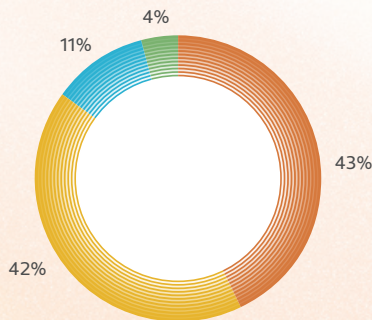
Human capital is an important asset of an enterprise, and recruitment is an essential access to talents. The Group follows local laws and regulations, as well as the internal “Recruitment Management Regulations” to regulate the Group’s recruitment practices. All units of the Group formulate their recruitment plans for the following year according to their business development needs and submit them to the Human Resources Department in December of the same year, and make adjustments on a monthly basis according to the actual situation. The Human Resources Department completed the talent selection within the prescribed timeframe in accordance with the principle of “openness, justice and fairness” to satisfy the talent needs for the Group’s development and to enhance the employer brand image. During the Year, the Group had a total of 562 new employees.

僱傭管理

集團重視對僱傭管理制度的回顧、評審和改善工作。我們在本年度結合集團的發展規模和業務管理，更新發佈《禹洲集團組織管理手冊》《禹洲集團崗位說明書》《禹洲集團職位職級表》，進一步明確和規範僱傭要求，完善集團僱傭流程和執行效果。

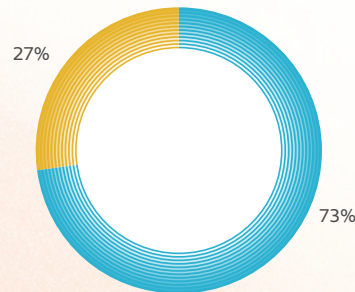
人才招聘

人力資本是企业的重要資本，招聘則是企業獲取人才的重要途徑，本集團依循當地法律法規以及內部《招聘管理規程》規範集團招聘行為。集團各單位圍繞業務發展需求制定下一年度的招聘計劃，並於當年12月提報至人力資源部，以及適時結合每月實際情況進行調整。人力資源部依據「公開、公平、公正」原則在規定時間內完成人才選拔，以滿足集團發展對人才的需要，提升僱主品牌形象。於本年度，本集團共吸納新員工562人。



New employees (by age)
新入職員工 (按年齡)

- Age Below 30 30歲及以下
- Age 31-40 31-40歲
- Age 41-50 41-50歲
- Age Above 50 50歲以上



New employees (by gender)
新入職員工 (按性別)

- Male 男性
- Female 女性

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



To alleviate the employment pressure of college graduates in China, Yuzhou Group has proactively assumed its corporate social responsibility and continued its campus recruitment activities during the Year. During the Year, through various channels such as internal campus recommendation

and online recruitment websites, we attracted outstanding applicants and recruited 32 candidates after several rounds of interview and matching, 72% of whom were from first-class disciplines and overseas key universities.

為緩解國內應屆生就業壓力，禹洲集團積極承擔企業社會責任，在本年度繼續開展校園招聘活動。於本年度，我們通過校園內部推薦以及線上招聘網站等渠道吸納優秀應屆畢業生，經過多輪面試篩選及匹配，共錄用32人，其中雙一流及海外重點高校佔比72%。

Prevention of Child and Forced Labor

The Group strictly complies with local laws and regulations on the prevention of child and forced labor, and follows the Group's internal "Management Measures for Legal Risk Control of Labor" to regulate labor employment management and control legal risks that may arise in the process. Our employees must be at least 16 years of age in the employee recruitment process. During interviews, the Human Resources Department is responsible for providing employees with truthful information, including but not limited to, job content, position requirements, working hours, and labor compensation. Employees are required to provide the Human Resources Department with identification documents to verify the authenticity of their personal information upon recruitment. Once an employee is found to be under the age of 16, the Group will notify the employee's guardian immediately and arrange for a medical checkup to ensure the employee's health, as well as provide subsequent follow-up. In addition, the standard working hours system is implemented for job positions. For job positions with non-standard working hours, the Group implements a separate written agreement with the employee to ensure payment of sufficient overtime wages.

預防童工及強制勞工

集團嚴格遵守當地有關預防童工及強制勞工的法律法規，並依循集團內部《勞動人事法律風險控制管理辦法》控制企業在勞動用工過程中可能出現的法律風險，規範勞動用工管理。在員工招聘環節，我們要求所招聘的員工必須年滿十六週歲。員工面試環節，人力資源部有責任向員工如實告知包括但不限於工作內容、崗位要求、工作時間、勞動報酬。員工入職時需向人力資源部提供身份證明文件以確認個人身份信息的真實性。經核查如發現員工未滿十六週歲，集團將第一時間通知員工監護人並送往醫院安排健康檢查，確保員工身體健康，並進行後續持續追蹤。此外，工作崗位實行標準工時制，若員工崗位非標準工時制，集團將另行與該崗位員工書面約定工作時間，確保支付足額的加班工資。

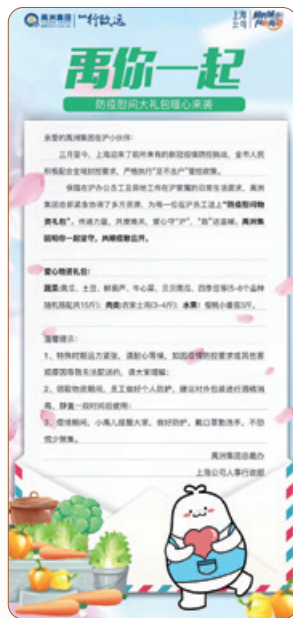
FOSTERING STAFF TO GROW (Continued)
促進員工成長(續)

CARING AND SUPPORT FOR EMPLOYEES

The Group provides basic protection for the health and safety of employees by organizing physical examinations for all employees each year and purchasing commercial casualty insurance for employees, their spouses, and children.

During the outbreak of the COVID-19 epidemic in Shanghai in March 2022, the Group took immediate action to actively deploy and coordinate multiple resources to provide “epidemic prevention and care packages” to each employee in Shanghai and employees’ families who were located in Shanghai while the employees themselves were located elsewhere, and organized online concerts to brighten up the tedious life at home.

In order to enhance employee cohesion and solidarity, and to facilitate communication between new and senior employees, Yuzhou Group regularly organizes employee activities including, but not limited to, employee birthday parties, public welfare activities, festival celebrations, forums, sports games, basketball games, etc. in accordance with the “Management Procedures for Employee Benefits”. During the year under review, Yuzhou Group mainly carried out activities including the “Ride the Waves with One Heart”, the Autumn league construction and moon-cake gambling activities, “To Grow and Be Extraordinary” league construction activity for Yuzhou Group’s management trainees, and “Overcome Challenges and Commit to the Long Journey” league construction activity for Yuzhou Group’s sales force in the third quarter.



員工關懷與幫扶

本集團組織全體員工參與年度體檢，並為全體員工及其配偶、子女購買商業意外險，為員工健康與安全提供基本保障。

於2022年3月上海疫情期間，本集團第一時間採取行動，積極調動協調多方資源，為在滬的每一位員工及異地員工家屬提供「防疫慰問物資大禮包」，並組織線上音樂會，為居家的枯燥生活增添光彩。



為增強員工凝聚力與向心力，促進新老員工溝通交流，禹洲集團依據《員工福利管理流程》定期組織員工活動，包括但不限於員工生日會、公益活動、節日慶典、座談會、運動會、籃球賽等。回顧年內，禹洲集團重點開展「乘風破浪，禹力同心」秋季團建及博餅活動、「禹成長，創非凡」禹洲集團管培生團建拓展活動、「越雄關、行長征」禹洲集團營銷鐵軍三季度團建活動等。

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

Ride the Waves with One Heart
「乘風破浪，禹力同心」
Autumn league construction and moon-cake gambling activities
秋季團建及博餅活動

Through team building activities, Yuzhou Group employees cultivate trust and a sense of belonging with each other, further enhancing team cohesiveness, which helps them to work together, break through fierce competition, and thrive as a team.

集團員工通過團建，彼此建立心貼心背靠背的信任感，進一步提升對組織的歸屬感和團隊的凝聚力，齊心協力在激烈的競爭中突圍生存。



To Grow and Be Extraordinary
「禹成長 創非凡」
League construction activities for Yuzhou Group's management trainees
禹洲集團管培生團建拓展活動

Yuzhou Group organized league construction activities with the theme of “stream tracing” for all of its management trainees. The league construction activities brought the employees closer to each other, while also deepening each management trainee’s understanding of teamwork and honor, responsibility and commitment, dedication and rewards.

禹洲集團組織各屆管培生開展以溯溪為主題的團建活動。團建活動拉近員工彼此間距離，同時也使每位管培生對團隊與榮耀、責任與擔當、奉獻與收穫有了更深層次的認識。



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

Exercise for Good Health and Strive to Win

「禹健美好 愛博會贏」

Yuzhou Group's island-wide hiking activity for employees

禹洲集團員工環島健步走活動

Nearly 100 employees from Yuzhou Group participated in the island-wide hiking activity. This activity allowed the employees to overcome challenges through efforts and unity with rewards in return, thus consolidating their team spirit.

近百名禹洲集團員工參與環島健步走活動。此次活動讓員工們用汗水與努力直面挑戰，用團結與拼搏收穫成果，增強了員工的團隊協作精神。



Overcome Challenges and Commit to the Long Journey

「越雄關、行長征」

Team building activities for Yuzhou Group's sales force in the third quarter

禹洲集團營銷鐵軍三季度團

Held in the form of an extreme challenge, the activity demonstrated the hard work and win-win spirit of our employees, with an aim to convey our belief in consolidating efforts, staying resilient, overcoming challenges, and constantly breaking through. We pledge to walk hand in hand with Yuzhou towards a shared goal.



本次活動以極限挑戰賽的形式展現禹洲人艱苦奮鬥、合作共贏的精神面貌，共同傳遞信念凝心聚力，保持韌性，攻堅克難，不斷突破，誓與禹洲同心、同路、同行！



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

Enjoy the Cool Summer with You
「清涼夏日 禹你共享」
Yuzhou Group's summer coolness
activity for employees
禹洲集團夏日送清涼系列員工活動

To ensure the safety and health of its employees, Yuzhou Group organized a “Coolness in Heat” caring activity, providing sincere care and support to the employees working on the frontlines of the project.

禹洲集團為保障員工的安全與健康，開展了「高溫送清涼」慰問活動，為身處項目一線的員工送去誠摯的關懷。

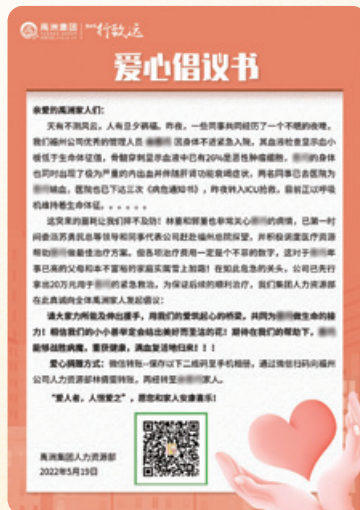


Support for Employees

Yuzhou Group is committed to providing humane care for its employees and their families. To alleviate burdens and offer welfare benefits, the Group relies on its internal “Operations Guidelines for the Management of Employees and Family Difficulties” to provide assistance and support to those facing difficulties. The Group’s president’s office, human resources department, brand management department, and regional and city branches jointly assume the responsibility of providing support and assistance, and provide funding support to employees based on the criteria for major diseases relief, livelihood relief, and special relief. During the Year, we launched a donation campaign for employees suffering from major diseases, ultimately raising approximately RMB370,000 to support employees and their families.

員工幫扶

為體現禹洲集團對員工及其家屬的人文關懷，為員工提供福利，減輕員工生活負擔，禹洲集團依託內部《員工及家屬困難救助管理作業指引》向遭遇困難的員工及家屬提供幫扶。集團總裁辦、人力資源部、品牌管理部及區域、城市公司共同承擔幫扶管理職責，並依據重大疾病救助、生活救助和特殊救助標準給予員工資金資助。本年度，我們為罹患重大疾病的員工發起愛心捐款倡議，最終籌集約人民幣37萬元，幫助員工及其家屬度過難關。



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

EMPLOYEE DEVELOPMENT

Yuzhou Group highly values its employees as the greatest asset. We prioritize the personal value of each employee and place them in a key position in our sustainable development strategy. Our commitment to promoting employee development includes providing various channels for growth opportunities and building a multi-channel professional training platform. We aim to give full play to and continuously enhance employees' personal value, achieving mutual growth for both employees and the Group.

Talent Training System

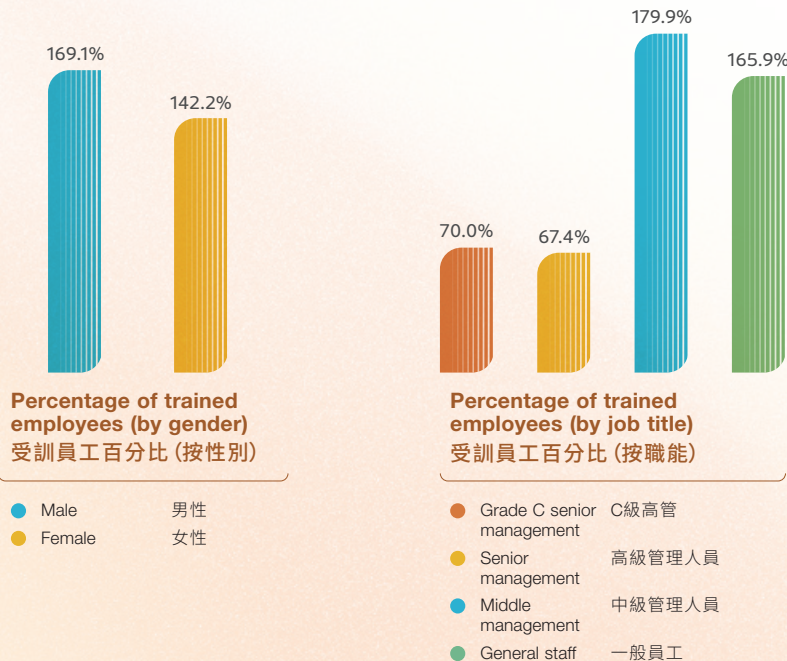
We are committed to building a systematic talent development system. The Group's "Regulations Governing Training" regulate training management, aiming to provide diverse and effective learning and development solutions to facilitate the rapid development of organizational capabilities and employee competencies. In addition, the establishment and implementation of the "Management Procedures for Internal Courses" and "Management Procedures for Internal Lecturers" have created a closed-loop program for course development and evaluation, lecturer selection, and assessment, further promoting the efficient sharing of knowledge resources within the Group. During 2022, all employees of the Group received a total of 23,481 hours of training, covering 3,164 persons. On average, each employee received 11.83 hours of training, with the percentage of employees trained of 159.4%.

員工發展

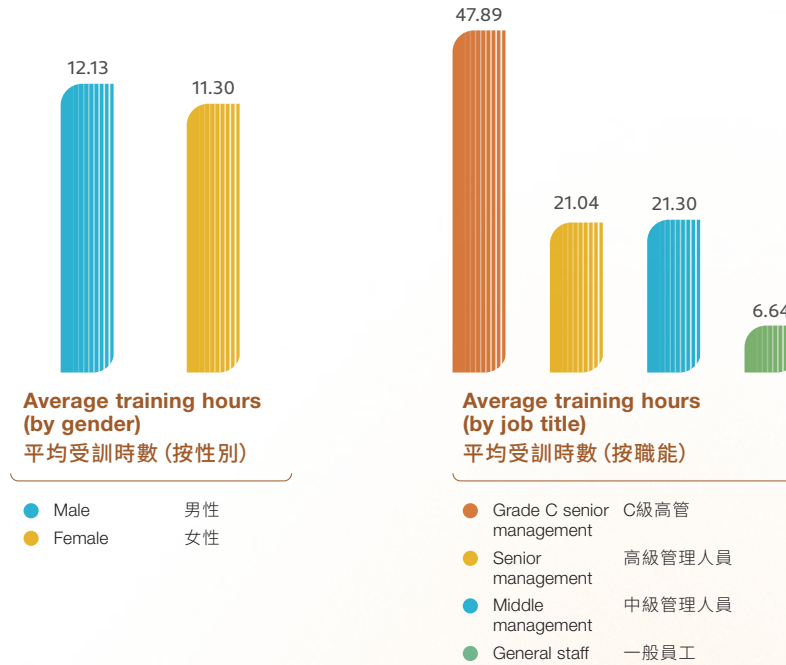
員工是禹洲集團的優勢資本，我們關注員工的個人價值，將員工放在集團可持續發展戰略的重要位置。集團致力於推動員工的發展，提供多通道的發展機會，構建多渠道的職業培訓平台，希望真正發揮和不斷增長員工的個人價值，與員工攜手共同成長。

人才培養體系

我們致力於搭建系統的人才培養體系。集團的《培訓管理規程》規範了培訓管理，旨在通過提供多樣化且有效的學習與發展解決方案，幫助組織能力和員工能力的快速發展。此外，《內部課程管理規程》及《內部講師管理規程》的制定和執行，創立了課程開發和評估、講師選拔和考核的程式閉環，進一步促進了集團內部知識資源的高效共用。2022年內，集團全體員工接受培訓時長達23,481小時，總人次為3,164人。全體員工平均受訓時數為11.83小時，員工受訓百分比達159.4%。



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



Yuzhou Group places great importance on staff training and enhancement. During the Year, the Yuzhou Business Academy Official Account was officially renamed Yuzhou Academy, and its annual objectives were re-defined, with talent management and development programs established. During the Year, the Group's talent development projects were based on its platform, offering a variety of training experiences, including professional training, experience sharing, and job competitions, to help trainees understand internal best practices, quickly broaden their perspectives, break through their thinking, enhance their management capabilities, and expand their professional depth and breadth. In 2022, Yuzhou Academy achieved a target completion rate of annual training of 95%, with an actual completion rate of 100%, and a total of 10 key training programs were completed, with a training plan completion rate of 100%.

集團重視對員工的培訓和提升工作，年內禹洲商學院公眾號正式更名為禹洲學堂，並就禹洲學堂的年度目標重新定義，確立人才管理及發展項目。年內，集團人才發展項目工作立足集團平台，通過專業培訓、經驗分享、崗位競聘實踐等組合式的培養曆練，幫助學員及時了解內部優秀經驗做法，快速打開視野，突破思維，提升管理高度、擴展專業深度及寬度。2022年，禹洲學堂年度培訓達成率目標95%，實際完成率100%，完成關鍵培訓工作10項，培訓計劃完成率為100%。

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

Annual Training Target
年度培訓目標

Building a Yuzhou talent supply chain to continuously cultivate elite talent for the Group becoming an important support force for Yuzhou's efficient development and breakthrough performance.

打造禹洲人才供應鏈，為集團持續培養精英人才，成為禹洲高效發展與業績突破的重要支撐力量。

Talent Development Programs
人才發展項目

Special Training for Middle and Senior Management 中高管專項培訓	Yu Yue& Yu Yi Management Trainee Program 禹躍&禹翼管培生培養計劃
<p>To strengthen the leading role of middle and senior management and party members, enhance the work capabilities of front-line teams, establish exemplary models and boost team morale, the Group's Human Resources Department and party committee jointly launched the 'Unite as One and Overcome Difficulties' series of themed training activities, focused on sharing excellent case studies and solutions for specific front-line work challenges.</p> <p>為強化中高管和黨員幹部的先鋒模範帶頭作用，強化一線戰鬥隊伍紮實推動工作能力，進一步樹立典型、提振團隊氣勢，集團人力資源部與集團黨委聯合推出「凝聚人心 攻堅剋難」系列主題培訓活動，圍繞一線具體工作的解決方案進行優秀案例分享。</p>	<p>As a management trainee just entering the workplace, working hard is a duty bestowed upon the youth by the times. Only by constantly running can we encounter more scenery, and only by constantly striving can we create more value. During the Year, we helped management trainees develop in a healthy, fast, and comprehensive manner through various professional training, annual performance evaluation for management trainees, Yu Yue's speeches, and team-building activities for management trainees.</p> <p>奮鬥是時代賦予青年的義務，對於初入職場的管培生來說更是如此，只有不斷奔跑才能遇見更多風景，只有不斷努力才能創造更多價值。年內通過各職能專業培訓、管培生年度述職評估、禹躍有話說、管培生團建等活動，幫助管培生健康、快速、全面地發展。</p>

Introduction to Learning Courses
學習課程介紹

Historical experience is a valuable asset for enterprises. During the Year, based on the Group's platform, its talent development projects offered a variety of training experiences, including professional training, experience sharing, and job competitions, to help trainees understand internal best practices, quickly broaden their perspectives, break through their thinking, enhance their management capabilities, and expand their professional depth and breadth.

歷史經驗是企業的寶貴財富。年內集團人才發展項目工作立足集團平台，通過專業培訓、經驗分享、崗位競聘實踐等組合式的培養曆練，幫助學員及時了解內部優秀經驗做法，快速打開視野，突破思維，提升管理高度、擴展專業深度及寬度。

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

Internal training programs conducted and completed by the Group during the year are as follows:

年內，集團開展及完成的內部培訓項目有：

- | | |
|---|-----------------------------------|
| • “Unite as One and Overcome Difficulties” – Yuzhou Group Middle and Senior Management Training (5 sessions) | • 凝聚人心 攻堅剋難—禹洲集團中高管主題培訓 (共5期) |
| • Online Learning and Assessment of Case Studies of Project Operation Review | • 項目運營復盤案例線上學習及考核 |
| • 2022 Management Trainee On-the-job Training and Rotation | • 2022屆管培生入職培訓及輪崗 |
| • 19-21 Management Trainees Debriefing and Job Appointment | • 19-21屆管培生述職答辯及定崗 |
| • Engineering/Operation Night Class – Yuzhou Group Operation Engineering Professional Training Program (5 sessions) | • 工程／運營夜課堂—禹洲集團運營工程條綫專業培訓項目 (共5期) |
| • Yuzhou Marketing Training Club – Yuzhou Group Marketing Professional Training Session (8 sessions) | • 禹洲營銷研習社—禹洲集團營銷條綫專業培訓專場 (共8期) |
| • Yuxiang Meeting – Yuzhou Group Design Professional Training Session (5 sessions) | • 禹享會—禹洲集團設計條綫專業培訓專場 (共5期) |
| • Training and Assessment of Labor and Personnel Legal Risk Prevention | • 勞動人事法律風險防範培訓及考核 |
| • Integrity Education and Training for All Employees of Yuzhou Group (4 sessions) | • 禹洲集團全體員工廉潔教育培訓 (共4期) |
| • Yu Guang & Yu Growth Tweets (20 in total) | • 禹光芒&禹成長推文 (共20篇) |

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

In addition, the Group has also established and maintained an internal online learning system – Yu Academy, which is divided into four modules: general knowledge, professional courses, professional cases and external knowledge, satisfying the employee’s needs for professional knowledge and skill upgrading in every way. All courses on the online platform are free of charge and available for all employees to learn.

此外，集團還創立和維護著內部線上學習系統—禹學園，課程體系分為通用知識、專業課程、專業案例及外部知識四大模塊，全方位涵蓋員工的專業知識和技能提升需求。全體員工均可免費學習全部線上平台課程。

Including employee manuals, various rules and regulations, rules and regulations for professions company publicity, corporate culture courses, etc.
包含員工手冊、各項制度規範、各專業條綫制度及公司宣傳、企業文化課程等



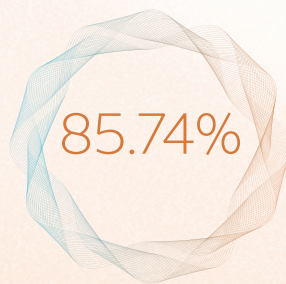
Self-made quality professional courses by Yuzhou People, which was either produced as a result of internal training or uploaded by employees independently
由公司內訓轉化、或由員工自主上傳的禹洲人自創優質專業課程

After the review of relevant functions, the Company’s internal cases demonstrating excellent operation practices as well as poor examples were generated
經相關職能復盤後，總結出的公司內部優秀運營實踐案例或不足案例警示

Quality online courses selected from external resources, which are suitable for the development of the Company
從平台外部資源庫中，精心挑選的一批質量好、內容適應公司發展的線上課程



Staff Coverage of Yu Academy
禹學園員工覆蓋率



Website Visit Rate (at least once every day)
登錄率 (每天至少一次)



Aggregate E-learning Hours
總累計在線學習時長



Monthly Learning Hours
月均學習時長

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

According to the survey on the satisfaction of the 2022 training courses by the Yu Academy online learning platform, the employee training satisfaction rate in 2022 was 9.5 points (out of 10 points), which indicates that Yu Academy has become a popular and well-liked learning platform that employees are willing to use and often use.

經過禹學園線上學習平台對2022年度培訓課程滿意度調研，2022年員工培訓滿意度為9.5分（滿分10分）。禹學園成為員工經常使用、樂於使用、喜歡使用的學習平台。



▲ An image of Yu Academy online learning platform
禹學園線上平台示意圖

▼ Data on the usage of Yu Academy online learning platform
禹學園線上平台使用情況



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

Key Training Programs

The Group launched various, diversified training programs for all employees on the basis of their career developments and personal needs in 2022.

重點培訓項目

2022年內，集團結合發展需要和員工需求，面向全體員工開展了多元豐富的培訓項目。

Unite as One and Overcome Difficulties

「凝聚人心 攻堅克難」

Yuzhou Group Middle and Senior Management Themed Training

禹洲集團中高管主題培訓

In order to strengthen the vanguard and exemplary role of middle and senior management and Party officials, strengthen the ability of front-line combat teams to carry out work in a solid manner, further establish models and boost team momentum, the Human Resources Department of the Group and the Party Committee

of the Group jointly launched a series of activities themed “Unite as One and Overcome Difficulties” to share excellent cases relating to problem-solving of specific front-line work.

為強化中高管和黨員幹部的先鋒模範帶頭作用，強化一線戰鬥隊伍紮實推動工作能力，進一步樹立典型、提振團隊氣勢，集團人力資源部與集團黨委聯合推出「凝聚人心 攻堅克難」系列主題活動，圍繞一線具體工作的解決方法進行優秀案例分享。



Integrity, Honesty and Self-Discipline

「風清氣正 廉潔自律」

Training on Integrity Education for All Employees of Yuzhou Group

禹洲集團全體員工廉潔教育培訓

In order to consolidate the construction of the Group's integrity culture, increase the sense of integrity among all employees, value honesty and law-abiding in thoughts, and adhere to the professional red line in behavior, the Group regularly conducted integrity training every quarter. Let honesty and self-discipline become a habit and create a good environment for honest practices so as to guarantee the smooth undertaking of all kinds of work in the Company.



為加強集團廉潔文化建設，提高全員廉潔從業意識，從思想上重視廉潔守法、行為上堅守職業紅線，集團每季度定期開展廉潔培訓。讓廉潔自律成為一種習慣，營造廉潔從業的良好氛圍，為公司推進各項工作提供強有力的保障。

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

Efficient Review and Self-Repeated Calculation

「高效復盤 自我反覆運算」

Online Learning on the Case Study of Project Operation Review

項目運營復盤案例線上學習

In order to better learn from experience, enhance advantages and improve disadvantages, the Operation Management Department of the Group organized an online learning activity with participants from the Group/City Operation Department, the Project General Manager and the Project PMO Team to conduct a detailed analysis of the gains and losses, advantages and disadvantages of the projects such as Shunde Langham Bay by Foshan Company, Jiangmen Langham Cloud Villa by Zhuhai Company, Xuzhou Jia Wang by Nanjing Company, Yuhuatai G71 Jiahui Star Island by Nanjing Company and others.

為更好地汲取經驗、鞏固優勢、改善劣勢，集團運營管理部組織集團／城市運營部全體、項目總、項目PMO團隊對佛山公司順德朗廷灣、珠海公司江門朗廷雲墅、南京公司徐州賈汪、南京公司雨花臺G71嘉薈星島等項目過程中的得與失、優與劣做細緻剖析，並對上述運營復盤案例開展線上學習。



Engineering & Operation Evening Class

「工程&運營夜課堂」

Yuzhou Group Operation Engineering Professional Training Program

禹洲集團運營工程條線專業培訓項目



Yuzhou Group's Operation Management Department conducted regular professional training on operation engineering to improve project management and promote connectivity among procurement, engineering, and acceptance plans. The aim is to enhance the feasibility and rationality of project plans and facilitate experience sharing between the Group, cities, and projects.

為強化精細化運營工程管理，提高各項目計劃鋪排的合理性和可落地性，促進招採、工程、驗收等各項計劃銜接有序、穿透可行，加強集團與城市，城市與城市，項目與項目之間的經驗交流與學習，集團運營管理部定期組織運營工程條線專業培訓。

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

Yuxiang Club
「禹享會」

The Professional Design Training Programs of Yuzhou Group
禹洲集團設計條線專業培訓項目

A learning training program for Yuzhou Group, professional system and excellent professional topics designed by Yuxiang Club, as well as the results of city companies' learning through benchmarking against external competitive projects, etc. were presented in the form of lecture. The main speakers included company's employees, external partners, suppliers, and other professionals.

禹享會為禹洲集團設計條線學習培訓項目，將設計條線專業制度、優秀專業課題、城市公司對外部競品項目對標學習成果等以大講堂的形式進行宣講培訓，主講人為公司員工和外部合作方、供應商、其他專業人士。



Yuzhou Marketing Training Club
「禹洲營銷研習社」

The Professional Design Training Programs of Yuzhou Group
禹洲集團設計條線專業培訓項目

With the purpose of performance-oriented, empowerment and efficiency improvement, the professional abilities and general qualities of the Sales and Marketing team were improved with a professional and systematic course system centering on three major themes, including Blue Ocean Action (professional training), Lighthouse Plan (system training) and Flag Leader Program (management training).

以業績導向、賦能提效為宗旨，通過藍海行動（專業培訓）、燈塔計劃（制度培訓）、領旗計劃（管理培訓）3大專題，以專業化和系統化課程體系提升營銷團隊專業能力及綜合素質。



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

In 2022, the Group's training focused on topics such as talent echelon construction, professional improvement, management trainee training, and employer brand building. A total of 56 management trainees achieved job promotion, accounting for 47.1%. All training was carried out in an orderly manner according to schedule. The next stage of the Group's training should strengthen the tracking of training assessment, and test the staff's understanding of training contents through written examinations and on-site operations, and effectively communicate with various functional departments and trainees. There should also be a focus in each training. Crucial training programs and personnel will be determined according to training needs and training course contents to improve the effectiveness of training.

Career Development

The Group has formulated the "Yuzhou Group Talent Training and Development Guidelines (《禹洲集團人才培養與發展作業指引》)" to fully motivate employees and standardize the employee training and development management system. Based on the Group's relevant talent development policies and management requirements, we categorized each position under the management list or the professional list. We encourage employees to develop vertically within the list they belonged with as well as supporting employees to develop horizontally across lists, cities and professions in their power.

Yuzhou Group encourages vertical development, which means moving upwards on the internal ladder. The Company supports employees in improving their abilities and considers their intentions for career development, personal abilities, and demand for talents to help plan their development direction.

In addition to promotion in the same list according to position level requirements, the Company also offers platforms and opportunities for horizontal development, allowing for cross-list, cross-city, and cross-profession promotions through internal mobility and competition. This provides opportunities for employees to expand their skillsets and advance their careers.

2022年集團培訓圍繞人才梯隊搭建、專業力提升、管培生培養、僱主品牌建設等主題開展，共有56名管培生實現崗位晉升，佔比47.1%，各項培訓工作均按節點有序開展。集團的下階段培訓工作要加強對培訓考核的跟蹤，通過筆試、現場操作來考察員工對培訓內容的掌握情況，同時要與各職能部門及培訓學員進行有效溝通，盡可能做到培訓有重點，根據培訓需求及培訓課程內容來確定重點培訓項目部和人員，提高培訓的有效性。

職業發展

集團已制定《禹洲集團人才培養與發展作業指引》，充分調動全集團員工的積極性，規範員工培養及發展管理體系。我們結合集團有關人才發展政策及管理要求，將各職位劃分為管理序列和專業序列，鼓勵員工在職位序列內縱向發展，也支援員工在能力範圍內跨序列、跨城市、跨專業進行橫向發展。

縱向發展主要指內部職級的晉升路徑。公司鼓勵員工努力工作並提升自己的能力水準，在上級職位出現空缺或員工個人能力獲得較大提升時，公司考慮員工的發展意願，結合員工本人能力特點和公司對人才的需求狀況，幫助員工規劃個人發展方向。

橫向發展指員工除在本職位序列內按照職位職級的要求晉升外，對不同序列、不同城市、不同專業之間，考慮到員工的不同發展意願，公司也提供跨序列、跨城市、跨專業拓展的平台和機會，主要以內部調配和競聘的方式體現。

FOSTERING STAFF TO GROW (Continued)

促進員工成長(續)

The Human Resources Department also established a good internal talent supply chain through the selection and evaluation of talents. In March every year, the Human Resources Department of the Group Headquarters formulates a plan and organizes employee capability assessments. Subsidiaries in different cities and employers conducted their employees' assessment at the specified time and finished the vertical and horizontal development assessment of employees after considering their intentions of career development. In the end, the Group Headquarters and the human resources departments of each city were in charge of the appointment, making adjustments if necessary as well as tracking the process.

EMPLOYEES' INCENTIVES

Yuzhou Group regularly reviews the employee performance management system to enhance employee motivation, ensure fair pay for labor, improve the effectiveness of individual or team work, and promote personnel and group development and growth. As a result, the Group has revised the "Employee Performance Management Regulations (《員工績效管理規程》)" this year. The new regulations include an assessment mechanism that combines special assessment indicators with performance indicators, adjusted performance scores and levels, updated quarterly assessment indicators, and monthly dynamic tracking. The new regulations also clarify the principles of strong correlation between the senior executives and the overall organizational performance of the Company. Besides that, we have formulated the "Business Co-creation Incentive Management Regulations (《事業共創激勵管理規程》)" to further regulate the steady shared growth of the Group's businesses, and encourage employees' enthusiasm and increase the shared business goals by sharing the Company's operating returns and participating in the operation of projects together.

同時，人才資源部還通過對人才的選拔評估，建立良好的內部人才供應鏈。每年度3月，集團總部人力資源部制定方案，組織發起員工能力評估，各城市及用人單位在規定時間實施評估，並結合員工發展意願，完成員工縱向及橫向發展評定，並由集團總部及各城市人力資源部實施任用調整及跟蹤管理。

員工激勵

為提升員工積極性，保障全體員工勞有所得，同時更好地提升個人或團隊的工作動效，促進人員或團體的發展與成長，我們定期審查員工績效管理體系，於年內修訂《員工績效管理規程》。新規程發佈了專項考核指標與業績指標相結合的考核機制，調整了績效分數與等級，並更新季度考核指標，規定了進行月度動態的跟蹤。新規程亦明確集團高管與公司整體組織績效的強關聯原則。我們還訂立《事業共創激勵管理規程》，進一步規範集團事業共同穩健成長，通過分享公司經營回報、共同參與項目運營，激勵員工積極性，做大共同業績目標。

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

Yuzhou Group implemented the Option Incentive Scheme in 2022 to grant equity incentives to middle and senior management and long-term service contributors. This is aimed at improving the medium and long-term incentive management mechanism, attracting and retaining outstanding talents, stabilizing the middle and senior management team, core employees, and ensuring the long-term stable development of the Company. As of 31 December, 2022, there are still 204 holders of the Option Incentive Program with 139,562,300 shares of equity incentives. The Group is committed to achieving the business development goals of shareholders, the Group and employees. In addition, during the year, the Group implemented a timely special incentive – the monthly special incentive for signing contracts and payment collection, aiming to further strengthen the publicity and implementation of the monthly special incentive policy for signing contracts and payment collection to increase the teams' enthusiasm and achieve effective incentive effects.

Employee Communications

The Group actively builds employee communication channels to ensure smooth communication for employees. At present, we communicate with employees through channels such as the president's mailbox, management trainee meetings, spit meetings, and employee meetings, to listen to their voices. Yuzhou Group always pays close attention to the feedback and expectations from employees. Also, it is committed to safeguarding the rights and interests of employees, and strives to create a harmonious, friendly and pleasant working environment.

為健全中長期激勵管理機制，吸引和留住優秀人才，穩定中高層管理團隊和核心員工，保證公司的長期穩定發展，集團於2022年度持續實施期權激勵計劃，授予中高層管理人員及長期服務貢獻員工股權激勵。截止至2022年12月31日，享有期權激勵計劃的仍保有204人，139,562,300股的股權激勵，致力於實現股東、集團和員工的事業共同體發展目標。此外，年內集團主要推行了及時專項激勵—簽約及回款月度專項激勵，旨在進一步強化簽約及回款月度專項激勵政策的宣傳及落地，激發團隊積極性，達成有效的激勵效果。

員工溝通

集團積極構建員工溝通渠道，保證員工溝通渠道暢通。目前，我們通過總裁郵箱、管培生會議、吐槽大會、員工大會等渠道與員工進行溝通，傾聽員工心聲。禹洲集團悉心聽取員工反饋與期許，致力維護員工權益，努力營造一個融洽友善愉快的工作氛圍。



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

In order to maintain and improve the physical and mental health of employees and create a communication platform with employees, the Group and various companies in different cities held quarterly general meetings in 2022, aiming to get rid of employees' worries about the current market and industry downturn through emotional communication, emotional counseling and other activities to enhance employees' confidence in the industry, personal willpower and resilience to pressure and improve employees' sense of contribution, collective consciousness and team spirit.

為維護與提高員工身心健康，打造與員工的溝通平台，集團及各城市公司2022年以季度為單位開展全員大會，旨在通過情感交流、情緒疏導等活動化解員工對現階段市場及行業下行的擔憂，增強員工對行業的信心及個人意志力、抗壓力，提高員工的貢獻意識、集體意識和團隊精神。



In 2022, the Group conducted a survey on staff commitment in 16 aspects with an overall employee participation rate of 85%. The survey lasted 7 days and involved 2 executive interviews and 10 employee phone interviews. In general, the Group's total commitment score in 2022 was 70, with each satisfaction score rising significantly year-on-year, and the scores regarding a majority of aspects higher than peer companies. In order to sort out the management problems of the organization, examine the formation of teams of talents, look for excellent talents and improve the levels of talent management, the Group interviewed employees from the departments of management of cost, tendering and procurement, where the Group's internal talent management is relatively poor. Based on the results of the interviews, the Group will:

2022年，本集團開展了員工敬業度調查，從16個維度開展，員工總體參與率達到85%。調查活動持續7天，涉及2場高管訪談和10場員工電話訪談。整體來看，集團2022年敬業度總分為70，各滿意度分數同比上升明顯，大多數維度高於同業。針對集團內部人才管理較弱的成本招採條線員工進行了訪談，旨在梳理條線組織管理問題，盤點條線人才隊伍建設情況，挖掘條線優質人才，提升人才管理厚度。基於訪談結果，集團將：

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

- Reasonably cultivate and select outstanding talents of the Group and cities while supervising, managing, appraising and awarding the personnel from different cities accordingly;
- The results of the 360° questionnaire survey and personnel interviews on personnel competency evaluation were taken into account when the Group identified talents to be transferred and trained, and carried out relevant talent training with the Department of Human Resources;
- The business units worked together to analyze the reasons why employees resigned so as to come up with retention measures and plans for outstanding talents.
- 合理培養和選用集團與城市優秀類人才，對城市本線人員做到「監、管、考、獎」一體；
- 結合360°問卷調研及人員訪談輸出的人員勝任力評價情況，確立需調任及培養的人才，並與人力資源部共同開展相關人才培養工作；
- 業務部門共同對於離職人員的原因進行剖析，從中提取有關優秀人才的保留措施及計劃。

Special Survey on Motivation and Satisfaction

Yuzhou Group issued a monthly special incentive policy for signing contracts and payment collection. In order to further strengthen the publicity and implementation of the policy, ensure that all the front-line employees of each project were benefited and stimulate the enthusiasm of employees, the Human Resources Department of Yuzhou Group organized this special incentive satisfaction survey. The survey involved companies in 19 cities and 130 employees. The survey results showed that 81% of the respondents were aware of the special incentive policy and believed that it had a certain incentive impact on teams. At the same time, the employees participating in the survey expressed their opinions and gave suggestions on issues and problems related to their actual work. including shortening the settlement time and optimizing the relevant procedures.

專項激勵滿意度調研

禹洲集團推出簽約及回款月度專項激勵政策，為進一步強化該政策的宣傳及落地，切實覆蓋各項目一線員工，激發員工工作積極性，禹洲集團人力資源部組織開展此次專項激勵滿意度調研。本次調研共涉及19家城市公司，130名員工。調研結果顯示81%的員工了解該專項激勵政策，並認為該政策對團隊有一定激勵作用。同時，員工就實際業務工作開展工作過程中的有關事宜及問題，提出了相關意見和建議，包括縮短結備時間、優化流程節點等。

PURSUING EXCELLENT OPERATIONS

追求卓越運營

QUALITY MANAGEMENT

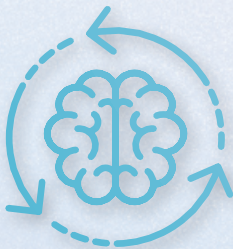
In 2022, the Group continued to implement various special projects, including the “Wisdom Ingenuity” Plan, “Deliver Product Officer” Plan and five full-cycle updating measures. By optimizing processes and refining details, the Group aimed to improve the quality of its products and services. As compared to 2021, we further enhance the overall product competitiveness from the following aspects:

The Group attached great importance to the project quality, strictly complied with relevant laws and regulations, and continually updated and improved a series of internal systems and documents including the Construction Assessment Plan of 2022 and Management Procedures for Cooperation Projects, to regulate the safety production and control the safety risks as well as ensure the quality of the projects under construction.

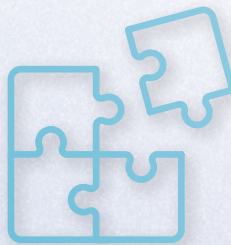
質量管理

2022年，本集團延續執行「匠心智造」計劃、「產品交付官」計劃、5項全週期升級舉措等多項專項行動，以提升產品與服務品質為目標，優化流程、打磨細節。較2021年，我們進一步於以下方面提升綜合產品競爭力：

本集團高度重視項目工程質量，嚴格遵循相關法律法規，並持續更新及完善包括《2022年集團工程考核方案》、《合作項目管理規程》在內的一系列內部制度及文件，以管理安全生產安全風險，保障在建項目工程管理的質量。



PRODUCT R&D
產品研發



INTEGRATION
整合



CONSTRUCTION
建築



QUALITY
質量

PURSuing EXCELLENT OPERATIONS (Continued) 追求卓越運營 (續)

Our major measures for quality management for the Year are as follows:
本年度質量管理主要舉措如下：

Organizing the weekly special meetings to promote such work: we promoted the inspection of projects, inspection progress and rectification, to ensure a completion rate of rectification of 100% regarding the pain points of our customers such as leakage, empty drum, cracking, breakages of doors, windows and components, etc.

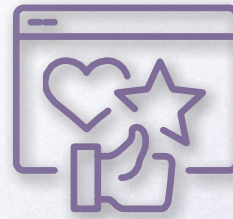
每週組織專題推進會：推動各項目啟動查驗、查驗進度及整改，針對滲漏、空鼓、開裂、門窗及部品破損等客戶敏感點問題整改完成率須達到100%



DELIVERY
交付



SERVICE
服務



REPUTATION
口碑

OVERALL PRODUCT
COMPETITIVENESS
綜合產品
競爭力

Conducting the monthly special inspection: focusing on the pain points and common quality problems, we carried out a thorough inspection on works such as furnishing plans and proposal review, sample acceptance of technology and process and comprehensive inspection and acceptance by multiple parties upon completion of the third floor. The Group conducted spot checks on project handovers and leakage tests and special inspections on front-line works. The projects would not be allowed to move on to the next process until accepted

每月開展專項驗收：圍繞客戶敏感點及質量通病，確保全面檢查精裝策劃及方案審核、工藝工法樣板驗收、三層會驗，集團抽查項目介面移交、滲漏測試，下沉一線專項檢查，驗收合格後才能進入下一道工序

PURSUIING EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

Monthly summary review: we assessed the implementation of the quality management on ensuring delivery as well as the performance of the team members every month, and formulated enhancement measures accordingly

每月總結復盤：評估當月保交付品質管理動作落實情況及評價團隊成員工作質量，製定提升措施

Monthly risk management over customers: we promoted the risk identification for each project every month, made a list of issues, formulated a schedule to resolve the issues and provided help for tricky issues

每月客戶風險管理：每月督促各項目開展風險排查，形成問題清單，製定銷項計劃，針對卡點問題推進幫扶

Monthly node management for delivery: we organized the delivery initiation meeting and carried out a joint pre-delivery acceptance for each month with an implementation rate of 100%

每月交付停止點管理：每月組織交付啟動會、交付前聯合驗收，執行率100%

Quarterly joint inspection of departments: conducted by multiple departments to solve issues in terms of blueprints, phased optimization, samples of furnishing materials, risks associated with the quality and progress, process control and the maintenance of completed buildings. The corresponding rectification measures were formulated on site and rectification of relevant issues was under supervision. The Group carried out quality management, evaluation and improvement by above measures

每季度開展部門聯合巡檢：解決圖紙、節點優化、精裝材料樣板、質量進度風險及過程管控、成品保護，現場製定整改措施，督辦問題整改完成等以上舉措進行質量管理進行衡量和提升

PURSuing EXCELLENT OPERATIONS (Continued)
追求卓越運營 (續)

The Group continued to optimize the quality of our products and service, uphold our high quality standards, providing reliable and creditable properties. As at the end of 2022, the Group's achievements in products and service are as follows:

集團持續優化產品及服務質量，堅持高品質路線，為客戶提供可靠、可信的建築。截至2022年底，本集團於產品及服務方面所獲成果如下：



Awarded the "High-quality Enterprise of Product Quality Innovation" issued by Economic Observers* (經濟觀察報)
榮獲由經濟觀察報頒發的「產品力創新優質企業」榮譽稱號



Awarded the "2022 Model Enterprise in Property Delivery Satisfaction" issued by Leju Finance
榮獲由樂居財經頒發的「2022年樓盤交付滿意度典範企業」榮譽稱號

名次	房企簡稱	名次	房企簡稱
1	綠城中國	51	康橋地產
2	龙湖集團	52	合景泰富
3	万科地產	53	當代置業
4	中國金茂	54	富力地產
5	保利發展	55	祥生集團
6	中海地產	56	首創城發
7	金地集團	57	宋盛發展
8	招商蛇口	58	金隅商
9	融創中國	59	中國恒大
10	華潤置業	60	華宇集團
11	濱江集團	61	中建五學
12	仁信置業	62	永威置業
13	旭輝集團	63	保利置業
14	建發房產	64	大家房產
15	華發股份	65	花樣年
16	星河灣	66	力高集團
17	東原地產	67	泰禾集團
18	越秀地產	68	佳兆業
19	世茂集團	69	禹洲集團
20	美的置業	70	萬洲城

Ranked 69 in "Top 100 Chinese Real Estate Companies by Product Quality in 2022" issued by CRIC Research Institute of E-HOUSE
榮獲由克爾瑞地產研究頒發的《中國房地產企業產品力TOP100》第69名

PURSUIING EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

RESPONSIBLE MARKETING

Yuzhou Group ensured that all marketing activities, including content and methods, comply with relevant national and local laws and regulations. Besides, through formulating the Standards for Responsible Marketing, the Group regulated its marketing activities and avoided any exaggerate, deceptive and false content. It would replace and delete any content in time in case of any dispute. We have proposed the following requirements to the marketing departments in cities:

- Uncertain information about any project shall not be publicized in advertisements or promotions
- All marketing advertisements are subject to the review by the Legal Department and Customer Relations Department of branch companies in relevant cities
- The sales centers shall complete the publicity according to the public standards issued by the local government authorities
- Staff members are prohibited from making commitments to customers regarding registered permanent residence, employment, education, and other matters. Uncertain information should not be released to customers in any form
- All marketing advertisements are subject to the review by the Legal Department and Customer Relations Department of branch companies in relevant cities

負責任營銷

本集團所開展的任何形式的營銷活動，包括營銷內容與營銷方式，皆遵循國家及地方的相關法規，並透過已制定《負責任營銷準則》，規範所有營銷行為，避免出現誇大、欺騙及虛假內容。若有爭議，將及時更換並刪除推廣信息。我們向各城市營銷部提出以下要求：

- 出街廣告與說辭不得宣傳不確定的項目信息
- 所有營銷廣告都需經城市公司法務、客戶關係部門審核
- 售樓處需按照當地政府部門公示規範完成公示工作
- 全體人員不得向客戶承諾能夠為其辦理戶口、就業、升學等事項，不得以任何形式向客戶釋放不確定信息
- 所有營銷廣告都需經城市公司法務、客戶關係部門審核

PURSuing EXCELLENT OPERATIONS (Continued) 追求卓越運營 (續)

CUSTOMER COMMUNICATION

Yuzhou Group places customer satisfaction as a key focus and actively identify customers' demands before, during and after sales, and upgrade its own service capability during the whole process of customer service through several measures.

In order to improve convenience and timeliness of customer communication, the Group issues a project letter on a monthly basis to understand the feedback and needs from landlords and arrange special personnel to deal with the relevant issues, so as to achieve a 100% positive response and provide quality service promptly and effectively. The Group had launched online functions such as "online report for repair, complaint and suggestions, activity enrollment and Yu House-Manager Model" on our one-stop customer service platform "Yuzhou Club" to further guarantee the smooth customer feedback channel. In addition, we set up 400 customer service supervision hotline covering sectors of real estate, commercial and hotel to promote the information-based inquiry and complaint management. The Group also allows the customers to express their opinions and complaints through channels such as email, on-site feedback, facsimile, redirected opinions from relevant government authorities or media reports. The Customer Relations Department, Marketing Department and Property Management Department are responsible for handling the complaints, and the Customer Relations Department will follow up the progress of all complaint treatments. Upon properly handling the complaints, 400 Hotline Center will conduct satisfaction return visits. In order to guarantee the customer's complaints to be handled and solved promptly and effectively, the Group will timely set up an emergency response unit and actively assist relevant departments to solve the group complaint incident if occurred.

As at the end of 2022, 400 Hotline Center works well, and the telephone operators get unanimous praise from customers by virtue of their professional and considerate service. 400 Hotline Center totally served 24,593 customers in 2022 with a total of 30,996 calls and 50,721 minutes of call duration. During the Year, there was no material complaint.

客戶溝通

客戶滿意度是本集團的關注重點，我們持續關心客戶的體驗與評價，於售前、售中、售後的不同階段，主動識別客戶需求，透過多項舉措，提升自身服務能力，貫穿客戶服務全過程。

為增加客戶溝通的便捷性與及時性，本集團發佈月度項目家書，以了解業主的建議及報事需求，並分配專業處理人員，達到100%積極響應，提供快速高效的優質服務。本集團的一站式客戶服務平台—禹洲會設有「在線報修、投訴建議、活動報名、禹管家」等線上功能，進一步保障客戶反饋渠道暢通。此外，我們設立400客戶服務監督熱線，覆蓋地產、商業、酒店等業務範疇，促進諮詢及投訴管理資訊化。本集團亦支持客戶透過電子郵箱、項目現場反饋、傳真、政府相關部門委託轉告或媒體轉達報道等渠道發表意見及投訴。本集團客戶關係部、營銷部、物業為投訴受理部門，客戶關係部跟進所有投訴處理的進展。投訴處理完畢後，400呼叫中心將進行滿意度回訪。為保證客戶投訴能夠及時、有效地得到處理及解決，當發生群訴事件，本集團將立即成立應急小組，積極配合相關部門協助解決。

截至2022年底，400呼叫中心整體運營情況良好，話務座席以其專業及貼心的服務的得到客戶的一致好評。共累計服務客戶24,593人次，話務量共計30,996次，通話時長共計50,721分鐘。於本年度，共接獲重大投訴0宗。

PURSuing EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

Yuzhou Group highly values customer experience and constantly improves its remedial capacity based on the follow-up situation of all complaints by the Customer Relations Department. At the early stage of remediation, we will provide the introduction training to the new staff of Customer Relations Department to emphasize the importance of maintaining the customer relationship and integrate the concept of service remediation into our culture. In implementing remediation, employees are encouraged to actively solve the problems, proactively apologize to customers and respond quickly with the assistance of other departments, and reach an agreement with customers to solve their complaints more promptly. In subsequent stages, special staff members are delegated to follow up, complete client visits, explanations, and maintenance properly to ensure timely handling of customer complaints.

The Group attaches great importance to customer relationship maintenance. Our branch companies in cities carry out various activities in traditional festivals to strengthen the connection between the Group and customers. In particular, our branch in Fujian held a Quanzhou City Plaza Project for the Mid-autumn Festival, and organized and invited the previous and new landlords to participate in the Mid-autumn Festival and Mooncakes Activity at the sales offices and atriums' project. The branch prepared the mooncakes as gifts on the site, aiming to create a harmonious environment and enhance the customer satisfaction. Overall, Yuzhou Group strives to maintain positive relationships with customers through active communication and thoughtful activities.

本集團非常關注客戶體驗，在客戶關係部跟進所有投訴中不斷提升服務補救能力。在補救前階段，我們會對客戶關係部的新員工進行客戶關係管理入門培訓，強調維護客戶關係的重要性，使服務補救理念融入到企業文化中。在即刻補救階段，我們鼓勵員工積極解決問題，主動向客戶致歉及聯絡其他部門快速回應，及時解決顧客的抱怨與投訴，與顧客達成一致。在後續階段，客戶關係部及時安排專人進行跟進，並做好客戶回訪、解釋及維護工作，確保客戶投訴得到完善的處理。

本集團十分重視客戶維繫工作。於大型傳統節日，各城市公司開展形式豐富的活動，以增強本集團與客戶的聯繫。如福建城市公司泉州城市廣場項目，中秋期間，於售樓部、項目中庭舉辦「中秋博餅」活動，邀請各項目新老業主參加。現場準備了月餅等禮品，營造宜家氛圍，提升新老客戶滿意度。



PURSuing EXCELLENT OPERATIONS (Continued) 追求卓越運營(續)

PROTECTION OF CUSTOMERS' PRIVACY

Yuzhou Group has established a sound Customer Information Confidentiality System to ensure the privacy and security of customer information. The staff's responsibility of maintaining customer information confidential is clarified through internal administrative documents such as the "Operations Guidelines for Customer Information Management" and the "Information Confidentiality System of Yuzhou Group." The Group keeps the confidentiality of customer information throughout the process of project development, prevents the circulation and leakage of customer information due to improper handling. In the ordinary business course, the Group also strengthens the employees' sense of confidentiality through regulations and trainings to prevent the leakage of customer information in any form. In addition, the Group and the branches in various cities conduct internal and irregular inspection, and set up the corresponding punishment mechanism, trying to avoid employees leaking customer information.

SUSTAINABLE SUPPLY CHAIN

Supplier management plays a vital role in the development of Yuzhou Group, and selecting responsible suppliers is crucial to achieving sustainable development. The Group pays attention to the supplier's performance in performing its environment, safety and social responsibilities. When selecting the suppliers, we will take this into consideration, and ensure that suppliers assume responsibility for the environment, production safety and society while providing products and services.

The Group constantly improves and optimizes the supplier management system by establishing unified standards for procurement procedures such as selection, admission and evaluation of suppliers, in order to provide safe, healthy and quality products to our customers. The Group's suppliers mainly include suppliers of engineering construction and materials and equipment. In 2022, the Group had a total of 1,336 suppliers, all from Mainland China.

保障客戶私隱

本集團已建立健全的客戶資訊保密制度，透過《客戶資訊管理作業指引》、《禹洲集團資訊保密制度》等內部管理文件，明確員工對客戶資料的保密責任。本集團於項目開發全週期貫徹對客戶資料的保密處理工作，防止因處理工作不到位，而導致的客戶資料流轉洩露。日常工作中，本集團亦透過對員工的規範與培訓，增強員工的保密意識，嚴防客戶資訊經由任何渠道洩露。此外，集團及各城市公司內部不定期開展檢查，配合相應的處罰機制，盡量避免出現員工外泄客戶資訊的現象。

可持續供應鏈

供應商管理對企業發展至關重要，挑選負責任的供應商是實現禹洲集團可持續發展的重要環節。集團關注供應商在環境、安全及社會責任方面的表現，在篩選供應商時我們將此納入考量範疇，確保供應商在提供產品及服務之外，承擔起相應的環境保護、安全生產及社會責任。

集團不斷完善和健全供應商管理體系，從供應商遴選、准入、評審等採購程式建立統一規範，確保為客戶提供安全、健康和高質量的產品。集團的供應商主要包括工程施工類、材料設備供應商等。2022年，集團共有1,336家供應商，均來自中國內地。

PURSUIING EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

Supplier Management

Yuzhou Group prioritizes “Transparency and Fairness” in tendering and procurement. We adhere to strict internal regulations such as the “Regulations on Management of Tendering and Procurement” and the “Regulations on Management of Engineering and Materials Suppliers” to govern supplier selection, review, management, and assessment. We take advantage of the whole process control of suppliers before, during and after the process, to select qualified suppliers and ensure that the project quality, progress and safety and civilization meet the requirements of the Group.

In order to further improve and guarantee the quality of supplier inspection, we reviewed and adjusted the Supplier Management System, and issued the “Guidance for Inspection and Management of Suppliers” during the Year, which optimizes the inspection and review system on suppliers, clearly requires to improve the level of inspectors, clarifies that the inspections on general contractors requires the engagement of general manager or equivalents, and the inspections on key suppliers requires the engagement of the head of departments or equivalents. Besides, the guidance stipulates that the inspections shall be conducted in combination with the third-party big data platforms, peer research and background check, aiming to obtain an in-depth understanding of suppliers and improve the precision of pre-screening to identify qualified high-quality suppliers.

The Group has formulated detailed procurement plans and managed the tendering plans for all types of projects based on the actual situations. We update and review the project progress weekly to minimize procurement risks and ensure the stability, smooth and integration of the supply chain. At the same time, we have established an early-warning system, enabling the Group to promptly identify and solve supply chain issues. For materials and equipment with a large procurement volume, the Group implements a dual procurement policy by identifying two suppliers to ensure supply chain stability.

供應商管理

「透明公正」是禹洲集團一直秉持的招標採購原則。我們訂立了《招標採購管理規定》《工程與材料供應商管理規程》等內部文件規範供應商的挑選、考察、管理和評估等管理工作，通過對供應商進行事先、事中、事後全過程式控制，以達到優選合格供應商並確保工程質量、進度、安全文明等方面滿足集團的要求。

為進一步提升和保證供應商考察的質量，我們回顧及調整了供應商管理制度，並於本年度發佈《供應商考察管理指引》。該指引完善了供應商考察評估體系，指引明確要求提升考察人員級別，總包考察需總經理級別人員參與，關鍵類供應商需部門負責人級別人員參與考察，同時結合第三者大數據平台、同行調研、背景調查等方式，對供應商進行深入了解，提升前置篩選精細度，以甄別符合要求的優質供應商。

集團制定了詳盡的採購計劃，並根據項目實際情況對所有分類工程進行招標計劃管理，按周更新及檢查進度，以此降低採購風險，保障供應鏈穩定、順暢和貫通。同時，我們建立了預警機制，針對可能發生的供應鏈風險，集團將及時介入和解決。針對採購量較大的材料和設備，集團設有雙重採購政策，同時確定2家供應商以確保供應鏈的穩定。

PURSuing EXCELLENT OPERATIONS (Continued)
追求卓越運營 (續)



When selecting the suppliers, we identify their risks in social, environmental and other aspects through the third-party big data platforms. Under the same circumstances, we prefer selecting suppliers with ISO 14001, ISO 9001 and ISO 45001 certifications. We set screening conditions for new suppliers in the identity of main contractors, taking the safety system certification and production safety license, such as the certification of the quality, environment and OHS systems, as the necessary conditions for the selection of new suppliers.

Evaluation and Review

According to the Supplier Management Flow, we conduct evaluations on suppliers for three times each year including the process evaluation, post evaluation and the annual comprehensive performance evaluation. Such evaluations consist of the routine checks covering the supplier's qualification, production safety license, project contracts and business license, as well as the key checks covering the projects quality and management. We classify suppliers into "strategic", "excellent", "qualified", "unqualified" and "blacklisted" levels based on the evaluation results. Strategic and excellent suppliers are entitled to corresponding incentives, such as pre-emptive direct bid negotiation rights, reduction or exemption of tender security, performance security and priority order rights for certain projects. The "qualified" suppliers are allowed to participate

在篩選供應商時，我們通過第三者大數據平台工具，甄別供應商在社會、環境以及其他方面的風險。在同等情況下，我們優先選擇通過ISO 14001、ISO 9001、及ISO 45001認證的供應商。我們對新供應商的總承包商設置篩選條件，入選的新供應商必須具有質量、環境、職業健康安全等體系認證證書及安全生產許可証。

評估與審核

根據供應商管理流程，我們每年對供應商進行三次評估，包括過程評估、後評估和年度綜合履約評估。評估範圍涵蓋供應商資質、安全生產許可、承接項目合同、營業執照等常規審核以及項目質量、管理等重點審核。我們根據評估結果將供應商分為「戰略」、「優秀」、「合格」、「不合格」及「黑名單」供應商，戰略供應商及優秀供應商可獲得相應獎勵措施，如部分項目可享受優先直接議標權、減免投標保證金及履約保證金、優先大單權等。「合格」供應商可繼續參與其能力範圍內的招標採購項目，「不合格」供應商則被暫停合作2年，後續如需繼續合作，必須補充考察。針對「黑名單」供應商列入黑名單供應商名錄，3年

PURSuing EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

in the tendering for procurement projects under its capability, while the cooperation with “unqualified” suppliers will be suspended for two years, and the subsequent cooperation, if necessary, shall be determined upon supplementary investigation. The “blacklisted” suppliers will be blacklisted and shall not have any cooperation with the Group in any projects by any means within three years. In addition, the Operations Engineering Department in cities regularly conduct the inspection on the contract performance and special safety issues of suppliers on a monthly basis and prepare inspection reports accordingly, with all suppliers being covered in the scope of quality and safety inspection.

In 2022, Yuzhou Group introduced 454 engineering construction suppliers, with excellent suppliers and qualified or above suppliers accounting for 5.23% and 86.15%, respectively, out of a total of 325 contracts evaluated in the first three quarters based on the annual comprehensive performance evaluation results. We maintain a relatively stable cooperation with suppliers and will continue to carry out the selection, cultivation, retention and engagement of suppliers in an orderly manner.

內不得與集團所有項目進行任何形式的合作。此外，城市運營工程部每月定期開展針對供應商合同履約及安全專項的工程檢查，並形成檢查報告，其中參與質量安全審核的供應商為100%全覆蓋。

2022年，禹洲集團共計引入454家工程類供應商，根據年度綜合履約評估結果，前三季度「優秀」供應商佔比5.23%，「合格」及以上供應商佔比86.15%，共計評價合同325份。我們與供應商合作情況相對穩定，供應商的選、育、留、用工作將持續有序進行。



PURSuing EXCELLENT OPERATIONS (Continued) 追求卓越運營 (續)

Supplier Communication

In order to improve supplier management and maintain close cooperation with suppliers, Yuzhou Group established a long-term communication mechanism. Based on the evaluation results of contract performance, the branches in cities arrange regular communication with the key suppliers semi-annually and the bidding and procurement department of the Group annually. Meanwhile, we solve the problems occurred during the cooperation and maintain the cooperative relationship through a series of activities including the suppliers conferences, suppliers symposiums and interviews with the senior management of suppliers.

Yuzhou Group annually organizes supplier satisfaction survey through online survey, telephone, email and face-to-face interview on the bidding and procurement platform, and thereafter, analyze the results of the satisfaction survey to determine the measures to maintain supplier relationship and conduct relevant trainings. During the Year, we selected 147 suppliers on a sample basis for online satisfaction survey, all of them gained satisfaction scores of 60 or higher, and 135 units gained satisfaction scores of 80 or higher, accounting for 91.84%. The survey result demonstrates a higher overall supplier satisfaction, which indicates the suppliers have a string confidence and willingness to continually cooperate with us in the future.

Centralized Procurement

Through the centralized procurement, Yuzhou Group will be able to integrate the procurement resources scattered among its branches and subsidiaries to obtain a more favorable price by giving full play to the advantages of bulk procurement. This approach avoids repeating purchases, reduces supplier consultation frequency and hours, and effectively reduces procurement costs, improves efficiency while avoiding waste of human, material and financial resources. Yuzhou Group has currently established a set of professional and standardized procurement process as well as an unified, transparent, fair and impartial supervision mechanism of bidding and procurement; besides, it also entered into centralized procurement agreements at group level with many domestic well-known suppliers and accordingly, acquired the quality products and services provided by the suppliers with competitive excellent brand and strong competence. Currently, Yuzhou Group has entered into 34 centralized procurement agreements at group level.

供應商溝通

為完善供應商管理，禹洲集團建立起長效溝通機制來保持與供應商的密切合作關係。根據履約評估結果，城市公司需對關鍵類供應商進行定期溝通，每半年度覆蓋一次，集團成本採招部則需每年覆蓋一次。同時，我們通過舉辦供應商大會、供應商座談會、供應商高層約談會等形式，解決合作中產生的問題，維護雙方合作關係。

禹洲集團每年度亦通過招採平台網絡調查、電話、郵件、面談等方式進行供應商滿意度調查。通過對滿意度調查結果進行分析，幫助我們確定維護供應商關係的措施並進行培訓。本年度，我們抽取147家供應商開展線上滿意度調查，滿意度得分在60分以上的供應商佔比為100%，滿意度得分在80分以上的供應商達到135家，佔比91.84%。調查結果顯示供應商整體滿意度較高，與我們未來持續合作的信心和意願較強。

集中採購

集中採購可以整合禹洲集團下屬各分公司分散的採購資源，發揮規模採購的優勢以獲得更加優惠價格。還可避免同類產品的重複採購，減少供應商的對接頻次和時間，從而增降低採購成本、提高採購效率，避免人力、物力和財力的浪費。禹洲集團目前已建立了一套專業化、標準化的採購作業流程，和統一、公開、公平、公正的招標採購監督機制，並與國內眾多知名供應商簽訂了集團級集中採購協議，獲得了具有競爭力的優秀品牌和較強實力供應商的優質產品和服務。目前已簽訂集團級集中採購34項。

PURSuing EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

Transparent Procurement

The Group shall comply with the tendering and procurement principles of “Transparency and Fairness, Full Competition, Pre-Control, Integrity and Due Diligence, Maintenance of Reputation and Mutual Supervision”. We have formulated the “Transparent Procurement Policy” to safeguard an incorruptible and fair tendering and procurement environment, promote the fair competition, to timely identify and stop the violations and protect the legitimate rights and interests of the Group and suppliers. In addition, we had updated the “Integrity Cooperation Agreement” during the Year to prevent various undisciplined and illegal acts for improper interests, and set up corresponding complaint communication channels for suppliers on the bidding and procurement platform of the Group, suppliers are obliged to report on any forms of conducts of giving or taking bribes of relevant personnel of the Group. Both parties are required to abide by professional ethics and discipline, and those who violate will be handled seriously according to the relevant system of the Group.

CONSTRUCTION OF INTEGRITY

The Group is committed to maintaining and establishing a sound anti-corruption management structure, risk management and internal control system to ensure the integrity and efficient operations of the Group. We endeavor to ensure that our employees abide by professional ethics and adhere to the principles of fair competition and honest operations by properly implementing the policies such as the “Standards of Business Conduct” and “Whistle-blowing Policy”, for details of which, please refer to the Group’s official website. The “Integrity Cooperation Agreement 2022” newly added during the Year guaranteed the integrity and self-discipline of our partners in the supply chain business.

Anti-Corruption Inspection

The auditing and supervision department is responsible for conducting the Group’s internal background checks and anti-corruption audits, and directly reports various audit reports and the findings of complaints to the Board. The department operates with a case team and an audit team, each responsible for different duties that ensure the promotion and implementation of anti-corruption work in the Group. The case team is responsible for the investigation of all the fraud cases and anti-corruption publicity within the system of the company. The audit team is responsible for the business audit supervision within the system of the company. In 2022, the auditing and supervision department reviewed all the business fields and processes of the Group, guaranteeing each company at least go through review once each year, and formed over 60 review reports, which provided guidance for the following anti-corruption work.

陽光採購

集團招標採購工作需遵循透明公正、充分競爭、事前控制、廉潔奉公、維護信譽和相互監督的原則。我們制定了《陽光採購政策》以保障招標採購環境廉潔公正，促進公平競爭，及時發現並制止違法違規行為，維護集團與供應商的合法權益。我們亦於年內更新了《廉潔合作協議》，以防止發生各種謀取不正當利益的違紀、違法行為。集團採招平台上設有相應的供應商投訴溝通渠道，供應商有義務就集團相關人員任何形式的賄賂或受賄行為進行舉報。雙方均需遵守職業道德與職業紀律，違反者將按照集團相關制度嚴肅處理。

廉潔建設

集團致力於維持及完善反貪腐管理架構、風險管理及內部管控體系，以確保集團廉潔、高效營運。通過落實包括《商業行為準則》及《廉政舉報政策》等政策（詳細內容請參閱集團官網），確保員工恪守職業道德操守，堅持公平競爭、誠信經營等原則。年內，集團新增《2022廉潔合作協定》，促進供應鏈各合作方的廉潔自律。

反貪腐審查

集團的審計監察部負責進行本集團內部的盡職調查和反貪腐調查，並將各類審計報告及投訴舉報的調查結果直接匯報董事會。審計監察部由案件組、審計組構成，兩組分工明確、各司其職，確保集團反貪腐工作的推進與落實。案件組負責公司體系範圍內所有舞弊案件的查辦及反腐宣傳工作。審計組則負責公司體系範圍內業務審計監督工作。2022年，審計監察部對集團所有業務領域及流程進行審查，確保每家公司每年至少有一次審查，形成60餘篇審查報告為下一步反腐工作提供指導。

PURSuing EXCELLENT OPERATIONS (Continued)
追求卓越運營 (續)

The auditing and supervision department conducted background checks and anti-corruption audits on all subsidiaries of the Group, with an audit frequency of 2 to 3 subsidiaries per month. The scope of the audit covers various business processes including engineering, costs, marketing, customer service and comprehensive management, and the special cases are examined in terms of six subitems, i.e., daily inspection, regular audit, special audit, economic benefit audit, economic responsibility audit and special investigation, in order to identify integrity risks in a timely manner for risk prevention.

審計監察部對集團所有附屬公司進行盡職調查和反貪腐審查，頻次為每月2至3家附屬公司。審查範圍包括工程、成本、營銷、客戶服務、綜合管理等，通過日常巡查、例行審計、專項審計、經濟效益審計、經濟責任審計、專項調查等六項細分審查項目，及時識別廉潔風險，進行風險預防。

Preliminary stage
事前階段

- Develop and improve an internal control and supervision rating system following the principle of prevention, reduce the possibility of corruption through the construction of the system and the process system
- Provide anti-corruption training to our directors and staff to raise the risk and probity awareness
- 遵循預防原則，建立和完善內部控制和監督評價體系，從體制建設、流程制度方面入手，減少貪污發生的概率
- 負責廉潔培訓，提高我們的董事及員工風險、廉潔意識

Middle stage
事中階段

- Monitor the course of major business and report immediately when issues arise
- 監控重要業務流程的進展，發現問題及時預警

Post-audit and monitoring
事後審計與監察

- Investigate and handle non-compliance through regular audit, special audit, engagement audit and handling of complaints. Evaluate the shortfalls in the system based on case study and raise ideas for improvement on the construction of the Group's management system to enhance the management capability of the Group and form closed loop with mutual promotion
- 通過例行審計、專項審計、任期責任審計、受理舉報投訴等工作，查實及處理違規事件。並且通過案例，反思制度流程體系的問題，提出集團管理體系建設的改進意見，促進集團管理能力提升，形成閉環，互相促進

Three stages of background checks and anti-corruption inspections
盡職調查和反貪腐審查的三個階段

PURSuing EXCELLENT OPERATIONS (Continued)

追求卓越運營(續)

Whistle-Blowing System and Whistle-Blower Protection

The Group establishes several whistle-blowing channels for the public such as special telephone line, mailbox and email, and encourages employees to make real-name or anonymous whistleblowing of the immoral and dishonest behavior. The fraud whistle-blowing and handling procedures are explicitly stipulated in the “Management Measures for Whistle-blowing of Yuzhou Group” and “Integrity Cooperation Agreement”. All the whistle-blowing shall be investigated by the personnel from the auditing and supervision department. Investigators shall take down the results and report to the management of the Group according to the Management Measures.

The Group prioritizes the protection of whistle-blowers, and any relevant materials related to the identity of whistle-blowers and investigation progress shall be strictly kept confidential. All information obtained by Yuzhou Group through the communication shall be kept confidential except for disclosure in accordance with laws and regulations, or Yuzhou Group’s submission of the case to the relevant regulatory authorities or law enforcement authorities for handling. Any violation of the rules regarding the disclosure of whistle-blower information, retaliation against the whistle-blower or investigator, or other misconduct will result in dismissal and termination of employment. Where a criminal offence is involved, it will be transferred to the judicial authority for handling according to law.

Probity Education

The auditing and supervision department is responsible for integrity education and training for our directors and staff including part-time employees and contract workers, and strengthens the training for business modules with higher corruption risks. In 2022, the Group totally held more than 50 probity education and publicity activities, which were attended by a total of 2,000 person-times, and the forms of such activities include but not limited to anti-corruption posters, anti-corruption training courses and examinations of anti-corruption knowledge.

The auditing and supervision department urges the subsidiaries and branches in various cities to organize at least one integrity training covering the entire company every quarter, including but not limited to training lectures, visits to probity education bases and watching anti-corruption films, and convey the “integrity and self-disciplined” cultural direction of the Group through the reflection meeting and case analysis to the management at various levels, to improve the integrity awareness of all employees. We also provide integrity education for every new employee, which covers the code of conduct and the corresponding penalties for fraud or bribery.

舉報制度及舉報人保護

集團開設專線電話、信箱、電子郵箱等多個公開舉報渠道，鼓勵員工針對不道德行為和非誠信行為進行實名或匿名舉報。於《禹洲集團廉潔舉報管理辦法》及《廉潔合作協定》中均明確規定舞弊舉報及處理程序。所有舉報均由審計監察部人員負責展開調查，調查人員按照管理辦法記錄結果，並向集團管理層報告。

集團重視對舉報人保護，凡涉及舉報人身份及調查進展的相關資料將嚴格妥善保存，除按照法律法規進行披露、或禹洲集團將個案交由有關監管機構或執法部門處理的情況外，禹洲集團對接獲得的一切資料均會保密。對違規洩露檢舉資料或對舉報人、調查人採取打擊報復的人員，將予以撤職、解除勞動合同。涉及刑事犯罪的，將同時移交司法機關依法處理。

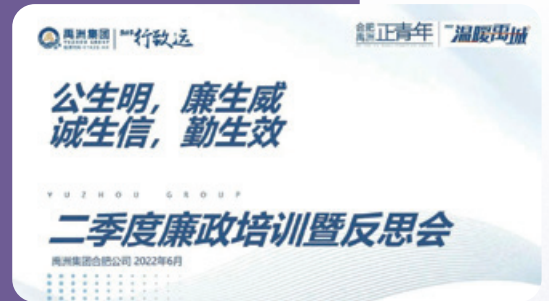
廉潔教育

審計監察部負責廉潔教育培訓，確保培訓範圍覆蓋我們的董事及員工，包括兼職員工及合同工，且針對貪腐風險較大的業務模塊及時加大培訓力度。2022年集團累計開展廉潔教育宣傳活動50餘場，參與人次累計逾2,000人，活動形式包括但不限於廉潔宣傳海報、反腐培訓課程、反腐倡廉知識考試等。

審計監察部敦促各級城市公司及分支機構每季度組織一次覆蓋全公司的廉潔培訓，包括但不限於培訓宣講、廉潔教育警示基地參觀、反腐影片觀看等形式，並通過反思會、案例分析等方式向各級管理層傳達集團「風清氣正，廉潔從業」的文化導向，以提高全體員工的廉潔意識。我們亦重視為新入職員工提供廉潔教育，培訓內容覆蓋行為守則、欺詐或賄賂等行為相應的處罰。

PURSuing EXCELLENT OPERATIONS (Continued)
追求卓越運營 (續)

▼ Probity Training
廉潔培訓



▲ Probity Publicity
廉潔宣傳



PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group attaches great importance to the protection of our intellectual property rights.

We comply strictly with the relevant provisions of the Intellectual Property Law of the People's Republic of China. We formulated and implemented internal systems for intellectual property protection. We register and file our intellectual property rights in accordance with the relevant requirements. As of 31 December 2022, we had a total of 8 existing trademarks.

We also fully respect the intellectual property rights of our partners and strictly regulate the use of their intellectual property rights within the authorized scope. During the Year, we were not involved in any litigations in relation to intellectual property rights.

保護知識產權

集團十分重視對知識產權的保護。

我們嚴格遵守《中華人民共和國知識產權法》的有關規定，制定並實施知識產權保護的內部制度。我們按照相關要求對知識產權進行註冊及備案。截至2022年12月31日，我們共有八個現有商標。

我們也充分尊重合作夥伴的知識產權，並嚴格規範在其授權範圍內使用知識產權。年內，我們並無涉及任何與知識產權有關的訴訟。

CREATING BEAUTIFUL COMMUNITY

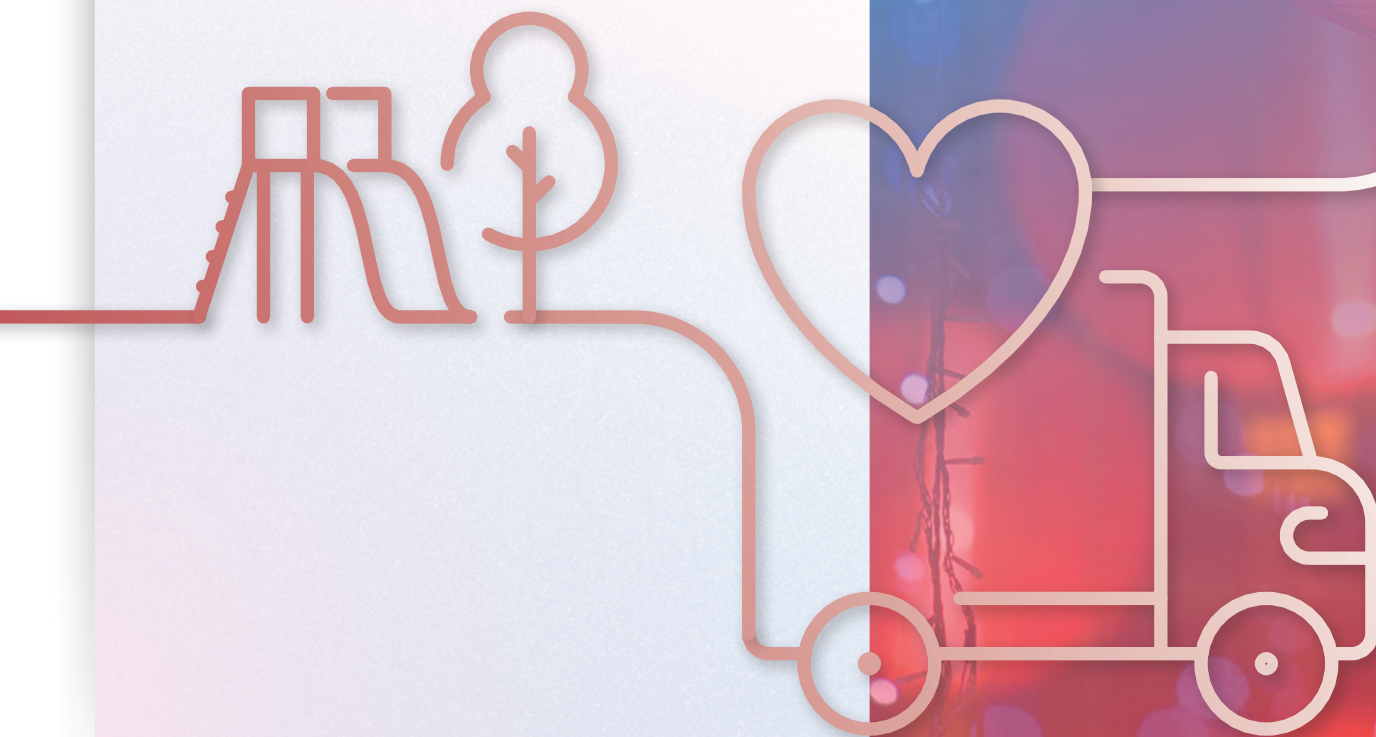
構建美好社區

The Group actively participates in social welfare undertakings such as education, culture, environmental protection and disaster relief, and makes contributions to the harmonious development of the society, adhering to the concept of “From the Community, For the Community”. Our goal is to build ideal homes for customers, establish a platform for growth of employees, create ideal profit for shareholders, and devote sincere love to the society.

During the Year, the Group made charitable donations (including cash and materials) totaling RMB5,605,855. Some public-welfare activities conducted by the Group during the Year are as follows.

集團堅持「取之於社會，獻之於社會」，積極參與公益事業，範圍覆蓋教育、文化、環保、賑災等，為社會和諧發展貢獻力量；為客戶，築造溫馨家園；為員工，打造發展平台；為股東，創造理想收益；為社會，奉獻至誠愛心。

本年度，集團的公益捐助（包括現金和物資）共人民幣5,605,855元。以下為禹洲集團本年度內開展的部分公益活動。



CREATING BEAUTIFUL COMMUNITY (Continued)
構建美好社區 (續)



禹光同行

用熱血点亮生命微光



“Ardent Youth Gather Like Sparks (熱血青年，凝聚微光)” – 2022 Voluntary Blood Donation

「熱血青年，凝聚微光」— 2022 義務獻血志願行動

Adhering to the public welfare value concept of “From the Community, For the Community”, we fulfilled the responsibility as a social citizen through the 2022 Voluntary Blood Donation with the theme of “Ardent Youth Gather Like Sparks (熱血青年，凝聚微光)” jointly organized by Yuzhou Charity Foundation and the Party Committee of Yuzhou Group, in which the staff of various subsidiaries in Shanghai, Suzhou,

Xiamen, Chongqing, Nanjing, Huizhou and Hefei actively participated by voluntary donation, demonstrating the good spirit of diligence, dedication and devotion with actual actions.

秉持「取之於社會，獻之於社會」的公益理念，禹洲公益基金會聯合禹洲集團黨委開展了以「熱血青年，凝聚微光」為主題的2022義務獻血志願行動，踐行社會公民責任。上海、蘇州、廈門、重慶、南京、惠州、合肥等公司員工積極回應，爭當獻血志願者，以實際行動展現了積極奮進、敬業擔當、無私奉獻的良好精神面貌。

CREATING BEAUTIFUL COMMUNITY (Continued) 構建美好社區 (續)

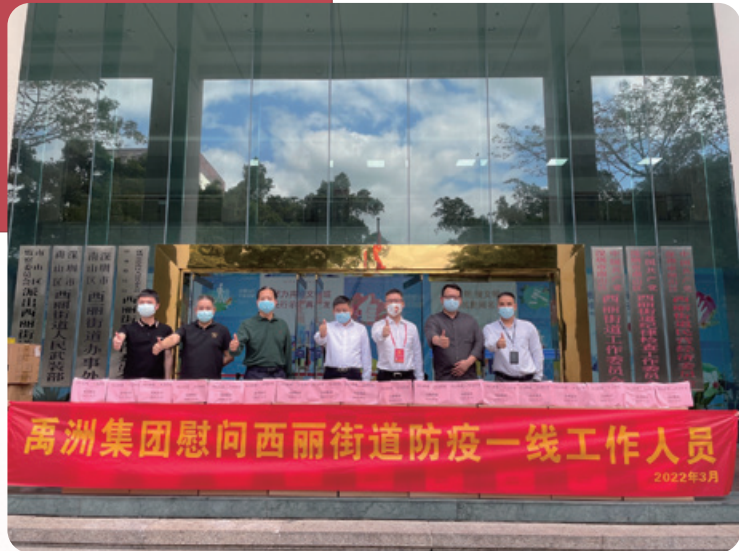
Epidemic Prevention and Control 疫情防 控

- Materials of RMB30,000 was donated to support the epidemic prevention and control of the Xili Subdistrict Office of Nanshan District, Shenzhen (深圳南山西麗街道辦)

捐贈人民幣3萬元物資支持深圳南山西麗街道辦疫情防 控工作

- Materials of RMB10,000 was donated to support the epidemic prevention and control of Shenzhen Nanshan Committee of the Chinese People's Political Consultative Conference

捐贈人民幣1萬元物資支持深圳南山政協疫情防 控工作



Giving Back to Society

反哺社會

- RMB10,000 was donated to support the Anxi County Charity Federation of Quanzhou
捐贈人民幣1萬元支持泉州安溪縣慈善總會
- RMB70,000 was donated to support the wasteland treatment of Xuanhan County, Sichuan
捐贈人民幣7萬元支持四川宣漢縣進行荒地治理
- RMB400,000 was donated to the Hanyin County Charity Federation of Ankang, Shanxi to support rural revitalization work
捐贈人民幣40萬元支持陝西安康市漢陰縣慈善總會進行鄉村振興工作

APPENDICES

附錄

LAWS AND REGULATIONS

法律及法規

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Environment 環境	<ul style="list-style-type: none"> • Environmental Protection Law of the People's Republic of China • 《中華人民共和國環境保護法》 • Atmospheric 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 Environment Pollution Caused by Solid Wastes • 《中華人民共和國固體廢物污染環境防治法》 • Energy Conservation Law of the People's Republic of China • 《中華人民共和國節約能源法》 • Law of the People's Republic of China on Environmental Impact Assessment • 《中華人民共和國環境影響評價法》 • Regulations on the Administration of Construction Project Environmental Protection • 《建設項目環境保護管理條例》 • Soil Pollution Prevention and Control Law of the People's Republic of China • 《中華人民共和國土壤污染防治法》 	<p>During the Year, Yuzhou Group did not have any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air emissions and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>於本年度內，禹洲集團並無任何違反有關廢氣及溫室氣體排放、向水向土地排污及有害或無害廢棄物產生且對集團造成重大影響的法律法規事宜。</p> <p>In addition, the Group did not have any issue in sourcing water that is fit for purpose.</p> <p>此外，本集團於求取適用水源上未存在任何問題。</p>

APPENDICES (Continued)

附錄(續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Employment 僱傭	<ul style="list-style-type: none"> • Labor Law of the People's Republic of China • 《中華人民共和國勞動法》 • Labor Contract Law of the People's Republic of China • 《中華人民共和國勞動合同法》 • Provisions on the Prohibition of Using Child Labor • 《禁止使用童工規定》 • 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》 	<p>During the Year, the Group was not aware of any laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, anti-discrimination, and other benefits and welfare and preventing child and forced labor that have a significant impact on the Group.</p> <p>於本年度內，集團並不知悉任何有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、反歧視以及其他待遇及福利、有關防止童工及強制勞工且對集團造成重大影響的法律法規事宜。</p>
Safety 安全	<ul style="list-style-type: none"> • Work Safety Law of the People's Republic of China • 《中華人民共和國安全生產法》 • Law of the People's Republic of China on Prevention and Control of Occupational Diseases • 《中華人民共和國職業病防治法》 	<p>During the Year, the Group was not aware of any non-compliance with laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>於本年度內，集團並不知悉任何違反有關提供安全工作環境及保障僱員免受職業危害且對集團造成重大影響的法律法規事宜。</p>

APPENDICES (Continued)
附錄 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Product Responsibility 產品責任	<ul style="list-style-type: none"> • Construction Law of the People's Republic of China • 《中華人民共和國建築法》 • Urban Real Estate Administrative Law of the People's Republic of China • 《中華人民共和國城市房地產管理法》 • City Planning Law of the People's Republic of China • 《中華人民共和國城市規劃法》 • Advertising Law of the People's Republic of China • 《中華人民共和國廣告法》 	<p>During the Year, the Group was not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services of the Group and methods of redress.</p> <p>於本年度內，就集團的產品及服務所涉及的健康與安全、廣告、標籤及私隱事宜以及補救辦法，集團均未有發現任何對集團造成重大影響的違法事故。</p>
Anticorruption 反貪污	<ul style="list-style-type: none"> • Criminal Law of the People's Republic of China • 《中華人民共和國刑法》 • 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》 • Prevention of Bribery Ordinance of Hong Kong • 香港《防止賄賂條例》 	<p>During the Year, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.</p> <p>於本年度內，集團未發現任何有關賄賂、勒索、欺詐及洗黑錢並對集團造成重大影響的法律法規行為。</p>

APPENDICES (Continued)

附錄(續)

PERFORMANCE DATA SUMMARY

數據表現摘要

		2021	2022
Environment 環境	Air emissions 廢氣		
	Nitrogen oxides (kg) 氮氧化物 (千克)	6.64	4.44
	Sulphur oxides (kg) 硫氧化物 (千克)	0.56	0.78
	Respiratory suspended particulates (kg) 可吸入懸浮粒子 (千克)	2.34	1.18
	Greenhouse gas 溫室氣體		
	Scope 1: Direct greenhouse gas emissions (tonnes of carbon dioxide equivalent) 範圍一：直接溫室氣體排放 (噸二氧化碳當量)	143.8	57.7
	Scope 2: Energy Indirect greenhouse gas emissions (tonnes of carbon dioxide equivalent) 範圍二：能源間接溫室氣體排放 (噸二氧化碳當量)	4,082.5	4,613.1
	Scope 3: Other indirect greenhouse gas emissions (tonnes of carbon dioxide equivalent) 範圍三：其他間接溫室氣體排放 (噸二氧化碳當量)	167.9	132.6
	Total greenhouse gas emissions (tonnes of carbon dioxide equivalent) 溫室氣體排放總量 (噸二氧化碳當量)	4,394.2	4,803.4
	Intensity of greenhouse gas emissions (tonnes of carbon dioxide equivalent/sq.m.) 溫室氣體排放密度 (噸二氧化碳當量/平方米)	0.001	0.002
	Hazardous waste 有害廢棄物		
	Total hazardous waste (produced) (tonnes) 有害廢棄物總量 (產生量) (噸)	0.11	1.17
	Total hazardous waste (recycled) (tonnes) 有害廢棄物總量 (回收量) (噸)	0.08	1.17
	Intensity of hazardous waste (tonnes/thousand sq.m.) 有害廢棄物產生密度 (噸/千平方米)	0.000025	0.00054

APPENDICES (Continued)
附錄(續)

		2021	2022
Environment 環境	Non-hazardous waste 無害廢棄物		
	Food waste (produced) (tonnes) 廚餘垃圾 (產生量) (噸)	117.5	0
	Food waste (recycled) (tonnes) 廚餘垃圾 (回收量) (噸)	20.0	0
	Greening waste (produced) (tonnes) 綠化垃圾 (產生量) (噸)	97.4	74.9
	Greening waste (recycled) (tonnes) 綠化垃圾 (回收量) (噸)	3.0	4.3
	Total non-hazardous waste produced (tonnes) 無害廢棄物產生總量 (噸)	214.9	74.9
	Total non-hazardous waste recycled (tonnes) 無害廢棄物回收總量 (噸)	23.0	4.3
	Intensity of non-hazardous waste (tonnes/thousand sq.m.) 無害廢棄物產生密度 (噸/千平方米)	0.049	0.034
	Construction waste 建築廢棄物		
	Construction waste (produced) (tonnes) 建築廢物 (產生量) (噸)	10,200	7,190
	Construction waste (recycled) (tonnes) 建築廢物 (回收量) (噸)	2,210	358

APPENDICES (Continued)

附錄(續)

	2021	2022	
Environment 環境	Resource consumption		
	資源消耗		
	Electricity (MWh) 電力(兆瓦時)	6,691.6	8,088.9
	Natural gas (cubic meters) 天然氣(立方米)	18,898.0	0
	Liquefied gas (kg) 液化氣(公斤)	572.0	0
	Gasoline (liters) 汽油(公升)	37,864.2	21,115.0
	Diesel (liters) 柴油(公升)	200.0	600.0
	Total water consumption (cubic meters) 總耗水量(立方米)	736,730	413,020
	Water consumption intensity (cubic meters/sq.m.) 耗水密度(立方米/平方米)	0.20	0.19
	Total energy consumption (MWh) 能源消耗總量(兆瓦時)	7,241.1	8,281.8
	Energy consumption intensity (MWh/sq.m.) 能源消耗密度(兆瓦時/平方米)	0.002	0.004
	Use of major construction materials		
	主要建築材料使用		
	Concrete (tonnes) 混凝土(噸)	697,365	329,407
	Mortar (tonnes) 砂漿(噸)	38,567	23,897
	Steel reinforcement bars (tonnes) 鋼筋(噸)	48,433	26,543
	Cement (tonnes) 水泥(噸)	10,627	3,153
	River sand (tonnes) 河沙(噸)	34,034	10,130
	Stones (tonnes) 石料(噸)	14,834	3,600
	Bricks (tonnes) 磚塊(噸)	42,187	24,025
	Woods (tonnes) 木材(噸)	19,739	22,257
	PC (tonnes) PC(噸)	1,039	0

APPENDICES (Continued)
附錄(續)

	2021		2022		
	Group	Shenzhen and Shanghai headquarters and 8 projects under development 深圳、上海總部及8個在建項目	Group	Shenzhen and Shanghai headquarters and 6 projects under development 深圳、上海總部及6個在建項目	
Staff 員工	Number of employees at end of year 年末人數				
	Total employees 員工總數	7,295	437	1,985	391
	By employment type 按僱傭類型				
	Full-time 全職	7,290	435	1,979	382
	Part-time 兼職	5	2	6	9
	By contract type 按合約				
	Long-term contract 長期合同	179	17	347	14
	Fixed-term contract 固定期合同	7,116	420	1,638	377
	By gender 按性別				
	Male 男性	4,465	286	1,270	241
	Female 女性	2,830	151	715	150
	By age 按年齡				
	30 and below 30歲及以下	2,347	139	543	117
	31-40 31-40歲	2,874	247	1,032	228
	41-50 41-50歲	1,262	38	290	44
Above 50 50歲以上	812	13	120	2	

APPENDICES (Continued)

附錄(續)

	2021		2022		
	Shenzhen and Shanghai headquarters and 8 projects under development Group 集團		Shenzhen and Shanghai headquarters and 6 projects under development Group 集團		
	深圳、上海總部及8個在建項目		深圳、上海總部及6個在建項目		
Staff 員工	By education 按學歷				
	Doctor's 博士	2	1	4	1
	Master's 碩士	260	73	121	46
	Bachelor's 學士	2,037	266	868	244
	Below Bachelor's 大學文憑以下學歷	4,996	97	992	100
	By ranking 按職級				
	Grade C senior management C級高管	22	18	20	4
	Senior management 高級管理人員	299	74	178	41
	Middle management 中級管理人員	1,336	174	472	103
	General staff 一般員工	5,638	171	1,315	243
	New recruits 新進員工				
	Total new recruits 新進員工總數	4,891	211	562	30
	By gender 按性別				
	Male 男性	3,088	145	411	18
	Female 女性	1,803	66	151	12

APPENDICES (Continued)
附錄(續)

	2021		2022		
	Shenzhen and Shanghai headquarters and 8 projects under development Group 集團 深圳、上海總部及8個在建項目		Shenzhen and Shanghai headquarters and 6 projects under development Group 集團 深圳、上海總部及6個在建項目		
Staff 員工	By age 按年齡				
	30 and below 30歲及以下	2,268	103	240	16
	31-40 31-40歲	1,734	97	237	13
	41-50 41-50歲	581	11	61	1
	Above 50 50歲以上	308	0	24	0
	Employee turnover 流失員工				
	Total number and rate of employee turnover 流失員工總數及比率	4,971 68.1%	270 68.1%	1,903 95.9%	357 91.3%
	By gender 按性別				
	Male 男性	3,041 68.1%	185 64.7%	1,194 94.0%	230 95.4%
	Female 女性	1,930 68.2%	85 56.3%	709 99.2%	127 84.7%
	By age 按年齡				
	30 and below 30歲及以下	2,257 96.2%	114 82.0%	764 140.7%	133 113.7%
	31-40 31-40歲	1,798 62.6%	133 53.8%	964 93.4%	192 84.2%
	41-50 41-50歲	589 46.7%	19 50%	151 52.1%	25 56.8%
	Above 50 50歲以上	327 40.3%	4 30.8%	24 20.0%	7 350.0%
	By region 按地區				
	Mainland 內地	4,964 68.2%	270 36.6%	1,893 99.5%	357 91.3%
	Hong Kong 香港	7 41.2%	0 0%	10 0.5%	0 0%

APPENDICES (Continued)

附錄(續)

	2021		2022	
	Shenzhen and Shanghai headquarters and 8 projects under development		Shenzhen and Shanghai headquarters and 6 projects under development	
	Group		Group	
	集團	深圳、上海總部及8個在建項目	集團	深圳、上海總部及6個在建項目
Work injury accidents 工傷事故	24	0	3	0
Number of work-related injuries 因工受傷人數	24	0	3	0
Number of days lost due to work-related injuries 因工傷損失日數	1,080	0	174	0
Number of work-related fatalities 因工死亡人數	0	0	0	0
Rate of work-related fatalities 因工死亡比率	0%	0%	0%	0
Work-related injury rate per 1,000 workers 千人工傷率	3.29‰	0‰	1.5‰	0
Total person-times in safety training 安全培訓總人次	7,552	1,089	5,769	583
Total hours of safety training 安全培訓總時數	18,717	2,123	6,024	831

APPENDICES (Continued)
附錄(續)

		2021 Shenzhen and Shanghai headquarters and 8 projects under development Group 集團 及8個在建項目		2022 Shenzhen and Shanghai headquarters and 6 projects under development Group 集團 及6個在建項目	
Training and Development 培訓與發展	Number of employees trained 受訓人數				
	Total employees trained 受訓總人數	7,246	428	3,164	365
	By gender 按性別				
	Male 男性	4,433	283	2,147	224
	Female 女性	2,813	145	1,017	141
	By ranking 按職級				
	Grade C senior management C級高管	20	18	14	0
	Senior management 高級管理人員	292	70	120	3
	Middle management 中級管理人員	1,322	172	849	22
	General staff 一般員工	5,612	168	2,181	340

APPENDICES (Continued)

附錄(續)

		2021 Shenzhen and Shanghai headquarters and 8 projects under development 深圳、上海總部 及8個在建項目	2022 Shenzhen and Shanghai headquarters and 6 projects under development 深圳、上海總部 及6個在建項目		
Training and Development 培訓與發展	Percentage of employees trained 受訓員工百分比				
	By gender 按性別				
	Male 男性	99.3%	99.0%	169.1%	93.7%
	Female 女性	99.4%	96.0%	142.2%	98.6%
	By ranking 按職級				
	Grade C senior management C級高管	90.9%	100%	70.0%	0%
	Senior management 高級管理人員	97.7%	94.6%	67.4%	7.3%
	Middle management 中級管理人員	99.0%	98.9%	179.9%	21.4%
	General staff 一般員工	99.5%	98.3%	165.9%	145.3%
	Training hours (hours) 受訓時數(小時)				
	Total hours 總時數	233,518	18,430	23,481	1,141
	By gender 按性別				
	Male 男性	140,236	12,015	15,401	728
	Female 女性	93,282	6,415	8,081	413
	By ranking 按職級				
	Grade C senior management C級高管	1,088	1,042	958	0
	Senior management 高級管理人員	15,353	4,137	3,744	7
	Middle management 中級管理人員	78,623	7,362	10,051	55
	General staff 一般員工	138,454	5,889	8,728	1,079

APPENDICES (Continued)
附錄(續)

		2021 Shenzhen and Shanghai headquarters and 8 projects under development 深圳、上海總部 及8個在建項目	2022 Shenzhen and Shanghai headquarters and 6 projects under development 深圳、上海總部 及6個在建項目		
Training and Development 培訓與發展	Average training hours (hours) 平均受訓時數 (小時)				
	Average training hours 平均受訓時數	32.23	43.06	11.83	3.13
	By gender 按性別				
	Male 男性	31.41	42.01	12.13	3.25
	Female 女性	32.96	42.48	11.30	2.93
	By ranking 按職級				
	Grade C senior management C級高管	49.45	57.89	47.89	-
	Senior management 高級管理人員	51.35	55.91	21.04	2.33
	Middle management 中級管理人員	58.85	42.31	21.30	2.50
	General staff 一般員工	24.56	34.44	6.64	3.17
	Employee career development review 員工職業發展檢視				
	Total number 總人數	7,295	437	1,207	200
	By gender 按性別				
	Male 男性	4,465	382	802	123
	Female 女性	2,830	55	405	77
	By ranking 按職級				
	Grade C senior management C級高管	22	18	0	0
	Senior management 高級管理人員	299	74	89	5
	Middle management 中級管理人員	1,336	170	281	25
	General staff 一般員工	5,638	175	837	170

APPENDICES (Continued)

附錄(續)

		2021		2022	
		Shenzhen and Shanghai headquarters and 8 projects under development 深圳、上海總部及8個在建項目		Shenzhen and Shanghai headquarters and 6 projects under development 深圳、上海總部及6個在建項目	
		Group		Group	
		集團		集團	
Training and Development 培訓與發展	Rate of employee career development review 員工職業發展檢視比率				
	By gender 按性別				
	Male 男性	100%	133.6%	63.1%	51.5%
	Female 女性	100%	36.4%	56.6%	53.8%
	By ranking 按職級				
	C senior management C級高管	100%	100%	0%	0%
	Senior management 高級管理人員	100%	100%	50.0%	12.2%
	Middle management 中級管理人員	100%	97.7%	59.5%	24.3%
	General staff 一般員工	100%	102.3%	63.7%	72.6%
	Operations 營運	Distribution of suppliers 供應商分佈			
Total suppliers 供應商總數		903	–	1,336	–
Mainland China 中國內地		903	–	1,336	–
Hong Kong 香港		0	–	0	–
Overseas 海外		0	–	0	–
Number of complaints received about services 接獲關於服務的投訴數目		0	0	0	0
Charitable investment (RMB in ten thousand) 公益投入(萬元人民幣)		1,080	–	561	0

APPENDICES (Continued)
附錄(續)

CONTENT INDEX

內容索引

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
A. Environment		
A. 環境		
Aspect A1: Emissions		
層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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。	Building Green Homes 建設綠色家園
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Performance Data Summary 數據表現摘要
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Performance Data Summary 數據表現摘要
	A1.3 Total hazardous waste produced (in 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)。	Performance Data Summary 數據表現摘要
	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)。	Performance Data Summary 數據表現摘要
	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。	Building Green Homes 建設綠色家園
	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。	Building Green Homes 建設綠色家園

APPENDICES (Continued)

附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節/備注
Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Building Green Homes 建設綠色家園
KPI 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)。	Performance Data Summary 數據表現摘要
	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)。	Performance Data Summary 數據表現摘要
	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。	Building Green Homes 建設綠色家園
	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。	Building Green Homes 建設綠色家園
	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(如適用)每生產單位佔量。	No packaging material is used in the Group's daily operations 集團日常營運不涉及包裝材料的消耗
Aspect A3: Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Building Green Homes 建設綠色家園
KPI 關鍵績效指標	A3.1 Description of the significant 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。	Building Green Homes 建設綠色家園

APPENDICES (Continued)
附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
Aspect A4: Climate Change 層面A4：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。	Building Green Homes 建設綠色家園
KPI 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。	Building Green Homes 建設綠色家園
B. SOCIAL B. 社會		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, 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) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow 促進員工成長
KPI 關鍵績效指標	B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Performance Data Summary 數據表現摘要
	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。	Performance Data Summary 數據表現摘要

APPENDICES (Continued)

附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
Aspect B2: Health and Safety		
層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow 促進員工成長
KPI 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。	Performance Data Summary 數據表現摘要
	B2.2 Lost days due to work injury. 因工傷損失工作日數。	Performance Data Summary 數據表現摘要
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Fostering Staff to Grow 促進員工成長
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Fostering Staff to Grow 促進員工成長
KPI 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)劃分的受訓僱員百分比。	Fostering Staff to Grow 促進員工成長
	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。	Fostering Staff to Grow 促進員工成長

APPENDICES (Continued)
附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
Aspect B4: Labor Standards		
層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Fostering Staff to Grow 促進員工成長
KPI 關鍵績效指標	B4.1 Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Fostering Staff to Grow 促進員工成長
	B4.2 Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Fostering Staff to Grow 促進員工成長
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Pursuing Excellent Operations 追求卓越運營
KPI 關鍵績效指標	B5.1 Number of suppliers by geographical region. 按地區劃分的供應商數目。	Performance Data Summary 數據表現摘要
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Pursuing Excellent Operations 追求卓越運營
	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慣例，以及相關執行及監察方法。	Pursuing Excellent Operations 追求卓越運營
	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慣例，以及相關執行及監察方法。	Pursuing Excellent Operations 追求卓越運營

APPENDICES (Continued)

附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
Aspect B6: Product Liability		
層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy 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、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Pursuing Excellent Operations 追求卓越運營
KPI 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。	The Group does not involve product recall in the process of business operation 本集團在商業運營中未有涉及產品回收的情形
	B6.2 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Performance Data Summary 數據表現摘要
	B6.3 Description of practices 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。	Pursuing Excellent Operations 追求卓越運營
	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。	Pursuing Excellent Operations 追求卓越運營
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	The Group does not involve product recall in the process of business operation 本集團在商業運營中未有涉及產品回收的情形 Pursuing Excellent Operations 追求卓越運營

APPENDICES (Continued)
附錄(續)

Indicator 指標	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG報告指引要求	Section/Remarks 章節／備注
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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。	Pursuing Excellent Operations 追求卓越運營
KPI 關鍵績效指標	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of 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。	No such incidents were reported 未發生此類事件
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Pursuing Excellent Operations 追求卓越運營
	B7.3 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。	Pursuing Excellent Operations 追求卓越運營
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Creating Beautiful Community 構建美好社區
KPI 關鍵績效指標	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labor 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)。	Creating Beautiful Community 構建美好社區
	B8.2 Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Creating Beautiful Community 構建美好社區

APPENDICES (Continued)

附錄(續)

GRI CONTENT INDEX

GRI內容索引

GRI 2: General Information Disclosure

GRI 2：一般資訊披露

Organizing and Reporting Practices

組織及其報告做法

2-1	Organizational details 組織詳細情況	About Yuzhou Group 關於禹洲集團
2-2	Entities included in organizational sustainability reports 納入組織可持續發展報告的實體	About Yuzhou Group 關於禹洲集團
2-3	Reporting cycle, frequency and contacts 報告期、報告頻率和聯絡人	About this report 關於本報告
2-4	Information restatement 信息重述	No restatement 無重述
2-5	External guarantee 外部鑒證	No external guarantee 無外部鑒證

Activities and Workers

活動和工作者

2-6	Activities, value chains and other business relationships 活動、價值鏈和其他業務關係	About Yuzhou Group 關於禹洲集團 Pursuing Excellent Operations 追求卓越運營
2-7	Employees 員工	Fostering Staff to Grow 促進員工成長
2-8	Workers who are not employees 員工之外的工作者	None 無

Governance

管治

2-9	Governance structure and composition 管治架構和組成	
2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Please refer to the Corporate Governance Report of Annual Report 2021 of Yuzhou Group
2-11	Chairman of the highest governance body 最高管治機構的主席	請參考禹洲集團2021年年報之企業管治報告
2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督作用	
2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	

APPENDICES (Continued)
附錄 (續)

GRI 2: General Information Disclosure

GRI 2：一般資訊披露

2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	Sustainability Governance 可持續發展管治
2-15	Conflicts of interest 利益衝突	Please refer to the Report of the Directors of Annual Report 2021 of Yuzhou Group 請參考禹洲集團2021年年報之董事會報告
2-16	Communication of critical concerns 重要關切問題的溝通	Sustainability Governance 可持續發展管治
2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	Please refer to the scope of functions of the Remuneration Committee of Yuzhou Group 請參考禹洲集團薪酬委員會的職能範圍
2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Please refer to the Senior Management's Biographies of Annual Report 2021 of Yuzhou Group 請參考禹洲集團2021年年報之高級管理層簡介
2-19	Remuneration policies 薪酬政策	Please refer to the Corporate Governance Report of Annual Report 2021 of Yuzhou Group
2-20	Process to determine remuneration 確定薪酬的程式	請參考禹洲集團2021年年報之企業管治報告
2-21	Annual total compensation ratio 年度總薪酬比率	Data is not available 暫無數據

APPENDICES (Continued)

附錄(續)

GRI 2: General Information Disclosure

GRI 2 : 一般資訊披露

Strategies, Policies and Practices

戰略、政策和實踐

2-22	Statement on sustainable development strategy 關於可持續發展戰略的聲明	Sustainability Governance 可持續發展管治
2-23	Policy commitments 政策承諾	Fostering Staff to Grow 促進員工成長 Pursuing Excellent Operations 追求卓越運營
2-24	Embedding policy commitments 融合政策承諾	Pursuing Excellent Operations 追求卓越運營
2-25	Processes to remediate negative impacts 補救負面影響的程式	Pursuing Excellent Operations 追求卓越運營
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	Pursuing Excellent Operations 追求卓越運營
2-27	Compliance with laws and regulations 遵守法律法規	No material non-compliance 無重大違規事例
2-28	Membership associations 協會的成員資格	Vice-chairman of China Real Estate Association 中國房地產協會副會長單位 One of China Top 500 Service Industry Enterprises 中國服務業500強企業 China Well-known Trademark 中國馳名商標 One of the China Responsible Property Top 50 中國責任地產TOP50 China's National-level Contract-observing and Trustworthy Enterprise 中國國家級守合同重信用企業

Stakeholder Engagement

利益相關者參與

2-29	Approach to stakeholder engagement 利益相關方參與的方法	Sustainability Governance 可持續發展管治
2-30	Collective bargaining agreement 集體談判協定	None 無



<https://yuzhou-group.com/>

**Principal administration and
management centers in the PRC**

中國主要行政及管理中心

Yuzhou Plaza
299 Jingang Road
Pudong New District
Shanghai
People's Republic of China
中華人民共和國
上海浦東新區金港路299號
禹洲廣場

Yuzhou Plaza
Keyuan North Road
Nanshan District
Shenzhen
People's Republic of China
中華人民共和國
深圳市南山區科苑北路
禹洲廣場

**Principal place of business
in Hong Kong**

香港主要營業地址

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99 Queen's Road Central
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