



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

30 而勵
砥節礪行

30th FORGE AHEAD



2023 ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告

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ABOUT YUZHOU GROUP

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 large comprehensive 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 2023, the Group had 163 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 11,907,960 sq.m. under development and held for future development.

關於禹洲集團

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，禹洲集團已發展成為集房地產開發、商業投資運營及酒店運營等多元業務為一體的大型綜合性集團。

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2023年底，集團在北京、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163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11,907,960平方米。



ABOUT THIS REPORT

關於本報告

This report is the eighth Environmental, Social and Governance (“ESG”) Report (the “Report”) published by Yuzhou Group Holdings Company Limited (the “Yuzhou Group” or the “Company”), aiming to disclose the management measures and relevant performance in environmental, social and governance aspects of the Group and its subsidiaries (collectively known as 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”) set out in Appendix C2 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 as well as the actual situation of the Group. The contents and figures disclosed in this Report are extracted from the internal records and documents of the Group.

SCOPE OF THE REPORT

The reporting period of this Report covers from January 1, 2023 to December 31, 2023 (the “Year”). Unless otherwise stated, the Group’s environmental data covers headquarters located in Shanghai and Shenzhen respectively and a total of 9 projects under development with a GFA of above 100,000 sq.m. in which the Group holds more than 50% interest¹. The total GFA of these 9 projects under development accounted for approximately 64.4% of the total GFA of projects under development in which the Group holds 50% 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 79 to 95 of the Annual Report for the section of corporate governance.

本報告為禹洲集團控股有限公司（「禹洲集團」或「本公司」）第八份環境、社會及管治（ESG）報告，旨在闡述本集團及其附屬公司（「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，加深各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C2《環境、社會及管治報告指引》，參考《全球報告倡議組織可持續發展報告標準》，及結合本集團實際情況編制而成。報告所披露的內容及數據均引用自本集團之內部記錄及文件。

報告範圍

本報告之報告期為2023年1月1日至2023年12月31日（「本年度」）。如非特別說明，集團的環境類數據覆蓋分別位於上海及深圳的總部，及擁有50%以上權益且建築面積為100,000平方米以上的在建項目，共計九個項目¹。此九個在建項目的總建築面積佔集團本年度內擁有50%權益的在建項目總面積約64.4%。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79至95頁。

¹ These 9 projects are: Yuzhou Palace of Zhangzhou, Yuzhou Fragrant Hills of Zhuhai, Yuzhou Shang Li Mansion of Hefei, Yuzhou Oriental Mansion of Hefei, Yuzhou Fengnan New Town of Tangshan, Yuzhou Langham City Land of Wuhan, Yuzhou Royal Orchid Palace of Wuhan, Yuzhou Langham Bay of Foshan and Yuzhou Luxury Mansion of Chongqing.

¹ 此九個項目為漳州一禹洲•城上城，珠海一禹洲•香山首府，合肥一禹洲•嘉譽尚里，合肥一禹洲•嘉譽東方，唐山一禹洲•豐南新城，武漢一禹洲•朗廷元著，武漢一禹洲•雍禧蘭台，佛山一禹洲•朗廷灣，以及重慶一禹洲•雍錦府。

FEEDBACK

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

Address: Floor 27, Yuzhou Plaza, Keyuan North Road, Nanshan District, Shenzhen, Guangdong Province
or
Unit 5801-5802, 58/F, The Center, 99 Queen's Road Central, Central, Hong Kong

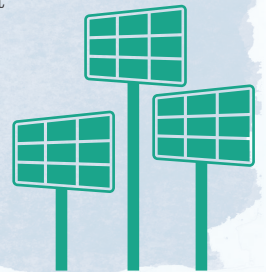
Email: pr@yuzhou-group.com
or
ir@yuzhou-group.com

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，持續完善披露水平。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

In 2023, the real estate sector continued to move forward with a weak recovery. The Group continued to take practicing the concept of sustainable development as the foundation, and on the premise of taking into account the interests of all major stakeholders, strictly adhered to the quality of its projects and products, and attached great importance to the improvement of customer satisfaction and brand reputation by continuously improving the customer service system, and enhancing delivery capabilities in multiple dimensions.

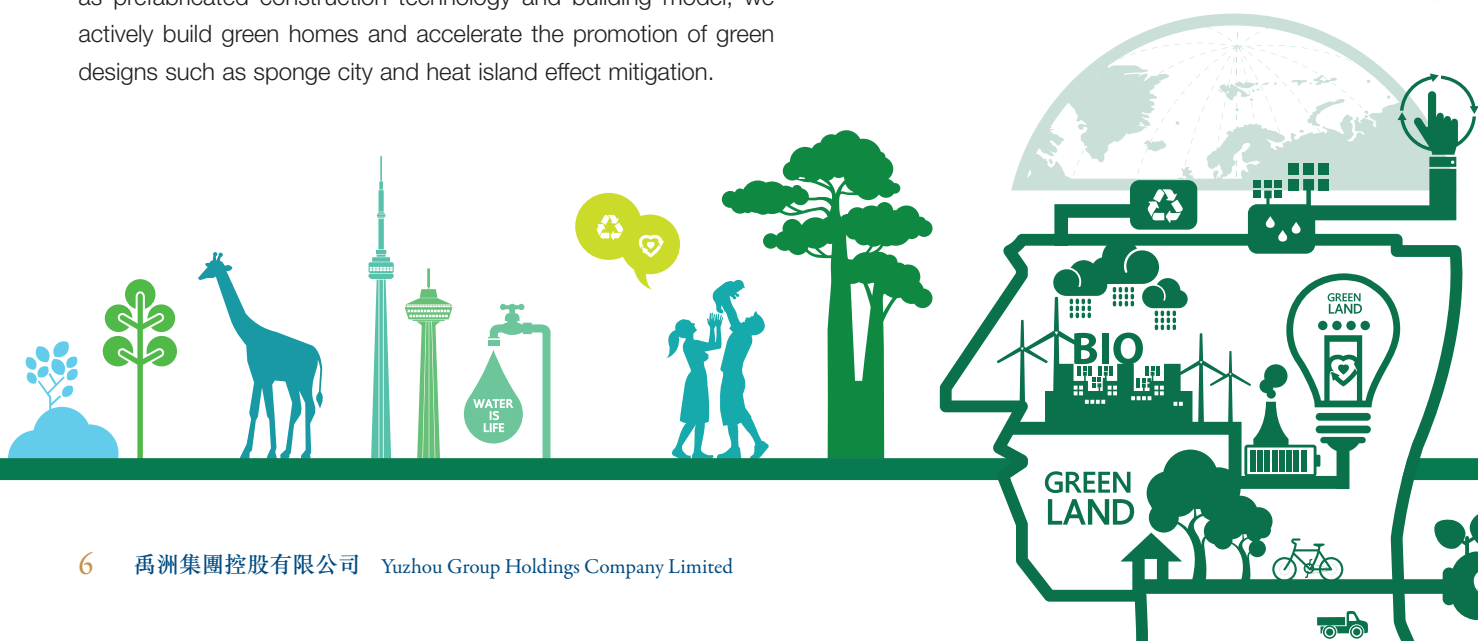
We always uphold the sage spirit of “King Yu Taming the Flood and Making Desert an Oasis”. By regularly identifying significant sustainability-related risks and grasping opportunities in a more acute manner, we are committed to applying sustainability to the business operations and management, refining ESG management approach and improving ESG disclosure standards. As a conglomerate group, Yuzhou has always been aware of its social responsibility and recognized that sustainable development is the key to the long-term success of the Group. Over the past few years, we have been devoted to sustainability by integrating our business into a broader ESG framework, and working to align the Group's operations with the best ESG practices. We believe that only when ESG factors are fully considered can long-term sustainable growth and win-win results be achieved.

Over the years, Yuzhou 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. 100% of our new projects comply with green building standards with energy-saving rate being greater than 60%. The installation ratios of solar water heating system and rainwater reuse system are greater than 70% and 90% in new construction projects. By adopting green technologies such as prefabricated construction technology and building model, we actively build green homes and accelerate the promotion of green designs such as sponge city and heat island effect mitigation.

2023年的房地產行業維持在弱復蘇中前行，本集團繼續依靠實踐可持續發展理念，在照顧各重大利益相關方利益的前提下，嚴守工程質量、產品品質，高度重視客戶滿意度和品牌口碑的提升，持續不斷完善客戶服務體系，多維度提升交付能力。

我們始終秉持「大禹治水，荒漠成洲」的先賢精神，通過定時甄別可持續發展相關的重大風險，以及更加敏銳地把握機會，竭力將可持續發展踐行至業務運營與管理層面，完善ESG管理方法及提高ESG披露水準。作為大型綜合性集團，禹洲肩負著應負的社會責任，深信可持續發展是集團長遠成功的關鍵。在過去的幾年，我們一直以實現可持續發展為己任，將業務納入更廣泛的ESG框架中，致力於推動集團的運營與ESG的最佳實踐看齊。我們相信，只有在全方位考慮ESG因素的情況下，才能真正實現長期的可持續增長和共贏。

多年來，禹洲集團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。我們的新建項目100%達到綠色建築標準，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%。通過採用裝配式建築技術、建築模型等綠色技術，我們積極構建綠色家園，加速推進海綿城市、舒緩熱島效應等綠色設計。

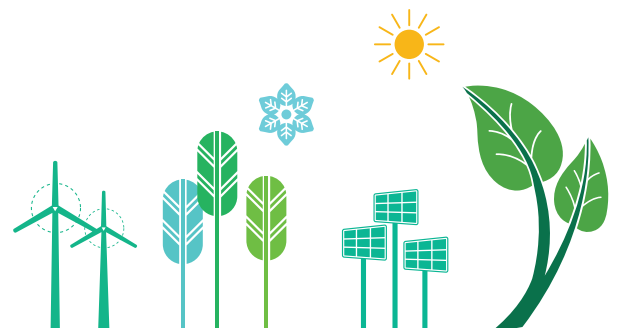


In the face of the volatile and complex external business environment, Yuzhou Group upholds its corporate philosophy of “Building Cities with Integrity, Building Homes with Love” and practices its strategies of “Guaranteeing house delivery, sales and repayment” and “Stabilizing finance, cash collection and operation”, thereby fulfilling each commitment made to customers. During the Year, we successfully completed the “well-pleasing delivery” of approximately 30,000 residential units. 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. The Group has redefined the product building standards and insisted on form following function by launching a new generation of product system “Temperature Space” to approach a better life, and establishing “1 core, 3 spaces, 5 principles and 6 values”. In 2023, we were dedicated to making owners living in Yuzhou feel the detailed design and thinking of Yuzhou designers in every place of life, so that they can enjoy a comprehensive and fulfilling life.

Yuzhou Group values the physical and mental health as well as personal development of its employees. We work hand in hand with employees of the Group to move forward together. During the Year, we initiated the “Yuzhou Well-pleasing 1628 Delivery Guarantee System” and officially launched the Engineer’s Festival and Safety Production Month in June. During the Safety Production Month, emergency rescue drills were conducted at Yuzhou’s project sites over 120 times, comprehensively enhancing the self-protection awareness and emergency rescue capabilities of frontline and management personnel. For commercial projects with dense personnel, the Group, based on the characteristics of safety production work at each project site, revised and improved key emergency plans, organized employees and commercial tenant to carry out fire evacuation drills, and established command centers and emergency teams, with an aim to conduct safe operation with high sense of responsibility and respect. In the first half of the Year, the Group conducted fire drills with over 30,000 participants, and fire safety and anti-terrorism training sessions with 4,500 participants, which further enhanced the ability to respond to emergencies.

面對外部跌宕起伏的複雜商業環境，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，堅持完成對客戶的每個承諾。本年度，我們成功實現了約3萬套房的「美好交付」。堅持產品品質是禹洲集團體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。集團重新定義產品打造標準，用形式追隨功能，以新一代產品體系「溫度空間」迭近美好生活，構建「1個核心、3個空間、5個主張、6個價值」。2023年，我們致力讓生活在禹洲的業主都能在生活使用的每一處感受禹洲設計師的細節設計於思考，讓美好生活立體充盈。

禹洲集團重視員工的身心健康與個人發展。我們與集團員工攜手並肩，合力前行，年內啟動了「禹美好1628交付保障體系」，並在6月正式啟動工程師節暨安全生產月。在安全生產月中，禹洲各項目工地開展應急救援演練超120次，全面提高一線人員、管理人員的自我保護意識和應急救援能力。對於人員密集的商業項目，集團也同樣結合各項目安全生產工作特點，修訂完善重點應急預案，並組織開展員工及商戶消防疏散演練，成立指揮部及各應急小組，以高度責任心和敬畏心對待安全運營，在上半年開展覆蓋30,000餘人次的消防演練和覆蓋4,500人次的安全及反恐培訓，進一步提升應對突發事件的能力。



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

Looking ahead to 2024, we will enter our 30th year since establishment. In the year of “30th • Forge Ahead”, the Group will actively face more challenging industry changes and firmly return to its entrepreneurial spirit. The Group will combine sustainable development elements, pay more attention to improving living experience and product quality, and focus more on enhancing service capabilities, to build warm homes for customers and contribute to leading and promoting green and sustainable development in the industry. In the future, Yuzhou Group will return to its original entrepreneurial aspiration, return to the inherent development logic of business and industry, adhere to product quality, uphold a pragmatic work style, continuously forge the core competitiveness as to its intrinsic quality, team combat effectiveness and strategic layout, so as to create core competitive advantages that match its own development path. Yuzhou Group will constantly break through inherent concepts, proactively explore innovative measures, actively carry out self-transformation, be brave to overcome difficulties, strive for self-protection while seizing opportunities, implement strategies centered on results and goals, and continue to work hard and forge ahead for the next 30 years for Yuzhou Group.

展望2024年，我們將步入創立的第30個年頭。在「三十而勵」之年，本集團將積極面對更具挑戰的行業變革，堅定回歸創業之心。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，為引領和推動行業綠色可持續發展貢獻力量。未來，禹洲集團將回歸創業初心，回歸商業和行業內在發展邏輯，堅守產品品質，堅持務實落實的工作作風，持續鍛造企業內在質素、團隊戰力、戰略佈局等方面的內核，打造匹配自身基因發展的核心競爭優勢。禹洲集團將不斷突破固有理念、勇於嘗試創新舉措，積極進行自我變革，堅定勇氣攻堅克難，力求自保的同時把握機遇，把戰略落實到結果和目標上，為禹洲集團下一個30年繼續拚搏奮鬥、砥節礪行。

Kwok Ying Lan

Chairman
Hong Kong

April 25, 2024

郭英蘭

主席
香港

2024年4月25日

可持續發展管治

SUSTAINABILITY
GOVERNANCE



BOARD STATEMENT

The Group's sustainability governance framework is underpinned by the Sustainability Committee, which comprise members of the Board and is being the highest governance unit. The Sustainability Committee is responsible for supervising the sustainable development opportunities and risks, including climate-related risks, in order to guarantee the consistency between the Group's operations with the sustainability strategy. The Sustainability Committee shall report the major risks and opportunities of sustainable development to the Board on a regular basis, review the sustainable development issues that have material impacts on the Group and its formulation process, and regularly examine the sustainability goals proposed by the Sustainability Working Group and their accomplishing progress. The Sustainability Committee has reviewed and approved the Report, confirming that the information contained in the Report is accurate, true and complete. The Sustainability Committee confirms, to the best of its knowledge, the Report has stated the Group's management approaches and performances on material topics.

The various working groups under the Sustainability Committee operate according to the Sustainability 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.

董事會聲明

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，負責監察包括氣候相關風險在內的可持續發展風險與機遇，確保集團的營運與可持續發展策略保持一致。可持續發展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，其制定過程，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。可持續發展委員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。

可持續發展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 PILLARS

可持續發展支柱

Sustainability Pillar 可持續發展支柱	Relevant Measures 相關落地措施
<p>Building Green Homes 建設綠色家園</p>	<p>The Group, being committed to building a sound environmental management system, actively explores measures to energy-saving and emission-reduction, and continually makes in-depth efforts in green building. We look forward to contributing to the promotion of green development and the protection of the ecological environment while proactively tackling the risks and opportunities arising from climate change.</p> <p>本集團致力於構建健全的環境管理體系，積極探索節能減排措施，在綠色建築領域持續深耕。我們期望在積極應對氣候變化的風險與機遇的同時，為推動綠色發展、保護生態環境貢獻力量。</p> <ul style="list-style-type: none"> • Green Building 綠色建築 • Preserving Biodiversity 保護生態多樣性 • Tackling Climate Change 應對氣候變化 • Resources Conservation 節約資源 • Emissions Management 排放管理
<p>Fostering Staff to Grow 促進員工成長</p>	<p>With advocating a diversified and equal corporate culture, the Group attaches great importance to the professional and personal development of its employees, and strives to create a safe, equal and harmonious working environment through the protection, attraction and development of talents.</p> <p>本集團倡導多元平等的企業文化，高度重視員工職業及個人發展，通過人才的保護、吸納及發展，營造安全、平等、和諧的工作環境。</p> <ul style="list-style-type: none"> • Health and Safety 健康與安全 • Talent Acquisition 人才吸納 • Talent Development 人才發展

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

Sustainability Pillar 可持續發展支柱	Relevant Measures 相關落地措施
<p>Creating Value for Customers 創造客戶價值</p>	<p>By adhering to the quality standards of services and product delivery, the Group continuously improves its product quality through implementing stringent quality control measures to ensure the reliability and stability of its services. We care about our customers' experience and are committed to providing better services and products to meet their needs and expectations.</p> <p>本集團堅守服務及產品交付的品質標準，通過實施嚴格的品質管控措施，不斷提升產品品質，確保服務的可靠性與穩定性。我們注重客戶體驗，致力於提供更優質的服務和產品，滿足客戶的需求與期待。</p> <ul style="list-style-type: none"> • Quality Control 品質管控 • Responsible Marketing 負責任營銷 • Customer Health and Safety 客戶健康與安全 • Customer Communication 客戶溝通 • Protection of Customers' Privacy 保障客戶私隱
<p>Insisting on Responsible Business Practices 堅持責任營商</p>	<p>The Group is highly concerned about supply chain and anti-corruption management and is committed to creating a favourable business environment.</p> <p>本集團高度重視供應鏈及反貪腐管理，致力構建良好的營商環境。</p> <ul style="list-style-type: none"> • Sustainable Supply Chain 可持續供應鏈 • Developing an Environment of Integrity 廉潔環境建設

Sustainability Pillar 可持續發展支柱	Relevant Measures 相關落地措施
<p>Creating Beautiful Communities 構建美好社區</p>	<p>With the care for the society, the Group will take the lead in actively participating in public welfare and charitable undertakings for contributing to the building of beautiful community and endeavouring to create a more harmonious and beautiful social environment.</p> <p>本集團懷揣著對社會的關懷，以身作則，積極參與公益慈善事業，為建設美好社區貢獻一己之力，努力營造更加和諧、美好的社會環境。</p> <ul style="list-style-type: none"> • Organising Community Care Activities 組織社區關懷活動 • Participating in Social Welfare 參與社會公益

OUR STRATEGY

In the process of practicing sustainable development, the Group maintains effective and regular communication with stakeholders such as employees, customers, shareholders/investors, suppliers, governments and the communities through multiple channels. We regularly review and adjust the issue bank based on the Group's development situation and industry dynamics. The Group's materiality assessment work follows the "materiality" reporting principles required by the ESG Reporting Guide of the Hong Kong Stock Exchange and adheres to the materiality assessment process of the Global Reporting Initiative (GRI), which includes four steps, namely, identification, prioritization, validation and review to identify the 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.

Following a review by the Sustainability Committee, in 2023, the Group maintained its key material issues, which include green buildings, product and service quality, customer satisfaction, employee training and promotion, and occupational health and safety.

The Group is committed to implementing the principles of sustainability in its business operations to actively promote the achievement of the United Nations Sustainable Development Goals and create long-term value. The following table sets out the actions taken by the Group in response to significant material issues during the year and its corresponding contributions to the United Nations Sustainable Development Goals.

我們的策略

本集團實踐可持續發展過程中，通過多元的渠道與員工、客戶、股東／投資者、供應商、政府及社區等利益相關方保持良好及恆常的溝通，並定期根據集團發展情況及行業動態審視及調整議題庫。集團的實質性評估工作依循香港聯交所ESG報告指引要求的「實質性」報告原則，並遵循全球報告倡議組織(GRI)的實質性評估過程，包括鑒別、排序、確證及檢視四個步驟，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。

經可持續發展委員會審視後，2023年本集團維持現有關鍵實質性議題，分別為綠色建築、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。

本集團致力於在業務營運中貫徹可持續性的原則，以積極推動聯合國可持續發展目標的實現，創造長遠價值。下表列出集團於年內回應重大實質性議題而採取的行動，以及其對應貢獻之聯合國可持續發展目標。

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

Sustainability Pillar – Material Topic 可持續發展支柱 – 實質性議題	Actions taken by the Group during the Year 集團本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
<p>Building Green Homes – Green Building 建設綠色家園 – 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 in new projects greater than 70% and 90%, respectively. The use of aluminum formwork technology in high-rise buildings was promoted to reduce wood consumption from traditional formwork methods 新建項目建築節能率大於60%、新建項目太陽能熱水系統設置比例高於70%、新建項目雨水回用系統設置比例大於90%、在高層建築推廣使用鋁模工藝（減少木模工藝帶來的木材消耗） Multiple green building projects, including urban renewal projects, etc. 多項綠色建築項目，包括城市更新項目等 	 <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>	

Sustainability Pillar – Material Topic 可持續發展支柱 – 實質性議題	Actions taken by the Group during the Year 集團本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
<p>Creating Value for Customers – Product and Service Quality 創造客戶價值 – 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 對客戶服務及硬件設施進行審計和檢查 Won the honorary title of “2023 Model Enterprise in Property Delivery Satisfaction” 獲得「2023年樓盤交付典範企業」榮譽稱號 	 <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>	
<p>Creating Value for Customers – Customer Satisfaction 創造客戶價值 – 客戶滿意度</p>	<ul style="list-style-type: none"> Smooth customer communication channels 暢通的客戶溝通渠道 100% positive response to customer complaints 客戶投訴100%積極響應 	 <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>	

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

Sustainability Pillar – Material Topic 可持續發展支柱 – 實質性議題	Actions taken by the Group during the Year 集團本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
<p>Fostering staff to Grow – Staff Training and Promotion 促進員工成長 – 員工培訓與晉升</p>	<ul style="list-style-type: none"> • 100% of Group employees trained 集團員工受訓比例100% • 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 over 40 key trainings 完成關鍵培訓工作累計40餘項 • The Group provided 9,285 training hours this year 集團本年度培訓時長達9,285小時 	 <p>8.6 – Promote youth employment and training 8.6 – 推動青年人就業和培訓</p>	

Sustainability Pillar – Material Topic 可持續發展支柱 – 實質性議題	Actions taken by the Group during the Year 集團本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
<p>Fostering staff to Grow – Occupational Health and Safety 促進員工成長 – 職業健康及安全</p>	<ul style="list-style-type: none"> Linked the performance of occupational health and safety to the assessment of senior management 職業健康與安全表現與高層管理人員考核掛鉤 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 7,460 hours of safety training, covering 4,490 individuals 集團開展安全培訓7,460小時·覆蓋4,490人次 	 <p>8.8 – Promote safe and secure working environments 8.8 – 推動創造安全和有保障的工作環境</p>	

SUSTAINABILITY AWARDS AND RATINGS
可持續發展獎項與評級

External Recognition
外部認可



Maintained BBB rating in MSCI ESG Ratings
MSCI明晟環境、社會及管治評級保持BBB評級



2023 Top 100 Brands in Fujian Province by Brand Value
2023福建省首屆品牌價值百強



2023 Top 100 Enterprises in Fujian Province
2023福建企業100強



2023 Top 100 Service Industry Private Enterprises in Fujian Province
2023年福建省服務業民營企業100強



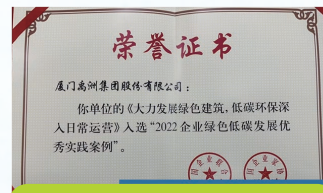
2023 Top 100 Private Enterprises in Fujian
2023年福建省民營企業100強



2023 Model Enterprise in Property Delivery Satisfaction
2023年樓盤交付典範企業



2023 Top 100 Service Industry Enterprises in Fujian Province
2023福建服務企業100強



Selected as "2022 Enterprise Cases Demonstrating Excellent Practice on Green and Low Carbon Development" in 2023
2023年入選「2022企業綠色低碳發展優秀實踐案例」



建設綠色家園



BUILDING
GREEN HOMES



GREEN BUILDING
綠色建築

Green building represents high-quality building that maximizes the harmonious coexistence between human beings and nature throughout the entire life cycle of the building. Developing green building is a significant way for this industry to achieve sustainable development. In order to achieve the transform to environmental friendly and energy-efficient projects and increase the competitive edge within the industry, the Group makes every effort to promote development of green building with strict implementation of sustainable management in whole process from design and construction to operation.

綠色建築是指在建築的全生命週期內最大限度地實現人與自然和諧共生的高品質建築，發展綠色建築是本行業實現可持續發展的重要路徑。為實現向環境友好型和能源高效型項目轉變，提高在行業內的競爭優勢，本集團大力推動綠色建築發展，從建築設計、建築建造以及運營全過程執行嚴格的可持續管理。

Shenzhen Yuzhou Plaza, Shanghai Yuzhou Plaza and Xiamen Yuzhou Plaza were awarded the US 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」



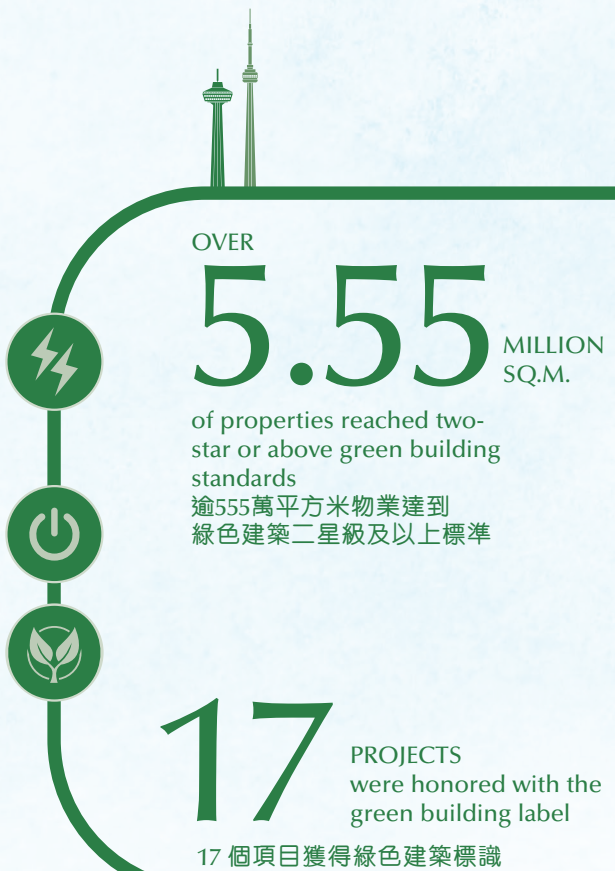


The project at No. 48 Caine Road, Central, Hong Kong was awarded the highest platinum level of BEAM Plus
香港中環堅道48號的項目榮獲「BEAM Plus 最高之鉑金級別」



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
We cope with climate crisis by implementing various measures, and create green buildings and build green homes, promoting application of green technology.
我們通過落實多項措施應對氣候危機，推動綠色技術應用，打造綠色建築，建設綠色家園。

145
PROJECTS reaching green building standards
145個項目達到綠色建築標準



OVER
5.55 MILLION SQ.M.
of properties reached two-star or above green building standards
逾555萬平方米物業達到綠色建築二星級及以上標準

17 PROJECTS were honored with the green building label
17個項目獲得綠色建築標識

EXCEEDING
21
MILLION SQ.M.
green building GFA
超2,100萬平方米綠色建築



Green Building Design

Adhering to commitment and responsibility of environment, the Group will incorporate energy-efficient and environmental friendly green concepts, including mitigating the heat island effect and the sponge city, into involved building projects in accordance with “Green Building Evaluation Standards”. This measure aims to minimize the negative effect on environment incurred in each process from the early design stage to delivery and operation, and ensures environmental sustainability in entire life cycle.

綠色建築設計

本集團秉持對環境的承擔和責任，參照《綠色建築評價標準》，將舒緩熱島效應理念、海綿城市理念等能源高效、環境友好的綠色理念融入所涉及的建築項目中。這項舉措旨在減少建築項目由設計之初至交付運營各個環節對環境的負面影響，並確保在其整個生命週期中實現環境可持續性。



Design stage 設計階段

Conduct research on environment of the project site, giving full consideration to the lighting and wind conditions of the site, to maximize the use of natural light and ventilation;

對項目地環境進行調研，充分結合現場光環境和風環境，儘可能的採用自然光和自然通風；

Based on the factors including terrain and climate conditions of the projects site, ensure the building's location and orientation are optimized to minimize any impact on environment and ecology by maximizing the preservation of initial state of the project site.

根據項目所在地的地形條件、氣候環境等因素，合理分佈建築物的位置和朝向，最大程度地保留項目地的初始狀態，減少對環境和生態的影響。



Construction stage 建造階段

Standardize the proportion of green building materials to be used, durability of materials and water efficiency of sanitary appliance;

規範綠色建材應用的比例、材料耐久性、及衛生器具用水效率；

Prioritize green technologies, 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, to minimize impact on environment, and energy and supplies consumption during construction.

優先採用綠色技術，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、高強度材料等，以減少在建造過程中對環境的影響以及能源和物資的消耗。



Operation stage
 運營階段

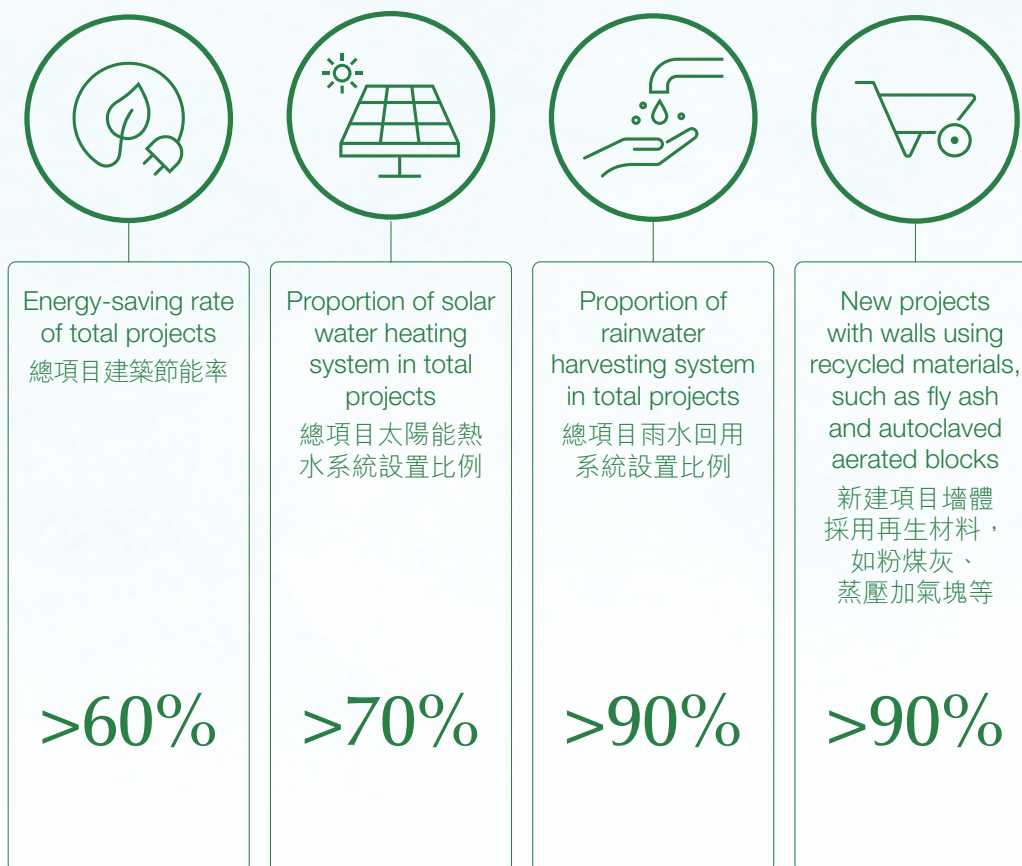
Adopt the Building Automation System (BAS) to provide the one-stop solution for building energy efficiency optimization and property management and operations to prevent the energy waste arising from abnormal operation.
 採用樓宇自動控制系統(BAS)為建築能效優化和物業管理運營提供一站式解決方案，避免因異常運行而造成的能源消耗。

Green Building Technology

As an important mean to accomplish green sustainability, green building technology helps the Group to efficiently address issues such as climate change, energy management, resources and recycled water utilization. To build a wonderful community integrating green, leisure, culture, health, we integrate green building technology with local ecological environment and culture during the construction process.

綠色建築技術

綠色建築技術是實現綠色可持續的重要途徑，幫助禹洲集團有效應對包括氣候變化、能源管理、資源及循環水資源利用等議題。為建造集綠色、休閒、人文、健康於一體的美好家園，我們在工程建造過程中將綠色建築技術與當地的生態環境和當地文化相結合。



Environmental Protection and Energy Conservation Measures or Technical Application Objectives
 環保節能措施或技術應用目標

Summary of green technology of Yuzhou Group
禹洲集團綠色技術匯總

Solar system: solar water heating system, solar photovoltaic system.

太陽能系統：太陽能熱水系統、太陽能光伏系統。

Rainwater utilization system: the sponge city, rainwater harvesting system.

雨水利用系統：海綿城市系統、雨水回收系統。

Energy-efficient construction technology: prefabricated construction technology, aluminium mould construction technique

節能施工技術：裝配式建築技術、鋁模施工工藝技術。

Air-source energy system: air-source energy water heating system, air-cooling heat pump.

空氣能系統：空氣能熱水系統、風冷熱泵系統。

Energy-efficient control system: basement ventilation and CO concentration control system, BAS, IBMS, lighting (basement, landscape lighting at night time) time control system, lighting (public space of building) induction control system, smart lighting control system, inverter control system for electrical equipment.

節能控制系統：地庫通風CO濃度控制系統、樓宇自動控制系統(BAS)、綜合樓宇管理系統(IBMS)、照明(地庫、夜景照明等)時間控制系統、照明(樓棟公區)感應控制系統、智慧照明控制系統、電氣設備變頻控制系統。

Smart system: smart home system (home remote control), smart community system (access control, surveillance, security control line).

智慧化系統：智慧家居系統(家居遠端控制等)、智慧社區系統(門禁、監控、安防控制線系統等)。

Electricity supply system: charging pile charging system, energy-efficient electrical distribution system (energy-efficient transformer, reactive power compensation and harmonic control).

電力供應系統：充電樁充電系統、節能變配電系統(節能變壓器、無功補償及諧波治理)。

Innovative design: BIM technology.

創新設計：BIM技術。

In 2023, among the projects delivered by the Group, the Hefei Yuzhou Shang Li Mansion and Hefei Yuzhou Oriental Mansion featured key green technologies. The total gross floor area (GFA) of buildings with solar heating systems is approximately 361,000 square meters, with a rainwater recycling capacity exceeding 800 cubic meters.

2023年，本集團交付項目中涉及重點綠色技術的合肥一禹洲·嘉譽尚里及合肥一禹洲·嘉譽東方項目，設計太陽能熱水的建築面積約36.1萬平方米，雨水回收量超800立方米。

Green Building Cases

Shaoxing Yuzhou Yinyue Mansion: Water-saving Model

Intelligent water-saving device is installed in Shaoxing Yuzhou Yinyue Mansion to collect rainwater on rainy days, which will be recycled after treatment and meeting standards, with a separate rainwater supply pipeline. Corrosion resistant and durable pipes and fittings, as well as valves with good sealing performance are selected. Efficient water-saving irrigation system is applied to courtyard landscape greening irrigation. The building adopts a prefabricated structure to reduce the generation of construction waste and wastewater, and to reduce the emission of harmful gases and dust.

綠色建築案例

紹興禹洲·印樾府：節水標桿

紹興禹洲·印樾府的智慧節水裝置可以在雨天收集雨水，處理達標後回用，並設有單獨的雨水供水管道；使用耐腐蝕、耐久性能好的管材管件及密閉性能好的閥門；中庭景觀綠化灌溉換成高效節水灌溉。建築採用裝配式結構，減少建築垃圾和廢水的產生，降低有害氣體及粉塵的排放。



Hefei Yuzhou Shang Li Mansion: Home of Nature

Hefei Yuzhou Shang Li Mansion adopts low-carbon and environmentally friendly natural lighting and ventilation. The Yuzhou design team uses recyclable green technologies. A CO concentration monitoring system is installed in the basement to monitor exhaust air at any time, reducing energy waste caused by excessive frequency.

合肥禹洲·嘉譽尚里：自然之家

合肥禹洲·嘉譽尚里採用低碳環保的自然採光和自然通風，禹洲設計團隊使用可循環使用的綠色技術，地庫中用CO濃度監控系統隨時監測排風，減少頻率過高引起的能源浪費。



The green building design of Hefei Yuzhou Shang Li Mansion is of two-star level, which applies the peripheral protective structure system and external wall insulation technology with an energy efficiency rate of over 65%. Solar water heating system and water consuming devices with Water Efficiency Grade 2 are installed.

合肥禹洲·嘉譽尚里的綠色建築設計級別為二星，應用了建築節能率大於65%的外圍防護結構系統和外牆保溫技術；使用太陽能熱水系統和2級節水器具。



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

Hefei Galaxy PARK: Classic Design

The Yuzhou design team has followed the design concept of “prioritizing passive technology” for green building, emphasizing passive design techniques to enable Galaxy Park meeting the suitability, maturity, and reliability requirements of “two-star green building”. Galaxy Park is equipped with a good heat preservation and insulation system of containment structure, which uses new energy-saving materials to enhance the building’s insulation capacity. Large-scale roof greening can reduce building energy consumption. The design team has also innovatively created the “fifth facade” of a building that integrates rest, viewing, and creative business, maximizing the use of existing terrain and vegetation to construct a beautiful ecological living environment.

合肥銀河PARK：設計經典

禹洲設計團隊選擇以「被動式技術優先」作為綠色建築設計理念，著重突出被動式的設計手法，使銀河Park滿足「綠建二星」要求的適宜性、成熟性與可靠性。銀河Park配備良好的圍護結構保溫隔熱系統，應用新型節能材料來增強建築保溫隔熱能力，大面積屋頂綠化可減少建築能耗。設計團隊還創新式打造出集休憩、觀賞、創意商業為一體的建築「第五立面」，最大化利用原有地形和植被，創造出優美的生態生活環境。



Xiamen Yuzhou Wyndham Grand Plaza Royale Hotel: Low-carbon Model

In order to ensure that every visitor can enjoy green travelling, energy saving and emissions reduction, Yuzhou Wyndham Grand Plaza Royale Hotel has set up many electric vehicle charging stations in the parking area and set up rain shelters for bicycle parking spaces. The design of a sunken courtyard allows for natural lighting and ventilation in the basement.



廈門禹洲溫德姆至尊豪庭大酒店：低碳範本

為了讓每位訪客都能綠色出行、節能減排，禹洲溫德姆至尊豪庭大酒店在停車區設置了很多電動汽車充電樁，自行車位也設置了雨棚，下沉式庭院能夠讓地下室實現自然採光和通風。

Tangshan Yuzhou Phoenix Mansion

90 millimeters thick B1 grade extruded polystyrene boards are selected for the roof of the project, and A-grade insulation material rock wool boards are used to set up fire isolation belts. The exterior wall adopts an external insulation system (80 millimeters thick extruded polystyrene board), and 12 millimeters argon low-E hollow glass (offline) and insulated aluminum alloy windows are selected for sound and heat insulation, effectively reducing energy consumption.



唐山禹洲·鳳凰府

禹洲在打造項目時精選90毫米厚B1級擠塑聚苯板做屋頂，並使用A級保溫材料岩棉板設置防火隔離帶。外牆採用外牆外保溫體系（80毫米厚擠塑聚苯板），窗戶精選12毫米氬氣low-E中空玻璃（離線）、隔熱鋁合金窗，隔音隔熱，有效降低能耗。

PRESERVING BIODIVERSITY

Yuzhou Group attaches great importance to the protection of biodiversity. In order to reduce the impact of various business activities on biodiversity and the ecological environment, we strictly comply with national laws and regulations on natural conservation, and have formulated our internal system the “Biodiversity Policy” to evaluate the potential impact of business activities on biodiversity and the ecological environment, and base on which to formulate reasonable protection measures to minimize the impact.

保護生態多樣性

禹洲集團重視生態多樣性的保護，為減少各類業務活動對生物多樣性和生態環境的影響，我們嚴格遵守國家關於自然保護的法律法規，並制定了本集團內部制度《生物多樣性政策》，對業務活動中可能對生物多樣性和生態環境造成的影響進行評估，並在此基礎上制定合理的保護措施，將影響降到最低。

Measures to Biodiversity in the Project Area

項目地生物多樣性保育措施

We strive to preserve the original state of the construction site as much as possible to protect the biodiversity of the project area. During the design phase of the project, we maximize topography utilization in the design and minimize the need for manual modifications. We use suitable localized species for greenery, low-carbon, dust and noise reduction, and choose excellent native seedlings and seedlings with strong resistance to adversity, in order to improve the effect of carbon fixation and oxygen release.

為保護項目地的生物多樣性，我們儘可能地保留施工地點的原始狀態，在項目設計階段，我們最大程度地按照地形進行方案設計，減少人為改造。我們結合項目屬地化苗木品種進行綠化、低碳、防塵降噪設計，選用優良的鄉土苗木和抗逆性強的苗木，提高固碳釋氧效應。

Specific Case: Zhuhai Project – Redevelopment of Old Villages in Shangchong

具體案例：珠海項目－上衝舊村改造

During the renovation, we made full use of every piece of land, preserved the banyan trees on the street corners, and combined them with municipal greening to create a street corner park. We made every effort to excavate the maximum value of the plot while reducing damage to the original ecology, greatly improving the ecological value of the land, and forming a virtuous cycle of green, environmental protection, energy saving, and conservation.

在改造時，我們充分利用好每一塊土地，把街角榕樹保留下來，並結合市政綠化做街角公園，盡全力挖掘地塊最大價值，同時減少對於原生生態的破壞，極大提高了土地的生態價值，形成綠色、環保、節能、節約的良性循環。

GREEN LEASE

The Group cooperates with its tenants to promote environmental protection and energy conservation measures, aiming to reduce carbon footprint and energy consumption of the building.

綠色租賃

本集團與租戶合作，推動環保和節能措施，以降低建築物的碳足跡和能源消耗。

Our measures includes but not limited to:

- Enter into agreements on energy saving, water conservation, waste reduction and waste recycling to make the tenants classify daily waste into recyclable and unrecyclable;
- Properly classify and dispose of the kitchen waste;

我們的措施包括但不限於：

- 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；

- Use eco-friendly and energy-saving lamps and equip separate power switches for different zones, as well as publicize the energy-saving consciousness;
- Post the “Energy-Saving Tips” in public areas to remind the tenants of the philosophy of environmental protection and sustainability development.
- 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」，向租戶宣傳綠色環保與可持續發展理念。

TACKLING CLIMATE CHANGE

Climate change has imposed more risks and challenges to the global businesses. Proactively adopting reasonable measures for tackling climate change is the key point for enterprises to realize sustainability. In order to tackle the climate change and reduce greenhouse gas emission, Yuzhou Group has adhered to a green development and made its contribution to achieve the national “dual-carbon” targets by implementation of a series measures, such as improving its energy-saving and emission reduction capability, accelerating the transformation of energy industry structure to a green and clean industry, and actively promoting ecological protection and restoration. The Group conducted work related to tackling climate change in four major aspects, namely governance, strategy, risk management, and indicators and targets, in accordance with the Guidance on Climate Disclosures published by the Hong Kong Stock Exchange.

Governance

The Group has built a climate change risk management structure consisting of the Board and the Sustainability Committee. The Board is responsible for leading the formulation of the Group’s carbon reduction plan and corresponding incentive system, setting up risk management, overall strategies and policies related to climate change, as well as supervising the progress in relevant targets. The Sustainability Committee establishes relevant management policies and strategies, then promotes their implementation, and regularly reports to the Board on the progress and effectiveness of climate change-related work.

應對氣候變化

氣候變化給全球企業帶來更多的風險和挑戰，積極採取合理措施應對氣候變化是實現企業可持續發展的關鍵。為應對氣候變化，減少溫室氣體排放，積極相應國家的「雙碳」目標，禹洲集團堅持走綠色發展道路，提高集團節能減排能力，加快能源產業結構向綠色清潔方向轉型，並積極推動生態環境的保護和修復工作。本集團參考香港聯交所《氣候信息披露指引》，圍繞管治、策略、風險管理、相關指標的管理四個主要領域開展應對氣候變化的工作。圍繞「管治」、「策略」、「風險管理」及「指標與目標」四個方面開展和披露應對氣候變化相關的管理工作。

管治

本集團構建了由董事會和可持續發展委員會組成的氣候變化風險管理架構。董事會將負責牽頭制定集團的減碳計劃及相應激勵制度，設立氣候變化相關風險管理事宜、整體策略及政策，對相關目標的完成進度進行監督。可持續發展委員會制定相關的管理政策和策略，然後推動實施，並定期向董事會匯報氣候變化相關工作進展和成效。

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Strategy

The Group has formulated the “Climate Change Policy” as its guideline for controlling climate risks and seizing climate-related opportunities. 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. For instance, following the TCFD recommendations, the Group chose RCP 8.5, the highest greenhouse gas emissions 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.

策略

本集團已制定《氣候變化政策》，以該政策為指引，落實各項控制氣候風險及把握氣候相關機遇的工作。基於不同的氣候變化情景，按照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。例如，本集團根據TCFD建議，選用RCP 8.5，即最高溫室氣體排放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 scenario

RCP 8.5情境

This scenario assumes that 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 meters.

The RCP 8.5 scenario was chosen to assess the most severe likelihood of future events if no measures are taken. 該情境假設全球無新增氣候變化政策干預和限制排放。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。用RCP 8.5情景可以評估在不採取任何措施下，未來產生風險的最壞情況。

IEA CPS

(current policies scenario)

IEA CPS當前政策情境

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.

該情境假設在未來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

(sustainable development scenario)

IEA SDS可持續發展政策情境

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 increase.

該情境假設在未來20-30年內，監管會逐漸變嚴格，對於企業在節能環保、技術轉型等方面的要求越來越高。

Risk Management

The Group identifies the climate change related risks affecting the financial performance of Yuzhou Group in an orderly manner according to the Guidance on Climate Disclosures published by the Hong Kong Stock Exchange. The Group also sorts out relevant physical risks and transition risks and their potential financial implications, and provides countermeasures to mitigate such risks. Besides, we have identified the opportunities arising from the climate change, and then taken effective actions to seize them.

風險管理

本集團將有序按照香港聯交所《氣候信息披露指引》，對影響禹洲集團財務績效的氣候變化相關風險進行識別，梳理出實體及轉型風險，及其潛在財務影響，並给出了緩解這些風險的應對措施。我們也對氣候變化帶來的機遇進行了識別，採取把握機遇的有效行動。

Type of Risk 風險類別	Name of Risk 風險名稱	Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對措施
Physical Risks 實體風險	Cyclone 氣旋	<ul style="list-style-type: none"> Extreme weather disrupting projects under development or completed projects resulting in loss of assets 	<ul style="list-style-type: none"> Decrease in assets: damaged assets lead to impairment of assets 資產減少：資產受損貶值 	<ul style="list-style-type: none"> Set up an extreme weather contingency plan 設定極端天氣應急預案
	Extreme heat 極端高溫			
	Coastal flood 海岸洪水	<ul style="list-style-type: none"> 極端天氣破壞在建或已建成項目，導致資產損失 	<ul style="list-style-type: none"> 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 	<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）
	Urban flood 城市洪澇	<ul style="list-style-type: none"> Impact on the normal operations of some businesses, such as hotel business 影響部份業務的正常運營，如酒店業務 	<ul style="list-style-type: none"> Decrease in revenue: affecting business operations 收入減少：業務營運受影響 	
	River flood 河水氾濫			
	Water shortage 水資源短缺	<ul style="list-style-type: none"> Extreme weather affecting the supply of construction materials resulting in an increase in prices of construction materials 極端天氣影響建材供應，導致建材價格上漲 Impact on the transportation of construction materials and stuff commuting, and then the progress of projects 影響建材運輸以及員工通勤，進而影響工程項目進度 	<ul style="list-style-type: none"> Increase in costs: increase in cost of construction materials 成本增加：建材成本增加 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 	<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)

Type of Risk 風險類別	Name of Risk 風險名稱	Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對措施
Transition Risks (Policy and Regulatory Risks) 轉型風險 (政策及法規風險)	<p>Failure to meet national and industry standards for carbon neutrality 未能配合國家及行業標準的碳中和目標</p> <p>Compliance risks for report disclosure 報告披露合規風險</p> <p>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</p>	<ul style="list-style-type: none"> Loss of competitive edge in the industry due to failure to meet industry standards for disclosure of carbon neutrality targets and information 因碳中和目標與資料的披露未能達到行業標準，導致失去行業競爭優勢 Possible penalties and litigation for non-compliance 因違規而可能受到處罰和訴訟 Increase in renovation and transformation costs and site selection costs 增加翻新改造費用、投地選址成本增加 	<ul style="list-style-type: none"> Increase in compliance costs 合規成本增加 Increase in operation costs 運營成本增加 	<ul style="list-style-type: none"> 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

Type of Risk 風險類別	Name of Risk 風險名稱	Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對措施
Transition Risks (Market Risks) 轉型風險 (市場風險)	Change in investors' preference towards green building property developers 投資者偏好轉移至綠色建築房地產開發商	<ul style="list-style-type: none"> Reduced attractiveness to investors and customers due to failure to meet their preferences and expectations 由於不滿足投資者和客戶的偏好和期望，而減少對投資者和客戶的吸引力 	<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"> 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 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
	Failure to meet customers' policy related to climate change/standards and expectation 未能符合客戶氣候變化政策／標準期望	<ul style="list-style-type: none"> Extreme weather affecting the supply of raw materials resulting in an increase in prices 極端天氣影響原料供應，導致價格上漲 	<ul style="list-style-type: none"> Decrease in revenue: decrease in revenue due to loss of customers 收入減少：客戶流失導致收入減少 Increase in costs: increase in prices of raw materials 成本增加：原料價格上升 	
	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			

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

Type of Risk 風險類別	Name of Risk 風險名稱	Risk Description 風險描述	Potential Financial Impacts 潛在財務影響	Responses 應對措施
Transition Risks (Reputation Risks) 轉型風險 (聲譽 風險)	<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"> Damage to existing cooperation arrangements or reduced ability to attract new partners 破壞現有合作安排或削弱吸引新合作夥伴的能力 Loss of competitive edge when compared to more sustainable competitors 與可持續表現更佳的競爭對手相比時失去競爭優勢 	<ul style="list-style-type: none"> Decrease in revenue 收入減少 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

Type of Opportunity 機遇類型	Name of Opportunity 機遇名稱	Opportunity Description 機遇描述	Potential Financial Impacts 潛在財務影響	Responses 應對措施
Climate-related Opportunities 氣候相關機遇	Resource efficiency opportunities 資源效率機遇	<ul style="list-style-type: none"> In the medium to long term, energy efficiency improvements can bring direct cost savings to operations 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 	<ul style="list-style-type: none"> Reduction in operation costs 營運成本降低 	<ul style="list-style-type: none"> Promote the application of energy-efficient design and construction technologies in project development 推進高效節能設計、建造技術應用於項目開發中 Implement an energy management system to optimize the energy structure 推行能源管理體系，優化能源結構
	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 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 	<ul style="list-style-type: none"> Increase in revenue 營業收入增加 	<ul style="list-style-type: none"> Promote the application of green products and technologies in the daily operations of the enterprise 推動綠色產品及技術於企業日常營運的應用
	Market Opportunities 市場機遇	<ul style="list-style-type: none"> Adoption of green materials and development of green buildings to attract more customers 採用綠色環保材料，發展綠色建築，吸引更多客戶 	<ul style="list-style-type: none"> Increase in revenue 營業收入增加 	<ul style="list-style-type: none"> Practice low-carbon development and promote the improvement of raw materials and the use of environmental-friendly materials by suppliers 踐行低碳發展道路，推進供應商改善原材料和使用環保型材料

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Metrics and Targets

GHG emission is the significant cause to climate change. In order to reduce GHG emissions, the Group implemented energy saving and carbon reduction, energy consumption management and other measures, relevant indicators of which include 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).

Energy Consumption and GHG Emissions

The Group's GHG emissions are mainly derived from direct GHG emissions from fuel consumption of self-owned vehicles (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 2023, Scope 3 emissions saw a larger increase as compared to last year mainly due to the increase in business travel flights by employees. Energy consumption of for the year is mainly attributable to electricity consumption.

指標與目標

溫室氣體排放是導致氣候變化風險的重要原因，本集團為減少溫室氣體排放，開展了節能減碳、能耗管理等措施，相關指標包括：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）。

能源消耗和溫室氣體排放

本集團的溫室氣體排放主要來自於公司自有車輛的燃油消耗所產生的直接溫室氣體排放（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）。2023年的範圍三排放量較去年增加幅度較大，主要原因是員工商務旅行航班次數增加所致。本年度能源消耗主要源自於電力消耗。

	Unit 單位	2022 2022年	2023 2023年
Total energy consumption 能源消耗總量	MWh 兆瓦時	8,281.8	7,676.8
Energy consumption intensity 能源消耗強度	MWh/sq.m. 兆瓦時／平方米	0.004	0.002
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	4,803.4	4,508.3
Scope 1 範圍一	tCO ₂ e 噸二氧化碳當量	57.7	75.3
Scope 2 範圍二	tCO ₂ e 噸二氧化碳當量	4,613.1	4,235.2
Scope 3 範圍三	tCO ₂ e 噸二氧化碳當量	132.6	197.8
GHG emissions intensity 溫室氣體排放強度	tCO ₂ e/sq.m. 噸二氧化碳當量／平方米	0.002	0.001

RESOURCES CONSERVATION

The Group is committed to reducing resource consumption and actively engaging in energy saving and emission reduction initiatives to promote green and low-carbon practices in construction and operation throughout the Group. We have formulated internal management systems such as the “Standardized Operation Guidelines for Safety and Civilization”, the “Standardized Operation Guidelines for the Configuration of Offices” and the “Standardized Operation Guidelines for Temporary Construction Materials Management”, in order to standardize the use of resources by all the business departments

The Group’s president office and design management department cooperate in its environmental management through formulation of environmental-related sustainable development strategies to provide guidelines for all business departments. In addition, each of our business segments has established an environmental management system tailored to its own operational characteristics.

Water Resource Management

To effect the water resources conservation and reduce water consumption, the Group has facilitated the implementation of several water-saving measures.

節約資源

本集團致力於減少資源消耗，積極開展節能減排行動，推動集團從上至下踐行綠色低碳的建設和運營方式。我們制定《安全文明標準化操作指引》、《辦公室配置標準作業指引》、《工程臨時物資管理作業指引》等內部管理制度，以規範各個業務部門的資源使用。

本集團的環境管理由集團總裁辦及設計管理部協同合作負責，通過制定環境相關的可持續發展策略，以為各部門提供方向和指引。同時，各業務板塊也建立了專為其營運特點度身訂造的環境管理體系。

水資源管理

為實現對水資源的保護、減少用水量，本集團推動實施了多項節水措施。

Water recycling 水資源回用

- The commercial operations business implements rainwater and chilled water reuse projects
- Projects under development use rainwater for vehicle cleaning, dust suppression and site greening
- 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, to reuse water for washing
- 商業運營業務實行雨水和冷凍水回用項目
- 在建項目用回收的雨水清洗車輛、抑制揚塵和工地綠化
- 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

Rainwater and sewage diversion 實行雨污分流

- 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
- 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

Using water-saving appliances 使用節水器具

- Water-saving appliances are popularized to more commercial plazas, offices and dormitories
- 將節水器具推廣到更多商業廣場、辦公室以及員工宿舍

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

In 2023, the total water consumption of the Group was 626,637 cubic meters, and the water consumption intensity was 0.17 cubic meters/sq.m..

本集團在2023年的總用水量為626,637立方米，耗水密度為0.17立方米／平方米。

	Unit 單位	Water consumption 水資源消耗情況	
		2022 2022年	2023 2023年
Total water consumption 總用水量	cubic meters 立方米	413,020	626,637²
Water consumption intensity 用水密度	cubic meters/sq.m. 立方米／平方米	0.19	0.17

Material Management

To manage 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 will minimize the consumption of disposable items as far as possible and provide them according to actual demands to avoid waste. The Group's projects under development reduce material waste by applying prefabricated construction technology and maximizing the use of reusable materials when feasible.

物料管理

針對辦公室資源的管理，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。酒店營運時盡可能減少一次性用品的消耗，按實際需求提供，避免資源浪費。集團的在建項目採用装配式建築技術，減少材料浪費，並按照實際情況盡量使用可重複使用物料。



- Replacing bottled water with direct drinking water and encouraging employees to use refillable water bottles
- Promoting paperless office
- Double-sided printing is used for internal documents
- Encouraging reuse of paper
- 以直飲水代替瓶裝水，鼓勵員工攜帶水杯
- 推行無紙化辦公
- 內部文件一律使用雙面列印
- 鼓勵重複利用紙張



- Using reusable materials according to project situation
- Using prefabricated construction technology to reduce human error and material consumption
- 按照項目情況使用可重複使用物料
- 使用装配式建築技術，減少人為錯誤及材料



- Replacing paper coasters with reusable rubber coasters
- Providing toiletries and disposable paper cups according to customers' demands
- 以可重用的橡膠杯墊取代紙杯墊
- 按照客戶的需求提供洗漱用品和一次性紙杯

² The increase for the year was due to the adjustment of the reporting scope.

² 本年度數據上升是因為報告範圍調整所致。

EMISSIONS MANAGEMENT

In order to minimize the impact of emissions on the environment, the Group strictly abides by the relevant national laws and regulations and strictly controls waste discharge to ensure emissions compliance. We have formulated the “Standardized Operation Guidelines for Safety and Civilization of Yuzhou Group” according to the actual circumstances of the Company to regulate the construction process, and all contractors are required and monitored to strictly comply with the guidelines.

Air Emissions Management

The nitrogen oxides, sulphur oxides and particulates generated by the Group are mainly derived from fuel use of the Company's vehicles. To reduce air emissions and ensure the vehicle emissions meet the standards, we conduct regular inspections and maintenance on the vehicles. In addition, in order to reduce the impact of dust of the construction sites on the air quality, we have set up dust reduction equipment on the sites, including spraying equipment, dust screen and sprayer, and specified the dust prevention and treatment responsibilities and included it into the appraisal of persons in charge.

排放管理

為將排放物對環境的影響降到最低，本集團嚴格遵守國家設定的相關法律法規，嚴格控制廢棄物的排放，確保排放合規。我們結合公司實際制定《禹洲集團安全文明標準化操作指引》，對施工流程進行規範，並要求和監督承包商嚴格遵守。

廢氣排放管理

本集團所產生的氮氧化物、硫氧化物以及顆粒物主要源自於公司車輛的燃料使用。為減少廢氣排放，保證車輛排放符合標準，我們定期對自有車輛進行檢查和保養。此外，為減小施工現場的揚塵對空氣質量的影響，我們在現場安裝了抑塵設備，包括噴淋裝置、防塵網和射霧器，並明確揚塵防治責任，將其納入負責人考核範圍。

Spraying for dust suppression 灑水抑塵

- We have set up spraying equipment and sprinklers to conduct regular on-site water spraying on the construction sites, and some of the water used was collected rainwater.
- 在工地安裝噴淋裝置和配備灑水車等，定期向施工現場灑水，其中一部份用水來自於回收的雨水。

Sealing 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 or office buildings, we will install online dust monitoring systems to monitor the dust concentration and carry out timely measures to deal with the situation of exceeding the permitted levels, so as to ensure that the air quality meets the requirements.
- 若施工現場靠近住宅或辦公樓，我們將安裝在線揚塵監控系統，實時監控粉塵濃度，並及時採取措施應對超標情況，保證空氣質量符合要求。

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

In 2023, the air emissions of the Group were as follows:

2023年，本集團廢氣排放情況如下所示：

Categories of exhaust gas 廢氣類別	Unit 單位	2022 2022年	2023 ³ 2023年 ³
Total emissions of sulphur oxides (SO _x) 硫氧化物 (SO _x) 排放總量	kg 千克	0.78	1.38
Total emissions of nitrogen oxides (NO _x) 氮氧化物 (NO _x) 排放總量	kg 千克	4.44	5.92
Total emissions of particulate matters (PM) 顆粒物 (PM) 排放總量	kg 千克	1.18	1.57

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 do not 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 cm² 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 sites shall be legal and formal sealed vehicles to prevent leakage on 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。

³ The increase for the year was due to the adjustment of the reporting scope.

³ 本年度數據上升是因為報告範圍調整所致。

Waste Management

We actively promote waste sorting and turn the waste to companies with professional qualifications for treatment in accordance with relevant policies.

廢棄物管理

我們積極推動廢棄物分類工作，並按照相關政策將廢棄物交給具有專業資質的公司進行處理。

Property Management Business 物業管理業務

- Set up special collection points for recyclables, hazardous waste, kitchen waste and dry waste
- Transport waste to qualified enterprises for recycling and treatment
- 設置專門的收集點，收集可回收物、有害垃圾、廚餘垃圾和干垃圾
- 運送至具經營資質的企業進行回收和處理

Commercial Operations Business 商業營運業務

- Set up special recycling points
- Promote paper recycling in the office and encourage employees to recycle paper boxes, cans and plastic bottles for commercial activities
- 設置專門的回收點
- 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

Hotel Operations Business 酒店營運業務

- Implement waste sorting
- Implement digitalization at the office to minimize paper usage
- 實行垃圾分類
- 貫徹電子化辦公，以減少紙張使用

Major measures of managing wastes by each business unit 各業務主要廢棄物管理措施

During operation, the Group generates hazardous waste such as used light tubes, as well as non-hazardous waste such as green plant waste.

本集團在運營過程中會產生舊燈管等有害廢棄物，以及綠化垃圾等無害廢棄物。

Categories of waste 廢棄物類別	Unit 單位	2022 2022年	2023 2023年
Total hazardous waste 有害廢棄物總量	tonne 噸	1.17	0.84
Intensity of hazardous waste discharged 有害廢棄物排放密度	tonne/1,000 sq.m. 噸/千平方米	0.00054	0.00023
Total non-hazardous waste 無害廢棄物總量	tonne 噸	74.90	34.40 ⁴
Intensity of non-hazardous waste discharged 無害廢棄物排放密度	tonne/1,000 sq.m. 噸/千平方米	0.034	0.009

⁴ The decrease was due to the adjustment of the reporting scope.

⁴ 數據下降是因為報告範圍調整所致。

FOSTERING STAFF TO GROW
促進員工成長

FOSTERING
STAFF TO GROW

促進員工成長





8.6 – Promote youth employment and training

8.6 – 推動青年人就業和培訓

We provide extensive training opportunities for our employees to support their diversified development. 我們為員工提供豐富的培訓機會，支持員工多元發展。

8.8 – Promote safe and secure working environments

8.8 – 推動創造安全和有保障的工作環境

We continuously improve our mechanism of health and safety management to create safe and secure working environments.

我們不斷完善健康與安全管理機制，創造安全和有保障的工作環境。

HEALTH AND SAFETY

The Group strictly abides by the relevant national and local laws and regulations on occupational health and safety, and actively promotes the establishment and implementation of safety management systems. We have formulated more than 20 safety management system files, including “Standardized Operation Guidelines for Safety and Civilization of Yuzhou Group”, “Management Procedures for Safety and Civilization”, “Safety and Civilization Management Procedures for Engineering Construction”, etc., to refine our safety construction objectives, thereby continuously promoting the construction of long-term safety management mechanisms to further carry out safety production activities. We attach great importance to the health and safety of our employees, staff and clients in our offices, construction sites and property management. By improving relevant policies, optimizing the construction of safety management system, and rationally arranging project safety work, we are committed to creating a safe working environment.

Occupational Health and Safety (OHS) Management

The occupational safety and health supervision and management of Yuzhou Group is jointly led by the Group’s Human Resources Department and Operation Management Department, both of which perform their own duties. The Human Resources Department is responsible for the occupational health management of employees, while the Operations Engineering Department focuses on the control of safe and civilized construction of projects, and is responsible for supervising, inspecting and evaluating the safety and civilized management practices of various regions, city branches and projects under development to ensure that each aspect meets the standards.

健康與安全

本集團嚴格遵守國家及地方關於職業健康及安全的相關法律法規，積極推動安全管理制度的建立和執行。我們已制定超過20份安全管理制度檔案，包括《禹洲集團安全文明標準化操作指引》、《安全文明管理規程》、《工程建設安全文明管理規程》等，細化分解安全建設目標，持續推進安全管理長效機制建設，並進一步開展安全生產活動。我們高度重視辦公室、建築工地和物業管理等場所的員工、工作人員和客戶的健康與安全。通過完善相關政策、優化安全管理體系建設、合理佈局項目安全工作，致力於打造安全的工作環境。

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由集團人力資源部和運營管理部共同主導，兩者各司其職。人力資源部負責員工的職業健康管理，而運營工程部則專注於項目安全文明施工的管控，負責監督、檢查、評估各區域、城市公司以及在建項目的安全文明管理實踐情況，確保每個環節均符合標準。

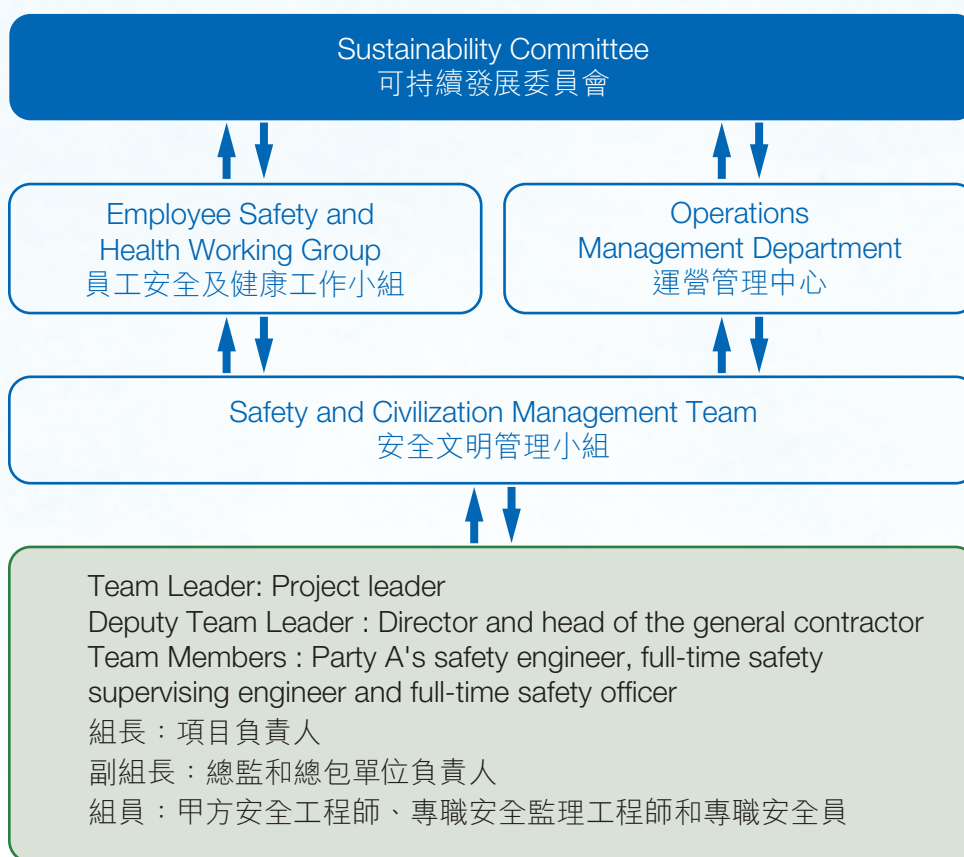
FOSTERING STAFF TO GROW (Continued) 促進員工成長 (續)

In order to effectively implement safety management, the Group has set up an employee safety and health group, which is composed of professionals from various departments, including the company project department, general contractor, supervisory unit and subcontractor. They are responsible for ensuring the fulfillment of goals of occupational safety and health and are under the supervision of the Sustainability Committee established by the Board.

In addition, the Group has set up a special safety and civilization management team in each project under construction, which is composed of personnel from the project department, construction unit, supervisory unit and other departments. The team focuses on safety construction inspections within the project on a weekly basis, and checks the rectification of hidden dangers according to the inspection results. Finally, the inspection results are reported to the Operations Management Departments of regional and city branches and Group's Operations Management Department to ensure the safe and civilized construction in every project.

為有效執行安全管理工作，集團特別成立了員工安全及健康小組，此小組由各部門的專業人員組成，包括企業項目部、總包單位、監理單位以及分包單位等。他們負責確保職業安全及健康目標的實現，並受到由董事會設立的可持續發展委員會的監督。

此外，集團在每個在建項目中設立了專門的安全文明管理小組，該小組由項目部、施工單位、監管單位等部門人員組成。每周，該小組專注於項目內的安全施工檢查，並根據檢查結果進行隱患排查和整改情況的核實。最終，將檢查結果報告給區域、城市公司運營管理部以及集團的運營管理部門，以保障各項目安全文明施工。



Linking Safety Performance with Remunerations

In order to further implement the occupational safety and health work, the Group has adopted an assessment mechanism that links the remunerations of the relevant responsible departments with the safety performance. The performance of occupational safety and health management is included in the evaluation of senior management as a key assessment indicator. In the event of a major risk or accident in the project, the “Veto System” will be applied and the performance will be recorded as zero. If the potential safety hazards in the project have not been rectified or the rectification is not in place, the Group will punish the regional company project located, the person in charge of the project in the city branches, the project director and other relevant personnel according to the severity, and the serious circumstances will be imposed penalties including criticism, degrading, salary cuts and demotions, dismissals according to the degree.

安全績效與回報掛鉤

集團為進一步落實職業安全與健康工作，採取了相關負責部門薪資與安全績效相掛鉤的考核機制。將職業安全與健康管理工作表現作為著重考核指標納入高層管理人員考核工作中。倘若，項目中發生重大風險及事故，一併執行「一票否決制」，並將考核的績效成績記為零。在項目中的安全隱患未被改整或改整不到位的，集團按照其嚴重程度，分別對項目所在區域、城市公司工程負責人、項目總監等相關人員進行處罰，形式嚴重的按程度分別給予批評、降級、降薪降職、辭退等處分。

Safety Management System 安全管理體系

Safe Production Training 安全生產活動培訓

- ◆ The Group has properly publicized the safety system and established safety culture corridors at construction sites;
集團安全制度宣貫，工地設置安全文化長廊；
- ◆ The Group conducts daily safety training before the work;
每日開工前開展安全培訓；
- ◆ Arrange for staff to watch safety education and publicity films and warning films;
觀看安全生產宣傳教育片、警示片；
- ◆ The Group organized the “Production Safety Month Campaign for 2023” and invite firefighters to provide fire safety training on site.
開展「2023安全生產月行動」並邀請消防人員前來現場做消防安全培訓。

Emergency Management Mechanism 應急管理機制

- ◆ 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；
- ◆ The Group has conducted training and drills on the five major injuries (high fall, physical impact, collapse, mechanical injury and electrocution), firefighting, typhoon and flood prevention, and other emergency rescue knowledge.
開展涉及五大傷害（高墜、物體打擊、坍塌、機械傷害、觸電）、消防、防台防汛等應急救援知識的培訓與演練。

Safety Management System 安全管理體系

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

The Group convenes monthly safety management review meetings, requesting:
每月召開安全管理總結專題會，要求：

- ◆ Each city branch to report on the progress in safety management, including the rectification and elimination of the previous problems;
匯報各城市公司對安全管理進度，內容覆蓋過往問題整改銷項；
- ◆ Report on “3+1” special inspection, daily implementation of the safety management system, identification of sources of major risks in projects;
匯報「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；
- ◆ Report on the implementation of project safety alert lists and prevention and control, and drills of safety emergency prevention plans.
匯報項目安全落實預警清單執行及防控管理，以及安全應急預案演練情況。

“3+1” Management System 「3+1」管控體系

As the cornerstone of the Group’s stable operation, the Group has established a sound engineering construction control system:
作為企業穩健經營的基石保障，建立健全工程建設管控體系：

- ◆ The Group’s “3+1” Management System consists management of behavior, contract performance, red lines of the project, coupled with safety management as a guarantee of quality delivery;
集團「3+1」管控體系包括行為管理、合同履約管理、工程紅線管理，加安全管理作為品質交付；
- ◆ The Group implements “3+1” Management on a regular basis, identifies problems, tracks and eliminates issues, and inspects at least one item per week per city platform.
落實「3+1」管控常態化管理，發現問題、跟蹤問題，關閉問題，每城市平台每周至少檢查一項目。

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，發佈相應的管理要求，將所發現問題列入缺陷庫。

Safety Targets

In 2023, 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 OSH targets: no work-related fatal accidents and no violations of any safety management rules. The Group sets OSH objectives for managing OSH-related risks that may arise in the course of the Group's operations:

- ◆ 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%;
- ◆ 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;
- ◆ The Group offers commercial insurance on accidents for its employees, with a coverage rate of 98% or above.

安全目標

2023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。本集團對管理集團營運過程中可能出現的職安健相關風險，設定了職安健目標：

- ◆ 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；
- ◆ 職工健康查體每年一次，查體人數不低於98%；
- ◆ 提供職工商業意外險，商業險覆蓋率不低於98%。

	2021	2022	2023
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
Number of days lost due to work-related injuries (days) 因工傷損失工作日數(天)	0	174	175

Safety and Civilization Development

Yuzhou Group is highly concerned about the development of safety and civilization, and follows its established internal rules to continuously improve its safety and civilization system, and to promote the institutionalization, standardization and normalization of its construction management. Meanwhile, we ensure the safety of construction sites, office areas and the surrounding environment, as well as the safety of contractors' employees and the personal safety and quality of life of local residents.

The Group prioritizes the health and safety of specialized construction personnel, such as electricians and welders. The Group requires them to operate in strict accordance with the standard procedures, correctly use protective equipment, and wear special badges. At the same time, they are required to 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.

In order to ensure the health and safety of its people in the office areas and living areas in 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 strictly implement the "Checklist of Prohibited Items for Safety and Civilization", and check and evaluate the 25 key points in the living areas, office areas and construction sites in respect of 17 dimensions including fire prevention management, construction machinery, foundation pit engineering, civilized construction for their safety and civilization status.

The Group has set up a safety and civilization inspection system. The safety management is carried out at three levels, i.e. at the Group, by city and project. Monthly random inspections and quarterly inspections on the safety and civilization management of each engineering project are conducted to identify problems in a timely manner and corrective measures will be taken with its implementation followed up supervised. According to the evaluation results of 2023, the performance in overall safety and civilization was better as compared to the previous year.

安全文明建設

禹洲集團高度重視安全文明建設，依循所指定的內部管理制度，不斷改進安全文明體系建設，推動施工管理制度化、標準化及規範化進行，確保施工現場、辦公區域的安全和周邊環境的保護，保障承包商員工的安全和周邊居民的人身安全和生活品質。

本集團重視建築施工特種人員的健康與安全，包括建築電工、建築焊工等。嚴格按照標準操作規程進行作業，正確使用安全勞動防護用品，並配戴特種作業操作胸牌。同時，要求他們對作業工具及設備進行維護保養情況做崗前檢查。對於土地開挖、建築拆除等危險性較大的分部分項工程作業，本集團制定了專項施工方案設計要求，並建立了審查制度，以控制潛在的工程安全風險。

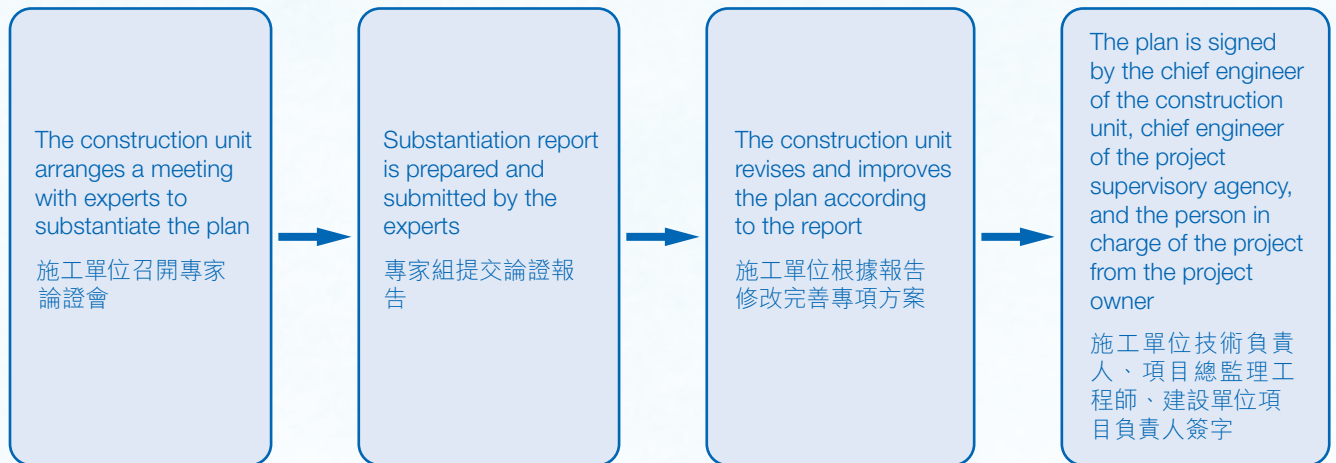
為保障施工現場的辦公區域及生活區域的健康與安全，本集團各組織層級的行政管理人員參照行政辦公「5S」的管理要求，對辦公場所及環境進行檢查評估，不定期開展消殺工作。同時，項目管理人員嚴格執行「安全文明禁止項檢查表」制度，定期從防火管理、施工機械、基坑工程、文明施工等17個維度對生活區、辦公區及施工現場所覆蓋的25項要點檢查和評估安全文明管理狀況。

本集團已制定安全文明巡檢制度，以集團、城市、項目三級作為安全管理單位，對各工程項目安全文明管理進行月度抽查、季度巡查，及時發現問題並加以整改、跟進、監督。2023年評估結果顯示，整體安全文明成績較上一年有所提升。

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



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



FOSTERING STAFF TO GROW (Continued)

促進員工成長 (續)

Production Safety Inspection 安全文明管理檢查

- | | | |
|---|----------|---|
| <p>Operations Management Department
at the Company's headquarters
公司總部運營管理部</p> | <p>√</p> | <p>Third-party companies are entrusted to carry out unannounced inspections of each project on a quarterly basis, and conduct assessment based on the inspection results</p> <p>每季度委託第三方單位進行各項目安全文明飛行檢查，依據檢查結果進行考核</p> |
| <p>Operations Management Departments of
the Company's regional/city branches
區域／城市公司運營管理部</p> | <p>√</p> | <p>Spot checks and inspections are conducted on the safety and civilization management of the projects under development in various regional or city branches on a monthly basis</p> <p>每月對各區域或城市公司在建項目進行安全文明管理情況抽查巡檢</p> |
| <p>Project Department
項目部</p> | <p>√</p> | <p>Safety and civilization inspections are carried out every month, covering all the projects under development in the region, with corresponding actions taken according to the findings</p> <p>每月組織一次安全文明普查，涵蓋區域內所有建設項目，並依據檢查結果進行相應處理</p> |
| <p>Project Department
項目部</p> | <p>√</p> | <p>The project department organizes supervisory agencies and general contractors and subcontractors to conduct safety and civilization inspections at the construction sites every week, covering construction areas, living areas, offices and demonstration areas</p> <p>每週組織監理、總分包進行安全文明施工現場檢查，覆蓋施工區、生活區、辦公區及示範區</p> |
| <p>Project Department
項目部</p> | <p>√</p> | <p>They check on the conditions of safety and civilization and rectification of hazard sources every day and take corresponding remedial actions</p> <p>每日對現場安全文明狀態、危險源整改情況進行巡查與處理</p> |

Guided by the requirements of the state and government for the establishment of a dual-prevention system, the Group has developed a dual-prevention system featuring “identification and control of risks in safe production” and “investigation and rectification of hidden hazards”. Leveraging on new design and approaches, the strict control of technology, equipment, personnel and process can be realized through dual-prevention system. We have achieved integrated closed-loop management covering all staff, every dimension and the whole process through the dual-system management of projects. Such 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. The Group thereby essentially improves its safety management and is allowed to take initiative in accident prevention.

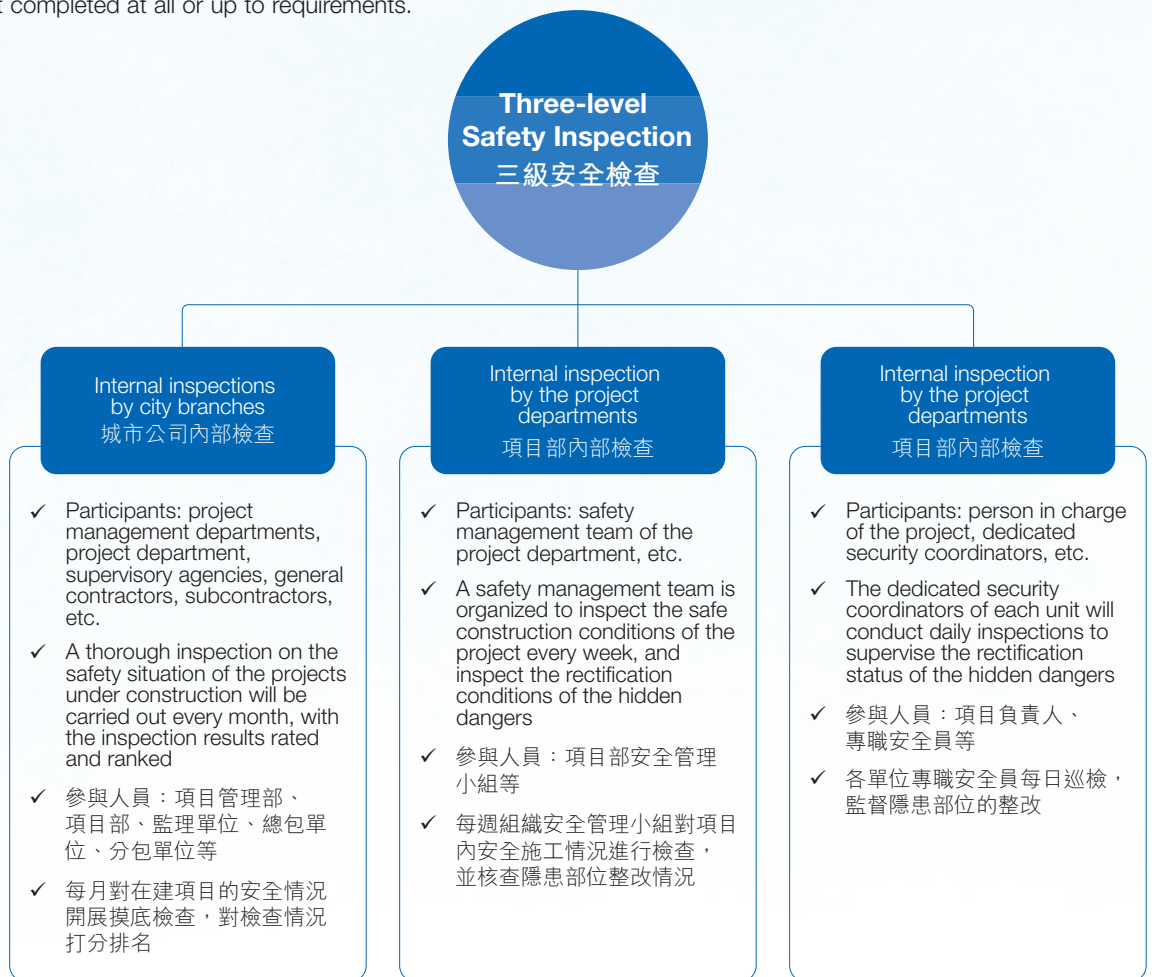
本集團貫徹落實國家、政府雙重預防體系建設工作部署，制定了以「安全生產風險辨識控制」與「隱患排查治理」的雙重預防體系。預防體系通過新設計、新方法來實現工藝嚴防、設備嚴控、人員嚴管及過程嚴治。我們實現了項目雙體系治理的「全員、全方位、全過程」一體化閉環管理。線下舉措配合信息化系統形成了一個閉環的隱患排查治理體系，為項目安全管理工作保駕護航。另外，還將雙重預防體系培訓與施工單位日常開展的三級安全教育培訓、繼續教育培訓等有機的結合起來，切實提高從業人員安全風險管控能力和事故防範意識。從本質上提升安全管理，從根本上取得事故防範的主動權。

Production Safety Inspection

The Group has formulated “Management Practice Guidelines for Safety and Civilization”, “Standardized Operation Guidelines for Safety and Civilization” and “Management Procedures for Safety and Civilization” and other internal policies to further standardize the construction of safety standardization and improve the management procedures for safety and civilization. The Group also has established a production safety management team headed by the project manager. It is responsible for adjusting the total cost of construction projects based on the GFA and deploying dedicated production safety management personnel according to the difficulty of the construction work, which has served as a flexible management of production safety. Meanwhile, the Group has established a three-level safety inspection system, with regular internal inspections conducted by its city branches, project departments, and construction units. According to the “Management Procedures for Project ‘Shut-down’”, the inspection teams at all levels are required to identify and inspect hidden dangers within the required time frame for completion of rectification. Projects may be partially or entirely shut down if the rectification is not completed at all or up to requirements.

安全生產檢查

本集團制定《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》等內部政策，進一步規範安全標準化建設，完善安全文明管理流程。集團設有項目經理組成的安全生產管理小組，負責建設工程項目依照建築面積調整總造價、按照施工作業難度調配專職安全生產管理人員，起到了安全生產靈活管理的作用。同時，本集團設有三級安全檢查制度，由城市公司、項目部、施工單位定期開展內部監查工作。根據《工程「拉閘」管理規程》各級檢察組需在規定的整改時間內對隱患部位進行排查及核實。整改未完成或不達標的，將會進行局部或全項目停工整頓。



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

Improvement in Safety Awareness

Safety awareness, as a crucial element for achieving safe production, is the cornerstone of protecting employees' safety and the guarantee of sustainable development for enterprises. The Group organized a "Production Safety Month Campaign" annually, with its projects under construction across the country 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 year, the Group organized a "Production Safety Month Campaign for 2023" again, in which the project department cooperated with the general contractor to increase their promotional efforts on safety and civilization by means of banners and posters. 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.

安全意識提升

安全意識是實現安全生產的重要組成部分，是保障員工安全的基石，也是企業可持續發展的保證。集團每年通過組織「安全生產月行動」，在全國在建項目上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。年內，本集團再次組織了禹洲「2023安全生產月行動」，項目部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。在此期間，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。



Employees' Festival of Yuzhou and the Kick-off of Production Safety Month
禹工節暨安全生產月啟幕

The Group standardizes the operation procedure of projects for its employees by formulating the "Standardized Operation Guidelines for Safety and Civilization". Specifically, full-time operators have to obtain necessary qualification certificates and 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 before starting to work, so as to eliminate potential hazards and enhance the safety awareness of employees.

通過制定《安全文明標準化操作指引》規範化員工項目操作流程，例如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。施工人員在變換工種、節後復工或工藝「四新」施工等時間節點上，會對相關人員進行工前安全教育培訓，排除隱患、增強員工安全意識。

Results of the Production Safety Month Campaign⁵:

18,600 individuals participated in safety training

2,100 potential hazards eliminated

35,000 individuals participated in emergency drills

110 contingency plans

安全月實施情況⁵：

18,600人次參與安全培訓

2,100項安全隱患銷項

35,000人次參與應急演練

110份應急預案

Occupational health and safety
training performance of the Group

A total of 4,490 participants

A total of 7,460 hours

集團職安健培訓表現

安全培訓總人次4,490人次

安全培訓總時數7,460小時



⁵ The statistics include the construction personnel of each unit at the project site and the personnel of the Group.

⁵ 數據統計包含項目現場各單位參建人員及本集團人員。

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 quality & 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.

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。通過《安全管理協定》、《治安消防協定》等文件，就其工程管理、品質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。

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》編製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 協定簽署

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

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

<p>Certification for Workplace Competency 持證上崗</p>	<p>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</p> <p>Establish the roster of special operators and operators of small and medium-sized machines and the public signs. The roster together with their qualifications must be exhibited in public 建立特種作業人員和中小型機械操作工名冊及公示牌，統一公示相關人員作業資格的相關證件</p>
<p>Inspection of Equipment 設備檢查</p>	<p>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</p>
<p>Security Project Plan 安全項目方案</p>	<p>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製安全專項方案，必要時組織專家論證會討論方案的可行性</p> <p>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</p>

TALENT ACQUISITION

Diversity and inclusivity are the cornerstones for an enterprise to achieve sustainable development. Yuzhou Group is committed to constructing a diversified team. In accordance with the Group's "Board Diversity Policy", the diversity of board members was 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. We believe that staff diversity will enrich the corporate with various values, which may benefit the flexibility, creativity and innovation of the team.

人才吸納

多元化與包容性是企業實現可持續發展的基石，禹洲集團努力打造多元化團隊，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，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。我們相信多元化的員工能為企業提供不一樣的價值觀，以此提升團隊的靈活性、創造性及改革新精神。

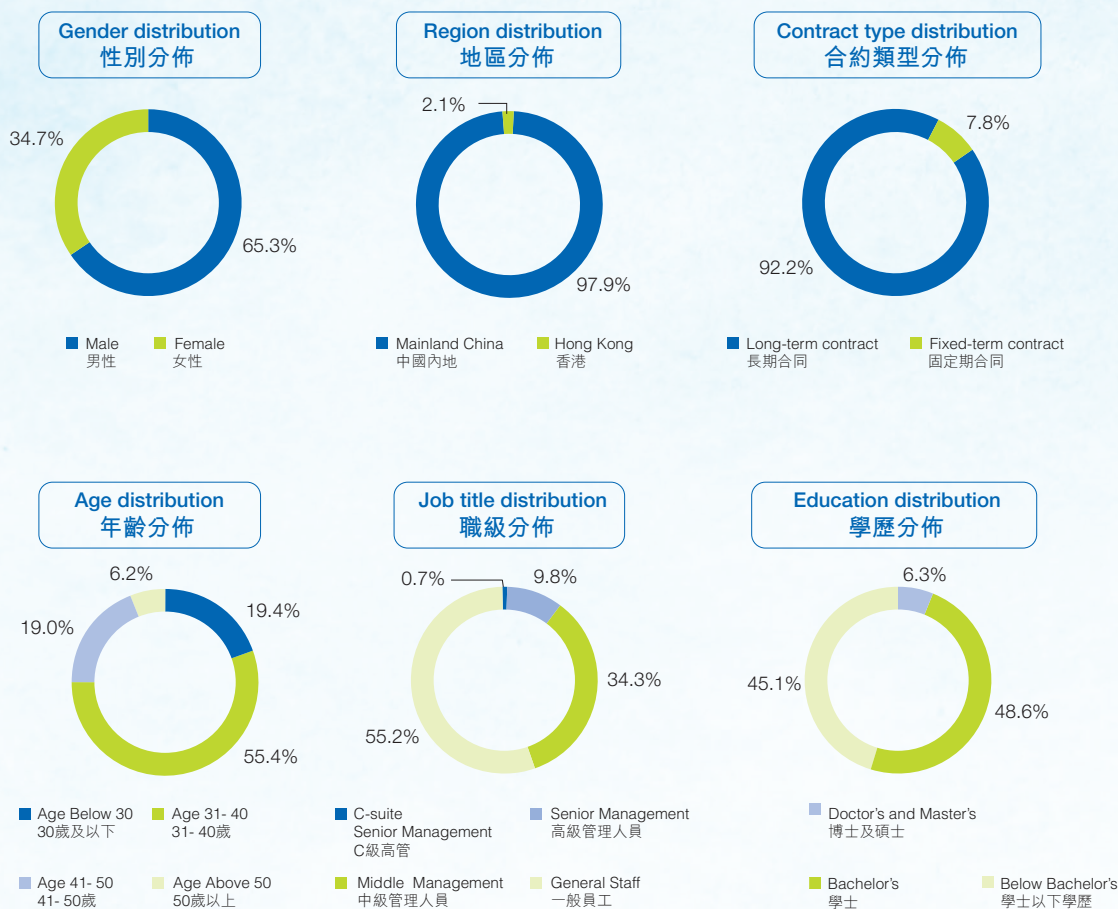
FOSTERING STAFF TO GROW (Continued) 促進員工成長 (續)

Employee Profiles

As of December 31, 2023, the Group totally had 1,211 incumbent employees (including 1,205 full-time employees and 6 part-time employees).

員工構成

截至2023年12月31日，集團共有在職員工總數1,211名（含全職員工1,205名，兼職員工6名）。



Employment Management

The Group provides equal employment opportunities for all employees and allows no misconduct such as workplace discrimination and harassment. The Group strictly complies with the requirements of national and local laws and regulations relating to employment management such as the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, and has established a series of internal systems, including but not limited to the organization and "Management Manual of Yuzhou Group", "Job Descriptions of Yuzhou Group", and "Job Title and Level List of Yuzhou Group" and other documents to further specify and standardize employment requirements.

Talent Recruitment

Based on the principles of fairness, transparency and non-discrimination, the Group follows the guidance of "Recruitment Management Regulations" to ensure the justice and transparency in the recruitment process. 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. The Group tackle the issue of professional and technical personnel shortage in expanding the international market and implementing overseas projects by selecting global and local talents.

During the Year, the Group recruited a total of 298 new employees.

僱傭管理

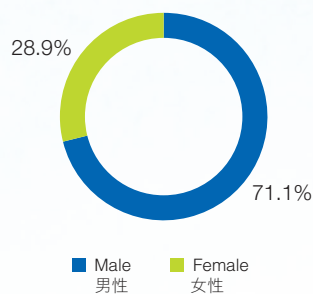
本集團為所有員工提供平等就業機會，並反對職場歧視、騷擾等類似不當行為，本集團嚴格遵循《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》等國家及地方與僱傭管理相關的法律法規要求，並建立了一系列內部制度體系，包括但不限於《禹洲集團組織管理手冊》、《禹洲集團崗位說明書》、《禹洲集團職位職級表》等文件，以進一步明確和規範僱傭要求。

人才招聘

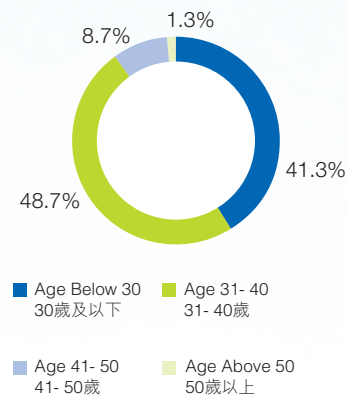
本集團秉持著公平、透明與非歧視的原則，以《招聘管理規程》為指引，確保招聘過程的公正性與透明度。人力資源部依據「公開、公平、公正」原則在規定時間內完成人才選拔，以滿足集團發展對人才的需要，提升僱主品牌形象。本公司積極實施人才國際化、屬地化戰略，解決拓展國際市場、實施海外項目時所需專業技術作業人員短缺的問題。

於本年度，本集團共吸納新員工298人。

New employees (by gender)
新入職員工 (按性別)



New employees (by age)
新入職員工 (按年齡)



FOSTERING STAFF TO GROW (Continued)

促進員工成長 (續)

Prevention of Child and Forced Labor

The Group strictly complies with relevant laws and regulations such as the “Provisions on the Prohibition of Using Child Labor” and the internationally accepted, national and local relevant standards, rules and regulations for the prevention of child forced labor where the Group operated, and resolutely prohibits the employment and use of child labor and opposes any form of forced labor. In accordance with the Group’s internal “Management Measures for Legal Risk Control of Labor”, the Group regulates labor employment management and the process of collecting information on recruitment of personnel and the approval and examines the age of the applicants to exclude child or forced labor to control legal risks that may arise therefrom.

During the reporting period, the Group did not violate any internationally accepted, national and local relevant standards, rules and regulations on child and forced labor where the Group operated. 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.

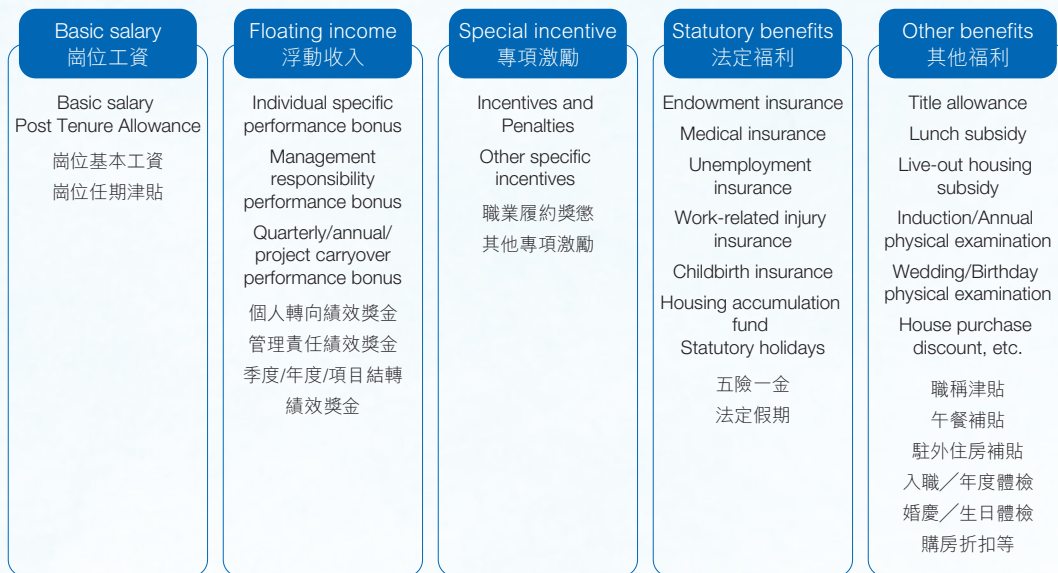
預防童工及強制勞工

本集團嚴格遵守《禁止使用童工規定》等相關法律法規及防止童工或強制勞工的國際通行、國家及運營所在地相關準則、規則、條例，堅決禁止僱傭和使用童工，反對任何形式的強制勞動。集團依循內部《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，並規範人員招聘信息收集及審批流程，認真審查應聘者年齡，不招收童工、不強制用工。

報告期內，本集團未發生任何違反童工及強制勞工的國際通行、國家及運營所在地有關準則、規則及規例情況。若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，確保其身體健康，並進行後續持續追蹤。此外，本集團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。

Remuneration and Benefits

We adhere to the principles of “Marketization, Directionality, Fairness, and Confidentiality” when formulating the remuneration and benefits management procedures. 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. During the Year, the Group revised three internal management systems, namely the “Management Procedures for Remuneration”, the “Practice Guidance on Project Marketing Commissions Management” and the “Practice Guidance on Staff Attendance and Holiday Management”, with a view to improving corporate cohesion and employees’ sense of belonging through a favourable remuneration and benefits system.



In order to fully mobilize the enthusiasm and initiative of the Group’s employees and ensure the direction of employee performance improvement, we have established a series of internal talent management systems, covering the “Management Procedures for Employee Performance”, the “Operations Guidelines for Talent Training and Development of Yuzhou Group”, the “Operations Guidelines for the Management of Project Marketing Commissions”, the “Management Procedures for Remuneration Performance and Development of the Marketing System” and other internal policies. In addition, we have also established the “Management Procedures for Mutual Career Development” to clearly regulate the procedures and management modes of the projects, and encourage employees to actively participate in and share the Group’s operation results. Through continuous improvement and implementation of these systems, we are committed to providing a favourable motivating environment for our employees, which in turn promotes the sustainable development of the Group.

薪酬福利

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。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。年內，集團通過修訂《薪酬管理規程》、《項目營銷佣金管理作業指引》、《員工考勤與假期管理作業指引》等內部薪酬管理政策，以優厚的薪酬及福利制度有效增強企業凝聚力及員工歸屬感。

為充分激發集團員工的積極性與主動性，以及明確指引員工績效提升的方向，我們建立一系列人才管理內部制度體系。這些制度涵蓋了《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》和《營銷體系薪酬績效與發展管理規程》等內部政策。同時，我們還制定了《事業共創激勵管理規程》，明確規範了項目程序及其管理方式，鼓勵員工積極參與並分享集團的經營成果。通過這些制度的不斷完善與落實，我們旨在為員工提供一個良好的激勵環境，進而推動集團的持續發展。

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

“Operations Guidelines for Talent Training 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
明確禹洲集團員工職業發展通道
- Specify talent selection and appointment management requirements
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

CARING AND SUPPORT FOR EMPLOYEES

The Group is committed to providing a caring and supporting workplace for its employees. The Group concerns about the health of its employees and provides basic protection for employees and their family by organizing physical examinations for all employees each year and purchasing commercial casualty insurance for employees, their spouses and children. 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.

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 “Yuzhou Star” annual merit award ceremony, the “Surging Mountains and Seas, Yuzhou’s Healthy Future” – a 10km hiking event, the “Gathering Strength, Leap Up with Passion” – the Mountaineering Challenge in Xiamen, the “Race against Time, Advance with the Team” – 2023 Yuzhou Group Year-end Morning Speed Running Race and the “Moderate but Excellent” caring and warming event for employees.

員工關懷與幫扶

本集團致力於為員工提供一個關愛和支持的工作環境。本集團關注員工的身體健康，通過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，以向員工及其家庭提供基本保障。對於遭遇困難的員工及家屬，本集團依託內部《員工及家屬困難救助管理作業指引》，向他們提供幫扶。

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「禹洲之星」年度評優頒獎活動、「山海澎湃禹健未來」-10公里徒步活動、禹洲集團聚力向心，躍「燃」而上一廈門登山挑戰賽、「和時間賽跑與團隊共進」-2023年禹洲集團終衝刺晨跑活動、「小而美」的員工關懷暖心活動等。



“Yuzhou Star” Annual Merit Award 「禹洲之星」年度評優頒獎

At the beginning of 2023, the Group held the “Bright Stars Shine for Yuzhou” - 2022 Yuzhou Star Award Ceremony to encourage teams and individuals who significant contributions to the Group's annual goals, to define the value orientation of the Group, to set up benchmarks and leading roles for other employees, and to consolidate the strength of the team to advance in the future.

2023開年之初，集團開展「璀璨星辰光耀禹洲」—— 2022年度禹洲之星頒獎典禮，鼓勵為集團年度目標做出重要貢獻的團隊與個人，明確集團的價值導向、樹立學習標杆和模範，凝聚團隊向上的力量。



“Surging Mountains and Seas, Yuzhou's Healthy Future” - a 10KM Hiking Event 「山海澎湃禹健未來」—— 10公里徒步活動

All sectors have welcomed the opportunity for recovery in this spring of 2023, and how to master such an opportunity to boost the sustainable development of enterprises has become a major issue of common concern within the industry. A united and efficient team is crucial. In March, through the 10km hiking event, we were free from the rhythm of daily work, experienced the joy of sports. We joined hands with each other, kept walking and moved forward, then returned to work with more enthusiasm and solidarity to create value for the Group.

2023年春天，各行各業迎來了復甦的契機，如何充分把握這一輪機遇，促使企業持續向前發展，成為行業內共同關注的重點命題，一支同心同力、高效執行的員工隊伍成為了關鍵。3月通過10公里徒步活動大家跳出了日常工作，體會到運動後的快樂。彼此相互攜手，步履不停，一路向前將以更飽滿、更團結的精神狀態回到工作中，為企業創造價值。

Gathering Strength, Leap Up with Passion - the Mountaineering Challenge in Xiamen 聚力向心，躍「燃」而上 —— 廈門登山挑戰賽

In July, the Xiamen Mountaineering Challenge for middle and senior management was held in Xiamen, and the finish line of the challenge was set in Yuzhou New Village, which was the first project developed by Yuzhou. The participants were led by the representative of marketing team visit and review the Group's development paths of the development of Yuzhou New Village against all odds and its nationwide expansion from Xiamen. They also experienced the hardships of Yuzhou's early entrepreneurial journey and embraced the corporate spirit of “King Yu tamed the flood and making the desert an oasis”.

7月在廈門舉行中高管廈門登山挑戰賽，此次挑戰賽的終點設置在集團首個項目禹洲新村。由營銷同事代表帶領大家參觀並回顧了集團克服困難，開發禹洲新村、一步步走出廈門、邁向全國佈局的創業事跡，在參觀中感受禹洲創業初期的艱辛，體會「大禹治水，荒漠成洲」的企業精神。





**“Race against Time, Advance with the Team”
- 2023 Yuzhou Group Year-end Morning Speed Running Race
「和時間賽跑與團隊共進」—— 2023 年終衝刺晨跑活動**

On the morning of October 15, the 2023 Yuzhou Group Year-end Morning Speed Running Race was held at Xiamen Yuzhou Wyndham Grand Plaza Royale. Nearly 150 staff from the Group's headquarters, commercial companies, and city branches gathered at Wuyuan Bay to challenge the most beautiful 10km running track, so as to get closer to nature and show their styles. All employees were encouraged to work hard with a better and united spirit, and insisted on advancing all the way.

10月15日清晨，「和時間賽跑與團隊共進」禹洲集團2023年終衝刺晨跑活動，在廈門禹洲溫德姆至尊豪廷大酒店盛大開啟。來自集團總部、商業公司及各城市公司近150名禹洲人齊聚五緣灣，挑戰最美10公里賽道，親近自然，跑出風采！激勵全員以更飽滿、更團結的精神狀態持續奮鬥，步履不停，一路向前。

Various Festival Activities for Employees 各類員工節日活動

In 2023, through a series of “moderate and excellent” care and warmth activities, Yuzhou Group expressed its tenderness to employees and built team cohesiveness. Despite the challenging industry environment, Yuzhou Group remained persistent in employee care by providing welfare and gifts for festivals such as Chinese New Year, Lantern Festival, and Women's Day, as well as organizing featured celebration activities. During the difficult period of urgent project delivery, Yuzhou Group organized condolence visits to offer bread, milk and other caring supplements. As summer arrived, Yuzhou Group provided our colleagues who worked on the sales offices and projects with scented tea and fruit to relieve the summer heat and facilitate productive work under the Group's care.

2023年通過持續開展系列「小而美」的員工關懷暖心活動，以溫情感染員工、以溫馨凝聚團隊，行業雖難，仍要把員工冷暖放心上。在春節、元宵節、婦女節等節日發放福利禮品、開展特色節日活動；項目趕工交付攻堅戰的衝刺階段，組織慰問工作，送去麵包、牛奶等關懷補給；盛夏時節，為案場、項目的同事送去解暑花茶和水果，在關懷下披荊斬棘，創造佳績。



TALENT DEVELOPMENT

Talent development is always crucial for Yuzhou Group to implement sustainable development strategy. We are committed to providing employees with exciting development opportunities and training to help them achieve personal and occupational objectives, which in turn contributes to the Group's long-term development. Believing in lifelong learning and development, we offer comprehensive training and development programmes for employees, which include on-the-job training, professional skills training, and training courses in terms of leadership development, project management, etc.

Percentage of
employees trained
100%
員工受訓比例100%

Total training hours
of employees
9,285 hours
員工受訓總時數
9,285小時

Talent Training System

Yuzhou Group has formulated the “Regulations Governing Training” to regulate training system. It provides diversified professional skill training for employees, such as the guidance on organizational capabilities and leadership capacities, to achieve all-round improvement of employees' occupational competencies. In addition, “Management Procedures for Internal Courses” and “Management Procedures for Internal Lecturers” are in place to ensure a closed-loop program for course development and evaluation, lecturer selection, and assessment, further promoting the efficient sharing of knowledge resources within the Group. By Yuzhou Academy, an official account, we provide employees with a platform on which they can learn and share. We also have redefined the annual objectives and established the talent management and development programs.

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, which not only helped trainees to enrich professional knowledge, but also broadened their horizons to think out of the box.

人才發展

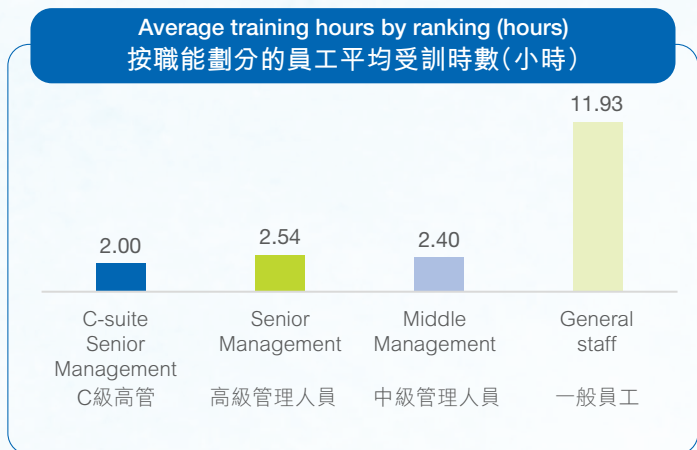
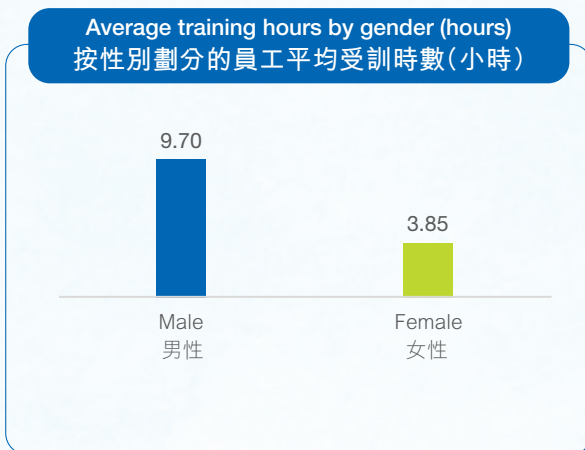
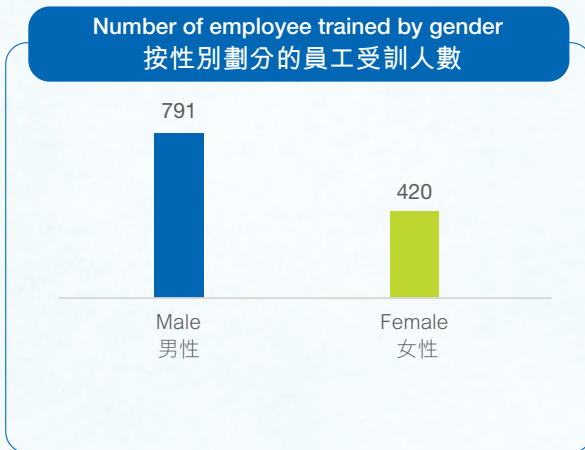
人才發展一直是禹洲集團可持續發展戰略的重要組成部分。我們致力於為員工提供良好的發展機會和培訓，以幫助他們實現個人和職業目標，並為集團的長期成功做出貢獻。我們秉持著持續學習和發展的理念，為員工提供全面的培訓和發展計劃。這包括入職培訓、專業技能培訓、領導力發展、項目管理等方面的培訓課程。

人才培養體系

禹洲集團制定了《培訓管理規程》規範了培訓機制，為員工提供多樣化的專業技能培訓，通過組織能力、領導能力的指導來幫助員工職業能力的全面發展。此外，制定了《內部課程管理規程》及《內部講師管理規程》，以確保課程開發和評估、講師選拔和考核的程式閉環，促進集團內部知識資源的高效共用。我們通過公眾號平台搭建了禹洲學堂，給員工提供學習和分享的平台，並就禹洲學堂的年度目標重新定義，確立人才管理及發展方案。

年內，集團人才發展方案工作立足集團平台，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。這不僅幫助學員拓展專業知識，還幫助他們打開視野、突破思維極限。

The employee training situation of the Group for the Year is as follows: 本年度集團員工受訓情況如下：



FOSTERING STAFF TO GROW (Continued)

促進員工成長 (續)

Annual Training Target 年度培訓目標	<p>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.</p> <p>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。</p>
Special Training for Middle and Senior Management 中高管專項培訓	<p>The middle and senior management is the specific organization responsible for the implementation of various decisions, and their management ability and control of the overall situation, to a certain extent, determine whether the Group's development goals can be successfully achieved. In order to improve the organizational development thought and leadership construction of middle and senior management of the Group, in 2023, the Human Resources Department of the Group organized and carried out an online special learning program namely "Organizational Development and Leadership of Middle and Senior Management". The Group also conducted a course training on the theme of "Criminal Risk Prevention and Control of Real Estate Development Enterprises", so as to strengthen the problem-solving ability of the organization, organizational management ability and ability to respond to changes in the external environment, thereby achieving legal compliance while ensuring the rapid and effective business operation.</p> <p>中高管是組織各項決策、決定的具體組織實施者，中高管人員的管理能力和對全局的駕馭能力在一定程度上決定著集團發展目標能否順利實現。為提升集團中高管組織發展思維及領導力建設，2023年集團人力資源部組織開展「中高管組織發展與領導力」線上專項學習計劃，以及「房地產開發企業刑事風險防控」為主題的課程培訓，以強化組織的問題解決能力、組織管理能力與應對外部環境變化的能力，在保障業務快速有效運行的同時做到合法合規。</p>
Yu Yue & Yu Yi Management Trainee Program 禹躍&禹翼管培生培養計劃	<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	<p>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 horizons, think out of the box, enhance their management capabilities, and expand their professional depth and breadth.</p> <p>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，幫助學員及時瞭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。</p>

Key Training Programs

The Group has established 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.

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

After the review of relevant functions, the Company’s internal cases demonstrating excellent operation practices as well as poor examples were generated

經相關職能復盤后，總結出的公司內部優秀運營實踐案例或不足案例警示

重點培訓項目

本集團創立內部線上學習系統—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。

Self-made quality professional courses by Yuzhou staff, 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

Quality online courses selected from external resources, which are suitable for the development of the Group

從平台外部資源庫中，精心挑選的一批質量好、內容適應集團發展的線上課程



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
累計在綫學習時長



Monthly Learning Hours
月均學習時長



FOSTERING STAFF TO GROW (Continued)

促進員工成長 (續)

Training for core design talents

The training adopted a teaching mode of “master class, integration of combat and training, and group discussion”, covering 36 talents divided into three groups based on city companies, where each group consisted of different cities, professions, and position level. During the four-month training period, the design management department of Yuzhou organized six course trainings and three group topic-sharing and exchange sessions to enhance the product competitiveness of Yuzhou in different aspects.

Career Development

The Group has formulated the “Yuzhou Group Talent Training and Development Guidelines” 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, and support 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 Group encourages employees to work hard and improve their abilities. If there is a vacancy in the superior position or employees’ individual competencies have been greatly improved, the Group will consider their intentions for career development and help them to plan their development direction, with taking into account their personal abilities and the Company’s demand for talents.

In addition to promotion in the same list according to position level requirements, the Group also, taking into account the employees’ intentions of career development, offers platforms and opportunities for horizontal development, allowing for cross-list, cross-city, and cross-profession promotions through internal mobility and competition.

設計骨幹培訓

採用「大咖授課+戰訓結合+小組討論」的授課模式，共計36人、以城市公司為單位分為3個小組參與培訓，各小組由不同城市、不同專業、不同職級組成。在為期4月的培訓中，禹洲設計管理部開展了6次課程培訓、3次小組課題分享交流會，從多個維度提升禹洲產品的競爭力。

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。集團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，集團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，集團也提供跨序列、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。

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. The Group conducts career development review on an annual basis, with a view to promote employees to review their career development. Through this regular review, the Group provide them with the necessary support and guidance.

EMPLOYEES' INCENTIVES

The Group has adopted a series of motivational measures to enhance the performance and work satisfaction of its employees. Specifically, the Group has revised the "Employee Performance Management Regulations" during the Year, to standardize the wage and performance management system by conducting regularly review, improvement and revision of measures. In addition, the new regulations have clarified the principles of strong correlation between the senior executives and the overall organizational performance of the Group. The new regulations have also included an assessment mechanism that combines special assessment indicators with performance indicators, adjusted performance scores and levels, updated quarterly assessment indicators, and required monthly dynamic tracking. Besides, the Group has also revised the "Business Co-creation Incentive Management Regulations" to further regulate the steady shared growth of the Group's businesses, enhance employees' sense of participation, and encourage employees' enthusiasm by sharing the Company's operating returns and participating in the operation of projects together, thereby achieving the shared business goals.

人力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。本集團每年開展職業發展檢視，旨在幫助員工審視其職業生涯發展。通過這種定期的檢視，為他們提供必要的支持和指導。

員工激勵

本集團為提高員工的工作表現和工作滿意度採取了一系列激勵措施。在年內修訂了《員工績效管理規程》，定期進行審查、改進和修訂措施，以規範管理工資績效體系。此外，新規程明確了集團高管與集團整體組織績效之間的強關聯原則。新規程還發佈了專項考核指標與業績指標相結合的考核機制，並調整了績效分數與等級，同時更新了季度考核指標，並規定了進行月度動態跟蹤。集團還修訂了《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，通過員工分享公司經營回報、共同參與項目運營，提高參與感、激勵員工積極性，並實現共同的業績目標。

FOSTERING STAFF TO GROW (Continued)

促進員工成長 (續)

Yuzhou Group implemented the Option Incentive Scheme in 2023 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, stabilizing the middle and senior management team, core employees, and ensuring the long-term stable development of the Group. As of 31 December, 2023, there are still 169 holders of the Option Incentive Scheme with 111,419,600 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 various employee communication channels to ensure smooth communication for employees. 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. For the physical and mental health of all employees, the Group has created a communication platform with employees, 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. Yuzhou Group is committed to safeguarding the rights and interests of employees, always pays close attention to the feedback and expectations from employees, and strives to create a harmonious, friendly and pleasant working environment.

為健全中長期激勵管理機制，穩定中高層管理團隊和核心員工，保證集團的長期穩定發展，集團於2023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2023年12月31日，享有期權激勵計劃的仍保有169人，111,419,600股的股權激勵，致力於實現股東、集團和員工的事業共同發展目標。此外，年內集團主要推行了及時專項激勵一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

集團為員工保持溝通暢通，建立了多種溝通渠道，包括總裁郵箱、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。集團為全體員工身心健康著想，建立了員工溝通平台，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。禹洲集團致力維護員工權益，悉心聽取員工回饋與期許，努力營造一個融洽友善愉快的工作氛圍。

During the Year, the Group established “Yuzhou Style” a cultural incentive platform for employees to enhance their participation in the corporate culture cultivation and provide diversified opportunities for social interaction opportunities for the team. The cultural incentive platform integrates multi-dimensional scenes of Yuzhou’s corporate culture values, performance contribution, learning and growth, team building, anniversary wishes, quality content sharing, rationalization suggestions and other multi-dimensional scenes. While lighting up the corporate culture exclusive medal, the employees can get Yu Star (points), which can be redeemed for gifts. The platform encourages all Yuzhou staff to express their views and share their likes, so that every Yuzhou staff can be “seen” and receive an intuitive feeling of “appreciation” from their colleagues.

本年度，為提升員工對企業文化建設的參與度，同時為團隊提供多元的社交互動機會，集團搭建禹洲文化激勵平台——「禹洲範兒」文化激勵平台整合禹洲文化價值觀、業績貢獻、學習成長、團隊建設、紀念日祝福、優質內容分享、合理化建議等多維場景，點亮企業文化專屬勳章的同時可獲得禹星（積分），禹星可用於兌換禮品。平台鼓勵全體禹洲人表達觀點，分享點贊，讓每一位禹洲人「被看見」，直觀感受到同事的「欣賞」。



CREATING VALUE FOR CUSTOMERS

創造客戶價值



創造客戶價值
CREATING VALUE
FOR CUSTOMERS





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

We take into account the quality of the project works from various aspects and strictly control the quality on delivery.

我們從多方面考量項目工程質量，嚴控交付品質。



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

We endeavour to provide safe housing and services to our customers.

我們致力為客戶提供安全的住房及服務。

QUALITY MANAGEMENT

The Group regards project quality as the lifeline of the enterprise, strictly complied with quality-related laws and regulations and regulatory requirements of the places where it operates, and continually updated and improved a series of internal systems and documents including the “Construction Assessment Plan of 2023”, “Management Procedures for Cooperation Projects” and “User Manual”. The Group annually organizes a review of the existing quality management system and operating procedures for the purpose of ensuring the appropriateness and effectiveness of the existing quality control procedures, further reducing the risk of safe production and providing quality, safe and responsible products and services.

By benchmarking the international advanced quality management concept, optimizing processes and refining details, the Group aimed to improve the quality of its products and services and form the whole life cycle quality management system. In 2023, the Group continued to implement various special projects, including the “Wisdom Ingenuity” plan, “Deliver Product Officer” plan and five full-cycle updating measures, to enhance the overall product competitiveness from seven aspects, including product R&D, integration, construction, quality, delivery, service and reputation.

品質管控

本集團視項目工程質量為企業的生命線，嚴格遵守運營所在地的質量相關法律法規及監管要求，持續更新及完善包括《2023年集團工程考核方案》、《合作項目管理規程》、《使用手冊》在內的一系列內部制度及文件，每年組織對現行的質量管理制度和操作規程進行審查，確保現行的質量管控程序適宜和有效，進一步降低安全生產風險，提供優質、安全、負責任的產品和服務。

禹洲集團以提升產品與服務品質為目標，對標國際先進質量管理理念，優化流程、打磨細節，形成全生命週期質量管理體系。2023年，本集團延續執行「匠心智造」計劃、「產品交付官」計劃、5項全週期升級等多項舉措，全方位從產品研發、整合、建築、質量、交付、服務、口碑七大方面提升綜合產品競爭力。

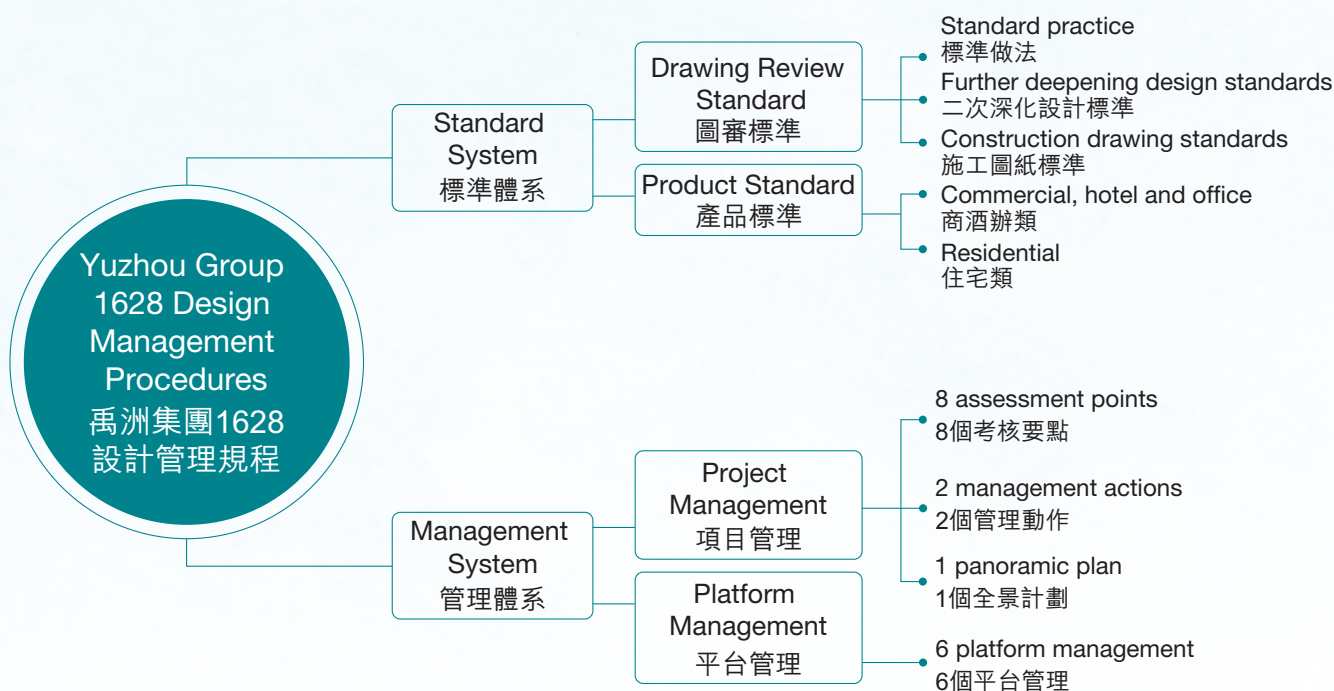


CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值 (續)

During the year, embracing the theme of “well-pleasing delivery”, the Group has been striving for the fulfilment of delivery commitment to our customers. To this end, the Group has established the “Yuzhou 1628 Design Management System”, which focuses on the full-cycle risk management and control of projects under construction. The Group encourages the synergies between “Management System” that guarantees the implementation and the “Standard System” that controls the quality, laying a solid foundation for product quality. In addition, upon the project is delivered, the Group will carry out 5 full-cycle service measures, including regular inspections, repair and maintenance, client visits and community cultural activities to ensure residence is provided with enjoyable and considerate services. Besides, while establishing and continuously improving a customer-oriented standard system, we continue to iterate over the product design and development standardized manuals and tools to create a product design strategy featured Yuzhou characteristics and enhance the core competitiveness of our products.

本年度，本集團以「美好交付」為主題，致力於實現客戶的交付承諾。為實現這一承諾，本集團打造「禹洲1628設計管理體系」，圍繞在建項目全週期風險管控展開工作。將保證落地的「管理體系」和把控輸出的「標準體系」有機結合，為產品質量打造堅實基礎。此外，在項目交付後，本集團將開展5項全週期服務舉措，包括定期巡檢、維修保養、客戶回訪、社區文化活動等，確保客戶在居住過程中享受到貼心服務。另外，在建立並持續完善以客戶為導向的標準體系的同時，我們持續迭代產品設計研發標準化手冊和工具，打造具有禹洲特色的產品設計策略，提升產品核心競爭力。



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

每周組織專題推進會

- 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.
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%。

Conducting the Monthly Special Inspection

每月開展專項驗收

- 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 in three level. 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.
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。

Monthly Summary Review

每月總結復盤

- 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.
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，制定提升措施。

Monthly Risk Management Over Customers

每月客戶風險管理

- 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.
每月督促各項目開展風險排查，形成問題清單，指定銷項計劃，針對卡點問題推進幫扶。

Monthly Node Management for Delivery

每月交付停止點管理

- We organized the delivery initiation meeting and carried out a joint pre-delivery acceptance for each month with an implementation rate of 100%.
每月組織交付啟動會、交付前聯合驗收，執行率100%。

Quarterly Joint Inspection of Departments

每季度開展部門聯合巡檢

- 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.
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舉措。

Major Measures for Quality Management 質量管理主要舉措

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值(續)

The Group continued to build a “quality first” philosophy and culture, uphold our high quality standards, providing reliable and creditable properties. In the future, the Group will continue to adhere to the philosophy of “customer foremost”, continuously innovate and improve the service system, so as to provide customers with superior and considerate services.

As at the end of 2023, the Group’s achievements in products and service are as follows:



本集團持續建設「質量為先」的理念文化，堅持高品質發展路線，為客戶提供可靠、可信的產品和服務。未來，本集團將繼續秉承「客戶至上」的理念，不斷創新和完善服務體系，為客戶提供更加優質、貼心的服務。

截至2023年底，本集團於產品及服務方面所獲成果如下：

Awarded the “2023 Model Enterprise in Property Delivery” issued by Leju Finance

榮獲由樂居財經頒發的「2023年樓盤交付典範企業」榮譽稱號

RESPONSIBLE MARKETING

Yuzhou Group upholds a responsible attitude in product promotion and marketing, and is committed to pursuing a business environment with integrity and transparency, providing reassuring products and services for the customers.

Yuzhou Group complies strictly with relevant national and local laws and regulations to ensure standardized and compliant marketing activities, marketing content and methods. Besides, the Group has formulated the “Standards for Responsible Marketing” as an outline policy of the Group’s responsible marketing, and formulated a series of guidelines related to responsible marketing activities including the “White Paper on Tik Tok” Operation to provide normative and compliance guidance on marketing activities.

負責任營銷

本集團堅持以負責任的態度進行產品推廣及營銷，致力於營造誠信透明的經營環境，為客戶提供放心的產品與服務。

本集團嚴格遵守國家及地區相關法規，確保營銷活動、營銷內容及營銷方式規範、合規。本集團制定《負責任營銷準則》作為集團負責任營銷的綱領性政策，並制定了《抖音運營白皮書》等一系列負責任營銷活動相關指引，對營銷行為進行規範和合規性指導。

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

我們向各城市營銷部作出以下要求：

- 出街廣告與說辭不得宣傳不確定的項目信息
- 所有營銷廣告都需要城市公司法務、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

CUSTOMER HEALTH AND SAFETY

The Group attaches great importance to customers' experience and reviews. In order to provide a safer, healthier and more comfortable living condition for the residents and tenants, the Group has implemented actions such as installing sound-proof devices and improving of indoor air quality, as well as providing special training to its staff on fire prevention and services, so as to effectively ensure customer safety, improve customer experience and brand recognition.

客戶健康與安全

本集團十分重視客戶的體驗及評價，為進一步提高住戶及租戶的安全健康與舒適度，本集團已落實安裝隔音裝置、優化室內空氣質素等行動，並對員工進行消防、服務等的專項培訓，切實保障客戶安全，提升客戶感受和品牌認同。

CUSTOMER COMMUNICATION

In order to continuously improve our service quality and measures, we have been placed customer satisfaction and feedback as a key focus, which are also important reference factors for reviewing and improving service quality. By actively identifying customers' demands before, during and after sales, and upgrade its own service capability, seize opportunities to highlight superior service and offer excellent service experience during the whole process of customer service through several measures.

客戶溝通

為不斷提升我們的服務質量和措施，客戶滿意度及意見回饋一直是我們的關注重點，也是檢視和提升服務品質的重要參考因素。通過主動識別客戶於售前、售中、售後不同階段的需求，通過多項舉措，提升自身服務能力，把握突顯服務卓越的機會，將優質的服務體驗貫穿客戶服務的全過程。

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值 (續)

We establish long-term relationships with our customers by virtue of our quality services. In order to improve convenience and timeliness of customer communication, we 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.

With the help of the customer relations department, marketing department, property management department and other departments, we follow and understand complaints and advices from our customers, then arrange the customer relations department to follow up the progress of all complaint treatments, and carry out satisfaction return visits through 400 hotline center upon properly handling the complaints. In order to guarantee the customer's complaints to be handled and solved promptly and effectively, we will timely set up an emergency response unit and actively assist relevant government departments to solve the group complaint incident if occurred.

We enhance communication with our customers through various channels:

我們通過優質的服務與客戶建立長遠關係。為增加客戶溝通的便捷性與及時性，我們通過發佈月度項目家書主動瞭解業主的建議及訴求，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。

我們通過客戶關係部、營銷部、物業等多部門追蹤和瞭解客戶投訴及意見，安排客戶關係部跟進所有投訴處理的進展，並在投訴處理完畢後通過400呼叫中心進行滿意度回訪。為保證客戶投訴能夠及時、有效地得到處理和解決，當發生群訴事件，我們會按照既定程序成立應急小組，積極配合政府相關部門解決問題。

我們通過多渠道加強與客戶之溝通：

One-Stop Service Platform

一站式服務平台

- The Group has introduced a one-stop service platform, which includes functions such as online report for repair, complaint and suggestions, activity enrollment and Yu House-Manager Model to further guarantee the smooth customer feedback channel
設立一站式線上服務平台，當中包括在線保修、投訴建議、活動報名、禹管家等功能，全面保證客戶反饋渠道暢通

Customer Service Supervision Hotline

客戶服務監督熱線

- 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
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信息化

Complaint and Suggestion Channels

投訴建議渠道

- The Group 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
支持客戶通過電子郵箱、項目現場反饋、傳真、政府相關部門委託轉告以及媒體轉達報道等多渠道意見反饋及投訴

During the Year, 400 customer service supervision hotline continued to provide our customers with high quality services, and the telephone operators were recognised by our customers for their professional and considerate service. 400 hotline center totally served 14,876 customers as at the end of 2023, with a total of 18,849 calls and 39,043.23 minutes of call duration. During the Year, there was no material complaint.

The 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 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.

We stay in close contact with our customers and carry out various activities during traditional festivals to strengthen the bond between the Group and its customers.

PROTECTION OF CUSTOMERS' PRIVACY

The Group strictly complies with the laws and regulations relating to personal data privacy and 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. During the year, we maintained our focus on continuous control of personal data and sensitive information to minimize risk.

本年度，400客戶服務監督熱線持續為客戶提供優質服務，話務坐席以其專業及貼心的服務得到客戶肯定。截至2023年底，400呼叫中心累計服務客戶14,876人次，話務量共計18,849次，通話時長共計39,043.23分鐘。本年度，共接獲重大投訴0宗。

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。

我們繼續保持與客戶的緊密聯繫，於大型傳統節日開展形式豐富的活動，以增強本集團與客戶的良好關係。

保障客戶私隱

本集團嚴格遵守個人資料私隱相關的法律與法規，建立健全的客戶信息保密制度，通過《客戶信息管理作業指引》、《禹洲集團信息保密制度》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，本集團亦通過對員工的規範與培訓，增強員工的保密意識，嚴防客戶信息經由任何渠道洩露。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洩客戶信息的現象。年內，我們繼續將工作重點放在持續管控個人資料及敏感資料，將風險降至最低。

INSISTING ON RESPONSIBLE BUSINESS PRACTICES 堅持責任營商



SUSTAINABLE SUPPLY CHAIN

The Group is endeavoured to practice responsible procurement with its suppliers and partners. Through continuous improvement and enhancement of the supplier management system, the Group establishes uniform rules and regulations on the procurement process, including supplier selection, admission and evaluation, to ensure the provision of quality products and services to its customers.

Supplier Management

Taking “Transparency and Fairness” as our core value, the Group has been building co-operative relationships with suppliers. We have developed supplier behaviour management and sustainable procurement policies such as the “Regulations on Management of Tendering and Procurement” and the “Regulations on Management of Engineering and Materials Suppliers”. These policies govern and guide the management of selection, review, management and assessment of suppliers, ensuring that environmental, social and governance practices are prioritized throughout the supplier selection process and all procurement activities.

The Group aims to prevent corruption from the outset by enforcing strict supplier qualifications. We conduct supplier assessments to ensure that both existing and new suppliers adhere to the principles and standards of sustainable development. We continue to identify aspects of our supplier management system that require improvement and have formulated the “Process for Inspection and Management of Suppliers” to optimize the inspection and review system on suppliers. The Guidance 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. Relevant departments also assess the safety measures, service quality and overall performance of contractors and suppliers against the standards to examine any malpractices.

可持續供應鏈

本集團致力與供應商和合作夥伴共同實踐負責任的採購方針，通過不斷完善和健全供應商管理體系，從供應商遴選、准入、評審等採購流程建立統一規範，確保為客戶提供優質項目和服務。

供應商管理

本集團一直以「透明公正」的核心價值為本，與供應商建立合作關係。我們已制定《招標採購管理規定》、《工程與材料供應商管理規程》等供應商行為管理和可持續採購政策，對供應商的遴選、考察、管理和評估等管理工作提供規範及指引，確保在供應商遴選過程和所有採購工作均以負責任的環境、社會及管治常規為優先考慮原則。

本集團通過嚴格的供應商資格審查，從源頭上遏制腐敗現象。我們為供應商進行評估，確保現有和新供應商均符合可持續發展的原則和規範。我們持續識別供應商管理制度需要改善的地方，並制定《供應商考察管理流程》，完善供應商考察評估體系，指明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，對供應商進行深入瞭解，提升前置篩選精細度，以甄別符合要求的優質供應商。相關部門亦根據標準，評核承判商和供應商的安全措施、服務質量和整體表現，以檢視任何不當行為。

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued)

堅持責任營商 (續)

We have comprehensive procurement plans, manage the tendering plans for all types of projects based on the actual situations, update and review the project progress weekly to minimize procurement risks and ensure the stability, smooth and integration of the supply chain. For potential risks in the supply chain, we have established an early-warning system where relevant departments and persons in charge will access and handle the situation in a timely manner to minimize the impact of relevant risks. For materials and equipment with a large procurement volume, the Group implements a dual procurement policy to ensure two suppliers or more for the supply chain's stability.

We identify the risk of suppliers in social, environmental and other aspects through the third-party big data platforms. We prefer selecting suppliers with ISO 14001, ISO 9001 and ISO 45001 certifications, and require suppliers to obtain internationally accepted system certifications, such as the certification of the quality, environment, and occupational and healthy systems, and to improve relevant management plans for our internal review.

我們具有詳盡的採購計劃，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。針對可能發生的供應鏈風險，我們建立起預警機制，相關部門和負責人將及時接入和處理，將相關風險的影響降至最低。針對採購量較大的材料和設備，集團設有雙重採購政策，確保至少有2家或以上的供應商，以保證供應鏈的穩定。

我們通過第三者大數據平台甄別供應商在社會、環境及其他方面的風險，優先選擇通過ISO 14001、ISO 9001以及ISO 45001認證的供應商，並要求供應商取得國際公認標準的質量、環境、職業健康等體系認證，並提高相關管理計劃以供我們內部審核。

Supplier Development

供應商開發

- Search and development of various potential suppliers with high-quality
尋找、開發各種潛在的優質供應商
- Inspection and verification on suppliers (including the background check and onsite inspection)
供應商考察認證 (包括供應商背景調查和現場考察)

Supplier Admission

供應商准入

- Listing the suppliers
供應商入庫
- Participating in bidding and tendering
參與招標與投標

Supplier Evaluation

供應商評估

- Process evaluation
過程評估
- Post evaluation
後評估
- Annual comprehensive performance evaluation
年度綜合履約評估

Supplier Management Flow

供應商管理流程

Evaluation and Review

We conduct evaluations on suppliers for three times each year including the process evaluation, post evaluation and the annual comprehensive performance evaluation. 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. The “qualified” suppliers are allowed to participate in the tendering for procurement projects under their capability, while the cooperation with “unqualified” suppliers will be suspended for two years. 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 monthly basis and prepare inspection reports accordingly, with all suppliers being covered in the scope of quality and safety inspection.

In 2023, the Group had a total of 1,414 suppliers, all from Mainland China, among which 158 engineering construction suppliers were introduced, with excellent suppliers and qualified or above suppliers accounting for 0.56% and 94.37%, respectively, out of a total of 533 contracts evaluated based on the annual comprehensive performance evaluation results. We maintain stable cooperation with suppliers and will continue to carry out the selection, cultivation, retention and engagement of suppliers in an orderly manner.

評估與審核

我們每年對供應商進行三次評估，當中包括過程評估、後評估和年度綜合履約評估。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，「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，針對「黑名單」供應商列入黑名單供應商名錄，3年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。

2023年，本集團共有1,414家供應商，均來自中國內地，其中共計引入158家工程類供應商，根據年度綜合履約評估結果，「優秀」供應商佔比0.56%，「合格」及以上供應商佔比94.37%，共計評價合同533份。我們與供應商合作情況穩定，供應商的選、育、留、用工作將持續有序進行。

Process Evaluation 過程評估	<ul style="list-style-type: none"> Key suppliers receive process evaluation on a quarterly basis, complete the evaluation for the previous quarter in combination with third party unannounced inspections 關鍵類供應商每季度進行一次過程評估，並結合第三方飛檢結果，完成上季度的過程評估 Other suppliers receive process evaluation when the progress payment is over 70% of the contracts sum. The performance-based suppliers (decoration, doors and windows) may be required to be evaluated in combination with third party unannounced inspections 其他類供應商進度款支付超過合同金額的70%觸發過程評估，效果類供應商（精裝、門窗）需結合第三方飛檢結果進行評估
Post-Evaluation 後評估	<ul style="list-style-type: none"> Usually start after the centralized delivery and complete within 6 months 一般自集中交付完成之日起，六個月後完成評估
Annual Comprehensive Performance Evaluation 年度綜合履約評估	<ul style="list-style-type: none"> Comprehensive performance evaluation on suppliers for the previous year is expected to be completed by January 15 every year, with scores to be the weighted average scores of process evaluation and post-evaluation 每年1月15日之前完成上年度供應商綜合履約評估，評估得分為過程評估和後評估的加權得分

Supplier Communication

We have established a long-term communication mechanism to maintain close cooperation with suppliers. The branches in cities arrange regular communication with the key suppliers semi-annually and the bidding and procurement department of the Group annually. Moreover, we solve the problems occurred during the cooperation, maintain the cooperative relationship, and ensure frequent communication among parties through a series of activities including the suppliers' conferences, suppliers symposiums and interviews with the senior management of suppliers for the purpose of addressing problems in a timely manner and achieving win-win cooperation.

The Group annually organizes supplier satisfaction survey through bidding platforms, online survey, telephone, email, face-to-face interview, and other approaches, and analyzes the results of the satisfaction survey to improve its cooperation with suppliers. During the Year, we conducted online satisfaction surveys on 106 suppliers in total, with 100% scoring 60 or higher and 98 suppliers or 92.45% scoring 80 or higher.

Centralized Procurement

The centralized procurement assists the Group in integrating the procurement resources scattered among its branches and subsidiaries, so as to reduce inventory costs, improve quality control, and ensure a high level of product and service quality. The Group has established a set of professional and standardized procurement process as well as a unified supervision mechanism of bidding and procurement. Besides, it also entered into centralized procurement agreements at the 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. As of the end of 2023, the Group has entered into 35 centralized procurement agreements at the group level.

供應商溝通

我們設有長效的溝通機制保持與供應商的密切合作關係。針對關鍵類供應商，城市公司每半年進行一次溝通，集團成本採招部則需每年覆蓋一次。此外，我們通過供應商大會、座談會、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，確保雙方保持頻密溝通，以及時解決問題，實現合作共贏。

本集團每年通過招標平台、網絡調查、電話、郵件和面談等方式，對供應商進行滿意度調查，通過分析調查結果，完善與供應商的關係。本年度，我們共計對106家供應商展開線上滿意度調查，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98家，佔比為92.45%。

集中採購

集中採購幫助集團實現對下屬各分公司的採購資源整合，降低庫存成本、提升質量控制，並確保產品和服務的高水準品質。集團已建立一套專業化、標準化的採購作業流程，完善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。截至2023年底，本集團已簽訂集團級集中採購35項。

Transparent Procurement

We have formulated the “Transparent Procurement Policy” to safeguard an incorruptible and fair tendering and procurement environment, timely identify and stop the violations and protect the legitimate rights and interests of the Group and suppliers. In addition, we continuously updated the “Integrity Cooperation Agreement” to prevent various undisciplined and illegal acts for improper interests. Besides, the “Transparent Procurement Policy” established by the Group also includes the establishment of complaint communication channels for suppliers on the bidding and procurement platform, requiring suppliers to report on any forms of conducts of giving or taking bribes. Both parties are required to abide by high standards of professional ethics and discipline, and those who violate will be handled seriously according to the relevant system of the Group to ensure the transparency and integrity of business practices and the healthy and sustainable operation of the supply chain.

陽光採購

我們制定有《陽光採購政策》以保證招標採購環境廉潔公正，及時發現並制止違法行為，保障集團與供應商的合法權益，並通過不斷完善《廉潔合作協議》，以防止發生各種謀取不正當的違紀、違法行為。另外，本集團建立的陽光採購政策還包括在採招平台上設立供應商投訴溝通渠道，要求供應商積極舉報任何形式的賄賂或受賄行為。雙方必須遵守高標準的職業道德和職業紀律，並且對違反者將根據集團相關制度採取嚴肅處理，保證商業行為的透明度和廉潔，並確保供應鏈的健康和可持續運作。

DEVELOPING AN ENVIRONMENT OF INTEGRITY

Yuzhou Group adheres to ethical standards and continuously strengthens its internal anti-corruption culture in order to enhance its self-discipline awareness and create a clean working atmosphere. The Group upholds the principle of fair competition and honest operation, and has zero tolerance for any form of corruption and fraud. The Board 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 have formulated sustainability policies such as “Standards of Business Conduct” and “Whistle-blowing Policy”, which are published on the Group’s official website, and continued to utilize the “Integrity Cooperation Agreement 2022” to promote the integrity and self-discipline of our supply chain partners.

廉潔環境建設

禹洲集團恪守道德標準，不斷加強內部反貪污文化建設，以強化自律意識，營造廉潔工作氛圍。集團堅持營造公平競爭、誠信經營的原則，對任何形式的貪污舞弊零容忍。董事會致力維持及建立完善的反貪腐管理架構、風險管理及內部管控體系，以確保集團廉潔、高效運營。我們已制定《商業行為準則》及《廉政舉報政策》在內的可持續發展政策，並公佈於集團官網，以及沿用《2022廉潔合作協定》，促進供應鏈各合作方的廉潔自律。

Anti-Corruption Inspection

The Board of Yuzhou Group plays a core role in, and is ultimately responsible for, the Group's business ethics and anti-corruption management system. The senior management is responsible for risk management at the group level and connects the communication among functional departments and business segments. Subsidiaries, specialized companies and branches in various cities are responsible for risk control and process optimization at the business level.

反貪腐審查

禹洲集團董事會是集團商業道德及反貪腐管理體系的核心，對公司商業道德及反貪腐管理體系最終負責。高級管理者對集團級別風險管理負責，並銜接各職能部門、業務板塊的溝通，各級城市公司、專業公司及分支機構負責業務層面的風險管控及流程優化。

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
遵守預防原則，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
- Provide anti-corruption training to our directors and staff to raise their risk and integrity awareness
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，查實及處理打規事件。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 Anti-corruption Inspection

反貪腐審查的三個階段

Those in charge of governance actively promote the implementation of the business ethics and anti-corruption management system in the course of business development. As the supervisory department, the auditing and supervision department actively carries out pre-, middle and post-supervision of the Company's business and strengthens the vertical management by facilitating the collaboration among functional departments. The management's timely response on the issues raised by those in charge of governance and in internal audit also contributes to the stability of the business ethics and anti-corruption management environment.

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. In 2023, the scope of audit includes all real estate, commercial and hotel businesses, and the auditing and supervision work includes but not limited to:

治理層在業務開展過程中積極推進商業道德及反貪腐管理體系落地。審計監察部作為監督部門，積極開展對公司業務進行事前、事中及事後的監督工作，並拉通各職能條線強化縱向管理。管理層對治理層及內部審計所提出問題的及時跟進也推動了商業道德及反貪腐管理環境的穩定。

集團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。2023年審計範圍包括所有地產、商業、酒店業務，審計監察工作包括但不限於：

Enhancing Anti-Corruption Awareness

加強反貪意識

- Urge or organize all companies to hold integrity education and training for its branches to strengthen anti-corruption awareness. Enhance the focus of employees on the culture of integrity through meetings at all levels and the regular publication of cases on the Group's intranet
督促或組織各公司就分支機構開展廉潔教育培訓，強化反腐意識。通過各級會議宣貫、集團內網定期發布案例的形式，深化公司員工對廉潔文化的重視

Identifying Risks

識別風險

- Through regular audits, special audits, economic responsibility audits and special investigations carried out in the course of normal business, understand thoroughly the latest developments of the Company's various businesses, identify potential business risks and understand the rectification proposals that can be implemented
通過日常中開展的例行審計、專項審計、經濟責任審計、專項調查等工作深入了解公司各項業務推進的最新動態，發現潛在的業務風險，了解可落地的整改建議

Urging Rectification

敦促整改

- Urge relevant business departments to rectify relevant issues, promote the participation of all functional departments in supervision of the Group's rectification and strengthen vertical management of businesses
敦促相關業務部門整改；同時拉通集團各職能部門參與整改監督，強化業務垂直管理

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 whistling 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 them to the management of the Group according to the Management Measures.

The “Whistle-blowing Policy” sets out the suspected or actual misconducts related to the Group and encourages internal employees or third-party suppliers to report misconducts related to the Group that violate the code of conduct, disclose business fundamentals, and involve fraud or corruption which causes economic or reputation losses to the Group. We have established a variety of reporting channels. Employees or stakeholders can report anti-corruption and fraud through integrity mailbox, reporting hotline or face-to-face interview.

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《禹洲集團廉政舉報管理辦法》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中心人員負責展開調查，調查人員按照管理辦法記錄結果，並向集團管理層報告。

《廉政舉報政策》中列明與本集團的可疑或實際不當行為鼓勵內部員工或第三方廠商舉報與本集團有關的違反企業行為準則、洩漏商業基本、舞弊或貪腐等給本集團帶來經濟或聲譽等方面損失的不當行為。我們設有多種舉報途徑，員工或利益相關方可通過廉政郵箱、舉報電話或者面談等途徑舉報反貪腐及舞弊行為。



<p>Report Acceptance 舉報受理</p>	<ul style="list-style-type: none"> The auditing and supervision personnel responsible for reporting accepts the report, registers and records the valid report 由專職負責舉報的審計監察人員受理舉報，對有效舉報做好登記記錄 Report to the person in charge of the auditing and supervision department in the first instance 第一時間向審計監察中心負責人報告
<p>Preliminary Review 初步審查</p>	<ul style="list-style-type: none"> Subject to the nature of the report, the auditing and supervision department will conduct a preliminary review of the information provided by the whistleblower to understand the circumstances of the allegation 根據舉報的性質，審計監察中心將根據舉報人提供的資料進行初步審查，以了解指控的情況 All potential cases are reported to the Group's decision makers before any investigation is initiated 在開展任何調查工作之前，所有潛在個案都會上報集團決策層
<p>Formulate Proposals 制定方案</p>	<ul style="list-style-type: none"> After the preliminary review, the person in charge of the auditing and supervision department will convene an audit meeting and organize the participating auditors to discuss and analyze the report 初步審查後，審計監察中心負責人召開審計會議，組織參加審計人員對舉報情況進行討論分析 For issues that require further investigation, the person in charge of the auditing and supervision department will formulate an audit plan and arrange auditors to find out the facts and submit an audit report 針對需要進一步調查的問題，審計監察中心負責人將制定審計方案安排審計人員查明事實，提交審計報告
<p>Reporting Response 舉報處理</p>	<ul style="list-style-type: none"> Based on the results of verification by the auditing and supervision department, the responsible persons reported will be punished and the corrective measures implemented by the department concerned shall be reported to the Group's decision-makers 根據審計監察中心核實的情況，對舉報的相關責任人進行處理，並將涉及單位落實的整改措施上報集團決策層 Those who violate Yuzhou Group's code of conduct will be subject to disciplinary action, and if corruption or criminal offenses are involved, the Group will refer them to the judicial authorities for legal action where appropriate 在違反禹洲集團行為守則的有關人員將面對紀律處分，如涉及貪污或刑事罪行，集團會在適當情況下，移交司法機關依法處理
<p>Reporting Response Procedures 舉報處理程序</p>	

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued) 堅持責任營商 (續)

The Group prioritizes the protection of whistle-blowers. The auditing and supervision department has listed relevant undisciplined and illegal acts in the “Management Measures for the Protection and Reward on Whistle-Blowers” and has clearly required to keep the information of whistle-blowers strictly confidential, so as to ensure that relevant personnel dares to report and expose fraud in the course of business. At the same time, it’s also clearly specified that 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 public security and the judicial authority for handling according to law.

Probity Education

The auditing and supervision department persists in carrying out integrity education activities regarding anti-corruption in Group headquarter, subsidiaries, specialized companies and branches. The auditing and supervision department conducts business ethics training and anti-corruption training for employees and partners annually from time to time. It also requires all subsidiaries, specialized companies and branches to implement probity publicity on a quarterly basis, with participants no less than 50% of their employees, in a bid to provide probity publicity and training to all employees every year.

In 2023, the Group organized more than 10 probity publicity activities regarding anti-corruption through probity publicity, watching probity education films and sharing cases at meetings, with more than 1,000 participants.

我們十分重視對舉報人的保護，審計監察部在《檢舉人保護及獎勵管理規程》中列舉了違法違紀行為的相關情形，並明確對舉報人信息予以嚴格保密，以確保相關人員敢於舉報，勇於揭露業務過程中的舞弊行為。同時，制度中也明確指出：對違規洩露檢舉信息或對舉報人、調查人採取打擊報復的人員，將予以撤職、解除勞動合約；涉及刑事犯罪的，將同時移送公安、司法機關依法處理。

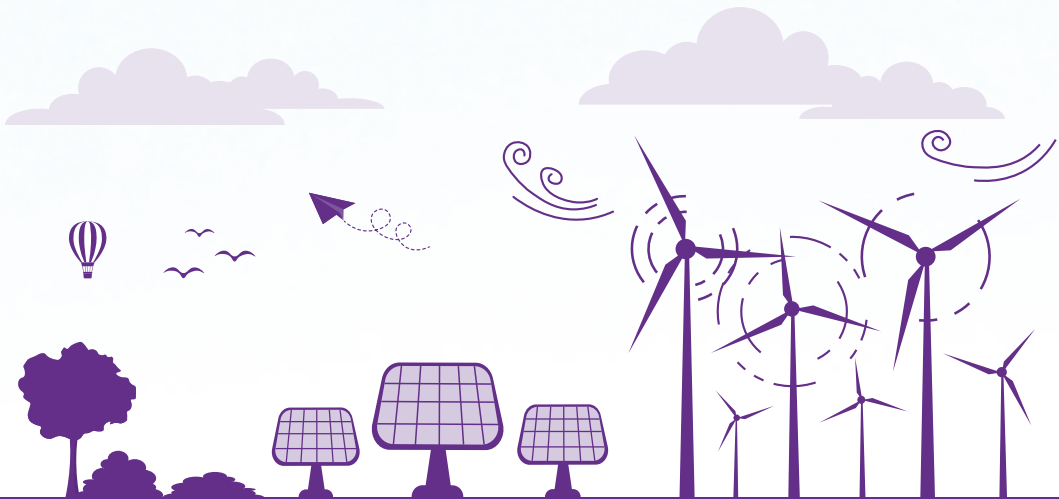
廉潔教育

審計監察部堅持開展反腐倡廉的廉潔教育活動，活動範圍覆蓋集團總部、城市公司、專業公司及各分支機構。審計監察部每年不定期對員工及合作方開展商業道德培訓及反貪腐培訓，每季度要求各城市公司、專業公司、分支機構執行開展廉潔宣貫，每次覆蓋不低於50%的員工，以確保每年度所有員工均接受廉潔宣貫培訓。

2023年通過廉潔宣貫、組織觀看廉政教育影片、會議過程中分享案例等形式展開了反貪污培訓活動，共計開展廉潔宣貫活動十餘場，參與人數累計逾千人。



Probity Publicity Activities
 廉潔宣貫工作



CREATING BEAUTIFUL COMMUNITIES
构建美好社區



CREATING 构建美好社區
BEAUTIFUL COMMUNITIES 



By upholding its corporate philosophy of “Building Cities with Integrity, Building Homes with Love”, Yuzhou 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”. During the Year, the Group made charitable donations (including cash and materials) totalling RMB3,705,758. Some activities conducted by the Group during the Year that are conducive to creating beautiful communities are as follows.

“2023 China Charity Day – Gathering Charity Forces for High-quality Development” Activity:

Yuyuehui in Pudong, Shanghai, together with the People’s Government of Huinan Town and Huinan Town Community Foundation, carried out the “China Charity Day” activity, where nearly 500 volunteers held charity fundraising and charity culture publicity activities in various forms such as charity culture publicity and charity sales. This activity publicized charity culture, further promoted the concept of charity and public welfare, and cultivated a new trend of charity.

禹洲集團「以誠建城，以愛築家」，秉承「取之於社會，獻之於社會」的理念，以實際行動回饋社會，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。本年度，集團的公益捐助（包括現金和物資）共人民幣3,705,758元。以下為禹洲集團本年度內開展的部分有助於構建美好社區的活動。

「2023年中華公益日——聚善聚力公赴高質量發展」主題公益活動：

上海浦東禹悅匯聯動惠南鎮人民政府、惠南鎮社區基金會等開展中華公益日主題公益活動，近500名志願者舉辦慈善文化宣傳、愛心義賣等各類形式的慈善募捐及慈善文化宣傳活動，以行動深入宣傳慈善文化，進一步推動慈善公益理念深入人心，厚植公益新風尚。



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

“My ‘Painting’, Do You Hear Me” Charity Exhibition for Autistic Children

Yuyue Li in Nanjing organized a charity exhibition for autistic children. With the paintings created by autistic children as the carrier, this exhibition aims to popularize the knowledge of autism to the public, so that more people can correctly recognise and understand autism. The funds raised by the painting exhibition have been donated to autism rehabilitation institutions.

「我的『畫』，你聽見了嗎」孤獨症兒童公益畫展

南京禹悅里開展孤獨症兒童公益畫展活動，以孤獨症兒童新手創作的畫作為載體，向公眾普及孤獨症知識，讓更多人正確地認識孤獨症、瞭解孤獨症，並將畫展籌得善款捐贈給孤獨症康復機構。



First Intangible Cultural Heritage Season of Yuzhou Commercial

Taking the inheritance responsibility and boasting a deep feeling for national culture, Yuzhou Group gained an insight into art from a commercial perspective. The First Intangible Cultural Heritage Season of Yuzhou Commercial made a grand opening, creating a business card on Chinese culture inheritance with ingenuity and presenting a wonderful performance in this golden autumn.

禹洲商業首屆非遺文化季

禹洲集團以商業視角洞察藝術身懷傳承責任情系民族文化。禹洲商業首屆非遺文化季穿過歷史的雲霧灼灼燎原，以匠心打造一張中華文化傳承的名片在醇熟金秋掀起新一輪的超燃盛宴。



Building “Pet-friendly Shopping Mall”

Attaching great importance to the emotional appeals of modern pet owners, Yuzhou Commercial strives to build a “Pet-friendly Shopping Mall” to improve the happiness of consumers travelling with pets. All projects of Yuzhou Commercial have joined the Pet-friendly Shopping Mall, so as to create a friendly space for both pets and people. Yuzhou Commercial has also formulated pet-friendly conventions and posted pet-friendly signs in shopping malls to establish a sense of responsibility for pet owners to abide by the norms, so that pets can be carefully looked after and a good and friendly shopping environment can be created.

構建寵物友好型購物中心

禹洲商業關注現代養寵人群的情感訴求傾力打造「寵物友善購物中心」,助力提升消費者們攜寵出行的幸福體驗。禹洲商業旗下全線項目加入寵物友好型商場,打造寵物和人與空間的雙向友好。禹洲商業制定了寵物友好公約,並在商場張貼「寵物友好標識」,樹立養寵人群遵守規範的責任意識,讓寵物得到細心照看,共創良好友愛的購物環境。



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, the 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，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>
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>

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
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>
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方法，集團均未有發現任何對集團造成重大影響的違法事故。</p>
Anti-corruption 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>

PERFORMANCE DATA SUMMARY

數據表現摘要

Environment Data

環境數據

	2022 Shenzhen and Shanghai headquarters and 6 projects under development 2022深圳、上海 總部及6個在建 項目	2023 Shenzhen and Shanghai headquarters and 9 projects under development 2023深圳、上海 總部及9個在建 項目
Exhaust Gas		
廢氣		
Nitrogen oxides (kg) 氮氧化物(千克)	4.44	5.92
Sulphur oxides (kg) 硫氧化物(千克)	0.78	1.38
Particulate matters (kg) 顆粒物(千克)	1.18	1.57
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)	57.7	75.3
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)	4,613.1	4,235.2
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)	132.6	197.8
Total greenhouse gas emissions (tonnes of carbon dioxide equivalent) 溫室氣體排放總量(噸二氧化碳當量)	4,803.4	4,508.3
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)	0.002	0.001
Hazardous Waste		
有害廢棄物		
Total hazardous waste (produced) (tonnes) 有害廢棄物總量(產生量)(噸)	1.17	0.84
Total hazardous waste (recycled) (tonnes) 有害廢棄物總量(回收量)(噸)	1.17	0.84
Intensity of hazardous waste (tonnes/thousand sq.m.) 有害廢棄物產生密度(噸/千平方米)	0.00054	0.00023

	2022 Shenzhen and Shanghai headquarters and 6 projects under development 2022深圳、上海 總部及6個在建 項目	2023 Shenzhen and Shanghai headquarters and 9 projects under development 2023深圳、上海 總部及9個在建 項目	
	Non-Hazardous Waste		
	無害廢棄物		
	Greening waste (produced) (tonnes) 綠化垃圾(產生量)(噸)	74.9	34.4
	Greening waste (recycled) (tonnes) 綠化垃圾(回收量)(噸)	4.3	0.4
	Total non-hazardous waste produced (tonnes) 無害廢棄物產生總量(噸)	74.9	34.4
	Total non-hazardous waste recycled (tonnes) 無害廢棄物回收總量(噸)	4.3	0.4
	Intensity of non-hazardous waste (tonnes/thousand sq.m.) 無害廢棄物產生密度(噸/千平方米)	0.034	0.009
	Resource Consumption		
	資源消耗		
Environment 環境	Electricity (MWh) 電力(兆瓦時)	8,088.9	7,426.2
	Natural gas (cubic meters) 天然氣(立方米)	0	0
	Liquefied gas (kg) 液化氣(千克)	0	0
	Gasoline (liters) 汽油(升)	21,115.0	27,609.4
	Diesel (liters) 柴油(升)	600.0	700.0
	Total water consumption (cubic meters) 總耗水量(立方米)	413,020	626,637
	Water consumption intensity (cubic meters/sq.m.) 耗水密度(立方米/平方米)	0.19	0.17
	Total energy consumption (MWh) 能源消耗總量(兆瓦時)	8,281.8	7,676.8
	Energy consumption intensity (MWh/sq.m.) 能源消耗密度(兆瓦時/平方米)	0.004	0.002

Social Data

社會數據

	2022 Group 2022全集團	2023 Group 2023全集團
Number of Employees at End of Year 年末人數		
Total employees 員工總數	1,985	1,211
By employment type 按僱傭類型		
Full-time 全職	1,979	1,205
Part-time 兼職	6	6
By contract type 按合約		
Long-term contract 長期合同	347	95
Fixed-term contract 固定期合同	1,638	1,116
Staff 員工		
By gender 按性別		
Male 男性	1,270	791
Female 女性	715	420
By age 按年齡		
30 and below 30歲及以下	543	235
31-40 31-40歲	1,032	671
41-50 41-50歲	290	230
Above 50 50歲以上	120	75

	2022 Group 2022全集團	2023 Group 2023全集團
By education		
按學歷		
Doctor's 博士	4	0
Master's 碩士	121	76
Bachelor's 學士	868	589
Below Bachelor's 大學文憑以下學歷	992	546
By ranking		
按職級		
C-suite senior management C級高管	20	9
Senior management 高級管理人員	178	119
Middle management 中級管理人員	472	415
General staff 一般員工	1,315	668
New Recruits		
新進員工		
Total new recruits 新進員工總數	562	298
By gender		
按性別		
Male 男性	411	212
Female 女性	151	86
By age		
按年齡		
30 and below 30歲及以下	240	123
31-40 31-40歲	237	145
41-50 41-50歲	61	26
Above 50 50歲以上	24	4

Staff
員工

APPENDICES (Continued)
附錄(續)

		2022 Group 2022全集團	2023 Group 2023全集團
Staff 員工	Employee Turnover		
	流失員工		
	Total number and rate of employee turnover ⁶	1,903	581
	流失員工總數及比率 ⁶	26.1%	29.3%
	By gender		
	按性別		
	Male	1,194	380
	男性	26.7%	29.9%
	Female	709	201
	女性	25.1%	28.1%
	By age		
	按年齡		
	30 and below	764	151
	30歲及以下	32.6%	27.8%
	31-40	964	346
31-40歲	33.5%	33.5%	
41-50	151	67	
41-50歲	12.0%	23.1%	
Above 50	24	17	
50歲以上	3.0%	14.2%	
Health and Safety 健康與安全	Work injury accidents	3	4
	工傷事故		
	Number of work-related injuries	3	4
	因工受傷人數		
	Number of days lost due to work-related injuries	174	175
	因工傷損失日數		
	Number of work-related fatalities	0	0
	因工死亡人數		
	Rate of work-related fatalities	0%	0%
	因工死亡比率		
Work-related injury rate per 1,000 workers	1.5‰	3.3‰	
千人工傷率			
Total participants in safety training	5,769	4,490	
安全培訓總人次			
Total hours of safety training	6,024	7,460	
安全培訓總時數			

⁶ The calculation method for the employee turnover rate has been changed from "Turnover rate = Number of employees resigning within the Year/Total number of employees at Year-end" to "Turnover rate = Number of employees resigning within the Year/Total number of employees at the beginning of the Year."

⁶ 流失比率計算方式由「流失比率=年內員工離職人數/年末員工總數」變更為「流失比率=年內員工離職人數/年初員工總數」。

		2022 Group 2022全集團	2023 Group 2023全集團
Training and Development 培訓與發展	Number of Employees Trained 受訓人數		
	Total employees trained 受訓總人數	3,164	1,211
	By gender 按性別		
	Male 男性	2,147	791
	Female 女性	1,017	420
	By ranking 按職級		
	C-suite senior management C級高管	14	9
	Senior management 高級管理人員	120	119
	Middle management 中級管理人員	849	415
	General staff 一般員工	2,181	668
	Percentage of Employees Trained 受訓員工百分比		
	By gender 按性別		
	Male 男性	169.1%	100%
	Female 女性	142.2%	100%

APPENDICES (Continued)
附錄(續)

		2022 Group 2022全集團	2023 Group 2023全集團
Training and Development 培訓與發展	By ranking		
	按職級		
	C-suite senior management	70.0%	100%
	C級高管		
	Senior management	67.4%	100%
	高級管理人員		
	Middle management	179.9%	100%
	中級管理人員		
	General staff	165.9%	100%
	一般員工		
	Training Hours (Hours)		
	受訓時數(小時)		
	Total hours	23,481	9,285
	總時數		
	By gender		
按性別			
Male	15,401	7,669	
男性			
Female	8,081	1,616	
女性			
By ranking			
按職級			
C-suite senior management	958	18	
C級高管			
Senior management	3,744	302	
高級管理人員			
Middle management	10,051	996	
中級管理人員			
General staff	8,728	7,969	
一般員工			

	2022 Group 2022全集團	2023 Group 2023全集團
Average Training Hours (Hours) 平均受訓時數(小時)		
Average training hours 平均受訓時數	11.83	7.67
By gender 按性別		
Male 男性	12.13	9.70
Female 女性	11.30	3.85
By ranking 按職級		
C-suite senior management C級高管	47.89	2.00
Senior management 高級管理人員	21.04	2.54
Middle management 中級管理人員	21.30	2.40
General staff 一般員工	6.64	11.93
Employee Career Development Review 員工職業發展檢視		
Total number 總人數	1,207	1,211
By gender 按性別		
Male 男性	802	791
Female 女性	405	420
By ranking 按職級		
C-suite senior management C級高管	0	9
Senior management 高級管理人員	89	119
Middle management 中級管理人員	281	415
General staff 一般員工	837	668

Training and
Development
培訓與發展

APPENDICES (Continued)
附錄(續)

		2022 Group 2022全集團	2023 Group 2023全集團	
Rate of Employee Career Development Review 員工職業發展檢視比率				
By gender 按性別				
Training and Development 培訓與發展	Male 男性	63.1%	100%	
	Female 女性	56.6%	100%	
	By ranking 按職級			
	C-suite senior management C級高管	0%	100%	
	Senior management 高級管理人員	50.0%	100%	
	Middle management 中級管理人員	59.5%	100%	
	General staff 一般員工	63.7%	100%	
	Distribution of Suppliers 供應商分佈			
	Total suppliers 供應商總數	1,336	1,414	
	Mainland China 中國內地	1,336	1,414	
Operations 營運	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
Charitable Investment (RMB in Ten Thousand) 公益投入(萬元人民幣)		561	371	

CONTENT INDEX

內容索引

Aspect 層面	Requirements of HKEX's ESG Reporting Guide 香港聯交所《環境、社會及管治報指引》要求	Section/Remarks 章節／備註
Governance structure 管治架構	<p>A statement from the board containing the following elements: 董事會發出的聲明包含以下內容：</p> <p>(i) a disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監督；</p> <p>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會的環境、社會及管治管理方針及策略，包括用於評估、優先考慮及管理重大環境、社會及管治相關事宜（包括對發行人業務的風險）的流程；及董事會如何根據環境、社會及管治相關目標審查進展，並解釋其與發行人業務的關係。</p>	Board Statement 董事會聲明
Reporting principle 報告原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 對以下報告原則在編製環境、社會及管治報告中的應用的描述或解釋：</p> <p>(a) Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. 重要性：環境、社會及管治報告應披露：(i) 識別重大環境、社會及管治因素的過程和選擇標準；(ii) 如果已進行持份者參與，已識別重要的持份者描述及發行人持份者參與的過程和結果。</p> <p>(b) Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. 量化：有關匯報排放量／能源耗用（如適用）的標準、方法、假設和／或計算工具以及所使用的轉換係數來源的信息。</p> <p>(c) Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更，或任何其他影響有意義比較的相關因素。</p>	Reporting Guidelines 報告指引
Reporting boundary 報告邊界	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 說明環境、社會及管治報告的報告邊界並描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍發生變化，發行人應解釋不同之處及變動原因。</p>	Scope of the Report 報告範圍

APPENDICES (Continued)
附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
General Disclosure 一般披露				
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、報告頻率和連絡人	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	2-6	B5.1、B5.2	Activities, value chains and other business relationships 活動、價值鏈和其他業務關係	About Yuzhou Group, Insisting on Responsible Business Practices 關於禹洲集團、堅持責任營商
	2-7	B1	Employees 員工	Fostering Staff to Grow 促進員工成長
	2-8	B1.1	Workers who are not employees 員工之外的工作者	None 無

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Governance 管治	2-9	-	Governance structure and composition 管治架構和組成	Please refer to the Report of the Directors of Annual Report 2023 of Yuzhou Group 請參考禹洲集團2023年年報之企業管治報告
	2-10	-	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	
	2-11	-	Chairman of the highest governance body 最高管治機構的主席	
	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	
	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 2023 of Yuzhou Group 請參考禹洲集團2023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 2023 of Yuzhou Group 請參考禹洲集團2023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 2023 of Yuzhou Group 請參考禹洲集團2023年年報之企業管治報告及薪酬委員會的職能範圍
	2-20	-	Process to determine remuneration 確定薪酬的程式	
	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)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
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, Insisting on Responsible Business Practice 促進員工成長、堅持責任營商
	2-24	-	Embedding policy commitments 融合政策承諾	Insisting on Responsible Business Practices 堅持責任營商
	2-25	-	Processes to remediate negative impacts 補救負面影響的程式	Insisting on Responsible Business Practices 堅持責任營商
	2-26	-	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	Insisting on Responsible Business Practices 堅持責任營商
	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 the 7th and 8th China Real Estate Association 第七屆、第八屆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

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Stakeholder Engagement 利益相關方參與	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
Material Issues 實質性議題				
Green Building 綠色建築	301	A3	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
	302			
	303-1	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
	304-2			
	306-1 306-2			

APPENDICES (Continued)

附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Occupational Health and Safety 職業健康及安全	403	B2	Information on: 有關提供安全工作環境及保障僱員避免職業性 危害的：	Fostering Staff to Grow 促進員工成長
			(a) the policies; and 政策；及	
			(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. 遵守對發行人有重大影響的相關法律及 規例的資料。	
	419			
	403-9	B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	
	403-10			
	-	B2.2	Lost days due to work injury. 因工傷損失工作日數。	
403-1	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， 以及相關執行和監察方法。	Fostering Staff to Grow 促進員工成長	
	403-3			
	403-5			
	403-7			

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節／備註
		Guidelines ESG指引	Description 描述	
Product and Service Quality Management 產品及服務質量管理	416-2	B6	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及 規例的資料。	Creating Value for Customers 創造客戶價值
	417-2			
	417-3			
	418-1			
	419-1			
	-	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。	Creating Value for Customers 創造客戶價值
	418-1	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。	Creating Value for Customers 創造客戶價值
	-	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。	Creating Value for Customers 創造客戶價值
	-	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。	Creating Value for Customers 創造客戶價值
	418	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關 執行及監察方法。	Creating Value for Customers 創造客戶價值

APPENDICES (Continued)

附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Customer Satisfaction 客戶滿意度	416-2	B6	Information on: 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：	Creating Value for Customers 創造客戶價值
			(a) the policies; and 政策；及	
			(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. 遵守對發行人有重大影響的相關法律及 規例的資料。	
	417-2			
	417-3			
	418-1			
	419-1			
	418-1	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。	Creating Value for Customers 創造客戶價值
	404-1	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關 執行及監察方法。	Creating Value for Customers 創造客戶價值
	418			

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Staff Training and Promotion 員工培訓與晉升	404-2	B3	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
	-	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	Fostering Staff to Grow 促進員工成長
	404-1	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
Other Issues 其他議題				
Environment 環境				

APPENDICES (Continued)
附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Use of Resources 資源使用	302	A2	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
	302-1	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)。	Building Green Homes 建設綠色家園
	302-3			
	303-5	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)。	Building Green Homes 建設綠色家園
	302-4			
	302-5	A2.3	Description of energy use efficiency plan and results achieved. 描述能源使用效益計劃及所得成果。	Building Green Homes 建設綠色家園
	303-1	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water use efficiency plan and results achieved. 描述求取適用水源上可有任何問題, 以及提升用水效益計劃及所得成果。	Building Green Homes 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。	Building Green Homes 建設綠色家園

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Emissions 排放物	305-1	A1	Information on: 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：	Building Green Homes 建設綠色家園
			(a) the policies; and 政策；及	
			(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. 遵守對發行人有重大影響的相關法律及 規例的資料。	
	306			
	307-1			
	305-1	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
	305-2			
	305-3			
	305-6			
	305-7			
305-1	A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密 度（如以每產量單位、每項設施計算）。	Building Green Homes 建設綠色家園	
305-2				
305-4				
306-3	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）。	Building Green Homes 建設綠色家園	

APPENDICES (Continued)

附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Emissions 排放物	306-3	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)。	Building Green Homes 建設綠色家園
	305-5	A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Building Green Homes 建設綠色家園
	306-4 306-5	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Building Green Homes 建設綠色家園
Environment and Natural Resources 環境及天然資源	–	A3	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
	303-1	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。	
	304-2 306-2			
Climate Change 氣候變化	–	A4	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。	
	–	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

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
SOCIAL				
社會				
Labor Standards 勞工準則	408	B4	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 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
	409			
	419-1			
	408-1	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
	409-1			
	408-1	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
	409-1			

APPENDICES (Continued)
附錄(續)

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Supply Chain Management 供應鏈管理	–	B5	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。	Insisting on Responsible Business Practices 堅持責任營商
	–	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Insisting on Responsible Business Practices 堅持責任營商
	303-1	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、以及有關慣例的執行及監察方法。	Insisting on Responsible Business Practices 堅持責任營商
	308-1			
	308-2			
	414-1			
	414-2			
	303-1	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。	Insisting on Responsible Business Practices 堅持責任營商
	308-1			
	308-2			
414-1				
414-2				
306	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。	Insisting on Responsible Business Practices 堅持責任營商	
308				

Material Aspects 實質性方面	GRI Index GRI指標	ESG		Section/Remarks 章節/備註
		Guidelines ESG指引	Description 描述	
Anti-corruption 反貪腐	205-2	B7	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Insisting on Responsible Business Practices 堅持責任營商
	205-3	B7.1	Confirmed incidents of corruption and actions taken. 已確認的貪腐事件及採取的行動。	Insisting on Responsible Business Practices 堅持責任營商
	205-3	B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Insisting on Responsible Business Practices 堅持責任營商
	-	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。	Insisting on Responsible Business Practices 堅持責任營商
Local Community 當地社區	413	B8	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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Creating Beautiful Communities 構建美好社區
	203-1	B8.1	Focus areas of contribution. 專注貢獻範疇。	Creating Beautiful Communities 構建美好社區
	201-1	B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Creating Beautiful Communities 構建美好社區

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