



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

行于誠 啟新元

Navigating with Integrity,

Embracing a New Era



2024 ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告

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ABOUT YUZHOU GROUP

關於禹洲集團



Yuzhou Group Holdings Company Limited (the “Company”) and its subsidiaries (collectively known as “Yuzhou Group”, the “Group”, “Yuzhou” or “We”) were principally engaged in property development, property investment, property management and hotel operations in mainland China and Hong Kong.

The Group was founded in Xiamen in 1994, inspired by the ancient wisdom of “King Yu Taming the Flood and Making Desert an Oasis”, dedicated effort and diligent cultivation for 30 years, continued to operate with the spirit of “Building Cities with Integrity, Building Homes with Love” and create a high-quality living, working, and leisure spaces for urban residents in China.

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 2024, the Group had 161 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 10,668,716 sq.m. under development and held for future development.

禹洲集團控股有限公司（「本公司」）及其附屬公司（統稱為「禹洲集團」或「本集團」或「禹洲」或「我們」）的主要業務為於中國內地及香港從事物業開發、物業投資、物業管理以及酒店業務。

本集團於1994年在廈門成立，秉承「大禹治水，荒漠成洲」的先賢精神，砥礪耕耘30載，一直以「以誠建誠、以愛築家」的理念經營，持續為中國的城市居民打造高質量的生活、工作以及休閒空間。

我們的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2024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161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10,668,716平方米。



ABOUT THIS REPORT 關於本報告

This report is the ninth Environmental, Social and Governance (“ESG”) Report (the “Report”) published by Yuzhou Group Holdings Company Limited, aims to disclose the management measures and relevant performance in environmental, social and governance aspects of the Group, and deepen the stakeholders’ understanding of the sustainability strategy and actions of the Group.

Reporting Guidelines

The preparation of the 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 Global Reporting Initiative (“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 the Report covers from January 1, 2024 to December 31, 2024 (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 gross floor area (“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 72.3% of the total gross floor area of projects under development. 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 81 to 97 of the 2024 Annual Report of the Company for the section on corporate governance.

本報告為禹洲集團控股有限公司的第九份環境、社會及管治（「ESG」）報告（「本報告」），旨在闡述本集團於環境、社會及管治方面的管理方法及表現，加深各利益相關方對本集團可持續發展策略與行動的了解。

報告指引

本報告的準備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》（「指引」），並參考全球報告倡議組織（「GRI」）可持續發展報告標準及結合本集團實際情況編製而成。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

本報告之報告期間為2024年1月1日至2024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，共計九¹個項目。此九個在建項目的總建築面積佔在建項目總面積約72.3%。其他數據及文字資料披露範圍覆蓋全集團。本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，請參閱本公司2024年年報第81至97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。

ABOUT THIS REPORT (Continued)

關於本報告 (續)

Reporting Principles

The preparation of the Report complies with the reporting principles listed in the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 to the Rules Governing the Listing of Securities:

報告原則

本報告的編備遵從證券上市規則附錄C2《環境、社會及管治報告指引》中所列的報告原則：

Materiality 重要性

This Group has identified ESG issues of material significance to both stakeholders and the Group during this year, and they have been disclosed in the Report.

本集團已於本年度識別對利益相關者及本集團而言重大的ESG議題，並於本報告中披露。

Quantitative 量化

Where applicable, the Group discloses key performance indicators in a quantitative manner. We calculate these key performance indicators with reference to “Appendix II: Reporting Guidance on Environment KPIs” and “Appendix III: Reporting Guidance on Social KPIs” of “How to Prepare an ESG Report” issued by the Stock Exchange.

在適用的情況下，本集團以量化方式披露關鍵績效指標。我們參照聯交所《如何編備環境、社會及管治報告》中的《附錄二：環境關鍵績效指標匯報指引》及《附錄三：社會關鍵績效指標匯報指引》計算關鍵績效指標。

Consistency 一致性

The Group adopts consistent statistical methods to ensure that ESG data can be meaningfully compared in the future. Any changes in the reporting scope or methodology will be clarified for stakeholders' reference.

本集團採用一致的統計方法，使ESG數據可於日後進行有意義的比較。若匯報範圍或方式有變動，應加以說明，供利益相關者參考。

Access to the Report

The Report is available in both Chinese and English versions and has been uploaded to the Stock Exchange and the Company's website. In the event of any discrepancies between the two versions, the Chinese version shall prevail.

獲取本報告

本報告載有中、英文版本，並已上載至聯交所及本公司網站。如兩個版本有任何歧異，概以中文版本為準。

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



Feedback

The Group emphasizes communication with stakeholders and disclosing comprehensive and accurate ESG information for them 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

本集團重視與利益相關方的溝通以及向其披露全面且準確的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 2024, the national macroeconomic development remained stable overall, and the real estate industry continued its slow recovery. Yuzhou Group adhered to the concept of sustainable development, balancing the needs of key stakeholders while maintaining strict requirements for project quality and product standards. We continuously optimized our customer service system and strengthened delivery capabilities comprehensively to ensure the provision of excellent services and products to our customers.

We have always upheld the sage spirit of "King Yu Taming the Flood and Making Desert an Oasis", striving to deeply integrate the concept of sustainable development into our business operations and management. The Group consistently improves its ESG management methods and enhances the level of ESG disclosures. Yuzhou Group regularly identifies significant risks related to sustainable development and takes pride in fulfilling our social responsibilities and have been actively promoting and implementing ESG-related policies to pursue sustainable development. The Group firmly believes that the long-term success of a company requires the comprehensive integration of sustainable development policy into its operations, with full consideration of ESG-related factors to promote the steady development of the Company.

Over the years, Yuzhou Group has adhered to the sustainability concept of green, low-carbon and environmental protection, positively 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 an energy-saving rate being greater than 60%. The installation ratio of solar water heating systems is greater than 70% and the installation ratio of rainwater reuse systems is greater than 90% in new construction projects. By adopting green technologies such as prefabricated construction technology and building models, we actively build green homes and accelerate the promotion of green designs such as sponge cities and heat island effect mitigation.

2024年，國家宏觀經濟發展總體平穩，房地產行業處於緩慢複蘇中。禹洲集團堅守可持續發展的理念，在平衡各重大利益相關方的需求的同時，對工程質量及產品品質保持嚴格的要求。我們持續優化客戶服務體系，全方位強化交付能力，以確保為客戶提供卓越的服務與產品。

我們始終秉持「大禹治水，荒漠成洲」的先賢精神，致力於將可持續發展理念深入貫徹至業務運營管理層面，不斷完善ESG管理辦法並提升ESG披露水平。禹洲集團定期識別與可持續發展相關的重大風險，並肩負自身的社會責任，持續積極推進並實施ESG相關政策，以實現可持續發展為己任。集團相信，企業的長遠成功需要將可持續發展政策全方位納入營運管理中，並全面考慮ESG相關的因素以促進公司穩健發展。

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，積極響應國家「雙碳」目標，堅持走綠色低碳發展道路。我們的新建項目100%達到了綠色建築標準，節能率大於60%、太陽能熱水系統設置比例高於70%、雨水回收系統設置比例大於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。

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

In the face of the volatile economic environment, the Group upholds its corporate philosophy of “Building Cities with Integrity, Building Homes with Love” and acknowledges the development trends, practices its strategies of “guaranteeing project completion, guaranteeing housing delivery, improving efficiency and stabilizing operation”, fulfilling its corporate responsibilities. During the Year, we successfully completed the “well-pleasing delivery” of approximately 13,000 residential units. Yuzhou Group’s constant pursue on product quality is the key to continual growth. We continue to strictly implement a number of dedicated programmes to improve product and service quality, including the “manufacturing with craftsmanship” programme, the “delivery product officer” programme and five full-cycle upgrade initiatives.

Yuzhou Group ensures product quality through robust supplier management system while achieving a green and sustainable supply chain. We continuously refine supplier management-related documentation, encourage green procurement, and ensure the supply chain to comply with relevant green building standards. At the same time, the Group has redefined product creation standards, adhering to the philosophy of “design follows function.” Through the new-generation product system, “temperature space,” we strive to approach the ideal lifestyle by constructing a product structure defined by “1 core, 3 spaces, 5 principles and 6 values.” During the Year, we focused on enabling homeowners to experience the meticulous designs of Yuzhou’s designers in every detail of their lives, making beautiful living more abundant and multidimensional.

Yuzhou Group has been attaching great importance to the physical and mental health and personal development of its employees. During the Year, we continued the implementation of the “Yuzhou well-pleasing 1628 delivery guarantee system” and launching 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 110 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 tenants 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 attendance, and fire safety and anti-terrorism training sessions with 4,500 attendance, which further enhanced the ability to respond to emergencies.

在不斷變動的經濟環境下，本集團堅持「以誠建城，以愛築家」的經營理念，洞悉時代發展脈搏，踐行「保設備、保交付、提效率、穩運營」的策略，切實履行企業責任。本年度，我們完成了約1.3萬套住宅的「美好交付」。禹洲集團對產品品質的不斷追求是公司持續成長的關鍵，我們嚴格執行「匠心智造」計劃、「交付產品官」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。

禹洲集團以穩定的供應商管理制度保障產品的品質，並實現綠色及可持續的供應鏈。集團持續完善與供應商管理相關的文件，鼓勵綠色採購以及確保供應鏈符合相關綠色建築標準要求。同時，集團重新定義產品建造標準，秉承「形式追隨功能」的理念，通過新一代產品體系「溫度空間」，不斷接近理想生活，構建出「1個核心、3個空間、5個主張、6個價值」的產品結構。我們致力於讓廣大業主，在生活的每一個細節中感受到禹洲設計師的精心設計，讓美好生活更加立體充盈。

禹洲集團一直十分重視員工的身心健康及個人發展，本年度我們與員工繼續合力落實「禹美好」1628交付保障體系，並在6月繼續開展工程師節暨安全生產月活動。在安全生產月中，各項目的工地開展應急救援演練超過110次，目的為提高一線人員及管理人員的自我保護意識和應急救援能力。對於人員密集的商业項目，本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)

Yuzhou Group enters the 30th year since its establishment, in the year of "30th Forge Ahead", we continue to overcome industrial difficulties and challenges, strictly monitors the status and quality of construction. Looking forward to 2025, we will continue to uphold sustainable development policies, pay more attention to improving living experience and product quality, and focus on enhancing service quality, building warm homes for customers and contributing to leading and promoting green and sustainable development in the industry. Yuzhou Group will conduct real-time and dynamic monitoring on key construction nodes under the requirement of "guaranteeing housing delivery" to ensure the on-time completion and delivery with assured quality and quantity under the premise of high quality, fulfilling its corporate responsibilities, while also striving to elevate product competitiveness and drive the upgrading of Design 4.0 products. By actively seizing market opportunities, the Group is committed to achieving sustainable development. After its 30th anniversary, Yuzhou Group has reached a new phase. We will maintain our original entrepreneurial vision, continuously enhance our core competitiveness, and constantly engage in innovative explorations and attempts, to identify and seize the opportunities amidst the evolving market environment. We strive to make achievements and lay a solid foundation for the sustainable development of the Company, forging ahead into the next three decades.

Kwok Ying Lan

Chairman
Hong Kong

April 25, 2025

禹洲集團於本年度踏入創立的第30年，在「三十而勵」之年，我們繼續克服行業困難和挑戰，嚴格把控施工進度和質量。展望2025年，我們會繼續堅持可持續發展政策，更加注重居住體驗及產品品質的提升，專注於完善服務質量，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。禹洲集團將繼續在「保交付」的要求下，對各個施工關鍵節點進行實時動態監控，確保在高質量前提下，按時保質保量完成竣備交付，切實履行企業責任，並致力於提高產品競爭力，推動設計4.0產品迭代升級，積極把握市場機遇，實現可持續發展。禹洲集團已經跨越三十而「勵」之年，站在新的起點上，我們將繼續保持創業初心，持續優化提升核心競爭力，不斷進行創新思考和嘗試，在不斷變化的市場環境中，尋找、把握機遇，創造業績，為公司持續發展夯實基礎，續寫下一個三十年的新篇章。

郭英蘭

主席
香港

2025年4月25日



SUSTAINABILITY GOVERNANCE

可持續發展管治

SUSTAINABILITY GOVERNANCE

可持續發展管治

Board Statement

The Group's sustainability governance framework is underpinned by the Sustainability Committee, which comprises members of the Board. The Sustainability Committee is the highest governance unit of the Group's sustainability governance framework.

The Sustainability Committee

- Responsible for supervising the sustainable development risks and opportunities, including climate-related risks;
- Guarantee the consistency between the Group's operations with the sustainability strategy;
- 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 all 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

集團設有由董事會成員構成的可持續發展委員會。可持續發展委員會為集團可持續治理框架中的最高治理單位。

可持續發展委員會

- 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；
- 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；以及
- 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，以實現本公司成為可持續發展企業的目標，共同為本集團的可持續發展之路貢獻不竭動力。有關本集團可持續發展管治架構的詳細描述，請參閱本集團官網可持續發展部分。


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

Stakeholder Engagement

The opinions of stakeholders are an important cornerstone of the Group's growth. Therefore, we place great emphasis on communication with stakeholders and provide various channels to ensure that both external and internal stakeholders can share their views with us.

利益相關者參與

利益相關者的意見是本集團成長的重要基石，因此我們高度重視與利益相關者的交流，並提供各種溝通管道，讓外部及內部的利益相關者都可以與我們分享其意見。

Stakeholders 利益相關者	Communication Channels 溝通管道
Customers 客戶 	<ul style="list-style-type: none"> Daily operations and interactions 日常營運和交流 Customer service hotline 客戶服務熱線
Employees 員工 	<ul style="list-style-type: none"> Employee events 員工活動 Meetings 會議 Performance appraisals 表現考核
Shareholders/Investors 股東／投資者 	<ul style="list-style-type: none"> Annual reports, financial reports, and announcements 年報、財務報告和公告 Annual general meetings 股東周年大會
Suppliers 供應商 	<ul style="list-style-type: none"> Visits and meetings 拜訪和會議 Performance reviews 履約評審
Public and media 公眾及媒體 	<ul style="list-style-type: none"> Mass media 大眾媒體 Website 網站

SUSTAINABILITY GOVERNANCE (Continued)

可持續發展管治 (續)

Material Issues

The Group's materiality assessment follows the "materiality" reporting principle required by the Guide of the Hong Kong Stock Exchange and adheres to the materiality assessment process of the GRI. This process includes four steps: identification, prioritization, validation, and review. Through this process, we identify ESG issues that are significant to the Group's corporate value and those that have a substantial impact on the environment, economy, and society due to the Group's operations.

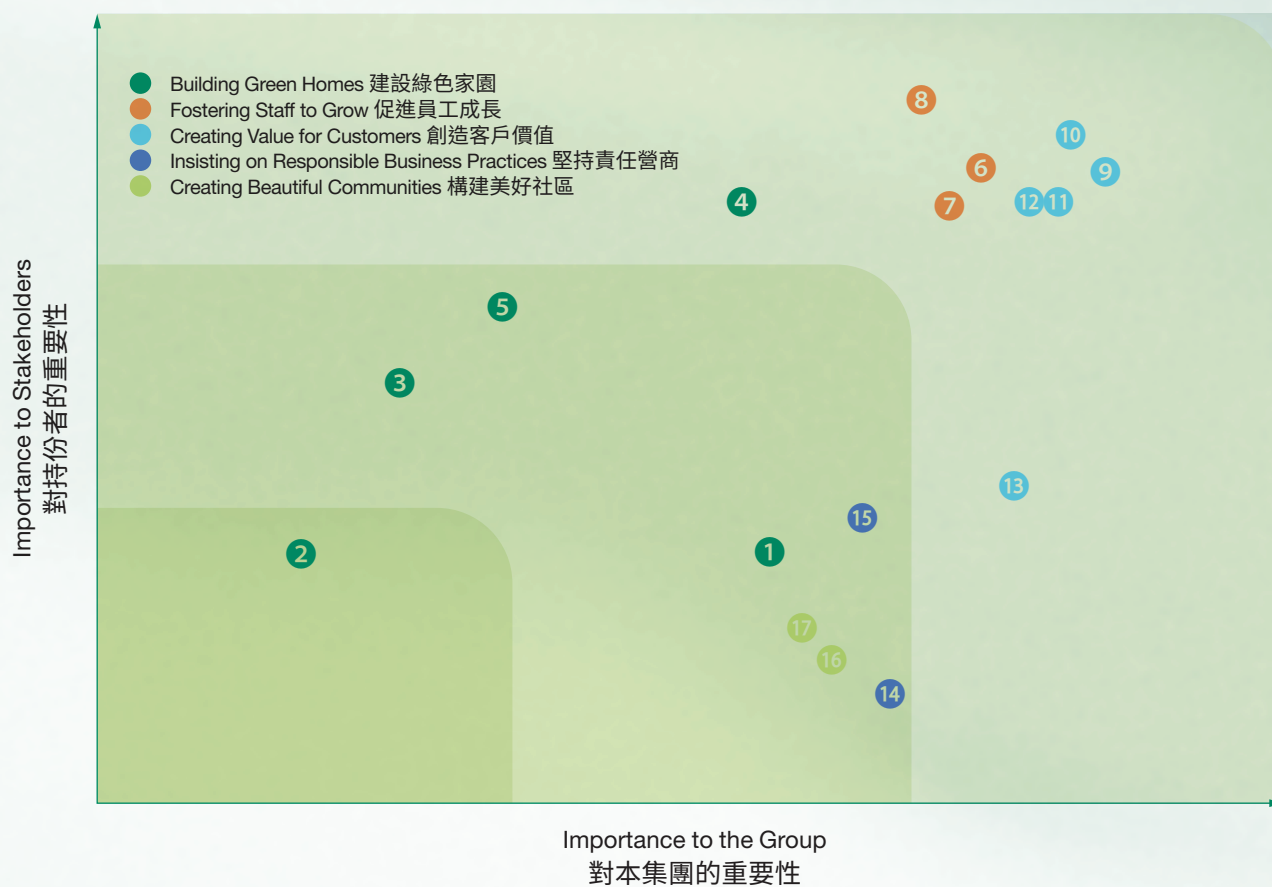
The Group conducted surveys with stakeholders and internal management to identify ESG-related issues of significance to the Group during the Year. The results of the materiality assessment are as follows:

重要性議題

集團的重要性評估工作依循香港聯交所指引要求的「重要性」報告原則，並遵循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。

集團已對利益相關者及內部管理層進行問卷調查，以識別本年度對本集團而言重大的ESG相關議題。重要性評估的結果如下：

Materiality Matrix
重要性矩陣



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

Sustainability Pillar 可持續發展支柱	Material Issues 重要性議題	Relevant Measures 相關措施
Building Green Homes 建設綠色家園	<ol 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>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>
Fostering Staff to Grow 促進員工成長	<ol 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 	<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>
Creating Value for Customers 創造客戶價值	<ol 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>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>

SUSTAINABILITY GOVERNANCE (Continued)

可持續發展管治 (續)

Sustainability Pillar 可持續發展支柱	Material Issues 重要性議題	Relevant Measures 相關措施
Insisting on Responsible Business Practices 堅持責任營商	<div>14 Sustainable Supply Chain 可持續供應鏈</div> <div>15 Developing an Environment of Integrity 廉潔環境建設</div>	<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>
Creating Beautiful Communities 構建美好社區	<div>16 Organising Community Care Activities 組織社區關懷活動</div> <div>17 Participating in Social Welfare 參與社會公益</div>	<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>本集團秉承著對社會的關懷，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>

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

Our Strategy

The Group is committed to integrating the principles of sustainable development into its business operations and actively advancing the realization of the United Nations Sustainable Development Goals to create long-term value. The table below outlines the actions taken by the Group during the Year concerning key material issues and their corresponding contributions to the United Nations Sustainable Development Goals:

我們的策略

本集團致力於在業務運營中融入可持續發展的原則，積極推動聯合國可持續發展目標的實現，以創造長遠價值。以下表格展示了集團在年內針對重要性議題所採取的行動，以及這些行動對聯合國可持續發展目標的相應貢獻：

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Green Building 綠色建築	<ul style="list-style-type: none"> 100% of the new projects of the Group comply with green building standards 本集團新建項目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、建築信息模擬（「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 ratio of solar water heating system greater than 70% and installation ratio of rainwater reuse system in new projects greater than 90%, 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以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 加強各國抵禦和適應氣候相關的災害和自然災害的能力</p>	

SUSTAINABILITY GOVERNANCE (Continued)

可持續發展管治 (續)

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Product and Service Quality 產品及服務質量	<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 	 <p>9.1 – Develop quality, reliable, sustainable and resilient infrastructure</p> <p>9.1 發展優質、可靠、可持續和有抵禦災害能力的基礎設施</p>	
Customer Satisfaction 客戶滿意度	<ul style="list-style-type: none"> Smooth customer communication channels 暢通的客戶溝通渠道 100% active 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</p> <p>11.1 確保人人獲得適當、安全和負擔得起的住房和基本服務</p>	

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

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Staff Training and Promotion 員工培訓與晉升	<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 50 key trainings 完成關鍵培訓工作累計50餘項 The Group provided 3,654 training hours during the Year 集團本年度培訓時長達3,654小時 	 <p>8.6 – Substantially reduce the proportion of youth not in employment, education or training 8.6 大幅減少未就業和未受教育或培訓的青年人比例</p>	
Occupational Health and Safety 職業健康及安全	<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 5,648 hours of safety training, covering 6,980 attendance 本集團開展安全培訓5,648小時，覆蓋6,980人次 	 <p>8.8 – Promote safe and secure working environments 8.8 創造安全和有保障的工作環境</p>	

SUSTAINABILITY GOVERNANCE (Continued)

可持續發展管治 (續)

Sustainability Awards and Ratings

可持續發展獎項與評級



Gelongsui Golden Globe Awards
– ESG Corporate Institution Selection: ESG Sustainable Development Outstanding Enterprise
格隆匯金格獎
– ESG企業機構評選：ESG可持續發展卓越企業



Carbon Neutrality and Sustainable Development Gold Award
– Real Estate Development Industry
碳中和及可持續發展金獎
– 地產發展業



51st in the 2024 Top 100 Enterprises in Fujian
2024福建企業100強第五十一名



AAAA Rating in the Social Organization Assessment of Xiamen, Fujian Province
福建省廈門市社會組織評估AAAA級



2024 Top 100 Private Enterprises in Social Responsibility in Fujian Province
福建省民營企業社會責任100佳2024



24th in the 2024 Top 100 Service Enterprises
2024福建服務企業100強

The Group was also included in the “2024 China Top 500 Service Enterprises” during the Year.

本集團於本年度亦入選「2024中國服務企業500強」。

BUILDING GREEN HOMES

建設綠色家園



BUILDING GREEN HOMES

建設綠色家園

Green Building

Green buildings emphasize the concept of harmony and coexistence between humans and nature, aiming to maximize the integration of development and the environment throughout their lifecycle. In the real estate development industry, advancing green buildings is key to achieving 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 building design and building construction to operation.

綠色建築

綠色建築重視人與自然和諧共生的概念，在生命週期內最大限度地實現發展與環境之間的共融。在房地產開發的行業，開發建設綠色建築是實現可持續發展的關鍵。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，集團大力推動綠色建築開發建設，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 "United States 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」。



PROVISIONAL
PLATINUM
NB V1.2 2016
HKGBC
BEAM Plus

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」。

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 honoured 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.
超過2,100萬平方米綠
色建築。

145

projects
reaching green
building standards.
145個項目達到綠色
建築標準。

13 CLIMATE
ACTION



13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural
13.1 加強各國抵禦和適應氣候相關的災害和自然災害的能力

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。

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

Green Building Design

The Group upholds its responsibility and commitment to the environment by incorporating green concepts, such as the mitigation of the heat island effect and the sponge city concept, in alignment with the “Green Building Evaluation Standards”, within the construction projects. This approach aims to minimize the negative environmental impact of building projects at every stage, from design to delivery and operation, ensuring sustainable environmental development throughout their entire lifecycle.

綠色建築設計

集團秉持對環境的責任與承擔，參照《綠色建築評價標準》，將緩解熱島效應理念、海綿城市理念等能源高效、環境友好的綠色理念融入所涉建築項目中。此舉旨在減少建築項目從設計階段到交付運營各環節對環境的負面影響，並確保其在全生命週期內實現環境的可持續發展。

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; and

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；以及

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。

Standardize the proportion of green building materials to be used, durability of materials and water efficiency of sanitary appliances; and 規範綠色建材應用的比例、材料耐久性、衛生器具用水效率；以及

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 etc, 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。

Construction Stage 建造階段

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。

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Green Building Technology

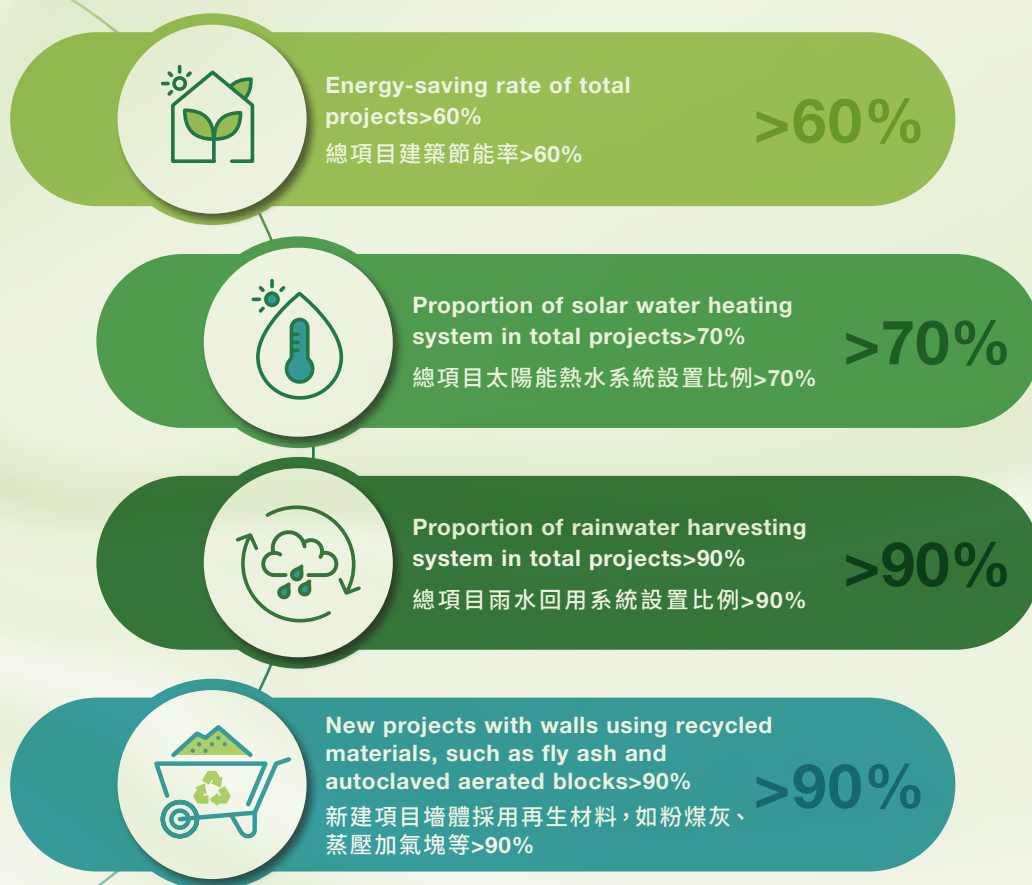
As an important mean to accomplish green sustainability, green building technology helps the Group to efficiently address issues such as climate change, energy management, resources and recycled water utilization. To build a wonderful community integrating green, leisure, culture, health, we integrate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

The Group's environmental and energy-saving measures or technology application goals are as follows:

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。

本集團的環保節能措施或技術應用目標如下：



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

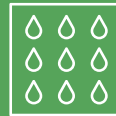
The Group has also developed various green technologies to achieve the goal of sustainable development:

本集團亦已發展各項綠色技術，以達到可持續發展的目標：



Solar system 太陽能系統

Solar water heating system, solar photovoltaic system.
太陽能熱水系統、太陽能光伏系統。



Rainwater utilization system 雨水利用系統

The sponge city system, rainwater harvesting system.
海綿城市系統、雨水回收系統。



Energy-efficient construction technology 節能施工技術

Prefabricated construction technology, aluminium mould construction technique.
裝配式建築技術、鋁模施工工藝技術。



Air-source energy system 空氣能系統

Air-source energy water heating system, air-cooling heat pump.
空氣能熱水系統、風冷熱泵系統。



Energy-efficient control system 節能控制系統

Basement ventilation and carbon monoxide (CO) concentration control system, Building Automation System (BAS), Integrated Building Management System (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.

地庫通風一氧化碳 (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 智慧化系統

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

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 電力供應系統

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

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 創新設計

BIM technology.
BIM技術。

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Green Building Cases

Yuzhou Oriental Mansion of Hefei

The project's based on the national standard "Green Building Evaluation Standard" (GB/T 50378-2019), as well as energy-saving and green building design regulations of Anhui Province and Hefei City. Taking into account the specific conditions of the project, it strives to create a modern residential community that is green, energy-efficient, environmentally friendly, and comfortable. Through green building design, the project adopts appropriate technologies to protect the ecological environment, reduce energy and resource waste, and improve urban green spaces, cultural environments, and cityscapes. While fulfilling residential functions, it also aims to create a suitable and healthy living environment.



綠色建築案例

合肥—禹洲·嘉譽東方

項目依據國家標準《綠色建築評價標準》(GB/T 50378-2019)和安徽省節能、綠色建築相關設計規範及合肥市建築節能與綠色建築設計要求，結合項目自身條件，力求打造綠色、節能、環保、舒適的現代化住宅社區。項目透過綠色建築設計，採用適宜的技術，保護生態環境，減少能源和資源浪費，改善城市綠地、人文環境、城市景觀等環境，在滿足居住功能的同時，創造適宜的、健康的生活環境。



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

Yuzhou Luxury Mansion of Chongqing

The project aims to create a modern residential community that is green, energy-efficient, environmentally friendly, and comfortable. Based on a comprehensive consideration of project characteristics and regional environmental conditions, the selection of green building technologies follows the design concept of “passive technologies as a priority, with active technologies optimized.” It emphasizes passive design methods and highlights the appropriateness, maturity, and reliability of green technologies to achieve green building goals at the lowest possible cost.

The project strictly complies with the relevant regulations of Chongqing. Residential buildings adhere to the 65% energy-saving design standard, meeting the requirements of the “Design Standard for Residential Building Energy Efficiency (65%) (Green Building)” (DBJ50-071-2016). Meanwhile, supporting public buildings also comply with the 65% energy-saving design standard, meeting the requirements of the “Design Standard for Public Building Energy Efficiency (Green Building)” (DBJ50-052-2016). Additionally, to make full use of water resources, the project designs rainwater collection and utilization facilities based on its specific characteristics. Rainwater collected from certain rooftops and outdoor surfaces will undergo filtration and disinfection treatment. It will then be pumped to designated usage points via a booster pump for outdoor landscaping irrigation and road cleaning within the site.

重慶—禹洲·雍錦府

本項目力求打造綠色、節能、環保、舒適的現代化住宅社區。在綜合考慮項目特點與地域環境的基礎上，綠色建築技術的選擇以「被動式技術優先，主動技術優化」為設計理念，著重突出被動式的設計手法，強調綠色技術的適宜性、成熟性與可靠性，在盡可能較低的成本下實現綠色建築的目標。

項目嚴格執行重慶市的有關規定，住宅執行建築節能65%設計標準，滿足《居住建築節能65%（綠色建築）設計標準》(DBJ50-071-2016) 的節能要求，而配套的公共建築亦執行建築節能65%設計標準，滿足《公共建築節能（綠色建築）設計標準》(DBJ50-052-2016) 的節能要求。另外，為充分利用水資源，本項目結合自身特點，設計雨水回收使用處理設施，收集部分屋面及室外地面雨水，雨水將經過過濾消毒處理後經增壓泵提升至使用點，用於整個地塊室外綠化灌溉及道路沖洗。



BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Yuzhou Fengnan New Town of Tangshan

The project has achieved a two-star level in green building certification. By differentiating room orientations, subdividing heating and air-conditioning zones, and implementing zoned control measures for the system, the project reduces the energy consumption of heating, ventilation, and air-conditioning systems. The exterior walls are constructed with 310 millimeters thick rock wool panels and 200 millimeters thick aerated concrete block walls fully bonded together. The roof uses 180 millimeters thick extruded polystyrene insulation material, and the external windows are designed with Low-E triple-glazed double-hollow specialized glass to reduce heat transfer coefficients and improve the energy efficiency of heating and air-conditioning systems. Additionally, the project incorporates a fresh air system with heat recovery capabilities. This system recovers heat from exhaust air to preheat or precool the incoming fresh air, thereby reducing the energy consumption of air-conditioning systems while maintaining indoor air quality and providing a comfortable and livable indoor environment.



唐山—禹洲•樾湖

項目取得綠色建築的二星級別，通過區分房間的朝向，細分供暖及空調區域，對系統進行分區控制的措施，減少供暖、通風與空調系統的能源消耗。項目的外牆採用310毫米厚岩棉板與200毫米厚加氣混凝土砌塊牆體滿黏，屋面採用180毫米厚擠塑聚苯板保溫材料，外窗採用Low-E三玻雙中空專用窗，減少傳熱系數，提升空供暖及空調的能源效率。項目更採用帶熱回收的新風系統，該系統能夠回收排出空氣中的熱量，用於預熱或預冷進入室內的新風，從而降低空調系統的能耗，同時保證室內空氣品質，提供舒適宜居的室內環境。



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

Yuzhou Langham City Land of Wuhan

This project fully implements the “green building” design concept and energy-saving design goals throughout its design and construction phases. Sponge city measures are incorporated into the project, including sunken green spaces and rain gardens, with “permeable pavements” accounting for 40% of the road surfaces. These measures support landscape water replenishment, ecological circulation, and reduced reliance on municipal water supply, achieving resource recycling. Additionally, sponge facilities contribute to cooling the community. Many buildings in the project adopt aluminum formwork construction technology, utilizing high-strength aluminum alloy materials with excellent tensile strength and wear resistance. These materials have a long service life and can be reused multiple times, thereby reducing resource consumption, as well as minimizing waste and damage to timber resources. The aluminum formwork construction process lowers energy consumption, reduces carbon emissions, improves construction efficiency, minimizes construction noise, reduces construction waste, and decreases the impact on forest resources.



武漢—禹洲·朗廷元著

此項目在設計和施工過程中均全面貫徹「綠色建築」的設計理念和各節能設計目標、項目設計和海綿措施，包括下凹式綠地及雨水花園設計，路面採用「透水鋪裝」的佔比達40%；用於景觀水補水、生態循環，減少對城市自來水的需求，實現資源的循環利用，同時海綿設施還能起到為小區降溫的作用。項目許多建築採用鋁模施工工藝，利用高強度的鋁合金材料製作，具有很高的抗拉強度和耐磨性，使用壽命長，可多次重複使用，減少資源的耗用及對木材資源的浪費和破壞。鋁模施工工藝能夠降低能源消耗、降低碳排放、提高施工效率、降低施工噪聲、減少施工廢料及減少對於森林資源的破壞。



BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Yuzhou Royal Orchid Palace of Wuhan

The project's design and construction processes incorporate the concepts of "green building" and "carbon neutrality." A solar water heating system is reasonably adopted, with over 30% of residential hot water sourced from solar energy, effectively reducing the project's overall energy consumption and carbon emissions. The lighting power density values for all functional rooms comply with the target values specified in the "Building Lighting Design Standard", ensuring energy-efficient lighting methods. Additionally, the project implements variable frequency pressurized water supply and zoned water supply measures. By adjusting the frequency converter, the pump speed can be regulated within a certain range, allowing the water supply volume to be tailored to actual needs, thus avoiding unnecessary waste. Zoned water supply divides the vertical system into zones, preventing energy waste caused by pressure reduction in lower floors due to excessive vertical height. This improves energy efficiency while enhancing user comfort, achieving simultaneous growth in energy conservation, environmental protection, low carbon emissions, and comfort.

武漢—禹洲·雍禧蘭台

本項目的設計和施工過程都納入「綠色建築」和「碳中和」的理念，合理採用太陽能熱水系統，住宅的太陽能熱水比例達到30%以上，有效減少項目整體的能源消耗及碳排放。項目的所有功能房間所選的照明功率密度值都滿足《建築照明設計標準》中規定的目標值要求，做到節能的照明方式。此外，項目實行變頻加壓供水及分區供水措施，通過變頻器的調節，水泵的轉速可以在一定範圍內進行調節，從而根據實際需要調整供水量，避免了不必要的浪費。分區供水通過對垂直系統進行分區，避免由於豎向高度過高，下部樓層減壓造成的能源浪費，提高能源利用率，同時提高用戶使用舒適性，實現節能、環保、低碳、舒適的同步增長。



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

Yuzhou Langham Bay of Foshan

This project adopts a series of green building technologies and measures, including:

- None of the buildings use glass curtain walls to avoid light pollution;
- Specialized sponge city designs have been implemented to guide roof and road rainwater into ground-level ecological facilities, with corresponding runoff pollution control measures. The annual runoff control rate meets the regional minimum standard of 70%;
- The opening ratio of external windows in all individual buildings exceeds 35%, ensuring good natural ventilation and actively reducing energy consumption; and
- Elevators and escalators are carefully selected to ensure energy efficiency, energy-saving control measures, such as group control for elevators and automatic start-stop for escalators, are implemented to effectively reduce electricity consumption.

佛山—禹洲·朗廷灣

本項目採用了一系列的綠色建築技術及措施，包括：

- 所有的建築都沒有設置玻璃幕牆以避免產生光污染；
- 進行海綿城市專項設計，合理銜接和引導屋面雨水、道路雨水進入地面生態設施，並採取相應的徑流污染控制措施，年徑流總量控制率達到項目所在地區的最低值70%；
- 各單體建築外窗的開啟比例均達到35%以上，建築具備良好的自然通風條件，主動降低能源消耗；以及
- 合理選用電梯和自動扶梯，並採取電梯群控、扶梯自動啟停等節能控制措施，有效降低用電量。



BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Yuzhou Fragrant Hills of Zhuhai

This project is an urban renewal initiative involving the residential and street-facing commercial spaces. The project strives to minimize disruption to the natural ecological environment by preserving a corner ficus microcarpa and integrating it with the municipal greenbelt to create a corner park, forming a living theater for the community. A photovoltaic power generation system is designed for the unused roof space, where solar panels are mounted using brackets. This setup reduces direct heat absorption by the roof while generating electricity for the building, effectively reducing energy consumption and utilizing renewable energy simultaneously. Additionally, the project employs a prefabricated construction method, which is a low-energy, low-emission building approach compared to traditional concrete construction. Standardized design, factory production, on-site assembly, integrated decoration, digital management, and intelligent applications shift much of the work from the construction site to the factory, aligning with green building principles.



珠海—禹洲·香山首府

本項目為城市更新項目，包括住宅及沿街的商业。項目盡力減少對原生生態環境的破壞，保留街角的榕樹，結合市政綠化帶作為街角公園，形成一個生活劇場。此外，本項目設計光伏發電系統，應用於建築屋面的閑置空間，通過支架等將光伏組件固定在屋頂上，既減少了屋面直接受熱，減少建築的能量消耗，同時通過轉換太陽能為建築物供電，一舉兩得。項目更採用了裝配式的建造方式，與傳統混凝土建築相比，裝配式建築是一種低耗能、低排放的建築形式。預製部件在建造現場裝配而成，採用標準化設計、工廠化生產、裝配化施工、一體化裝修、信息化管理、智能化應用，把傳統建造方式中的大量現場作業工作轉移到工廠進行，符合綠色建築理念，是綠色建築的重要實現方式。



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

Preserving Biodiversity

The Group places great importance on the protection of ecosystems and biodiversity. We are committed to minimizing 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.

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 designs, and choose excellent native seedlings and seedlings with strong resistance to adversity, in order to improve the effect of carbon fixation and oxygen release.

保護生物多樣性

本集團重視生態系統的保護以及生物的多樣性，我們致力於減少各類業務活動對生物多樣性和生態環境的影響，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。

為保護項目地的生物多樣性，我們盡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。

Yuzhou Fragrant Hills of Zhuhai

珠海—禹洲•香山首府

The project is an urban renewal initiative that includes residential spaces and street-facing commercial areas. The project strives to minimize disruption to the native ecological environment by preserving the ficus microcarpa at the street corner and integrating it with the municipal greenbelt to create a corner park, forming a living theater.

項目為城市更新項目，包括住宅及沿街的商业。項目盡力減少對原生生態環境的破壞，保留街角的榕樹，結合市政綠化帶作為街角公園，形成一個生活劇場。

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

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. Our measures includes but not limited to:

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。我們的措施包括但不限於：



Enter into agreements on energy saving, water conservation, waste reduction and waste recycling to make the tenants classify daily waste into recyclable and unrecyclable.

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。



Properly classify and dispose of the kitchen waste.

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.

使用環保節能燈具，分區配置電力開關，並宣導節能觀念。



Post the “Energy-Saving Tips” in public areas to remind the tenants of the philosophy of environmental protection and sustainable development.

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。

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

Tackling Climate Change

Businesses worldwide are affected by both risks and opportunities arising from climate change. Therefore, the Group deems it necessary to proactively implement measures to address climate-related risks and capitalize on emerging opportunities. The Group maintains its commitment to green development, reducing greenhouse gas emissions, and actively supporting the nation's "dual carbon" objectives. We are dedicated to enhancing the Group's energy conservation and emission reduction capabilities, accelerating the transformation of our energy industry structure toward greener and cleaner alternatives, while actively promoting environmental protection and restoration initiatives. The Group conducted work related to tackling climate change in four major aspects, namely "governance", "strategy", "risk management", and "management of related indicators", 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 董事會

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.

將負責牽頭制定本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。

應對氣候變化

全球的企業都受到氣候變化所帶來的風險及機遇所影響，因此本集團認為需要積極地採取措施以應對氣候變化的風險以及把握機遇。本集團堅持綠色發展，減少溫室氣體排放以及積極響應國家的「雙碳」目標。我們致力於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。

The Sustainability Committee 可持續發展委員會

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.

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 Task Force on Climate-Related Financial Disclosures (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 transition risks.

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，本集團根據氣候相關財務披露小組 (TCFD) 建議，選用RCP 8.5，即最高溫室氣體排放情境作為物理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幹預和限制排放。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 mission 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，不再發布新的規章制度。

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。

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

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，並給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	Physical Risks 實體風險
Name of Risk 風險名稱	<ul style="list-style-type: none"> Cyclone 氣旋 Extreme heat 極端高溫 Coastal flood 海岸洪水 Urban flood 城市洪澇 River flood 河水泛濫 Water shortage 水資源短缺
Risk Description 風險描述	<ul style="list-style-type: none"> Extreme weather disrupting projects under development or completed projects 極端天氣破壞在建或已建成項目 Impact on the normal operations of some businesses, such as hotel business 影響部分業務的正常運營，如酒店業務 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 staff 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

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Type of Risk 風險類別	Physical Risks 實體風險
Potential Financial Impacts 潛在財務影響	<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 Increase in expenditure: increase in repair and maintenance costs and insurance costs 支出增加：維護毀損房產、保險費增加 Decrease in revenue: affected business operations 收入減少：業務營運受影響 Increase in costs: increase in cost of construction materials, construction delays, higher project construction costs 成本增加：建材成本增加、建築工程延誤、項目建設成本增加
Responses 應對措施	<ul style="list-style-type: none"> Set up an extreme weather contingency plan 設定極端天氣應急預案 Flood and tide drills and project specific protection (installation of tide and flood control devices, etc.) 開展防汛防潮演習，並針對項目進行針對性防護（安裝防潮防汛裝置等） Strengthen the management of rain and tide damage in key areas 加強對重點區域防雨損、潮損管理 Build flood and tide management team 組建極端天氣防汛防潮管理隊伍
Type of Risk 風險類別	Transition Risks (Policy and Regulatory Risks) 轉型風險（政策及法規風險）
Name of Risk 風險名稱	<ul style="list-style-type: none"> Failure to meet national and industry goals for carbon neutrality 未能配合國家及行業標準的碳中和目標 Compliance risks for report disclosure 報告披露合規風險 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

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

Type of Risk 風險類別	Transition Risks (Policy and Regulatory Risks) 轉型風險 (政策及法規風險)
Risk Description 風險描述	<ul style="list-style-type: none"> Loss of competitive edge in the industry due to failure to meet industry standards for carbon neutrality targets and disclosure of 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 noncompliance 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、土地選址成本增加
Potential Financial Impacts 潛在財務影響	<ul style="list-style-type: none"> Increase in costs: increase in compliance costs, increase in operation costs 成本增加：合規成本增加、運營成本增加
Responses 應對措施	<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	Transition Risks (Market Risks) 轉型風險 (市場風險)
Name of Risk 風險名稱	<ul style="list-style-type: none"> 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 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 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
Risk Description 風險描述	<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 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

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Type of Risk 風險類別	Transition Risks (Market Risks) 轉型風險 (市場風險)
Potential Financial Impacts 潛在財務影響	<ul style="list-style-type: none"> Increase in costs: increase in finance costs for traditional construction projects, increase in prices of raw materials 成本增加：傳統建設項目的融資成本增加、原料價格上升 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
Responses 應對措施	<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
Type of Risk 風險類別	Transition Risks (Reputation Risks) 轉型風險 (聲譽風險)
Name of Risk 風險名稱	<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
Risk Description 風險描述	<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
Potential Financial Impacts 潛在財務影響	<ul style="list-style-type: none"> Decrease in revenue 收入減少 Increase in finance costs 融資成本增加
Responses 應對措施	<ul style="list-style-type: none"> Develop systems and conduct regular review to ensure operational compliance 制定相關制度，定期審核，以確保營運合規

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

Type of Opportunity 機遇類型	Climate-related Opportunities 氣候相關機遇
Name of Opportunity 機遇名稱	<ul style="list-style-type: none"> Resource efficiency opportunities 資源效率機遇 Product and Service opportunities 產品與服務機遇 Market opportunities 市場機遇
Opportunity Description 機遇描述	<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 Innovation and the development of energy-efficient products and services can improve competitiveness in the market 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 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
Potential Financial Impacts 潛在財務影響	<ul style="list-style-type: none"> Reduction in operation costs 營運成本降低 Increase in revenue 營業收入增加
Responses 應對措施	<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 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 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

The primary cause of climate change is greenhouse gas ("GHG") emissions, thus the Group is committed to reducing greenhouse gas emissions in our daily operations. We implement energy conservation, carbon reduction, and energy management measures. The relevant monitoring indicators 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).

Air and Greenhouse Gas Emissions

The Group strictly adheres to relevant national laws and regulations governing emissions control, ensuring compliance with emission standards while minimizing the negative environmental impact of our emissions. We have formulated the "Standardized Operation Guidelines for Safety and Civilization of Yuzhou Group" to regulate the construction process, and all contractors are required and monitored to strictly comply with the guidelines.

The air and GHG emissions generated by the Group are mainly derived from the usage of vehicles, the direct GHG emissions (scope 1) from the consumption of vehicle fuel, the energy indirect emissions (scope 2) generated from purchased electricity, and the other indirect emissions (scope 3) from the waste paper disposed to landfills and employee business travels.

We are committed to reducing air emissions and ensuring that all vehicle emissions comply with established 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.

指標與目標

導致氣候變化的主因為溫室氣體的排放，因此本集團致力於日常營運中減少溫室氣體的排放。我們實施節能減碳及能源管理等措施。相關的監測指標包括溫室氣體排放量（範圍一、二及三）、溫室氣體排放密度（以報告範圍的總建築面積計算）、能源消耗量（電力、汽油、柴油）、能源消耗密度（以報告範圍的總建築面積計算）。

廢氣及溫室氣體排放

本集團嚴格遵守國家設定的相關法律法規以控制排放，確保排放合規，並將排放物對於環境的負面影響減至最低。我們制定了《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。

本集團的廢氣及溫室氣體排放主要來自於公司自有車輛的使用，車輛的燃油消耗所產生的直接溫室氣體排放（範圍一）、外購電力所產生的能源間接排放（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其他間接排放（範圍三）。

我們致力於減少廢氣排放，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。

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

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，其中一部分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)

Furthermore, we have established dust prevention work standards and requirements:

此外，我們亦訂立了揚塵防治工作標準和要求：

- Fences shall be set up in 100% strict accordance with relevant standards and requirements in construction sites, which shall be precise, firm and aesthetic;
- All the road surfaces at the construction sites shall be 100% hardened, and the roads shall be cleaned and sprayed with water to reduce dust;
- Vehicle rinsing devices shall be installed at 100% of all entrances and exits of the construction sites to 100% rinse all the wheels and bodies of the construction vehicles to guarantee the construction vehicles do not have any mud;
- Water shall be sprayed for dust prevention on 100% of the sites of project dismantlement, earth excavation and garbage loading and unloading, and wet operation is adopted to reduce dust;
- Scattered materials such as the earthwork, construction waste, lime, cement and sand at the construction sites shall be 100% tightly covered. The dense screen of no less than 800 holes/100 sq.cm. and dust screen of no less than 3 holes/inch shall be adopted;
- All the vehicles entrusted for the removal of muck (including sludge) and waste at the construction sites shall be 100% legal and formal sealed vehicles to prevent leakage on the road;
- The video monitoring system for dust pollution shall be linked to the internet; and
- Earthwork construction waste disposal contract shall be established into and filed.
- 施工現場100%按標準要求設置圍擋，確保圍擋嚴密、堅固、美觀；
- 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；
- 工地出入口100%安裝車輛沖灑裝置，出入工地車輛車輪車身100%沖灑乾淨，確保不帶泥上路；
- 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；
- 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；
- 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；
- 揚塵污染視頻監測監控系統要確保聯網對接；以及
- 建立並存檔土石方建築垃圾處置合同。

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

The Group is also committed to reducing greenhouse gas emissions. 本集團亦致力於減少溫室氣體的排放，相關的措施可參閱「綠色建築」一節。
For related measures, please refer to the “Green Building” section.

Categories of Emissions 排放類別		Unit 單位	2024年	2023年
Air emissions	廢氣排放			
Sulphur oxides (SOx)	硫氧化物(SO _x)	kg 千克	0.21	1.38
Nitrogen oxides (NOx)	氮氧化物(NO _x)	kg 千克	10.82	5.92
Particulate matters (PM)	顆粒物(PM)	kg 千克	0.80	1.57
GHG emissions	溫室氣體排放			
Scope 1: Direct emissions	範圍一：直接排放	tonnes CO ₂ equivalent 噸二氧化碳當量	40.0	75.3
Scope 2: Energy indirect emissions	範圍二：能源間接排放	tonnes CO ₂ equivalent 噸二氧化碳當量	4,094.0	4,235.2
Scope 3: Other indirect emissions	範圍三：其他間接排放	tonnes CO ₂ equivalent 噸二氧化碳當量	161.1	197.8
Total GHG emissions	溫室氣體排放總量	tonnes CO ₂ equivalent 噸二氧化碳當量	4,295.1	4,508.3
Intensity of GHG emissions	溫室氣體排放密度	tonnes CO ₂ equivalent/sq.m. GFA 噸二氧化碳當量／ 平方米建築面積	0.001	0.001

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

Waste

We actively promote waste sorting and turn the waste to companies with professional qualifications for treatment in accordance with relevant policies. During operation, the Group generates hazardous waste such as used light tubes, as well as non-hazardous waste such as green plant waste. We are committed to reducing the generation of waste.

In terms of property management services, we have established dedicated collection points for recyclables, hazardous waste, food waste, and dry waste, which are transported to qualified enterprises for recycling and processing. For commercial operations, we have set up dedicated recycling points and promote paper recycling in offices, encouraging employees to recycle cardboard boxes, aluminium cans, and plastic bottles from business activities. In hotel operations, we implement waste sorting and have adopted electronic office practices to reduce paper consumption.

廢棄物

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。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。我們致力於減少廢棄物的產生。

在物業管理服務方面，我們設置專門的收集點，收集可回收物、有害垃圾、廚餘垃圾和乾垃圾，並將其運送至具經營資質的企業進行回收和處理。商業營運業務則設置專門的回收點，並於辦公室宣傳紙張回收，鼓勵員工回收商業活動的紙盒、鋁罐和塑膠瓶。在酒店的營運業務，我們實行垃圾分類，而且貫徹電子化辦公，以減少紙張的使用。

Categories of Waste 廢棄物類別		Unit 單位	2024年	2023年
Total hazardous waste	有害廢棄物總量	tonnes 噸	0.50	0.84
Intensity of hazardous waste discharged	有害廢棄物密度	tonnes/1,000 sq.m. GFA 噸／千平方米建築面積	0.00014	0.00023
Total non-hazardous waste	無害廢棄物總量	tonnes 噸	2.90	34.40
Intensity of non-hazardous waste discharged	無害廢棄物密度	tonnes/1,000 sq.m. GFA 噸／千平方米建築面積	0.001	0.009

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

Resources Conservation

To reduce resource consumption, the Group has established internal management systems including the “Safety and Civilized Standardization Operation Guidelines,” “Office Configuration Standard Operation Guidelines,” and “Engineering Temporary Materials Management Operation Guidelines.” These systems regulate resource usage across all business departments to implement energy conservation and emission reduction, promoting a green, low-carbon operational model throughout the Group.

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 departments. In addition, each of our business segments has established an environmental management system tailored to its own operational characteristics. Given our Group’s operational model, we do not involve the consumption of packaging materials.

Energy Management

The Group’s energy consumption is mainly derived from fuel consumption of self-owned vehicles and purchased electricity. We are committed to improving the Group’s energy consumption efficiency, for related measures, please refer to the “Green Buildings” section.

節約資源

為減少資源的消耗，本集團已經制定了《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，規範各個業務部門的資源使用，以開展節能減排，並推動本集團整體的綠色低碳營運模式。

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。基於本集團的營運模式，我們不涉及包裝材料的消耗。

能源管理

本集團的能源消耗主要來自公司自有車輛的燃油消耗以及外購電力。我們致力於提升集團的能源消耗效率，相關措施請見「綠色建築」章節。

Categories of Fuel 能源類別		Unit 單位	2024年	2023年
Direct Energy (Gasoline)	直接能源 (汽油)	MWh 兆瓦時	130.5	243.6
Direct Energy (Diesel Oil)	直接能源 (柴油)	MWh 兆瓦時	7.0	7.0
Indirect Energy (Purchased Electricity)	間接能源 (外購電力)	MWh 兆瓦時	7,178.7	7,426.2
Total Energy Consumption	能源消耗總量	MWh 兆瓦時	7,316.2	7,676.8
Energy Consumption Intensity	能源消耗密度	MWh/sq.m. GFA 兆瓦時／平方米建築面積	0.002	0.002

BUILDING GREEN HOMES (Continued)

建設綠色家園 (續)

Water Resource Management

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

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;
商業運營業務實行雨水和冷凍水回用項目；
- Projects under development use rainwater for vehicle cleaning, dust suppression and site greening; and
在建項目用回收的雨水清洗車輛、抑制揚塵和工地綠化；以及
- 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.
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)

During the Year, the Group has no issue in sourcing water that is fit for purpose.

本集團在本年度在求取適用水源上並無遇到任何問題。

Water Resource 水資源		Unit 單位	2024年	2023年
Total Water Consumption	總用水量	cu.m. 立方米	284,204	626,637
Water Consumption Intensity	用水密度	cu.m./sq.m. GFA 立方米／平方米建築面積	0.08	0.17

Material Management

To minimize resource waste, the Group has implemented the “Office Configuration Standard Operation Guidelines” for office resource management to ensure reasonable procurement of office supplies. In terms of hotel operations, we provide disposable items based on actual needs to minimize their consumption. 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

為了減少資源的浪費，本集團針對辦公室資源管理推行了《辦公室配置標準作業指引》，以確保公司合理採購辦公室用品。在酒店營運方面，我們按實際需求提供一次性用品，盡可能減少其消耗。本集團的在建項目採用裝配式建築技術，減少材料浪費，並按照實際情況儘量使用可重複使用物料。

Office supplies 辦公用品

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

Construction materials 建築材料

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

Hospitality supplies 酒店用品

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



FOSTERING EMPLOYEE DEVELOPMENT

促進員工發展

FOSTERING EMPLOYEE DEVELOPMENT 促進員工發展

Employment Management

Employees are an important element in enterprise sustainable development. Yuzhou Group greatly emphasizes employee development and welfare. The Group strictly abides by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, and other national and local laws and regulations related to employment management.

To specify and standardize employment requirements, we have established a series of internal systems, including but not limited to:

- "Organization and Management Manual of Yuzhou Group"
- "Job Descriptions of Yuzhou Group"
- "Job Title and Level List of Yuzhou Group"

僱傭管理

員工是企业可持續發展的重要元素，禹洲集團重視員工發展及福利。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。

為明確和規範僱傭要求，我們已制定建立一系列內部制度體系，包括但不限於：

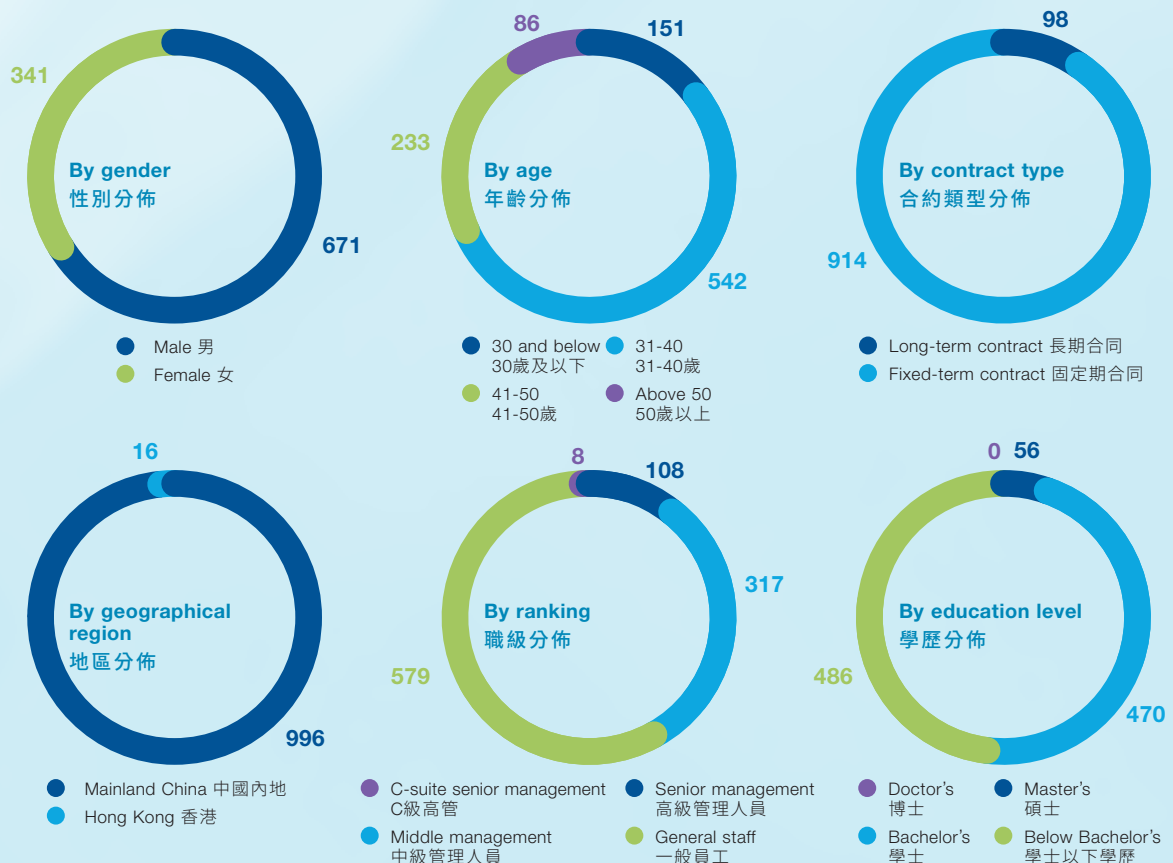
- 《禹洲集團組織管理手冊》
- 《禹洲集團崗位說明書》
- 《禹洲集團職位職級表》

Employee Distribution

As at 31 December 2024, the Group had a total of 1,012 employees, including 1,005 full-time employees and 7 part-time employees. The employee demographics are as follows:

員工分佈

於2024年12月31日，本集團共有在職員工總數1,012名，當中全職員工佔1,005名，兼職員工佔7名。員工分佈如下：



FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Talent Acquisition

To enhance team competitiveness and performance, Yuzhou Group is committed to building a diversified team. We have formulated and strictly complied with the “Board Diversity Policy”. When determining the composition of the Group’s Board, we consider the diversity of Board members from different aspects, including but not limited to gender, age, culture, educational background, ethnicity, and service tenure.

To meet the talent needs for the Group’s development and ensure the fairness and transparency of the recruitment process, the Group has formulated the guideline of “Recruitment Management Regulations”. The Human Resources Department completed the talent selection within the specified time based on the principles of “openness, justice, and fairness”. In order to expand the international market and tackle the issues of professional and technical personnel shortages for overseas projects, the Group has actively implemented the strategy of talent internationalization and localization. Adhering to the principles of fairness, transparency, and non-discrimination, the Group provides equal employment opportunities to all employees, and strictly prohibits workplace discrimination, harassment, and other misconduct.

During the Year, the Group recruited a total of 142 new employees.

Prevention of Child and Forced Labour

Yuzhou Group resolutely prohibits the employment of child labour and opposes any form of forced labour. We strictly abide by the “Provisions on the Prohibition of Using Child Labour” and related international, national and local laws and regulations on preventing child labour or forced labour. During the Year, the Group did not have any violations of the standards, rules and regulations relating to child labour and forced labour.

To further standardize the recruitment information collection and approval process, the Group has formulated the “Management Measures for Legal Risk Control of Labour” to reduce the legal risks that may arise in the labour and employment process, and required due examination of the age of the applicants to avoid child labour and forced labour. In case an employee is found to be under the age of 16, the Group will immediately notify the employee’s guardian and arrange for a medical checkup in a hospital to ensure the employee’s health as well as provide subsequent follow-up. In addition, the Group strictly implements the standard working hours system. For job positions with non-standard working hours, we will implement a separate written agreement with the employee on the working hours and ensure payment of adequate overtime wages.

人才吸納

為提升團隊競爭力及表現，禹洲集團致力打造多元化團隊。我們已制定及嚴格遵守《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。

為滿足集團發展對人才的需要及確保招聘過程的公正性與透明度，本集團已建立《招聘管理規程》指引。人力資源部依據「公開、公平、公正」原則於規定時間內完成人才選拔。為拓展國際市場及解決海外項目時所需專業技術作業人員短缺問題，本公司積極實施人才國際化、屬地化戰略。本集團秉持公平、透明與非歧視的原則，為所有員工提供平等就業機會，並嚴禁職場歧視、騷擾等不當行為。

於本年度，本集團共吸納新員工142人。

預防童工及強制勞工

禹洲集團堅決禁止僱用童工，並反對任何形式的強制勞動。我們嚴格遵守《禁止使用童工規定》及有關防止童工或強制勞工的國際通行、國家及運營所在地相關法律法規。本年度，集團未發生任何違反童工及強制勞工的相關準則、規則及規例情況。

為進一步規範人員招聘信息收集及審批流程，集團已制定《勞動人事法律風險控制管理辦法》，致力減低在勞動用工過程中可能出現的法律風險，要求認真審查應聘者年齡，避免招收童工及強制用工的情況。若發現員工未滿十六周歲，本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，本集團嚴格實施標準工時制，若員工崗位為非標準工時制，我們將另行與該崗位員工書面約定工作時間，確保支付足額的加班工資。

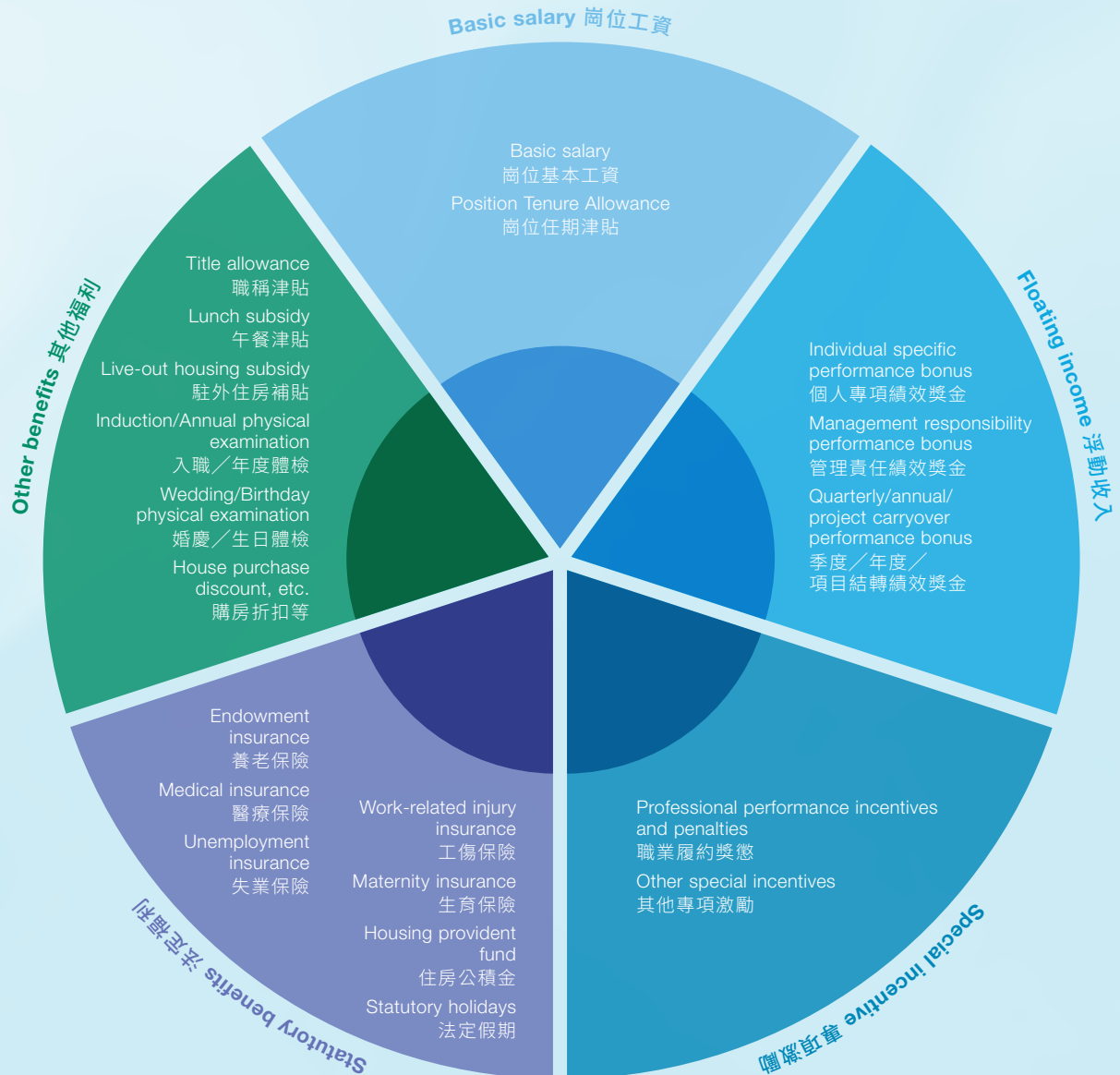
FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Remuneration and Benefits

We believe that a favorable remuneration and benefits system can effectively enhance corporate cohesion and employees' sense of belonging. Yuzhou Group adheres to the principles of "Marketization, Directionality, Fairness and Confidentiality" to formulate remuneration and benefits management procedures. In addition to the welfare benefits stipulated by the state, the Group also offers a variety of welfare benefits based on its own conditions, and revised several internal remuneration management policies, including the "Management Procedures for Remuneration", "Practice Guidance on Project Marketing Commission Management" and "Practice Guidance on Staff Attendance and Holiday Management".

薪酬及福利

我們深信優厚的薪酬及福利制度有效加強企業凝聚力及員工歸屬感。禹洲集團秉持「市場化、導向性、公平性、保密性」四大原則制定薪酬福利管理規程。除了國家規定執行的福利待遇之外，本集團亦根據自身條件提供多項福利待遇，並已修訂《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》等多個內部薪酬管理政策。



FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

The Group has formulated and consistently enhanced internal talent management systems and policies to fully mobilize the enthusiasm and initiative of employees, and encourage them to actively participate in and share the Group's operation results so as to promote the sustainable development of the Group. The incentives include but not limited to:

本集團通過制定及持續完善人才管理內部體系及政策，充分激發員工的積極性與主動性，鼓勵彼等積極參與及分享集團的經營成果，從而推動本集團的持續發展。各項激勵措施包括但不限於：

“Management Procedures for Employee Performance”

《員工績效管理規程》

- | | | | |
|--|---|--|---|
| <ul style="list-style-type: none"> Specify the principle of strong correlation between the remuneration of senior executives and the overall organizational performance of the Group <p>明確集團高管的薪酬與本集團整體組織績效的強關聯原則</p> | <ul style="list-style-type: none"> Specify the assessment mechanism that combines special assessment indicators with performance indicators <p>明確專項考核指標與業績指標相結合的考核機制</p> | <ul style="list-style-type: none"> Adjust performance scores and levels, as well as enhancement of the mandatory distribution ratio <p>績效分數與等級調整，強制分佈比例調整</p> | <ul style="list-style-type: none"> Conduct dynamic monthly track during the quarterly assessment and update the assessment indicators <p>季度考核過程中，月度動態跟蹤，更新考核指標內容</p> |
|--|---|--|---|

“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》

- | | |
|---|---|
| <ul style="list-style-type: none"> Specify career development paths for Yuzhou Group employees <p>明確禹洲集團員工職業發展通道</p> | <ul style="list-style-type: none"> Specify talent selection and appointment management requirements <p>明確人才選拔與任用管理規定</p> |
|---|---|

“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”

《營銷體系薪酬績效與發展管理規程》

- 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

“Business Co-creation Incentive Management System”

《事業共創激勵管理規程》

- Standardize project procedures and management methods
- 明確規範了項目程序及其管理方式

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Employee Motivation

To enhance the work performance and job satisfaction of employees, the Group has formulated a series of motivational measures. We continue to revise the “Employee Performance Management Regulations”, and regularly review, update and revise measures to standardize the salary and performance management system. In addition, the new regulations specify the principle of the strong correlation between senior management and the overall organizational performance of the Group, publish an assessment mechanism that combines special assessment indicators with performance indicators, and adjust performance scores and levels. In the meantime, we have updated the quarterly assessment indicators and implemented monthly dynamic tracking.

The Group has revised the “Business Co-creation Incentive Management Regulations” and implemented various measures to achieve shared business performance goals. For instance, employees sharing of the company’s operating returns, joint participation of project operations, improvement of participation, and motivation of employee enthusiasm.

In the meantime, the Group has in accordance with the medium- and long-term incentive management mechanism and continued to implement the Option Incentive Scheme in 2024 to grant equity incentives to middle and senior management as well as employees with long-term service contributions, so as to stabilize the middle and senior management team and core employees and ensure the long-term stable development of the Group. As at 31 December 2024, there were still 148 holders of the Option Incentive Scheme with 104,068,000 shares of equity incentives, to achieve the business development goals of shareholders, the Group and employees. Meanwhile, during the Year, the Group consistently implemented timely special incentives – monthly special incentives for contract signing and payment collection, further strengthening the publicity and implementation of the monthly special incentive policy for contract signing and payment collection to stimulate the enthusiasm of the team and achieve effective incentive effects.

員工激勵

為提高員工的工作表現和工作滿意度，本集團已制定一系列的激勵措施。我們持續完善《員工績效管理規程》，定期審查、更新和修訂措施，進一步規範管理工資績效體系。此外，新規程明確高級管理層與本集團整體組織績效之間的強關聯原則，並發布了專項考核指標與業績指標相結合的考核機制，調整績效分數與等級。同時，我們已更新季度考核指標，並落實實施月度動態跟蹤。

本集團已修訂《事業共創激勵管理規程》，並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、激勵員工積極性等措施，實現共同的業績目標。

同時，本集團按照中長期激勵管理機制，於2024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，以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。截止2024年12月31日，享有期權激勵計劃的仍保有148人，104,068,000股的股權激勵，致力於實現股東、集團和員工的事業共同體發展目標。同時，本集團於本年度持續推行及時專項激勵—簽約及回款月度專項激勵，進一步強化簽約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。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Employee Communication

Yuzhou Group pays attention to the voices of its employees, strives to safeguard their rights and interests, values their feedback and expectations, and creates a harmonious, friendly and pleasant working environment. We maintain smooth communication with our employees through multiple communication channels. These include the president's mailbox, management trainee meetings, complaining sessions, employee meetings, etc. To enhance employees' confidence in the industry and their personal willpower and resilience, the Group has established an employee communication platform to resolve employees' concerns about the current market and industry downturn through emotional communication, emotional counseling and other activities, and to enhance employees' sense of contribution, collective consciousness and team spirit.

The Group continues to optimize Yuzhou's cultural incentive platform, to enhance employees' participation in corporate culture cultivation and provide diversified social interaction opportunities for the team. The cultural incentive platform integrates Yuzhou's culture values, performance contribution, learning and growth, team building, anniversary greetings, high-quality content sharing, rationalization suggestions and other multi-dimensional scenes. The platform encourages all employees to express their views and share their likes, so that every Yuzhou staff can be "seen" and intuitively receive the "appreciation" of their colleagues. Employees can obtain corresponding Yu Star (points) by lighting up the exclusive medal of corporate culture, and collecting a certain number of Yu Star can be redeemed for gifts.

Caring for Employee

Yuzhou Group is committed to providing a caring and supportive workplace for its employees. We emphasize the health of employees and organize all employees to participate in annual physical examinations. To further provide basic protection for employees and their families, the Group purchases commercial casualty insurance for all employees, their spouses and children. Meanwhile, the Group has established and relied on the internal "Operations Guidelines for the Management of Employee and Family Difficulties" to provide assistance and support to employees and their families facing difficulties.

員工溝通

禹洲集團關注員工心聲，致力維護他們的權益，悉心聽取員工回饋與期許，並營造一個融洽友善愉快的工作氛圍。我們通過多個溝通渠道，與員工保持溝通暢通。其中包括總裁郵箱、管培生會議、吐槽大會、員工大會等。為增強員工對行業的信心及個人意志力、抗壓力，本集團建立員工溝通平台，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，並提高員工的貢獻意識、集體意識和團隊精神。

本集團持續優化禹洲文化激勵平台，以提升員工對企業文化建設的參與度，並為團隊提供多元的社交互動機會。該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。平台鼓勵全體員工表達觀點，分享點贊，讓每一位禹洲人「被看見」，直觀感受到同事的「欣賞」。員工可通過點亮企業文化專屬勳章獲得相應禹星（積分），而收集一定數量的禹星更可兌換禮品。

員工關懷

除此之外，禹洲集團致力為員工提供關愛和支持的工作環境。我們重視員工的身體健康，組織全體員工參與年度體檢。為進一步向員工及其家庭提供基本保障，本集團為全體員工及其配偶、子女購買商業意外險。同時，本集團建立及依託內部《員工及家屬困難救助管理作業指引》，幫扶遭遇困難的員工及家屬。

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

The Group regularly organizes employee activities in accordance with the “Management Procedures for Employee Benefits”, including but not limited to employee birthday parties, charity events, festival celebrations, seminars, sports meets, basketball games, etc., to enhance employee cohesion and solidarity as well as facilitate communication between new and senior employees. During the Year, Yuzhou Group carried out employee activities such as “All-Out Victory 2024” sales force training camp, “Yuzhou Group Chinese New Year Commencement Meeting 2024”, Women’s Day tea gathering, Yuzhou Star Programme, the Group’s 30th Anniversary Commemorative Event, etc.

During the Year, the Group continued to carry out a series of “Moderate but Excellent” care and heartwarming activities for employees and enhance team cohesion. We provided welfare and gifts and organized featured celebration activities for festivals such as Chinese New Year, Lantern Festival, and Women’s Day. During the sprint stage of the urgent project delivery, condolences visits are organized to offer bread, milk and other caring supplements. As summer arrived, we provided cooling scented tea and fruit to colleagues on the site and in the project.

Health and Safety

Yuzhou Group has always put the health and safety of employees, staff and customers at the top of its priority. The Group has strictly complied with relevant national and local laws and regulations on occupational health and safety, and actively formulated and implemented several safety management systems to provide a safe working environment. To refine safety construction goals and continuously promote the construction of long-term safety management mechanisms, we have formulated more than 20 safety management system files, including but not limited to:

- “Standardized Operation Guidelines for Safety and Civilization of Yuzhou Group”
- “Management Procedures for Safety and Civilization”
- “Safety and Civilization Management Procedures for Engineering Construction”

To further carry out safety production activities, the Group consistently improves relevant policies, optimizes the construction of safety management system, and rationally arranges project safety work.

本集團依據《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，從而為增強員工凝聚力與向心力，促進新老員工溝通交流。本年度，禹洲集團開展「全勵以赴 贏戰2024」營銷鐵軍訓練營、「2024年禹洲集團新春開工動員大會」、女神茶歇專場、禹洲星勢力計劃、「禹工節」、集團三十週年慶典等員工活動。

本年度，本集團持續開展系列「小而美」的員工關懷暖心活動，關注員工及以增強團隊凝聚力。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。

健康與安全

禹洲集團將員工、工作人員和客戶的健康與安全置於首位。本集團嚴格遵循國家及地方關於職業健康及安全的相關法律法規，並積極制定及執行多項安全管理制度，致力提供安全的工作環境。為細化安全建設目標及持續推進安全管理長效機制建設，我們已制定超過20份安全管理制度檔案，包括但不限於：

- 《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》，

為進一步開展安全生產活動，本集團持續完善相關政策、優化安全管理體系建設、合理佈局項目安全工作。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Occupational Health and Safety (OHS) Management System

The Human Resources Department and Operations Management Department of the Group jointly lead the supervision and management of occupational safety and health. Each department performs its own duties and complements each other.

職業安全健康管理體系

本集團人力資源部和運營管理部共同主導的職業安全與健康監督與管理工作，兩者各司其職，相輔相成。



The Group's safety management system has five main themes:

本集團安全管理體系圍繞五大主題：

Safe Production Training

The Group has publicized the safety system and established safety culture corridors at construction sites. We have provided educational videos and warning videos on production safety to our employees, organized the "Production Safety Month Campaign 2024", and invited firefighters to provide on-site fire safety training. Employees are required to undergo safety training before work every day.

生產活動培訓

本集團宣揚安全制度，並於工地設置安全文化長廊。我們向員工安全生產宣傳教育片、警示片，並組織「2024安全生產月行動」，邀請消防人員前來現場做消防安全培訓。員工於每日工作開展前需進行安全培訓。

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Emergency Management Mechanism

To ensure timely handling of emergency, the Group has established an emergency response process that activates the emergency plan for the project or city according to the nature of the accident. Meanwhile, employees are provided with training and drills on emergency rescue knowledge involving the five major injuries (high fall, physical impact, collapse, mechanical injuries, and electrocution), firefighting, typhoon prevention, and flood control.

Safety Management Review Meeting

Monthly safety management review meetings are arranged to require each city branch to report on the progress of safety management, including the rectification and elimination of past problems; report on the “3+1” special inspections, daily implementation of the safety management system, and identification of major risk sources in projects; report on the implementation of the project safety alert lists and prevention and control management, as well as the drills situation of safety emergency plan.

“3+1” Management System

The Group has established sound engineering construction management and control system as the cornerstone for corporate stable operation. The “3+1” Management System consists of behaviour management, contract performance management, engineering red line management, and safety management as a quality delivery. The Group implements the “3+1” Management to identify, track and eliminate issues. Each city platform inspects at least one item per week.

Database of Security Management Issues & Defects

The Group conducts special analysis and summarization based on the safety management issues found in each city and project site, and issues corresponding management requirements, and includes those issues in its database of defects.

To further implement occupational safety and health work, the Group has established special teams at all levels to refine supervision and management work.

應急管理機制

為確保及時處理突發事故，本集團設立應急響應流程，依據事故性質，啟動項目或城市應急預案。同時，我們向員工提供涉及五大傷害（高墜、物體打擊、坍塌、機械傷害、觸電）、消防、防颱防汛等應急救援知識的培訓與演練。

安全管理總結專題會

每月召開安全管理總結專題會，要求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；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；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」管控體系

本集團構建健全工程建設管控體系作為企業穩健經營的基石保障，當中「3+1」管控體系包括行為管理、合同履約管理、工程紅線管理，安全管理作為品質交付。本集團落實「3+1」管控常態化管理，發現問題、跟蹤問題，關閉問題，每個城市平台每週至少檢查一個項目。

安全管理問題缺陷庫

本集團結合各城市和項目現場安全管理問題的情況，進行專項分析總結，並發布相應的管理要求，將所發現問題列入缺陷庫。

為進一步落實職業安全與健康工作，本集團於各個層面成立特別小組，細化監督與管理工作。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)



The Employee Safety and Health Working Group is responsible for ensuring the fulfillment of occupational safety and health goals and is under the supervision of the Sustainability Committee established by the Board. The team is composed of professionals from various departments, including the company project department, general contractor, supervisory unit and subcontractor.

員工安全及健康工作小組專注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。該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。

To ensure the safe and civilized construction of each project, the Group has established a special safety and civilization management team for each project under construction. The team is composed of personnel from the project department, construction unit, supervisory unit, and other departments, and is responsible for weekly safety construction inspections of the project. The team is required to conduct hidden danger inspections, check the rectification progress according to the inspection results, and report the inspection results to the Operations Management Departments of regional and city branches and the Group's Operations Management Department.

為保障各項目安全文明施工，本集團每個在建項目均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，負責每週的項目安全施工檢查。小組需根據檢查結果進行隱患排查和核實整改情況，並向區域、城市公司運營管理部以及集團的運營管理部門報告檢查結果。

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Linking Safety Performance with Remuneration

To promote the implementation of safety measures, the Group has adopted an assessment mechanism that links the remunerations of the relevant responsible departments with safety performance and has included the performance of occupational safety and health management as a key assessment indicator in the evaluation of senior management. In the event of major risks and accidents in the project, the "Veto System" will be applied and the performance score will be recorded as zero. If the potential safety hazards in the project have not been rectified or the rectification is not in a proper manner, 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 impose penalties including criticism, degrading, salary reduction, demotion, and dismissal according to the degree.

Safety Goals

The Group continues to optimize and enhance various OHS management measures. During the Year, Yuzhou Group has achieved all quantified OHS targets: no work-related fatalities and no violations of any safety management rules. We have no work-related fatalities over the past three years.

安全績效與回報掛鉤

為促進安全措施的落實，本集團採取相關負責部門薪資與安全績效相掛鉤的考核機制，並將職安健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。如項目中發生重大風險及事故，一並執行「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，本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，按程度分別給予批評、降級、降薪降職、辭退等處分。

安全目標

本集團持續優化及提升各項職安健管理措施。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。我們過去三年均無因工死亡事故。

		2024	2023
Number of work-related fatalities	因工亡故人數 (人)	0	0
Rate of work-related fatalities (%)	因工亡故人數比率 (%)	0	0
Numbers of days lost due to work-related injuries (days)	因工傷損失工作日數 (天)	245	175

Meanwhile, the Group further set OSH objectives to manage OSH-related risks that may arise in the course of the Group's operations:

同時，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，進一步確立職安健目標：

No major casualties, with zero serious injuries and the rate of minor injuries kept below 0.5%

杜絕重大傷亡事故發生，重傷事故為零，輕傷負傷率控制在0.5%以內



Employee health check-ups are held every year, with the number of employees participating in the check-ups not less than 98%

職工健康體檢每年一次，體檢人數不低於98%



Offer commercial insurance on accidents for employees, with a coverage rate of 98% or above

提供職工商業意外險，商業險覆蓋率不低於98%

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Safety and Civilization Development

To ensure the safety of construction sites, office areas and the surrounding environment, as well as the safety of contractors' employees and the personal safety of surrounding residents, the Group continues to improve the safety and civilization system and actively promotes the institutionalization, standardization and normalization of construction management system.

Construction Safety

The Group emphasizes the health and safety of specialized construction personnel, such as electricians and welders, and requires employees to operate in strict accordance with the standard operating procedures, correctly use protective equipment, and wear special operation badges. In the meantime, employees are required to carefully maintain their work tools and equipment and to conduct checks before working.

To control the potential safety risks of dangerous engineering operations such as land excavation and building demolition, the Group has formulated special construction design requirements and established review systems. We formulate specified processes for special plans for sub-projects of different risks and scales:

安全文明建設

為保護施工現場、辦公區域的安全和周邊環境，以及保障承包商員工的安全和周邊居民的人身安全，本集團持續改進安全文明體系建設，積極推動施工管理制度化、標準化及規範化。

施工安全

本集團強調建築電工、建築焊工等建築施工特種人員的健康與安全，要求員工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，本集團要求員工仔細維護及保養作業工具及設備，並進行崗前檢查。

為控制土地開挖、建築拆除等危險性較大的工程作業潛在安全風險，本集團已制定專項施工方案設計要求及建立審查制度。我們針對不同危險性及規模的分部分項工程專項方案制定相關流程：

Special plan for sub-projects with significant risks 較大危險性分部分項工程專項方案

1 The project department demands a special safety plan prepared by the construction unit
項目部責成施工單位編製安全專項方案

2 The construction unit conducts internal audit
施工單位內部審核

3 The Director of the Supervisory Agency approves the plan
監理單位總監批准

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

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

1 The construction unit arranges a meeting with experts to substantiate the plan
施工單位召開專家論證會

2 The project department demands a special safety plan prepared by the construction unit
項目部責成施工單位編製安全專項方案

3 The construction unit revises and improves the plan according to the report
施工單位根據報告修改完善專項方案

4 The chief engineer of the construction unit, chief engineer of the project Supervisory Agency and the person in charge of the project sign the plan
施工單位技術負責人、項目總監理工程師、建設單位項目負責人簽字

“5S” Management

Administrative personnel at all organizational levels of the Group follow the “5S” management requirements to ensure the health and safety of office and living areas in the construction site. Employees are required to inspect and evaluate the office space and environment and carry out disinfection work from time to time. Meanwhile, the project management personnel strictly implement the “Checklist of Prohibited Items for Safety and Civilization”, and regularly 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, and civilized construction for their safety and civilization management status.

「5S」管理

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，以保障施工現場的辦公區域及生活區域的健康與安全。員工需對辦公場所及環境進行檢查評估，不定期開展消毒工作。同時，項目管理人員嚴格執行「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。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Safety and Civilization Inspection System

The Group divides safety management units into group, city, and project levels. 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 are taken. The implementations of rectifications are followed up and supervised. According to the assessment results of 2024, the overall safety and civilization performance has improved as compared to the previous year.

Safety and Civilization Management Inspection

The Group has formulated safety and civilization management inspection requirements for different levels, including:

安全文明巡檢制度

本集團以集團、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。2024年評估結果顯示，整體安全文明成績較上一年有所提升。

安全文明管理檢查

本集團針對不同層面制定安全文明管理檢查要求，當中包括：

Operations Management Department of the Company headquarters

公司總部運營管理部

- Engage third-party units to conduct unannounced inspections on the safety and civilization management of each project quarterly, and conduct assessments based on the inspection results
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
- Conduct random checks and inspections on the safety and civilization management of the projects under development in various regional or city branches monthly
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

Operations Management Departments of the Company's regional/city branches

區域／城市公司運營管理部

- Carry out monthly safety and civilization inspections, covering all the projects under development in the region, with corresponding actions taken according to the findings
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

Project Department

項目部

- Organize supervisory agencies, general contractors, and subcontractors to conduct weekly safety and civilization inspections at the construction sites, covering construction areas, living areas, offices, and demonstration areas
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
- Check the conditions of safety and civilization and rectification progress of hazard sources every day and take corresponding actions
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

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Dual-prevention System

Following the requirements of the state and government for the establishment of a dual-prevention system for construction work, the Group has developed a dual-prevention system of “identification and control of risks in safe production” and “investigation and rectification of hidden hazards”. The prevention system aims to achieve strict control of technology, equipment, personnel, and processes through new design and approach. We have successfully implemented integrated closed-loop management covering all “staff, every dimension, and the whole process” through dual-system project management. Offline measures combined with information systems have formed a closed-loop system for the investigation and management of hidden hazards to safeguard the safety management of projects. In addition, the training of the dual-prevention system is combined with the three-level safety education and training as well as continuing education training carried out daily by construction units to improve the safety risk management capabilities and accident prevention awareness of practitioners. The safety management of the Group is fundamentally improved to take the initiative in accident prevention.

Production Safety Inspection

To further standardize the construction of safety standards and improve the management process for safety and civilization, the Group has formulated relevant internal policies, including:

- “Management Practice Guidelines for Safety and Civilization”;
- “Standardized Operation Guidelines for Safety and Civilization”; and
- “Management Procedures for Safety and Civilization”.

To achieve the target of flexible management of production safety, the production safety management team composed of the Group’s project managers 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 construction operations in construction projects. The Group has also 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 inspect and verify the hidden dangers and complete the rectification within the prescribed timeframe. Project may be partially or entirely shut down if the rectification is not completed at all or up to requirement.

雙重預防體系

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「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，我們結合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，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。

安全生產檢查

為進一步規範安全標準化建設及完善安全文明管理流程，本集團制定相關內部政策，包括：

- 《安全文明管理作業指引》；
- 《安全文明標準化操作指引》；以及
- 《安全文明管理規程》。

為達至安全生產靈活管理的目標，由本集團項目經理組成的安全生產管理小組專注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。本集團更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 EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Three-level Safety Inspection System

三級安全檢查制度

Type of inspections 項目	Participants 參與人員	Frequency 頻率	Inspection items 檢查內容
Internal inspections by city branches 城市公司內部檢查	Project management departments, project departments, supervisory agencies, general contractors, subcontractors, etc. 項目管理部、項目部、監理單位、總包單位、分包單位等	Monthly 每月	Conduct a thorough inspection of the safety situation of the projects under construction every month, with the inspection results rated and ranked 每月對在建項目的安全情況開展摸底檢查，對檢查情況打分排名
Internal inspections by the project departments 項目部內部檢查	Safety management team of the project department, etc. 項目部安全管理小組等	Weekly 每週	Organize a safety management team to inspect the safe construction conditions of the project every week, and inspect the rectification progress of the hidden dangers 每週組織安全管理小組對項目內安全施工情況進行檢查，並核查隱患部位整改情況
Internal inspections by the project departments 項目部內部檢查	Person in charge of the project, dedicated security coordinator, etc. 項目負責人、專職安全員等	Daily 每日	Conduct daily inspections by the dedicated security coordinators of each unit to supervise the rectification of the hidden dangers 各單位專職安全員每日巡檢，監督隱患部位的整改

Security Awareness Training

Yuzhou Group believes that improving employees' safety awareness is an effective way to achieve safe production. The Group organizes an annual "Production Safety Month Campaign" to provide safety lectures and training, conduct potential safety hazard investigations, perform emergency rescue drills, and other activities on projects under construction across the country. Certain projects have also built "Experience Hall for Safety Education and Training" and optimized and upgraded the "Demonstration Areas For Standardization of Quality Model" to ensure systematic management, guaranteed organization, and concrete action at the frontline of the construction sites.

安全意識培訓

禹洲集團深信提升員工安全意識有效實現安全生產。本集團每年組織「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，達至管理有體系，組織有保障，一線有行動。

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

The Group has formulated the “Standardized Operation Guidelines for Safety and Civilization” to standardize the project operation procedures for employees. Specifically, specialized operators have to obtain the necessary qualification certificates before work and are required to pass the training assessment of the general contractors annually. In case construction workers change their jobs, resume work after holidays, or implement “four new” techniques in their job, they are provided with safety education and training before work to eliminate hidden dangers and enhance employees’ safety awareness.

本集團制定《安全文明標準化操作指引》規範員工項目操作流程，例如專職操作人員必須持證上崗，及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。

During the Year, the safety training data of the Group is as follows:

本年度，本集團的安全培訓數據如下：



During the Year, the Group organized Yuzhou’s “Production Safety Month Campaign for 2024”. The project department cooperated with the general contractor to strengthen the publicity and promotion efforts on safety and civilization by means of banners, posters and other forms. The Group further refined the standardized management table by subdividing it into three major categories, i.e. safe production, civilized construction, and safety bottom line. A total of 210 detailed items have been applied to conduct comprehensive risk control inspections.

本年度，本集團組織禹洲「2024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。本集團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，210個細項應用，進行全面風控排查。



FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Health and Safety of Contractors

The Group also attaches great importance to the safety of contractors and incorporates contractors into its occupational health and safety management system. We continue to adopt the assessment and evaluation requirements for contractors established in the previous years and a safety management and supervision mechanism unified with that for internal employees. To standardize safety management procedures, the Group strictly follows the "Safety Management Agreement", "Public Security and Fire Prevention Agreement" and other documents to conduct comprehensive assessments and inspections covering aspects of project management, quality, safety and civilization etc. Relevant measures include but are not limited to:

承包商健康與安全

本集團同樣重視承包商的安全，並將承包商納入我們的職業健康與管理體系之中。我們沿用往年對承包商的評估及評價要求，採用與集團內部員工統一的的安全管理和監督機制。為規範安全管理舉措，本集團嚴格依循《安全管理協定》、《治安消防協定》等文件，對承包商進行全面性評估與檢查，當中涵蓋工程管理、品質與安全文明等方面。相關措施包括但不限於：

Organizational Design for Safety and Standardization 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 stipulates 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 relating to safety and civilization in the project contracts, and oversees the signing of the "Safety Management Agreement" and "Public Security and 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 safety and civilization management on-site
- 項目部負責建立健全監理、總分包單位安全文明管理體系，以保障現場安全文明管理

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Safety Drills 安全演練

- The project manager should organize an on-site fire drill at least semi-annually, and the participants should include all Party A's employees, project supervisors, and all the general contractors and subcontractors personnel 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

Certification for Workplace Competency 持證上崗

- Special operators are required to obtain a certificate for their operation, wear and use proper protective equipment
特種作業人員需持證上崗，佩戴及使用安全勞工防護用品
- The roster and the public signs of special operations operators of small and medium-sized machines are established. 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花名冊及公示牌，統一公示相關人員作業資格的相關證件

Inspection of Equipment 設備檢查

- Maintenance and pre-job inspection of the tools and equipment are required to 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

Safety Project Plan 安全項目方案

- The construction units of high-risk projects are required to prepare a special safety plan under the supervision of the project department and organize meetings with 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
- The plan can only be implemented 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

In case any problems are found, the Group will send rectification letters to the relevant suppliers, with the consequence to be included in the assessment of the suppliers.

若發現問題，本集團將向相關承包商發送整改函件，並納入供應商評估考核項。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Talent Development

Yuzhou Group believes that talent development is one of the crucial elements of its sustainable development strategy. Adhering to the philosophy of lifelong learning and development, the Group offers comprehensive training and development programmes for employees to help them achieve their personal and occupational goals. Training includes induction training, professional skills training, leadership development, and project management etc.

Talent Training System

To standardize the training mechanism, Yuzhou Group has formulated the “Regulations Governing Training” to provide employees with diversified professional skills training such as organizational skills and leadership skills to foster their all-rounded career development. Meanwhile, to further promote the efficient sharing of knowledge resources within the Group, we have formulated the “Management Procedures for Internal Courses” and the “Management Procedures for Internal Lecturers” to ensure a closed loop of course development and evaluation, lecturer selection and assessment.

To help trainees enrich their professional knowledge, broaden their horizons to think out of the box, the Group actively launched talent development projects through the Group’s platform during the Year. A variety of training experiences such as professional training, experience sharing, and job competition practice are offered. In the meantime, we set up Yuzhou Academy on the official account platform to provide employees with a learning and sharing platform. We have redefined the annual objectives of Yuzhou Academy and established talent management and development programmes.

The Group has confirmed the building of Yuzhou’s talent supply chain as its annual training target and is committed to continuously cultivating elite talents for the Group, becoming an important supporting force for Yuzhou’s efficient development and performance breakthroughs. The Group has carried out special and focused training for different employees, including:

人才發展

禹洲集團深信人才發展是其可持續發展戰略的重要元素之一。本集團秉持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，協助他們實現個人和職業目標。當中涵蓋入職培訓、專業技能培訓、領導力發展、項目管理等培訓課程。

人才培養體系

為規範培訓機制，禹洲集團已制定《培訓管理規程》，向員工提供組織能力、領導能力等多樣化的專業技能培訓，促進彼等職業的全面發展。同時，為進一步促進集團內部知識資源的高效共用，我們制定了《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。

為協助學員拓展專業知識，擴寬視野及突破思維極限，本集團於本年度通過集團平台積極展開人才發展方案工作，並提供專業培訓、經驗分享、崗位競聘實踐等組合式的培養歷練。同時，我們於公眾號平台設立禹洲學堂，向員工提供學習和分享的平台，並重新定義禹洲學堂的年度目標，確立人才管理及發展方案。

本集團以構建禹洲人才供應鏈為年度培訓目標，致力為本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。本集團已針對不同員工開展專項及重點培訓，其中包括：

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

Special Training for Middle and Senior Management

The middle and senior management are the core executors of all decisions of the Group. Their management capabilities and ability to control the overall situation are vital to the achievement of the Group's development goals.

During the Year, the Group's Human Resources Department organized "Safety Management Enhancement Training" and "Marketing Compensation and Performance Management Improvement Training", which aimed to further strengthen safety management of the under-development projects, ensuring the smooth progress of all under-development projects. Additionally, these trainings sought to effectively evaluate the work performance of marketing personnel, promoted employee growth and the achievement of performance goals, and incentivized excellent staff.

Yu Yue & Yu Yi Management Trainee Training Program

For management trainees who have just entered the workplace, only by continuously moving forward can they explore a broader perspective, and only by unremitting efforts can they create greater value and opportunities. During the Year, the Group has provided management trainees with a number of professional training, annual performance appraisals, Yu Yue's speeches, team building for management trainee and other activities with the aim to help them fit into the workplace quickly and achieve all-rounded growth and development.

During the Year, the overall employee training situation of the Group is as follows:

中高管專項培訓

中高層管理人員是本集團各項決策的核心執行者，其管理能力與對整體局勢的掌控能力，對本集團發展目標的順利達成起著至關重要的作用。

本年度，集團人力資源部組織開展「安全管理提升專題培訓」以及「營銷薪酬與績效管理提升培訓」，進一步強化地產在建項目的安全管理水平，確保各工程項目平穩推進，有效評價營銷人員工作業績的同時，促進員工成長與績效達成，激勵優秀員工。

禹躍&禹翼管培生培養計劃

對於剛踏入職場的管培生來說，唯有持續前行，方能探索更廣闊的視野；唯有不懈奮鬥，方能創造更大的價值與機遇。本集團於本年度向管培生提供多項職能專業培訓、管培生年度述職評估、禹躍有話說、管培生團建等活動，旨在助力他們更快融入工作環境並實現全方位的成長與發展。

本年度，本集團的員工整體受訓情況如下：

Number of employees trained by gender

按性別劃分的員工受訓人數

671

Male 男

341

Female 女

Number of employees trained by ranking

按職級劃分的員工受訓人數

8

C-suite senior management
C級主管

108

Senior management
高級管理人員

317

Middle management
中級管理人員

579

General staff
一般員工

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Average training hours by gender (hours)

按性別劃分的員工平均受訓人數 (小時)

4.02



Male 男

2.80



Female 女

Average training hours by ranking (hours)

按職級劃分的員工平均受訓人數 (小時)

4.63



C-suite senior management
C級主管

2.71



Senior management
高級管理人員

2.34



Middle management
中級管理人員

4.46



General staff
一般員工

Key Training Program

The Group consistently optimizes its internal online learning system, Yu Academy, to provide free online courses for all employees. The curriculum system can be divided into the below four modules to satisfy the professional knowledge and skills improvement needs of employees.

重點培訓項目

本集團持續優化內部線上學習系統—禹學園，為全體員工提供免費線上平台課程。課程體系可劃分以下四大模塊，務求全方位涵蓋員工的專業知識和技能提升需求。

General knowledge 通用知識



Including employee manuals, various standards 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、各專業條線制度及公司宣傳、企業文化課程等

Professional courses 專業課程



High-quality professional courses created by Yuzhou staff, which were either converted from 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

Professional cases 專業案例



The Company's internal cases demonstrating excellent operation practices or poor examples after the review of relevant functions

經相關職能復盤後，總結出的公司內部優秀運營實踐案例或不足案例警示

External knowledge 外部知識



High-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、內容適應本集團發展的線上課程

FOSTERING EMPLOYEE DEVELOPMENT (Continued) 促進員工發展 (續)

During the Year, Yu Academy has successfully achieved the following achievements:

禹學園於本年度已成功達至以下成就：



100%

**Staff coverage of
Yu Academy**
禹學園員工覆蓋率



100%

**Website visit rate
(at least once every day)**
登錄率 (每天至少一次)



2,000+
HOURS 小時

Aggregate e-learning hours
累計在線學習時長



160+
HOURS 小時

Monthly learning hours
月均學習時長

Training for Core Design Talent

The teaching mode of “master class, integration of combat and training, and group discussion” is adopted. A total of 36 talents were divided into three groups based on city companies. Each group was composed of talents from different cities, professions, and position levels. During the four-month training period, the design management department of Yuzhou conducted six training courses and three group topic-sharing and exchange sessions to enhance the product competitiveness of Yuzhou from multiple dimensions.

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。

Career Development

To improve employee enthusiasm, the Group has formulated the “Yuzhou Group Talent Training and Development Guidelines” to further standardize the employee training and development management system. Based on the Group’s talent development policies and management standards, positions are categorized under the management list and the professional list. Employees are encouraged to develop vertically within the list they belong to and are supported to achieve horizontal expansion across lists, cities, and professions within their own capabilities, to achieve diversified growth and all-rounded development.

職業發展

為提高員工的積極性，本集團已制定《禹洲集團人才培養與發展作業指引》，進一步規範員工培養及發展管理體系。我們依循本集團的人才發展政策與管理規範，以管理序列與專業序列劃分各職位，鼓勵員工縱向深耕，同時支持員工在自身能力範圍內實現跨序列、跨城市、跨專業等橫向拓展，以實現多元化成長與全方位發展。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)

促進員工發展 (續)

Vertical development 縱向發展

- Mainly refer to the promotion path of internal ranks
主要指內部職級的晉升路徑
- The Group actively encourages employees to work hard and continuously improve their abilities. When there is a vacancy in the superior position or their competencies have been significantly improved, the Group will consider the development intentions of employees and assist them in planning their personal development paths based on their abilities and characteristics and the demand for talents of the company, to help them achieve career growth and breakthroughs.
本集團積極倡導員工用心工作並持續提升自身能力，當上級職位出現空缺或彼等能力顯著提升時，本集團會充分考量員工的發展意願，並根據其能力特質與公司的人才需求，協助員工規劃個人發展路徑，助力彼等實現職業成長與突破。

Horizontal development 橫向發展

- In addition to employees' promotion requirements according to the list belonged with, the Group also provides cross-list, cross-city and cross-profession development platforms and opportunities considering their personal development intention through internal deployment and competition, to satisfy the diversified career development needs of employees.
橫向發展是指員工在按本來職位序列的職級晉升要求之外，本集團同時亦按照其個人發展意願，主要以內部調配與競聘等方式提供跨序列、跨城市、跨專業的發展平台與機會，以滿足員工多元化的職業發展需求。

To establish and maintain a good internal talent supply chain, the Group conducts annual career development reviews to assist employees in reviewing their career development and provide them with necessary support and guidance. The Human Resources Department conducts talent selection and assessment periodically and formulates plans and organizes employee capability assessments in March every year. Subsidiaries in different cities and employers are required to conduct the assessment within the specified time, and complete the vertical and horizontal development assessment of employees in consideration of the employees development intention. Accordingly, the Group headquarters and the human resources departments of each city can make appointment adjustments and track the process.

為構建及維持良好的內部人才供應鏈，本集團每年通過職業發展檢視，幫助員工審視職業生涯發展及向他們提供必要的支持和指導。人力資源部定期進行人才選拔評估，並於每年度3月制定方案及組織員工能力評估。各城市及用人單位需於規定時間內完成評估，並考慮員工的發展意願，完成員工縱向及橫向發展評定，以供本集團總部及各城市人力資源部實施任用調整及跟蹤管理。

CREATING VALUE FOR CUSTOMERS

創造客戶價值



CREATING VALUE FOR CUSTOMERS 創造客戶價值

Quality Management

The Group regards providing customers with high-quality, safe, and responsible products and services as the corporate core value. We strictly abide by the quality-related laws, regulations, and regulatory requirements of the places where we operate, and continually improve relevant internal systems and documents, including but not limited to:

- “Construction Assessment Plan of 2023”
- “Management Procedures for Cooperation Projects”
- “User Manual”

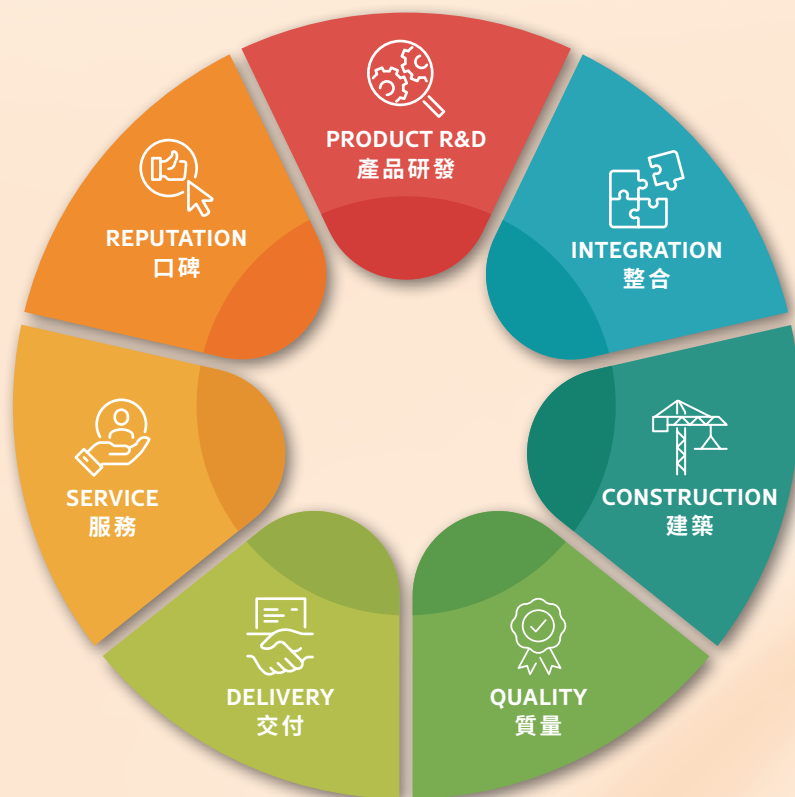
To ensure appropriate and effective quality control procedures, the Group reviews the existing quality management system and operating procedures annually to reduce production safety risks. We have set the annual goal of improving product and service quality, benchmarking against international advanced quality management concepts, continuously optimizing processes, refining details, and improving the quality management system throughout the life cycle. During the Year, the Group continued to implement a number of initiatives, including the “Wisdom Ingenuity” plan, the “Deliver Product Officer” plan, and five full-cycle upgrades, to comprehensively enhance the overall competitiveness of the products in seven major aspects.

品質管控

本集團視向客戶提供優質、安全、負責任的產品和服務為企業核心價值。我們嚴格遵守運營所在地的質量相關法律法規及監管要求，持續完善相關內部制度及文件，包括但不限於：

- 《2023年集團工程考核方案》
- 《合作項目管理規程》
- 《使用手冊》

為確保適宜及有效的質量管控程序，本集團每年審查現行的質量管理制度和操作規程，以降低安全生產風險。我們確立提升產品與服務品質為年度目標，並對標國際先進質量管理理念，持續優化流程、打磨細節，完善全生命週期質量管理體系。本年度，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，從七大方面全方位提升產品的整體競爭力。



CREATING VALUE FOR CUSTOMERS (Continued) 創造客戶價值 (續)

To enhance product core competitiveness, the Group continually improves the customer-oriented standard system and iterates over product design and research and development standardization manuals and tools to create a product design strategy featuring Yuzhou characteristics. We continue with the theme of “well-pleasing delivery” and are committed to fulfilling our delivery commitment to customers. We have consistently improved the “Yuzhou 1628 Design Management System” and conducted risk control throughout the entire cycle of projects under construction. To provide solid support for product quality, the “Management System” that ensures implementation is combined with the “Standard System” that controls the quality.

為提升產品核心競爭力，本集團持續完善以客戶為導向的標準體系的同時，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。我們延續「美好交付」主題，致力於實現客戶的交付承諾。我們持續完善「禹洲1628設計管理體系」，並對在建項目全週期風險管控展開工作。為產品質量提供堅實支持，我們結合了保障執行的「管理體系」及把控質量的「標準體系」。



CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值 (續)

Meanwhile, to ensure residents are provided with enjoyable and considerate services, the Group carries out 5 full-cycle service measures after the project delivery, including regular inspections, repairs and maintenance, customer visits, and community cultural activities.

同時，為確保客戶在居住過程中享受貼心服務，本集團在項目交付後開展定期巡檢、維修保養、客戶回訪、社區文化活動等5項全週期服務舉措。

Adhering to the philosophy and culture of “quality first”, the Group insists on high-quality development to provide reliable and creditable products and services to customers. During the Year, the main quality management measures of the Group are as follows:

本集團秉持「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。本年度，本集團的質量管理主要政策如下：

Time 時間	Policy 政策	Main Measures 主要措施
Weekly 每週	Project promotion 專題推進	<ul style="list-style-type: none"> Promote the inspection of projects, inspection progress, and rectification 推動各項目啟動查驗、查驗進度及整改 Ensure the completion rate of 100% rectification regarding customers' pain points such as leakage, empty drum, cracking, breakages of doors, windows and components, etc. 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%
Monthly 每月	Project Inspection 專項驗收	<ul style="list-style-type: none"> Focus on the pain points and common quality problems to conduct 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 針對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 Conduct spot checks on project handovers, leakage tests, and subsiding project inspections on front-line works. The projects would not be allowed to move on to the next process until inspection result is accepted 本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

CREATING VALUE FOR CUSTOMERS (Continued) 創造客戶價值 (續)

Time 時間	Policy 政策	Main Measures 主要措施
Monthly 每月	Summary Review 總結複盤	<ul style="list-style-type: none"> Assess the implementation of the quality management to ensure delivery of the month and the performance of the team members to formulate enhancement measures 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 每月	Risk Management Over Customers 客戶風險管理	<ul style="list-style-type: none"> Promote the risk identification for each project, form a list of issues, formulate a schedule to resolve the issues and provide assistance for tricky issues. 督促各項目開展風險排查，形成問題清單，制定銷項計劃，針對卡點問題推進幫扶
Monthly 每月	Node Management for Delivery 交付停止點管理	<ul style="list-style-type: none"> Organize the delivery initiation meeting and carry out joint pre-delivery acceptance with an implementation rate of 100% 組織交付啟動會、交付前聯合驗收，執行率100%
Quarterly 每季度	Joint Department Inspection 部門聯合巡檢	<ul style="list-style-type: none"> To solve issues in terms of blueprints, phased optimization, samples of furnishing materials, risks associated with quality and progress, process control, and the maintenance of completed buildings 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 Formulate corresponding rectification measures on site and supervise rectification of relevant issues 現場制定整改措施，督辦問題整改完成等舉措

In the future, the Group will continue to uphold the philosophy of "customer foremost", constantly innovate and improve the service system to provide customers with superior and considerate services.

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。

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值 (續)

Responsible Marketing

To create an integrity and transparent business environment, the Group has always insisted on upholding a responsible attitude in product promotion and marketing and is committed to providing reliable products and services for customers.

To ensure standardized and compliant marketing activities, content, and methods, the Group strictly abides by relevant national and regional laws and regulations. The “Standards for Responsible Marketing” has been formulated as the Group’s programmatic policy for responsible marketing. In the meantime, to further standardize and provide compliance guidance for marketing behaviours, we have formulated and continually improved a series of guidelines on responsible marketing activities, such as the “White Paper on Tik Tok”.

The Group has proposed the following requirements to the marketing departments in cities:

- Uncertain project information shall not be publicized in advertisements or promotions
- All marketing advertisements are subject to review by the Legal Department and Customer Relations Department of branch companies in 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

Customer Health and Safety

The Group attaches great importance to customer satisfaction and feedback. We have implemented actions such as installing sound-proofing devices and optimizing indoor air quality to enhance the safety, health, and comfort of residents and tenants. Meanwhile, special training including fire prevention and service is provided to employees regularly to ensure customer safety.

負責任營銷

為營造誠信透明的經營環境，本集團一貫堅持以負責任的態度進行產品推廣及營銷，致力為客戶提供放心的產品與服務。

為確保營銷活動、營銷內容及營銷方式規範、合規，本集團嚴格遵守國家及地區相關法規，並制定《負責任營銷準則》作為集團負責任營銷的綱領性政策。同時，為進一步對營銷行為進行規範和合規性指導，我們制定及持續完善《抖音運營白皮書》等一系列負責任營銷活動相關指引。

本集團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

客戶健康與安全

本集團十分重視客戶的體驗及評價。我們已落實安裝阻音裝置、優化室內空氣質素等行動，以提高住戶及租戶的安全健康與舒適度。同時，我們定期對員工進行消防、服務等的專項培訓，切實保障客戶安全。

CREATING VALUE FOR CUSTOMERS (Continued) 創造客戶價值 (續)

Customer Communication

The Group believes customer satisfaction and feedback are important reference factors for reviewing and continuously improving service quality. We actively identify customers' needs before, during, and after sales, and continuously improve service quality through a number of initiatives, so as to provide excellent service experience throughout the entire process of customer services.

Meanwhile, we believe quality service can effectively build long-term relationships with customers. To improve the convenience and timeliness of customer communication, we proactively understand the recommendations and concerns of landlords by publishing monthly project letters. Professional personnel are arranged to deal with the issues in order to achieve a 100% positive response.

The Group's customer relations department, marketing department, property management department, and other departments track customer complaints and understand their opinions. Meanwhile, the customer relations department is responsible for following up on the progress of all complaints handling and conducting satisfaction return visits through the 400 hotline center after the complaint is handled. In case any group complaints occur, we will set up an emergency team in accordance with the established procedures and actively cooperate with relevant government departments to solve the problem, to guarantee customer complaints are handled and solved in a timely and effective manner.

We greatly emphasize customer experience and continue to strengthen communication with customers through multiple channels:

客戶溝通

本集團深信客戶滿意度及意見回饋是檢視和不斷提升服務品質的重要參考因素。我們積極識別客戶於售前、售中、售後不同階段的需求，並通過多項舉措持續提升服務質量，務求將優質的服務體驗貫穿客戶服務的全過程。

同時，我們相信優質的服務有效與客戶建立長遠關係。為提高客戶溝通的便捷性與及時性，我們透過發布月度項目家書主動了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。

本集團客戶關係部、營銷部、物業等多部門追蹤和了解客戶投訴及意見。同時，客戶關係部負責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。一旦發生群訴事件，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，務求及時、有效地處理及解決客戶投訴。

我們高度關注客戶體驗，並持續通過多個渠道加強與客戶的溝通：



One-stop Service Platform

一站式服務平台

Adopt a one-stop service platform, including functions such as online reports for repair, complaint and suggestions, activity enrollment, and Yu House-Manager Model to further guarantee a smooth customer feedback channel
設立一站式線上服務平台，當中包括在線報修、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

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 Channel

投訴建議渠道

Allow 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

CREATING VALUE FOR CUSTOMERS (Continued)

創造客戶價值 (續)

During the Year, the 400 customer service supervision hotline continued to provide customers with high-quality services, and the telephone operators were recognized by customers for their professional and considerate services. The 400 hotline center has served 9,302 person times as at the end of 2024, with a total of 12,530 calls and 20,357 minutes of call duration. During the Year, there was zero major complaints received.

400客戶服務監督熱線於本年度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2024底，400呼叫中心累計服務客戶9,302人次，話務量共計12,530次，通話時長共計20,357分鐘。本年度，本集團共接獲重大投訴0宗。

The Group's customer relationship department constantly enhances the remedial capabilities.

本集團客戶關係部持續提升服務補救能力。

Early remediation stage

補救前階段

Provide introduction training to new staff of the customer relations department to emphasize the importance of maintaining customer relationships and integrate the concept of service remediation into corporate culture

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

During remediation

即刻補救階段

Encourage employees to actively solve the problems, proactively apologize to customers and respond quickly with the assistance of other departments, solve complaints promptly, and reach an agreement with customers

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，與顧客達成共識

Subsequent stages

後續階段

Customer relations department arranges delegate special staff members to follow up promptly, and carry out client visits, explanations, and maintenance properly to ensure the comprehensive handling of customer complaints

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

To maintain and strengthen good relationships with customers, we will continue to stay in close contact with our customers in the future, including but not limited to organizing rich activities during traditional festivals to celebrate with them.

為維持及加強本集團與客戶的良好關係，我們未來將繼續與客戶保持緊密聯繫，包括但不限於在大型傳統節日開展豐富活動與客戶同樂。

CREATING VALUE FOR CUSTOMERS (Continued) 創造客戶價值 (續)

Protection of Customers' Privacy

The Group strictly abides by the laws and regulations related to personal data privacy. Internal administrative documents such as the "Operation Guidelines for Customer Information Management" and the "Information Confidentiality System of Yuzhou Group" have been formulated to clarify employees' responsibilities for maintaining customer information confidentiality and to establish a sound customer information confidentiality system.

The Group keeps the confidentiality of customer information throughout the entire project development process to avoid leakage of customer information due to improper handling. To prevent the leakage of customer information in any form, the Group also further strengthens employees' awareness of confidentiality through standardized measures and training in ordinary business courses.

To avoid employees leaking customer information, the Group and the branches in cities conduct internal and irregular inspections and set up corresponding punishment mechanisms. During the Year, we continued to emphasize ongoing control of personal and sensitive information to mitigate related risks.

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，並制定《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，構建健全的客戶信息保密制度。

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，避免因處理工作不到位，而導致的客戶資料流轉洩露。為防止客戶信息經由任何渠道洩露，本集團在日常工作中亦通過規範措施與培訓，進一步增強員工的保密意識。

為避免出現員工外泄客戶信息的現象，本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。本年度，我們繼續將工作重點放在持續管控個人資料及敏感資料，減低相關風險。



INSISTING ON RESPONSIBLE BUSINESS PRACTICES

堅持責任營商

INSISTING ON RESPONSIBLE BUSINESS PRACTICES 堅持責任營商

Sustainable Supply Chain

The Group believes sustainable supply is an important part of delivering quality projects and services. We continue to optimize the supplier management system, establish uniform rules and regulations in procurement processes such as supplier selection, admission, and evaluation, and adopt responsible procurement policies with suppliers and partners.

Supplier Management

Upholding the core value of “Transparency and Fairness”, the Group has been building co-operative relationships with suppliers. To ensure that environmental, social and governance practices are prioritized throughout the supplier selection process and all procurement activities, we have formulated supplier behavior 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” to further standardize and guide the management of selection, inspection, management and evaluation of suppliers.

The Group is committed to curbing corruption at its source and enforcing strict supplier qualifications review. Supplier assessments are conducted to ensure that both existing and new suppliers both comply with the principles and standards of sustainable development. To continuously identify aspects that require improvement in the supplier management system, we have formulated the “Process for Inspection and Management of Suppliers” to optimize the supplier inspection and evaluation system.

可持續供應鏈

本集團深信可持續供應是提供優質項目和服務的重要一環。我們持續優化供應商管理體系，在供應商遴選、准入、評審等採購流程建立統一規範，並與供應商和合作夥伴共同實踐負責任的採購方針。

供應商管理

本集團秉持「透明公正」的核心價值與供應商建立合作關係。為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，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，進一步規範及指引供應商的遴選、考察、管理和評估等管理工作。

本集團致力從源頭上遏制腐敗現象，並執行嚴格的供應商資格審查。為確保現有及新供應商均符合可持續發展的原則和規範，我們會對供應商進行評估。為持續識別供應商管理制度需要改善的地方，我們制定《供應商考察管理流程》，完善供應商考察評估體系。

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
- Supplier inspection and verification (including supplier 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 contract performance evaluation
年度綜合履約評估

INSISTING ON RESPONSIBLE BUSINESS PRACTICES(Continued)

堅持責任營商 (續)

To select high-quality suppliers that meet the requirements, the guidance clearly requires to improve the level of inspectors. The inspection of general contractors requires the engagement of the general manager, and the inspection of key suppliers requires the engagement of the head of departments or equivalents. Meanwhile, the inspections shall be conducted in combination with third-party big data platforms, peer research, background checks, and other methods, to obtain an in-depth understanding of suppliers and improve precision of pre-screening. Relevant departments also assess the safety measures, service quality and overall performance of contractors and suppliers according to the standards to examine any malpractices. We identify the social, environmental and other risks of suppliers through 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 quality, environmental, occupational health and other system certifications, and improve relevant management plans for our internal review to further reduce environmental and social risks.

To minimize procurement risks and ensure a stable, smooth, and integrated supply chain, we have formulated comprehensive procurement plans, managed the tendering plan for all types of projects based on the actual situations, and updated and checked the progress weekly. For materials and equipment with a large procurement volume, the Group has implemented a dual procurement policy to ensure two suppliers or more for the stability of the supply chain. Meanwhile, we have established an early-warning system for possible supply chain risks to ensure relevant departments and persons in charge can access and handle the issues in a timely manner as to minimize the impact of relevant risks.

為甄別符合要求的優質供應商，指引明確要求提升考察人員級別，總包考察需總經理級別人員參與，關鍵類供應商需部門負責人級別人員參與考察，同時結合第三者大數據平台、同行調研、背景調查等方式，務求對供應商進行深入了解及提升前置篩選精細度。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。我們通過第三方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，並提供相關管理計劃以供我們內部審核，進一步減低環境及社會等風險。

為降低採購風險及保障供應鏈穩定、順暢和貫通，我們制定詳盡的採購計劃，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。針對採購量較大的材料和設備，本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。同時，我們就可能發生的供應鏈風險建立起預警機制，務求相關部門和負責人能夠及時介入和處理，並將相關風險的影響降至最低。

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

Evaluation and Review

Three evaluations on suppliers are conducted each year, including process evaluation, post evaluation, and annual comprehensive contract performance evaluation.

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。

Process evaluation 過程評估



- Key suppliers conduct process evaluation on a quarterly basis, and 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 conduct process evaluation when the progress payment is over 70% of the contracts sum. The performance-based suppliers (decoration, doors and windows) are 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



- 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 contract performance evaluation 年度綜合履約評估



- Comprehensive supplier contract performance evaluation 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

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued)

堅持責任營商 (續)

Suppliers are classified 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 tendering for procurement projects within their capabilities, while the “unqualified” suppliers will be suspended from cooperation for 2 years. The “blacklisted” suppliers will be blacklisted and shall not have any cooperation with the Group in any projects by all means within 3 years.

In addition, the operations engineering department in cities regularly conduct engineering inspections on contract performance and special safety issues of suppliers on monthly basis and prepare inspection reports, of which 100% of suppliers are covered in quality and safety audits.

During the Reporting period, the Group had a total of 1,733 suppliers, all from Mainland China, of which 245 engineering suppliers were introduced. According to the annual comprehensive performance evaluation results, “excellent” suppliers accounted for 3.99%, and “qualified” and above suppliers accounted for 93.39%. A total of 549 contracts were evaluated. We maintain stable cooperation with suppliers and will continue to conduct the selection, cultivation, retention, and engagement of suppliers in an orderly manner.

Supplier Communication

The Group maintains close cooperation with suppliers through a long-term communication mechanism. For key suppliers, the branches in cities arrange communication semi-annually, and the bidding and procurement department of the Group annually. To address problems in a timely manner and achieve win-win cooperation, we solve the problems occurred during the cooperation through a series of activities including supplier conferences, seminars and interviews with the senior management to maintain cooperative relationship and ensure frequent communication among parties.

To constantly improve the cooperation with suppliers, the Group conducts annual supplier satisfaction surveys through bidding platforms, online surveys, telephone, emails, and interviews. During the Reporting period, we conducted online satisfaction surveys on a total of 57 suppliers, with 100% scoring 60 or higher and 53 suppliers or 92.98% scoring 80 or higher.

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。

報告期間，本集團共有1,733家供應商，均來自中國內地，其中共計引入245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3.99%，「合格」及以上供應商佔比93.39%，共計評價合同549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。

供應商溝通

本集團通過長效的溝通機制與供應商保持密切合作關係。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。為及時解決問題及實現合作共贏，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，確保雙方溝通暢通。

為持續完善與供應商的關係，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。報告期間，我們共計對57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53家，佔比為92.98%。

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

Centralized Procurement

The Group believes centralized procurement can effectively help the Group integrate the procurement resources scattered among its branches, reduce inventory costs, and improve quality control. We have established a set of professional and standardized procurement operation processes and a comprehensive bidding and procurement supervision mechanism for centralized procurement. To acquire high-quality products and services provided by the suppliers with competitive, excellent brand and strong competence, the Group has entered into centralized procurement agreements with various well-known domestic suppliers. As at 31 December 2024, the Group has entered 35 centralized procurement contracts at the group level.

Transparent Procurement

To protect the legitimate rights and interests of the Group and suppliers, we have formulated a “Transparent Procurement Policy” to ensure an incorruptible and fair tendering and procurement environment and to promptly identify and stop the violations. The Group consistently updates the “Integrity Cooperation Agreement” to prevent all kinds of undisciplined and illegal activities for improper interests.

To ensure the transparency and integrity of business practices and the healthy and sustainable operation of the supply chain, the “Transparent Procurement Policy” of the Group stipulates the establishment of complaint communication channels for suppliers on the bidding and procurement platform. Suppliers are required to actively report any form of bribery or corruption. Both parties are required to abide by high standards of professional ethics and discipline, and those who violate will be severely dealt with in accordance with the relevant systems of the Group.

Developing an Environment of Integrity

Upholding the principles of fair competition and honest business operations, Yuzhou Group has zero tolerance for any form of corruption and fraud. We abide by ethical standards and continuously strengthen the internal anti-corruption culture to enhance self-discipline awareness and create an honest working atmosphere. To ensure the integrity and efficient operations of the Group, the Board is committed to maintaining and establishing a sound anti-corruption management structure, risk management and internal control system. Meanwhile, we have formulated sustainability policies including the “Standard of Business Conduct” and the “Whistle-blowing Policy”, which are published on the Group’s official website. To promote integrity and self-discipline among all supply chain partners, we continued to utilize the “Integrity Cooperation Agreement 2022”.

集中採購

本集團相信集中採購有效協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。我們已就集中採購建立一套專業化、標準化的採購作業流程，完善的招標採購監督機制。為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，本集團已與國內眾多知名供應商簽訂了集團級集中採購協議。截至2024年12月31日，本集團已簽訂集團級集中採購35項。

陽光採購

為保障集團與供應商的合法權益，我們已制定《陽光採購政策》，確保招標採購環境廉潔公正，及時發現並制止違法行為。本集團持續完善《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。

為保證商業行為的透明度和廉潔及確保供應鏈的健康和可持續運作，本集團的《陽光採購政策》列明在採購招標平台上設立供應商投訴溝通渠道，並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。

廉潔環境建設

禹洲集團秉持公平競爭、誠信經營的原則，對任何形式的貪污舞弊零容忍。我們恪守道德標準，不斷加強內部反貪污文化建設，增強自律意識，營造廉潔工作氛圍。為確保集團廉潔、高效運營，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。同時，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，並公佈於本集團官網。為促進供應鏈各合作方的廉潔自律，我們沿用《2022廉潔合作協定》。

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued)

堅持責任營商 (續)

Anti-corruption Inspection

The Board of Yuzhou Group is the core of, and is ultimately responsible for, the Group's business ethics and anti-corruption management system. Senior management is responsible for risk management at the group level and coordinates communication among various 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.

There are three stages in the anti-corruption inspection: preliminary stage, middle stage and post-audit and monitoring. In the preliminary stage, we abide by the principle of prevention to establish and improve the internal control and supervision and evaluation system. The possibility of corruption is reduced through the construction of the system and the process system. Meanwhile, the Group provides anti-corruption training to the directors and employees to enhance their risk and integrity awareness. In the middle stage, we monitor the course of major business and report immediately when issues arise. In the post-audit and monitoring stage, we investigate and handle non-compliance through regular audits, special audits, engagement audits, and handling of complaints. In addition, we evaluate the shortfalls in the system through 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 a closed loop with mutual enhancement.

Personnel in charge of corporate governance actively promote business ethics and anti-corruption management systems in the course of business development. As the supervisory department, the auditing and supervision department actively conducts pre-, middle, and post-supervision of the Company's business, and strengthens vertical management of various functions. Management is required to respond promptly to issues raised by those in charge of governance as well as in the internal audit to maintain the stability of business ethics and anti-corruption management.

反貪腐審查

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

反貪腐審查可分為事前、事中及事後審計與監察等三大階段。於事前階段，我們遵守預防原則，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。同時，本集團向董事及員工提供廉潔培訓，提高他們的風險及廉潔意識。於事中階段，我們監控重要業務流程的進展，並於發現問題時及時作出預警。於事後審計與監察階段，我們通過例行審計、專項審計、任期責任審計、受理舉報投訴等工作，查實及處理違規事件。並通過案例，反思制度流程體系的問題，提出本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。

公司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。審計監察部作為監督部門，積極進行公司業務的事前、事中及事後監督工作，並加強各職能強化縱向管理。管理層需及時跟進治理層及內部審計所提出問題，並維持商業道德及反貪腐管理的穩定性。

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

The auditing and supervision department of the Group is responsible for conducting the Group's internal due diligence and anti-corruption investigations and directly reporting various audit reports and the findings of complaints to the Board. The audit and supervision department has a case team and an audit team. The two teams have a clear division of labour and perform their respective duties to ensure the promotion and implementation of the anti-corruption work in the Group. The case team is responsible for the investigation of all fraud cases and anti-corruption publicity within the system of the Company. In 2024, the scope of audit includes all real estate, commercial and hotel businesses, and the auditing and supervision work includes but not limited to:

本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。2024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 carry out integrity education and training for their branches to strengthen anti-corruption awareness.
督促或組織各公司及分支機構開展廉潔教育培訓，強化反腐意識
- Deepen the Company employees' attention to the culture of integrity through meetings at all levels and the regular publication of cases on the Group's intranet through various levels of meetings, and the regular publication of cases on the Group's intranet in the form of cases, deepening the Company employees' attention to the culture of integrity.
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

- Have an in-depth understanding of the latest developments in the Company's various businesses through regular audits, special audits, economic responsibility audits and special investigations conducted in the course of ordinary business to identify potential business risks and understand feasible rectification proposals
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，了解可行的整改建議

Urging Rectification 敦促整改

- Urge relevant business departments to conduct rectification, and 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

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued)

堅持責任營商 (續)

Whistle-blowing System and Whistleblower Protection

To encourage employees or stakeholders to report unethical and dishonest behavior in real name or anonymously, the Group has set up multiple whistle-blowing channels for the public such as special telephone line, mailbox, and email. The “Management Measures for Whistle-blowing of Yuzhou Group” and “Integrity Cooperation Agreement” of the Group explicitly stipulate the fraud whistle-blowing and handling procedures. All reporting shall be investigated by the auditing and supervision department. The investigator shall record the results and report to the management of the Group according to management measures.

The “Whistle-blowing Policy” sets out suspected or actual misconduct related to the Group and encourages internal employees or third-party suppliers to report misconducts that violate corporate code of conduct, disclose business fundamentals, and involve fraud or corruption, etc., which causes economic or reputational losses to the Group. Meanwhile, the Group has established relevant reporting response procedures:

舉報制度及舉報人保護

為鼓勵員工或利益相關方針對不道德行為和非誠信行為進行實名或匿名舉報，本集團設有專線電話、信箱、電子郵箱等多個公開舉報渠道。本集團所制定的《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，並鼓勵內部員工或第三方廠商舉報違反企業行為準則、洩漏商業機密、舞弊或貪腐等為本集團帶來經濟或聲譽等方面損失的不當行為。同時，本集團已制定相關舉報處理程序：

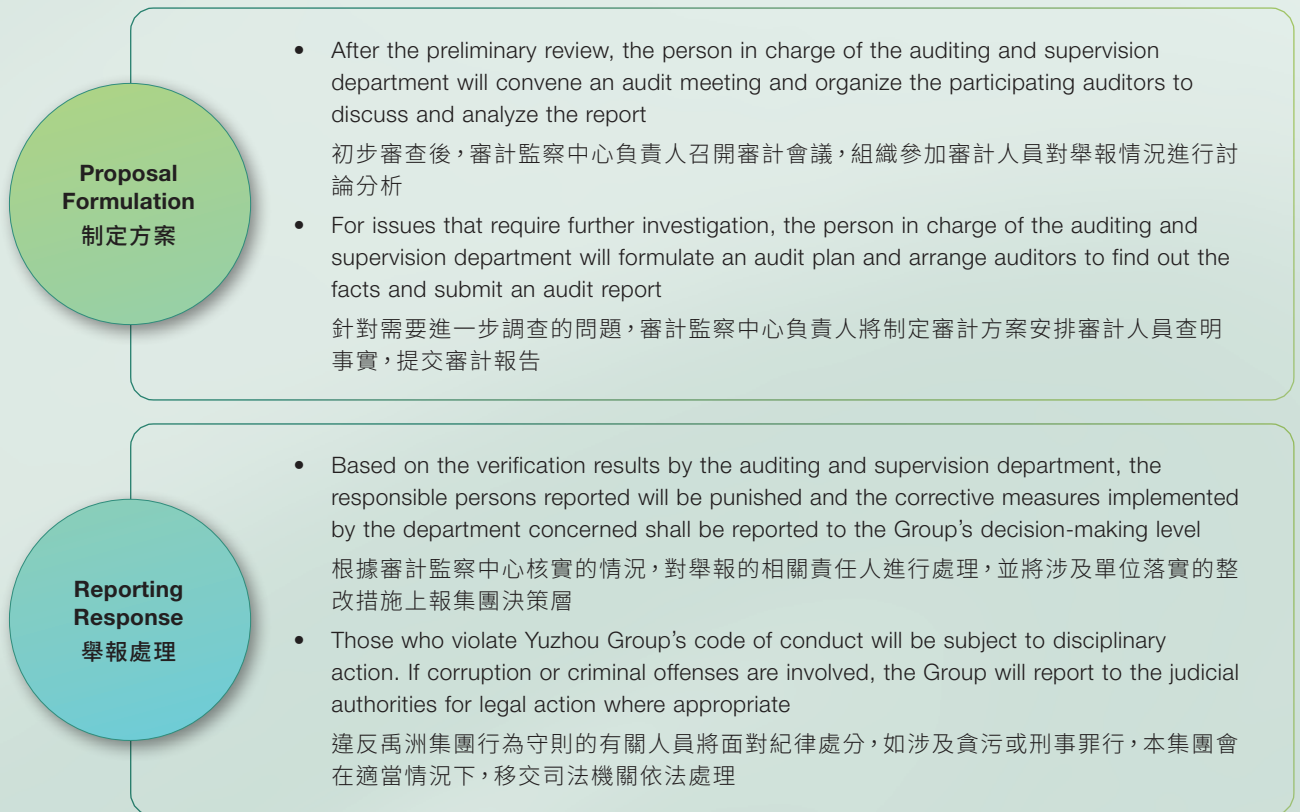
Report Acceptance 舉報受理

- 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

Preliminary Review 初步審查

- 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-making level 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

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



The Group attaches great importance to the protection of whistleblowers. To encourage and ensure that relevant personnel dares to report and expose fraudulent activities in the course of business, the auditing and supervision department has listed the 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 whistleblowers strictly confidential. Meanwhile, the system also explicitly specified that any violation of the rules regarding the disclosure of whistle-blower information or retaliation against the whistle-blower or investigator will result in dismissal and termination of employment. Where a criminal offense is involved, it will be reported to the police and the judicial authority for handling according to law.

本集團高度重視舉報人的保護。為鼓勵及確保相關人員敢於舉報，勇於揭露業務過程中的舞弊行為，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。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。如涉及刑事犯罪情況，將移送警方、司法機關依法處理。

INSISTING ON RESPONSIBLE BUSINESS PRACTICES (Continued)

堅持責任營商 (續)

Probity Education

The auditing and supervision department insists on organizing anti-corruption education activities and providing business ethics training and anti-corruption training to employees and partners annually. The scope of activities covers the Group headquarters, subsidiaries in cities, specialized companies, and branches. The auditing and supervision department requires all subsidiaries in cities, specialized companies, and branches to carry out probity training quarterly and participants shall not be less than 50% of their employees, to ensure all employees are provided with probity training every year.

During the Year, the Group carried out anti-corruption training activities through publicity, watching integrity education films, sharing cases at meetings, etc. A total of more than 10 integrity activities are organized, with more than 1,000 participants.

廉潔教育

審計監察部每年堅持開展反腐倡廉的廉潔教育活動，向員工及合作方提供商業道德培訓及反貪腐培訓，活動範圍覆蓋本集團總部、城市公司、專業公司及各分支機構。審計監察部每季度要求各城市公司、專業公司、分支機構執行開展廉潔培訓活動，並每次覆蓋不低於50%的員工，以確保每年度所有員工均接受廉潔培訓。

本年度，本集團通過廉潔宣貫、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，共計開展廉潔活動十餘場，參與人數累計逾千人。

CREATING BEAUTIFUL COMMUNITIES

構建美好社區



CREATING BEAUTIFUL COMMUNITIES 構建美好社區

Upholding the corporate philosophy of “Building Cities with Integrity, Building Homes with Love” and the concept of “From the Community, For the Community”, Yuzhou Group gives back to the society with actual actions, actively participates in public welfare undertakings, covering multiple aspects such as education, culture, and environmental protection to contribute to the harmonious development of society.

During the Year, the Group made charitable donations (including cash and materials) totaling RMB1,092,088. Some activities organized by Yuzhou Group during the Year that contribute to building beautiful communities are as follows:

禹洲集團延續「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、環保等不同方面，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1,092,088元。以下為禹洲集團於本年度開展的部分有助於構建美好社區的活動。

“Learn from Lei Feng – providing volunteering service to residents” 「學雷鋒 便民服務活動」



Since March 2024, Yuyuehui in Pudong, Shanghai has organized the monthly “Learn from Lei Feng – Providing Volunteering Service to Residents” by cooperating with merchants and surrounding hospitals to carry out free medical consultations, free haircuts and other activities to promote the spirit of dedication to serving the people and helping others.

上海浦東禹悅匯自2024年3月起每月組織「學雷鋒 便民服務活動」，聯合場內商戶及周邊醫院開展愛心義診，免費理髮等活動，宣揚服務人民、助人為樂的奉獻精神。



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

“Children from the Stars” painting exhibition for autistic children 「來自星星的孩子」孤獨症兒童畫展

Yuyue Li in Nanjing continued to cooperate with C Foundation to organize an exhibition for autistic children. More than 20 paintings by autistic children are displayed to arouse public attention to children with autism, popularize knowledge of autism to the public, and enable more people to correctly recognize and understand autism.

南京禹悅裏聯合南京柯平公益基金會開展孤獨症兒童畫展，展示超20幅孤獨症兒童畫作，喚起大眾對孤獨症兒童的關注，向公眾普及孤獨症知識，讓更多人正確地認識及了解孤獨症。

Promotion of intangible cultural heritage 非遺文化宣揚活動



Yuzhou Group takes up its responsibility of artistic inheritance and carried out a number of intangible cultural heritage promotion activities during the Year. Yuzhou in Hefei organized the event with the theme of “Red Leadership, “Yu” Has an Appointment With You – Intangible Cultural Heritage into Buildings” to promote intangible cultural heritage in the local community. The participants can experience the making of lacquer fans, an intangible cultural heritage, on-site to allow them to gain more understanding of traditional intangible cultural heritage customs. In addition, Yuyue Li in Hefei organized activities with the theme of “Intangible Cultural Heritage, Lu Opera Singing” to popularize the intangible cultural heritage of Lu Opera to the public.



禹洲集團延續藝術傳承責任，於本年度開展多個非遺文化宣揚活動。當中包括合肥禹洲廣場組織「紅色引領，「禹」你有約——非遺文化進樓宇」，於當地社區宣傳非遺文化，現場製作非遺漆扇，讓參加者了解傳統非遺文化民俗。另外，合肥禹悅裏組織「非遺盛情，廬劇歡唱」主題活動，向大眾普及廬劇非遺文化。

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 noncompliance 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>

APPENDICES (Continued) 附錄 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Employment 僱傭	<ul style="list-style-type: none"> Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour 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 Labour 《禁止使用童工規定》 Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》 	<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 labour 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>
Health and Safety 健康及安全	<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 noncompliance with laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>於本年度內，集團並不知悉任何違反有關提供安全工作環境及保障僱員免受職業危害且對集團造成重大影響的法律法規事宜。</p>

APPENDICES(Continued)

附錄(續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Product Responsibility 產品責任	<ul style="list-style-type: none"> Construction Law of the People's Republic of China 《中華人民共和國建築法》 Urban Real Estate Administrative Law of the People's Republic of China 《中華人民共和國城市房地產管理法》 City Planning Law of the People's Republic of China 《中華人民共和國城鄉規劃法》 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》 Cap.201 of the Laws of Hong Kong Prevention of Bribery Ordinance of Hong Kong 香港法例第201章《防止賄賂條例》 	<p>During the Year, the Group was not aware of any noncompliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.</p> <p>於本年度內，集團未發現任何有關賄賂、勒索、欺詐及洗黑錢並對集團造成重大影響的法律法規行為。</p>

APPENDICES (Continued) 附錄 (續)

Performance Data Summary

數據表現摘要

		2024 Shenzhen and Shanghai headquarters and 9 projects under development 2024年 深圳、上海總部 及9個在建項目	2023 Shenzhen and Shanghai headquarters and 9 projects under development 2023年 深圳、上海總部 及9個在建項目
		Unit 單位	
Environmental Data 環境數據	Air emissions 廢氣		
	Nitrogen oxides 氮氧化物	kg 千克	10.82 5.92
	Sulphur oxides 硫氧化物	kg 千克	0.21 1.38
	Particulate matters 顆粒物	kg 千克	0.80 1.57
	Greenhouse Gas Emissions 溫室氣體		
	Scope 1: Direct GHG emissions 範圍一：直接溫室氣體排放	tonnes CO ₂ equivalent 噸二氧化碳當量	40.0 75.3
	Scope 2: Energy Indirect GHG emissions 範圍二：能源間接溫室氣體排放	tonnes CO ₂ equivalent 噸二氧化碳當量	4,094.0 4,235.2
	Scope 3: Other indirect GHG emissions 範圍三：其他間接溫室氣體排放	tonnes CO ₂ equivalent 噸二氧化碳當量	161.1 197.8
	Total GHG emissions 溫室氣體排放總量	tonnes CO ₂ equivalent 噸二氧化碳當量	4,295.1 4,508.3
	Intensity of GHG emissions 溫室氣體排放密度	tonnes CO ₂ equivalent/sq.m. GFA 噸二氧化碳當量／ 平方米建築面積	0.001 0.001
	Hazardous Waste 有害廢棄物		
	Total hazardous waste (produced) 有害廢棄物總量（產生量）	tonnes 噸	0.50 0.84
	Total hazardous waste (recycled) 有害廢棄物總量（回收量）	tonnes 噸	0.50 0.84
	Intensity of hazardous waste 有害廢棄物產生密度	tonnes/1,000 sq.m. GFA 噸／千平方米 建築面積	0.00014 0.00023

APPENDICES(Continued)

附錄(續)

	Unit 單位	2024 Shenzhen and Shanghai headquarters and 9 projects under development 2024年 深圳、上海總部 及9個在建項目	2023 Shenzhen and Shanghai headquarters and 9 projects under development 2023年 深圳、上海總部 及9個在建項目
Environmental Data 環境數據	Non-Hazardous Waste 無害廢棄物		
	Greening waste (produced) 綠化垃圾(產生量)	tonnes 噸	0.6 34.4
	Greening waste (recycled) 綠化垃圾(回收量)	tonnes 噸	0 0.4
	Construction waste (produced) 建築垃圾(產生量)	tonnes 噸	2.3 —
	Construction waste (recycled) 建築垃圾(回收量)	tonnes 噸	0 —
	Total non-hazardous waste produced 無害廢棄物總量(產生量)	tonnes 噸	2.9 34.4
	Total non-hazardous waste recycled 無害廢棄物總量(回收量)	tonnes 噸	0 0.4
	Intensity of non-hazardous waste 無害廢棄物產生密度	tonnes/1,000 sq.m. GFA 噸／千平方米 建築面積	0.001 0.009
	Resource Consumption 資源消耗		
	Purchased electricity 外購電力(間接能源)	MWh 兆瓦時	7,178.7 7,426.2
	Gasoline 汽油(直接能源)	MWh 兆瓦時	130.5 243.6
	Diesel 柴油(直接能源)	MWh 兆瓦時	7.0 7.0
	Total energy consumption 能源消耗總量	MWh 兆瓦時	7,316.2 7,676.8
	Energy consumption intensity 能源消耗密度	MWh/sq.m. GFA 兆瓦時／平方米 建築面積	0.002 0.002
	Total water consumption 總耗水量	cu.m. 立方米	284,204 626,637
	Water consumption intensity 耗水密度	cu.m./sq.m. GFA 立方米／平方米 建築面積	0.08 0.17

APPENDICES (Continued)

附錄 (續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Number of Employees at End of Year 年末人數			
Total employees 員工總數	person 人	1,012	1,211
By employment type 按僱傭類型			
Full-time 全職	person 人	1,005	1,205
Part-time 兼職	person 人	7	6
By contract type 按合約			
Long-term contract 長期合同	person 人	98	95
Fixed-term contract 固定期合同	person 人	914	1,116
By gender 按性別			
Male 男性	person 人	671	791
Female 女性	person 人	341	420
By age 按年齡			
30 and below 30歲及以下	person 人	151	235
31-40 31-40歲	person 人	542	671
41-50 41-50歲	person 人	233	230
Above 50 50歲以上	person 人	86	75
By education 按學歷			
Doctor's 博士	person 人	0	0
Master's 碩士	person 人	56	76
Bachelor's 學士	person 人	470	589
Below Bachelor's 學士以下學歷	person 人	486	546

Social Data
社會數據

APPENDICES(Continued)

附錄(續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Social Data 社會數據	By ranking 按職級		
	C-suite senior management C級高管	person 人	8 9
	Senior management 高級管理人員	person 人	108 119
	Middle management 中級管理人員	person 人	317 415
	General staff 一般員工	person 人	579 668
	By geographical region 按地區		
	Mainland China 中國內地	person 人	996 1185
	Hong Kong 香港	person 人	16 26
	New Recruits 新進員工		
	Total new recruits 新進員工總數	person 人	142 298
	By gender 按性別		
	Male 男性	person 人	97 212
	Female 女性	person 人	45 86
	By age 按年齡		
	30 and below 30歲及以下	person 人	60 123
	31-40 31-40歲	person 人	64 145
	41-50 41-50歲	person 人	17 26
	Above 50 50歲以上	person 人	1 4
	Employee Turnover 流失員工		
	Total number of employee turnover 流失員工總數	person 人	377 581
	Total rate of employee turnover ² 流失員工比率 ²	percentage 百分比	31.1 29.3

² The calculation method for the employee turnover rate is "turnover rate = number of employees resigning within the Year/total number of employees at the beginning of the Year".

² 流失比率計算方式為「流失比率=年內員工離職人數／年初員工總數」。

APPENDICES (Continued) 附錄 (續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Social Data 社會數據	By gender 按性別		
	Male 男性	person 人	239 380
		percentage 百分比	30.2 29.9
	Female 女性	person 人	138 201
		percentage 百分比	32.9 28.1
	By age 按年齡		
	30 and below 30歲及以下	person 人	90 151
		percentage 百分比	38.3 27.8
	31-40 31-40歲	person 人	215 346
		percentage 百分比	32.0 33.5
	41-50 41-50歲	person 人	64 67
		percentage 百分比	27.8 23.1
	Above 50 50歲以上	person 人	8 17
		percentage 百分比	10.7 14.2
	By geographical region 按地區		
	Mainland China 中國內地	person 人	367 581
		percentage 百分比	31.0 29.6
	Hong Kong 香港	person 人	10 0
		percentage 百分比	38.5 0

APPENDICES(Continued)

附錄(續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Health and Safety 健康與安全			
Work injury accidents 工傷事故	cases 件	8	4
Number of work-related injuries 因工受傷人數	cases 人	8	4
Number of days lost due to work-related injuries 因工傷損失日數	days 天	245	175
Number of work-related fatalities 因工死亡人數	cases 人	0	0
Rate of work-related fatalities 因工死亡比率	percentage 百分比	0	0
Work-related injury rate per 1,000 workers 千人工傷率	1,000 percent 千分比	7.9	3.3
Total attendance in safety training 安全培訓總人次	person-times 人次	6,980	4,490
Total hours of safety training 安全培訓總時數	hours 小時	5,648	7,460
Number of Employees Trained 受訓人數			
Total employees trained 受訓總人數	person 人	1,012	1,211
By gender 按性別			
Male 男性	person 人	671	791
Female 女性	person 人	341	420
By ranking 按職級			
C-suite senior management C級高管	person 人	8	9
Senior management 高級管理人員	person 人	108	119
Middle management 中級管理人員	person 人	317	415
General staff 一般員工	person 人	579	668

Social Data
社會數據

APPENDICES (Continued)

附錄 (續)

		Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Social Data 社會數據	Percentage of Employees Trained 受訓員工百分比			
	By gender 按性別			
	Male 男性	percentage 百分比	100	100
	Female 女性	percentage 百分比	100	100
	By ranking 按職級			
	C-suite senior management C級高管	percentage 百分比	100	100
	Senior management 高級管理人員	percentage 百分比	100	100
	Middle management 中級管理人員	percentage 百分比	100	100
	General staff 一般員工	percentage 百分比	100	100
	Average Training Hours 平均受訓時數			
	Average training hours 平均受訓時數	hours 小時	3.61	7.67
	By gender 按性別			
	Male 男性	hours 小時	4.02	9.70
	Female 女性	hours 小時	2.80	3.85
	By ranking 按職級			
	C-suite senior management C級高管	hours 小時	4.63	2.00
	Senior management 高級管理人員	hours 小時	2.71	2.54
	Middle management 中級管理人員	hours 小時	2.34	2.40
	General staff 一般員工	hours 小時	4.46	11.93

APPENDICES(Continued)

附錄(續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Social Data 社會數據	Employee Career Development Review 員工職業發展檢視		
	Total number 總人數	person 人	1,012 1,211
	By gender 按性別		
	Male 男性	person 人	671 791
	Female 女性	person 人	341 420
	By ranking 按職級		
	C-suite senior management C級高管	person 人	8 9
	Senior management 高級管理人員	person 人	108 119
	Middle management 中級管理人員	person 人	317 415
	General staff 一般員工	person 人	579 668
	Rate of Employee Career Development Review 員工職業發展檢視比率		
	By gender 按性別		
	Male 男性	percentage 百分比	100 100
	Female 女性	percentage 百分比	100 100
	By ranking 按職級		
	C-suite senior management C級高管	percentage 百分比	100 100
	Senior management 高級管理人員	percentage 百分比	100 100
	Middle management 中級管理人員	percentage 百分比	100 100
	General staff 一般員工	percentage 百分比	100 100

APPENDICES (Continued) 附錄 (續)

	Unit 單位	2024 Group 2024年全集團	2023 Group 2023年全集團
Social Data 社會數據	Distribution of Suppliers 供應商分佈		
	Total suppliers 供應商總數	suppliers 間	1,7331,414
	Mainland China 中國內地	suppliers 間	1,7331,414
	Hong Kong 香港	suppliers 間	00
	Overseas 海外	suppliers 間	00
	Suppliers where the practices were implemented 已執行有關慣例的供應商	suppliers 間	1,7331,414
	Product Responsibilities 產品責任		
	Number of Complaints Received About Services 接獲關於服務的投訴數目	cases 單	00
	Community Investment 社區投資		
	Charitable Investment 公益投入	ten thousand RMB 萬元人民幣	109371

APPENDICES (Continued)

附錄 (續)

Content Index

內容索引

Aspect 層面	Requirements of HKEX's ESG Reporting Guide 香港聯交所ESG指引要求	Section/Remarks 章節／備注
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> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (i) 披露董事會對環境、社會及管治事宜的監督； (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. (ii) 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。 	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> <ul style="list-style-type: none"> (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. (a) 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。 (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. (b) 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。 (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. (c) 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。 	Reporting Guidelines 報告指引
Reporting boundary 報告範圍	<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)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
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、報告頻率和聯繫人	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	102-9	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
	103-2	B1	Employees 員工	Fostering Staff to Grow 促進員工成長
	419-1			
	102-8 405-1	B1.1	Workers who are not employees 員工之外的工作者	None 無

APPENDICES(Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Governance 管治	2-9	–	Governance structure and composition 管治架構和組成	
	2-10	–	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Please refer to the Report of the Directors of Annual Report 2024 of Yuzhou Group 請參考禹洲集團2024年年報之企業管治報告
	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 2024 of Yuzhou Group 請參考禹洲集團2024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 2024 of Yuzhou Group 請參考禹洲集團2024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 2024 of Yuzhou Group 請參考禹洲集團2024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)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
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 補救負面影響的程序	
	2-26	–	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	
	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	<ul style="list-style-type: none"> 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
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

APPENDICES(Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
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。	
	304-2			
	306-1			
	306-2			
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
	419		(a) the policies; and (a) 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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	403-9	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	
	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。	
	403-3			
	403-5			
	403-7			

APPENDICES (Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
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：	Creating Value for Customers 創造客戶價值
	417-2		(a) the policies; and	
	417-3		(a) 政策；及	
	418-1		(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.	
	419-1		(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	–	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。	
	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。	
	–	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。	
	–	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。	
	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。	

APPENDICES(Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
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
	417-2		(a) the policies; and	
	417-3		(a) 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.	
			(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	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。	
	103-2	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
	103-3		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。	
	418			
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。	
	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。	

APPENDICES (Continued) 附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Other Issues 其他議題 Environment 環境				
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).	
	302-3		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)。	
	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)。	
	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。	
	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。	
	301-1	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。	

APPENDICES(Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Emissions 排放物	305	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
	306		(a) the policies; and	
	307-1		(a) 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.	
	305-1	A1.1	(b) 遵守對發行人有重大影響的相關法律及 規例的資料。	
			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).	
	305-2		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)。	
	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)。	
	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)。	
	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。	
	306-4	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	
	306-5		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。	

APPENDICES (Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Environment and Natural Resources 環境及天然資源	103-2	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.	
	304-2		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。	
	306-2			
Climate Change 氣候變化	103-2	A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Building Green Homes 建設綠色家園
	102-29		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。	
Labour Standards 勞工準則	408	B4	Information on: 有關防止童工或強制勞工的：	Fostering Staff to Grow 促進員工成長
	409		(a) the policies; and (a) 政策；及	
			(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	408-1	B4.1	Description of measures to review employment practices to avoid child and forced labour.	
	409-1		描述檢討招聘慣例的措施以避免童工及強制勞工。	
	408-1	B4.2	Description of steps taken to eliminate such practices when discovered.	
	409-1		描述在發現違規情況時消除有關情況所採取的步驟。	

APPENDICES(Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Supply Chain Management 供應鏈管理	103-2	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
	102-9	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
	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。	
	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。	
	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。	
	308			

APPENDICES (Continued)

附錄 (續)

Aspect 層面議題	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備注
Anti-corruption 反貪污	103-2	B7	Information on:	Insisting on Responsible Business Practices 堅持責任營商
	205-3		有關防止賄賂、勒索、欺詐及洗黑錢的：	
			(a) the policies; and (a) 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. (b) 遵守對發行人有重大影響的相關法律及規例的資 料。	
	205-3	B7.1	Confirmed incidents of corruption and actions taken. 已確認的貪污事件及採取的行動。	
	205	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。	
	205-2	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。	
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. 有關以社區參與來了解營運所在社區需要和確保其業 務活動會考慮社區利益的政策。	Creating Beautiful Communities 構建美好社區
	203-1	B8.1	Focus areas of contribution. 專注貢獻範疇。	
	201-1	B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	



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