

於香港註冊成立之有限公司 Incorporated in Hong Kong with limited liability Stock Code 股份代號: 00119



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HOME IS WHERE MY HEART IS

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About This Report

Overview

This is the eighth Environmental, Social and Governance Report (the "Report" or the "ESG Report") published by Poly Property Group Co., Limited to disclose the management, practices and performance of the Company in the economic, environmental, social and governance aspects for all stakeholders of the Company.

Reporting Period

This report covers the period from January 1, 2024 to December 31, 2024 ("the reporting period"), with certain information pertaining to prior years.

(6) Reporting Scope and Boundaries

The disclosure scope of this Report covers Poly Property Group Co., Limited ("the Company" or "Poly Property") and its subsidiaries ("the Group" or "We") and is consistent with the Group's annual report. Shanghai Poly Property Hotel Management Group Limited is hereinafter referred to "Poly Property Management", Poly Business and Tourism Hotel Management Co., Limited is hereinafter referred to "Poly Business and Tourism", Poly (Hong Kong) Property Management Company Limited is hereinafter referred to "Poly Management".

Basis and Reference

This Report is compiled as required by the *Environmental, Social and Governance Reporting Code*, Appendix C2 of Rules Governing the Listing of Securities of the Stock Exchange of Hong Kong Limited ("HKEX"). Meanwhile, this Report was prepared with reference to and in response to the Chinese Academy of Social Sciences' *Guidelines on Social Responsibility Reporting for Chinese Enterprises (CASS-ESG 5.0)*, the Global Reporting Initiative's *GRI Standards 2021*, and the *SDG Compass: The guide for business action on the SDGs*.

The reporting scope is determined, and relevant materials and data are collected in accordance with the identification and prioritization of material stakeholders and ESG-related material issues. This Report is based on this information, and the data in this Report are reviewed to ensure the completeness, materiality, truthfulness and balance of the reporting content.

∠→ Data Sources and Reliability Statement

The information and data disclosed in this Report are obtained from the Group's statistical reports and official documents that are reviewed and approved by the relevant departments. The Group guarantees that this Report is free from any false records or misleading statements, and hereby undertakes liabilities for the truthfulness, accuracy and completeness of the content.

ি Report Preparation

This Report is compiled following the process of working group formation, data collection, stakeholder interviews, stakeholder survey, outline determination, report writing, report design, and departmental and executive review.

Confirmation and Approval

This Report was confirmed by the management and approved by the Board of Directors on March 20, 2025.

Contact and Feedback

Poly Property values your comments and suggestions on our sustainability performance. Please send your comments and suggestions by email to: ir@polyhongkong.com.hk.

You can also access more information about Poly Property's social responsibility through our official website: https://www.polyhongkong.com.





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Message from the Chairman



Dear readers,

Thanks for your attention to 2024 *Environmental, Social and Governance Report* of Poly Property Group Co., Limited.

Looking back on 2024, the Group actively aligned with the prevailing trends of the times, responded proactively to national strategic requirements, earnestly addressed the aspirations of the people, and remained unwavering in its promotion and pursuit of sustainable development. Driven by a commitment to excellence, we continuously seek comprehensive, high-quality upgrades and transformative breakthroughs, aiming to contribute Poly's strength to the building of a greener, more harmonious, and prosperous future society.

We actively promote the deep integration of sustainable development into our corporate strategy and operation, establishing a sustainable development framework centered on five strategic directions: Lean Governance, Brighter Future, Green Homeland, People-oriented Philosophy, and Shared Success. With these as our guidance, we advance steadily along the path of sustainable development and ESG implementation.

Lean Governance The Group continues to strengthen responsibility management and enhances corporate governance level. We uphold a steadfast commitment to compliance in operation and sound business ethics, while consistently improving our governance system construction and risk management. Meanwhile, under the promotion of informatization construction, we further enhance management efficiency and service capability.

Brighter Future The Group sticks to the brand proposition of "Home Is Where My Heart Is", focuses on the core competitiveness of "Five Forces for Quality" and "Five Service Virtues", and fulfills the beautiful expectations for customers and homeowners. Faced with the diversified demands for a better life, we create a beautiful life with five product lines, "JIADI", "YU", "FU", "YIN", and "ONE", and provide a more harmonious desirable place to live. We continue to refine our customer service system, delivering customer value through attentive service and creating secure, comfortable, and high-quality living spaces for customers.

Green Homeland The Group actively implements a green development strategy, deepens climate actions, and contributes to harmonious coexistence between humanity and nature. Upholding the philosophy of green development, we construct ultra-low energy consumption buildings, promotes green leasing, and co-creates green and low-carbon communities. We actively respond to climate change, take systematic measures to identify, assess, and manage climate risks, translating climate action commitments into concrete steps, and advancing low-carbon and energy-saving practices.

People-oriented Philosophy Adhering to the principle of "Unity of Knowledge and Action", and guided by the values of "being rational, practical, and enterprising", the Group promotes shared development between employees and the enterprise. We respect and value every employee, and offer a robust guarantee system for them. Through "Poly Knowledge and Action Academy", our employee growth platform rooted in corporate culture, we comprehensively enhanced talents' capabilities across self-management, team leadership, and business operations.

Shared Success The Group strives to foster a new ecosystem of win-win collaboration. We prioritize cooperation with supply chain partners to build a sustainable supply chain. At the same time, we remain steadfast in fulfilling our social responsibilities, actively engaging in community, rural development, and volunteer initiatives - giving back to society through tangible actions and spreading positive energy, with the vision of co-creating a more beautiful chapter for our society.

Looking ahead to 2025, the Group will continue to uphold its brand proposition of "Home Is Where My Heart Is", while bearing the mission of creating a better life for the people and promoting the urban development. We will proactively embrace challenges, pursue progress while ensuring stability, maintain stability with a forward-driven approach, and keep a positive momentum toward sustainable development - creating a new chapter of high-quality growth for our customers, our cities, and our times.



Message from the Chairman

ESG Goals and Progress - Supporting the United Nations Sustainable Development Goals

Lean Governance		
2030 Vision and Goals Building a scientific, rational, and	2024 Performance Average service tenure of directors	Percentage of female directors
efficient Board of Directors	5 years	14%
Organizing at least 10 high-quality capital market exchange activities annually, encouraging key minorities to participate	Completed	7 of which were participated by
and listen to investor feedback	investor exchange activities	senior management personnel
Reaching 100% coverage rate of employee business ethics training and publicity	Coverage rate of business ethics training an 100%	d publicity for all employees
100% signing of the <i>Integrity</i> <i>Cooperation Agreement</i> by engineering suppliers	Signing of the <i>Integrity Cooperation Agreen</i>	<i>nent</i> by engineering suppliers
Brighter Future		11 accentration 12 constant accentration of the constant accentration of t
	2024 Performance	11 Schwart Recorded R
2030 Vision and Goals Maintaining the overall customer	2024 Performance Customer satisfaction score 76	11 Sichweit In Sichweit In Sichweit Sichwei
Brighter Future 2030 Vision and Goals Maintaining the overall customer satisfaction at a high industry standard 85% of timely closure rate and 95% of closure rate for product and service complaints	Customer satisfaction score	omplaints Closure rate

Green Homeland

100% of newly acquired projects are designed in accordance with the basic requirements of green buildings in China

Continuously advancing green building certification levels and area

Proportion of new prefabricated buildings in newly constructed urban buildings $\geq 50\%$

and assisting tenants in implementing green and low-carbon operations

Promoting green leasing and standardizing In 2024, the distribution rate of the "green office, low-carbon activities" energy conservation and consumption reduction proposal letters reached $15_{\%}$

People-oriented Philosophy

2030 Vision and Goals	2024 Performance
Continuously promoting diversity, equality, and inclusion	Gender ratio of male
	Pre-stage preparati been launched in 20
Average employee training hours are not less than 50 hours	In 2024, the average
Strengthening safety production and ensuring no fatal accidents in	No fatal accide
production safety	
Shared Success	
2030 Vision and Goals	2024 Performance
Continuing to advance supplier training outcomes	In 2024, a total of 🍹
Comprehensive consideration of cultural and heritage preservation, and community engagement in all new mixed-use	No new mixed-use
development projects	
Supporting public welfare and charitable undertakings, sharing development	Total external donat public welfare and o
achievements with society	кмв 3.75 m

ESG Goals and Progress -Supporting the United Nations Sustainable Development Goals



All newly acquired projects in 2024 were designed to meet at least the green building two-star standard or above

Green building certification area increased by

374,400 square meters in 2024

Proportion of new prefabricated buildings in newly constructed urban buildings: 65.86%



le and female employees: 54:46

ions for employee satisfaction and engagement surveys have 2024

ge employee training hours were 176 hours

ents in production safety



Consumer assistance Total volunteer ations for charity initiatives over service hours RMB 1.05 million 1,418 hours nillion

About Poly Property

During the reporting period

Period-end total assets

RMB 198.7 billion

Contract amount

RMB 54.2 billion

Contract area

2.12 million square meters

Average contract price

RMB 25,546 per square meter

Industry ranking

17_{th}

Net profit attributable to owners of the parent

RMB 183 million

Period-end land reserve

13.16 million square meters

Poly Property Group Co., Limited (stock code: 00119.HK), is headquartered in Hong Kong and Shanghai, and was listed on the Main Board of HKEX. Its controlling shareholder is Poly (Hong Kong) Holdings Limited. As an important pillar of Poly Group's real estate business, a major capital market platform and channel for international cooperation, the Group adopts "Leading Creator of a Brighter Future" as its brand positioning. It has established a brand system based on the brand proposition "Home Is Where My Heart Is". The Group focuses on four main business segments: high-end real estate development both within and outside China, urban comprehensive investment and operation, urban beautiful life services, and technology innovation. Leveraging the Group's high-guality industrial resources, it has formed a "Two-wheel, Two-wing and Multi-driver" development strategy.

Poly Property's real estate development platforms focus on real estate investment, development, sales, and self-owned property operations and management. Its business scope spans across 11 major regions, including Hong Kong, Shanghai, Jiangsu, Zhejiang, Guangdong, and Shenzhen, covering more than 30 cities. Currently, it holds 55 ongoing and planned real estate development projects. The Group provides property management services for various types of properties, including residential buildings, commercial, office buildings, hotels, and theaters. The property management service network covers 41 cities across 11 regions, managing 288 projects with a total area of 52.74 million square meters. In the hotel business, besides operating our own brand hotels, the Group also works with internationally renowned hotel management groups such as InterContinental Hotels Group (IHG) and Hyatt Hotels (Hyatt). We operate and manage seven hotels under the listed company.



Brand Positioning of "Leading Creator of a Brighter Future"



About Poly Property

Awards & Honors

The Group adheres to the corporate mission of "Safeguarding the Country, Serving the People, Striving for Excellence", continuously refining itself and strengthening its sustainable development capabilities. Committed to becoming an inspiring and excellent enterprise, we have received numerous honors this year, earning widespread acclaim from the market and industry.

In the 7th Central Enterprises Excellent Story Creation Exhibition and AIGC Creative Communication Works Solicitation & Exhibition, co-hosted by the Publicity Bureau of the State-owned Assets Supervision and Administration Commission (SASAC) and people.cn, Poly Property secured 12 major awards, including first, second, and third prizes for excellent stories, excellence awards, Top 10 AIGC Videos, Outstanding Organizing Entity, and Outstanding Narrator, achieving a clean sweep of honors. This fully demonstrates the Company's exceptional performance in leadership, cohesion, appeal, and influence.



Region	Awards	Projects
Shanghai	2023 Tiantan International Award (TTIA) - Platinum Award (City Show Room)	Shanghai Poly Serene Centro
	2023 Tiantan International Award (TTIA) - Gold Award (Planning Architecture)	Shanghai Poly Serene Centro
	2023 Tiantan International Award (TTIA) - Sliver Award (Model House)	Shanghai Poly Serene Centro
	2023 Tiantan International Award (TTIA) - Platinum Award (Planning Architecture)	Shanghai Lanzhou Road Project
	2023 Tiantan International Award (TTIA) - Sliver Award (Lower Duplex Model House)	Shanghai Poly Center Manor
	2023 Tiantan International Award (TTIA) - Excellence Award (High-rise Model House)	Shanghai Poly Center Manor
	The 19th Kinpan Awards for Annual Best Villa Space Award of the Year in the East China	Shanghai Poly Center Manor

Region	Awards	Projects
	Global Habitat Design Awards (GHDA) (Architectural Planning of Aesthetics Halls)	Kunshan Poly Shangyun Fu
	2023 Tiantan International Award (TTIA) - Platinum Award (Architectural Planning of Aesthetics Halls, Landscape Architecture, Indoor Space)	Kunshan Poly Shangyun Fu
	2024 Kinpan Design Product Strength - High-end Mansion Certified Residential Project (Interior Design of Stilt Floor)	Kunshan Poly Shangyun Fu
Jiangsu	Ranking Among Top 3 in Urban Sales Performance and Claiming 2nd Place in Kunshan in H1 2024	/
	Ranking Among Top 10 in Urban Sales Performance and Claiming 7th Place in Suzhou in H1 2024	/
	Ranking Among Top 5 in Urban Sales Performance in H1 2024	Suzhou Poly Junhua Mansion, Kunshan Poly Shangyun Fu
	London Design Award - Gold Award in 2024	Suzhou Poly Junhua Mansion
	Fourth Pro+ Award - Golden Pro+ Award in Residential Building	Ningbo Poly Riverview Mansion
	Fourth Pro+ Award - Sliver Pro+ Award in Demonstration Area	Ningbo Poly Villa Re Place
Zhejiang	Jade Urban: Spain AMA AWARD - Gold Award in Real Estate Sales Space	Hangzhou Jade Urban
	London Design Award - Gold Award	Ningbo Poly Jinmao Palace
	Ranking Among Top 10 in Urban Sales Performance and Claiming 4th Place in Ningbo in H1 2024	/
	2024 MUSE Design Awards - Gold award	Jinan Poly Jade
	2024 MUSE Design Awards - Platinum Award (Residential Landscape Design)	Jinan Poly Crown - Landscape
	Grand Prix Design Paris (GPDP) Award Paris 2024 - Excellence Award	Jinan Poly Crown - Club
	The 4th Global Habitat Design Awards (GHDA) - Silver Award	Jinan Poly Crown - Club
	2023-2024 CIDF, International Environmental Art Innovation Design Competition - Gold Award	Jinan Poly Crown - Club
	USA TITAN Property Awards 2024 - Interior Design - Platinum Award	Jinan Poly Crown - Model House
	The 19th Kinpan Awards for Best Pre-sale Residential Project Award of the Year in the Central China	Jinan Poly Crown
	2024 Kinpan Product Strength - High-end Mansion - Gold Certification	Jinan Poly Crown
Shandong	The 19th Kinpan Awards for Best Pre-sale Residential Project Award of the Year in the Central China	Jinan Poly Quehua Peak Scenery
	2024 Kinpan Product Strength - High-end Mansion - Gold Certification	Jinan Poly Quehua Peak Scenery
	2024 MUSE - Gold Award	Jinan Poly Quehua Peak Scenery - Landscape
	Shandong Province High-quality Residential Building Pilot Project	Jinan Poly Crown
	Shandong Province High-quality Residential Building Pilot Project	Jinan Poly Quehua Peak Scenery
	Ranking Among Top 10 in Urban Sales Performance and Claiming 6th in Jinan & 6th in Weihai in H1 2024	/
	Ranking Among Top 5 in Urban Sales Performance in H1 2024	Jinan Poly Crown, Weihai Poly Moon Fenghua

About Poly Property

Region	Awards	Projects	
	TITAN PROPERTY AWARD - Gold Award	Guangzhou Poly Chill Residence	
dong	USA MUSE - Gold Award 2023 Tiantan International Award (TTIA) - Sliver Award (Residential Project)	Guangzhou Poly Chill Residence Guangzhou Poly Chill	
2	The 8th JinTeng Award - Design of the Year Award (Annual Real Estate Space)	Residence Guangzhou Poly Gratified West Bay	
	Ranking First in Units Sold in H1 2024 - City-level Top-selling Property	Foshan Guangfo Poly City	
	The Kinpan Awards for Annual Best Residential Building Award of the Year (Landscape) in the Southern China	Shenzhen Poly Urban Cultural Bay	
zhen	The 4th Asia Habitat Landscape Award (AHLA) - Excellence Award for Live Display	Shenzhen Poly Vibe Centro	
	Beautiful Residence Category - Best Floor Space Playing a Key Role - Shenzhen Poly Lujiang Lane Model House	Huizhou Poly Lujiang Lane	
	2024 4th Pro+ Award - Silver Award for Architecture	Nanning Poly Park City	
	2024 4th Pro+ Award - Glod Award for Interior Design	2024 4th Pro+ Award - Glod Award for Interior Design Nanning Poly Park City	
	2024 JinTang Prize Annual Excellent Model House/Sales Office Design	Nanning Poly Jin House	
	2024 Kinpan Awards General Category - Best Pre-sale Residential Project	Nanning Poly Park City	
	2024 Kinpan Awards Space Category - Best Building Sales Space of the Year	Nanning Poly Park City	
	2024 Kinpan Awards Space Category - Best Supporting Activity Space the Year (Southern China)	Nanning Poly Dream River	
	2024 Kinpan Awards Space Category - Best Supporting Activity Space the Year (China)	Nanning Poly Dream River	
	2024 Kinpan Awards Beautiful Residence Category - Best Floor Space Playing a Key Role	Nanning Poly Jin House	
Guangxi	2024 Kinpan Awards Beautiful Residence Category - Best Floor Space Playing a Key Role	Nanning Poly Hearty	
	2024 Kinpan Product Strength - Quality Residential Building - Gold Certification	Nanning Poly Park City	
	2024 Kinpan Product Strength - Quality Residential Building - Gold Certification	Nanning Poly Jin House	
	2024 Kinpan Product Strength - High-end Mansion Certified Residential Project	Nanning Poly Dream River	
	The 4th Asia Habitat Landscape Award (AHLA) in 2024 - Excellence Award for Live Display	Nanning Poly Park City	
	The GA+AWARD 2024 - Gold Award for Interior Design	Nanning Poly Dream River	
	Ranking Among Top 3 in Urban Sales Performance and Claiming 2th Place in Nanning in H1 2024	/	
	Ranking First in Amount Sold in H1 2024 - City-level Top-selling Property	d in H1 2024 - City-level Top-selling Property Nanning Poly Town	
	Ranking Among Top 5 in Urban Sales Performance in H1 2024	Nanning Poly Dream River	

About Poly Property

Sustainable Development Management

The Group adheres to the philosophy of sustainable development and has incorporated the ESG concept into business management. We actively promote the sustainable development of both our business and social impact, collaborating with stakeholders to create long-term business value.

GRI indicators addressed in this chapter

2-14, 2-16, 2-17, 2-22, 2-26, 2-29, 3-1, 3-2, 3-3

Sustainable Development Blueprint

The Group drives the deep integration of sustainable development issues with corporate strategy and operations. In 2024, we formulated and released a sustainable development strategy comprising five strategic directions: Lean Governance, Brighter Future, Green Homeland, People-oriented Philosophy, and Shared Success. Additionally, we align our sustainable development strategy with the United Nations Sustainable Development Goals (UN SDGs), aiming to create sustainable long-term value for customers, employees, communities, and the Earth. The key ESG issues we focus on and related commitments are illustrated as follows:



Sustainable Development Strategy

ESG Governance System

The Group devotes to improving the level of sustainable development, improving the ESG governance system, and establishing the ESG governance structure, clarifying the functions and responsibilities of each level, and making and adjusting ESG-based strategic plans according to the operations of the Group.

ESG Governance Structure

To ensure the effective implementation of our ESG strategy and the achievement of sustainable development goals, the Group has established a top-down ESG governance structure with clear lines of authority and responsibility to implement the work of ESG management.

The Board of Directors is the highest leadership and decisionmaking body responsible for ESG affairs and provides overall leadership and ESG decision-making. The ESG Committee of the Board of Directors, upon authorization by the Board of Directors, plays a leading and supervisory role in dealing with ESG matters. It is responsible for formulating ESG strategic plans and policies and monitoring their implementation.

The ESG Leading Group, led by the General Manager, with the Deputy General Manager of the Capital Market Department as the deputy group leader and all senior management personnel as members, is responsible for developing ESG work plans and leading and promoting their implementation. As the core force behind decision-making and driving ESG initiatives, the Group ensures the effective implementation of all measures.

The ESG Executing Group is a cross departmental organization composed of leaders from all functional centers, regional property development companies and 4 professional companies, responsible for the specific execution of ESGrelated tasks, and ensuring that ESG goals are implemented and executed within business operations.



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ESG Committee of the

Board of Directors

ESG Leading

Group

- Review and approve the overall ESG strategies, goals and policies of the Company
- Review and approve the Company's ESG reports
- Be ultimately responsible for the overall ESG governance of the Company
- Supervise the management and review the Company's ESG performance
- Monitor major ESG risks of the Company, review ESG-related risk management and internal control systems
- Develop and monitor the overall ESG strategies, goals and policies of the Company
- Advance the top-down culture building and incorporate ESG factors into the business decision-making process
- Identify and assess major ESG risks related to the Company's business
- Review the progress and results of ESG work and monitor the Company's ESG performance to meet the expectations and requirements of investors and regulators
- Review the Company's ESG report and recommend approval by the Board of Directors
- Report ESG work to the Board of Directors on an annual basis
- Propose the Company's ESG strategies and objectives and submit them for review and approval by the ESG Committee and the Board of Directors
- Study, discuss and make decisions on specific ESG issues
- Develop the annual ESG plan, action plan and specific objectives, review and determine the annual ESG budget
- Review the ESG mechanism and scope of authority every year
- Organize and lead the preparation of ESG reports
- Report work and give advice to the ESG Committee of the Board of Directors every year
- Monitor and promptly inform the ESG Committee of ESG-related material risk events of the Company



- Pay attention to ESG issues with strong relevance, implement ESG-related policies and work, and conduct cross-departmental cooperation in dealing with specific issues
- Report the ESG progress every year, including KPIs
- Participate in the preparation of ESG reports
- Integrate ESG with functional business, and continuously improve work methods
- Report ESG-related risk events to the ESG Leading Group in a timely manner and share major positive ESG cases or material risk events of the year across the Group
- Pay attention to the ESG development trends of industry-related functions and actively put forward ESG improvement suggestions to the ESG Leading Group



Board Statement

The Group attaches great importance to ESG matters, continuously improving its ESG management system and structure, and practicing the concept of ESG in enterprise management and operations.

As the highest leadership and decision-making body for ESG work, it takes charge of the ultimate liability of setting the direction for ESG development, formulating strategic plans, and reviewing related goals. The ESG Committee of the Board of Directors, upon authorization by the Board of Directors, assumes ultimate responsibility for formulating and monitoring the Group's ESG strategies, goals, and policies, as well as reviewing the implementation and outcomes of ESG initiatives. The ESG Committee has at least three members and the members are appointed by the Board of Directors.

The ESG Committee holds at least two meetings every year, to discuss and review the ESG matters, including ESG-related goals and progress, potential risks, industry trends, etc. At the same time, the ESG Committee implements the meeting resolution by guiding and allocating relevant resources according to discussion results and submits a proposal to the Board of Directors for approval. At the execution level, the ESG Leading Group and the ESG Executing Group communicate closely to drive the specific execution of ESG initiatives across departments.

In order to effectively prevent and control potential risks that may hinder the sustainable development of the Group, the Board of Directors is responsible for overseeing the implementation of the ESG management strategy. At the same time, the Board of Directors participates in the assessment of ESG risks and opportunities, further integrating ESG principles into all aspects of the Group's strategies and operations to effectively implement the ESG management strategies. During the reporting period, we systematically identified and assessed climate change-related risks and opportunities and formulated corresponding response measures.

The Group places great importance on stakeholders' demands and expectations regarding ESG. Each year, the Board of Directors evaluates, prioritizes, and finalizes the ESG issues of concern to stakeholders, based on changes in the internal and external environment as well as the Company's operational situation, ensuring that the Group's ESG strategy is closely aligned with the long-term interests of stakeholders. Under the leadership of the Board of Directors, we systematically advance the achievement of ESG goals, continuously optimizing strategic measures to drive sustainable development.

Communication with Stakeholders

The opinions and suggestions of stakeholders are vital for the sustainable development of the Group. We consistently value communication by establishing a mechanism of transparent, convenient and normalized communication through multiple channels. While maintaining close contact with stakeholders, and deeply understanding and responding to their expectations and concerns in a timely manner, we work with various parties to achieve sustainable development in terms of economic, social and environmental values.

Types of Stakeholder	Group	Communication Channe	els	
اnvestor: shareho		Company websitePerformance presentations	 Company's announcements Communication with analysts/investors 	 Annual general meetings Annual and interim reports Social media
Custome	ers	• Company website	• Social media	
Employe	ees	Trainings and orientationAnnual and quarterly performance review	IntranetTeambuilding activities	 Opinion box Regular meetings Whistle-blowing system
Supplier and busi partners	iness	• Supplier assessment	• Tender and procurem	nent processes • Supplier conferences

Materiality Assessment

The Group values the identification and management of materiality topics, and uses them as a fundamental reference for ESG management. In accordance with the Environmental, Social and Governance *Reporting Guide* published by HKEX and other guidelines, we conduct targeted communication and research of stakeholders to determine the significance of materiality topics.

In 2024, based on the results of the 2023 ESG materiality assessment, and taking into account the Group's strategy, market environment, policies and regulations related to businesses, best ESG practices from industry peers, and expert opinions, we reviewed and updated the 21 materiality topics and their rankings from two perspectives: "significance to the Group" and "significance to external stakeholders". All topics were reviewed and confirmed by the management and the Board of Directors, and the materiality matrix for the current year was finalized.

During the reporting period, the Group summarized a total of 21 materiality topics, including 9 highly material topics and 12 moderately material topics.



Sustainable Development Management



Moderately material topics

- 10 Customer privacy and 14 Employment policy information protection
- and employee benefits
- 15 Use of materials
- 16 Customer health and safety
- 17 Employee Training and Development
- 18 Use of water resources 19 Diversity and equal opportunities
- 20 Intellectual property management
- 21 Community contribution

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The United Nations Sustainable Development Goals (UN SDGs) addressed in this chapter include: The state only state

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Sound corporate governance and effective risk management are the essential foundations for ensuring compliant operations and efficient management. The Group has established a sound governance structure, strictly adhering to business ethics and a culture of integrity. We have also built an integrated risk-compliance-control mechanism, integrating the risk management system deeply into all business areas to ensure the long-term and stable corporate development.

HKEX indicators addressed in this chapter

B6.3/B7.1/B7.2/B7.3

GRI indicators addressed in this chapter

2-9, 2-10, 2-11, 2-12, 2-13, 2-18, 2-19, 2-25, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1, 405-1



Corporate

Governance

The Group continues to enhance its corporate governance structure, continually improving governance levels and management effectiveness. This ensures the scientific and transparent nature of the decision-making process, while continuously optimizing investor relations, laying a solid foundation for the Company's steady development.

Construction of Board of Directors

During the reporting period, the Group established and revised four key regulations: the Board Meeting Rules of Poly Property Group, the Board Committees' Work Regulations of Committees under the Board of Directors of Poly Property Group, the Board Resolution Management Measures of Poly Property Group, and the Board Decision Implementation Feedback and Supervision Measures of Poly Property Group. Additionally, Poly Property revised and improved five regulations: the Whistle-blowing Policy of Poly Property Group, the Shareholders' Meeting Proposal Procedure of Poly Property Group, the Shareholder Communication Policy of Poly Property Group, the Compensation Committee's Scope of Authority, and the Nomination Committee's Scope of Authority. These efforts refined corporate governance processes and management mechanisms, clarified responsibilities at all management levels, and effectively promoted the continuous optimization of the Company's governance structure.

The Group has established a clearly defined decision-making and execution system, with clearly delineated roles and responsibilities for each governance body. The Board of Directors, as the supreme governing body, makes decisions on major issues and reports work to the shareholders' meeting. To strengthen oversight, the Board of Directors establishes four specialized committees: the Audit Committee, the Remuneration Committee, the Nomination Committee, the Environmental, Social and Governance Committee. Such committees supervise and review the performance of the Group in dealing with various fields, and regularly report work to the Board of Directors.



Diversity of the Board of Directors



Lean Governance for Robust Development

Ingenious Construction for a Brighter Future

Ecology

Following the principle of talent first, the Group continuously focuses on the development of the diversity of the Board of Directors. When selecting the members of the Board of Directors, we apply a range of diversity criteria, including gender, age, professional qualifications, and skills and expertise, to ensure high standards of corporate governance.

				Skills			
	Name	Туре	Gender	Enterprise and business operations	Corporate governance, compliance, and risk management	Finance and accounting	Industry knowledge and market strategies
1	Wan Yuqing	Executive director	Male	0	0		0
2	Hu Zaixin	Executive director	Male	0	0		0
3	Chen Yuwen	Non-executive director	Male		0	0	0
4	Fung Chi Kin	Independent non- executive director	Male	0	0		
5	Leung Sau Fan, Sylvia	Independent non- executive director	Female		0	0	
6	Wong Ka Lun	Independent non- executive director	Male	0			
7	Ng Kim Lam	Independent non- executive director	Male		0	0	



• Under 40 years old • 41-50 years old • 51-60 years old • Above 61 years old

Age Distribution of Members of the Board of Directors

Investor Relations

In 2024, the Group organized a total of 18 investor exchange activities, including shareholders' meetings, performance presentations, non-deal roadshows, and one-on-one or one-to-many meetings for investors and analysts. The Company's leadership team participated in 7 of these activities. Through organizing various forms of investor exchange activities, we ensured that investors were able to obtain timely and comprehensive insights into the Group's operational status and development trends, and actively responded to the issues of concern to investors, thereby effectively enhancing investor trust.

Structure of the Board of Directors and Skill Matrix

Compensation Structure of the Board of Directors

The remuneration of the Group's executive directors and senior management personnel is determined by the Remuneration Committee, taking into account the Company's performance, market comparison data, and the personal abilities and work performance of individuals. This ensures that the set remuneration level is sufficient to attract and retain talent to successfully manage the Company, while avoiding excessive compensation. No director is allowed to participate in determining their own remuneration

Ingenious Construction for a Brighter Future

Construction

Informatization The Group actively promotes its digital transformation and regards digitalization and informatization tools as advanced productive elements. By continuously developing and iterating system tools, the Company effectively ensures flexibility in adapting to market changes, while achieving smooth integration and stable development. During the reporting period, we advanced the Company's digital transformation in three areas: "closed-loop business management platform, strengthening business management systems, and enhancing customer service capabilities", further advancing the digital transformation construction, promoting the optimization of basic management and providing strong support for improving the Company's competitiveness.

Closed-loop Business Management Platform

- Operation board iteration: Iterate the style and indicators of the operation board, restructure the underlying business data calculation rules, and help company leadership access dynamic operational data.
- Cargo value management system upgrade: Developed a cargo value management system aimed at full-cycle, all-type cargo value management, leveraging multiple versions of cargo value management and multi-dimensional dynamic cargo value monitoring to support refined management needs such as cargo value budget and actual analysis, dynamic forecasting, strategy adjustment, and scenario simulation.
- Profit planning, pricing and price adjustment calculation: Simulate the impact and changes brought by pricing and price adjustment schemes on project operations, enabling efficient and accurate decision-making for pricing and price adjustment operations.

Strengthening Business Management Systems

• Sales system: Provide system tools to support core business such as sales targets, pricing and price adjustments, transactions, cash recovery, and "four rates", improving the management level of sales business.

- Financial cash recovery management module: Implement refined and efficient management of cash recovery, enabling customization of various mortgage schemes, intelligent follow-up and reminders, cash payment linkage, and precise tracking of payments, and enhancing the Company's cash recovery capabilities.
- Marketing expense system: Develop a comprehensive marketing expense management system that covers marketing rates, expense budget, contract management, and payment management, ensuring the implementation of cost reduction and efficiency improvement requirements.
- Commission system: Enhance the transparency, accuracy, and compliance of commission calculations, ensuring efficient and compliant commission management.
- Cost and fund planning management: Improve cost and fund planning management, ensuring that plans are based on solid data, approvals are traceable, execution is monitorable, and results are analyzable, thus achieving an online closed-loop management and control for cost payments.

Enhancing Customer Service Capabilities

- o Property work order system: Achieve an online closed-loop business process internally and create online service standards and conducting supervision and evaluation.
- and efficiency.
- improving operational efficiency and the quality of safety supervision.





Ecology

People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter



touchpoints for customers through system tools, and support the delivery of property services by implementing

• Smart pedestrian access system: Utilize intelligent devices to provide various access methods such as facial recognition, QR codes, Bluetooth, and access cards, comprehensively enhancing community service quality, safety,

• Intelligent firefighting system: Enhance the overall fire prevention and control capabilities of communities, while



Ingenious Construction for a Brighter Future Green Homeland Ecology

Risk Management

The Group regards legal compliance and integrity as the foundation of its business and exercises strict management and control over potential risks in operational processes. The Group has established an integrated risk-compliance-control mechanism and formed the three lines of defense for risk management to ensure operational stability and sustainable growth.

Risk Control

The Group established the Comprehensive Risk Management and Internal Control Measures of Poly Property Group (Trial), providing a solid institutional foundation for the effective execution of risk management and internal control, and enhancing risk management and control capabilities. We developed a comprehensive risk identification and management and control process, and conducted systematic risk identification. assessment, response, and monitoring across all processes and stages in actual operations, forming a closed-loop risk management and control system.



3,809 participants At the beginning of each year, we conduct comprehensive risk investigation once, organize various functional departments to identify risk management concerns according to their work priorities, and urge subsidiaries to investigate risks and Each functional department is responsible for assessing risk information and the level of impact to each business line and reviewing the effectiveness of improvement measures. For major risks, develop risk management strategies; and each functional department and subsidiary, based on the annual risk management and control objectives and in line with their own management conditions, formulates a risk management and The functional departments urge each subsidiary to propose a risk management solution for each risk according to the risk management strategy, and to make clear risk resolution objectives, required organizational leadership, management and business processes, specific countermeasures for risk events and tools for risk management. We track and inspect the implementation of risk management solutions, and urge each subsidiary to fill in the information of risk response progress in the risk

Risk Management and Control Process

Construction for a Brighter Future

Ingenious

Compliance in Operation

The Group adheres to relevant laws and regulations concerning compliance in operation and has established and implemented internal compliance policies such as the Compliance Management Rules of Poly Property Group and the Legal and Compliance Review Management Measures of Poly Property Group. We continuously optimize our compliance management rules and system to ensure compliance management.



During the reporting period

10 specialized training sessions on compliance in operation were held

The Compliance Management Committee of the Group coordinates and guides the compliance management work. The Group's General Counsel is also the Chief Compliance Officer, and compliance administrators under the Compliance Management Committee are responsible for implementing various compliance policies and measures to ensure business

The Group established a major case supervision mechanism. Under the centralized deployment of the Group, we have set up the work supervision group, leadership coordination group and work promotion group, forming a three-tier linkage work mechanism for regular communication, timely reporting and forward command, creating a business compliance environment.

operations adhere with relevant laws, regulations, and industry standards.

To continuously strengthen compliance management capabilities, the Group organized 10 training sessions on compliance in operation during the reporting period. These sessions were aimed at senior management personnel and employees across various departments, providing in-depth communication on the compliance requirements of relevant laws and regulations in corporate governance, as well as key considerations for daily management. The training also comprehensively communicated the internal policy requirements related to compliance management.

Internal Control

The Group adopts a risk-oriented approach, with a focus on compliance supervision, to establish a comprehensive, standardized, and effective internal control system. During the reporting period, the Group developed the Internal Control and Compliance Application Manual, which includes risk management, compliance, and internal control requirements for 20 management areas within the Company. For each management area, we have established "One Image, Two Repositories, and Three Lists", which are the panoramic image of processes, internal and external regulation repositories, risk identification list, job compliance negative list, and process management and control and compliance obligation list. The Internal Control and Compliance Application Manual, along with our various management systems, together form the internal control management system.

"One Image"	>	The panoramic image of processes is a panoramic framework that covers all process management stages within the relevant management area.	, contraction of the second se
"Two	>	The internal and external regulation repositories include the external legal and regulatory repository and	
Repositories"		the internal rules and regulations repository, which serve as the basis for standard internal control activities.	
"Three Lists"	>	The risk identification list includes compliance, financial, operational, and market risks identified based on the Company's past risk cases, incident scenarios, and common risks in the industry.	
	>	The job compliance negative list of outlines the red and bottom lines of compliance that must not be crossed for each position, including high-risk and medium-risk boundaries, derived from external policies and legal and regulatory requirements.	
	>	The process management and control and compliance obligation list specifies the standard control activities or compliance obligations at each stage of the process, identifying the responsible departments and positions, control documents, and policy references for standard control activities. It also serves as a benchmark for internal control evaluation and testing.	

In addition, we developed the Internal Control Self-assessment and Supervision Evaluation Manual, aiming at clearly defining and guiding the Group in conducting internal control evaluations, providing improvement suggestions for identified internal control issues and promoting the continuous improvement of the internal control system.

Audit Management

The Group has formulated multiple management rules including the Internal Audit Management Measures of Poly Property Group Co., Limited, to clarify the responsibilities and procedures of internal audit and ensure the efficient and orderly implementation of the internal control system. During the reporting period, we revised the Internal Audit Work Process and Quality Control Guidelines of Poly Property Group Co., Limited, establishing a five-stage internal audit workflow of "Planning - Preparation - Implementation - Concluding - Rectification". This further improved the processes and quality management of internal audits, creating a closed-loop follow-up mechanism and continuously enhancing the standardization and effectiveness of the Group's operational management.

> Develop an annual audit plan, adjust the audit plan as needed

Rectification stage

> Establish a rectification ledger, track the rectification progress, review the effectiveness of rectifications, and hold accountable those who fail to rectify within the specified timeframe



Concluding stage

> Prepare the audit report, seek comments, revise and finalize audit report, issue the audit report, and establish audit files

2024 Internal Audit

During the reporting period, we incorporated ESG-related content into relevant audit work, such as responsible marketing and engineering quality and safety. We conducted economic responsibility audits for the three main leaders of four subsidiaries, carried out special audits for three subsidiaries, and carried out a comprehensive audit for Hong Kong Poly Property.

Ecology

Planning stage

schedule various audit projects, and



Internal Audit Workflow

Ingenious Construction for a Brighter Future

Green Homeland for a Harmonious Ecology

Business Ethics

During the reporting period

Poly Property organized

10 specialized business ethics and anticorruption training sessions

Of which

3,447 participants

With cumulative attendance of

With cumulative attendance of

12 participants

Total training duration of

43 hours

Total training duration of

8,179 hours

3 specialized training sessions were provided to directors

The Group firmly adheres to the concept of "integrity and self-discipline for honest practice" and complies with relevant laws and regulations. We have formulated and implemented some internal systems such as the Integrity Risk Prevention and Control Manual of Poly Property Group Co., Limited and the Implementation Opinions of Poly Property on Deepening Integrity Education, to clarify the red line of business ethics and create a fair and clean business environment and cultural atmosphere.

During the reporting period, we introduced several new internal management systems and continued to promote the development of anti-corruption and anti-unfair competition policies. We developed and incorporated the Notice on Strengthening Re-supervision of Certain Business Areas by the Discipline Inspection Committees at All Levels of Poly Property as a code of conduct for anti-corruption and anti-unfair competition in key areas such as marketing and procurement. The Discipline Inspection Committee Secretary Performance Evaluation Measures of Poly Property Group's Subsidiaries (Trial) serves as an important institutional basis for the annual performance evaluation of grassroots disciplinary inspection leaders. Additionally, the Work Plan for Promoting the "Clean and Honest Home" Brand Building of Poly Property serves as the guiding framework for further strengthening the construction of an integrity culture brand.

We continuously optimize the business ethics and anti-corruption management structure, and establish a dedicated Discipline Inspection Office to oversee and enforce the Company's business ethics standards. Regular training is provided to employees to ensure that the latest laws, regulations, and internal policies are effectively publicized and implemented, while advancing the system in which the officials don't dare to, are unable to and have no desire to commit corruption. During the reporting period, the Group did not have any litigation or cases involving corruption.

"Clean and Honest Home" Brand Building Activities

In 2024, the Group actively carried out the "Clean and Honest Home" brand building activities, focusing on creating integrity classrooms, integrity units, integrity platforms, and integrity works. These efforts aim to foster a culture of integrity and build an integrity brand.

Building integrity classro

We conducted training and knowledge assessments to deeply interpret relevant laws, regulations, and internal policies. By analyzing typical cases, we further strengthened the employees' moral defenses.





We enhanced the training of discipline inspection and supervision personnel to improve their performance capabilities and recognized those who perform excellently. We also focused on the sales business and promoted integrity in marketing operations by providing integrity education and organizing marketing personnel to sign the *Marketing Personnel Integrity Commitment*.



Upholding integrity platforms

We strengthened the construction and implementation of integrity systems and established a regular supervision mechanism. Supervisory checks were carried out to identify problems promptly and complete rectifications. We also deepened internal and external oversight through measures such as integrity announcements, integrity notifications, and integrity cooperation agreements.



Innovating integrity works

We launched over 170 integrity works, including "Small Integrity Theater" and "Letters to Home", using diverse cultural forms to promote integrity culture. Furthermore, we actively expanded the channels for promoting integrity culture, releasing micro-videos and case studies on integrity through online platforms. Offline, we hosted integrity-themed painting and calligraphy

We launched over

integrity works, including "Small Integrity Theater" and "Letters to Home"



Construction for a Brighter Future

for a Harmonious Ecology

Whistle-blowing System

The Group continues to optimize its whistle-blowing system to encourage our employees, suppliers, and partners to report in real names or anonymously through written letters, emails, and other means.

• Email address: whistleblowing@polyhongkong.com.hk

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Public Whistle-blowing Channels

Written letters:

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Email:

- Recipient: General Manager, Audit Center, Poly Property Group Co., Limited
- Address: 2503, 25/F, Admiralty Centre Tower 1, 18 Harcourt Road, Hong Kong

The audit center is responsible for investigating and handling whistle-blowing incidents. If a reported complaint involves highly sensitive matters, the investigation will be conducted after reporting to the Chairman of the Audit Committee for guidance. In the event of a conflict of interest among investigators, they will recuse themselves from the entire investigation process.



Complaint Handling Process

We have established a whistleblower protection and confidentiality mechanism to effectively safeguard the safety and privacy of whistleblowers.

Protection Mechanism

Confidentiality Mechanism

We ensure that good-faith whistleblowers are protected from unjust dismissal, harm, or unreasonable disciplinary action. Any harassment, harm, or retaliation against whistleblowers will be regarded as misconduct and, if verified, will result in disciplinary action.

We protect the identity information of whistleblowers and related individuals to prevent the disclosure of information that could harm their interests or reputation. The Company keeps all materials provided by whistleblowers confidential, except when required by laws or regulations, or when referred to regulatory authorities or law enforcement agencies. Whistleblowers are also required to keep the details of the whistleblowing confidential to avoid affecting the investigation.

Intellectual Property Rights



The Group strictly complies with national laws and regulations such as the Intellectual Property Law of the People's Republic of China, the Copyright Law of the People's Republic of China and the Trademark Law of the People's Republic of China. We continuously regulate intellectual property management to avoid any behaviors of infringement.

We protect intellectual property rights by strengthening contract management, requiring all types of procurement contracts to include clauses that prohibit the infringement of third-party intellectual property rights. Additionally, we ensure that the ownership of intellectual property is clearly defined in design commission agreements or technical consultancy contracts.

At the same time, we continue to advance the brand licensing management by incorporating brand protection clauses into relevant agreements and implementing supervisory management and control throughout the review, signing, and performance processes, ensuring the standardization and normalization of brand management. If any company uses the word of "Poly" in its corporate name without authorization, we will actively take measures such as sending lawyer letters and filing complaints to handling offices, and actively assist judicial organs to safeguard our rights and interests.



Ingenious Construction for a Brighter Future

02

The United Nations Sustainable Development Goals (UN SDGs) addressed in this chapter include:



Poly Property upholds the brand vision of "Poly, My Hometown" and crafts an exceptional quality of life. With the human-centered spirit as the core, exquisite craftsmanship as the foundation and professional service as the wings, Poly Property creates a beautiful life, fully safeguarding customer rights and interests and delivering customer value through thoughtful service. We adhere to long-termism, creating an outstanding brand ecosystem chain to fulfill our promise of a better life.

HKEX indicators addressed in this chapter

B6.2/B6.4/B6.5

GRI indicators addressed in this chapter

2-27, 3-3, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1



Exquisite Products

Poly Property builds core strength through a product-oriented approach, creating exquisite products that lead the trend of exquisite craftsmanship and drawing a better life blueprint.

Creating a Beautiful Life

Poly Property uses "Poly, My Hometown" as its brand development philosophy, striving to build a brand ecosystem chain with exceptional competitiveness. In 2024, we further improved the "POLYLIGHT-Four Sensory Living System" and deeply implemented the product philosophy of customer-centered approach and precisely meeting homeowners' living needs by creating a solid product value foundation. We also strictly controlled product details, providing high-quality technical modules and guidelines for projects, which comprehensively enhances product competitiveness.



Lean Governance for Robust Development

Green Homeland for a Harmonious Ecology

Product Philosophy

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Construction for

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Poly Property has established a product philosophy centered around "Eastern Charm, Western Elegance - Quality Classics, Passed Down Through Generations". By blending Eastern and Western aesthetic philosophies, along with the craftsmanship of both products and services, we inspire emotional resonance in residents. This philosophy brings the design concepts of hotels into the home. Guided by "Eastern Charm, Western Elegance", the overall product presentation achieves a harmonious coexistence of Eastern and Western cultural essence. While highlighting the rich Eastern atmosphere and heritage and reflecting classical Eastern aesthetics, it cleverly integrates contemporary Western elements, maintaining a balance between Eastern and Western cultures and blending modernity with tradition.

Five Major Product Lines

Poly Property continues to deepen the top design of its five major product lines, constantly optimizing the "JIADI Series, YU Series, FU Series, YIN Series, ONE Series", to create a beautiful family of branded products. By closely monitoring new market trends and customer demands, we offer unique and wonderful living experiences for different types of customers.

JIADI Series



Suzhou Classics Mansion

Eastern charm, western elegance, spatial heritage:

The planning and layout blend Eastern gardens with Westernstyle gardens, creating a majestic and orderly ceremonial space through the interaction of parallel and vertical landscape systems, highlighting the sense of nobility and ceremony of central cross-axis.

Intelligent design, convenient functionality:

The design includes a fully integrated smart home system, such as electric curtains and a video intercom linked with the elevator control system, providing a comprehensive smart and high-quality living experience.

People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter

Urban Legend, Honoring Classics

Craftsmanship and premium materials:

Natural stone, environmentally friendly composite wood flooring and other green, high-quality materials are used.

Touchless homecoming, human care:

Equipped with features such as a covered walkway and automatic sensing doors, the design creates a touchless homecoming experience.

Five major health systems:

Equipped with five major health systems of central air conditioning, bidirectional fresh air flow, water floor heating system, garbage disposer and direct drinking water purification system, there is an upgraded health experience.

Green Homeland for a Harmonious Ecology

YU Series Elegance Shines, a Timeless Reputation







Core concept:

Create an international luxury resort hotel, establishing a top-tier lifestyle model.

Planning and design:

Drawing inspiration from the landscape of Jinan's mountains, water, forests and springs, we formed a balanced, harmonious and layered planning system. The design incorporates a Western-style garden sequence, emphasizing a sense of order and noble ceremony. The facade design aligns with international luxury styles, focusing on taste and aesthetic quality.

Materials and colors:

We selected light-colored paints and champagne gold metal lines to showcase elegance, grandeur and luxurious prestige.

Executive lounge features:

The symmetrical design creates a highly attractive social and leisure space. From the entrance to the interior seating and decorative details, every aspect is exquisite and elegant, offering an unparalleled guest experience.

• Jinan Poly Jinmao Splendid Jade

FU Series Essence of the East, Elegance in Creation

Core positioning:

Crafted with Eastern aesthetics, this project offers limited edition of 264 low-density semimountain luxury residences, emphasizing modern subtle luxury and scarcity.

Planning and design:

A blend of traditional ceremonial and modern spatial planning, six gardens and a cross-axis design with symmetrical central layout is applied. The space is orderly yet interconnected, providing an open and expansive view.

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Facade design:

Reinterpreting Eastern aesthetics with modern techniques, the spacious luxury townhouses feature full aluminum and large glass floor-to-ceiling windows, creating a "floating moonlight treasure box" effect. The garden villas have 270° floating island balconies, offering an IMAXstyle full sunlight experience.





People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter





Floor space highlights:

Offering a villa-like expansive luxury experience, this is the pure villa product in the Jinan market, fulfilling the imagination of luxury homes.

Club features:

There is a more than 1,000 square meter landscape-themed club, which is divided into above-ground and underground sections. The underground club serves as the most important ceremonial space in the homeowner's homecoming flow.

• Jinan Poly Quehua Peak Scenery

Green Homeland for a Harmonious Ecology

VIN Series Inspired Craftsmanship, Exquisite Everyday Life



Spatial sequence:

Progressive ceremonial design creates a three-fold homecoming experience (hotel-style drop-off gate, central axis with water flowing into the forest for homecoming and garden-style unit entrance). The separation of pedestrians and vehicles, along with barrier-free elevators, enhances the homecoming quality and sense of prestige.

Floor space design:

Breaking the original design layout and utilizing new area regulations for product upgrade, we create a 100% usable floor plan. The floor space structure is optimized to enhance flexibility.





Architectural design:

Modern-style facade with clean, upright lines and strong tension.

Landscape design:

The refined style of the hotel-style main gate is adopted, with a layout featuring two axes, three zones and three gardens. It uses "water, trees and mountains" as spatial scenes, providing three different landscape experiences and three interstitial gardens, blending nature with art.

• Nanning Poly Park City

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Yacht club:

The building's form is sloped, resembling a "giant yacht" naturally growing from the ground. The sleek lines create a seaside artistic atmosphere. The interior, themed around ships and harbors, continues the yacht style, modern and elegant, embodying the concept of "future yacht living".

Commercial villas:

Designed with transparent glass, these villas bring the soft coastal landscape views into the interior spaces. The view flows with the mood, perfectly interpreting the modernist master Ludwig Mies van der Rohe's design philosophy of "LESS IS MORE".

Landscaping:

The project features a rare 32,000-square-meter garden, with a landscape theme of "a pure land paradise between mountains and sea, and a peaceful harbor on a yacht". It includes four types of distinctive landscape styles, offering a high-quality vacation experience.

People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter

ONE Series Relaxed Homecoming, a Sanctuary in Nature

• Wanning Poly Peninsula No.1

Leveraging the unique mountain and sea layout, the project dynamically integrates architecture with bay and sea views, blending nature with art to create a coastal boutique residence that leads the nationwide trend of coastal living.

Creating a Beautiful Living Environment

Poly Property focuses on the development of beautiful living environments and actively creates child-friendly communities, cleverly integrating natural science education, educational concepts and multifunctional spaces. These efforts aim to build a fun and educational environment for children, helping them grow in close connection with nature. At the same time, we strive to enrich the leisure experiences of homeowners, creating a high-guality residential environment where art and life coexist.

Child-friendly Communities

Poly Property continuously explores and implements the concept of child-friendly communities, emphasizing the close connection between children and nature. Through the careful design of diversified children's activity modules, we stimulate children's play instincts, encouraging them to explore the mysteries of nature while learning and growing in its embrace.

• Suzhou Poly Junhua Mansion has thoughtfully created the "Lotus Field Dreamland Children's Playground" themed around the lotus of Jiangnan. The playground incorporates elements such as "natural science education, wild exploration, nature observation, climbing interactions, equipment exploration, creative thinking and social interaction", all in a highly playful manner. This setup helps children develop their five senses, collaboration, social skills, and physical abilities in a balanced and comprehensive way.



• Suzhou Classics Mansion introduces the internationally advanced "Montessori" educational philosophy, restructuring children's activity spaces. The focus is on outdoor "teaching tools" education and mixed-age learning. The project features an over 500-squaremeter art maze-like educational playground for nature exploration, companionship, growth and learning. The space is divided using circular elements, creating distinct learning and experiential areas, including a scientific classroom, plant cognition garden, insect recognition area, natural interaction space and adventure playground. The maze-like interactive landscape wall design enhances both the educational and entertaining qualities of the space.



Park Amenities Development

that combines leisure, sports and entertainment, significantly enriching their living experience.

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• Ningbo Poly Jinmao Palace Inspired by the Si Ming Xun Song Tu, Poly Property incorporates three intangible cultural "Mingzhou Charm" while showcasing an "international style". World-class masterpieces are displayed throughout the integrates art appreciation, neighborhood socializing and business receptions into the daily life of homeowners.



People-oriented Philosophy for Empowering Employee Development

• Guangzhou Poly Chill Residence Poly Property has innovatively integrated the design concepts of both club and panclub into the community's stilt floor, creating themed functional spaces such as the "Yu Taste · Sky Lounge & Coffee Bar", "Yu Health · Vitality Fitness Center", "Yu Growth · Creative Learning Studio", "Yu Toy · Kids' Fun Land", and "Yu Enjoyment · Sunlight Gathering Area". These spaces provide homeowners with an exclusive hotel-style environment

heritage craftsmanship methods: "mud gold color lacquer", "bone and wood inlay", and "Yueyao celadon", restoring the space, creating a "world art gallery" atmosphere. Additionally, as the first nearly 3,000-square-meter sunken, high-end club in the area, it blends seven major hotel-style club functions. With the support of seven stilt floor scene functions, it

Green Homeland for a Harmonious Ecology

Cultural Heritage and Urban Renewal

While focusing on product quality, Poly Property places great emphasis on the dual mission of cultural heritage and urban renewal. Adhering to the urban development concept of "staying true while innovating", the Company is committed to promoting the harmonious integration of a city's historical heritage and modern appearance, bringing a more diverse and enriching life experience to local residents.

Historic Style Building Preservation - Shanghai Lanzhou Road Project

Shanghai Lanzhou Road Project is the first district-level approved landmark project in Yangpu District. After detailed evaluation, scheme verification and two expert meetings on heritage and fire protection, it was decided to adopt a renovation and protection strategy for the preserved buildings, gaining approval from cultural heritage experts, fire safety experts and the district planning and resources bureau.

- Alleyway layout: The historical spatial features of the Shanghai lane are preserved and continued, with one main lane and three side lanes arranged in a fishbone pattern, showcasing the unique landscape of the site.
- Protection of historical components: The original Lan Kwai Fong plaque and some stone components of the Shikumen (literally "stone gate") are retained, with decorative elements such as moldings, cantilevered eaves, balconies and Shikumen details recreated in their original style.
- Facade design: The project overall retains the original architectural style and material characteristics. The interior style residential buildings are appropriately updated based on the original historical architectural style, combining modern needs. The new residential buildings adopt modern design techniques, maintaining harmony and unity in materials and colors with style buildings.
- Roof design: Style buildings maintain the traditional pitched roof, while the new buildings feature a more modern flat roof design, distinguishing the old from the new while achieving a harmonious balance.



Urban Renewal - Jinan Poly Jinmao Splendid Jade

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Jinan Poly Jinmao Splendid Jade acquired by us in June 2024 is located at the junction of the new and old city districts, with the surrounding urban interface in urgent need of updating and improvement. We adhere to the section enhancement strategy, consistently acquiring subsequent phased land parcels around existing projects, and actively collaborating with partners on renovations. We plan to build bridges, roads and greenery between the parcels, creating an eco-friendly and livable neighborhood park. This will significantly enhance the urban landscape of the Maoling Mountain area and provide local residents with a more comfortable living environment.





People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter

Proposed Renovation Renderings

Green Homeland for a Harmonious Ecology

Leading with Exquisite Craftsmanship

Poly Property deeply integrates quality management and digital intelligence empowerment, driving progress through both. By pursuing excellence in every detail, we create trusted and acclaimed exquisite craftsmanship quality leading the way in a new chapter of high-quality development.

inspections of suspension points

Procedures are classified As $\star \star$ level

18

Conducted over

110

as \star level

32

Over

Quality Management

In 2024 Poly Property participated in over

10 engineering planning reviews

Poly Property's suspension points cover

5 major categories, including leak prevention and others

model inspections Totaling

90

Organized more than

50 critical procedures

In 2024

The Company organized over

190 evaluations of four types of Poly Hammer inspections

90 specialized inspections

More than

50 delivery evaluations (including pre-evaluations)

Poly Property continuously improves its exquisite craftsmanship management system, constantly refining guality management methods. Adhering to the customer-centered principle, we use genuine materials and meticulously craft every detail. We ensure that each step, from design to construction, is strictly managed and controlled to forge exquisite craftsmanship guality, enhance the four key visual experiences, improve delivery capabilities, and comprehensively safeguard customer rights and interests.

Quality Management **Project Quality Project Quality Management Management Measures** Rules • Project Quality • Full-process Quality Management Rules Management Measures • Key Project Procedure Checkpoint

- Implementation Rules
- Project Supervision Management Rules
- Project Documentation Management Rules

Project Quality Management Standards

- 2024 Annual Project Inspection (Poly Hammer) Water Heating and Electrical Evaluation Standards Quality Standards
- Exquisite Craftsmanship Quality Standards (2024 Version)
- Civil Project Quality Standards

• Project Handover

Project Quality Management

- Management Guidelines • Model Review Work Guidelines
- Project Planning Work
- Guidelines

Guidelines

- Waterproof Project Quality Standards
- Fine Decoration Project Quality • Centralized Procurement Category Quality Standards
- Landscape Project Quality Standards

Exquisite Craftsmanship Management System

Standard Management Actions

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To standardize the key actions in the entire project quality management process, the Company spans multiple professional fields, systematically sorts and establishes full-chain quality management actions and standards that cover project initiation, construction, completion delivery and post-maintenance services. This includes 8 stages and 42 critical actions.

Poly Hammer Inspection Evaluation

The Company routinely conducts Poly Hammer inspection evaluations, which include four types of process evaluations (underground, civil works, fine decoration, landscaping), four specialized inspections (external windows, facades, tiles, chimneys), and delivery evaluations. These evaluations follow the PDCA (Plan-Do-Check-Act) cycle principle, covering the entire construction cycle. Based on the evaluation results, we thoroughly review the execution of standard management actions and the quality management and control levels, promptly identifying and addressing shortcomings to ensure high-quality final product delivery.

In 2024, the Company organized over 190 evaluations of four types of Poly Hammer inspections, more than 90 specialized inspections, and over 50 delivery evaluations (including pre-evaluations).



Sub-item Benchmark Leadership

The Company fully implements 70 refined construction standa interior decoration, landscaping, public areas and roof facade leaps and upgrades in quality.

In 2024, the focus was on implementing outstanding construction practices such as mirror facades, carpet lawns and the integration of nine seams into one.

Standards

ards for areas such as es, driving continuous	

Digital Intelligence Empowerment

recognition

Construction elevator

operator fingerprint

Poly Property continues to advance the intelligent site construction. By utilizing a series of technological management means and integrated systems, including BIM (Building Information Modeling) technology, Dalux system, OpenSpace system, and digital engineering management platforms, we have successfully enabled comprehensive control and intelligent supervision of construction sites, significantly enhancing construction efficiency and quality while effectively reducing safety risks.



• Dust pollution video monitoring, etc.

Intelligent Site Construction Tools

Mingyuan Smart Engineering Mini-Program

Guizhou Poly Property has introduced digital systems into the construction process. By using the Mingyuan smart engineering mini-program, it has achieved comprehensive, real-time supervision of project quality and safety, and completed the digital issue registration process. The system integrates six major modules: on-site inspections, model management, material acceptance, process acceptance, actual quantity measurement, and special patrol inspections, ensuring that all stages can quickly track issues online and implement corrective measures in a timely manner.

During the reporting period, all participating parties of Guizhou Poly Property used the Mingyuan smart engineering miniprogram to input data 8,426 times, complete the entry of 370,000 actual measurement data points, conduct 594 batches of sample reviews, perform 786 batches of material acceptance inspections, and carry out 2,070 key process acceptances.

Intelligent Site Construction and Application of Hong Kong Poly Property

- Access and management of document diagrams: The Dalux system is used to manage the receipt and distribution of documents and works in conjunction with the BIM system for diagram verification and coordination tasks.
- Site quality management: The R-Drive system, together with the Site Memo, is used to record and follow up on any identified quality issues or non-compliance within the project, ensuring corrective actions are taken.
- Site safety management: The OpenSpace system is used to record and follow up on safety hazards within the project, ensuring corrective actions are taken.
- By combining the OpenSpace system with the BIM system, defects or errors can be identified early through comparative analysis of on-site finished product diagrams or models, enabling timely corrections.

Customer Value Realization

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Construction for

a Brighter Future

In 2024

Poly Property launched "Five-virtue Delivery System"

in 12 cities

23 communities delivered

With a total of

Poly Property has laid a solid foundation for creating an exceptional delivery experience by continuously optimizing and improving the delivery assurance system and quality culture construction, striving to maximize the fulfillment of customer value.

Delivery Assurance System

Poly Property has updated the Customer Relationship Management Measures of Poly Property Group, improving the delivery system. Based on this, we have carefully developed the "Five-virtue Delivery System", centering on customer needs to create a desired spiritual hometown with a peace of mind, ensuring that "My Home" carries "My Heart".

The Company is committed to delivering high-quality homes, outstanding services, and a wonderful living experience. We uphold the principle of "Delivering with Full Commitment, Building Heartfelt Connections". To achieve this, we have meticulously designed a standardized process covering all stages of before, during, and after delivery. This system integrates five key customer care aspects and 15 major delivery touchpoints, striving to reflect deep care and thoughtful service in every detail. Ultimately, we aim to realize the beautiful vision of delivering with "My Heart".



Amounting to



Quality Culture Construction



Poly Property values the cultivation and development of quality culture, continuously providing various quality and safety training programs for employees, contractors and suppliers. These include the "Craft Workshop" Series, the "543" Action Plan, etc., ensuring that internal and external engineering personnel in the Company possess high standards of quality and safety management knowledge and skills.

"Craft Workshop" Series Training

In 2024, Poly Property successfully held 10 sessions of the "Craft Workshop" training series in total. The courses covered annual goals, professional collaboration, centralized procurement empowerment, exquisite craftsmanship system promotion, experience and best project practice sharing from A-level experience projects. These training sessions deepened employees' understanding of quality and safety and further fostered a strong quality and safety culture atmosphere.

A total of 5,965 people participated in this series of training. Among them, 2,118 were employees and 3,847 were contractors. The average training duration per person reached 30.9 hours, achieving 100% coverage for relevant positions.



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Considerate Services

The Group focuses on property management, hotel services and commercial services, continuously enhancing service quality to improve customer experience and meet diverse customer needs.

Property Management

Poly Property Management is dedicated to building a comprehensive property management system, improving management efficiency and promoting the continuous enhancement of the service quality. In 2024, Poly Property Management formulated 9 quality management and control systems, implemented the Poly Property Management 5+4 system, and issued the guiding standard document Poly Property Management Community Culture Operation Guidelines (2024 Edition). Centered around five core cultural labels - "Population, Seasons, Traditions, Interests and Neighborhood" - the Company developed a community culture map, established clear guidelines for national and regional collaborative activities, and standardized mechanisms for community organization development and interactive cultural operations.

Poly Property Management organizes 8 national collaborative events annually and encourages regional companies and property service centers to host regional collaborative events or themed creative activities aligned with the five cultural labels and core values.

Poly Property Management 5+4 system	Implementation Results, Effecti
Basic Service System of Thriving Homecoming	 The headquarters of Poly Prope prior notice, no greetings or arra or reception arrangements, and the scene) across over 50 key p unacceptable issues, and inter ensuring that corrective actions v
Community Co- governance System of Harmonious Co- Living	• During the reporting period, "Hemushe" community governa of 65 joint meetings were held 11 projects, the crowdfunding f national media reports 19 times
Community Cultural System of Vibrant Neighborhood	 Poly Property Management lan Festival, themed "Towards Hap enriching the lives of senior re- support, and engagement. Cover participation from more than 10
Housekeeper Service System of Warm Care	 Poly Property Management de customers, increasing the engage satisfaction toward housekee housekeepers has reached 95 established to analyze complain effectively addressed.
Club Service System of My Hometown with Peace of Mind	 At present, 11 regional compan club space of the project in man

Ecology

veness, Highlights, etc.

erty Management conducted inspections (characterized by no angements, no listening to prepared reports, no accompanying nd going straight to the grassroots and proceeding directly to projects in 11 regions, focusing on 35 red-line violations, 78 eractions between property managers and customers while were effectively implemented.

Poly Property Management established the formation of ance organizations in 40 residential building projects. A total d, and 50 public welfare groups were set up. Additionally, in for AED was successfully completed, which were featured in

aunched 270 activities nationwide during the Double Ninth appiness, Wishing for Longevity". These activities focused on esidents by providing opportunities for enjoyment, learning, vering 11 regions and over 130 projects, the initiative attracted 0,000 elderly residents.

defined interaction standards between housekeepers and agement between housekeepers and customers and customer eepers. Currently, the nationwide awareness rate among 5%. Additionally, "400" special complaint review group was ints one by one and ensure that all issues of homeowners are

nies in the country have completed the operation plan of the nagement, and they are gradually implemented.

Customer Communication

The smart customer service hotline (400-920-0888) operates

7*10h

7.000

The annual accumulated telephone Achieving a traffic volume was more than

> **99**% customer satisfaction rate in service evaluations

In order to ensure timely and effective issue resolution for customers, Poly Property Management has established multiple communication channels and introduced a case-by-case review mechanism for complaints filed through the "400 service" platform. This mechanism covers daily property repair and service requests in the whole regions. In the event of a project complaint, a dedicated group is immediately formed, with the customer service center of Poly Property Management forwarding the case to the corresponding group for analysis and making corrective actions. Regional company leaders oversee the implementation process. Based on complaint content, Poly Property Management has also developed the Work Requirements Related to the General Management Deficiencies Identified from Complaints, which are updated monthly and revised every six months to ensure continuous service optimization.



Smart Management

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positions, manage salary adjustments, and oversee remuneration disbursement.

Training and Certification

General Quality Training

Pre-job training

Poly Property Management has fully implemented pre-job training, issuing the Notice on Clarifying the Pre-job Training Requirements of Basic Business Postions of Poly Property Management, mandating that all employees in basic business positions participate in a standardized and systematic 2-3 day pre-job training program. Only those who pass the assessment are permitted to officially assume their positions, ensuring that every new hire is qualified.

Poly Property Management Complaint Handling Flow Chart

Ecology

• Develop a human resource system to effectively manage personnel, control staffing, monitor the turnover of key

0

Green Homeland for a Harmonious Ecology

Hotel Services

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Poly Business and Tourism has meticulously developed a customer management system guided by the principles of "Hospitality of Poly". Personalized services are provided across both self-operated and managed hotels, and efforts are made to strictly adhere to food safety standards, ensure food safety and quality, focus on operational and information security, and create a comfortable and reassuring accommodation experience that enhances guest satisfaction.

	Customer Management System	Initiatives and A
Self- perated hotels	Conduct customer relationship management by means of soliciting opinions on third-party websites and using manually filled-out guest opinion collection forms to understand customer needs through the solicitation and feedback of guest opinions, and take corresponding improvement measures in response to the opinions put forward by guests.	 Beijing Poly Pla Add on-the-jc and service w Launch 100 ir response to g significantly ir Coordinate wit and provide g period, the cor Wuhan Poly Ho Increase rou engineering n Gradually enh Strengthen p response cap.
anaged hotels	The four managed hotels not only collect guest feedback through OTA ¹ website but also utilize the HySat ² and GSTS ³ (Guest Satisfaction Tracking System) to understand guests' feedback, and conduct corresponding analysis scientifically and systematically.	 Hyatt Place Liuz Distribute tailo Attach great in their accomm remedial mea enhancement Holiday Inn Shu Conduct pre-a Review online in advance; Provide follow their accomm

¹ OTA: Online Travel Agency, a general term for online booking system platforms covering hotels, travel, tickets, and related services. ² HySat: A bounded model checker for linear hybrid systems.

³ GSTS: Guest Satisfaction Tracking System, a tool used to track and evaluate guest satisfaction.

Professional Competency Training

Special training for smart operation positions

In mid-June 2024, Poly Property Management launched a special training program for smart operation positions, with 11 employees successfully completing training and obtaining certification. This initiative significantly advanced the accelerated construction of the smart operation system, significantly improving the professional level of smart operation positions and ensuring that employees in smart operation positions possess the necessary expertise, skills and business experience for their roles.

Skill competition

In September 2024, Poly Property Management successfully hosted the 2024 National Skill Competition of Poly Property in Wuhan, reinforcing the development of "Five Forces" and stimulating skilled talent vitality. A total of 15 outstanding employees won awards in the First Poly Group Vocational Skill Competition, and 48 talented individuals were inducted into Poly Group's talent pool.

Furthermore, Poly Property Management actively encourages employees to participate in external competitions, achieving excellent results in the First Zunyi City Property Management Industry Vocational Skill Competition, the Fifth Guizhou Province Property Management Industry "CRCC Cup" Vocational Skill Competition, and the 2024 Guangzhou Liwan District Micro Fire Station Business Skill Competition.

Corporate culture officer training and certification

In July 2024, Poly Property Management organized the Corporate Culture Officer Training and Certification Program, deeply promoting the cultural implementation, affecting employees with culture and stimulating employees' vitality. A total of 189 employees successfully passed certification, reinforcing corporate culture as a driving force for organizational growth.

Leadership Training

Cadre education and training

Poly Property Management places great emphasis on cadre education and training. In 2024, a total of 42 cadres participated in the Poly Property Cadre Research and Learning Program, the 2024 Online Training Program of Stateowned Enterprise Safety Production, and the Poly Knowledge and Action Academy courses. They completed 4,140 hours of centralized training, averaging 98 hours per person, while additional self-study online learning amounted to 2,192 hours, averaging 52 hours per person.

On-the-job project manager certification

To further help the employees holding positions of project managers to grow rapidly, Poly Property Management has elaborately established an employee growth platform, unblocked the channels for employees' development, enhanced their professional proficiency and comprehensive qualities, and strengthened the core competitiveness of their careers. Poly Property Management introduced the Project Manager Qualification Certification Implementation Plan of Poly Property Management and the Project Manager Talent Profile, launching two phases of on-the-job project manager certification.

Actions Taken in 2024 To Enhance Guest Satisfaction

aza Hotel

ob "Hospitality of Poly" training to enhance service awareness vork literacy;

innovative initiatives, including a self-service laundry room in guests' requests for clothes-drying facilities from Building B, improving guest satisfaction;

ith the front desk to obtain the list of guests celebrating birthdays greetings, birthday noodles, etc. By the end of the reporting omprehensive hotel service satisfaction rate was 99.67%.

otel

utine inspections of guest room facilities and enhance maintenance quality:

hance the upgrade of equipment and facilities;

professional training for new employees, focusing on crisis pabilities.

Izhou

pred gifts to different types of guests to enhance their experience;

importance to guests' feedback and proactively inquire about modation experience during check-out and take immediate asures to address any negative experiences for service quality nt.

nunde

arrival calls to understand guest preferences;

e reservations daily to ensure room arrangements are tailored

w-up calls post-check-in to confirm guest satisfaction with nodations and offer personalized service during their stay.

Hospitality of Poly - Core IP Project

"Hospitality of Poly" is a key IP project of Poly Business and Tourism, encompassing product design, service design, and customer experience as its three core competitive pillars. The project aims to establish the proprietary management framework and intellectual property right system of Poly Property. In 2024, the project was fully implemented in selfoperated hotels, with the brand launch event, internal trainer certification, mid-management training, and all-staff training completed. It also assisted hotels to establish training effect follow-up and recognition system. Going forward, continued support, supervision, and promotional activities will be made to further enhance the brand culture.



Food Safety

Poly Business and Tourism has established a food safety management system based on ISO 22000:2018 standards and relevant legal regulations, as well as the organization chart to clearly define food safety responsibilities across different regions.



Poly Business and Tourism strictly monitors food safety and implements daily self-inspections, covering critical control points (CCP), monitoring parameters and inspection frequencies, etc. The inspection results are promptly recorded, and corrective measures are taken accordingly. Additionally, an annual system audit is carried out, and an audit report is obtained to ensure that products meet the requirements of customers as well as relevant laws and regulations.

Moreover, Poly Business and Tourism regularly maintains equipment, cleans the production environment, and provides food safety training for employees to enhance their safety awareness. Through such internal management efforts, comprehensive guarantees are provided for food safety. In 2024, all the managed hotels obtained the food management system certification. Four hotels, namely Hyatt Regency Shanghai Jiading, Holiday Inn Shunde, Hyatt Place Liuzhou and Hyatt Place Deqing, completed the food safety audits and received the FSMS reports.

Operation Safety

Elevator Safety

strictly requires the elevator maintenance company to carry out proper maintenance and upkeep.

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Fire Safety

- levels and standardizing the fire management process.
- locations.
- to ensure that safety exits and evacuation routes are unobstructed and the fire protection facilities are in good condition.
- The gas system is inspected guarterly to ensure that there is no gas leakage in all equipment and to eliminate safety hazards caused by gas leakage.
- Regular fire drills and training are conducted to enhance the employees' emergency response capabilities.

• In terms of safeguarding the safety of customers, Hyatt Regency Shanghai Jiading has specially invited a professional thirdparty company to conduct an elevator safety audit. This audit assesses the health, operation, maintenance and other aspects of the elevators to ensure their safe and normal operation. The Engineering Department, based on the evaluation report,

• A sound fire management system has been established, clearly defining the fire protection responsibilities of personnel at all

• Fire safety management equipment is configured to operate 24 hours a day. Security personnel must be familiar with the fire alarm system and the fire alarm procedures. Personnel are arranged daily to conduct safety inspections at fixed times and

• Regular inspections for safety hazards are carried out, with a focus on checking the implementation of fire safety responsibilities, daily fire management, the operation of fire protection facilities and equipment, emergency response plans, and the duty system, among other aspects. Rectifications are carried out for the problems discovered during the inspections

Business Services

In the field of commercial operation, we always put customers at the center. By integrating the unique advantages of each commercial property, from the renovation and upgrading of the building environment, to the comprehensive enhancement of safety prevention and control, and the continuous extension of considerate services, we are committed to creating a more comfortable, convenient and safe commercial environment for customers through diversified services.

Shanghai Poly Plaza

Equipment renovation and environment renewal

Enhance the visibility of the building and implement the "beauty enhancement" and renewal of the building. Throughout the year, successively carry out renewal and repair work on the main display surfaces of the building, such as the steel structure of the front door canopy and the foundation stone.

Extension of "pan-administrative" services of office building and "empowerment" of cultural activities in the building

In 2024, in addition to the traditional "Art Enters the Building" activity, the cultural activities in Shanghai Poly Plaza extended to cover more themes related to enterprise services. These included events such as the Spring Festival White-collar Garden Party, the Cool Run activity, and special lectures on emergency rescue. By collaborating with local resources like the Red Cross Society, a total of two free emergency rescue certification training sessions were provided. More than a hundred people from various tenant companies participated in these sessions, and the pass rate for obtaining the relevant certificates in the assessment was 100%.



Empowering tenant safety

Provide catering tenants with two free full-coverage fire-safety training sessions per year. Newly opened catering tenants can access unlimited fire-safety training for new employees.

System Upgrades at Shanghai Stock Exchange Building

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- enhances the building's security level.
- and reduces water waste.
- significantly enhanced.

Enhancement of Considerate Services at Wuhan Poly Plaza

- intelligent, high-efficiency and high-quality parking services.
- the building's property information release and customers' external publicity.
- dining environment and service for building employees.
- and strengthen community cohesion.
- work overtime and return late.
- vibrancy of the building and improve the visual experience.
- 328 customer visits were made, 83 issues were collected, and all were resolved with a 100% solution rate.

Approximately

Issues were collected

328 customer visits were made 83

People-oriented Philosophy for Empowering Employee Development

• Install integrated facial recognition and access control systems at the entrances and exits on the first floor of the North and South Towers and in the fire-protection vestibules. This measure improves access efficiency and

• Completely replace three domestic water booster pumps at Shanghai Stock Exchange Building. This ensures a continuous and stable supply of domestic water across all areas of the building, improves water-supply efficiency,

• Optimize and regulate the operation of the chiller units. This guarantees a stable supply of cooling sources for the trading rooms of the stock exchange, effectively controls the environmental temperature within the rooms, and maintains it within a reasonable range. As a result, the security and reliability of the entire data center are

Upgrade the access control system of the office-building parking lot, and eliminate manual toll collection to provide

• Upgrade the outdoor large-screen equipment of the office building to create additional channels and platforms for

• Renovate the employee canteen of the project to create a modern, intelligent, well-managed, and diversified

• Collaborate closely with sub-district communities and building enterprises to organize a series of diverse activities, such as the "Poly Academy Winter/Summer Day-Care Program", "Free Health Clinics", "Government Affairs Express", "Safety Production Month" and "Badminton Friendship Matches" to foster a positive and caring building atmosphere

• Provide the "Safe Return Home" considerate service for building customers, ensuring the safety of employees who

• We optimize the details by laying pebbles around the floor greenery to enhance its "aesthetic appeal". Additionally, we incorporate the "four seasons change" into the landscape decoration, refreshing the space to enhance the

• Adhere to customer visits, carefully record customer feedback and requests, communicate solutions both internally and externally, and ensure accountability and feedback. This helps improve customer satisfaction. Approximately

Solution rate



Green Homeland for a Harmonious Ecology

Customer Rights and Interests

Poly Property upholds the customer statement of "The Essence of Truth and Beauty Defines My Home," striving to protect customer rights and interests, enhance customer satisfaction, practice responsible marketing, and rigorously safeguard information security and privacy, laying a foundation of trust.

Customer Satisfaction



The Group continuously upgrades the "Poly Beautiful Life UP Service System," striving to enhance Trust UP, Quality UP, Happiness UP, and Excellence UP.



The Group strives to enhance customer satisfaction by building multiple satisfaction management systems. We also leverage online marketing strategies to expand the scope of services, precisely reaching and meeting the diverse needs of our customers. Additionally, we prioritize timely responses to customer concerns and public sentiment management, ensuring that all feedback is handled effectively.

Expense Control Management

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>> The Marketing Procurement Management Regulations of Poly Property Group Co., *Limited* has been updated to replace the previous Marketing Bidding Management Regulations of Poly Property Group Co., *Limited*, further refining the Company's management framework

Sales Management

- >> According to the latest management requirements, the Marketing Management System of Poly Property Group Co., Limited was revised
- >> The Marketing Management Measures of Poly Property Group was issued and implemented in October 2024

We continuously update our customer relationship system, introducing new satisfaction modules, full-cycle risk control modules and quality deposit modules. These enhancements effectively optimize service processes, prevent potential risks, and safeguard customer rights and interests.

New Satisfaction Module

New Full-cycle Risk Control Module

Focus on both third-party satisfaction and real-time satisfaction

Significantly reduced the cost of third-

party satisfaction surveys and improved

the efficiency of survey implementation.

Enhanced online survey capabilities

allow regions to create customized

questionnaires, enabling self-service.

personalized and visual satisfaction

The system automatically generates

multi-dimensional analysis reports and

satisfaction improvement tasks based

surveys.

on survey results.

Prioritize standardization, implement closed-loop inspections and case-

based learning

- The system has predefined 10 key and standards.
- Multi-departmental participation in inspection planning ensures tiered acceptance and early-warning mechanisms, enabling process alert system.



- >> Poly Property Customer Satisfaction Survey Management Measures
- >> Poly Property Third Party Maintenance and Warranty Deposit Management Measures
- >> Poly Property Customer Relations Meeting System
- >> Poly Property Mystery Visitor Inspection Management Measures



- >> Public Opinion Handling Plan of Poly Property
- >>> Brand Culture Management Committee Working Guidelines of Poly Property Group Co., Limited

inspection nodes, 883 inspection tasks

monitoring through a comprehensive

Documented practical experiences to establish a Poly Property defect case library for internal employee training.

New Warranty Deposit Module

Online warranty deposit management and enhanced assessment of supplier performance.

- A unified contractor database, with the contractor library in the customer service system synchronized with the supplier master data in the cost system
- Collaborate with relevant departments to systematically streamline business standards.
- Integrated warranty deposit operations between customer service and cost systems through online data transfer, reducing management risks.

Reach Customers

We have integrated the Group's full-process key decision-making system for operational projects, the customer relations 521 full-cycle risk control system, and the relevant meeting systems for products and engineering. This has led to the formation of a customer relations meeting system, which focuses on four key stages: project positioning and design, project sales and construction, project delivery, and post-delivery. We have identified 35 key decision-making meeting milestones and require all departments to participate in customer relations-related meetings, ensuring that service awareness, risk control awareness, and proactive management awareness are embedded throughout the entire development cycle.

Project positioning	Project sales &	Project delivery phase	Post-delivery
& design phase	construction phase		phase
 Target cost review meeting Startup meeting Product decision meeting Sprint meeting et al. 	 Sales sample acceptance meeting Ceiling acceptance meeting Construction sample section acceptance meeting Completion and commencement meeting et al. 	 Pre-delivery risk assessment kick-off meeting Household inspection & property handover inspection kick-off meeting Delivery kick-off meeting et al. 	• Post-project assessment meeting et al.

Customer Relations Meeting System

In 2024, digital marketing strategy of the Group will focus on "infrastructure support, mechanism innovation, and actionable implementation" for further advancement. With three digital product software copyright certifications strengthening the infrastructure, we aim to set a benchmark for industry digital transformation. By innovating the mechanism to build a "digital army," we will reshape marketing momentum and achieve an integrated marketing model for autonomous customer acquisition and operations. At the same time, we actively participate in various forums and events to stay informed about economic development and industry trends, learn online marketing methods, and expand online marketing channels.

"Influencer Training Camp" Special Initiative

In September 2024, Poly Property launched the "Influencer Training Camp" special initiative. Through new media ranking data and a pyramidstyle incentive mechanism, it encourages frontline marketing team members to join the "digital army." The initiative empowers a new marketing ecosystem by promoting regular short video live streaming activities. Between September and December 2024, on the Douyin platform, the initiative achieved: 13,911 livestream sessions, 13,792 short video publications; 106 million exposures, 13,610 clue acquisitions, 878 site visits and 152 completed transactions.



Three Digital Product Software

• Poly marketing digital lean system

Poly marketing combat rating system

Copyright Certifications

Poly self-channel intelligent

management system

Lean Governance for Robust Development

Ecology

Forum Participation

• 2024 Boao Forum For Entrepreneurs: Stay informed about new economic development trends and the progress of the integration and application of digital and physical solutions.

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- grasp development directions, learn how to leverage the high-quality content ecosystem and influencer creations on the Douyin platform, strengthen online business operations, and improve online customer acquisition and conversion efficiency.
- 2024 Tencent Annual Forum: Master the latest practices in digital marketing, covering the "four online" elements (customer online, channel online, site online and marketing cost online), to help improve marketing efficiency and customer experience.

Poly Property adopts a diversified strategy to address customer needs by planning a variety of engaging activities to meet the diverse demands of its customers

Poly Planting Season Series of Activities: Palm Manor, Harvesting Beauty

Shandong Poly Property, in collaboration with the Academy of Agricultural Sciences, has reached into the community, carefully selected new types of saplings, invited experts to share a series of agricultural product knowledge with homeowners, and hosted the "Palm Manor, Harvesting Beauty" planting event. During the event, children deeply understood the importance of a green lifestyle and caring for nature. The interactive check-in sessions further enhanced homeowner engagement, effectively boosting the brand image.

Hundred-Family Banquet: "A Feast of Home, Warmth of Community"

Zhejiang Poly Property is always dedicated to providing thoughtful and attentive service. In October 2024, two successful "A Feast of Home, Warmth of Community" Double Ninth Festival banquets were held, creating a wonderful living platform for homeowners and fostering a close-knit community filled with warmth and familiarity. The event invited homeowners to jointly prepare a feast, allowing everyone to enjoy traditional delicacies while experiencing a strong festive atmosphere, creating a grand celebration where residents could participate and celebrate together.

• 2024 Douyin Annual Forum: Gain in-depth understanding of the changes in the real estate market and industry trends,





Response to Customer Demands

In 2024, Poly Property continued to upgrade its management and control of customer complaints, and constantly optimized and improved the timeliness of complaint responses.

Improved response efficiency: The response time has been shortened from within 4 hours to within 1 hour, ensuring that customers' issues can be responded to promptly.

Enhancement of handling requirements: Customer complaints has been upgraded from closing the case within 3 days to achieving a closed-loop handling within 1 day, accelerating the speed of problem-solving.

New early-warning and monitoring: A new-early warning and upgraded monitoring mechanism for the same category of customer complaints has been added. This mechanism can promptly detect and address potential issues, preventing the situation from escalating.

Work order follow-up survey: Through the form of work order follow-up, the handling status and property homeowners' satisfaction are surveyed. Customer feedback is collected to continuously improve the service quality.

Monthly assessment and management: Monthly assessments are conducted on the closure rate of customer complaint work orders to ensure all complaints are properly addressed, thereby preventing escalation and the risk of group complaints.

and 0

gement and Control

Mass complaint management and control: A special "Group-Regional" task force is established to handle issues, with a reporting mechanism that includes: reporting to the Group within 1 hour, organizing a dedicated meeting within 1 day to clarify the resolution plan, and implementing progress updates within 1 week.

Upgraded group 400 call center: Efficiently deal with homeowners' reports, repairs and demands, and conduct business in an orderly manner.

Customer service: The customer service hotline provides round-the-clock service for 7 days a week and 10 hours a day without breaks. All incoming calls are simultaneously recorded into the Group's CRM customer service system. Data is accumulated and fed back on a daily basis, and follow-up calls are made at regular intervals.

Enhancement of **Customer Service**

We are committed to enhancing customer service capabilities and enhancing customer satisfaction through diverse and various forms of training.

Elite Training Program

In 2024, the Company organized 14 sessions of the elite training programs for regional professional functional employees. This program focused on key marketing topics such as digital marketing, branding, and sales management, as well as interdisciplinary knowledge in product and customer relations. The sessions attracted a total participation of over 1,600 attendees.

Ruiying Training Plan

The Ruiying training plan introduced a specialized project marketing operations enhancement camp, bringing together 37 outstanding project operators from different regions across the country. This initiative created a platform to foster crossregional exchange and collaboration.

The training program includes four specialized courses: "Full-Process Project Simulation", "Online-Offline Customer Acquisition and Conversion Matrix Implementation", "Digital Marketing Transformation and Management", and "Parking Space Sales Solutions". Additionally, it features two workshops: "Operational Playbook Review" and "Business Challenge Solutions", which effectively enhance the professional skills of all project operators, helping them stay aligned with the latest industry trends and master cutting-edge marketing techniques.

Poly Knowledge and Action Academy

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Poly Property Brand Marketing Department launched 10 courses on the Poly Knowledge and Action Academy, with a total duration of 370 minutes. The curriculum covers essential functional areas, including branding, digitalization, cost management, customer research, and customer relations. The course design balances mandatory and elective modules and is open to all marketing personnel. Through the online learning platform, employees can not only deepen their understanding of core professional knowledge but also broaden their perspectives by acquiring cross-functional and general skills, effectively enhancing their expertise and knowledge base.



抖音生态布局与地 产新媒体获客路径

Public Opinion Management

The Group has introduced the *Public Opinion Disposal Plan of Poly Property Group Co., Limited*, establishing a comprehensive management framework comprising a public opinion response leadership team, key departments, support divisions, responsible units and spokespersons. A full-process public opinion monitoring mechanism has been implemented to clearly define responsibilities, ensure efficient information flow, and achieve a closed-loop management system from data collection, classification verification, hierarchical processing, reporting and follow-up handling.

Responsible Marketing

We have comprehensively enhanced the acceptance standards by releasing the Sales and Display Sample Control Process and Methods. A risk control red line, a veto mechanism and a bottom-line red card system have been established, requiring all regions to strictly adhere to these guidelines. Additionally, the Mystery Visitor Research and Inspection Management Guidelines has been developed to establish reward and penalty measures for sales and property service teams, reinforcing random inspections and assessment standards. The Group has also launched the Sunshine Disclosure initiative, which standardizes the presentation of 25 key disclosure items with unified templates and formats, ensuring transparency and standardization in information presentation.

In 2024, the Group strengthened internal compliance training, revising and updating management policies across multiple areas, including marketing procurement, marketing management, customer relationship management, compensation and performance assessment. All employees participated in policy promotion and training programs to ensure the effective understanding and implementation of these new regulations.





Green Homeland for a Harmonious Ecology

Information Security and Privacy Protection

To continuously ensure information security, the Group has formulated and issued the Notice on the Revision of Poly Property Information Technology-Related Systems, the Information System Infrastructure Management Measures of Poly Property Group Co., Limited and the Network Security Management Measures of Poly Property Group Co., Limited. These documents standardize and guide the work principles for infrastructure in information systems, ensuring the standardization of maintenance work and clearly defining network security management requirements. Additionally, we have implemented an information system emergency response plan, conducting regular inspections and drills to strengthen comprehensive system security defenses.

In 2024, the Group further enhanced and optimized its network security framework and operations, establishing a solid foundation for stable business operations and information security protection.



and incident response capabilities.

Construction of Information Security Culture

Online Network Security Training

During the reporting period, the Group organized online training on network security. The training comprehensively deepened employees' understanding of the importance of network security, emphasized the behavioral guidelines to be followed in daily work, and helped them acquire practical network security protection measures, aiming to achieve the goal of "everyone understands prevention".



Poly Property continuously promotes information security culture development through regular security awareness training, network security awareness campaigns,

and emergency response drills, effectively enhancing employees' security awareness

Information Security Drills

In July 2024, the Group actively participated in the nationwide information security offensive and defensive drill organized by the Ministry of Public Security. Through handson exercises, we enhanced our ability to predict, detect, and respond to cyberattacks, strengthening our network security awareness and emergency response capabilities.

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During this drill, we successfully intercepted over 1.8 million malicious attacks, compiled 3 security traceability reports. identified 4 security vulnerabilities, and fixed 56 system flaws, successfully achieving the set objectives.

Network Security Awareness Campaign

In September 2024, the Group launched a series of network security awareness campaigns, utilizing a hybrid online and offline approach to raise awareness among employees and the public while encouraging broader social participation in network security initiatives. Throughout the campaign, a variety of network security educational materials, information security toolkits, and public service advertisements were widely disseminated, significantly increasing public awareness of information security and fraud prevention.

Privacy Protection

To protect customer privacy and security, the Group has implemented comprehensive privacy protection measures and established a robust data protection system.

Technique Level

Management Level

- We encrypt sensitive customer information during both storage and transmission to ensure its security.
- Access to customer data is strictly restricted to authorized personnel only.
- All systems that store customer data adhere to a tiered security standard and have completed the network security level protection certification.
- protects customer privacy, as well as the scope of these practices.
- Establish an internal inspection mechanism to regularly inspect and assess the privacy protection measures of the Group. The inspection scope covers the security of data storage, management of access rights, and implementation of the privacy policy.
- When collaborating with data processing service providers, marketing partners, and other third parties, we sign strict confidentiality agreements that clearly define the responsibilities and obligations of third parties in protecting customer privacy.

People-oriented Philosophy for Empowering Employee Development







• We have developed a detailed privacy policy that clearly outlines how the Company collects, uses, stores, and

Employee Safety Awareness Level



- Regularly conduct network security and privacy protection training, covering topics such as the importance of customer privacy protection, the Company's privacy policy, and relevant laws and regulations.
- Carry out privacy protection awareness activities, such as knowledge competitions and the distribution of internal promotional materials, to enhance employees' focus on privacy protection.

Green Homeland for a Harmonious Ecology

03

The United Nations Sustainable Development Goals (UN SDGs) addressed in this chapter include:



The Group deeply recognizes the key role of ecological and environmental protection in sustainable development. We actively engage in green development and green business practices, adopting a scientific and rigorous approach to climate change response. We aim to promote the creation of a resource-conserving and environmentally friendly society, building green, harmonious, and beautiful communities.

HKEX indicators addressed in this chapter

A1.1/A1.2/A1.3/A1.4/A1.5/A1.6/A2.1/A2.2/A2.3/A2.4/A2.5/A3.1/A4.1

GRI indicators addressed in this chapter

2-27, 3-3, 201-2, 302-4, 302-5, 303-1, 303-2, 304-1, 304-2, 305-1, 305-2, 305-3, 305-4, 305-5, 306-1, 306-2




Construction for a Brighter Future

Green Development

Against the backdrop of China's "carbon peaking and carbon neutrality" strategic goals, the Group adheres to a green investment philosophy, continuously exploring the application of green building materials and sustainable construction technologies. The Group is committed to advancing green construction practices, contributing to an improved living environment, and leading the real estate industry toward a greener and low-carbon future.

Green Investment Concept

We integrate green investment principles into its strategic planning and throughout the entire lifecycle of real estate projects. By fully implementing green building development, the Group is dedicated to creating residential environments that foster harmony between people and nature, while promoting the sustainable development of the environment, society, and economy.

Strictly complying with environmental laws and regulations such as *the* Regulations on the Administration of Construction Project Environmental Protection and the Regulation on Environmental Impact Assessment of Planning, we have formulated and implemented internal systems, including the Investment Management Regulations of Poly Property Group Co., Limited (2024 Edition), to ensure the integration of green investment principles and environmental protection measures throughout the investment and development process.

During the due diligence phase of potential project site selection, we conduct comprehensive risk assessments of the land parcel and its surrounding areas, including urban planning considerations, to avoid acquiring land with significant adverse environmental factors. To promote the benign development of land, prevent ecological damage, and protect biodiversity, the Group refrains from acquiring projects in environmentally sensitive areas, including national parks, nature reserves, world cultural and natural heritage sites, ecological redline management and control zones, farmland, and green land. This commitment helps to preserve local wildlife and natural environments. If construction activities in such areas are deemed necessary, the Group ensures that only green-certified projects are developed in green zones. Prior to land use, we obtain necessary approvals from relevant authorities and remain committed to ecological protection and restoration throughout the development process. Furthermore, after acquiring a project, professional institutions are commissioned to conduct environmental impact assessments and related studies to evaluate the suitability of the surrounding environment and ensure the feasibility of environmental impact management and control.

Shanghai Poly Center Manor -**Riverfront Landscape Enhancement**

Shanghai Poly Center Manor is located adjacent to the Ring City Water System Park and Changdao Park, boasting abundant ecological resources and expansive scenic views. It enjoys prime riverfront views and proximity to park green land. While enhancing the riverfront landscape, the development also accommodates planned road construction needs. The redesign of the area prioritizes ecological restoration, making efficient use of natural resources. Existing vegetation is relocated and repurposed, fostering the creation of a sustainable ecological habitat.





Project Rendering

Shanghai Poly Vibe Centro - Sponge **City Initiative**

Achieving a runoff control rate of

75%

Shanghai Poly Vibe Centro project actively responds to the national initiative for promoting sponge city construction, achieving a runoff control rate of 75%. It has been selected as an outstanding training and inspection project for sponge cities in Shanghai for 2024. The project incorporates sunken green land and rain gardens, with over 40 sponge city facilities strategically distributed across the area to ensure efficient rainwater absorption and infiltration. We have also laid a lot of blind pipes, which not only ensure the peak-shaving and slow-release functions of the sponge facilities but also shorten the drainage time.





Ecology

People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter





Indenious Construction for a Brighter Future

Green Building Materials

We carefully select building materials and continuously raise the requirements for green building materials. While focusing on material guality and environmental suitability, we prioritize the use of low-consumption, low-energy, pollution-free, and multifunctional materials to ensure both the quality and sustainability of the buildings.

Green Building Material Application Case

- 0 0 0
- The commonly used waterproof membranes and coatings are products that have obtained the China Green Building Materials Product Three-Star Certification.
- We adopt a highly eco-friendly interior wall coatings product system with environmental indicator exceeding the three-star certification of China Green Building Materials Evaluation. These coatings effectively reduce harmful emissions, safeguarding indoor air quality
- Integrated insulation boards for exterior walls are used to improve thermal insulation performance of buildings.
- We require the use of environmental-friendly refrigerants R410A for multi-split air conditioners, and the refrigerants are safer and healthier, without damage to the ozone laver.
- All pipes, conduits, and fittings are made from highly corrosion-resistant and aging-resistant materials, extending their lifespan and reducing resource consumption.

Shenzhen Bao An Project

We are developing and constructing the Shenzhen Bao An Project in accordance with the requirements of three-star requirements of China Green Building Materials Evaluation.

Selection of Energy-Saving Doors and Windows

• We have selected heat-insulating aluminum alloy profiles with high-efficiency and energy-saving characteristics, which can effectively improve the energy-saving effect of the building and enhance its thermal efficiency by 10%.

Sound Insulation Treatment of Buildings

• To ensure sound insulation performance meets national standards, we employ building envelope structures, wooden flooring, and soundproof coatings to effectively attenuate noise. The indoor background noise level is maintained within the average value of the low limit and high-requirement standard limit set by the Code for Design of Sound Insulation of Civil Buildings (GB 50118).

Green Public Area Management Design

- The underground parking garage is equipped with a carbon monoxide (CO) monitoring system that is linked to the ventilation system. If CO levels exceed the safety threshold, the system automatically triggers an alarm and activates the ventilation mechanism, ensuring air quality and optimizing fan operation.
- The garage lighting system is zoned and circuit-separated and integrated with a time control system to achieve scientific energy-saving illumination.

Full Life Cycle Carbon Emission Intensity Management for Buildings

- The project undergoes scientific estimation of carbon emission intensity over its full life cycle.
- Through scientific management and advanced energy-saving technologies, efforts are made to strive to set a target of reducing energy consumption by 10%, while ensuring compliance with energy-saving standards.



Green Building Materials and Decoration products

- categories of decoration materials should be equipped with green building material certificates, product test reports and green product certificates.
- The quality of the indoor environment is strictly controlled, ensuring the concentrations of indoor ammonia, formaldehyde, benzene, total volatile organic compounds, radon and other pollutants are 20% lower than the limits stipulated in the current national standard Indoor Air Quality Standard (GB/T 18883).

Special Design for Water Saving

- All sanitary appliances comply with second-class or higher water-saving standards, enhancing overall water saving efficiency.
- A rainwater recycling system is installed to collect on-site rainwater, which is then reused for landscape irrigation and garage road spraying. The landscape irrigation system utilizes advanced water-saving technology and features an automatic shutdown mechanism on rainy days to prevent unnecessary water waste.
- Additionally, high-pressure water-saving guns are used for underground garage and road cleaning, further reducing water consumption.
- Through these measures, the project achieves an overall water-saving rate of 30% or more.





Ecology

People-oriented Philosophy for Empowering Employee Development

• The proportion of applied building materials certified as green building products is not less than 50%. At least five



Aerial Rendering of the Project

Ecology

Green Technology

Prefabricated Technology

The Group continues to respond to national requirements by advancing prefabricated construction technologies, expanding the use of standardized components and parts, and improving the overall efficiency of buildings. By shifting on-site wet operations to factories, prefabrication building technology enables standardized, modular, and mass production, improving construction precision and efficiency while minimizing environmental impact at construction sites to promote green development.

During the reporting period The Group added Accounting for 680,700 square meters of prefabricated construction

65.86%

of the new building area

0 0 0



- In projects such as Jinan Poly Quehua Peak Scenery, Jinan Poly Jinmao Splendid Jade and Jinan Poly Glory of Praise, Shandong Poly Property have adopted prefabricated components including precast floor slabs, precast staircases, precast balcony slabs, and precast air-conditioning panels for all above-ground buildings. The prefabrication and assembly rate of a single building is as high as over 50%, and the proportion of the applied area of prefabricated buildings reaches over 50%.
- In the Shanghai Poly Serene Centro Project, each single building achieves a prefabrication rate of 40%. The exterior walls are made with prefabricated integrated insulation panels, which are directly monolithically formed with precast concrete (PC) walls through connectors. This construction method completely prevents detachment of external thermal insulation while reducing on-site outdoor operations, enhancing production efficiency, and achieving energy conservation and emission reduction.
- Guiyang Poly Bright Moon on Top Phase I Project employed prefabricated construction methods, widely applying advanced technologies such as prefabricated interior partition walls, non-removable formwork, modular interior finishes, and dry construction techniques. These measures significantly enhance the prefabrication and assembly rate of building components and parts while minimizing construction waste, dust pollution, energy consumption, and water usage during the construction process.



Prefabricated Components



BIM Technical Application Highlights

During the reporting period, Shanghai Poly Serene Centro was selected into the compilation of Shanghai BIM Smart-assisted Review Excellent Pilot Projects. Through BIM technology for underground garage and interior space clash detection, projects such as Ningbo Poly Jinmao Palace, Shanghai Poly Serene Centro, Guangzhou Poly Chill Residence, Suzhou Classics Mansion, and Kunshan Poly Shangyun Fu achieved optimized pipeline routing, improved clear heights in garages and lobbies, created better conditions for decoration, and enhanced aesthetics.

Green Building

We promise

100%

of newly acquired projects

are designed in accordance with the basic requirements of green buildings in China

We acquired 0

In 2024

period

area reached

74

We are promoting the application of BIM technology across the entire group to strengthen professional collaboration, improve design accuracy, ensure construction progress, and achieve digital management of projects.

> BIM technology enables full-discipline collaborative modeling, integrating models of various disciplines such as architecture, structure, and MEP (Mechanical, Electrical, and Plumbing). Through clash detection and clearance analysis, it effectively reduces the amount of engineering rework and potential onsite construction problems.

> By using laser scanning to collect three-dimensional data of the construction site and combining it with the BIM model, the accuracy and efficiency of construction projects are improved.

> The model can be directly used to generate construction drawings, fabrication drawings, and as-built drawings. This not only effectively improves the accuracy of the drawings but also significantly shortens the drawing generation time. The visual drawings and step-by-step dynamic displays generated based on the BIM model can help the construction team guickly understand complex nodes, thereby enhancing construction efficiency.

By the end of the reporting

The total green building certification

17,591,500 square meters

During the reporting period

374,400 square meters

square meters of new green building certification areas were added

The average green space rate of newly sold projects was

real estate development projects, all designed to meet at least the two-star green building standard



Construction for a Brighter Future

Ingenious

Ecology

We continued to advance the implementation of green design concepts and deepen technological applications to create highguality, sustainable green building benchmarks during the reporting period.

Ningbo Poly Jinmao Palace

The residential building of Ningbo Poly Jinmao Palace uses technologies such as ground-source heat pumps and capillary tubes to build a "Six Constant" system, significantly improving indoor comfort, safeguarding public health, and supporting carbon peaking and neutrality goals.

- Use ceramic panels and aluminum panels lined with rock wool as exterior insulation materials to meet two-star green building requirements while enhancing facade aesthetics.
- Partition walls made of concrete are used. We take many measures to reduce noise, including installation of sound absorbent pads for tile floors and slabs.
- Introduce smart home systems to achieve intelligent scene lighting and smart heating/cooling with fresh air, creating a healthy and comfortable indoor environment.
- Install terminal capillary radiant heating/cooling systems combined with fresh air exchange systems to ensure that over 90% of the indoor thermal-humidity environment meets national Grade II standards, fully achieving complete indoor air circulation. Add filtration devices to fresh air systems to achieve 99% PM2.5 filtration efficiency within one hour, effectively improving air quality in enclosed rooms. Additionally, install air quality monitoring devices in each unit to enable real-time tracking of indoor PM2.5, PM10, and CO₂ concentrations.
- Apply three distinct renewable energy sources: ground-source heat pumps for air conditioning systems, air-source heat pumps for domestic hot water, and photovoltaic systems for electricity. The renewable energy utilization rate of this project has reached 15.53%, and the carbon emissions intensity per unit of building area has been reduced by 13.37 kg of CO_2 equivalent per square meter per year.

The renewable energy utilization rate of this project has reached

15.53%

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Project Rendering

Hong Kong Chill Residence Project

Constructed in strict adherence to green building standards, Hong Kong Chill Residence fully implements requirements across energy use, health and comfort, integrated design and construction management, sustainable site development, material and waste management, water efficiency, and innovation. It has obtained a provisional Silver rating under the HKGBC BEAM Plus.



Provisional Silver Rating under the BEAM plus

Green Construction

Green construction is a critical phase in the building lifecycle, vital for energy conservation, emission reduction, resource efficiency, and environmental protection. The Group complies with national and local laws including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Water Pollution, the Law of the People's Republic of China on the Prevention and Control of Pollution From Environmental Noise, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and the Code for Green Construction of Building. All contractors are required to enforce environmental protection and supervision responsibilities during construction. At the same time, we have established and improved the Management Regulations on Construction Safety, which clearly define the environmental protection responsibilities and green construction requirements during the construction process, ensuring the implementation of safety and environmental management on site.

The Group has taken various measures to improve the environmental management and supervision of construction sites:

Dust Control

- Adopting multiple enclosure measures at construction sites to effectively control dust sources.
- Installing dust-proof covers on construction site walls. material storage areas, and exposed soil.
- Water sprinkling & spraying for dust suppression.
- Applying wet construction methods to reduce dust generation during construction.
- Establishing car wash stations and platforms at project site entrances and exits to prevent muddy construction vehicles from leaving the site.

Water Resources and Wastewater Management

- Installing reuse facilities such as foundation pit for dewatering reuse, rainwater harvesting, and reclaimed water reuse at construction sites. Treated recycled water shall be used for site greening, road washing, etc.
- Using high-efficiency water-saving equipment and optimize water usage processes to reduce water waste during construction
- Building separated pipelines to discharge construction sewage, realizing closed-loop treatment and centralized discharge of wastewater.

We have organized construction units to formulate the Green Construction Plans, the Rules on Material Conservation and Material Resource Utilization, the Rules on Water Saving and Water Resource Utilization, the Rules on Energy Saving and Utilization, the Rules on Land Conservation and Construction Land Protection, and the Rules on Environmental Protection, etc. These frameworks lay the institutional foundation for effective green construction. At the same time, we have established a green construction management system, with the on-site project manager serving as the primary responsible person for green construction. They are responsible for coordinating the implementation of the green construction plans by the construction unit, overseeing the achievement of various green construction goals, and appointing green construction managers and supervisors.

During the project construction process, we organize regular inspections to effectively implement management measures related to environmental protection, water and energy conservation, and other aspects. Any issues that do not meet the standards are immediately addressed, with contractors required to make corrections according to relevant guidelines, ensuring a safe, healthy, clean, and environmentally friendly construction environment. During the reporting period, the Group was not subject to any material fines or penalties for violating local environmental laws or regulations.

Waste Disposal

- Classifying and collecting generated waste, store it separately, and properly dispose of it. Sort, clean, and recycle materials such as waste concrete, steel bars, and timber.
- Non-hazardous waste generated by the Group is classified and stored at specific disposal sites, whereas the domestic waste is handled by qualified organization; Hazardous waste generated by the Group is collected and handled by the qualified organization.

Noise and Hard Light Control

- Providing personal protective equipment such as earplugs and earmuffs.
- Installing sound-proofing equipment.
- Implementing work hour restrictions at construction sites to avoid nighttime construction and reduce noise impacts on neiahborina residents.
- Strictly controlling the use of large-scale lighting equipment at night for projects near residential areas to prevent light pollution.

Ingenious Construction for a Brighter Future Ecology

Green Operation

The Group is committed to continuously optimizing the environmental management system, strengthening green operational management in areas such as commercial leasing, property services, hotel management, and daily office operations. We implement green business practices in energy conservation, emission reduction, resource saving, and waste management to ensure the effective achievement of environmental goals.

Water Efficiency Targets

- Actively explore water-saving equipment and waterprocessing technologies to phase out current ones
- Strengthen internal and external publicity on watersaving awareness

Waste Management Targets

- Strengthen internal and external publicity on waste reduction
- Advocate for green office, adopt online transmission to reduce office item consumption
- Actively explore recyclable materials for iteration

Green Leasing

The Group continues to explore and enhance a green business management model, actively promoting the development of green leasing. We strictly require all tenants to comply with relevant environmental protection laws, regulations, and industry standards. Throughout the lease period, we guide and assist tenants in implementing green and low-carbon principles, improving environmental performance, and creating a greener and more sustainable business environment.



Decoration by Tenants

We actively communicate with tenants about green decoration. We have formulated the Decoration Management Guide to regulate and guide tenants' decoration behaviors. The tenants are required to strictly control energy and water consumption, waste emissions, noise, etc., so as to achieve green construction during the decoration period.

- construction noise on customers and residents.
- construction unit to make rectifications.
- required to ensure cleanliness of public areas along the transportation routes.
- such as low-VOC paints, sustainable wood, and eco-friendly flooring, to reduce environmental impact.



Water Resource Management

The Group places great importance on water resource management and has implemented diverse initiatives to enhance use of water resources efficiency in commercial projects: In terms of water tank management, before quarterly cleanings, we close the refill valves in advance to make full use of residual water, preventing unnecessary waste. In terms of cleaning equipment, we have introduced smart sensor flushing systems and energy-efficient faucets. During the reporting period, Shanghai Stock Exchange Building replaced 3 domestic water booster pumps. This not only ensured continuous and stable water supply across all areas of the building but also significantly improved water supply efficiency and further reduced water waste.

• Before the entry of construction site, the construction unit must sign the Construction Instructions, in which the construction period and time of construction with noise are indicated, to reduce and prevent the impact of

• During the construction process, we conduct on-site inspections of the construction site to ensure that all construction activities are in compliance with relevant regulations. Once any situation that fails to meet the green environmental protection requirements is discovered, we will promptly issue a rectification notice and require the

• The waste generated at the construction site must be packaged and transported to a designated area along the specified route for stockpiling and then transferred to the designated site for disposal in a timely manner. It is

• We encourage tenants to use environmentally friendly renovation materials that comply with green standards.

Examples of Tenant Renovation Management Requirements

Ingenious Construction for a Brighter Future

Ecology

Low-carbon Operation

We actively practice the concept of low-carbon operations by establishing an energy management system, creating new energy business models, and implementing energysaving and carbon-reduction measures, continuously promoting the green development of commercial projects. During the reporting period, Shanghai Poly Plaza effectively improved its comprehensive energy management level by optimizing its energy management system and passed the certification for ISO 50001 energy management system.

In terms of new energy business format, we actively advance the construction of new energy ISO 50001 Energy Management System vehicle (NEV) charging infrastructure for commercial projects to meet the growing charging demand of NEVs and promote the popularization and development of green commuting through providing convenient and sufficient charging service.

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Energy Saving and Carbon Reduction Measures of Shanghai Poly Plaza

Through multiple measures such as energy-saving operation, energy-saving technological upgrading, energysaving management and control and energy-saving publicizing, Shanghai Poly Plaza effectively reduces its energy consumption and carbon emission.

- Installing frequency converters on the fans of 3 cooling tower fans and adjust the frequency based on the temperature difference between the cooling water at the inlet and outlet, which both ensure the effective cooling water temperature and increase the operating efficiency of the refrigerating unit. It is estimated that approximately 50,000 kWh electric energy will be saved every year.
- Replacing lamps with LEDs of low energy consumption and install sensor LEDs, reducing the electricity consumed for lighting.
- Determining 3 public area lighting modes according to the actual demand scenarios, namely visit mode, working day mode and energy-saving mode, meeting the requirements for service quality and energy-saving simultaneously.
- For some offices at the end of the air-conditioning system or within the areas under strong solar radiation, adjusting the air return mode of the air-conditioning system, i.e., changing the ceiling air return mode to air duct plus return bellow mode, reducing the air-conditioning cooling space in the room and the indoor ambient temperature.
- Implementing building carbon-reduction publicizing by sending the Annual Energy Saving Initiative to property tenants and playing energy-saving videos through the multimedia equipment in public areas.
- Carrying out activities with the theme of carbon-reduction office and promote the working mode featured by energy-saving and carbon-reduction.
- Holding the exhibition with the theme of carbon reduction, during which the knowledge points about carbon footprint generated during the catering, office, energy consumption, waste, transportation and business networking of Shanghai Poly Plaza are sorted out and exhibited, and measures are taken to interact and publicize with the homeowners through employees' hand-drawn illustrations, cardboards box for exhibition, answering challenges and interactive opinion expression. More than 2,000 property tenants participated in the activities.



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能源管理体系认证证书 E4.9

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中国质量认证中心

Certificate of Shanghai Poly Plaza

Carbon-reduction Theme Exhibition

Green Property

The Group is committed to realizing the low-carbon transformation and sustainable development in the property management field and shaping an outstanding brand image of green services by implementing green operation initiatives. Poly Property Management and Poly (Hong Kong) Property Management implement the green operation concept with practical actions and have successfully obtained the certification of ISO 14001 environmental management system.



Energy-saving Technological Upgrading of Poly Property Management

In active response to China's call for energy conservation and emission reduction, Poly Property Management continuously modifies and improves the management and control of energy consumption of projects by taking various measures such as optimizing the operation management of elevator lighting and air conditioning in working areas as well as carrying out energy-saving transformation for lighting fixtures in garages and basements. During the reporting period, Poly Property Management implemented 15 energy conservation and consumption reduction transformations for its 186 projects across the whole country, which was expected to save approximately 2.3 million kWh electricity every year.

Poly Property Management's Reusing of Reclaimed Water and Rainwater

Poly Property Management has launched a reclaimed water system and built a rainwater collection tank. They can collect reclaimed water and rainwater of more than 36,000m³ every year and then use them for landscape irrigation, road cleaning, etc., which not only meets the water demand for maintaining community environment but also reduces the discharge of wastewater and mitigates the pressure on the municipal pipe network.





Energy-saving Technological Upgrading



Installation of Water Resource Reuse Facilities

Ingenious Construction for a Brighter Future

Ecology

Green Hotels

Poly Business and Tourism has established an ESG management structure that defines responsibilities clearly and formulated an ESG management standards, comprehensively promoting the construction and strategic improvement of Poly Business and Tourism's ESG working system. Poly Business and Tourism has established an ESG Leading Group, which is responsible for the leadership and supervision of ESG work. An ESG Executing Group is set up under the leading group, which is responsible for the implementation and execution of specific ESG work.

The Group continuously explores the green operation and high-quality development path of the hotel management industry and builds a green system for ecological service. Poly Business and Tourism periodically provides employees with environmental protection training and publicizing and takes a series of environmental protection measures to reduce resource consumption and environmental impact in hotel operations, create a green brand image of environmental protection and spread the concept of environmental protection to every guest.

Energy-saving Measures for Hotel Management

- We use a green energy management platform to monitor the daily energy consumption. We analyze energy consumption on a monthly basis, and compare and control the deviation in actual energy consumption and budget according to the hotel occupancy rate, climate conditions, energy-saving management situation and other factors.
- In terms of lean management, each hotel of ours pushes forward the work of normalized energy saving, equipment transformation, etc., such as reducing energy consumption while providing a comfortable environment by means of optimizing the indoor temperature control.

Green Food Management Measures of Hotels

- Hotels implement improvement and optimization at three stages, namely ingredient preparation, food production and food storage to reduce the wasted food.
- We advocate low-carbon diet, give preference to non-high carbon emission meat and dairy products and use local and seasonal ingredients.

Water-saving Measures for Hotel Management

- Each hotel has gradually installed water-saving devices according to room conditions and maintenance plans.
- All public areas are equipped with water-saving faucets.
- Water-saving management is strictly conducted in dining rooms and kitchen areas.

Waste Management Measures for Hotel Management

- We widely publicize waste classification knowledge and place classified dustbins on each floor. We conduct monthly inspections of waste classification to identify problems in a timely manner and urge rectification.
- We strictly control the distribution and use of detergents and enhance employees' awareness of environmental protection through conservation awareness training.
- Construction waste is packaged, transported and treated in strict accordance with requirements

Green Material Management Measures of Hotels

- Each hotel uses degradable meal boxes and straws in restaurants
- Plastic room cards are gradually replaced with wooden ones.

Environmental Protection **Promotion in Guest Rooms**

- Environmental-friendly slogans are posted in toilets of guest rooms.
- The housekeeping department provides room service according to the requirements for plastic pollution control, and does not proactively provide disposable toiletries, posting waste classification signs in a standardized manner.
- Reducing the use of plastic products, we have replaced small packages of toiletries with large ones.
- We replace small plastic bottles wingth large pump head ones and use them as the toiletry containers in quest rooms, which is expected to prevent 110,000 small plastic bottles from entering the landfill every year.

Transformation of Low-area Heat Transfer Room of Beijing Poly Plaza

Beijing Poly Plaza replaces the hot and cold water pipelines and equipment in the heat transfer room. Two sets of heat sources are used in the heat transfer room, among which the usual heat source is the municipal heat supply and the emergency heat source is the heat supply by boiler steam. The modified heat transfer room uses an automatic control system, which improves the operating efficiency and reliability and effectively reduces the energy consumption by approximately 22% through optimizing heating parameters, adjusting the frequency of circulating pump and adopting the frequency conversion speed control technology.



Energy-saving Transformation and Management of Holiday Inn Shunde

Shunde Poly Holiday Inn carries out the energy-saving transformation of the cold source of central air-conditioning system, energy-saving transformation of the terminal of central air-conditioning system and structural transformation of the hot water system. Besides, it sets up an energy-saving management system that realizes the energy use monitoring and efficient management, significantly improves the management level of automatic operation of the central air-conditioning system and hot water system as well as reduces the natural gas consumption by approximately 28% year on year.



Energy-saving Management System



People-oriented Philosophy for Empowering Employee Development

Shared Success for a Beautiful Chapter



Heat Transfer Room

Reduces the natural gas consumption by approximately



Ingenious Construction for a Brighter Future

Green Office

The Group promotes the green office concept and encourages all employees to actively implement smart office, energy conservation and consumption reduction, resource conservation, green travel and other green office practices, aiming to construct an environment-friendly enterprise.

Smart Office

- We promote online video meetings and synchronize the display of meeting materials through the file sharing platform, which avoids printing and significantly reduces the use of meeting paper.
- We further promote constructing the paperless office and implement the electronic seal and archiving, which can not only enhance the efficient and standardized management, but also reduce the use of paper.

Energy Conservation and Consumption Reduction

- We encourage employees to turn off office lights, air conditioners, computers, and other electrical equipment when leaving work.
- After the meeting, we promptly turn off the large screen and lighting equipment in the meeting room and clean out expired items in the refrigerator. Besides, property management personnel inspect the building every two hours to ensure the implementation of power-saving measures.
- Based on the normalized collection and analysis of energy consumption data, we promptly identify abnormal situations, analyze the causes, and put forward corrective measures.

Resource Conservation

- Sensor faucets are installed in all washrooms, to achieve intelligent water saving.
- We formulate a meeting water application system, reduce the consumption of bottled water and encourage employees to bring their own cups filled with water when attending departmental meetings to reduce the use of bottled water.
- We promote double-sided of documents and reusing of single-sided paper to reduce the paper consumption. A wastebasket is placed in the printing room of each floor, to effectively use wastepaper and used paper.
- We prioritize the use of idle office furniture in office areas to reduce both costs and decoration pollution and protect the ecological environment.
- We standardize the application of office supplies and implement the on-demand application and signing for receipt.

Green Commuting

- We prioritize the purchase of NEVs as official business vehicles to reduce carbon emissions.
- We strictly implement the standard for booking business air tickets, train tickets and hotels according to relevant requirements.
- We encourage employees to commute by public transportation.
- We encourage employees to choose airlines with "green travel" logos as possible, whenever the time meets the schedule, when purchasing air tickets through a third-party platform.



Environmental Protection Publicity Slogans

Climate Change Response

The Group pays close attention to the impact of climate change on its business model and sustainable development and integrates climate change response into its corporate development strategy. We carry out the climate change response and reporting work around four aspects, namely governance, strategy, risk management, and metrics and targets based on the disclosure recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and the International Financial Reporting Standards Sustainability Disclosure (ISSB standards) as well as the implementation guidance for climate disclosures under HKEX ESG reporting framework.

The Group has preliminarily established a system to identify, analyze, tackle and monitor climate change risks and opportunities. On this basis, it will enhance the whole Group's prevention awareness of and management and control capability against various climate risks, seize the potential opportunities brought by climate change to the real estate development and service industries and strive to build an enterprise with more comprehensive risk control capability and business resilience.

Governance

We have established a top-down ESG governance structure with clear lines of authority and utilized the four-level management model of "Board of Directors - ESG Committee - ESG Leading Group - ESG Executing Group" to carry out our ESG work including climate change response in order.

The Board of Directors and ESG Committee are responsible for supervising and guiding the management of climate-related risks and opportunities. The ESG Committee is appointed by the Board of Directors and an independent non-executive director who owns extensive experience in ESG serves as the chairman of the committee. The ESG Leading Group is composed of all executive directors and senior management personnel, responsible for formulating strategies and reporting upwards, and organizing and coordinating work downwards.

Our ESG Committee listens to the ESG Leading Group's report on the latest progress of ESG work at committee meetings held twice a year and confirms with the Board of Directors that the Company is making smooth progress and complying with regulations in climate change response.





Ecology

People-oriented Philosophy for Empowering Employee Development



[•] Formulate the Group's strategies, targets and policies for climate change

Review the climate-related risk management and internal monitoring system

- Promote the top-down culture and propel integrating the climate risk consideration into business decision-making process and remuneration
- Review the implementation and outcomes of climate change mitigation efforts, and ensure that the performance of the management and the Company aligns with the expectations and requirements of investors and
- Set annual sub-targets and determine the work budget and resource guarantee based on the climate change strategy and target
- Continuously supervise relevant work performance and major risks
- Lead the study and decision-making on specific climate change issues
- Based on the annual targets and budget, develop and implement specific
- Periodically report the work progress and key performance indicators
- Identify, assess, and report climate-related risks and opportunities at each
- Establish and implement response and emergency plan against the list of
- Carry out cross-department cooperation on specific climate change issues

Climate Change Management Structure

In 2024, the Group established a Carbon Peaking and Carbon Neutrality Leading Group. Towards the direction of realizing the "Dual Carbon Target of Poly Property", it monitors our overall environmental performance, formulates the implementation path for energy-saving and emission reduction, and incorporates carbon reduction indicators into the remuneration assessment system of relevant responsible persons.

To ensure that the Board of Directors knows well about the latest trends of climate-related risks and opportunities, the Company provides the Board of Directors with climate-related training at least once a year, during which the external experts are invited to provide professional development training or the internal business units share their working experience and acquired knowledge.

For the purpose of enhancing employees' awareness of climate change response, we carried out the Climate Fresk workshop training in Hong Kong during the reporting period. Our training helped employees understand the complex relationship and interaction within the climate system and encouraged them to actively practice the energy-saving and environmental protection measures in their work and life.



Climate Fresk Workshop Training

Lean Governance for Robust Development

Ingenious Construction for a Brighter Future

Strategies

Physical Risk

The Group operates its businesses in various regions across China. We carry out the climate exposure evaluation for major value-distributed cities. Utilizing the historical and predicted climate change databases published by authoritative organizations, we completed the evaluation of 3 physical climate risks, namely extreme heat, extreme precipitation, and flood. We analyze two "representative concentration paths" proposed by the Intergovernmental Panel on Climate Change (IPCC), namely RCP4.5 and RCP8.5, and select short-term to long-term (i.e. 2030 and 2050) situations as scenarios for climate change evaluation.

• High

Through scenario analysis, we categorized the risks into five levels, namely very low, low, medium, high and very high. By studying the likelihood of occurrence and the degree of impact of the above three climatic entity risks on the corporate's overall inventory value, we assessed and ranked the risk levels of the major operating cities in order to determine the level of entity risks faced by the operations in each city.



Climate Change Physical Risk Identification Results for Major Operating Cities - Extreme Heat

City	2030		
City	RCP4.5	RCI	
Shenzhen	•	•	
Shanghai	•	•	
Guangzhou	•	•	
Jinan	•	•	
Hong Kong	٠	•	
Wuhan	•	•	
Ningbo	•	•	
Nanning			
Suzhou	•	•	
Guiyang	•	•	
Zunyi	٠		
Kunshan			
Kunming	٠	•	
Wanning	•	•	
Foshan	•	•	
Hangzhou	•	•	

Under both climate scenarios, Poly Property's operations in Shanghai by 2030 and Guangzhou by 2050 have a very high risk of being challenged by extreme heat. In the short to long term, the risk of extreme heat is high in Jinan and moderate in Ningbo and Wuhan.

In addition, under the RCP8.5 scenario, the Group's exposure to extreme heat increases to medium in Shenzhen, Nanning and Suzhou by 2050.

Ecology

Very high



Extreme precipitation

Flood

Climate Change Physical Risk Identification Results for Major Operating Cities - Extreme Precipitation

cin.	20	30	20	50
City –	RCP4.5	RCP8.5	RCP4.5	RCP8.5
Shenzhen	•	•	•	•
Shanghai			•	•
Guangzhou	•	•	•	•
Jinan				
Hong Kong	•	•	•	•
Wuhan				•
Ningbo	•	•	•	•
Nanning	•	•	•	•
Suzhou	•	•	•	•
Guiyang	•	•	•	•
Zunyi	•	•	•	•
Kunshan	•	•	•	•
Kunming	•	•	•	•
Wanning	•	•	•	•
Foshan	•	•	•	•
Hangzhou	•	٠	٠	•

Under the RCP8.5 scenario, the Group's risk of exposure to extreme precipitation in Shenzhen in 2030 is medium; the risk of exposure to extreme precipitation in 2050 is very high and high in Shenzhen and Guangzhou, and the risk rating in Shanghai and Ningbo is medium.

Climate Change Physical Risk Identification Results for Major Operating Cities - Flood

City	2030		2050	
	RCP4.5	RCP8.5	RCP4.5	RCP8.5
Shenzhen	•	•	•	•
Shanghai	•	•	•	•
Guangzhou	•	•	•	•
Jinan	•	•	•	•
Hong Kong	•	•	•	•
Wuhan	•			
Ningbo	•	•	•	•
Nanning	•	•	•	•
Suzhou	•	•	•	•
Guiyang	•	•	•	•
Zunyi	•	•	•	•
Kunshan	•	•	•	•
Kunming	•	•	•	•
Wanning	•	•	•	•
Foshan	•	•	•	•
Hangzhou	•	•	•	•

Under both climate scenarios, from the short to the long term, the Group's operations in Shenzhen and Guangzhou are exposed to a very high and high risk of flooding, while those in Shanghai, Hong Kong and Ningbo are exposed to a medium risk. This is due to the fact that under both scenarios, China's coastal cities would be exposed to high or very high flood risk, while inland areas would be relatively low. As in coastal cities, the Group's value distribution dominates the difference in risk exposure.

The major material risks identified through the scenario analysis may have the following impacts on the Group:

Major Material Risk	Potential Impact
Extreme heat	 Increase in construction cost: Suspension or delay of ongoing projects. More heatstroke prevention and cooling equality of the second se
	Increase in construction cost:

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• Suspension or delay of ongoing projects.

Increase in operating cost:

- Flood control and drainage equipment need to be replenished more frequently.
- The insurance premium for property increases.

Asset impairment losses:

of equipment increases.

Increase in management expenses:

- The health and safety of employees and suppliers are threatened.

Increase in construction cost:

- Flood may destroy projects in progress, causing project delay or even reconstruction.
- Transportation may be blocked, cutting off the supply chains for project construction.

Decrease in operating profit:

- replacement of assets increase maintenance costs.

Asset impairment losses:

Increase in management expenses:

- threaten the health and personal safety of employees and suppliers.

uipment and materials are needed at construction sites.

s need to extend and strengthen cooling to ensure customer comfort, ildings.

tional firefighting resources such as more fire prevention equipment

stroke risks, affecting their health and safety.

• The design and transformation project for rain and flood management of buildings must be enhanced.

• Basements or underground parking lots suffer the flooding risk, the cost for asset repair and replacement increases, the increasing frequency of extreme precipitation affects the property valuation, and the depreciation

• Employees' working time increases for emergency drainage and maintenance work in response to extreme precipitation.

• The design and transformation project for rain and flood management of buildings must be enhanced.

• Operating properties need to suspend operation, resulting in financial losses; post-disaster restoration and

• High flood risk may increase insurance premium for operating properties or projects in progress.

• Basements or underground parking lots suffer the flooding risk, resulting in financial losses, the increasing of the cost for asset repair and replacement affects the property valuation, and the depreciation of equipment increases.

• Emergency drainage, maintenance and rescue work in response to floods increase labor costs.

• Floods tend to cause public health problems such as water source pollution and mosquito breeding, which

Opportunities

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Transition Risks

Major Transition Risk

Policy and legal risk

Market risks

In accordance with the implementation guidance on climate disclosures under HKEX ESG reporting framework, we identified the climate-related transition risks most closely related to the real estate industry and analyze the potential impact of these transition risks on the Group's businesses:

Opportunities **Potential Impact** Improvement • Promote the general improvement of resource utilization efficiency within the Group through of resource collecting statistics and analyzing the usage data of energy, water and other resources for buildings. utilization • Lower enterprises' operating costs while reducing the consumption of natural capital. efficiency • Reduce energy consumption and costs of property by introducing renewable energy sources such as photovoltaics. Use of lowcarbon energy Photovoltaics can realize connecting the surplus electricity to the grid and thereby earn income. Attract intended tenants, hotel guests and other consumers with environmental protection awareness. • Industry trends and national policies create a new blue ocean of green buildings. • Mastering relevant technologies and materials as a leader, an enterprise can build its corporate barrier and preferentially get the urban construction and development opportunities. R&D on green building • With its reputation improved, the Company can attract a new generation of consumers with awakened environmental awareness. • Carbon emission allowances saved through ultra-low energy or clean energy can generate revenue through trading and auctioning of quotas. • Obtain loan financing channels linked to sustainable development and reduce capital costs by improving environmental performance. Increase in • Issue green bonds or green asset-backed securities to obtain more favorable capital costs. capital supply Attract more ESG-themed investment funds by being incorporated in indexes related to sustainable development or passing authoritative rating certifications, and improve market value. • Acquire sufficient experience in development and operation of green buildings to calmly respond to the rapid changes of policies and market during the country's low-carbon transformation. • Identify and quantify the impact of climate change on the Company's main businesses to take Enhancement preventive and response measures as early as possible, such as planning the building resilience, and of corporate resilience reduce financial losses. • Develop a sustainable supply chain to improve the reliability of supply chain against acute climate

disasters and market policy changes.

• The government guides expanding the mandatory promotion scope of green buildings, and revises and improves the evaluation standards and supervision system of green buildings. Real estate companies need to increase the budget and development costs for green building design, construction technologies, and green certifications.

• Regulatory authorities put forward increasingly stricter requirements for disclosure of climate-related

information, GHG emission, etc., and higher requirements for the statistical scope and accuracy of

environmental data. Enterprises' costs for the monitoring and collection, statistical summary and third-party

verification of environmental data increase and the compliance risk becomes higher.

Cost for acquiring green building technology

Stricter green building standards

Higher requirements for environmental information disclosure

• Enterprises need to invest in independent R&D, exploration and learning of cutting-edge green building technologies, attract talents and suppliers who master related technologies, and strengthen internal training on technology application at the same time, causing the increase in R&D and management expenses.

Technical risks Cost for energy consumption management of buildings

Potential Impact

- Green and low-carbon transformations and energy system upgrading of operating properties may be restricted in terms of technology or building structure.
- Increased application of renewable energy, improved building energy efficiency, and the development of related skills and talent also require additional investment.

Consumer preference for green and low-carbon products

 Consumers' awareness of environmental protection is increasing, and they are more inclined towards energysaving and emission-reducing green buildings. If enterprises cannot adapt to the change in time, they may encounter the risk that the demand for their roughly-constructed projects with high energy consumption and emission will decrease.

Fluctuation of raw material supply chain

• During the low-carbon transformation generally expected by the market, the supply and price of traditional and new-type green building materials may be affected by many factors, including national green building standards, substitute technologies, mandatory applications of green material, etc. The price of upstream raw materials tends to fluctuate, causing an increase in purchase costs and management expenses.

Investors' higher attention to enterprises' environmental performance

The capital market pays attention to the capability of real estate companies in adapting to regulatory policies and industry trends, such as performance in ESG ratings, energy-saving and emission reduction performance of buildings, and application of green technology. An enterprise's violations in the environmental field or failure to fulfill the commitment for environmental performance will have a negative impact on its image and market value.

Attraction of enterprise's values to talents

• As ones of the stakeholders, employees are paying increasing attention to the enterprises' commitment and practice for environmental protection and social responsibility. If enterprises fail to demonstrate proactive climate change response measures, it may impact their attractiveness to the new generation of talent.

When effectively tackling the future potential climate change risks, the Group hopes to actively identify and accurately seize the climate change opportunities that appear at the socio-economic level and during the low-carbon transformation, and closely relate to our businesses.

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After clarifying the priorities of major climate-related risks and opportunities, the Group determines the corresponding risk control, transfer, acceptance or mitigation methods based on its own risk bearing capability and ESG working mechanism.

Major Risks and Opportunities	Response Measures
Extreme heat	 Utilize insulation material and heat- tightness of enclosing structure for of Alleviate the urban heat island effe Use electricity during non-peak p power distribution. Reasonably adjust work and rest materials by formulating heatstrok
Extreme precipitation	 Install waterproof baffles, flood of properties and low-lying positions Prepare flood control vehicles with inventory periodically. Enhance emergency planning and warning system for flood preventio Increase permeable pavement a applying the sponge city design.
Flood	 Incorporate climate-related comproperties in flood-hit area. Enhance the flood prevention a purchase detachable devices for operation devices and flood prevention coating and sealed. Enhance emergency planning and the flood level. Purchase insurance for important and the sealed operation.
Typhoon	 Periodically implement visual insp wall every year. Reinforce building windows, outd risk of falling object. Develop emergency plan and set upplements of the set of the se
Higher requirements for environmental information disclosure	 Improve the enterprise's mechanis By means of information technology Gradually promote the data statistical
Stricter green building standards	 Undertake that 100% of newly requirements of green buildings in Actively practice low-carbon buil Group's internal green building co Formulate the Group's green build improve the green building grade
Cost for acquiring green building technology	 Determine the resources that the ecurrent stage. Attract professional talents and suinternal relevant personnel.
Cost for energy consumption management of buildings	 Ensure accuracy and timeliness of Study the feasibility of carrying out e Provide frontline employees with customers, and promote energy-s

Risk Management

The Group periodically identifies and evaluates climate-related risks and opportunities. Upon qualitative evaluation and quantitative analysis, it prioritizes major physical risks, transition risks and potential opportunities according to their occurrence probability and impact degree, and thereby determines the risk monitoring and management methods. To ensure the conformity of assessment results with the Company's actual operating conditions, all senior management personnel of the Company and the heads of various developments and property platforms engage in the risk assessment.



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eat-reflecting coating for buildings to enhance the thermal performance and air for commercial properties and mitigate the indoor greenhouse effect.

l effect by green roof transformation.

ak period or utilize renewable energy to reduce energy costs and optimize

rest schedule, and ensure the supply of heatstroke prevention and cooling stroke prevention guidelines.

od control gates and sewage pumps at all entrances and exits of operating ions.

within properties, reserve flood prevention materials, and inspect and count

and drills as well as improve risk tackling capability; Set up automatic early ntion in key facilities, such as machine room and basement.

nt and concave green land to improve rainwater infiltration efficiency by n.

considerations during the investment diligence and avoid developing

n and drainage function of buildings through engineering design, and or outdoor facilities.

s and sewage pumps at high-risk locations of operating properties, and use sealant.

and drills, and ensure relocating high-value and hazardous materials above

ant assets.

inspection and restoration work, and inspect and maintain the glass curtain

outdoor objects and equipment easily damaged by typhoon to prevent the

set up early warning mechanism against typhoon.

anism for accounting and reporting GHG emission.

logy, raise the efficiency and accuracy of environmental data statistics.

atistics on Scope 3 GHG emission.

wly acquired projects will be designed in accordance with the basic gs in China.

buildings and buildings with nearly zero carbon emission, formulate the g construction specifications, and promote relevant R&D and certifications.

puilding target according to the national policy orientation, and continuously ade and certification area.

he enterprise plans to invest in green buildings and the R&D direction at the

d suppliers, and enhance the knowledge training on green building field for

s of environmental data reporting.

out energy-saving and carbon-reducing transformation for operating properties. with climate-related training, spread environmental protection concept to gy-saving cooperation. Major Risks and Opportunities

Response Measures

homeowners with long-term investment value

Metrics and Targets
The Group pays active attention to the impact of clima becomes deeply aware of its responsibility for climate cl and disclosed the "Dual Carbon Target of Poly Prope properties by more than 20% by 2030 (compared to the 2
The Croup will continuously manitor the CLIC emission l

The Group will continuously monitor the GHG emission level, analyze and evaluate the structure and change trend of energy consumption, accordingly adjust the environmental management strategy of property operation, and review and report the carbon reduction progress with all stakeholders every year. For our specific energy indicators, energy consumption indicators and GHG emission indicators, please refer to "Appendix II: Key Performance Table".

Indicators related to "Dual Carbon Target of Poly Property"

Sector	Indicator	2023	2024	Year-on-year Change
	Total Scope 1 and Scope 2 GHG emissions (Tonne CO ₂ equivalent)	22,115.55	20,623.25	Decrease of approximately 7%
Hotels	Total Scope 1 and Scope 2 GHG emissions intensity (Tonne CO ₂ equivalent/ten-thousand square meter)	715.78	667.48	Decrease of approximately 7%
	Total Scope 1 and Scope 2 GHG emissions (Tonne CO ₂ equivalent)	20,963.30	19,276.32	Decrease of approximately 8%
Commercial Projects	Total Scope 1 and Scope 2 GHG emissions intensity (Tonne CO ₂ equivalent/ten-thousand square meter)	195.67	179.92	Decrease of approximately 8%
V			,	

Consumer preference for green and low-carbon products	• The enterprise enhances the publicizing of related product performance while actively participating in green and low-carbon buildings, guiding sustainable consumption demand and shaping the Company's environment-friendly image.
	 Operating properties adhere to the concept of sustainable life, attract the preference for renting and consuming green products, and utilize efficient energy-saving performance and reputation to achieve rental premium.
Fluctuation of raw material	• Actively try new-type green building materials for newly-built projects and pay attention to the price trend of important green building materials.
supply chain	• Encourage suppliers to purchase materials in compliance with green standards.
	• Collect statistics on and increase the proportion of building materials purchased in a centralized manner that accept life cycle evaluation.
Investors' higher attention to enterprises' environmental	• Improve the disclosure quality of ESG report and environmental performance, and introduce the independent third-party verification when appropriate.
performance	• Actively reply to the questionnaires from international rating authorities, and constantly optimize the workflow based on the evaluation results.
Attraction of enterprise's values	• Enhance the Company's image of sustainable development by incorporating ESG and climate change response efforts into corporate communications.
to talents	• Continuously improve the channels for communicating with all stakeholders, and learn about and respond to their concerns and expectations for the enterprise.
Improvement of resource utilization efficiency	• Collect statistics on and analyze the distribution of natural resource consumption by the enterprise, and implement fine management to lift the resource utilization efficiency as well as reduce expenses on energy consumption and operating costs.
	• Increase the use ratio of renewable energy to help to achieve the "Dual Carbon Target of Poly Property" and reduce the operating costs.
Use of low-carbon energy	• Explore the photovoltaic building integration, heat pump and gas-fired boiler or coupling technologies for municipal heating.
	• Purchase more NEVs to reduce carbon emission.
	 Review housing delivery activity and other packaging planning schemes, and preferentially use reusable materials to reduce waste.
	• Explore industry-university-research cooperation to promote the R&D and application of innovative environment-friendly technologies.
R&D on green building	• Organize more internal exchanges on technology and experience as well as joint study and learning of successful cases.
	 Preferentially select suppliers and contractors with application capability and practical experience in green building technology.
Increase in capital supply	• Set the enterprise's sustainable development target, develop and operate more green products, and open new-type financing channels.
	• Utilize funds with lower cost to explore low-carbon transformation.
	Consider the resilience of suppliers' products and services against extreme weather in terms of supplier access.
Enhancement of corporate	• Enhance the sharing of supply chain information and resource integration, and establish strategic collaboration with key partners, reducing bidding and purchasing risks.
Enhancement of corporate resilience	• Explore service contents beyond traditional businesses with the help of new energy and new technologies, creating new income growth points.
	• Preserve value of assets and improve the enterprise's valuation during the low-carbon transformation of the national economy.

• Properties with climate-resilience can reduce potential economic losses and operating burdens, providing

We plan to incorporate climate-related risks into the risk management framework of the enterprise so that we can identify and evaluate new risks in time, and continuously supervise the implementation progress and effect of various risk management measures. The risk management functional department carries out the regular due diligence on major risks and continuously improves response measures based on the evaluation results.

Ecology

ate change on the social economy and enterprise's activities. At the same time, it change during enterprise activities. At the beginning of 2024, the Group formulated erty": Strive to reduce the scope 1 and 2 carbon emission intensity of operating 2023 baseline) and strive to achieve carbon neutrality by 2060.



People-oriented Philosophy for Empowering Employee Development

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The United Nations Sustainable Development Goals (UN SDGs) addressed in this chapter include:



The Group adheres to the people-oriented philosophy and firmly believes that talents constitute the fundamental driving force for the enterprise's sustainable development. We fully respect the legitimate rights and interests of all employees, provide talents with a platform for growth and development, encourage the diversified development of employees, and strive to create a safe, healthy, diverse and inclusive working environment for employees.

HKEX indicators addressed in this chapter

B1.1/B1.2/B2.1/B2.2/B2.3/B3.1/B3.2/B4.1/B4.2

GRI indicators addressed in this chapter

2-7, 2-20, 2-27, 3-3, 201-3, 401-1, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 406-1, 408-1, 409-1





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Employee Management

We pay close attention to and strive to protect the rights and interests of employees, attach importance to the introduction and selection of talents, continuously optimize the remuneration and benefits system for employees, lay emphasis on the career development of employees, and provide diversified training opportunities to help employees improve their professional skills.

Employee Recruitment

Employment Compliance

The Group strictly complies with various laws and regulations, and labor policies of business regions, including but not limited to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Regulations for the Implementation of the Labor Contract Law of the People's Republic of China*, and the *Special Provisions on Labor Protection of Female Employees*, and formulates internal management systems to ensure that all employment behaviors comply with relevant statutory requirements.

The employment of child labor and forced labor is prohibited in the Group Complying with the *Law of the People's Republic of China on the Protection of Minors* and the *Provisions on the Prohibition of Child Labor*, we ensure the legal employment through strictly verifying the identity information of employees and strengthening daily management during the recruitment. In case of any suspected forced labor, we strictly implement relevant investigation procedures and punish relevant personnel in accordance with laws. In 2024, the Group did not employ any child labor or forced labor.

Diversity and Inclusiveness

Adhering to the principle of diversity and non-discrimination, the Group strives to create a diverse, equal and inclusive working atmosphere for employees. We resolutely eliminate any discriminatory behaviors during the employee recruitment and development process due to any reasons related to age, religious beliefs, nationality, marital status, race, skin color, ethnicity, physical conditions, gender identity, etc. We also provide employees in need with sufficient customized resources, which include providing lactating employees with nursing rooms and carrying out activities on Women's Day with themes such as "Health of Working Women".

As of the end of the reporting period

The proportion of female employees of the Group reached

46%



Talent Recruitment

The Group has established a sound management strategy for the talent echelon development, and implemented the demandoriented strategic talent pool planning to attract diverse talents. Through diverse recruitment channels such as campus recruitment and social recruitment as well as the expansion of partners, we further enrich the Group's talent pool.

During the reporting period, we formulated the *Recruitment Management Measures of Poly Property Group Co., Limited*, the *Management Measures for the Use and Evaluation of Social Recruitment Suppliers of Poly Property Group Co., Limited* and other internal management policies to further standardize our management process for employee recruitment and employment.

During the reporting period

100%

of the Group's employees had signed employment contracts

100% were covered by

social insurance

2024 "New Joiner" and "Dandelion" Campus Recruitment Projects of Poly Property Management

In 2024, Poly Property Management continued to implement the "New Joiner" and "Dandelion" management trainee programs. It recruited nearly 100 fresh graduates, continuously injecting fresh vitality into the Company.

•"N exi •"D sta

excellent comprehensive and learning capabilities as well as potential.

• "Dandelion" program: Cultivate grassroots management talents who meet relevant cultivation standards and own potential, and further enhance the capabilities of frontline business backbones.

For functional management and frontline business personnel, Poly Property Management has set a clear development path and a full lifecycle training planning. We continuously deepen the university-enterprise cooperation through multiple forms such as special job fair, internship, cooperative lecturing, identifying and cultivating talents meeting the Company's demand in advance. The program further increases the employment opportunities for college graduates.

Ecology

New employees were recruited

1,337

As of the end of the reporting period The Group had

6,332 full-time employees in total

• "New Joiner" program: Designed for reserve middle and senior management talents with excellent comprehensive and learning capabilities as well as potential.

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for a Harmonious Ecology

Remuneration and Benefits

The Group complies with the Regulations on Paid Annual Leave of Employees, and other laws and regulations, and strictly implements national and local social security mechanisms. During the reporting period, we optimized the Administrative Measures on the Corporate Organizational Structure and Post of the Real Estate Development Platform of Poly Property Group Co., Limited, the Administrative Measures on Remuneration of Self-Marketing Teams of Poly Property Group Co., Limited and other existing systems. Besides, we added internal policies such as the Administrative Measures on Post and Remuneration of the Business Management Team of Poly Property Group Co., Limited and strived to respect and protect the legitimate rights and interests of all employees.

We provide employees with a market-competitive remuneration system, and ensure its fairness and equity to attract, encourage and retain talents. Adhering to the basic principle of equal pay for equal work, we pay our employees fairly according to their position, performance and capability.

Meanwhile, we provide employees with a comprehensive welfare guarantee system as well as abundant cultural and sports activities and health management support, which continuously improves their welfare and enables them to work with more comfort at ease.



Employee Training and **Development**

We adhere to the talent strategy of "specialization of talent team" and "lean talent management", actively establish a comprehensive talent cultivation system and promotion mechanism, and prioritize the talent empowerment and improvement of occupational quality, boosting the enterprise's high-quality development. We continuously improve our training system covering the full life cycle of talent development. Through diverse learning platforms and training programs, we help employees to improve their professional capability and comprehensive quality.

Employee Training System

The Group is committed to establishing a comprehensive talent cultivation system, and helping employees achieve their personal development targets by continuously improving their professional capability and professional quality. During the reporting period, we formulated the Management Measures for Education and Training of Poly Property Group, the Management Regulations for Online Learning Platform of Poly Property Group and other internal management policies to standardize the online and offline training mechanisms. Besides, we revised the Management Measures for Specialized Personnel of Poly Property Group, clarifying the requirements for training and management of specialized personnel.

In 2024, we set up a "3+4+X" talent cultivation and empowerment system focusing on 3 types of talents and 4 layers of echelons as supplemented by special empowerment "X". On this basis, we actively promoted "specialization of talent team" and "lean talent management" to help them engage in more advanced professional training and acquire knowledge and skills beyond the scope for their work.

In 2024

Employees were trained

6,039 (accounting for 95%)

RMB **3,123,988**

The total investment in employee training amounted to



100

The total number of employee training hours was

1,116,611 hours

With an average of

RMB 517 per employee

With an average training time of



	0
□	



"3+4+X" Talent Cultivation and Empowerment System

During the reporting period, the Group established the "Poly Knowledge and Action Academy", providing employees with abundant learning resources and personal improvement paths that met their own demands. We adhere to the concept of "Unity of Knowledge and Action", determine the guiding ideology of "being rational, practical, and enterprising", and emphasize cultivating three major talent echelons, namely operation and management, professional technology and high-skilled echelon. Setting cultivation targets for three capabilities, namely selfmanagement, team management and business management, we strive to realize the vision of "cultivating excellent talents and achieving outstanding property". During the reporting period, the Group's "Poly Knowledge and Action Academy" has launched 96 courses in total, with a total of 500,000 employees learned online with average learning hours per employee up to 45.

During the reporting period

Average learning hours per employee up to

45



Cultivation of Business Management Talents

Focusing on improving the comprehensive capabilities of core management cadres, the Group organizes diverse leadership training programs to enhance the capabilities of management cadres in strategic thinking, team management, decision execution, etc.

In 2024, we launched the "Ruicai Training Program" - "Home Is Where My Heart Is, Our Enterprise Thrives with Me" leadership training. The training covered the improvement of "Five Forces for Quality", organizational capacity building and action learning, personal management cultivation and leadership development center, and other contents, continuously promoting the "self-awareness, self-discovery and self-improvement" of the reserve senior management.

"Home Is Where My Heart Is, Our Enterprise Thrives with Me" Leadership Training

In June 2024, Shanghai Poly Property carried out the "Home Is Where My Heart Is, Our Enterprise Thrives with Me" leadership training to continuously strengthen the capacity building of the Company's cadres and promote the improvement of the senior management personnel's personal leadership and management capability. Combining Poly Property's "1+6" leadership quality model and the annual management requirements for " Five Forces for Quality", the training focuses on cultivating professional operators, as well as improving the systematic thinking and capability to grasp key management points of middle management and is committed to improving the organizational capability together with the personal leadership.



"Ruicai Training Program" Leadership Training of the Group



Management Quality Enhancement Empowerment Training of Shanghai Poly Property

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Cultivation of Professional and Technical Talent

We have set up customized training programs according to post requirements, supporting employees to master the knowledge and skills required for their work, helping them continuously improve their professional quality, and ensuring their stronger execution and innovation capabilities in their respective fields.

In order to strengthen the building of professional capacity, each functional center of Poly Property has set up its special column for empowerment, such as "Marketing · Elite Gathering Hall" of the Brand Marketing Center, "Engineering · Craft Workshop" of the Engineering Management Center, "Cost · Precise Configuration Room" of the Cost Contract Center, and "Finance · Wise Finance Academy" of the Finance Center, creating the favorable learning atmosphere of "compete, learn, catch up, help and surpass" and helping employees know about and master their career development directions by continuously strengthening their professional skills.

Cultivation of Skilled Talent

The Group pays attention to building a team of highly skilled talents and focuses on the improvement of professional skills and refined management. We actively promote Poly Property Management, Poly Business and Tourism and Poly Microchip to comprehensively advance the construction of technological and skilled talents through diverse, hierarchical and multi-category cultivation and incentives.

The Group promotes the craftsmanship spirit, provides training by competitions, and carries out a national contest for skilled experts, creating a good atmosphere of upholding skills and craftsmanship spirit.

National Competition for Skilled Experts

In September 2024, the Group's first session skill competition for employees, i.e., the National Skill Competition of Poly Property was successfully held in Wuhan. Among the more than 6,000 employees of Poly Property Management and Poly Business and Tourism from various regions across China, 160 participants stood out and engaged in the fierce competition for five skills, namely customer service, firefighting, electrical work, restaurant service and Chinese cooking.

Through the competition, Poly employees demonstrated their professional skills. At the same time, they further consolidated the core competitiveness of "Five Forces for Quality" and "Five Service Virtues", injecting new driving force into promoting technological progress and service innovation of the enterprise.



Scene of National Skill Competition

New Joiner Training

Focusing on cultivating the vocational skills and teamwork capability of young employees and injecting new vitality into the Company's future development, we carry out a series of new talent training for new employees.

"POLY New Generation" Induction Training

In 2024, Shanghai Poly Property held the "POLY New Generation" induction training for new employees, carried out the training on corporate culture and systems, and guided more than 40 new employees to visit the Poly Grand Theatre and participate in "Poly Conduct" and interesting skill competitions, helping them get familiar with the Company's management mode and business process. At the same time, we listened to the voices of employees by holding the "Poly N+" exchange conference, and jointly explored new ideas for the Company's development.





Scene of "POLY New Generation" Held by Shanghai Poly Property

Ecology

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"Heart Sails as Dream Flies" New Employee Welcome Party

In 2024, Zhejiang Poly Property held the 2024 "Heart Sails as Dream Flies" new employee welcome party to help new employees adapt to the new environment, light up new skills, and achieve new targets better.

In order to help new employees know about Poly Property in depth, the welcome party combined entertainment and education. Utilizing the learning platforms such as Poly Academy and Poly Knowledge and Action Academy, we organized employees to watch the videos *Read Poly* and This is Poly - Phase III: Poly Property and conducted interesting answering activity, enabling new employees to learn about Poly's 40 years' development and feel the historical precipitation of red genes and the pioneering and innovation of blue genes, and injecting into them the confidence of corporate culture and mission for responsibility.



2024 "Heart Sails as Dream Flies" New Employee Welcome Party

We periodically carry out a multi-dimensional performance evaluation for all employees to evaluate their performance more comprehensively and objectively. Treating the "1+6" leadership guality model of Poly Property as our code of conduct, we comprehensively and scientifically evaluate the completion of annual work targets, as well as the capability, quality, work performance and work achievements of employees.

The Group implements the three-level talent cultivation and development plans of "Ruicai", "Ruizhi" and "Ruijian", which aims to build an excellent to outstanding management echelon consisting of management talents at three levels, namely excellent managers, professional operators and outstanding leaders. With a systematic cultivation mechanism, we provide management talents at different stages with tailored training and development paths, helping them continuously improve their leadership, strategic thinking and business capability, and promoting their steady growth through their careers.



Employee **Development**

In 2024, the Group further comprehensively optimized its assessment and evaluation mechanism. Adhering to the principle of "determining clear orientation, highlighting key point, and emphasizing actual result", we focus on shortcomings and gaps, deepen the assessment of professional lines, promote each line to establish assessment indicators with "Five Forces for Quality" as the core, and clarify the direction of professional improvement and work measures. At the same time, we coordinate setting special incentives for various important and difficult points to encourage and promote achieving the work targets against important and difficult points.



Comprehensive Optimization of the Assessment and Evaluation Mechanism

Besides, we reviewed talents to evaluate the structure and quality of talents for core posts, identified lacked talents, and formulated a clear strategic talent team planning. During the reporting period, we enhanced our talent reserve by selecting more than 200 talents from the three-level echelon of "Ruicai", "Ruizhi" and "Ruijian", and establishing a special talent pool and a highly skilled talent pool, reserving more talents of all types.

Three-level Talent Cultivation Plans

During the reporting period

Reserve by selecting more than 200 talents from the three-level echelon of "Ruicai", "Ruizhi" and "Ruijian"

200

Occupational

Attaching great importance to the occupational health and safety of employees, the Group establishes and improves the occupational health and safety management system to provide a safe and healthy working environment for employees, pays attention to the physical and mental health of employees, and creates a safe production culture. effectively protecting their occupational health and safety.

Safety Management System

Health and Safety

The Group always complies with relevant laws and regulations such as the Production Safety Law of the People's Republic of China, the Fire Protection Law of the People's Republic of China, and the Special Equipment Safety Law of the People's Republic of China. In 2024, we further improved the management system, developed new policies such as the Working System of the Safety Production Committee, the Measures for Supervision and Administration of Production Safety, the Measures for Assessment of Safety Production, and the Comprehensive Emergency Plan for Production Safety Accidents, as well as added the regulation document Management Regulations for Supervision of Production Safety, and the guideline documents of the Guidelines for Inspection of Supervision and Administration of Production Safety and the Guidelines for Classification of Issues Concerning Inspection of Supervision and Administration of Production Safety to strengthen the comprehensiveness and execution of safety production and emergency management.

We effectively manage occupational health and safety risks during our operation through the Safety Production Committee of Poly Property. The Safety Production Committee of Poly Property is fully responsible for implementing the national safety production guidelines, policies, laws and regulations, establishing safety production targets in accordance with the enterprise's development planning, supervising and guiding the management on safety production, actively participating in accident investigation and handling, and strictly investigating for responsibilities.

As of the end of the reporting period, Poly Property Management and Poly (Hong Kong) Property Management were certified by the occupational health and safety management system.



Occupational Health and Safety Management System Certificate

Strengthen Safety Management of Partners

In order to strengthen the management of stakeholders and prevent safety risks during the implementation of collaborative projects, the Group has formulated internal management systems such as the Guidelines for Inspection of Supervision and Administration of Production Safety, the Guidelines for Classification of Issues Concerning Inspection of Supervision and Administration of Production Safety, and the Management Regulations for Reward and Punishment on Projects for safety supervision and management in the whole process from entry to exit of stakeholders.



Key Points of Safety Management of Stakeholders



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Electric shock treatment drills First aid drills

Heatstroke treatment drills



• Strictly implement the pre-gualification system before bidding and conduct pre-bidding

• Ask contractors to interview their personnel on key posts before entering the site, and organize the disclosure of the entrance contract and the safe and civilized construction management system

• Fully allocate gualified full-time safety management personnel to ensure effective implementation

- Carry out safety inspections periodically, including weekly safety inspection, monthly platform
- Periodically review suppliers' performance and implement performance evaluation

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Occupational Health and Safety

Health Security

Strictly complying with the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the Group strives to create a healthy and safe working environment. We organize medical checkups for our employees every year, and provide them with customized health checkups through cooperating with professional medical checkup institutions. In addition, we provide employees with commercial medical insurance benefits covering outpatient emergency, hospitalization, critical illnesses, accidents and other aspects, aiming to ensure offering timely and effective support and protection for them when they face health challenges.

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In 2024,

1009

of the Group's employees were covered by medical checkups

Safety Guarantee

In 2024

During the reporting period

the Group carried out safety inspections for

154 lots in total

The Group did not experience any

major safety incidents

In order to ensure safety production and prevent various production safety accidents, we continuously optimize potential hazard investigation, classified management and safety inspection mechanism, and formulate emergency response plans for risk management and control. In 2024, the Group established the "4112" safety management system to classify and manage issues in potential hazard investigation. At the same time, we clarified the project safety management standards, providing guidance for routine inspections.

Hierarchical and Categorized Safety	Safety Hazard	Third-party Safety
Production Management and Control	Investigation	Inspection
• Formulate a list of issues concerning "three types of risks", covering key safety issues for foundation excavation, scaffolding, and lifting equipment to ensure effectively managing and controlling the bottom line of safety.	• Establish a tiered supervision and inspection mechanism to conduct thorough safety hazard inspections through daily, weekly, monthly, and quarterly checks; issue the <i>Rectification Notice</i> after inspection and conduct the follow-up.	 Carry out special quarterly safety inspections covering all projects under construction. Carry out special inspections for large devices every year. Immediately organize rectification against zero- tolerance safety issues identified during inspections.

Cultivation of Safety Awareness

In order to enhance employees' safety awareness and skills, we organize various training sessions on safety production. During the reporting period, the Group comprehensively improved the professional capability of employees in occupational health and safety by implementing safety production meetings, safety production month activities, safety production publicity and education, etc. to continuously consolidate the bottom line of safety.



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In 2024

The Group organized a total of Involving

1,575 emergency drills of all kinds **48,722** participants



Green Homeland for a Harmonious People-oriented Philosophy for Empowering Employee Development Shared Success for a Beautiful Chapter



Training sessions of all kinds

Involving



95,408 participants

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2024 Work Conferences for Safety Production

The Group holds quarterly work conferences for safety production for members of the Safety Production Committee and relevant safety management personnel, aiming to study and analyze the current safety production situation, and deploy the safety work of the next stage.

- Special training meeting on publicity and implementation of details of safety management system: approximately 600 participants
- "Should You Know" safety knowledge test: approximately 552 participants
- Special training on safety warning education: approximately 810 participants
- Training on fire safety of high-rise buildings and large commercial complexes: 1,784 participants in total
- Training for construction safety supervisors: approximately 1,931 participants



Scene of Work Conferences for Safety Production

"Safety Production Month" Series Activities

In 2024, the Group actively organized and carried out a series of "Safety Production Month" activities to improve the awareness and capability of employees and stakeholders in safety production.

Guangxi Poly Property

Guangxi Poly Property organized safety education and training, centralized drills and oath-taking activities with more than 500 participants, comprehensively improving the safety production management level of projects.

It effectively promoted the philosophy of "everyone stresses safety" by posting safety slogans, hanging banners, and distributing safety study books and educational materials to construction personnel. Besides, it organized training on internal systems and accident warning education to improve employees' safety production knowledge, and consolidated the training outcomes by holding safety knowledge competitions.

In addition, Guangxi Poly Property organized a safety behavior oath-taking activity and set up a "safety signature wall" to further clarify safety responsibilities, enhance employees' safety awareness and ensure the implementation of safety management.



Scene of Safety Education Training of Guangxi Poly Property

Shanghai Poly Property

Shanghai Poly Property organized a series of safety-publicizing theme activities around Safety Month. Through the study and analysis of typical accident cases, and by organizing the viewing of safety month theme films, employees' awareness of safety regulations and red-line boundaries is reinforced. Meanwhile, it improved the employees' capability to tackle emergencies through first aid training and emergency drills, and carried out the special rectification action against potential hazards, effectively investigating and rectifying potential safety risks.

Besides, Shanghai Poly Property organized the "Safety Publicity Consulting Day" activity, providing employees and homeowners with safety knowledge consulting service and answering their questions.

Poly Property Management

During the Safety Production Month in 2024, Poly Property Management carried out a series of safety production publicizing activities around the theme of "Every Employee Possesses Safety Awareness and Emergency Skills -- Smooth Life Channel", aiming to enhance the safety awareness and emergency response capability of employees and homeowners.

The activity publicized 13 safety production themes, including smooth life channel, safe elevator riding, etc. for 19,555 times in total, covering 596,709 people.

To further deepen the public understanding, Poly Property Management organized the open day activity of monitoring center and fire pump room, and 2,121 homeowners and employees actively participated in the activity. Besides, it enhanced the interactivity and interest of safety education by playing the short video "Danger Avoidance and Escape Training Camp" for 615 times and holding the online knowledge answering activity with 599 participants.

People-oriented Philosophy for Empowering Employee Developmen

Shared Success for a Beautiful Chapter



Safety Month Launching Ceremony of Shanghai Poly Property



Scene of Safety Education of Poly Property Management

Construction for a Brighter Future Ecology

Emergency Drills

According to the current situation of safety management and control and seasonal requirements, the Group periodically organizes various safety and emergency drills covering wind prevention, flood prevention, heatstroke prevention, fire safety, objectattack prevention, operation in limited space and other aspects to comprehensively improve the emergency response capability and safety management level.

"Every Employee Possesses Emergency Skills" Drill Activities of Jiangsu Poly Property

In 2024, Jiangsu Poly Property thoroughly practiced the strategy of "promoting prevention through practice", and organized 6 actual emergency drills including typhoon and flood prevention, rescue for construction collapse, emergency response to falling from heights, first aid for electric shock accident and fire safety. Nearly 300 employees participated in the drills, significantly enhancing the teams' emergency response speed and the employees' self-protection capability.

In addition, Jiangsu Poly Property strengthened the prevention of disastrous weather, established a weather early warning system and emergency planning, and improved various early warning and emergency rescue measures.





Scene of Emergency Drill of Jiangsu Poly Property

Safety Drill Activity of Zhejiang Poly Property

In 2024, Zhejiang Poly Property carried out 90 emergency drills in total with 2,000 participants, including fire emergency drills, elevator trapping drills, flood and typhoon prevention emergency drills, limited space drills, water and power outages emergency drills, etc. The safety awareness and emergency response capability of all employees, homeowners and partners were enhanced.



Scene of Emergency Drill of Zhejiang Poly Property

Safety Drill Activity of Poly Business and Tourism

In 2024, Poly Business and Tourism strengthened the targeted risk study and judgment, further improved safety management standard, and strived to prevent and control safety risks.

In terms of fire safety, Poly Business and Tourism comprehensively investigated and rectified the potential fire hazards in crowded places such as hotels, office buildings, restaurants, canteens, dormitories, strengthened the management on centralized charging points for electric bicycles, resolutely rectified outstanding issues, such as illegal fire operation and electricity use, decoration with flammable material, locking or blocking evacuation routes, and carried out various fire drills, fun sports meetings with firefighting theme, limited space emergency drills and other activities in depth.



Poly Property Management Safety Skill Emergency Drill

In 2024, Poly Property Management conducted a series of emergency drills to comprehensively enhance employees' safety skills and emergency response capabilities, and ensure all employees properly master standardized operating procedures and emergency measures, so as to reduce the possibility of accidents and resulting accident losses. The emergency drills covered various emergency scenarios including flood and typhoon prevention, power outages, water supply interruptions, elevator entrapment, mass incidents, and fire emergencies, with a total of 1,209 drills conducted and 18,486 participants involved.



Poly Property Management Emergency Drill Site

Poly Business and Tourism Fire Drill Site

Ingenious Construction for a Brighter Future

Safety and Civilization Awards of Poly Property Subsidiaries (2024)



Employee Communication and Care

The Group places high priority on the physical and mental health of employees. Through open communication channels and diverse employee care programs, we provide comprehensive support to effectively alleviate work-related stress, enabling employees to enhance well-being and achieve better team integration.

Employee Communication

The Group strictly adheres to the requirements of the Trade Union Law of the People's Republic of China, the Constitution of the All-China Federation of Trade Unions, the Work Regulations on Enterprise Trade Unions, and the Regulations on Democratic Management of Enterprises. We keep optimizing management policies such as the Implementation Measures of Poly Property Group Co., Limited for Strengthening Trade Union Management, and the Implementation Measures of Poly Property Group Co., Limited for Making Public Factory Affairs.

We actively foster an open, transparent, and bidirectional communication environment. Employees may voice requests and suggestions through channels including the Chairman's Mailbox, Staff Symposiums, Suggestion Boxes, Employee Congress, and Satisfaction Surveys. Regular workshops and face-to-face dialogues are conducted to solicit employee feedback on corporate development, management systems, and other matters.

Series Activities of Communication with Employees

In 2024, we understood the needs of employees through symposiums, face-to-face communication with leaders, and employee satisfaction survey, and actively solved their problems, inspiring more employees to take the initiative to participate in the development and construction of the Group as the masters.





Shanghai Poly Property's "General Manager Lunch Meeting"

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Jiangsu Poly Property's "General Manager Lunch Meeting"

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Care for Employees

The Group is committed to fostering a harmonious and caring work environment that prioritizes work-life balance, while continuously enhancing employee care and service systems. Through diversified cultural-sports activities, we strengthen employees' sense of belonging and cultivate a workplace atmosphere imbued with well-being.

2024 POLY Fun Run China in Shanghai

In 2024, as the "Leading Creator of A Brighter Future", Poly Property hosted the "2024 POLY Fun Run China" across 13 cities nationwide, showcasing the Group's commitment to health, positivity, and vitality in the new era.

The event attracted property homeowners, tenant representatives, media, and thousands of running enthusiasts from across China to celebrate the Olympic spirit, showcasing Poly's dynamic vitality through this passionate sporting celebration. It garnered coverage from over 80 leading media outlets, achieving more than 20 million impressions. Meanwhile, the featured fun running campaign films Forty & Fulfilled and Salute to Every Runner gained widespread attention after being featured on the SASAC official website, inspiring all participants to become champions in their own right.



"2024 POLY Fun Run China" Event

Four Decades of Partnership, Excellence into the Future | Poly Property Nationwide Celebration for 7.15 Poly Day

On July 15, 2024, marking the 40th anniversary of Poly Group's establishment, Poly Property coordinated across its 13 regional branches nationwide to launch diversified "Poly Day" corporate culture and brand marketing campaigns. Across China, Poly Group organized diverse activities including garden parties, brand bazaars, tea receptions, and microexhibitions to further showcase Poly's brand narrative in the new era.



7.15 Brand Cultural Activities

"Badminton Without Boundaries, Excellence for the Future" Tournament

In November 2024, Guangdong Poly Property co-hosted the 7th Poly Group Badminton Tournament titled "Badminton Without Boundaries, Excellence for the Future" in Shunde. Over a hundred employees gathered for the event, which not only showcased their athletic prowess but also strengthened camaraderie and team cohesion.



"Medical Experts in the Workplace" Free Clinic

On October 18, 2024, Yunnan Poly Property partnered with local communities and the First Affiliated Hospital of Kunming Medical University to host "Leading the Unity, Building Healthier Workplaces with Health Services" Free Clinic and "Medical Experts in the Workplace" Co-construction Activity at Kunming Poly Center (3F). More than 20 medical experts from 13 departments of the First Affiliated Hospital of Kunming Medical University provided on-site consultations, offering professional diagnosis and tailored health advice to address office workers' wellness concerns.



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On-Site Photos from the Free Clinic Activity

Shared Success for a Beautiful Chapter

05

The United Nations Sustainable Development Goals (UN SDGs) addressed in this chapter include:



The Group is committed to enhancing supply chain management and fulfilling social responsibilities, fostering collaborative development with partners and communities to jointly build a brighter future. We build responsible and sustainable supply chains, actively engaging suppliers to elevate product and service quality through industryleading standards that drive sector-wide progress. At the same time, we act advocate for and implement social welfare initiatives to enhance public well-be contributing to the development of a more prosperous and harmonious so

HKEX indicators addressed in this chapter

GRI indicators addressed in this chapter



Construction for a Brighter Future

Responsible **Supply Chain**

The Group is committed to building a responsible supply chain. It has established a full life cycle management process for suppliers and extended the concept of ESG to all links in the upstream and downstream supply chain to promote a sustainable development of the value chain. We adhere to the principles of open and equal cooperation, strengthen sustainable procurement management, and pay attention to the communication and capacity construction of suppliers, aiming at building a bright, open and new cooperation ecosystem with high efficiency.

Supplier Management **System**

As of the end of the reporting period

There are

3.05 gualified suppliers involved in the

Group's supplier database in total

During the reporting period

The economic contract fulfillment ratio of suppliers has reached

100%

The Group strictly abides by the Tendering and Bidding Law of the People's Republic of China, the Regulations for the Implementation of the Tendering and Bidding Law of the People's Republic of China, the Government Procurement Law of the People's Republic of China, and other laws and regulations. We have formulated a series of internal management rules and measures such as the Tender Management System of Poly Property Group, the Supplier Management System of Poly Property Group, and the Supplier Management System for Centralized Procurement of Poly Property Group. Our supplier database system is divided into two main levels: the national supplier database and the regional company supplier database. This structure facilitates regional companies in managing suppliers and enables the group to supervise supplier management activities. We have established a standardized management process that covers an entire life cycle of introduction, evaluation, grading, and withdrawal of suppliers. We have also developed a dynamic management mechanism of "selection, cooperation, cultivation and evaluation" in the supply chain to create a symbiotic and mutually beneficial supplier management system.

Supplier introduction	• We have set up supplier recruitment, supplier qualification pre-review, supplier inspection, supplier access approval and other supplier introduction links to select qualified suppliers based on a series of criteria such as qualification, credit standing, product, quality, benchmarking performance and capacity scale.
Supplier evaluation	• In the early stages of design coordination, contract signing, construction (or production scheduling and supply), acceptance and after-sales service, we implement a comprehensive evaluation of suppliers, aiming at assessing and improving their performance and service quality, while strengthening our supplier management capabilities.
Supplier grading	• According to the annual comprehensive evaluation results of suppliers, we divide suppliers into four grades: excellent, good, qualified and unqualified. For suppliers at all levels, differentiated project selection methods are implemented and corresponding undertaking quotas are set. For suppliers with evaluation results are excellent, we implement incentives to recognize their high-quality performance.
Supplier exit	• For suppliers who violate the law or are rated as unqualified in the performance process, we implement the exit mechanism and continuously optimize the supplier database to ensure the overall quality and resilience of supply chain.

Supplier Management System

Sustainable Procurement

During the reporting period

Number of potential suppliers rejected due to noncompliance in shouldering social responsibilities is

As of the end of the reporting period

100%

of suppliers in the database sign the *Business Integrity Commitment* and the *Business Integrity Agreement*

The proportions of group-level cooperative suppliers of centralized procurement that have passed the certification of quality, environmental, and



The Group actively promotes the in-depth implementation of sustainable procurement practices by fully integrating ESG indicators - such as labor rights and interests, occupational health and safety, product quality, environmental protection, anticorruption, and business ethics - into the supplier onboarding and evaluation processes. This ensures the compliance of procurement activities, effectively manages and controls supply chain risks, and further enhances the security and stability of the supply chain.

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People-oriented Philosophy for Empowering Employee Development



Number of suppliers suspended from cooperation due to noncompliance in shouldering social responsibilities is



All construction general contractors

must obtain at least one guality/environmental/occupational health and safety management system certification

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Supplier ESG Management

The Group has formulated and publicized the Supplier Code of Conduct of Poly Property Group, requiring the suppliers to sign the Commitment to Comply with the Supplier Code of Conduct of Poly Property Group. We have extended the ESG concept to all links of the supply chain to improve the sustainable development awareness and ability of suppliers.

We incorporate ESG considerations into supplier introduction decisions and require suppliers to provide ESG managementrelated certificates such as credit rating certificates, quality management systems, environmental management systems, and occupational health and safety management systems to assess their ESG management level.

In addition to that, through various methods such as supplier interviews, surveys and patrol inspections, we have sorted out the current situation, management system, operation procedure, evaluation, reward and penalty of suppliers so as to strengthen the management efficiency of suppliers and then promote the sustainable development of suppliers.

Integrity Management

Taking the management of employee conflict of interest as the basis of supply chain integrity management. We have clarified the relevant content of supply chain anticorruption in the Employee Code of Conduct, requiring them to carry out their work in an objective, fair, and independent manner with zero-tolerance for any form of corruption and bribery so as to eliminate them.

We attach great importance to the integrity commitment with our partners, continuously promoting the Sunshine Procurement Project, and reducing the risk of corruption in supply chain. The suppliers must provide the Business Integrity Commitment for access approval. During the contract signing stage, both parties must sign the Business Integrity Agreement as necessary attachments to the contract. We have established an integrity cooperation supervision mechanism, indicated reporting channels in relevant agreements, built up a supervision ledger, and regularly conducted follow-up visits to suppliers to ensure the integrity and transparency of the cooperation process.

Adhering to the principle of "compliance and integrity, prevention first, fairness and impartiality, openness and transparency", we have established a blacklist of suppliers in terms of integrity management according to the Supplier Management System of Poly Property Group. We strictly implement the joint punishment mechanism of "Multiple restrictions for one violation" for suppliers in the blacklist (including actual controller of the supplier), and they will be permanently prohibited from participating in any bidding activities of the Company within the scope of Poly Property.

Green Procurement

The Group practices the concept of green procurement and prioritizes the purchase of green products with sustainable certification, low consumption, low energy consumption, pollution-free, and multi-functionality. During the centralized procurement supplier onboarding process, we require them to submit certifications including Green Factory Certification, Energy Management System Certification, and Green Building Materials Certification. This initiative aims to continuously increase the proportion of green building materials and products in our centralized purchasing portfolio. At the same time, we actively guide suppliers to improve product quality and environmental performance, continuously reducing potential environmental risks, thereby promoting the green development of the entire industry chain.

Supplier Communication and **Empowerment**

Supplier Communication

• We communicate through telephone, WeChat, email, on-site investigation, face-to-face interview, etc., to ensure effective information transfer and timely feedback.



We focus on the communication about problems in project quality, safety, and progress.

 Besides, we focus on communicating about problems that occur during the cooperation process and timely urge the rectification work.

Supplier Empowerment

We continue to deepen our collaborative relationship with suppliers, combining online and offline approaches. We encourage suppliers to actively participate in supplier exchange meetings and special training, helping them improve product and service quality, as well as their sustainable development capabilities, thus injecting momentum into the development of the supply chain. During the reporting period, a total of 1,424 supplier personnel participated in training sessions.

Jiangsu-Zhejiang-Shanghai Joint Supplier Pool

By aligning with national strategic requirements for regional economic integration, we are actively expanding construction projects in the Jiangsu-Zhejiang-Shanghai region. Against this backdrop, the Group leveraged the scale and service radius advantages of the Yangtze River Delta region to establish the Jiangsu-Zhejiang-Shanghai Joint Supplier Pool in October 2024. This initiative promotes cross-regional sharing of high-quality supplier resources, deepening and consolidating long-term stable strategic partnerships. We fully leverage the economies of scale from regional clusters to further attract high-quality external supplier resources, foster healthy competition among suppliers in the regional pool, continuously optimize and enhance supplier quality, and jointly promote high-quality development of regional construction projects.



The Group fully understands the importance of communication and collaboration with suppliers and is committed to fostering stable and harmonious long-term partnerships. We have established diversified communication channels, focusing on areas such as quality, health and safety, and sustainable development, to ensure timely communication and feedback with suppliers. Meanwhile, we proactively implement supplier training and rectification initiatives to enhance their capacity building, fostering joint efforts towards win-win cooperation.

Construction for a Brighter Future

Practicing Social Responsibility

The Group upholds the core values of "Responsibility First, Development Foremost" and integrates social responsibility into our corporate development strategy as an integral component. We continue to strengthen communication with communities impacted by our business, supporting rural community development, guality education, and effectively fulfilling our corporate social responsibility through business innovation, charitable donations, and employee volunteer activities.

Abiding by the Charity Law of the People's Republic of China and other laws and regulations, we have formulated internal management measures the Management Measures of Poly Property Group Co., Limited for External Donations to ensure the compliance and standardization of charitable donations and public welfare activities.



Rural Revitalization

The Group actively shoulders corporate social responsibility, takes the initiative to fulfill social obligations, responds positively to the national rural revitalization strategy, and continuously promotes the development of public welfare projects. By creating the "Poly Youth Ambition" and "Poly, My Hometown" brand IPs, we are dedicated to enhancing rural education quality, improving livelihood security, and promoting regional economic development, contributing to the rural revitalization initiative.



Education Revitalization

Poly Youth Ambition • 100 Master Classes

In 2024, the "Poly Youth Ambition" public welfare initiative has been upgraded. In collaboration with China Youth Daily, we have launched the "2024 Poly Youth Ambition • 100 Master Classes". Renowned experts in fields such as science and technology, art, Chinese studies, music, and sports will deliver public welfare lessons in over 30 cities across the country, spreading the spark of knowledge into the hearts of every young person in the nation.

- cultural heritage for young minds.
- lecture, helping to build the dreams of young people.
- laboratory experiments were held at our own projects, enriching the summer of 500 young people.
- them to learn hosting skills and helping them build confidence and ignite aspirations.

Poly Youth Ambition • Shanghai Study Tour

In September 2024, we specially collaborated with China Youth Daily, Fudan University, Poly Arts and Crafts, Poly Culture, Poly Huaxin, and Shanghai Academy of Spaceflight Technology to launch the "Poly Youth Ambition • Shanghai Study Tour". For the initiative, we specially invited rural adolescents from Ninglang Mountainous Area in Yunnan Province to journey across 2,800 kilometers to Shanghai, opening a door to a broader world for them.

Centered on the theme "2024 · Broadening Horizons", the event focused on broadening teenagers' horizons, aiming at providing an opportunity to realize Chinese teenagers' dreams. During the Shanghai Study Tour, these teenagers from the mountainous regions engaged in upclose exchanges with masters, discovering a broader world. They attended humanitiesthemed lectures, experienced the beauty of China's intangible cultural heritage, participated in thematic performances, and witnessed the marvels of Mega Projects of China. At Nokia Shanghai Bell Co., Limited, they touched the pulse of information technology, while in rockclimbing courses, they embraced growth and transformation.



Ecology

People-oriented Philosophy for Empowering Employee Development



• Guizhou Poly Property, in collaboration with master calligraphers, hosted a themed calligraphy lesson titled "Carrying Forward Eastern Heritage, Unveiling the Splendor of Mountains and Rivers Through Calligraphy". Through each stroke of cultural legacy, it unfolded the profound legacy of China's 5,000-year civilization, igniting the spark of

• Hubei Poly Property organized 70 young homeowners to visit the Panlongcheng National Archaeological Site Park and the Wuhan Eurasian Museum, inviting the founder of the Wuhan Eurasian Museum to deliver a master public

 Shandong Poly Property, in collaboration with Poly Shandong Provincial Capital Culture and Art Center Grand Theatre, launched a percussion summer camp to ignite children's art education and inspire their aspirations for the future. At the same time, summer classes such as swimming, public speaking, boxing, percussion, and children's

• Shenzhen Poly Property invited students to participate in the Speak Your Dreams • Little Hosts Master Class, guiding



"2024 · Broadening Horizons" Promotional Video Cover

Construction for a Brighter Future

Boosting Consumption for Revitalization

In 2024, Poly Property actively implemented national strategies and fulfilled its responsibilities as a central enterprise. Subsidiaries of Poly Property purchased products from designated assistance counties through the Central Enterprise Consumption Assistance E-commerce Platform and other means, while employees were encouraged to participate in the central enterprise consumption assistance activities and purchase assistance products. The annual procurement under the consumption assistance initiative exceeded RMB 1.05 million.

In 2024, Poly Property Management actively responded to the mission of rural revitalization by cooperating with the People's Government of Ceheng County, Guizhou Province. In addition to supporting the "Ceheng County Relocation Project" and providing property management services, the Group leveraged its resources to promote local camellia oil sales, introducing agricultural products to employees and customers.

Community Feedback

The Group is dedicated to building thriving communities, prioritizing community communication by actively listening to residents' needs and expectations. Through our core competencies, we enhance community welfare and ensure harmonious coexistence with communities.

Regional Joint Activity of Giving Unused Items a New Life

In 2024, Jiangsu Poly Property, Yunnan Poly Property, and Poly Property Management encouraged their own service homeowners to organize charity donation activities, and donate clothes and learning materials to children in remote and poor areas. Hundreds of customers and houseowners donated more than 400 kilograms of idle clothing, making old clothing rejuvenate and give children in poverty-stricken areas more warmth in winter.



Employee Group Photo for the Activity of Giving Unused Items a New Life

Public Welfare Activity of "Exchange Books for Vegetables, Share Books in Zhejiang"

Ingenious

In 2024, Poly Property Management in Zhejiang Area held a community activity with the theme of "Exchange Books for Vegetables, Share Books in Zhejiang". The Company created vibrant Vegetable Display Zones and Book Exchange Corners, encouraging homeowners to share unused books and enjoy fresh vegetables. This innovative model not only promoted more efficient use of resources, but also stimulated homeowners' interest in reading and enhanced neighborhood interaction and communication.



Photo of the Community Activity of "Exchange Books for Vegetables, Share Books in Zhejiang"

2024 Charitable Voluntary Blood Donation Activity

In 2024, the entity of Poly Property Shanghai in Shanghai organized a voluntary blood donation activity, where employees enthusiastically registered to participate. Through concrete actions, they demonstrated compassion and spread positive energy, showcasing the social responsibility and spirit of dedication of Poly Property employees. In this activity, a total of 31 employees participated in blood donation.



Ecology

People-oriented Philosophy for Empowering Employee Development



Gifts from the Sea - "Message in a **Bottle**" Workshop

In October 2024, Yunnan Poly Property partnered with Poly Property Management to launch a "Message in a Bottle" Workshop for Poly City homeowners. The activity guided children in understanding waste classification, helping them learn to differentiate between recyclables, hazardous waste, and other categories through hands-on practice. Through this edutainment workshop, the children not only mastered waste classification techniques, but also developed a stronger consciousness for marine conservation.



Photo of the "Message in a Bottle" Workshop

Employee Group Photo for the Voluntary Blood Donation Activity

Ecology

Volunteer Actions

We cultivate employees' social responsibility and civic consciousness by encouraging employees to serve as community volunteers, participate in diverse public welfare initiatives and volunteer services, and contribute to social development through practical actions.

March 12 Voluntary Tree-Planting Activity - Creating Spring Splendor for Communities Served by Poly

In March 2024, the Group mobilized 100+ employees to conduct diverse tree-planting activities across communities, neighborhoods, and fields.

Through our "Planting + Adoption" afforestation model, we collaborated with homeowners to co-create community green co-construction zones. During the activity, the children planted tree seedlings themselves and made succulent potted plants with their parents to enjoy the rare parent-child time together. Furthermore, through the activity of "exchanging vegetables for books", we set up a public reading space and sow the "seeds" of knowledge in the minds of homeowners.

Through this tree-planting activity, the Group has successfully planted 203 tree seedlings with the participation of nearly 600 homeowners and the public, making concrete contributions to the Beautiful China initiative through practical action.







Photos of the Voluntary Tree-Planting Activity

Clutter Clearance Special Campaign

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Construction for

a Brighter Future

In March 2024, Hubei Poly Property deployed 4 youth volunteers to Zhongnan Xinyuan community for the Clutter Clearance Special Campaign. They liberated shared spaces and secured critical fire escape routes by clearing hallway clutter.



Learning from Lei Feng "Bend Down Initiative" Volunteer Service Activity



Group Photo of Employees Participating in the "Bend Down Initiative"

Volunteer Service Activity

In 2024, Beijing Poly Plaza organized an intersection civilization guidance volunteer service activity with the theme of "Civilized Conduct, Shared Responsibility - I Volunteer, I Serve". During the activity, employees of the Beijing Poly Plaza guided vehicles to yield to pedestrians during morning rush hours and tidied up disorganized shared bikes near subway stations, contributing to a more civilized and orderly social environment.



People-oriented Philosophy for Empowering Employee Development



Photo of Employees Cleaning at the Scene



In March 2024, Poly Property Management in Yunnan Area organized youth volunteers from the league members to carry out the "Learning from Lei Feng 'Bend Down Initiative' Volunteer Service Activity" with the theme of "carrying forward Lei Feng's spirit and building a thriving home together", and actively cleaned up the garbage on the roads and in the green belts of Poly City and Sunny Lake & Splendid Life, and wiped the advertisement boards, contributing to the cleanliness of the communities.

"Civilized Conduct, Shared Responsibility - I Volunteer, I Serve" Intersection Civilization Guidance

Photo of the Intersection Civilization Guidance Volunteer Service Activity

Appendix I: List of Policies

ESG KPIs	List of Internal Policies in 2024	List of Laws and Regulations Obeyed in 2024	ESG KPIs	List of Internal Policies in 2024	List of Laws and Regulations Obeyed ir
Aspect A1: Emissions	Law of the People's Republic of China on the Prevention and Control of Water Pollution Law of the People's Republic of China on the Prevention and Control of Air Pollution 	Job Rank Management Measures of Poly Property Group Co., Limited (Real Estate Development Company) Measures of Poly Property Group Co., Limited for Comprehensive Assessment and Evaluation of Leadership and Leaders Measures of Poly Property Group Co., Limited on Sales Rank Management Job Rank Management Measures of Poly Property Group Co., Limited (Hong Kong) Annual Performance Assessment of the Functional Center of the Headquarters of Poly Property Group Co., Limited Management Measures for Education and Training of Poly Property Group Management Regulations for Online Learning Platform of Poly Property Group	/		
		Control of Noise Pollution National Catalogue of Hazardous Wastes Environmental Impact Assessment Law of the People's Republic of China Measures for Environmental Administrative Punishment Property Management Regulations	Aspect B4: Labor Standards	Employee Handbook of Poly Property Group	Law of the People's Republic of China on the Protec Minors Provisions on the Prohibition of Child Labor
Aspect A2: Jse of Resources	Rules on Material Conservation and Material Resource Utilization Rules on Water Saving and Water Resource Utilization Rules on Energy Saving and Utilization Rules on Land Conservation and Construction Land Protection	/		Tender Management System of Poly Property Group Supplier Management System of Poly Property Group Management Regulations for Engineering Bidding Management (Centralized Procurement Category) of Poly Property Management Regulations for Engineering Bidding Management (Non- centralized Procurement Category) of Poly Property	Civil Code of the People's Republic of China Tendering and Bidding Law of the People's Republic Regulations for the Implementation of the Tendering Bidding Law of the People's Republic of China
Aspect A3: The Environment and Natural Resources	Investment Management Regulations of Poly Property Group Co., Limited (2024 Edition)	Environmental Protection Law of the People's Republic of China Regulations on the Administration of Construction Project Environmental Protection Regulation on Environmental Impact Assessment of Planning Code for Green Construction of Building	Aspect B5: Supply Chain Management	Management Regulations for Consulting and Services Bidding of Poly Property Management Regulations for Engineering Suppliers (Centralized Procurement Category) of Poly Property Management Regulations for Engineering Suppliers (Non-centralized Procurement Category) of Poly Property Supplier Management System for Centralized Procurement of Poly Property Group	Government Procurement Law of the People's Reput China Regulations on Projects that Must be Tendered Regulations on the Scope of Infrastructure and Publi Projects that Must be Tendered Measures for Electronic Bidding and Tendering Measures for Bidding and Tendering of Construction Measures for Bidding and Tendering of Goods for Co
Aspect A4: Climate Change	Comprehensive Emergency Plan for Production Safety Accidents Emergency Plan for Typhoon and Flood Prevention	Energy Conservation Law of the People's Republic of China Renewable Energy Law of the People's Republic of China (Amendment) Assessment Standard for Green Building (GB/T 50378-2019)		Code of Conduct for Cost Contracting Staff of Poly Property Business Integrity Agreement Business Integrity Commitment Supplier Code of Conduct of Poly Property Group Commitment to Comply with the Supplier Code of Conduct of Poly Property Group Supplier Integrity Blacklist Management Measures of Poly Property Group	Projects Bidding and Tendering Measures for Construction Pr Survey and Design Administrative Measures for the Release of Tender Announcements and Public Information Interim Provisions on Bid Evaluation Committee and
Aspect B1: Employment	Employee Handbook of Poly Property Group Administrative Measures on Remuneration of Poly Property Group Co., Limited (Real Estate Development Company, 2024 Edition) Administrative Measures on Remuneration of Self-Marketing Teams of Poly Property Group Co., Limited Administrative Measures on Post and Remuneration of the Business Management Team of Poly Property Group Co., Limited Recruitment Management Measures of Poly Property Group Co., Limited (2024 Edition) Administrative Measures on Preparation and Remuneration of Real Estate Repair Teams of Poly Property Group Co., Limited Implementation Measures for the Congress of Workers and Staff of Poly Property Group Co., Limited Implementation Measures of Poly Property Group Co., Limited for Strengthening Trade Union Management Management Measures for the Use and Evaluation of Social Recruitment Suppliers of Poly Property Group Co., Limited (2024 Edition) Guidelines on Human Resources Reporting for Poly Property Group Co., Limited (2024 Edition)	Labor Law of the People's Republic of China Labor Contract Law of the People's Republic of China Regulations for the Implementation of the Labor Contract Law of the People's Republic of China Special Provisions on Labor Protection of Female Employees Regulations on Paid Annual Leave of Employees Trade Union Law of the People's Republic of China Constitution of the All-China Federation of Trade Unions Work Regulations on Enterprise Trade Unions Regulations on Democratic Management of Enterprises	Aspect B6: Product Responsibility	Co., Limited Engineering Management Measures of Poly Property Management Rules for Engineering Supervision of Poly Property Management Rules for Full-process Quality of Poly Property Implementation Rules for Engineering Key Process Inspection Points of Poly Property Management Rules for Document of Poly Property Guidelines for Engineering Planning of Poly Property Guidelines for Engineering Planning of Poly Property Guidelines for Courdent of Poly Property Guidelines for Courdent of Poly Property Precision Quality Standards of Poly Property (2024 Edition) Quality Standards for Civil Engineering of Poly Property Quality Standards for Landscape Engineering of Poly Property Quality Standards for Water, Air, Heating, and Electricity of Poly Property	Intellectual Property Law of the People's Republic of Copyright Law of the People's Republic of China Trademark Law of the People's Republic of China Construction Law of the People's Republic of China Regulation on the Quality Management of Constructio Unified Standard for Constructional Quality Acceptan Building Engineering (GB50300-2013) Standard for Acceptance of Construction Quality of B Foundation (GB50202-2018) Code for Acceptance of Construction Quality of Unde Waterproof (GB50208-2011) Code for Acceptance of Constructional Quality of Mas Structures (GB50203-2011) Specification for Welding and Acceptance of Reinford Bars (JGJ18-2012) Code for Acceptance of Constructional Quality of Con Structures (GB50204-2015) Code for Acceptance of Construction Quality of Buildi
Aspect B2: Health and Safety	Measures for Supervision and Administration of Production Safety of Poly Property Group Co., Limited Working System of the Safety Production Committee of Poly Property Group Co., Limited Comprehensive Emergency Plan for Production Safety Accidents of Poly Property Group Co., Limited.	Production Safety Law of the People's Republic of China Fire Protection Law of the People's Republic of China Administrative Regulations on the Work Safety of Construction Projects Special Equipment Safety Law of the People's Republic of China Law of the People's Republic of China on the Prevention and Control of Occupational Diseases		Quality Standards for Water, Air, Heating, And Electricity of Poly Property Quality Standards for Waterproofing Engineering of Poly Property Quality Standards for Centralized Procurement Categories of Poly Property 2024 Engineering Inspection (Poly Hammer) Assessment Standards Business Management Regulations	Ground (GB50209-2010) Standard for Construction Quality Acceptance of Buil Decoration (GB 50210-2018) Code for Acceptance of Construction Quality of Roof (GB50207-2012) Code of Acceptance of Construction Quality of Electri Installation in Building (GB50303-2015) Code for Acceptance of Installation Quality of Lifts, 1 and Passenger Conveyors (GB50310-2002)



Appendix II: Key Performance Table

ESG KPIs	List of Internal Policies in 2024	List of Laws and Regulations Obeyed in 2024
Aspect B6: Product Responsibility	Poly Property Management Community Culture Operation Guidelines (2024 Edition) Project Manager Qualification Certification Implementation Plan of Poly Property Management Marketing Procurement Management Regulations of Poly Property Group Co., Limited Poly Property Customer Satisfaction Survey Management Measures Poly Property Third Party Maintenance and Warranty Deposit Management Measures Poly Property Customer Relations Meeting System Poly Property Mystery Visitor Inspection Management Measures Marketing Management System of Poly Property Group Co., Limited Marketing Management System of Poly Property Group Co., Limited Marketing Management Measures of Poly Property Group Co., Limited Marketing Management Committee Working Guidelines of Poly Property Group Co., Limited Public Opinion Disposal Plan of Poly Property Group Co., Limited Sales and Display Sample Control Process and Methods Mystery Visitor Research and Inspection Management Guidelines Management Measures for Customer Relationship Operations of Poly Property Group Management Measures for Performance of Marketing System of Poly Property Group (Revised in 2024) Management Measures for Remuneration of Project Marketing Team of Poly Property Group Co., Limited (Revised in 2024) Information System Infrastructure Management Measures of Poly Property Group Co., Limited Network Security Management Measures of Poly Property Group Co., Limited	Technical Specification for Concrete Structures of Tall Building ((G)3-2010) General Code for Waterproofing of Building and Municipal Engineering (GB55030-2022) General Specification for Building Fire Protection (GB55037- 2022) General Specifications on Fire Facilities (GB55036-2022) Standard for Acceptance of Energy Efficient Building Construction (GB 50411-2019)
Aspect B7: Anti- corruption	Integrity Risk Prevention and Control Manual of Poly Property Group Co., Limited Implementation Rules for Investigation of Responsibility for Non- compliant Operation and Investment of Property Development Subsidiaries of Poly Property Implementation Plan of Poly Property for Assigning Grassroots Discipline Inspection Supervisors Implementation Opinions of Poly Property on Deepening Integrity Education Interim Measures of Poly Property for Complaint Reporting Internal Audit Management Measures of Poly Property Group Co., Limited Regulations of Poly Property Group Co., Limited on Economic Responsibility Audit Management Code of Poly Property Group Co., Limited for Audit Rectification Internal Audit Work Process and Quality Control Guidelines of Poly Property Group Co., Limited Work Plan for Promoting the "Clean and Honest Home" Brand Building of Poly Property Compliance Management Rules of Poly Property Group Legal and Compliance Review Management Measures of Poly Property Group Comprehensive Risk Management and Internal Control Measures of Poly Property Group (Trial) Internal Control Self-assessment and Supervision Evaluation Manual	Supervision Law of the People's Republic of China Anti-Money Laundering Law of the People's Republic of China Law of the People's Republic of China Against Unfair Competition Antimonopoly Law of the People's Republic of China Prevention of Bribery Ordinance
Aspect B8: Community Investment	Management Measures of Poly Property Group Co., Limited for Designated Assistance Management Measures of Poly Property Group Co., Limited for External Donations Interim Measures of Poly Property Group Co., Limited for Management of External Donations	Charity Law of the People's Republic of China

		Er	nvironmenta	l Performan	ce Indicators	5 ⁴			
Catagony	Unit	Office & Development⁵		Hotels ⁶		Commercial Projects ⁷		Property Management	
Category		2023	2024	2023	2024	2023	2024	2023	2024
Energy Indicators									
Diesel	Liter	600.00	0.00	4,882.00	310.00	3,211.00	3,720.16	19,585.33	11,719.40
Gasoline	Liter	233,893.08	190,881.18	20,820.00	22,633.12	0.00	1,662.00	19,699.88	24,832.55
Natural gas	Cubic meter	2,327.00	2,742.00	1,927,802.80	1,859,969.00	874,733.06	777,935.00	1,087.27	66,029.87
Liquefied petroleum gas	Kilogram	200.00	0.00	1,170.00	740.00	0.00	0.00	3,400.50	1,564.50
Coke Oven Gas	Cubic meter	0.00	0.00	192,631.00	0.00	0.00	0.00	0.00	0.00
Purchased electricity	MWh	17,710.69	17,210.11	28,216.12	27,832.00	31,872.73	29,981.34	139,628.79	154,982.61
Green electricity	MWh	547.42	560.37	0.00	0.00	0.00	0.00	0.01	0.02
Energy Consumption Ind	icators ⁸								
Total comprehensive energy consumption	MWh	20,322.23	19,456.99	50,253.30	48,170.09	41,370.90	38,451.48	140,054.04	156,051.28
Comprehensive energy consumption intensity	MWh/ten- thousand square meter	593.15	489.46	1,626.46	1,559.04	386.15	358.90	31.00	34.54
Greenhouse Gas Emissio	ns Indicators ⁹								
Scope 1 GHG emissions ¹⁰	Tonne CO ₂ equivalent	523.14	426.98	5,349.53	4,324.83	2,024.52	1,719.25	679.14	2,065.12
Scope 2 GHG emissions ¹¹	Tonne CO ₂ equivalent	10,523.69	10,078.24	16,766.02	16,298.42	18,938.78	17,557.07	82,967.43	90,757.82
Scope 3 GHG emissions ¹²	Tonne CO ₂ equivalent	/	384.87	/	5.82	/	0.00	/	11.47

- ⁴ Staring from 2023, the environmental performance indicators of the Group have been divided based on business sectors. For specific data from previous years, please refer to Poly Property Group Co., Ltd 2022 Environmental, Social and Governance Report.
- ⁵ The scope of Environmental Performance Indicators of the Office & Development covers the Group's headquarter offices, property development, sales center, and Poly Star/Poly Microchip.
- ⁶ The data scope of Hotels covers hotel properties held and put in operation by the Group.
- over 100,000 square meters.
- ⁸ The calculation of the total comprehensive energy consumption is based on the *General Rules for Calculation of the Comprehensive Energy* Consumption (GB/T2589-2020).
- ⁹ The Group's greenhouse gas emissions are mainly from our own vehicle fuel combustion, natural gas combustion, LPG combustion, fugitive refrigerant use, and purchased electricity.
- Accounting Methods and Reporting Guidelines published by the National Development and Reform Commission of the People's Republic of China, the Greenhouse Gas Emissions Accounting Methodology and Reporting Guidelines for Land Transport Enterprises (Trial) published by the Ministry of Ecology and Environment of the People's Republic of China, the Greenhouse Gas Inventory Guidance - Direct Emissions from Mobile Combustion Sources and the 2006 IPCC national greenhouse gas inventory guide and the Sixth Assessment Report (AR6) released by the Intergovernmental Panel on Climate Change (IPCC).
- based traded non-fossil energy electricity) in the Announcement on the Release of 2022 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China; in order to maintain consistency and comparability, the greenhouse gas emissions from purchased electricity are calculated using market-based greenhouse gas emission factors, and the Scope 2 greenhouse gas emissions data was recalculated based on the 2021 national average CO₂ emission factor for electricity (excluding market-based traded non-fossil energy electricity) in the Announcement of the Ministry of Ecology and Environment and the National Bureau of Statistics on the Publication of 2021 Electricity Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics.
- ¹² Scope 3 emission represents greenhouse gases emitted via employee business trips. The calculation of Scope 3 greenhouse gases emission data is based on the China Products Carbon Footprint Factors Database (2022). Starting from 2024, the Scope 3 GHG emissions data was calculated and disclosed by business sectors, while it was based on the Group basis in previous years, and the Group's Scope 3 GHG emissions in 2022 and 2023 were 182.53 and 499.83 tonnes CO_2 equivalent respectively.



⁷ The data scope of Commercial Projects covers centralized commercial properties held and put into operation by the Group, with a management area

¹⁰ The calculation of Scope 1 greenhouse gases emission data is based on the *Industrial Companies in Other Industries in Greenhouse Gas Emissions*

¹¹ The Scope 2 GHG emissions data in 204 was calculated based on the 2022 national average CO₂ emission factor for electricity (excluding market-

			nvironmenta	al Performan	ice Indicator				
5 .		Office & Development		Hotels		Commercial Projects		Property M	anagement
Category	Unit	2023	2024	2023	2024	2023	2024	2023	2024
Total GHG emissions (Scope 1 and Scope 2)	Tonne CO₂ equivalent	11,046.83	10,505.22	22,115.55	20,623.25	20,963.30	19,276.32	83,646.57	92,822.94
Total GHG emissions intensity (Scope 1 and Scope 2)	Tonne CO ₂ equivalent/ ten-thousand square meter	322.43	264.27	715.78	667.48	195.67	179.92	18.51	20.54
Air Pollutant Emission Inc	licators ¹³								
Carbon Monoxide (CO)	Kilogram	1,160.48	873.68	160.50	401.60	0.00	4.22	132.53	99.39
Nitrogen Oxides (NO _x)	Kilogram	70.04	45.12	8.75	18.62	0.00	0.16	39.32	6.2
Sulphur Dioxide (SO _x)	Kilogram	3.46	2.82	0.31	0.33	0.00	0.03	0.31	0.37
Particulate Matter (PM)	Kilogram	13.33	10.07	1.46	2.88	0.00	0.06	2.29	1.28
Waste Generation Indicat	ors								
Volume of hazardous waste generated	Kilogram	11,574.23	4,268.35	9,402.30	5,985.76	1,093.00	512.00	58,396.50	27,344.50
Waste battery	Kilogram	97.88	62.69	849.60	3,063.36	73.00	78.90	7,533.16	4,170.62
Waste cartridge	Kilogram	1,004.84	400.46	557.20	215.30	60.00	48.00	3,871.78	2,301.8
Waste lighting tube	Kilogram	156.00	15.20	1,237.00	596.40	400.00	295.00	14,935.47	7,410.66
Electronic waste	Kilogram	1,315.50	450.00	5,660.50	1,846.70	550.00	73.00	9,761.24	6,209.52
Other hazardous waste	Kilogram	9,000.00	3,340.00	1,098.00	264.00	10.00	17.10	22,294.85	7,251.89
Hazardous waste intensity	Tonne/ten- thousand square meter	0.34	0.11	0.30	0.19	0.01	0.005	0.01	0.0
Volume of non-hazardous waste generated	Kilogram	106,527.05	401,152.00	4,849,000.00	4,489,524.00	4,857,500.00	5,521,030.00	220,281,131.00	204,977,783.42
Domestic waste	Kilogram	106,287.00	400,897.00	4,798,000.00	4,458,631.00	3,685,500.00	4,557,660.00	163,880,350.00	164,658,052.2
Other non-hazardous waste	Kilogram	240.05	255.00	51,000.00	30,893.00	1,172,000.00	963,370.00	56,400,781.00	40,319,731.12
Non-hazardous waste intensity	Tonne/ten- thousand square meter	3.11	10.09	156.94	145.30	45.34	51.53	48.76	45.3
Water Consumption									
Total water consumption	Tonne	304,679.27	288,370.98	698,641.60	623,791.00	268,867.02	297,171.50	1,868,184.81	2,555,064.07
Total water consumption intensity	Tonne/ten- thousand square meter	8,892.81	7,254.24	22,611.77	20,189.15	2,509.54	2,773.73	413.49	565.52
Packaging Material Const	umption Indicat	tors							
Packaging material consumption ¹⁴	Kilogram	N/A	N/A	5,748.00	1,543.00	N/A	N/A	N/A	N/A
Packaging material consumption intensity	Kilogram/ ten-thousand square meter	N/A	N/A	186.04	49.94	N/A	N/A	N/A	N/A

¹³ The data of air pollutant emission of the Group was sourced from the vehicle emission data of the Hong Kong & Shanghai headquarters, and all regional companies. The calculation method of air pollutant emission data is based on the *Technical Guidelines for the Preparation of Air Pollutant Emission from Road Motor Vehicles (Trial)* published by the Ministry of Ecology and Environment of the People's Republic of Chin a and the *How to prepare an ESG Report - Appendix 2: Reporting Guidance* on Environmental KPIs published by the HKEX.

¹⁴ The total amount of packaging boxes consumed in hotel operation.

		Social Performance Indicators						
(Category	Unit	2022	2023	2024			
Personnel Employment	Indicator							
Number of employees		Number	9,220	7,748	6,33			
New employees		Number	/	1,269	1,33			
Percentage of new emp	loyees	%	/	21	2			
New employees-fresh g	raduates	Number	/	59	91			
	Male	Number	5,184	4,257	3,416			
Number of employees	Female	Number	4,036	3,491	2,916			
by gender	Male	%	56	55	54			
	Female	%	44	45	46			
	Under 30	Number	2,330	1,490	1,29			
	30-50	Number	5,820	5,401	4,29			
Number of employees	Over 50	Number	1,070	857	74			
by age	Under 30	%	25	19	20			
	30-50	%	63	70	68			
	Over 50	%	12	11	12			
	Full-time	Number	9,220	7,748	6,332			
Number of employees	Part-time	Number	0	0	(
by employment type	Full-time	%	100	100	100			
	Part-time	%	0	0	(
	Senior management	Number		7				
Number of employees	Middle management	Number	373 —	303	21			
	General staff	Number	8,847	7,438	6,10			
by job position	Senior management	%	4.05	0.09	0.1			
	Middle management	%	4.05 —	3.91	3.4			
	General staff	%	95.95	96.00	96.43			

Appendix

	Soci	ial Performance Indi	cators		
C	Tategory	Unit	2022	2023	2024
	Master and above	Number	/	422	32
Number of employees by education degree	Bachelor	Number	/	2,510	2,06
	College	Number	/	2,059	1,72
	High school and below	Number	/	2,757	2,21
	Master and above	%	/	5	
	Bachelor	%	/	32	3
	College	%	/	27	2
	High school and below	%	/	36	3
	Headquarters	Number		130	15
	Yangtze River Delta	Number		1,630	1,37
	Pearl River Delta	Number	9,135	1,447	1,16
	Southwest region	Number		1,340	1,10
	Other regions	Number		3,118	2,47
Number of employees	Hong Kong	Number	85	83	6
by region	Headquarters	%		2	
	Yangtze River Delta	%		21	2
	Pearl River Delta	%	99	19	1
	Southwest region	%		17	1
	Other regions	%		40	3
	Hong Kong	%	1	1	
	Real estate development	Number	1,851	1,693	1,60
	Commercial operation	Number	1,456	1,204	1,10
	Property management	Number	5,789	4,720	3,51
Number of employees	Others	Number	124	131	10
by business type	Real estate development	%	20	22	2
	Commercial operation	%	16	16	1
	Property management	%	63	61	<u>-</u>
	Others	%	1	2	
Employee Equality and [Diversity Indicators				
Number of female empl	oyees in management position	Number	/	77	e
Percentage of female er position	nployees in management	%	/	25	2

	Soci	al Performance Indi	cators		
	Category	Unit	2022	2023	2024
Percentage of employees in management aged under 30		%	/	/	0.4
Percentage of employe	es in management aged 30-50	%	/	/	76.
		%	/	/	23.4
Employment Compliand	ce Indicators				
		%	100	100	1
Social insurance covera	ge rate	%	100	100	1
Employee Turnover Indi	cators				
Total employee turnove	r	Number	/	1,911	1,7
Total employee turnove	r rate	%	28	25	
Employee turnover rate by gender	Male	%	28	25	
	Female	%	28	25	
	Under 30	%	46	51	
Employee turnover rate by age	30-50	%	23	17	
ate by age	Over 50	%	20	26	
	Headquarters	%		8	
	Yangtze River Delta	%		18	
Employee turnover	Pearl River Delta	%	28	33	
rate by region	Southwest region	%		32	
	Other regions	%		22	
	Hong Kong	%	28	28	
	Real estate development	%	10	8	
Employee turnover	Commercial operation	%	25	27	
rate by business type	Property management	%	35	31	
	Others	%	6	2	
Occupational Health an	d Safety Indicators				
Number of work-related fatalities		Number	0	0	
Percentage of work-related fatalities		%	0	0	
Lost days due to work injury		Day	849	1,064	9
Employee health checkups coverage rate		%	100	100	1
Employee Training Indic	cators				
Total number of employ	vees trained	Number	8,211	6,971	6,0

Appendix

	Category		Unit	2022	2023	2024
Total training hours			Hour	533,929	464,353	1,116,61
Average training hours	completed per en	nnlovee	Hour	58	60	176
Percentage of employee	· · ·		%		90	95
Total investment in train			RMB		3,357,855	3,123,988
Average training investr		20	RMB/Number of people	/	433	517
Percentage of	Male		%	56	55	54
employees trained by gender	Female		%	44	45	40
	Senior manage	ement	%		0.10	0.1
Percentage of employees trained by	Middle manag	ement	%	4.54 —	4.35	3.59
job position	General staff		%	95.46	95.55	96.26
Average training	Male		Hour	58	60	176
hours completed per employee by gender	Female		Hour	58	60	170
Average training	Senior manage	ement	Hour		304	25
hours completed per employee by job	Middle manag	ement	Hour	90 —	102	21
position	General staff		Hour	57	58	17
Supplier Indicators						
Total number of supplie	irs		Number	3,610	3,197	3,057
Headquarters			Number		/	112
Yangtze River Delta			Number		520	1,009
Pearl River Delta			Number	3,563	625	584
Southwest region			Number		457	50
Other regions			Number		1,413	80
Hong Kong			Number	47	182	42
Overseas regions			Number	0	0	(
Proportion of suppliers passed quality/ environment/ occupational health and safety management system certification		general	%	/	100	100
		cooperative suppliers of centralized	%	/	/	95.5
Economic contract fulfill	lment rate		%	/	100	100
Economic contract fulfillment rate						

Social Performance Indicators							
Category	Unit	2022	2023	2024			
Number of suppliers suspended from cooperation due to non-compliance in social responsibilities	Number	/	0	0			
Social Investment Indicators							
Number of volunteers	Number	1,159	601	832			
Number of employee volunteer services offered	Times	683	194	175			
Employee volunteering hours	Hour	7,310	1,079	1,418			
Charity and social welfare investment	RMB	7,004,000	7,178,000	3,754,730			
Poverty alleviation through consumption	RMB	1,442,698	1,327,736	1,055,895			

Governance Performance Indicators							
Category	Unit	2022	2023	2024			
Business Ethics and Anti-corruption							
Number of legal cases regarding corrupt practice	Case	0	0	0			
Number of specialized business ethics and anti-corruption trainings	Times	14	14	10			
Number of employees trained on specialized business ethics and anti-corruption trainings	Person-time	1,542	2,164	3,447			
Total training hours of specialized business ethics and anti- corruption trainings for employees	Hour	8,724	9,096	8,179			
Number of specialized business ethics and anti-corruption trainings for board members	Times	5	4	3			
Number of board members trained on specialized business ethics and anti-corruption trainings	Person-time	15	12	12			
Total training hours of specialized business ethics and anti- corruption trainings for board members	Hour	60	48	43			



Appendix III: Index Table of HKEX's Environmental, Social and Governance Reporting Guide

	Subject Areas, Aspects, General Disclosures and KPIs	Chapter
A. Environmental		
Aspect A1: Emission	S	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Homeland for a Harmonious Ecology
KPI A1.1	The types of emissions and respective emissions data.	Key Performance Table
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Performance Table
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Performance Table
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. (e.g. per unit of production volume, per facility).	Key Performance Table
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Operation
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Green Development Green Operation
Aspect A2: Use of Re	esources	
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Homeland for a Harmonious Ecology
KPI 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).	Key Performance Table
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Key Performance Table
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Development Green Operation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Development Green Operation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Key Performance Table
Aspect A3: The Envi	ronment and Natural Resources	
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Green Homeland for a Harmonious Ecology
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Development Green Operation
Aspect A4: Climate	Change	
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change Response

	Subject Areas, Aspects, General Disclosures and KPIs	Chapter
KPI 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.	Climate Change Response
B. Social		
Employment and La	abour Practices	
Aspect B1: Employm	nent	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	People-oriented Philosophy for Empowering Employe Development
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employee Management
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Management
Aspect B2: Health a	nd Safety	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Key Performance Tab
KPI B2.2	Lost days due to work injury.	Key Performance Tab
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
Aspect B3: Develop	ment and Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Management
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Key Performance Tab
КРІ ВЗ.2	The average training hours completed per employee by gender and employee category.	Key Performance Tab
Aspect B4: Labour S	itandards	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employee Management
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Management
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Management
Operating Practices		
Aspect B5: Supply C	hain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain



Appendix IV: Index Table of GRI Standards

	Subject Areas, Aspects, General Disclosures and KPIs	Chapter
KPI B5.1	Number of suppliers by geographical region.	Key Performance Table
KPI 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.	Responsible Supply Chain
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Responsible Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Responsible Supply Chain
Aspect B6: Product	Responsibility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Ingenious Constructior for a Brighter Future
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group is not involved in product recalls in the course of its business operations
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Rights and Interests
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Risk Management
KPI B6.4	Description of quality assurance process and recall procedures.	Exquisite Products
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer Rights and Interests
Aspect B7: Anti-cor	ruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Risk Management
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Risk Management
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Risk Management
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Risk Management
Community		
Aspect B8: Commu	nity Investment	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Practicing Social Responsibility
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Practicing Social Responsibility
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Key Performance Table

Statement of Use	Poly Property has reported in accordance with the GRI Standards from January 1, 2024, to December 31, 2024.		
GRI 1 used	GRI 1: Foundation 2021		
GRI Standard	Disclosure	Location	
General disclosures			
GRI 1: Foundation 20	21		
GRI 2: General Disclo	sures 2021		
The organization and	d its reporting practices		
2-1	Organizational details	About Poly Property	
2-2	Entities included in the organization's sustainability reporting	About This Report	
2-3	Reporting period, frequency and contact point	About This Report	
2-4	Restatements of information	About This Report	
Activities and worker	5		
2-6	Activities, value chain and other business relationships	About Poly Property	
2-7	Employees	Employee Management Key Performance Table	
2-8	Workers who are not employees	Responsible Supply Chain Key Performance Table	
Governance			
2-9	Governance structure and composition	Corporate Governance	
2-10	Nomination and selection of the highest governance body	Corporate Governance	
2-11	Chair of the highest governance body	Corporate Governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	
2-13	Delegation of responsibility for managing impacts	Corporate Governance	
2-14	Role of the highest governance body in sustainability reporting	ESG Governance System	
2-16	Communication of critical concerns	Communication with Stakeholders	
2-17	Collective knowledge of the highest governance body	ESG Governance System Climate Change Response	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance	
2-19	Remuneration policies	Corporate Governance	



GRI Standard	Disclosure	Location		
2-20	Process to determine remuneration	Employee Management		
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Sustainable Development Blueprint		
2-25	Processes to remediate negative impacts	Risk Management		
2-26	Mechanisms for seeking advice and raising concerns	Communication with Stakeholders		
2-27	Compliance with laws and regulations	List of Policies		
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Communication with Stakeholders		
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	Materiality Assessment		
3-2	List of material topics	Materiality Assessment		
3-3	Management of material topics	Materiality Assessment		
Topic standards				
GRI 201: Economic Performa	nce 2016			
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Response		
201-3	Defined benefit plan obligations and other retirement plans	Employee Management		
GRI 203: Indirect Economic In	npacts 2016			
203-1	Infrastructure investments and services supported	Practicing Social Responsibility		
203-2	Significant indirect economic impacts	Practicing Social Responsibility		
GRI 205: Anti-corruption 201	6			
205-1	Operations assessed for risks related to corruption	Risk Management		
205-2	Communication and training about anti-corruption policies and procedures	Risk Management		
205-3	Confirmed incidents of corruption and actions taken	Risk Management		
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Risk Management		
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	Key Performance Table		
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	Key Performance Table		
302-3	Energy intensity	Key Performance Table		
302-4	Reduction of energy consumption	Green Development Green Operation		

GRI Standard	Disclosure	Location
302-5	Reductions in energy requirements of products and services	Green Development Green Operation
GRI 303: Water and Efflue	nts 2018	
303-1	Interactions with water as a shared resource	Green Operation
303-2	Management of water discharge-related impacts	Green Operation
303-5	Water consumption	Key Performance Table
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Green Development
304-2	Significant impacts of activities, products and services on biodiversity	Green Development
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Key Performance Table
305-2	Energy indirect (Scope 2) GHG emissions	Key Performance Table
305-3	Other indirect (Scope 3) GHG emissions	Key Performance Table
305-4	GHG emissions intensity	Key Performance Table
305-5	Reduction of GHG emissions	Green Development Green Operation
305-6	Emissions of ozone-depleting substances (ODS)	Key Performance Table
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Key Performance Table
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Green Development Green Operation
306-2	Management of significant waste-related impacts	Green Development Green Operation
306-3	Waste generated	Key Performance Table
306-5	Waste directed to disposal	Key Performance Table
GRI 308: Supplier Environi	mental Assessment 2016	
308-1	New suppliers that were screened using environmental criteria	Responsible Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain
GRI 401: Employment 201	6	
401-1	New employee hires and employee turnover	Employee Management
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Management



GRI Standard	Disclosure	Location	
GRI 403: Occupational Health	n and Safety 2018		
403-1	Occupational health and safety management system	Occupational Health and Safety	
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	
403-3	Occupational health services	Occupational Health and Safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
403-5	Worker training on occupational health and safety	Occupational Health and Safety	
403-6	Promotion of worker health	Occupational Health and Safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	
403-9	Work-related injuries	Key Performance Table	
403-10	Work-related ill health	Occupational Health and Safety	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Key Performance Table	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Management	
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Management	
GRI 405: Diversity and Equal	Opportunity 2016		
405-1	Diversity of governance bodies and employees	Corporate Governance Employee Management	
GRI 406: Non-discrimination	2016		
406-1	Incidents of discrimination and corrective actions taken	Employee Management	
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Employee Management Responsible Supply Chain	
GRI 409: Forced or Compulso	ry Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Management Responsible Supply Chain	
GRI 414: Supplier Social Asse	ssment 2016		
414-1	New suppliers that were screened using social criteria	Responsible Supply Chain	
414-2	Negative social impacts in the supply chain and actions taken	Responsible Supply Chain	
GRI 416: Customer Health an	d Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Exquisite Products Considerate Services	

GRI Standard	Disclosure	Location
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Exquisite Products Considerate Services
GRI 417: Marketing and Labe	ling 2016	
417-1	Requirements for product and service information and labeling	Customer Rights and Interests
417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Rights and Interests
417-3	Incidents of non-compliance concerning marketing communications	Customer Rights and Interests
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Rights and Interests





於香港註冊成立之有限公司 Incorporated in Hong Kong with limited liability Stock Code 股份代號: 00119