禹洲集團控股有限公司
YUZHOU GROUP HOLDINGS COMPANY LIMITED

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

Stock Code 股份代號 : 01628.HK

新象限 繪新篇
NOVA QUADRANT
Shaping New Chapters



環境、社會及管治報告 2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

CONTENTS 目錄

4 ABOUT YUZHOU GROUP 關於禹洲集團

5 ABOUT THIS REPORT 關於本報告

5 Reporting Guidelines 報告指引
5 Scope of the Report 報告範圍
6 Reporting Principles 報告原則
6 Access to the Report 獲取本報告
7 Feedback 意見反饋

8 CHAIRMAN'S STATEMENT 主席寄語

12 SUSTAINABILITY GOVERNANCE 可持續發展管治

13 Board Statement 董事會聲明
14 Stakeholder Engagement 利益相關者參與
15 Material Issues 重要性議題
17 Our Strategy 我們的策略
20 Sustainability Awards and Ratings 可持續發展獎項與評級

21 BUILDING GREEN HOMES 建設綠色家園

22 Green Building 綠色建築
31 Preserving Biodiversity 保護生態多樣性
32 Green Lease 綠色租賃
33 Tackling Climate Change 應對氣候變化
41 Air Emissions and Dust Management 廢氣與揚塵管理
45 Waste Management 廢棄物管理
46 Resources Conservation 節約資源

49 FOSTERING EMPLOYEE DEVELOPMENT 促進員工成長
50 Employment Management 僱傭管理
57 Health and Safety 健康與安全
71 Talent Development 人才發展

75 CREATING VALUE FOR CUSTOMERS 創造客戶價值
76 Quality Control 品質管控
80 Responsible Marketing 負責任營銷
81 Customer Health and Safety 客戶健康與安全
82 Customer Communication 客戶溝通
83 Customer Complaints Handling 客戶投訴處理
84 Protection of Customers' Privacy 保障客戶私隱

85 INSISTING ON RESPONSIBLE BUSINESS PRACTICES 堅持責任營商
86 Sustainable Supply Chain 可持續供應鏈
92 Developing an Environment of Integrity 廉潔環境建設

99 CREATING BEAUTIFUL COMMUNITIES 構建美好社區

106 APPENDICES 附錄
106 Laws and Regulations 法律及法規
108 Performance Data Summary 數據表現摘要
116 Content Index 內容索引

ABOUT YUZHOU GROUP
關於禹洲集團

Yuzhou Group Holdings Company Limited (the "Company") and its subsidiaries (collectively known as "Yuzhou Group", the "Group", "Yuzhou" or "We") are principally engaged in property development, property investment, property management and hotel operations in Chinese Mainland and Hong Kong.

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

Founded in Xiamen in 1994, the Group has upheld the sage spirit embodied in the saying "King Yu Tamed the Flood and Making Desert an Oasis". Over the past three decades, it has remained committed to the philosophy of "Building Cities with Integrity, Building Homes with Love", creating high-quality living, working and leisure spaces for urban residents in China.

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

Headquartered in Shanghai and Shenzhen, the Group's business has covered six metropolitan areas, namely the Yangtze River Delta, the West Strait Economic Zone, the Guangdong-Hong Kong-Macao Greater Bay Area, the Southwest Region, the Bohai Rim Region and the Central China Region. By the end of 2025, the Group had a total of 125 projects in various stages of development in 36 cities, including Beijing, Shanghai, Shenzhen, Tianjin, Nanjing, Hefei, Hangzhou, Suzhou, Foshan, Huizhou and Hong Kong, with a total gross floor area ("GFA") of 9,164,994 sq.m. under development and held for future development.

我們的總部位於上海和深圳,業務已覆蓋長三角、海西經濟區、粵港澳大灣區、西南區域、環渤海區域及華中區域六大城市群。截至2025年底,集團在北京、上海、深圳、天津、南京、合肥、杭州、蘇州、佛山、惠州和香港等36個城市共125個項目處於不同的開發建設階段,在建和持作未來開發的總建築面積9,164,994平方米。



ABOUT THIS REPORT
關於本報告

This report is the tenth Environmental, Social and Governance ("ESG") Report (the "Report") published by the Company and aims to disclose the management measures and relevant performance of the Group in respect of environmental, social and governance, and deepen the stakeholders' understanding of the sustainability strategy and actions of the Group.

本報告為本公司第十份環境、社會及管治(ESG)報告(「本報告」),旨在闡述本集團於環境、社會及管治方面的管理方法及表現,加深各利益相關方對集團可持續發展策略與行動的了解。

Reporting Guidelines

The preparation of the Report complies with the requirements of the "Environmental, Social and Governance Reporting Code" (the "ESG Code") set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and refers to the Global Reporting Initiative ("GRI") Sustainability Reporting Standards as well as the actual situation of the Group.

報告指引

本報告依據香港聯合交易所有限公司證券上市規則附錄C2《環境、社會及管治報告守則》(「《ESG守則》」)編製,並參考全球報告倡議組織(GRI)可持續發展報告標準,結合集團實際營運情況匯編而成。

Scope of the Report

The reporting period of the Report is from January 1, 2025 to December 31, 2025 (the "Year"). Unless otherwise stated, the Group's environmental data covers headquarters located in Shanghai and Shenzhen respectively and a total of 9 projects under development controlled by the Group, each with a GFA of above 100,000 sq.m.[1]. The total GFA of these 9 projects under development accounted for approximately 69.5% of the total GFA of projects under development controlled by the Group during the Year. Other data and text disclosure cover the whole Group. The Group continuously improves the information and data collection system and is committed to presenting the Group's ESG performance in a more transparent manner to stakeholders. Please refer to pages 83 to 99 of the 2025 Annual Report of the Company for the section on corporate governance.

報告範圍

本報告之報告期為2025年1月1日至2025年12月31日(「本年度」)。如非特別說明,集團的環境類數據覆蓋分別位於上海及深圳的總部,及控股的項目且建築面積為100,000平方米以上的在建項目,共計九個項目[1]。此九個在建項目的總建築面積佔集團本年度內控股的在建項目總面積約69.5%。其他數據及文字資料披露範圍覆蓋全集團。集團不斷完善資料及數據收集體系,致力為利益相關方更透明地呈現集團的ESG表現。有關企業管治部分,請參閱本公司2025年年報第83至99頁。

[1] These 9 projects are Yuzhou Palace of Zhangzhou, Yuzhou Fengnan New Town of Tangshan, Yuzhou The Explorer of Chongqing, Yuzhou Langham City Land of Wuhan, Yuzhou Royal Orchid Palace of Wuhan, Yuzhou Fragrant Hills of Zhuhai, Yuzhou Langham Cloud Land of Jiangmen, Yuzhou Yinyue Mansion of Shaoxing and Yuzhou Town of Sky of Hefei

[1] 此九個項目為漳州禹洲•城上城,唐山禹洲•豐南新城,重慶禹洲•博學家,武漢禹洲•朗廷元著,武漢禹洲•雍禧蘭台,珠海禹洲•香山首府,江門禹洲•朗廷雲澤,紹興禹洲•印樾府,以及合肥禹洲•林海天城



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

Reporting Principles

The Report is prepared in accordance with the applicable provisions and reporting principles set out in the ESG Code:

報告原則

本報告乃根據《ESG守則》所載之適用條文及報告原則編製：

Materiality
重要性

The Group has identified ESG issues that are material to both stakeholders and the Group, and has disclosed them in the Report.

本集團識別對利益相關者及本集團而言重大的ESG議題，並於本報告中披露。

Quantitative
量化

Where applicable, the Group discloses key performance indicators in a quantitative manner. We calculate these key performance indicators with reference to "Appendix 2: Reporting Guidance on Environment KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" issued by the Stock Exchange.

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

Consistency
一致性

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

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

Access to the Report

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

獲取本報告

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

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

Feedback
意見反饋

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

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

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

本集團重視與利益相關方的溝通，致力向其披露全面且準確的ESG信息，並持續提升披露水準。歡迎您對本報告提出意見及建議。聯繫方式如下：

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

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

CHAIRMAN'S STATEMENT
主席寄語

2025 was a pivotal year for Yuzhou Group as we deepened our commitment to sustainable development and transformative growth. Amid a complex and dynamic macroeconomic and industry landscape, we remained steadfast in our founding principle known as "Building Cities with Integrity, Building Homes with Love" and upheld prudent, quality-focused operational practices. By embedding sustainability into our corporate strategy and day-to-day operations, we aimed to generate enduring value for shareholders, customers, employees and society.

2025年，是禹洲集團持續深耕與轉型提升的重要一年。面對複雜多變的宏觀環境與行業格局，我們始終秉持「以誠建城、以愛築家」的初心，堅守穩健經營底線，聚焦高品質發展主線，將可持續發展理念全面融入企業戰略與日常營運之中，持續為股東、客戶、員工及社會創造長遠價值。

We recognize that a company's long-term success hinges not only on operational performance but also on steadfast commitment to environmental protection, social responsibility, and sound corporate governance. In alignment with this principle, the Board and the Sustainability Committee have consistently strengthened our ESG governance framework, monitored climate-related risks and opportunities, and reviewed progress in material issues, so as to ensure that our sustainability strategies align with the Group's overall development direction.

我們深知，企業的長遠發展不僅取決於經營成果，更取決於對環境保護、社會責任及公司治理的承擔。董事會及可持續發展委員會持續強化ESG治理架構，監督氣候相關風險與機遇，審視重大議題管理進展，確保可持續發展策略與集團整體發展方向保持一致。

Building Green Homes and Driving Low-Carbon Transformation

建設綠色家園，推動低碳轉型

Against the backdrop of the "dual carbon (carbon peaking and carbon neutrality)" goals, Yuzhou proactively aligns with national strategies by embedding green development as a core corporate capability. In 2025, we achieved full compliance of all our new projects with mandatory green building standards as we systematically deployed advanced green technologies such as prefabricated construction, BIM technology, sponge city design principles and intelligent integrated systems to enhance energy efficiency and advance circular resource utilization.

在「雙碳」目標背景下，禹洲積極回應國家戰略，將綠色發展作為企業核心競爭力之一。本年度，我們堅持新建項目100%達到綠色建築標準，廣泛應用裝配式建築技術、BIM技術、海綿城市設計、智慧化集成系統等綠色技術措施，持續提升能源利用效率與資源循環水平。

We further strengthened our climate risk management framework by systematically identifying both physical and transition risks in accordance with internationally recognized standards. Energy efficiency and emissions reduction targets have been institutionalized across daily operations and integrated into performance management systems, supporting steady optimization of our energy mix and rigorous oversight of greenhouse gas emissions. Looking ahead, we will continue to explore innovative approaches to green building and urban renewal, so as to amplify our contribution to the sustainable development of our city.

我們進一步完善氣候風險管理機制，參照國際框架識別物理及轉型風險，並將節能減排目標納入日常管理與績效考核，穩步推動能源結構優化與溫室氣體排放管理。未來，我們將持續探索綠色建築與城市更新的創新路徑，為城市可持續發展注入更大動能。

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

Putting People First and Fostering Employee Development

Talent is the most significant asset of an enterprise. Yuzhou consistently maintains a fair, diverse, and inclusive employment philosophy, while improving our mechanisms for attracting, cultivating and motivating talent. In 2025, all of our employees received mandatory trainings, with over 7,000 training hours in aggregate. These training programs spanned professional competencies, occupational health and safety management, and leadership capability building, which have directly reinforced our employees' long-term career progression.

We place high priority on occupational health and safety management, as we continuously improve workplace safety management system, implement a production safety accountability system, and link safety performance to management performance assessment. Over the past three years, the Group maintained a record of zero work-related fatalities, and remained steadfast in its commitment to achieving and sustaining zero fatalities in 2025. We uphold that safety, respect, and care constitute the foundational pillars of sustainable corporate development.

以人為本,促進員工成長

人才是企業最寶貴的資產。禹洲始終秉持公平、多元與包容的用人理念,完善人才吸納、培養與激勵機制。本年度,全集團員工受訓比例達100%,累計培訓時數超過7,000小時,涵蓋專業技能、職業健康與安全管理、領導力提升等多個範疇,為員工職業發展提供有力支持。

我們高度重視職業健康與安全管理,持續優化安全文明管理體系,落實安全生產責任制,並將安全績效與管理層考核掛鉤。過去三年,集團未發生因工死亡事故,2025年亦實現零因工死亡目標。我們相信,安全、尊重與關懷是企業可持續發展的根基。

Striving for Excellence and Creating Customer Value

Amid profound market transformation, Yuzhou remains steadfast in building enduring reputation through product excellence and securing long-term value creation through service leadership. During the Year, we continuously advanced our management initiatives, such as the "Craftsmanship and Intelligent Manufacturing" and "Product Delivery Officer", to further refine our quality management system throughout the whole life cycle and ensure strict quality control throughout the entire process from design and construction to delivery and after-sales service.

精益求精,創造客戶價值

在市場環境深度調整的背景下,禹洲更堅定以品質立身、以服務致遠。本年度,我們持續推進「匠心智造」及「產品交付官」等管理計劃,完善全生命週期質量管理體系,從設計、施工到交付與售後服務全流程嚴控品質。

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

We uphold ethically-grounded marketing practices, enhance our customer complaint management and response protocols to ensure timely, and effective resolution of client concerns, and strictly adhere to applicable personal data protection regulations while strengthening governance over customer information handling and internal compliance oversight. Customer trust remains our most strategic asset and the cornerstone of our continuous improvement.

我們堅持負責任營銷，完善客戶投訴及回應機制，確保客戶訴求得到及時、有效處理；嚴格遵守個人資料保護相關法規，加強客戶信息管理與內部監督。客戶的信任，是我們最珍貴的資產，也是推動企業不斷進步的動力。

Upholding Integrity and Remaining Committed to Responsible Business Practices

恪守誠信，堅持責任營商

Yuzhou consistently upholds integrity and compliance as the foundational imperative of its development. We have strengthened our anti-corruption governance framework and whistleblowing mechanism, fostered an enterprise-wide culture of ethical conduct, and extended compliance requirements to our supply chain management. Throughout the year, the Group has not encountered any verified corruption-related litigation cases.

禹洲始終將廉潔合規視為企業發展的生命線。我們完善反貪腐治理架構與舉報機制，推動廉潔文化建設，並將合規要求延伸至供應鏈管理。年內，集團未發生已確認的貪污相關訴訟案件。

In terms of supply chain management, we continuously strengthen supplier selection, performance evaluation, and communication mechanisms. Environmental and social risk considerations are systematically integrated into our management framework to drive continuous improvement in partners' sustainability performance and advance the development of a resilient, transparent, and responsible supply chain ecosystem.

在供應鏈管理方面，我們持續優化供應商遴選、評估與溝通機制，將環境與社會風險納入管理框架，推動合作夥伴共同提升可持續表現，構建穩定、透明、負責任的供應鏈體系。

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

Contributing to Society and Building Better Communities

As a responsible corporate citizen, Yuzhou adheres to the principle of "From the Community, For the Community", actively advancing its public welfare engagement, strategic philanthropy, and inclusive community development. During the year, the Group made public welfare contributions over RMB1 million in cash and in kind as its support to the initiatives spanning child and women's well-being, education and cultural advancement, volunteer services, and community activities, which has enhanced social cohesion and vitality within the community.

We firmly believe that a responsible company's value always extends beyond economic contributions to encompass its commitment to people's long-term well-being.

Looking ahead, Yuzhou will navigate evolving market uncertainties with steady development, quality enhancement and responsible operations. We will further strengthen our ESG governance framework; advance green transformation and refined management; reinforce enterprise-wide risk control and compliance assurance; and deepen strategic collaboration with stakeholders, to jointly promote the sustainable development of enterprises and society.

We hereby present our heartfelt gratitude to our shareholders, clients, partners, and employees for their enduring trust and support. Let us stride forward with even greater resolve toward a high-quality, sustainable future.

Kwok Ying Lan

Chairman
Hong Kong

April 27, 2026

回饋社會,構建美好社區

作為企業公民,禹洲秉持「取之於社會,獻之於社會」的理念,積極參與公益慈善與社區共建。本年度,集團透過現金及物資形式投入公益資源逾人民幣1百萬元,支持兒童及婦女關愛、教育文化推廣、志願服務及社區活動等多元項目,為社區注入溫度與活力。

我們深信,企業的價值不僅體現在經濟貢獻,更體現在對社會長遠福祉的承擔。

展望未來,禹洲將繼續以穩健為基、以品質為本、以責任為魂,在不確定的環境中堅定前行。我們將持續完善ESG治理體系,深化綠色轉型與精細化管理,強化風險管控與合規經營,與各利益相關方攜手並進,共同推動企業與社會的可持續發展。

衷心感謝各位股東、客戶、合作夥伴及全體員工一直以來的信任與支持。讓我們以更加堅定的步伐,邁向高質量、可持續的未來。

郭英蘭

主席
香港

2026年4月27日



SUSTAINABILITY GOVERNANCE
可持續發展管治

SUSTAINABILITY GOVERNANCE
可持續發展管治

Board Statement

The Sustainability Committee comprising members of the Board has been established by the Group as the core decision-making and supervisory body for its sustainability governance framework. It reports to the Board on its work progress at least twice a year.

The Sustainability Committee

- Responsible for supervising the sustainable development risks and opportunities, including climate-related risks;
- Ensure the consistency between the Group's operations and its sustainability strategy;
- Report the major risks and opportunities of sustainable development to the Board on a regular basis;
- Review the sustainable development issues that have material impacts on the Group and its formulation process; and
- Regularly examine the sustainability goals proposed by the Sustainability Working Group and the progress made towards achieving them.

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

The various working groups under the Sustainability Committee operate according to the Sustainability Committee's guidance, assisting management in implementing sustainability initiatives and monitoring relevant decision-making and implementation progress, with an aim to support the Company in achieving its sustainability goal. The Board reviews ESG target fulfilment during its annual review meeting, collectively contributing to the Group's sustainable development. For a detailed description of the Group's sustainability governance structure, please refer to the Sustainability section on the Group's website.

董事會聲明

本集團設立由董事會成員組成的可持續發展委員會，作為集團可持續發展管治架構下的核心決策及督導機構。委員會定期向董事會匯報工作進展，匯報頻率不少於每年兩次。

可持續發展委員會

- 負責監察包括氣候相關風險在內的可持續發展風險與機遇；
- 確保集團的營運與可持續發展策略保持一致；
- 定期向董事會匯報可持續發展相關的重大風險與機遇；
- 審議對集團產生重大影響的可持續發展議題及其制定過程；以及
- 定期審視可持續發展工作小組提出的可持續發展目標和實現目標的進程。

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

可持續發展委員會下設各工作小組，在可持續發展委員會的要求指導下各司其職，負責協助管理層推進可持續發展相關工作，並監察其決策及執行情況，以支持公司實現可持續發展目標。董事會於年度回顧會議審視ESG目標完成情況，共同為本集團的可持續發展之路貢獻不竭動力。有關本集團可持續發展管治架構的詳細描述，請參閱本集團官網可持續發展部分。

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

Stakeholder Engagement

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

利益相關者參與

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

Stakeholders 利益相關者	Communication Channels 溝通管道
Customers **客戶**	• Daily operations and interactions 日常營運和交流 • Customer service hotline 客戶服務熱線
Employees **員工**	• Employee events 員工活動 • Meetings 會議 • Performance appraisals 表現考核
Shareholders/Investors **股東／投資者**	• Annual reports, financial reports, and announcements 年報、財務報告和公告 • Annual general meetings 股東周年大會
Suppliers **供應商**	• Visits and meetings 拜訪和會議 • Performance reviews 履約評審
Public and media **公眾及媒體**	• Mass media 大眾媒體 • Website 網站

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

Material Issues

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

The Group conducted surveys with management and various stakeholders (including employees, customers, suppliers and investors) to identify ESG issues with substantial impact on the Group during the Year. The results of the materiality assessment are as follows:

重要性議題

集團的重要性評估工作依循香港聯交所指引要求的「重要性」報告原則，並遵循GRI的實質性評估過程，包括鑒別、排序、確證及檢視四個步驟，識別出對集團的企業價值，以及因集團營運對環境、經濟及社會產生重大影響的ESG議題。

本集團通過分別向管理層及各類利益相關方（包括員工、客戶、供應商及投資者等）發放問卷，識別本年度對集團而言具重大影響的ESG議題。重要性評估的結果如下：

Materiality Matrix
重要性矩陣



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

Sustainability Pillar 可持續發展支柱	Material Issues 重要性議題	Relevant Measures 相關措施
Building Green Homes 建設綠色家園	1 Green Building 綠色建築 2 Preserving Biodiversity 保護生態多樣性 3 Tackling Climate Change 應對氣候變化 4 Resources Conservation 節約資源 5 Emissions Management 排放管理	The Group, being committed to building a sound environmental management system, actively explores measures for energy saving and emission reduction, and continually makes in-depth efforts in green building. We look forward to contributing to the promotion of green development and the protection of the ecological environment while proactively tackling the risks and opportunities arising from climate change. 本集團致力於構建健全的環境管理體系，積極探索節能減排措施，在綠色建築領域持續深耕。我們期望在積極應對氣候變化的風險與機遇的同時，為推動綠色發展、保護生態環境貢獻力量。
Fostering Employee Development 促進員工成長	6 Health and Safety 健康與安全 7 Talent Acquisition 人才吸納 8 Talent Development 人才發展	By advocating a diversified and equal corporate culture, the Group attaches great importance to the professional and personal development of its employees, and strives to create a safe, equal and harmonious working environment through the protection, attraction and development of talents. 本集團倡導多元平等的企業文化，高度重視員工職業及個人發展，通過人才的保護、吸納及發展，營造安全、平等、和諧的工作環境。
Creating Value for Customers 創造客戶價值	9 Quality Control 品質管控 10 Responsible Marketing 負責任營銷 11 Customer Health and Safety 客戶健康與安全 12 Customer Communication 客戶溝通 13 Protection of Customers' Privacy 保障客戶私隱	By adhering to the quality standards of services and product delivery, the Group continuously improves its product quality through implementing stringent quality control measures to ensure the reliability and stability of its services. We care about our customers' experience and are committed to providing better services and products to meet their needs and expectations. 本集團堅守服務及產品交付的品質標準，通過實施嚴格的品質管控措施，不斷提升產品品質，確保服務的可靠性與穩定性。我們注重客戶體驗，致力於提供更優質的服務和產品，滿足客戶的需求與期待。
Insisting on Responsible Business Practices 堅持責任營商	14 Sustainable Supply Chain 可持續供應鏈 15 Developing an Environment of Integrity 廉潔環境建設	The Group places high importance on supply chain and anti-corruption management and is committed to creating a favourable business environment. 本集團高度重視供應鏈及反貪腐管理，致力構建良好的營商環境。
Creating Beautiful Communities 構建美好社區	16 Organising Community Care Activities 組織社區關懷活動 17 Participating in Social Welfare 參與社會公益	With the care for the society, the Group takes the lead in actively participating in public welfare and charitable undertakings to contribute to the building of beautiful community and endeavour to create a more harmonious and beautiful social environment. 本集團秉承著對社會的關懷，以身作則，積極參與公益慈善事業，為建設美好社區貢獻一己之力，努力營造更加和諧、美好的社會環境。

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

Our Strategy

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

我們的策略

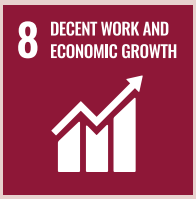
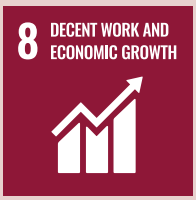
本集團致力於在業務運營中融入可持續發展的原則，積極推動聯合國可持續發展目標的實現，以創造長遠價值。以下表格展示了集團在本年度針對重要性議題所採取的行動，以及這些行動對聯合國可持續發展目標的相應貢獻：

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Green Building **綠色建築**	• Incorporated the concepts of the "Green Building Evaluation Standards" into the entire process of design, construction, and operation 將《綠色建築評價標準》理念融入設計、建造及運營全過程 • Implemented environmentally friendly designs in projects, such as sponge city concepts and heat island effect mitigation 在項目中落實海綿城市、熱島效應緩解等環境友好設計 • Energy-saving rate of total projects exceeded 60% 總項目建築節能率超過60% • Proportion of solar water heating system exceeded 70% 太陽能熱水系統設置比例超過70% • Proportion of rainwater harvesting system exceeded 90% 雨水回用系統設置比例超過90% • Over 90% new projects used recycled materials for walls 超過90%新建項目牆體採用再生材料	 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters 13.1一加強抵禦和適應氣候相關的災害和自然災害能力	

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

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Quality Control 品質管控	• Implemented the "Craftsmanship and Intelligent Manufacturing" and the "Product Delivery Officer" plans to strengthen quality control throughout the life cycle. 推行「匠心智造」及「產品交付官」計劃，強化全生命週期品質管控。 • Strictly enforced pre-delivery inspections and monthly risk assessments to ensure stable delivery quality. 嚴格落實交付前驗收及月度風險排查，保障交付品質穩定。	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 9.1 – Develop quality, reliable, sustainable and resilient infrastructure 9.1－發展優質、可靠、可持續和可抵禦災害能力的基礎設施	»
Customer Communication 客戶溝通	• Established a full-process communication mechanism covering pre-sales, during-sales, and post-sales stages, ensuring 100% response and follow-up to customer feedback. 建立覆蓋售前、售中及售後的全流程溝通機制，客戶反饋實現100%回應與跟進。 • Maintained continuous operation of the 400 customer service hotline, and improved complaint handling and cross-departmental coordination mechanisms, achieving 0 major complaints during the year. 持續運營400客戶服務熱線，完善投訴處理及跨部門協同機制，年內重大投訴0宗。	11 SUSTAINABLE CITIES AND COMMUNITIES 11.1 – Ensure access for all to adequate, safe and affordable housing and basic services 11.1－確保人人獲得適當、安全和負擔得起的住房和基礎服務	»

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

Material Issues 重要性議題	Actions taken by the Group during the Year 本年度行動	Aligned Sustainable Development Goals 對應可持續發展目標	Progress 進程
Talent Development **人才發展**	• 100% of Group employees received training 集團員工受訓比例100% • Continuously optimised the online learning platform, establishing a systematic talent development and knowledge sharing mechanism. 持續優化線上學習平台，構建系統化人才培養與知識共享機制。 • Completed over 40 key training courses in total 完成關鍵培訓工作累計40餘項 • The Group provided 7,310 training hours during the Year 集團本年度培訓時長達7,310小時	 8.6 – Promote youth employment and training 8.6—推動青年人就業和培訓	
Health and Safety **健康與安全**	• Established over 20 safety management documents to improve the occupational health and safety management system. 建立超過20份安全管理制度文件，完善職業健康與安全管理體系。 • Conducted “Production Safety Month Campaign”, regular training, and emergency drills to enhance safety awareness among all employees. 開展「安全生產月」及常態化培訓與應急演練，提升全員安全意識。 • Carried out 5,119 hours of safety training, covering 4,620 attendances 集團開展安全培訓5,119小時，覆蓋4,620人次	 8.8 – Promote safe and secure working environments 8.8—推動創造安全和有保障的工作環境	

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

Sustainability Awards and Ratings 可持續發展獎項與評級

2025
Top 100 Enterprises in Xiamen
2025廈門企業100強





2025
Top 100 Service Enterprises in Fujian
2025福建服務業企業100強

The Group was also included in the "2025 China Top 500 Service Enterprises" during the Year.

本集團於本年度亦入選「2025中國服務企業500強」。



BUILDING GREEN HOMES
建設綠色家園

BUILDING GREEN HOMES
建設綠色家園

13 CLIMATE ACTION	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters 加強抵禦和適應氣候相關的災害和自然災害能力
	We cope with climate crisis by implementing various measures, and create green buildings and build green homes by promoting application of green technology. 我們通過落實多項措施應對氣候危機，推動綠色技術應用，打造綠色建築，建設綠色家園。

Green Building

To promote the transformation to environmentally friendly and energy-efficient projects and increase its competitive edge within the industry, the Group makes every effort to the development of green building with strict implementation of sustainable management at all stages of building design, construction, and operation.

綠色建築

為推動項目向環境友好及能源高效方向轉型，並提升行業競爭優勢，本集團大力發展綠色建築，於建築設計、施工及運營各階段落實嚴格的可持續管理要求。

Shenzhen Yuzhou Plaza, Shanghai Yuzhou Plaza and Xiamen Yuzhou Plaza were awarded the "United States LEED CS Certification".
深圳禹洲廣場、上海禹洲廣場及廈門禹洲廣場均獲「美國LEED CS認證」。

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

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

Over **21** million sq.m. green building GFA
超21,000,000平方米綠色建築

17 projects honoured with the green building label
17個項目獲得綠色建築標識

Approx. **5.55** million sq.m. of properties reaching two star or above green building standards
約5,550,000平方米物業達到綠色建築二星級及以上標準

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

Green Building Design

The Group upholds its responsibility for the environment by incorporating green development concepts, such as the mitigation of the heat island effect and the sponge city concept, into the process of project planning, design and construction in alignment with the "Green Building Evaluation Standards", so as to achieve energy-efficient and eco-friendly development. This approach aims to minimise the negative environmental impact of building projects at every stage, from design to delivery and operation, ensuring environmental sustainability throughout their entire lifecycle.

綠色建築設計

本集團秉持環境責任理念，參照《綠色建築評價標準》，將緩解熱島效應、海綿城市等綠色發展理念融入所涉及建築項目的規劃、設計與建設過程，推動項目實現能源高效利用與環境友好發展。這項舉措旨在減少建築項目由設計之初至交付運營各個環節對環境的負面影響，並確保在其整個生命週期中實現環境可持續性。

Design Stage
設計階段

- Conduct research on the project site environment, giving full consideration to the lighting and wind conditions of the site, to maximise the use of natural light and ventilation;
  對項目地環境進行調研，充分結合現場光環境和風環境，儘可能的採用自然光和自然通風；
- Based on the factors including terrain and climate conditions of the project site, ensure the building's location and orientation are optimized to minimise any impact on the environment and ecology by maximising the preservation of initial state of the project site.
  根據項目所在地的地形條件、氣候環境等因素，合理分佈建築物的位置和坐向，最大程度地保留項目地的初始狀態，減少對環境和生態的影響。

Construction Stage
建造階段

- Standardise the proportion of green building materials to be used, durability of materials and water efficiency of sanitary appliances;
  規範綠色建材應用的比例、材料耐久性及衛生器具用水效率；
- Prioritise green technologies, which include low impact development, optimised thermal performance of the envelope structure, solar water heating system, rainwater collection and utilisation system, water-saving appliances, adjustable outdoor shading, and high-strength materials to minimise impact on the environment, and energy and material consumption during construction.
  優先採用綠色技術，包括低影響開發技術、優化改善圍護結構熱工性能、太陽能熱水系統、雨水收集利用、節水器具、可調節外遮陽、高強度材料等，以減少在建造過程中對環境的影響以及能源和物資的消耗。

Operation Stage
運營階段

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

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

Green Building Technology

As an important means of advancing sustainable development, green building technology helps Yuzhou Group to efficiently address issues such as climate change, energy management, resource use and water recycling. To build a wonderful community integrating green, leisure, culture, health, we integrate green building technology with local ecological environment and culture during the construction process.

綠色建築技術

綠色建築技術是實現綠色可持續的重要途徑，幫助禹洲集團有效應對包括氣候變化、能源管理、資源使用及水資源循環利用等議題。為建造集綠色、休閒、人文、健康於一體的美好家園，我們在工程建造過程中，將綠色建築技術與當地生態環境及地域文化相結合。

Environmental and energy-saving measures or technology application goals
環保節能措施或技術應用目標



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

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

本集團亦已發展各項綠色技術，以達到可持續發展的目標：

Summary of Yuzhou Group's Green Technologies
禹洲集團綠色技術匯總

Solar system
太陽能系統

Solar water heating system, solar photovoltaic system. 100% of new buildings are equipped with solar energy system.

太陽能熱水系統、太陽能光伏系統。新建建築100%安裝太陽能系統。

Rainwater utilisation system
雨水利用系統

The sponge city system, rainwater harvesting system.

海綿城市系統、雨水回收系統。

Energy-efficient construction technology
節能施工技術

Prefabricated construction technology, aluminium formwork construction technique.

裝配式建築技術、鋁模施工工藝技術。

Air-source energy system
空氣能系統

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

空氣能熱水系統、風冷熱泵系統。

Energy-efficient control system
節能控制系統

Basement ventilation and carbon monoxide (CO) concentration control system, Building Automation System (BAS), Integrated Building Management System (IBMS), lighting (basement, landscape lighting at night time) time control system, lighting (public space of building) induction control system, smart lighting control system, inverter control system for electrical equipment.

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

Smart system
智慧化系統

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

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

Electricity supply system
電力供應系統

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

充電樁充電系統、節能變配電系統(節能變壓器、無功補償及諧波治理)。

Innovative design
創新設計

BIM technology.

BIM技術。

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

Green Building Cases

Xiamen Yuzhou Plaza

Yuzhou Plaza successfully obtained Certification for Green Building Label (One-Star), demonstrating this project's compliance with national green building standards in terms of energy saving, carbon reduction, and environmental quality. By enhancing the thermal performance of the building envelope by approximately 5.10%, the project reduces heating and air-conditioning loads by approximately 5.10%, and optimizes heat transfer coefficient of exterior windows; all water-saving appliances meet level 3 standards; the concentration of major indoor air pollutants is reduced by approximately 25% compared to the national standard limits; and the building's sound insulation alongside the air impermeability, water tightness, and wind load resistance performance of exterior windows complies with regulatory requirements. With a green space ratio of 19.50%, the development promotes the application of renewable energy and non-traditional water sources for domestic hot water, air conditioning, and landscaping, showcasing the demonstrative value of green development in commercial complexes.

綠色建築案例

廈門禹洲廣場

禹洲廣場成功獲得一星級綠色建築標識證書，體現項目在節能減碳與環境品質方面達到國家綠色建築標準要求。項目通過提升圍護結構熱工性能約5.10%，降低供暖空調負荷約5.10%，優化外窗傳熱系數；全部節水器具達到3級標準，室內主要空氣污染物濃度較國標限值降低約25%，建築隔聲及外窗氣密、水密、抗風壓性能均符合規範要求。綠地率達19.50%，並推動可再生能源及非傳統水資源在生活熱水、空調及綠化等方面的應用，展現商業綜合體綠色發展的示範價值。





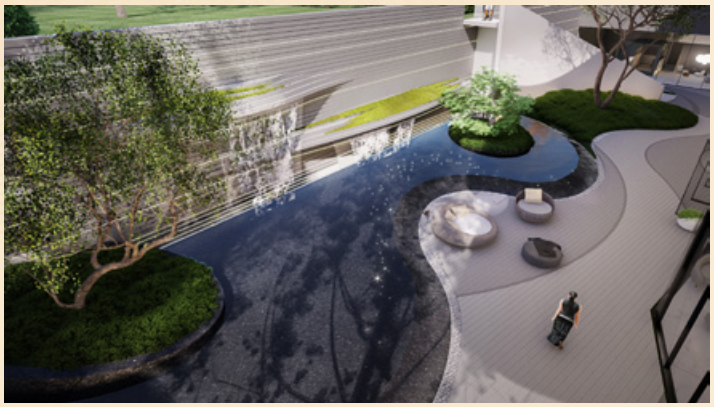
BUILDING GREEN HOMES (Continued)
建設綠色家園(續)

Shaoxing Yuzhou Yinyue Mansion

An intelligent water-saving device was installed in Yinyue Mansion to collect rainwater on rainy days. After treatment to meet the required standards, the rainwater is reused through a dedicated rainwater supply pipeline. Corrosion-resistant and durable pipes and fittings, as well as valves with good sealing performance were selected. An efficient water-saving irrigation system is applied to courtyard landscape greening irrigation. The building adopted a prefabricated structure to reduce the generation of construction waste and wastewater, and to reduce the emission of harmful gases and dust.

紹興禹洲 • 印樾府

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





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

Yuzhou Langham City Land of Wuhan

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

武漢禹洲•朗廷元著

項目在設計和施工階段全面貫徹「綠色建築」設計理念及節能設計目標，並配套採用多項海綿城市措施，包括下凹式綠地和雨水花園設計，其中路面「透水鋪裝」佔比達40%。該等措施可用於景觀補水、生態循環，減少對市政自來水供應的依賴，從而實現資源循環利用。此外，海綿設施亦有助於為小區降溫。項目中多棟建築採用鋁模施工工藝，使用高強度鋁合金材料製作，具有優良的抗拉強度和耐磨性，使用壽命長，且可多次重複使用，從而減少資源消耗，並降低對木材資源的浪費和破壞。鋁模施工工藝還可降低能源消耗和碳排放，提高施工效率，減少施工噪聲和建築廢棄物，並降低對森林資源的影響。





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

Yuzhou Royal Orchid Palace of Wuhan

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

武漢禹洲•雍禧蘭台

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





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

Yuzhou Fragrant Hills of Zhuhai

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

珠海禹洲•香山首府

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





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

Preserving Biodiversity

The Group places great importance on the protection of ecosystems and biodiversity conservation, committing to minimising the impact of various business activities on biodiversity and the ecological environment. We strictly comply with national laws and regulations on natural conservation, and have formulated our internal policy, the "Biodiversity Policy," to systematically evaluate the potential impact of business activities on biodiversity and the ecological environment and, based on which, formulate corresponding protection and mitigation measures, striving to minimise the adverse effects.

During project implementation, we strive to preserve the original ecosystem of the construction site as much as possible to effectively protect the biodiversity of the project area. During the design phase of the project, we make the best use of the site's topography in the design and minimise the need for unnecessary manual modifications. Simultaneously, we use suitable local species for landscaping designs, incorporate low-carbon, dust-proof and noise-reduction environmental concepts, and prioritise the use of excellent native seedlings and seedlings with strong resistance to adversity, in order to enhance carbon sequestration and oxygen release.

保護生態多樣性

本集團高度重視生態系統保護與生物多樣性維護，致力於減少各類業務活動對生物多樣性及生態環境造成的影響。我們嚴格遵守國家有關自然保護的法律法規，並制定了集團內部制度《生物多樣性政策》，對業務活動中可能產生的生物多樣性及生態環境影響進行系統性評估，在此基礎上制定相應的保護與緩解措施，力求將不利影響降至最低。

在項目實施過程中，為有效保護項目所在地的生物多樣性，我們盡可能保留施工場地的原始生態狀態。在項目設計階段，最大程度遵循地形地貌進行方案設計，減少不必要的人為改造。同時，結合項目屬地的苗木品種開展綠化設計，融入低碳、防塵及降噪等環保理念，優先選用優良的鄉土苗木和抗逆性強的苗木，提升固碳釋氧效益。

Yuzhou Fragrant Hills of Zhuhai
珠海禹洲 • 香山首府

During the modifications, we maximised every inch of land by preserving the ficus microcarpa at the street corner and integrating it with the municipal greenbelt to create a corner park. We strived to unlock this parcel's full potential while minimising disruption to the native ecosystem, significantly enhancing this parcel's ecological value and forming a virtuous cycle of green, environmentally conscious, energy-efficient, and resource-conserving development.

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

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

Green Lease

The Group cooperates with its tenants to promote environmental protection and energy conservation measures, aiming to reduce carbon footprint and energy consumption of the building. Our measures include but are not limited to:

綠色租賃

本集團與租戶合作，推動環保和節能措施，以降低建築物的碳足跡和能源消耗。我們的措施包括但不限於：



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

在節能、節約用水、減少廢棄物產生及廢物回收等方面進行協商約定，使租戶對日常廢棄物明確區分可回收及不可回收垃圾；



Properly classify and dispose of the kitchen waste;

對廚餘回收垃圾妥善分類；



Use eco-friendly and energy-saving lamps and install separate power switches for different zones, as well as promote energy-saving consciousness;

使用環保節能燈具，分區配置電力開關，並宣導節能觀念；



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

在公共區域張貼「節能小貼士」，向租戶宣傳綠色環保與可持續發展理念。

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

Tackling Climate Change

Businesses worldwide are affected by both risks and opportunities arising from climate change. Therefore, the Group deems it necessary to proactively implement measures to address climate-related risks and capitalize on relevant opportunities. The Group maintains its commitment to green development, reducing greenhouse gas emissions, and actively supporting the nation's "dual carbon" objectives. We continuously enhance the Group's energy conservation and emission reduction capabilities, accelerate the transformation of our energy industry structure towards greener and cleaner alternatives, while actively implementing environmental protection and restoration initiatives. The Group conducted and disclosed its climate-related management approach across four areas namely "governance", "strategy", "risk management", and "metrics and targets", in accordance with the climate-related disclosure requirements and implementation guidance under the ESG Code of the Hong Kong Stock Exchange and the principles of "International Financial Reporting Standards Sustainability Disclosure Standards 2: Climate-related Disclosure" (IFRS S2).

應對氣候變化

全球企業均受到氣候變化帶來的風險與機遇影響，因此，本集團認為有必要積極採取措施，應對氣候變化風險並把握相關機遇。本集團堅持綠色發展，致力減少溫室氣體排放，積極響應國家「雙碳」目標。我們持續提升集團節能減排能力，加快推動能源產業結構向綠色清潔方向轉型，並積極開展生態環境保護與修復工作。本集團參考香港聯交所《ESG守則》下氣候披露要求及實施指引，並結合《國際財務報告可持續披露準則第二號—氣候相關披露》(IFRS S2)原則，圍繞「管治」、「策略」、「風險管理」及「指標與目標」四個方面，開展並披露應對氣候變化相關的管理工作。

Governance

The Group has established a climate change risk management framework comprising the Board and the Sustainability Committee.

管治

本集團構建了由董事會和可持續發展委員會組成的氣候變化風險管理架構。

The Board
董事會

The Board will be responsible for spearheading the implementation of the Group's carbon reduction plan and corresponding incentive system, establishing climate change risk management protocols, overall strategies, and policies, and overseeing progress toward achieving relevant targets.

董事會將負責牽頭制定本集團的減碳計劃及相應激勵制度，設立氣候變化相關風險管理事宜、整體策略及政策，對相關目標的完成進度進行監督。

The Sustainability Committee
可持續發展委員會

The Sustainability Committee is responsible for developing relevant management policies and strategies, driving their implementation, and regularly reporting to the Board on the progress and outcomes related to the climate change initiatives.

可持續發展委員會制定相關的管理政策和策略，然後推動實施，並定期向董事會匯報氣候變化相關工作進展和成效。

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

Strategies

The Group has formulated the "Climate Change Policy" to guide the implementation of initiatives aimed at managing climate risks and capitalizing on climate-related opportunities. Based on various climate change scenarios, risks potentially arising from climate change are identified and assessed according to the likelihood of occurrence and the extent of their impact. For example, in accordance with IFRS S2's recommendations, the Group employs RCP 8.5 (the highest greenhouse gas emissions scenario) as a conservative forecast for physical risk assessment. It also references relevant scenarios of the International Energy Agency (IEA), including IEA CPS and IEA SDS, to evaluate climate-related transition risks.

策略

本集團已制定《氣候變化政策》，以該政策為指引，落實各項控制氣候風險及把握氣候相關機遇的工作。基於不同的氣候變化情景，按照風險發生的可能性和影響程度，識別和評估氣候變化可能帶來的風險。例如，本集團根據IFRS S2建議，選用RCP 8.5，即最高溫室氣體排放情境作為物理風險評估的保守預測，並參考國際能源署（IEA）的相關情境，包括IEA CPS及IEA SDS，以評估氣候相關的轉型風險。

RCP 8.5 Scenario **RCP 8.5情境**	This scenario assumes no new global climate change policy interventions or emission restrictions. By 2050, the global average temperature is projected to rise by 2.3 degrees Celsius compared to pre-industrial levels. By 2100, the sea level is expected to rise by approximately 0.43 meters. The RCP 8.5 scenario assesses the worst-case future risks that could materialize if no action is taken. 該情景假設全球無新增氣候變化政策幹預和限制排放。預估到2050年，全球平均溫度相較於工業化前期將上升2.3攝氏度，到2100年，海平面將上升約0.43米。用RCP 8.5情景可以評估在不採取任何措施下，未來產生風險的最壞情況。
IEA CPS Current Policy Scenario **IEA CPS當前政策情境**	This scenario assumes that the government and relevant regulatory authorities will maintain current policies and requirements over the next 20 to 30 years, including emission standards for certain pollutants and green building mandates, without issuing new regulations. 該情景假設在未來20-30年內，政府和相關監督部門延續當前的政策和要求，包括對於一些污染物的排放要求及針對綠色建築的要求等，不再發佈新的規章制度。
IEA SDS Sustainable Development Policy Scenario **IEA SDS可持續發展政策情景**	This scenario assumes that regulatory requirements will gradually become stricter, imposing increasingly higher demands on enterprises in such areas as energy conservation, environmental protection, and technological transformation over the next 20 to 30 years. 該情景假設在未來20-30年內，監管要求逐步趨嚴，對於企業在節能環保、技術轉型等方面的要求越來越高。

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

Risk Management

The Group will orderly identify climate-related risks affecting the financial performance of Yuzhou Group in accordance with the Guidance on Climate Disclosures issued by the Hong Kong Stock Exchange. We will map out physical and transition risks, along with their potential financial impacts, and outline mitigation measures to address these risks. We have also identified opportunities arising from climate change and are taking effective actions to capitalize on them.

風險管理

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

Risk Type 風險類別	Risk Name 風險名稱	Risk Description 風險描述	Potential Financial Impact 潛在財務影響	Countermeasures 應對措施
Physical risks 物理風險	• Cyclone 氣旋 • Extreme heat 極端高溫 • Coastal flooding 海岸洪水 • Urban flooding 城市洪澇 • River flooding 河水氾濫 • Water shortage 水資源短缺	• Extreme weather conditions damage projects under construction and completed assets, resulting in asset losses 極端天氣破壞在建或已建成項目，導致資產損失 • Affect normal operations of certain businesses, such as hotel operations 影響部份業務的正常運營，如酒店業務 • Extreme weather conditions disrupt building material supplies, leading to price increases 極端天氣影響建材供應，導致建材價格上漲 • Affect building material transportation and employee commuting, thereby hindering project progress 影響建材運輸以及員工通勤，進而影響工程項目進度	• Asset reduction: impairment of assets 資產減少：資產受損貶值 • Increased expenses: maintenance of damaged properties, higher insurance costs 支出增加：維護毀損房產、保險費增加 • Decreased revenue: business operations are impacted 收入減少：業務營運受影響 • Increased costs: rising costs of building materials 成本增加：建材成本增加 • Increased costs: construction delays, rising project construction expenses 成本增加：建築工程延誤、項目建設成本增加	• Establishing emergency response plans for extreme weather conditions 設定極端天氣應急預案 • Conducting flood and tidal surge prevention drills, and implementing targeted protective measures for the project (such as installing flood and tidal surge prevention devices) 開展防汛防潮演習，並針對項目進行針對性防護(安裝防潮防汛裝置等) • Enhancing management of rain and moisture damage prevention in key areas 加強對重點區域防雨損、潮損管理 • Establishing a flood and tidal surge management team 組建極端天氣防汛防潮管理隊伍

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

Risk Type 風險類別	Risk Name 風險名稱	Risk Description 風險描述	Potential Financial Impact 潛在財務影響	Countermeasures 應對措施
Transition Risks (Policy and Regulatory Risks) 轉型風險(政策及法規風險)	• Failure to align with national and industrial standards for carbon neutrality goals 未能配合國家及行業標準的碳中和目標 • Report and disclose compliance risks 報告披露合規風險 • Governments are implementing more policies to mitigate climate change, existing products and services face heightened requirements and regulations, properties failing to meet environmental standards are subject to renovation or retrofitting, with projects facing stricter site selection criteria 政府推行更多政策以減緩氣候變化，現有產品和服務的要求與監管加強，不符合環保標準的地產需翻新或改造，企業項目選址面臨更高的要求	• Failure to meet industry standards for carbon neutrality targets and data disclosure may result in the loss of competitive advantage in the industry 因碳中和目標與資料的披露未能達到行業標準，導致失去行業競爭優勢 • Potential penalties and legal actions for violations 因違規而可能受到處罰和訴訟 • Renovation and retrofitting costs, as well as land acquisition and site selection expenses, may increase 增加翻新改造費用、投地選址成本增加	• Increased compliance costs 合規成本增加 • Increased operating costs 運營成本增加	• Regularly updating relevant regulations to ensure compliant operations 定期更新相關法規，確保合規運營 • Conducting periodic assessments of updated policies 定期對更新政策進行考核

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

Risk Type 風險類別	Risk Name 風險名稱	Risk Description 風險描述	Potential Financial Impact 潛在財務影響	Countermeasures 應對措施
Transition Risks (Market Risks) 轉型風險(市場風險)	• Investor preferences are shifting toward green building real estate developers 投資者偏好轉移至綠色建築房地產開發商 • Failure to meet clients' expectations regarding climate change policies/ standards 未能符合客戶氣候變化政策／標準期望 • Rising prices of raw materials (such as energy, steel bars, mortar, etc.) have led to increased procurement costs 原料價格(如能源、鋼筋、砂漿等)價格升高導致採購成本增加	• Failure to meet preferences and expectations of investors and clients has diminished our appeal to them 由於不滿足投資者和客戶的偏好和期望，而減少對投資者和客戶的吸引力 • Extreme weather conditions may disrupt raw material supplies, leading to price increases 極端天氣影響原料供應，導致價格上漲	• Increased costs: higher financing costs for traditional construction projects 成本增加：傳統建設項目的融資成本增加 • Decreased revenue: revenue loss due to customer attrition 收入減少：客戶流失導致收入減少 • Increased costs: rising raw material prices 成本增加：原料價格上升	• Gradually transitioning, with a focus on green building design research 逐步轉型，著重進行綠色建築設計研究 • Implementing flexible supply chain management and promoting low-carbon transformation 實行彈性的供應鏈管理，推行低碳轉型

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

Risk Type 風險類別	Risk Name 風險名稱	Risk Description 風險描述	Potential Financial Impact 潛在財務影響	Countermeasures 應對措施
Transition Risks (Reputation Risks) 轉型風險(聲譽風險)	• Corporate reputation declines due to failure to meet climate change compliance requirements 因無法滿足應對氣候變化的合規要求，企業聲譽下降	• Existing cooperative arrangements may be undermined, and the ability to attract new partners may be reduced 破壞現有合作安排或削弱吸引新合作夥伴的能力 • The Group may lose competitive advantage to competitors with superior sustainability performance 與可持續表現更佳的競爭對手相比時失去競爭優勢	• Decreased revenue 收入減少 • Increased financing costs 融資成本增加	• Establishing relevant systems and conducting regular reviews to ensure operational compliance 制定相關制度，定期審核，以確保營運合規

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

Opportunity Type 機遇類型	Opportunity Name 機遇名稱	Opportunity Description 機遇描述	Potential Financial Impact 潛在財務影響	Countermeasures 應對措施
Climate-related opportunities 氣候相關機遇	Resource efficiency opportunities 資源效率機遇	From a medium- to long-term perspective, improving energy efficiency will lead to direct cost savings for operations 從中長期來看，提升能源效率能為運營帶來直接的成本節約	• Reduced operating costs 營運成本降低	• Promoting the application of energy-efficient design and construction technologies in project development 推進高效節能設計、建造技術應用於項目開發中 • Implementing an energy management system and optimizing the energy structure 推行能源管理體系，優化能源結構
	Product and service opportunities 產品與服務機遇	Innovating and developing energy-efficient products and services can enhance market competitiveness and better align with investor preferences 創新和開發能源高效的產品與服務能提高市場競爭地位，更符合投資者偏好	• Increased operating revenue 營業收入增加	• Promoting the application of green products and technologies in daily business operations 推動綠色產品及技術於企業日常營運的應用
	Market opportunities 市場機遇	Adopting eco-friendly materials to develop green buildings and attract more customers 採用綠色環保材料，發展綠色建築，吸引更多客戶	• Increased operating revenue 營業收入增加	• Pursuing a low-carbon development path and encouraging suppliers to improve raw materials and use environmentally friendly materials 踐行低碳發展道路，推進供應商改善原材料和使用環保型材料

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

Metrics and Targets

The primary cause of climate change risks is greenhouse gas ("GHG") emissions, thus the Group has implemented measures such as energy conservation and carbon reduction, and energy consumption management to reduce greenhouse gas emissions. Relevant indicators include: GHG emissions (Scope 1, 2 and 3), GHG emission intensity (in terms of total GFA within the reporting scope), energy consumption (electricity, gasoline, diesel), and energy consumption intensity (in terms of total GFA within the reporting scope).

Energy Consumption and GHG Emissions

The GHG emissions of the Group are mainly derived from the direct GHG emissions (Scope 1) from the consumption of diesel for the Company's stationary sources and petrol for the Company's self-owned vehicles, the indirect emissions (Scope 2) generated from purchased electricity, and the other indirect emissions (Scope 3) from the waste paper disposed to landfills and employee business travels. The energy consumption during the Year was mainly derived from electricity consumption.

指標與目標

溫室氣體排放是導致氣候變化風險的重要原因，本集團為減少溫室氣體排放，開展了節能減碳、能耗管理等措施，相關指標包括：溫室氣體排放量（範圍一、二、三）、溫室氣體排放強度（以報告範圍的總建築面積計算）、能源耗用量（電力、汽油、柴油）、能源消耗強度（以報告範圍的總建築面積計算）。

能源消耗和溫室氣體排放

本集團的溫室氣體排放主要來自於固定源的柴油與自有車輛的汽油消耗所產生的直接溫室氣體排放（範圍一）、外購電力所產生的間接排放（範圍二），以及棄置到堆填區的廢紙和員工商務旅行所產生的間接排放（範圍三）。本年度能源消耗主要源自於電力消耗。

Categories of Emissions 排放類別		Unit 單位	**2025** **2025年**	2024 2024年
Scope 1: Direct emissions[1]	範圍一：直接排放[1]	tonnes CO_2 equivalent 噸二氧化碳當量	**37.3**	40.0
Scope 2: Energy indirect emissions[2]	範圍二：能源間接排放[2]	tonnes CO_2 equivalent 噸二氧化碳當量	**4,446.4**	4,094.0
Scope 3: Other indirect emissions[3]	範圍三：其他間接排放[3]	tonnes CO_2 equivalent 噸二氧化碳當量	**157.8**	161.1
Total GHG emissions	溫室氣體排放總量	tonnes CO_2 equivalent 噸二氧化碳當量	**4,641.5**	4,295.1
Intensity of GHG emissions	溫室氣體排放密度	tonnes CO_2 equivalent/sq.m. 噸二氧化碳當量／平方米	**0.001**	0.001

1. Scope 1 emissions are mainly generated from the consumption of diesel for the Company's stationary sources and petrol for the Company's vehicles. The emission factors take reference from the greenhouse gas conversion factors for company reporting published by the UK Government.
2. Scope 2 emissions are mainly generated from the indirect GHG emissions from purchased electricity. The emission factors take reference from the "Announcement on the Release of the 2023 Electricity Carbon Dioxide Emission Factor" issued by the Ministry of Ecology and Environment and the National Bureau of Statistics. The emission factors adopted during the Year are higher than those in the prior year, resulting in a notable increase in relevant emissions.
3. Scope 3 emissions are mainly generated from the carbon dioxide emissions from waste paper disposal and employee business travels. The emission factors take reference from the Appendix II: "Reporting Guidance on Environmental KPIs" of "How to prepare an ESG Report" published by Hong Kong Exchanges and Clearing Limited.

1. 範圍一排放主要來自公司固定源柴油及公司車輛汽油消耗，排放因子參考英國政府發佈的公司報告溫室氣體轉換因子。
2. 範圍二排放主要來自外購電力所產生的間接溫室氣體排放，排放因子參考生態環境部、國家統計局發佈的《關於發佈2023年電力二氧化碳排放因子的公告》。由於本年度採用的排放因子較上年度為高，相關排放量增幅較為明顯。
3. 範圍三排放主要來自廢紙處理和員工商務旅行所產生的二氧化碳排放，排放因子參考香港交易及結算所有限公司《如何編備環境、社會及管治報告》附錄二：《環境關鍵績效指標匯報指引》。

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

Air Emissions and Dust Management

The Group strictly adheres to relevant national laws and regulations, continuously strengthens emissions management, ensures that various emissions comply with regulatory requirements, and minimizes the negative environmental impact of emissions. We have formulated and implemented the "Standardized Operation Guidelines for Safety and Civilization of Yuzhou Group" to systematically regulate the construction process, and require and monitor contractors to strictly comply with relevant requirements.

The Group's air emissions are mainly derived from the usage of the Company's self-owned vehicles. In terms of air emission management, we are committed to reducing emission levels, ensuring that vehicle emissions comply with relevant standards, and conducting regular inspections and maintenance on self-owned vehicles. In 2025, the Group's air emission data was as follows:

廢氣與揚塵管理

本集團嚴格遵守國家制定的相關法律法規，持續加強排放管理，確保各類排放符合監管要求，並將排放物對環境造成的負面影響降至最低。我們已制定並實施《禹洲集團安全文明標準化操作指引》，對施工流程進行系統規範，並要求及監督承包商嚴格遵守相關要求。

本集團的廢氣排放主要來自於公司自有車輛的使用。在廢氣排放管理方面，我們致力於降低排放水平，確保車輛排放符合相關標準，並定期對自有車輛進行檢查與保養。2025年，本集團的廢氣排放數據如下：

Categories of Emissions 排放類別		Unit 單位	**2025** **2025年**	2024 2024年
Sulphur oxides (SO_x)	硫氧化物(SO_x)	kg 千克	**0.2**	0.2
Nitrogen oxides (NO_x)	氮氧化物(NO_x)	kg 千克	**9.6**	10.8
Particulate matters (PM)	顆粒物(PM)	kg 千克	**0.7**	0.8

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

In order to reduce the impact of dust from construction sites on air quality, we have set up dust reduction equipment on the sites, including spraying equipment, dust screens and sprayers. At the same time, we have specified dust prevention and treatment responsibilities and included them into the performance appraisal of persons in charge.

為減少施工現場揚塵對空氣質量的影響，我們於施工現場安裝抑塵設備，包括噴淋裝置、防塵網及射霧器，同時明確揚塵防治責任，並將相關要求納入負責人績效考核範圍。

Spraying for dust suppression
灑水抑塵



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

Sealing for dust prevention
封閉防塵



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

Real-time monitoring
實時監測



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

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

We have also established dust prevention work standards and requirements:

我們亦訂立了揚塵防治工作標準和要求：

Dust Prevention
揚塵防治

- Fences shall be set up in 100% strict accordance with relevant standards and requirements in construction sites, which shall be precise, firm and aesthetic;
  施工現場100%按標準要求設置圍擋，確保圍擋嚴密、堅固、美觀；

- All the road surfaces at the construction sites shall be 100% hardened, and the roads shall be cleaned and sprayed with water to reduce dust;
  施工現場道路路面100%進行硬化，及時進行道路灑水降塵及清掃；

- Vehicle rinsing devices shall be installed at 100% of all entrances and exits of the construction sites to 100% rinse all the wheels and bodies of the construction vehicles to guarantee the construction vehicles do not have any mud;
  工地出入口100%安裝車輛沖灑裝置，出入工地車輛車輪車身100%沖灑乾淨，確保不帶泥上路；

- Water shall be sprayed for dust prevention on 100% of the sites of project dismantlement, earth excavation and garbage loading and unloading, and wet operation is adopted to reduce dust;
  工程拆除及土方開挖、垃圾裝卸實施100%灑水降塵，採取濕法作業減少揚塵；

- Scattered materials such as the earthwork, construction waste, lime, cement and sand at the construction sites shall be 100% tightly covered. The dense screen of no less than 800 holes/100 sq.cm. and dust screen of no less than 3 holes/inch shall be adopted;
  施工現場的土方、建築垃圾及石灰、水泥、砂土等散碎性材料100%覆蓋嚴密，採取密目網規格不低於800目，防塵網不少於3針；

- All the vehicles entrusted for the removal of muck (including sludge) and waste at the construction sites shall be 100% legal and formal sealed vehicles to prevent leakage on the road;
  委託清運施工現場渣土(含泥漿)及建築垃圾車輛100%為封閉(密閉)式合法正規車輛，確保不沿路灑漏；

- The video monitoring system for dust pollution shall be linked to the internet; and
  揚塵污染視頻監測監控系統要確保聯網對接；以及

- Earthwork construction waste disposal contract shall be established and filed.
  建立並存檔土石方建築垃圾處置合同。

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

In specific projects, we have adopted the following measures:

在具體項目中，我們採取了如下措施：

Shaoxing Yinyue Mansion
紹興印樾府

The project is located in Keqiao District, where the China Textile City is located, with frequent industrial activities in surrounding areas. The Company strictly followed the relevant regulations of the "Measures for the Prevention and Control of Dust Pollution in Shaoxing City" (《紹興市揚塵污染防治管理辦法》) and the "Implementation Rules for the Management of Civilized Construction of Construction Projects in Keqiao District, Shaoxing City" (《紹興市柯橋區建設工程文明施工管理細則》), proactively suspended outdoor operations during the key control period and incorporated relevant processes such as the installation of door and window sub-frames into the management scope to reduce dust emissions from the source and minimize the impact on the surrounding environment.

該項目位於中國輕紡城所在地柯橋區，周邊工業活動頻繁。本司嚴格依循《紹興市揚塵污染防治管理辦法》及《紹興市柯橋區建設工程文明施工管理細則》相關規定，於重點管控期間主動暫停戶外作業，並將門窗附框安裝等相關工序納入管理範圍，從源頭減少揚塵排放，降低對周邊環境的影響。

Chongqing The Explorer
重慶博學家

The project is located in the main urban area of Chongqing, surrounded by dense residential properties. The Company formulated and implemented a special dust control plan, fully implemented the "Six 100%" requirements, focused on controlling dust-prone processes such as earthwork, and supported with online monitoring and video surveillance to improve the refinement and transparency of dust management.

該項目位於重慶主城區，周邊住宅密集。本司制定並執行專項揚塵管控方案，全面落實「六個百分百」要求，重點管控土方等易產塵工序，並配套在線監測及視頻監控，提升揚塵管理的精細化及透明度。

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

Waste Management

The Group actively promotes waste sorting management and hands over various types of waste to companies with professional qualifications for compliant treatment in accordance with relevant policy requirements. During operation, the Group generates hazardous waste such as used light tubes, as well as non-hazardous waste such as green plant waste, and is committed to reducing the generation of waste from the source.

In terms of property management services, the Group has established dedicated collection points to classify and collect recyclables, hazardous waste, kitchen waste and dry waste, which are uniformly transported to enterprises with relevant operating qualifications for recycling and processing. In commercial operations, the Group has also set up dedicated recycling points and promotes paper recycling through office publicity, encouraging employees to recycle cardboard boxes, aluminum cans and plastic bottles generated from business activities. In hotel operations, the Group implements waste sorting measures and promotes electronic office practices to reduce paper usage.

廢棄物管理

本集團積極推動廢棄物分類管理，並按照相關政策要求，將各類廢棄物交由具備專業資質的公司進行合規處理。在營運過程中，本集團會產生舊燈管等有害廢棄物，以及綠化垃圾等無害廢棄物，並致力於從源頭減少廢棄物的產生。

在物業管理服務方面，本集團設置專門的收集點，分類收集可回收物、有害垃圾、廚餘垃圾及乾垃圾，並統一運送至具備相關經營資質的企業進行回收及處理。於商業營運業務中，本集團亦設立專門回收點，並透過辦公室宣傳推廣紙張回收，鼓勵員工回收商業活動中產生的紙盒、鋁罐及塑膠瓶。於酒店營運業務方面，本集團落實垃圾分類措施，並推行電子化辦公，以減少紙張使用。

Categories of Waste 廢棄物類別		Unit 單位	**2025** **2025年**	2024 2024年
Total hazardous waste	有害廢棄物總量	tonnes 噸	**0.9**	0.5
Total non-hazardous waste	無害廢棄物總量	tonnes 噸	**0**	2.9
Intensity of hazardous waste discharged	有害廢棄物密度	tonnes/1,000 sq.m. GFA 噸／千平方米建築面積	**0.00026**	0.00014
Intensity of non-hazardous waste discharged	無害廢棄物密度	tonnes/1,000 sq.m. GFA 噸／千平方米建築面積	**0**	0.001

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

Resources Conservation

To reduce resource consumption, the Group has established internal management systems including the "Safety and Civilized Standardization Operation Guidelines", "Office Configuration Standard Operation Guidelines" and "Engineering Temporary Materials Management Operation Guidelines" to regulate resource usage across all business departments, so as to promote energy conservation and emission reduction work, and facilitate the implementation of the Group's overall green and low-carbon operational model.

The Group's environmental management is coordinated by the Group's president office and design management department. Through the formulation of environment-related sustainable development strategies, clear direction and guidance are provided to all business departments. At the same time, each business segment has established a corresponding environmental management system based on its operational characteristics. Given the Group's operational model, the Group does not involve the consumption of packaging materials.

節約資源

為減少資源消耗，本集團已制定《安全文明標準化操作指引》、《辦公室配置標準作業指引》及《工程臨時物資管理作業指引》等內部管理制度，規範各業務部門的資源使用情況，以推動節能減排工作，並促進本集團整體綠色低碳營運模式的落實。

本集團的環境管理工作由集團總裁辦與設計管理部協同負責，透過制定與環境相關的可持續發展策略，為各業務部門提供清晰的方向與指引。同時，各業務板塊亦根據其營運特點，建立相應的環境管理體系。基於本集團的營運模式，本集團並不涉及包裝材料的消耗。

Energy Management

The Group's energy consumption is mainly derived from fuel consumption of self-owned vehicles and purchased electricity. We are committed to improving the Group's energy consumption efficiency. For related measures, please refer to the "Green Building" section.

能源管理

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

Categories of Energy 能源類別		Unit 單位	**2025** **2025年**	2024 2024年
Direct Energy (Gasoline)	直接能源(汽油)	MWh 兆瓦時	**119.0**	130.5
Direct Energy (Diesel Oil)	直接能源(柴油)	MWh 兆瓦時	**6.9**	7.0
Indirect Energy (Purchased Electricity)	間接能源(外購電力)	MWh 兆瓦時	**7,294.0**	7,178.7
Total Energy Consumption	能源消耗總量	MWh 兆瓦時	**7,419.9**	7,316.2
Energy Consumption Intensity	能源消耗密度	MWh/sq.m. GFA 兆瓦時／平方米建築面積	**0.002**	0.002

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

Water Resource Management

To achieve effective protection of water resources and continuously reduce water intensity, the Group actively promotes and implements various water-saving management and technical measures. Through optimizing water usage processes, improving water efficiency, and strengthening daily monitoring, we promote the conservation and sustainable utilization of water resources.

水資源管理

為實現對水資源的有效保護並持續降低用水強度，本集團積極推動並落實多項節水管理及技術措施，通過優化用水流程、提升用水效率及加強日常監測，促進水資源的節約與可持續利用。

Water recycling
水資源回用



- The commercial operations business implements rainwater and chilled water reuse projects
  商業運營業務實行雨水和冷凍水回用項目
- Projects under development use rainwater for vehicle cleaning, dust suppression and site greening
  在建項目用回收的雨水清洗車輛、抑制揚塵和工地綠化
- The Group encourages the contractors of projects under development to set up recycling devices for washing equipment, such as car wash tanks at the construction site, to reuse water for washing
  鼓勵在建項目承包商於工地的洗車槽等沖洗設備設置循環裝置，回用沖洗用水

Rainwater and sewage diversion
實行雨污分流



- The construction business ensures that its wastewater discharge complies with regulations by implementing rainwater and sewage diversion at the sites of projects under development to avoid wastewater discharging into municipal rainwater pipelines
  建築業務通過於在建項目工地實行雨污分流以確保其廢水排放合規，避免污水排放至市政雨水管道

Using water-saving appliances
使用節水器具



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

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

During the Year, the Group did not encounter any issue in sourcing water that is fit for purpose.

本年度，本集團在獲取適用水源方面未有遇到任何困難。

Water Resource 水資源		Unit 單位	**2025** **2025年**	2024 2024年
Total Water Consumption	總用水量	cu.m 立方米	**92,489.1***	284,204.0
Water Consumption Intensity	用水密度	cu.m./sq.m. GFA 立方米／平方米建築面積	**0.03**	0.08

* The decrease in water consumption is primarily attributable to the optimization of landscape water for the project.

* 用水量下降主要由於對項目景觀用水進行優化所致。

Material Management

To minimize resource waste, the Group implements the "Office Configuration Standard Operation Guidelines" for office resource management to ensure reasonable procurement and usage of office supplies. In terms of hotel operations, the Group provides disposable items based on actual needs to minimize related consumption. Regarding projects under development, the Group adopts prefabricated construction technology to reduce construction material waste, and prioritizes the use of reusable materials where feasible.

物料管理

為減少資源浪費，本集團針對辦公室資源管理推行《辦公室配置標準作業指引》，以確保辦公室用品的合理採購與使用。在酒店營運方面，本集團根據實際需求提供一次性用品，盡量減少相關消耗。就在建項目而言，本集團採用裝配式建築技術，以降低建築材料浪費，並在可行情況下優先使用可重複使用的物料。

Office supplies
辦公用品

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

Construction materials
建築材料

- Using reusable materials according to project situation
  按照項目情況使用可重複使用物料

Hospitality supplies
酒店用品

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



FOSTERING EMPLOYEE DEVELOPMENT
促進員工成長

FOSTERING EMPLOYEE DEVELOPMENT
促進員工成長

8 DECENT WORK AND ECONOMIC GROWTH

8.6 Promoting Youth Employment and Training
推動青年人就業和培訓

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

8.8 Promoting the Creation of a Safe and Secure Working Environment
推動創造安全和有保障的工作環境

We continuously improve our health and safety management system to create a safe and secure working environment.
我們不斷完善健康與安全管理機制，創造安全和有保障的工作環境。

Employment Management

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

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

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

僱傭管理

員工是企業可持續發展的重要元素，禹洲集團重視員工發展及福利。本集團嚴格遵循《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》等國家及地方與僱傭管理相關的法律法規要求。

為明確和規範僱傭要求，我們已建立一系列內部制度體系，包括但不限於：

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

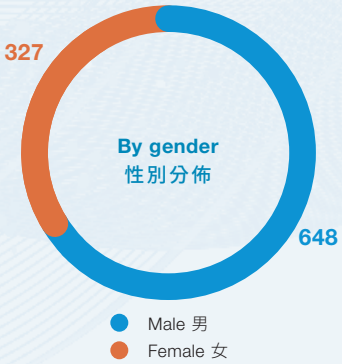
FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

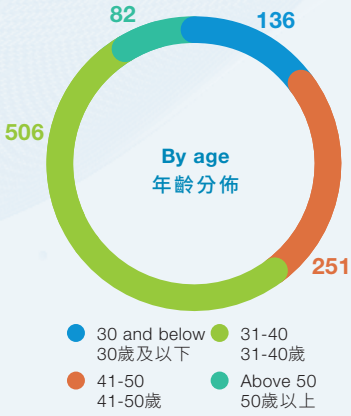
Employee Distribution

As at December 31, 2025, the Group had a total of 975 employees, including 970 full-time employees and 5 part-time employees. The employee demographics are as follows:

員工分佈

於2025年12月31日，本集團共有在職員工總數975名，其中全職員工佔970名，兼職員工佔5名。員工分佈如下：

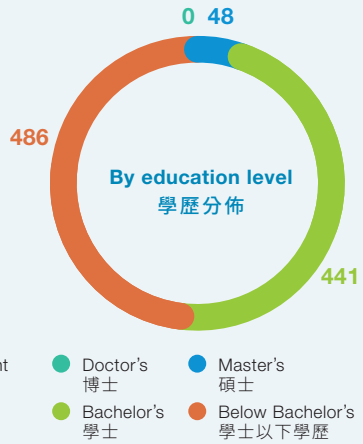












FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Talent Acquisition

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

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

During the Year, the Group recruited a total of 112 new employees.

人才吸納

為提升團隊競爭力及表現，禹洲集團致力打造多元化團隊。我們已制定及嚴格遵守《董事會成員多元化政策》，在設定集團董事會成員組合時，從不同層面考慮董事會成員多樣性，包括但不限於性別、年齡、文化、教育背景、種族和服務任期等。

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

於本年度，本集團共吸納新員工112人。

Prevention of Child and Forced Labour

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

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

預防童工及強制勞工

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

為進一步規範人員招聘信息收集及審批流程，集團已制定《勞動人事法律風險控制管理辦法》，致力於降低在勞動用工過程中可能出現的法律風險，要求認真審查應聘者年齡，避免招收童工及強制用工的情況。若發現員工未滿十六周歲，本集團將第一時間通知員工監護人並送往醫院安排健康檢查，確保其身體健康，並進行後續持續追蹤。此外，本集團嚴格實施標準工時制，若員工崗位為非標準工時制，我們將另行與該崗位員工書面約定工作時間，確保支付足額的加班工資。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Remuneration and Benefits

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

薪酬及福利

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



FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

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

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

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

- Specify the principle of strong correlation between the individual performance assessment and organizational operating performance
  明確個人績效考核與組織經營績效的強關聯原則
- Standardize the assessment mechanism that combines special assessment indicators with performance indicators
  統一專項考核指標與業績指標相結合的考核機制
- Adjust performance scores and levels, as well as the mandatory distribution ratio
  績效分數與等級調整，強制分佈比例調整

"Practice Guidelines for Talent Training and Development of Yuzhou Group"
《禹洲集團人才培養與發展作業指引》

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

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

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

"Practice Guidelines for Project Marketing Commission Management"
《項目營銷佣金管理作業指引》

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

"Business Co-creation Incentive Management Procedures"
《事業共創激勵管理規程》

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

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Employee Motivation

To enhance the work performance and overall satisfaction of employees, the Group has formulated and continuously improved various motivational measures. We continuously optimize the "Management Procedures for Employee Performance", and regularly review, update and revise to further standardize the salary and performance management system. The new procedures specify the principle of strong correlation between the individual performance assessment and organizational operating performance, and further standardize the correlation between special assessment indicators and performance indicators based on the special assessment indicator mechanism introduced in 2025, while optimizing the configuration of performance scores, levels and corresponding coefficients. In the meantime, we have updated the quarterly assessment indicators and implemented monthly dynamic tracking to strengthen process management and results orientation.

The Group has revised the "Business Co-creation Incentive Management Procedures" and implemented various measures to achieve shared business performance goals, including employees sharing of the company's operating returns, joint participation in project operations, improvement of participation and motivation of employee enthusiasm.

In the meantime, the Group has continued to implement the Option Incentive Scheme in 2025 in accordance with the medium- and long-term incentive management mechanism to grant equity incentives to middle and senior management as well as employees with long-term service contributions, so as to stabilize the middle and senior management team and core employees and ensure the long term stable development of the Group. As of December 31, 2025, there were still 132 holders of the Option Incentive Scheme with 11,124,073 shares of equity incentives, to achieve the shared business development goals of shareholders, the Group and employees. Meanwhile, during the Year, the Group consistently implemented timely special incentives – monthly special incentives for contract signing and payment collection, further strengthening the publicity and implementation of the monthly special incentive policy for contract signing and payment collection to stimulate the enthusiasm of the team and achieve effective incentive effects.

員工激勵

為提升員工工作表現與整體滿意度，本集團制定並持續優化多項激勵措施。我們不斷完善《員工績效管理規程》，定期進行檢視、更新與修訂，進一步規範薪酬與績效管理體系。新版規程明確個人績效考核與組織經營績效高度聯動的原則，並在2025年發佈的專項考核指標機制基礎上，進一步統一專項考核指標與業績指標之間的關聯邏輯，優化績效分數、等級及對應係數設置。同時，我們已更新季度考核指標，並落實月度動態跟蹤機制，強化過程管理與結果導向。

本集團已修訂《事業共創激勵管理規程》，並通過員工分享公司經營回報、共同參與項目運營，提高參與感、激勵員工積極性等措施，實現共同的業績目標。

同時，本集團按照中長期激勵管理機制，於2025年度持續實施期權激勵計劃，授予中高層管理人員及長期服務貢獻員工股權激勵，以穩定中高層管理團隊和核心員工，保證集團的長期穩定發展。截止2025年12月31日，享有期權激勵計劃的仍保有132人，11,124,073股的股權激勵，致力於實現股東、集團和員工的事業共同體發展目標。同時，本集團於本年度持續推行及時專項激勵－簽約及回款月度專項激勵，進一步強化簽約回款月度專項激勵政策的宣傳及落地，激發團隊積極性，達成有效的激勵效果。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Employee Communication

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

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

Caring for Employee

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

員工溝通

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

本集團持續優化禹洲文化激勵平台，以提升員工對企業文化建設的參與度，並為團隊提供多元的社交互動機會。該文化激勵平台整合禹洲文化價值觀、業績貢獻、學習成長、團隊建設、紀念日祝福、優質內容分享、合理化建議等多維場景。平台鼓勵全體員工表達觀點，分享點贊，讓每一位禹洲人「被看見」，直觀感受到同事的「欣賞」。員工可通過點亮企業文化專屬勛章獲得相應禹星（積分），而收集一定數量的禹星更可兌換禮品。

員工關懷

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

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

The Group regularly plans and conducts a variety of employee activities in accordance with the "Management Procedures for Employee Benefits", including employee birthday parties, charity events, festival celebrations, seminars, sports meets, basketball games, etc., which aims to enhance employee well-being and teamwork, strengthen organizational cohesion and solidarity, and facilitate communication between new and existing employees, thereby fulfilling social responsibilities and advancing sustainable development goals. During the Year, Yuzhou Group jointly organized a series of activities such as Elegant Capital • Holding You in the Core of Heart – Xiangshan Women's Day, Bloom in New Glory Story Sharing and Exchange Session and Women's Day tea gathering.

本集團遵循《員工福利管理流程》，定期規劃並執行多元員工活動，例如員工生日會、公益活動、節日慶典、座談會、運動會及籃球賽等。此舉旨在提升員工福祉與團隊合作，強化組織凝聚力與向心力，並促進新舊員工之間的溝通與融合，從而落實社會責任，推動永續發展目標。本年度，禹洲集團聯合開展花漾首府 • 捧你在芯－香山女神節、綻放新芳華故事分享會暨交流活動、女神茶歇專場等活動。

During the Year, the Group continued to carry out a series of "Moderate but Excellent" heartwarming and care activities, which not only addressed employees' physical and mental needs but also further enhanced team cohesion. We provided welfare and gifts and organized featured celebration activities for festivals such as Chinese New Year, Lantern Festival and Women's Day. During the sprint stage of the urgent project delivery, condolences visits were organized to offer bread, milk and other caring supplements. As summer arrived, we provided cooling scented tea and fruit to colleagues on the site and in the project.

本年度，本集團持續開展一系列「小而美」的暖心關懷活動，既關注員工身心需要，亦進一步增強團隊凝聚力。在春節、元宵節、婦女節等節日發放福利禮品、開展特色節日活動；項目趕工交付攻堅戰的衝刺階段，組織慰問工作，送去麵包、牛奶等關懷補給；盛夏時節，為案場、項目的同事送去解暑花茶和水果。

Health and Safety

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

健康與安全

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

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

- 《禹洲集團安全文明標準化操作指引》
- 《安全文明管理規程》
- 《工程建設安全文明管理規程》

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

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

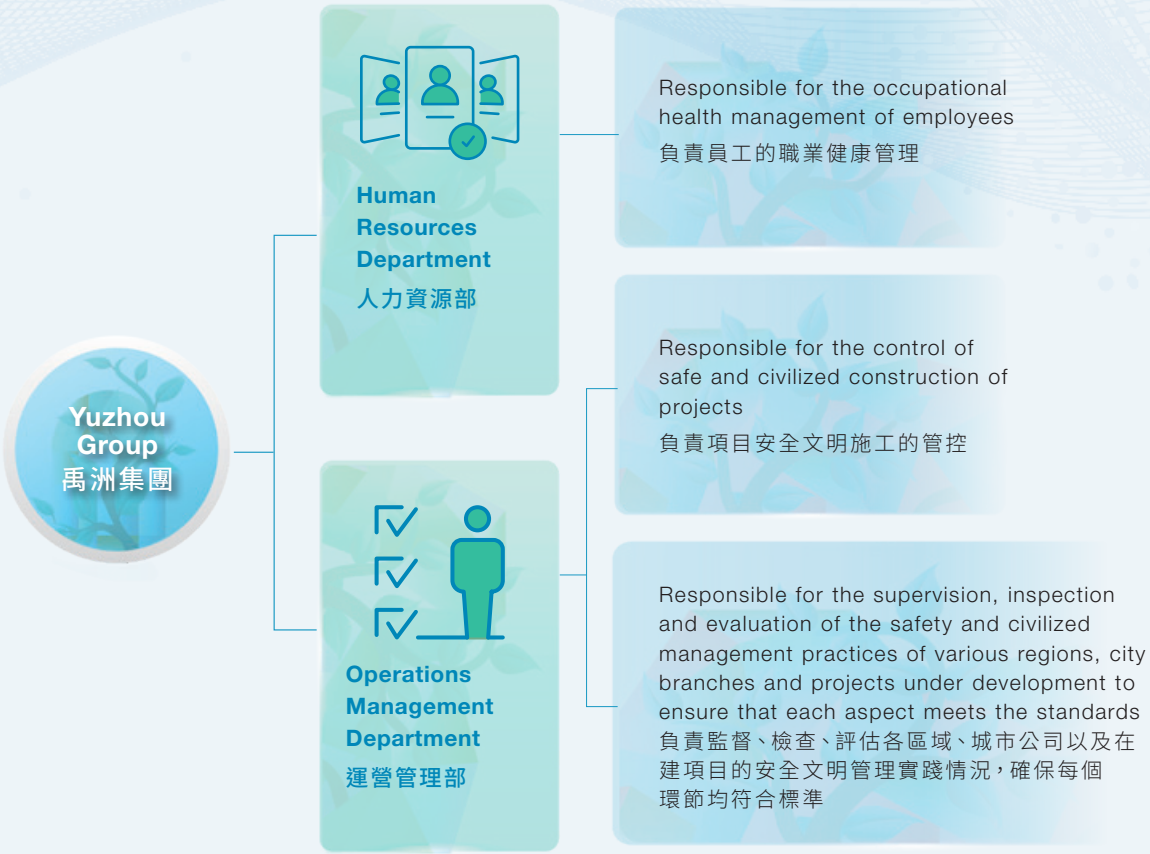
FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Occupational Health and Safety (OHS) Management System

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

職業安全健康管理體系

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



FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

The Group's safety management system has five main themes: 本集團安全管理體系圍繞五大主題：

Safe Production Training
安全生產活動培訓

- The Group has publicized the safety system and established safety culture corridors at construction sites;
  集團安全制度宣貫，工地設置安全文化長廊；
- Conduct safety training before work every day;
  每日開工前開展班前安全培訓；
- Watch educational videos and warning videos on production safety;
  觀看安全生產宣傳教育片、警示片；
- Organize the "Production Safety Month Campaign 2025", and invite firefighters to provide on-site fire safety training;
  開展「2025安全生產月行動」邀請消防人員前來現場做消防安全培訓；

Emergency Management Mechanism
應急管理機制

- Establish an emergency response process that activates the emergency plan for the project or city according to the nature of the accident to ensure timely handling and proper follow-up of unexpected incidents;
  設置應急響應流程，依據事故性質，啟動項目或城市應急預案，確保突發事故得到及時處理及善後；
- Provide employees with training and drills on emergency rescue knowledge involving the five major injuries (high fall, physical impact, collapse, mechanical injuries and electrocution), firefighting, typhoon prevention and flood control;
  向員工提供涉及五大傷害（高墜、物體打擊、坍塌、機械傷害、觸電）、消防、防颱防汛等應急救援知識的培訓與演練；

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

Monthly safety management review meetings are arranged to require:
每月召開安全管理總結專題會，要求：

- each city branch to report on the progress of safety management, including the rectification and elimination of past problems;
  匯報各城市公司對安全管理進度，內容覆蓋過往問題整改銷項；
- report on the "3+1" special inspections, daily implementation of the safety management system, and identification of major risk sources in projects;
  匯報「3+1」專項檢查、安全管理體系日常落實、項目重大風險源識別；
- report on the implementation of the project safety alert lists and prevention and control management, as well as the drills of safety emergency plan;
  匯報項目安全預警清單落實及防控管理、安全緊急預案演練；

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

"3+1" Management System
「3+1」管控體系

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

- the "3+1" Management System of the Group consists of behaviour management, contract performance management, engineering red line management, and safety management as a quality delivery;
  集團「3+1」管控體系包括行為管理、合同履約管理、工程紅線管理，加安全管理作為品質交付；
- implement the Normalized "3+1" Management and Control to identify, track and eliminate issues, and each city platform inspects at least one item per week;
  落實「3+1」管控常態化管理，發現問題、跟蹤問題、關閉問題，每城市平台每週至少檢查一項目；

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

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

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)



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

員工安全及健康工作小組專注確保職業安全及健康目標的實現，並受到由董事會設立的可持續發展委員會的監督。該小組由各部門的專業人員組成，包括企業項目部、總包單位、監理單位以及分包單位等。

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

為保障各項目安全文明施工，本集團每個在建項目均設立了專門的安全文明管理小組。該小組由項目部、施工單位、監管單位等部門人員組成，負責每週的項目安全施工檢查。小組需根據檢查結果進行隱患排查和核實整改情況，並向區域、城市公司運營管理部以及集團的運營管理部門報告檢查結果。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Safety Performance Linkage

To further implement occupational safety and health work, the Group has adopted an assessment mechanism that links the remunerations of the relevant responsible departments with safety performance and has included the performance of OHS management as a key assessment indicator in the evaluation of senior management. In the event of major risks and accidents in the project, the "Veto System" will be applied and the performance score will be recorded as zero. If the potential safety hazards in the project have not been rectified or the rectification is not in a proper manner, the Group will punish the person in charge of the project-located area, the person in charge of the project in the city branches, the project director and other relevant personnel according to the severity, and impose penalties including criticism, degrading, salary reduction, demotion and dismissal according to the degree for serious cases.

安全績效掛鉤

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

Safety Goals

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

安全目標

本集團持續優化及提升各項職安健管理措施。於本年度，禹洲集團已達成所有量化職安健指標：無因工死亡事故及任何違規情況。我們過去三年均無因工死亡事故。

		Unit 單位	**2025 2025年**	2024 2024年
Number of work-related fatalities	因工亡故人數	Person 人	**0**	0
Rate of work-related fatalities	因工亡故人數比率	%	**0**	0
Numbers of days lost due to work-related injuries	因工傷損失工作日數	Days 天	**4**	175

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

同時，本集團對管理集團營運過程中可能出現的職安健相關風險，進一步確立職安健目標：



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

杜絕重大傷亡事故發生，重傷事故為零，輕傷負傷率控制在0.5%以內



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

提供職工商業意外險，商業險覆蓋率不低於98%

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Safety Culture Development

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

Construction Safety

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

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

安全文明建設

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

施工安全

本集團強調建築電工、建築焊工等建築施工特種人員的健康與安全，要求員工嚴格按照標準操作規程進行作業，正確使用安全勞動防護用品，並配戴特種作業操作胸牌。同時，本集團要求員工仔細維護及保養作業工具及設備，並進行崗前檢查。

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

Process for developing special plan for sub-projects with significant risks
較大危險性分部分項工程專項方案制定流程



FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Special plans for sub-projects exceeding a certain scale with significant risks
超過一定規模的較大危險性分部分項工程專項方案



"5S" Management

Administrative personnel at all organizational levels of the Group follow the "5S" management requirements on administration to ensure the health and safety of office and living areas in the construction site. Employees are required to inspect and evaluate the office space and environment and carry out disinfection work from time to time. Meanwhile, the project management personnel strictly implement the "Checklist of Prohibited Items for Safety and Civilization", and regularly check a total of 25 key points for safe and civilized management in the living areas, office areas and construction sites from 17 dimensions, including fire prevention management, construction machinery, foundation pit engineering and civilized construction.

「5S」管理

本集團各組織層級的行政管理人員參照行政辦公「5S」的管理要求，以保障施工現場的辦公區域及生活區域的健康與安全。員工需對辦公場所及環境進行檢查評估，不定期開展消毒工作。同時，項目管理人員嚴格執行《安全文明禁止項檢查表》制度，從防火管理、施工機械、基坑工程、文明施工等17個維度，定期檢查生活區、辦公區及施工現場共25項安全文明管理要點。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Safety and Civilization Inspection System

The Group divides safety management units into group, city and project levels. Monthly random inspections and quarterly inspections on the safety and civilization management of each engineering project are conducted to identify problems in a timely manner and corrective measures are taken. The implementations of rectifications are followed up and supervised. According to the assessment results of 2025, the overall safety and civilization performance has improved as compared to the previous year.

安全文明巡檢制度

本集團以集團、城市、項目三級作為安全管理單位，對各工程項目安全文明管理進行月度抽查、季度巡查，及時發現問題並加以整改、跟進、監督。2025年評估結果顯示，整體安全文明成績較上一年有所提升。

Safety and Civilization Management Inspection

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

安全文明管理檢查

本集團針對不同層面制定安全文明管理檢查要求，當中包括：

Operations Management Department of the Company headquarters
公司總部運營管理部

- Engage third-party units to conduct unannounced inspections on the safety and civilization management of each project quarterly, and conduct assessments based on the inspection results
  每季度委託第三方單位進行各項目安全文明飛行檢查，依據檢查結果進行考核
- Conduct random checks and inspections on the safety and civilization management of the projects under development in various regional or city branches monthly
  每月對各區域或城市公司在建項目進行安全文明管理情況抽查巡檢

Operations Management Departments of the Company's regional/city branches
區域／城市公司運營管理部

- Carry out monthly safety and civilization inspections in demonstration areas, covering all the projects under development in the region, with corresponding actions taken according to the findings
  示範區每月組織一次安全文明普查，涵蓋區域內所有建設項目，並依據檢查結果進行相應處理

Project Department
項目部

- Organize supervisory agencies, general contractors and subcontractors to conduct weekly safety and civilization inspections at the construction sites, covering construction areas, living areas, offices and demonstration areas
  每週組織監理、總分包進行安全文明施工現場檢查，覆蓋施工區、生活區、辦公區及示範區
- Check the conditions of safety and civilization and rectification progress of hazard sources every day and take corresponding actions
  每日對現場安全文明狀態、危險源整改情況進行巡查與處理

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Dual-prevention System

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

雙重預防體系

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

Production Safety Inspection

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

- "Practice Guidelines for Safety and Civilization Management";
- "Standardized Operation Guidelines for Safety and Civilization"; and
- "Management Procedures for Safety and Civilization"

The production safety management team composed of relevant managers is responsible for reasonably allocating production safety management personnel and relevant resources according to the GFA and difficulty of construction operations. The Group has also established a three-level safety inspection system, with regular internal inspections conducted by its city branches, project departments and construction units. According to the "Management Procedures for Project 'Shut Down'", the inspection teams at all levels are required to inspect and verify the hidden dangers and complete the rectification within the prescribed timeframe. Project may be partially or entirely shut down if the rectification is not completed or fails to meet requirements.

安全生產檢查

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

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

由相關經理組成的安全生產管理小組，負責根據建築面積及施工作業難度，合理配置安全生產管理人員及相關資源。本集團更設有三級安全檢查制度，由城市公司、項目部、施工單位定期開展內部監查工作。根據《工程「拉閘」管理規程》各級檢察組需在規定的整改時間內對隱患部位進行排查及核實。整改未完成或不達標的，將會進行局部或全項目停工整頓。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Three-level Safety Inspection System

三級安全檢查制度

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

Safety Awareness Training

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

安全意識培訓

禹洲集團深信提升員工安全意識有效實現安全生產。本集團每年組織「安全生產月行動」，在全國在建項目上開展安全宣講及培訓、安全隱患排查、應急救援實景演練等行動。部分項目還建起了「安全教育培訓體驗館」，並將「品質樣板標準化展示區」進行優化提升，達至管理有體系，組織有保障，一線有行動。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

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

本集團制定《安全文明標準化操作指引》規範員工項目操作流程，例如專職操作人員必須持證上崗，及每年須通過總包單位的培訓考核。施工人員在變換工種、節後復工或工藝「四新」施工等時間節點上，會對相關人員進行工前安全教育培訓，排除隱患、增強員工安全意識。

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

本年度，本集團的安全培訓數據如下：

A total of **4,620** participants completed the safety training
安全培訓總人次 4,620人次

A total of **5,119** hours of safety training were provided
安全培訓總時數 5,119小時

During the Year, the Group organized Yuzhou's "Production Safety Month Campaign for 2025". The project department cooperated with the general contractor to strengthen the publicity and promotion efforts on safety and civilization by means of banners, posters and other forms. The Group further refined the standardized management table by subdividing it into three major categories, i.e. safe production, civilized construction and safety bottom line. A total of 210 detailed items have been applied to conduct comprehensive risk control inspections.

本年度，本集團組織禹洲「2025安全生產月行動」，項目部協同總包單位一齊利用包括橫幅、宣傳畫等形式加強對安全文明的宣傳及警示。本集團進一步細化標準化管理表格工具，細分為安全生產、文明施工、安全底線3個安全管控大類，210個細項應用，進行全面風控排查。

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

- 6,750 attendance participated in safety training
  6,750人次參與安全培訓
- 460 potential hazards eliminated
  460項安全隱患銷項
- 15,500 attendance participated in emergency drills
  15,500人次參與應急演練
- 48 contingency plans
  48份應急預案

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Health and Safety of Contractors

The Group attaches great importance to the occupational health and safety management of contractors and incorporates contractors into the Group's occupational health and safety management system. We continue to adopt the established admission and evaluation requirements for contractors, and applies the same safety management standards and supervision arrangement as those for internal employees. To standardize relevant management procedures, the Group follows the requirements under the "Safety Management Agreement", "Public Security and Fire Prevention Agreement" and other documents to conduct systematic assessments and inspections on contractors and their operation sites, covering aspects of project management, quality, safety and civilization etc. Relevant measures include but are not limited to:

承包商健康與安全

本集團重視承包商的職業健康與安全管理，並將承包商納入本集團的職業健康與安全管理體系，沿用既有的承包商准入與評核要求，採用與內部員工一致的安全管理標準及監督安排。為規範相關管理措施，本集團依循《安全管理協定》、《治安消防協定》等文件要求，對承包商及其作業現場進行系統性評估與檢查，內容涵蓋工程管理、品質及安全文明等範疇。相關措施包括但不限於：

Organizational Design for Safety and Standardization Construction
安全標準化施工組織設計

The Group requires the construction units to prepare an organizational design for safe and standardized construction in accordance with its "Standardized Operation Guidelines for Safety and Civilization" when bidding and quoting, which stipulates the required safety facilities and equipment and safety management measures

要求施工單位於投標報價時依據集團的《安全文明標準化操作指引》編製安全標準化施工組織設計，其中對安全設施設備及安全管理舉措作出規定

Signing of Agreements
協定簽署

The project department supervises the implementation and management standards and restrictions relating to safety and civilization in the project contracts, and oversees the signing of the "Safety Management Agreement" and "Public Security and Fire Prevention Agreement" by the general contractors and subcontractors

項目部監督執行工程合同中有關安全文明的實施與管理標準以及制約措施，監督總分包單位簽署《安全管理協定》及《治安消防協定》

Management System
管理體系

The project department is responsible for establishing and improving the Safety and Civilization Management System in the supervisory agencies and general contractors and subcontractors to ensure safety and civilization management on-site

項目部負責建立健全監理、總分包單位安全文明管理體系，以保障現場安全文明管理

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Safety Drills
安全演練

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

Certification for Workplace Competency
持證上崗

Special operators are required to obtain a certificate for their operation, wear and use proper protective equipment
特種作業人員需持證上崗，佩戴及使用安全勞工防護用品

The roster and the public signs of special operators and operators of small and medium-sized machines are established uniformly displaying the relevant certificates verifying their operational qualifications
建立特種作業人員和中小型機械操作工花名冊及公示牌，統一公示相關人員作業資格的相關證件

Inspection of Equipment
設備檢查

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

Safety Project Plan
安全項目方案

The construction units of high-risk projects are required to prepare a special safety plan under the supervision of the project department and organize meetings with experts to discuss the feasibility of the plan when necessary
負責危險性較大的施工單位需在項目部的監督下編製安全專項方案，必要時組織專家論證會討論方案的可行性

The plan can only be implemented after passing the internal audit of the construction unit, and with the approval of the supervisory agencies and other relevant authorities
通過施工單位內部審核、監理單位及其他相關負責部門同意後方可實施

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Talent Development

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

人才發展

禹洲集團深信人才發展是其可持續發展戰略的重要元素之一。本集團秉持持續學習和發展的理念，為員工提供全面的培訓和發展計劃，協助他們實現個人和職業目標。當中涵蓋入職培訓、專業技能培訓、領導力發展、項目管理等培訓課程。

Talent Training System

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

人才培養體系

為規範培訓機制，禹洲集團已制定《培訓管理規程》，向員工提供組織能力、領導能力等多樣化的專業技能培訓，促進彼等職業的全面發展。同時，為進一步促進集團內部知識資源的高效共用，我們制定了《內部課程管理規程》及《內部講師管理規程》，以確保課程開發和評估、講師選拔和考核的程式閉環。

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

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

The Group has confirmed the building of a robust talent supply chain as its annual training target and continuously cultivated talents with professional competence and development potential, providing key support for Yuzhou's efficient operation and performance improvement. The Group has carried out special and focused training for different employees, including:

本集團以構建穩健的人才供應鏈為年度培訓目標，持續培養具專業能力與發展潛力的人才，為禹洲的高效運營與業績提升提供關鍵支撐。本集團已針對不同員工開展專項及重點培訓，其中包括：

Special Training for Middle and Senior Management

The middle and senior management are the core executors of all decisions of the Group. Their management capabilities and ability to control the overall situation are vital to the achievement of the Group's development goals. During the Year, the Group's Human Resources Department organized performance management improvement training, integrity and compliance training, critical talent review and other special projects, to promote employee growth and the achievement of performance goals, incentivize excellent talent, and provide strong, targeted talent support for the Group's strategy implementation.

中高管專項培訓

中高層管理人員是本集團各項決策的核心執行者，其管理能力與對整體局勢的掌控能力，對本集團發展目標的順利達成起著至關重要的作用。本年度，集團人力組織開展績效管理提升培訓、廉潔合規培訓、關鍵崗位人才盤點等專題項目，促進員工成長與績效達成，激勵優秀人才，為集團戰略推進提供強有力且精准的人才供給保障。

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Yu Yue & Yu Yi Management Trainee Training Program

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

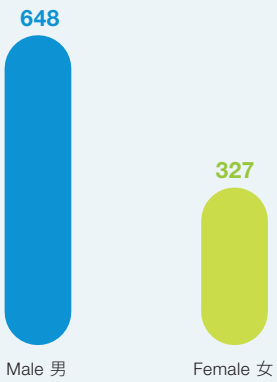
禹躍&禹翼管培生培養計劃

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

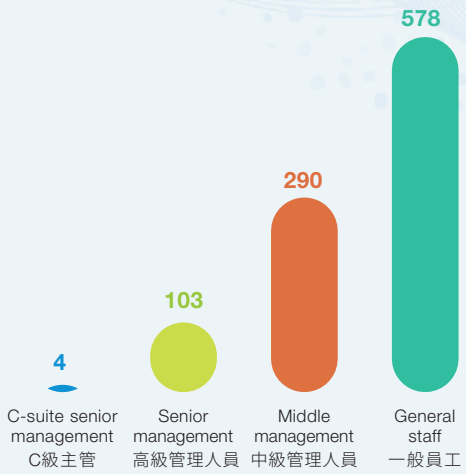
During the Year, the overall employee training situation of the Group is as follows:

本年度，本集團的員工整體受訓情況如下：

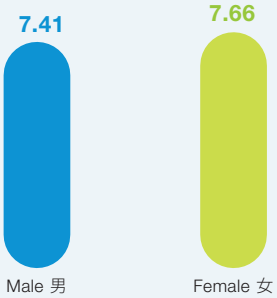
Number of employees trained by gender
按性別劃分的員工受訓人數



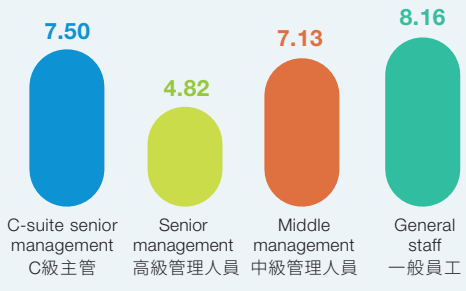
Number of employees trained by ranking
按職級劃分的員工受訓人數



Average training hours per employee by gender (hours)
按性別劃分的員工平均受訓時長(小時)



Average training hours per employee by ranking (hours)
按職級劃分的員工平均受訓時長(小時)



FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Key Training Program

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

重點培訓項目

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

General knowledge
通用知識

Including employee manuals, various standards and regulations, professional guidelines, as well as company promotion, corporate culture courses, etc.

包含員工手冊、各項制度規範、各專業條線制度及公司宣傳、企業文化課程等

Professional courses
專業課程

High-quality professional courses created by Yuzhou staff, either adapted from internal training or uploaded by employees independently

由公司內訓轉化或由員工自主上傳的禹洲人自創優質專業課程

Professional cases
專業案例

Excellent internal operational practice cases or cautionary cases of shortcomings summarized through review by relevant functions

經相關職能復盤後，總結出的公司內部優秀運營實踐案例或不足案例警示

External knowledge
外部知識

A selection of high-quality online courses, carefully chosen from the platform's external resource library, tailored to support the Group's development needs

從平台外部資源庫中，精心挑選的一批質量好、內容適應本集團發展的線上課程

Training for Core Design Talent

The teaching mode of "master class, integration of combat and training, and group discussion" is adopted. A total of 17 talents were divided into two groups based on city companies. Each group was composed of talents from different cities, professions, and position levels. During the three-month training period, the design management department of Yuzhou conducted three training courses and four group topic-sharing and exchange sessions to enhance the product competitiveness of Yuzhou from multiple dimensions.

設計骨幹培訓

採用「大咖授課+戰訓結合+小組討論」的授課模式，共計17人、以城市公司為單位分為2個小組參與培訓，各小組由不同城市、不同專業、不同職級組成。在為期3月的培訓中，禹洲設計管理部開展了3次課程培訓、4次小組課題分享交流會，從多個維度提升禹洲產品的競爭力。

Career Development

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

職業發展

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

FOSTERING EMPLOYEE DEVELOPMENT (Continued)
促進員工成長(續)

Vertical development
縱向發展

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

Horizontal development
橫向發展

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

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

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

CREATING VALUE FOR CUSTOMERS
創造客戶價值



CREATING VALUE FOR CUSTOMERS
創造客戶價值

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1 Develop quality, reliable, sustainable and resilient infrastructure 發展優質、可靠、可持續和可抵禦災害能力的基礎設施
	We evaluate project quality from multiple perspectives and strictly control delivery standards. 我們從多方面考量項目工程質量，嚴控交付品質。
11 SUSTAINABLE CITIES AND COMMUNITIES	11.1 Ensure access to adequate, safe, and affordable housing and basic services for all 確保人人獲得適當、安全和負擔得起的住房和基礎服務
	We are committed to providing our clients with safe housing and services. 我們致力為客戶提供安全的住房及服務。

Quality Control

Yuzhou Group aims to enhance product and service quality by benchmarking against international advanced quality management concepts, optimizing processes, refining details, and establishing a full-lifecycle quality management system. In 2025, the Group continued to implement multiple initiatives including the "Craftsmanship and Intelligent Manufacturing" initiative and the "Product Delivery Officer" program, and five Full Lifecycle Upgrades. Such efforts have comprehensively enhanced our overall product competitiveness across seven key dimensions: product R&D, integration, construction, quality, delivery, service, and reputation.

The Group regards providing customers with high-quality, safe and responsible products and services as its core value, and strictly abides by the quality-related laws, regulations, and regulatory requirements of the places where it operates, and continually improve its internal quality management systems and documents, including but not limited to:

- "2023 Construction Assessment Plan of the Group"
- "Management Procedures for Cooperation Projects"
- "User Manual"

品質管控

禹洲集團以提升產品與服務品質為目標，對標國際先進質量管理理念，優化流程、打磨細節，形成全生命週期質量管理體系。2025年，本集團延續執行「匠心智造」計劃、「產品交付官」計劃、5項全週期升級等多項舉措，全方位從產品研發、整合、建築、質量、交付、服務、口碑七大方面提升綜合產品競爭力。

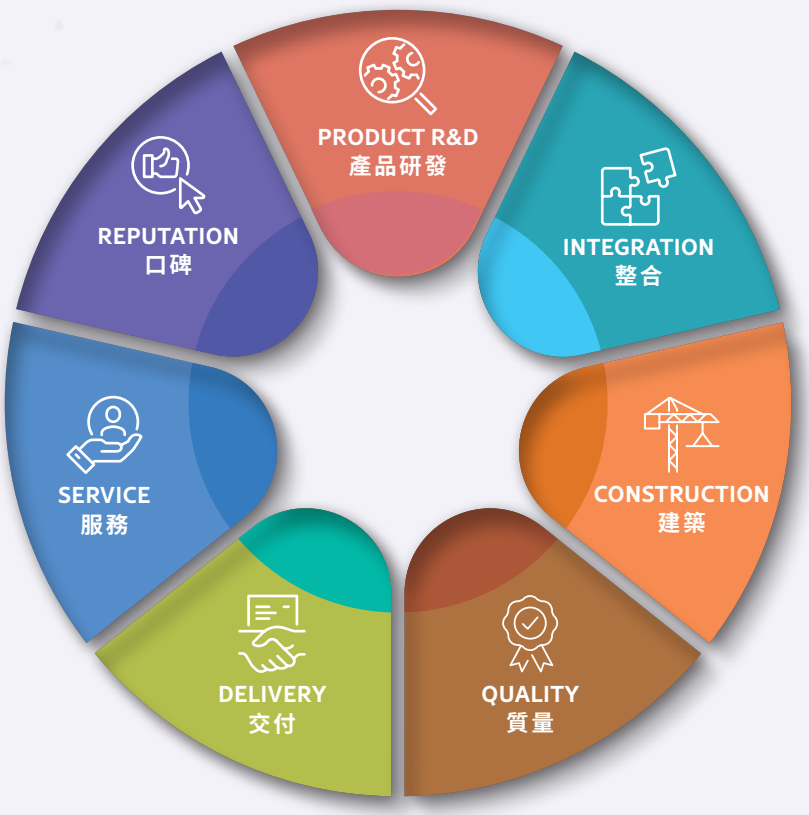
本集團視向客戶提供優質、安全及負責任的產品與服務為核心價值，並嚴格遵守運營所在地與品質管理相關的法律法規及監管要求，持續完善內部質量管理制度及文件，包括但不限於：

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

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

To ensure the appropriateness and effectiveness of quality control procedures, the Group annually reviews its existing quality management systems and operational protocols, making updates as required by actual business needs to mitigate risks related to product defects, construction quality, and delivery management. The Group prioritizes enhancing product and service quality as a key annual management focus, and continuously optimizes processes and improves full-lifecycle quality management arrangements by referencing advanced quality management concepts. Throughout the year, the Group continued to implement initiatives such as the "Craftsmanship and Intelligent Manufacturing" initiative, the "Product Delivery Officer" program, and "Full Lifecycle Upgrades", strengthening quality control and delivery assurance from multiple perspectives to improve overall product performance and market competitiveness.

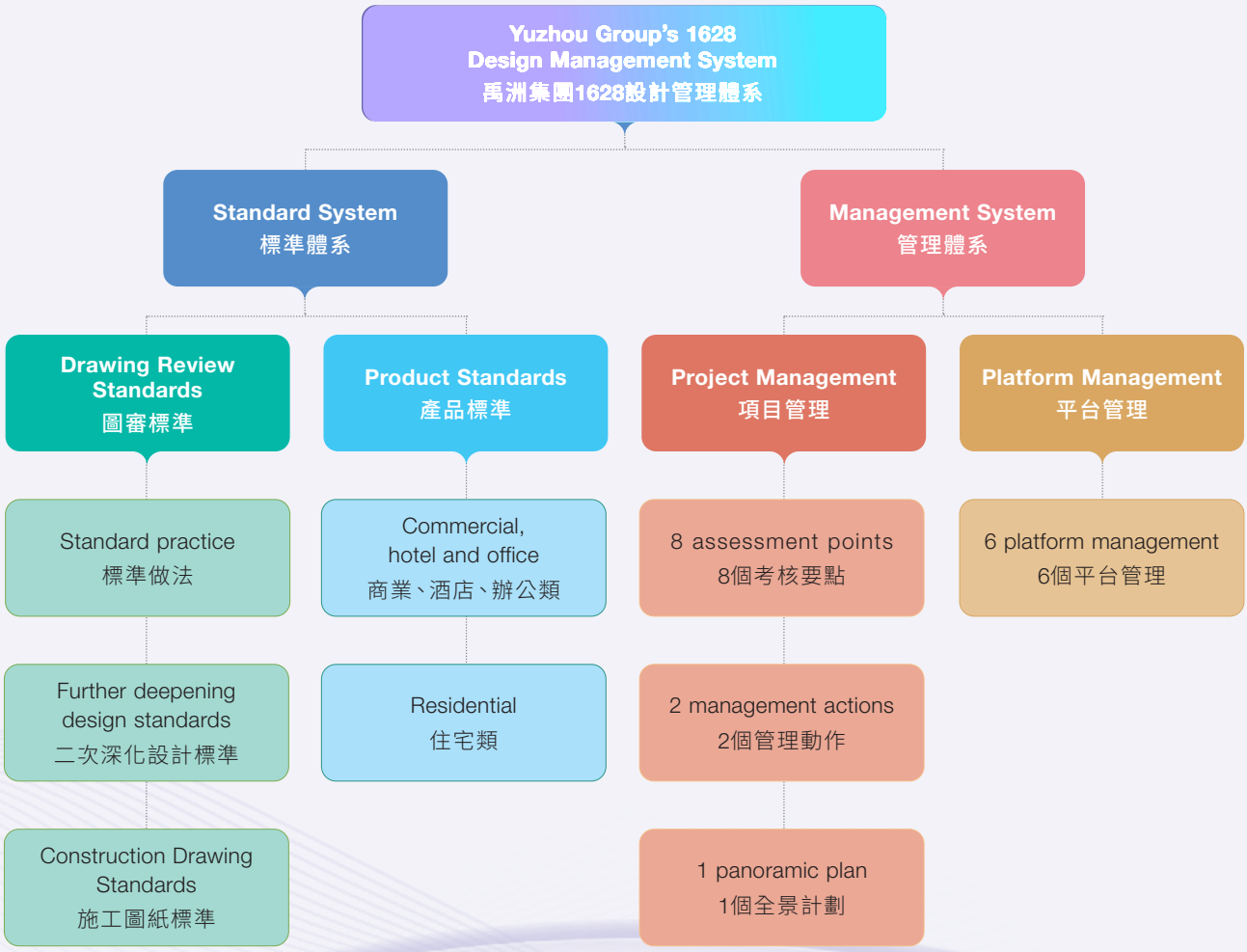
為確保質量管控程序的適切性及有效性，本集團每年檢視現行質量管理制度及作業規程，並按業務實際需要作出更新，以降低產品缺陷、施工品質及交付管理等相關風險。本集團將提升產品與服務品質納入年度管理重點，並參照先進質量管理理念，持續優化流程及完善全生命週期質量管理安排。年內，本集團延續推行「匠心智造」計劃、「產品交付官」計劃及「全週期升級」等措施，從多個管理維度加強品質控制與交付保障，提升產品整體表現及市場競爭力。



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

To enhance the core competitiveness of its products, the Group has refined its customer-centric standard system while continuously updating the standardized manuals and supporting tools for product design and development, which has resulted in a distinctive product design strategy tailored to the Group's unique characteristics. The Group continued to advance its core initiatives under the "well-pleasing delivery" framework, focusing on delivery management and quality assurance, and is continuously refining the "1628 Design Management System", integrating full-lifecycle risk control requirements into the design, procurement, construction, and acceptance phases of its ongoing projects. Additionally, to strengthen product quality support, we integrate the synergistic operation of our "Management System" and "Standard System", with the former emphasizing institutional implementation and execution assurance and the latter focusing on technical standards and quality control requirements, thereby enhancing consistency in quality management throughout the entire lifecycle.

為提升產品核心競爭力，本集團在完善以客戶為導向的標準體系的同時，持續迭代產品設計研發的標準化手冊及配套工具，形成具本集團特色的產品設計策略。本集團延續「美好交付」相關工作主線，聚焦交付管理與品質保障，並持續完善「1628設計管理體系」，將全週期風險管控要求融入在建項目的設計、採購、施工及驗收等環節。此外，為加強產品質量支撐，我們結合「管理體系」與「標準體系」協同運作：前者側重制度落地與執行保障，後者聚焦技術標準與質量控制要求，從而提升全生命週期的品質管控一致性。



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

Also, to enhance the post-delivery experience for customers, the Group implements a comprehensive service arrangement covering regular inspections, maintenance, customer follow-ups, and community cultural activities after project handover, which ensures continuous monitoring of community operations and customer needs, delivering more consistent after-sales support and service guarantees.

同時，為提升客戶交付後的使用體驗，本集團於項目交付後推行涵蓋定期巡檢、維修保養、客戶回訪及社區文化活動等在內的全週期服務安排，持續跟進社區運營及客戶需求，提供更具連續性的售後支援與服務保障。

The Group adheres to a "quality-first" management philosophy while steadfastly pursuing a high-quality development orientation. It is committed to providing customers with reliable products and services. During the year, the Group's primary quality management policies were as follows:

本集團秉持「質量為先」的管理理念，堅持以高品質為導向的發展方向，致力為客戶提供可靠的產品與服務。年內，本集團主要質量管理政策如下：

Policy 政策	Relevant Management Measures 相關管理措施
Project Promotion **專題推進**	• Promote the initiation of inspections for all projects, monitor inspection progress, and implement corrective actions; 推動各項目啟動查驗、查驗進度及整改； • The rectification completion rate for customer-sensitive issues such as leaks, hollow spots, cracks, and damaged doors, windows, and components must reach 100%. 針對滲漏、空鼓、開裂、門窗及部件破損等客戶敏感點問題整改完成率須達到100%。
Specialized Acceptance Inspection **專項驗收**	• Address client concerns and common quality issues, ensure comprehensive inspection of finishing plans and scheme reviews, craftsmanship and construction method sample acceptance, and three-level joint inspection; 針對客戶敏感點及質量通病，確保全面檢查精裝策劃及方案審核、工藝工法樣板驗收、三層會驗； • The Group conducts spot checks on project interface handover and leakage testing, with frontline personnel conducting specialized inspections. Only after passing acceptance can the next process proceed. 本集團抽查項目界面移交、滲漏測試，下沉一線專項檢查，驗收合格後才能進入下一道工序。
Summary Review **總結復盤**	• Evaluate the implementation of quality management actions for ensuring delivery during the current month and assess the work quality of team members, and formulate improvement measures. 評估當月保交付品質管理動作落實情況及評價團隊成員工作質量，制定提升措施。

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

Customer Risk Management **客戶風險管理**	• Monthly reminding project managers to conduct risk assessments, compile issue lists, develop action plans for resolution, and provide targeted assistance to address bottlenecks. 每月督促各項目開展風險排查，形成問題清單，指定銷項計劃，針對卡點問題推進幫扶。
Delivery Stop Point Management **交付停止點管理**	• Organize kickoff meetings and pre-delivery joint inspections, achieving 100% execution rate. 每月組織交付啟動會、交付前聯合驗收，執行率100%。
Joint Departmental Inspection **部門聯合巡查**	• Resolve drawings problems, optimize nodes, determine furnishing material samples, manage risks associated with quality and progress, control process, and protect finished products; 解決圖紙、節點優化、精裝材料樣板、質量進度風險及過程管控、成品保護； • Formulate corresponding rectification measures on site and supervise rectification of relevant issues. 現場製定整改措施，督辦問題整改完成等舉措。

Moving forward, the Group will continue to uphold its "customer foremost" service philosophy while continuously reviewing and optimizing its service processes and management mechanisms in response to customer needs and operational realities, thereby enhancing service quality and customer experience.

未來，本集團將持續秉持「客戶至上」的服務理念，並因應客戶需求及營運實際情況，持續檢視及優化服務流程與管理機制，提升服務質量與客戶體驗。

Responsible Marketing

To foster an honest and transparent business environment, the Group consistently conducts product promotion and marketing activities with a responsible attitude, committed to providing customers with clear, accurate, and compliant product and service information. To regulate the content and methods of marketing activities, the Group has established the "Standards for Responsible Marketing" as the Group's overarching policy for implementing responsible marketing practices in strict adherence to applicable national and regional laws and regulations.

負責任營銷

為營造誠信及具透明度的經營環境，本集團一貫以負責任態度開展產品推廣及營銷活動，致力向客戶提供清晰、準確及合規的產品與服務信息。為規範營銷活動的內容與方式，本集團嚴格遵守國家及地區適用的法律法規，並制定《負責任營銷準則》作為集團推行負責任營銷的綱領性政策。

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

Meanwhile, to further strengthen compliance guidance and daily management of marketing activities, the Group has formulated and continuously refined a series of responsible marketing guidelines, including the "White Paper on Tik Tok" and the "Notice on Standardizing Collection Methods for Client's Earnest Money and Deposits", to enhance consistency and controllability in frontline execution. The Group's requirements for city marketing departments are as follows:

同時，為進一步加強對營銷行為的合規指導與日常管理，本集團制定並持續完善《抖音運營白皮書》《關於客戶意向金、定金類款項收取方式規範的通知》等一系列負責任營銷相關指引，以提升前線執行的一致性與可控性。本集團對各城市營銷部的要求如下：

- Outdoor advertisements and promotional materials must not promote unverified project information
- All marketing advertisements require review by the company's legal and customer relations departments in each city
- Sales offices must complete public disclosure in accordance with the public disclosure norms of local government departments
- All our staff are prohibited from promising clients that we will assist them in household registration, employment, or educational enrollment, and must not release unverified information to clients in any form

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

During the reporting period, the Group did not encounter any product recalls or large-scale service rectifications due to health and safety reasons.

報告期內，本集團未有任何因健康與安全理由而需回收產品或大規模整改服務的情況。

Customer Health and Safety

The Group prioritizes customer experience and feedback, continuously implementing measures to enhance the safety, health, and comfort of residents and tenants, including installing soundproofing devices and optimizing indoor air quality. Concurrently, the Group regularly conducts specialized training for employees in fire safety and customer service to improve frontline response capabilities and service standards, aiming to strengthen daily operational safety management and safeguards customer security.

客戶健康與安全

本集團重視客戶體驗及反饋，並持續採取措施提升住戶及租戶的安全、健康與舒適度，包括安裝阻音裝置及優化室內空氣質量等安排。同時，本集團定期為員工開展消防安全及客戶服務等專項培訓，提升前線應對能力及服務水平，以加強日常運營安全管理並保障客戶安全。

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

Customer Communication

The Group firmly believes that customer satisfaction and feedback are crucial benchmarks for evaluating and continuously improving service quality. We are committed to identifying customer needs throughout the pre-sales, sales, and post-sales phases, and have established comprehensive customer service and communication mechanisms:

客戶溝通

本集團深信客戶滿意度及意見回饋是檢視並持續提升服務品質的重要依據。我們致力識別客戶於售前、售中及售後各階段的需求，並建立完善的客戶服務及溝通機制：



One-stop Service Platform
一站式服務平台

Establish a one-stop online service platform featuring functions such as online repair requests, complaint and suggestions, event registration, and Yu House-Manager Model to ensure seamless customer feedback channels

設立一站式線上服務平台，當中包括在線報修、投訴建議、活動報名、禹管家等功能，全面保證客戶反饋渠道暢通



Customer Service Supervision Hotline
客戶服務監督熱線

Establish a 400 customer service hotline covering real estate, commercial, and hospitality sectors to advance the digitalization of inquiry and complaint management

設立400客戶服務監督熱線，覆蓋地產、商業、酒店等業務範疇，促進諮詢及投訴管理信息化



Complaint and Suggestion Channel
投訴建議渠道

Encourage customers to submit feedback and complaints through multiple channels, including email, on-site project feedback, fax, referrals from relevant government departments, and media reports

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

The Group also places great emphasis on building long-term, mutually trusting relationships with its clients. To enhance the convenience and timeliness of communication, we proactively gather feedback and requests from property owners through regular monthly project newsletters. Dedicated personnel are assigned to follow up on these matters, aiming to ensure a 100% response and resolution rate for all relevant feedback.

同時，本集團重視與客戶建立長期互信關係。為提升溝通的便捷性及時效性，我們透過定期發佈月度項目家書主動收集業主意見與訴求，並安排專責人員跟進處理，實現對相關反饋的100%回應與跟進。

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

Customer Complaints Handling

Upon receipt of customer complaints, the Group coordinates relevant departments including customer relations, marketing, and property management to jointly address the content and feedback of complaints, ensuring consistency in information collection, processing, and response. The customer relations department has established a complaint handling and service remediation mechanism covering preemptive prevention, remedies, and follow-up actions. It oversees the progress of case handling and continuously refines related procedures.

During the year, the 400 customer service supervision hotline continued to operate, providing customers with services such as consultation and opinion acceptance, and call agents followed up and handled them according to established service processes. As of the end of the reporting period, the 400 hotline center cumulatively served customers for 5,613 person-times, with a total call volume of 7,071 times and a total call duration of 11,943 minutes.

Additionally, the Group has established procedures for handling mass complaints. If necessary, an emergency task force will be formed in accordance with these procedures, and the Group will actively cooperate with relevant government departments in handling and coordinating matters to ensure timely responses to customer concerns and proper resolution of related issues. At the same time, the Group prioritizes customer experience and continuously strengthens communication and interaction with customers through multiple channels, proactively collecting feedback to support service improvements. During the year, the Group received zero major complaints.

To maintain and strengthen the good relationship between the Group and customers, in the future, the Group will continue to maintain communication and interaction with customers through multiple channels, and plan appropriate activities at time points such as important traditional festivals as needed, to enhance customer participation and exchange, and further improve customer experience.

客戶投訴處理

面對客戶投訴時，本集團由客戶關係部、營銷部及物業等相關部門協同跟進投訴內容及意見，確保信息收集、處理及回應具一致性。其中，客戶關係部已建立涵蓋事前預防、事中補救及事後跟進的投訴處理與服務補救機制，統籌跟進個案處理進度，並持續完善相關流程。

年內，400客戶服務監督熱線持續運作，為客戶提供諮詢及意見受理等服務，話務坐席按既定服務流程跟進處理。截至報告期末，400呼叫中心累計服務客戶5,613人次，話務量合計7,071次，通話時長合計11,943分鐘。

此外，本集團已建立群訴事件的既定應對程序，如有需要將按程序成立應急小組，並積極配合政府相關部門處理及協調，以確保對客戶訴求作出及時回應並妥善處理相關事宜。與此同時，本集團重視客戶體驗，並透過多元渠道持續加強與客戶的溝通與互動，主動收集意見回饋，以支持服務改進。年內，本集團接獲重大投訴0宗。

為維持並加強本集團與客戶的良好關係，未來本集團將持續透過多元渠道與客戶保持溝通與互動，並視需要於重要傳統節日等時點策劃適切活動，增進客戶參與及交流，進一步提升客戶體驗。

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

Protection of Customers' Privacy

The Group strictly complies with applicable laws and regulations concerning personal data privacy. It has established internal management documents such as the "Operation Guidelines for Customer Information Management" and the "Information Confidentiality System", which clearly define employees' confidentiality obligations in the collection, use, storage, and transmission of customer data. This has established a relatively comprehensive customer information confidentiality management mechanism.

Throughout the entire project development cycle, the Group strictly implements confidentiality requirements for client data. Through institutional regulations and training programs, we enhance employees' awareness of protecting personal and sensitive information, thereby reducing the risk of data breaches caused by inadequate process execution. To enhance internal oversight, the Group and its city-level subsidiaries conduct random inspections and compliance audits on an irregular basis, supported by corresponding handling and accountability mechanisms, to prevent improper disclosure or unauthorized use of customer information by employees. Throughout the year, the Group continued to prioritize the management of personal and sensitive data within its key risk control framework to mitigate related compliance risks.

During the reporting period, the Group did not experience any incidents involving the leakage of customer data or privacy information.

保障客戶私隱

本集團嚴格遵守個人資料隱私相關的適用法律法規，並制定《客戶信息管理作業指引》及《信息保密制度》等內部管理文件，明確員工在客戶資料收集、使用、保存及傳輸等環節的保密義務，建立較為完善的客戶信息保密管理機制。

於項目開發全週期內，本集團貫徹落實客戶資料保密處理要求，並透過制度規範及培訓安排，強化員工對個人資料及敏感資料的保護意識，降低因流程執行不到位而引致的資料外洩風險。為加強內部監督，本集團及各城市公司不定期開展抽查與合規檢查，並配套相應的處置及問責機制，以防範員工不當披露或違規使用客戶信息的情況。年內，本集團持續將個人資料及敏感資料的管理納入重點風險管控範疇，以降低相關合規風險。

報告期內，本集團未發生任何客戶數據及隱私信息洩露事件。



INSISTING ON RESPONSIBLE BUSINESS PRACTICES
堅持責任營商

INSISTING ON RESPONSIBLE BUSINESS PRACTICES
堅持責任營商

12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.6 Encourage enterprises to adopt sustainable practices and disclose sustainability information** **鼓勵企業採用可持續實踐並披露可持續信息**
	We incorporate ESG standards into our supplier selection and evaluation processes, prioritizing partners certified in ISO 14001, ISO 9001, and ISO 45001 to drive continuous improvement in supply chain sustainability performance. 我們將ESG標準納入供應商遴選與考核，優先選擇具備ISO 14001、ISO 9001及ISO 45001認證的合作夥伴，推動供應鏈可持續表現持續提升。
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**16.6 Establish effective, accountable, and transparent institutions** **建立有效、負責和透明的機構**
	Through our "Transparent Procurement Policy", "Integrity Cooperation Agreement", and bidding supervision mechanisms, we strive to ensure transparent, fair, and traceable procurement processes, enhancing governance transparency and institutional enforcement. 我們通過《陽光採購政策》《廉潔合作協議》及招標監督機制，確保採購流程透明、公正及可追溯，提升治理透明度與制度執行力。

Sustainable Supply Chain

The Group believes that a sustainable supply chain is a crucial foundation for ensuring project quality and service standards. To this end, the Group continuously refines its supplier management system, establishing unified standards for procurement processes including supplier selection, onboarding, and evaluation. We collaborate with suppliers and partners to promote responsible procurement practices, thereby advancing supply chain compliance management and sustainable performance.

Supplier Management

Upholding the "Transparency and Fairness" principle, the Group has been building co-operative relationships with suppliers, incorporating responsible environmental, social, and governance practices as key considerations in supplier selection and procurement management. To this end, the Group has established management systems such as the "Regulations on Management of Tendering and Procurement" and the "Regulations on Management of Engineering and Materials Suppliers". These systems standardize the processes for supplier selection, evaluation, management, and assessment, thereby enhancing the compliance and consistency of procurement operations.

可持續供應鏈

本集團認為可持續供應鏈是保障項目品質與服務水平的重要基礎。為此，本集團持續完善供應商管理體系，在供應商遴選、准入及評審等採購流程建立統一規範，並與供應商及合作夥伴共同推行負責任採購理念，促進供應鏈的合規管理與可持續表現。

供應商管理

本集團秉持「透明公正」的原則與供應商建立合作關係，並將負責任的環境、社會及管治實踐納入供應商遴選及採購管理的重要考量。為此，本集團制定《招標採購管理規定》及《工程與材料供應商管理規程》等管理制度，對供應商的遴選、考察、管理及評估流程作出規範，以提升採購工作的合規性與一致性。

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

The Group also prioritizes preventing supply chain integrity risks at their source by implementing supplier qualification reviews and access assessments. This ensures existing and new suppliers comply with the Group's management requirements and sustainable development principles. To continuously enhance its supplier management mechanisms, the Group has established the "Process for Inspection and Management of Suppliers". This process builds and optimizes a supplier inspection and evaluation system, enabling ongoing identification of improvement opportunities and strengthened risk control.

本集團亦重視從源頭防範供應鏈廉潔風險，並執行供應商資格審查及准入評估，確保現有及新供應商符合本集團的管理要求及可持續發展原則。為持續完善供應商管理機制，本集團制定《供應商考察管理流程》，建立及優化供應商考察評估體系，持續識別改進空間並加強風險管控。

Supplier Development
供應商開發

- Search and development of various potential suppliers with high quality

  尋找、開發各種潛在的優質供應商

- Supplier inspection and verification (including supplier background check and onsite inspection)

  供應商考察認證(包括供應商背景調查和現場考察)

Supplier Admission
供應商准入

- Listing the suppliers

  供應商入庫

- Participating in bidding and tendering

  參與招標與投標

Supplier Evaluation
供應商評估

- Process evaluation

  過程評估

- Post-evaluation

  後評估

- Annual comprehensive performance evaluation

  年度綜合履約評估

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

To identify high-quality suppliers that meet the requirements, the Group explicitly requires elevated levels of participation in supplier evaluations and audits within its guidelines: evaluations of general contractors must involve personnel at the level of general manager; evaluations of key suppliers must involve personnel at the level of department head. The assessment process must integrate third-party big data platforms, peer research, and background checks to enhance supplier due diligence, thereby improving the precision and accuracy of preliminary screening. Relevant departments evaluate contractors and suppliers based on established standards, assessing their safety measures, service quality, and overall performance to identify and address potential risks of misconduct. The Group also evaluates potential risks in social and environmental aspects of suppliers through third-party big data platforms, and under equal conditions, prioritizes suppliers certified under management systems such as ISO 14001, ISO 9001, and ISO 45001. Suppliers are also required to obtain internationally recognized certifications for quality, environmental, and occupational health and safety management systems, and submit corresponding management plans for internal review by the Group to further mitigate environmental and social risks.

為甄別符合要求的優質供應商，本集團於指引中明確要求提升考察審核層級：總承包商考察須由總經理級人員參與；關鍵類供應商考察須由部門負責人級人員參與。考察過程需同時結合第三方大數據平台、同行調研及背景調查等方式，加強對供應商的盡職審查，提升前置篩選的精細度與準確性。相關部門並依據既定標準，對承包商及供應商的安全措施、服務質量及整體表現進行評核，以識別及處理可能存在的不當行為風險。本集團亦透過第三方大數據平台評估供應商在社會、環境等方面的潛在風險，並在同等條件下優先選擇已通過ISO 14001、ISO 9001及ISO 45001等管理體系認證的供應商；同時要求供應商取得國際認可的質量、環境及職業健康安全相關體系認證，並提交相應管理計劃供本集團內部審核，以進一步降低環境及社會風險。

To mitigate procurement risks and ensure stability, smoothness, and continuous operation of the supply chain, the Group has established specific procurement plans. Based on the actual circumstances of each project, it implements tender plan management for various engineering works, updating and reviewing relevant progress on a weekly basis. For materials and equipment procured in large quantities, the Group implements a dual-source procurement arrangement to ensure at least two or more qualified suppliers are designated. This approach mitigates supply risks and enhances supply chain stability. Concurrently, the Group has established a supply chain risk early warning mechanism to continuously monitor potential risks, ensuring that relevant departments and responsible personnel can promptly intervene and implement countermeasures to minimize the impact of supply chain disruptions or delays.

為降低採購風險並保障供應鏈的穩定、順暢及連續運營，本集團制定具體的採購計劃，並根據項目實際情況對各類工程實施招標計劃管理，按週更新及檢視相關進度。對於採購量較大的材料及設備，本集團實行雙重採購安排，確保至少配置兩家或以上合資格供應商，以分散供應風險並提升供應鏈穩定性。同時，本集團已建立供應鏈風險預警機制，持續監察潛在風險情況，確保相關部門及負責人能及時介入並採取應對措施，以將供應鏈中斷或延誤所帶來的影響降至最低。

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

Supplier Evaluation and Review

We conduct three supplier evaluations each year, including process evaluation, post evaluation, and annual comprehensive contract performance evaluation.

供應商評估與審核

我們每年對供應商進行三次評估，當中包括過程評估、後評估和年度綜合履約評估。

Process evaluation
過程評估

- Key suppliers conduct process evaluation on a quarterly basis, and complete the evaluation for the previous quarter in combination with third-party unannounced inspections;
  關鍵類供應商每季度進行一次過程評估，並結合第三方飛檢結果，完成上季度的過程評估；
- Other suppliers conduct process evaluation when the progress payment is over 70% of the contracts sum. The performance-based suppliers (decoration, doors and windows) are required to be evaluated in combination with third-party unannounced inspections.
  其他類供應商進度款支付超過合同金額的70%觸發過程評估，效果類供應商（精裝、門窗）需結合第三方飛檢結果進行評估。

Post-evaluation
後評估

- Usually start after the centralized delivery and complete after 6 months.
  一般自集中交付完成之日起，六個月後完成評估。

Annual comprehensive contract performance evaluation
年度綜合履約評估

- Comprehensive supplier contract performance evaluation for the previous year is expected to be completed by January 15 every year, with scores to be the weighted average scores of process evaluation and post-evaluation.
  每年1月15日之前完成上年度供應商綜合履約評估，評估得分為過程評估和後評估的加權得分。

The Group classifies suppliers into five levels, namely "strategic", "excellent", "qualified", "unqualified" and "blacklisted" based on the annual comprehensive evaluation results, and adopts differentiated management measures for different levels. "Strategic" and "excellent" suppliers are entitled to corresponding incentives; the "qualified" suppliers are allowed to continue participating in tendering for procurement projects within their capabilities; the "unqualified" suppliers will be suspended from cooperation for 2 years; and the "blacklisted" suppliers will be blacklisted and shall not have any cooperation with the Group in any projects by all means within 3 years.

本集團按年度綜合評估結果將供應商分為「戰略」、「優秀」、「合格」、「不合格」及「黑名單」五個等級，並就不同等級採取差異化管理措施。「戰略」及「優秀」供應商可獲相應激勵安排；「合格」供應商可在其能力範圍內繼續參與招標採購項目；「不合格」供應商將被暫停合作兩年；「黑名單」供應商將被列入黑名單名錄，三年內不得與本集團所有項目開展任何形式的合作。

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

In addition, the operations engineering department in cities regularly conducts engineering inspections on contract performance and special safety issues of suppliers on a monthly basis and prepares inspection reports; 100% of suppliers were covered in quality and safety audits during the year.

此外，城市運營工程部每月定期開展供應商合同履約及安全專項工程檢查，並形成檢查報告；年內參與質量安全審核的供應商實現100%覆蓋。

During the reporting period, the Group introduced a total of 1,772 suppliers in Chinese Mainland, of which 36 engineering suppliers were introduced. A total of 694 contracts were evaluated during the year; according to the annual comprehensive contract performance evaluation results, "excellent" suppliers accounted for 4.2%, and "qualified" and above suppliers accounted for 92.19%. Overall, the Group maintains stable cooperation with suppliers and will continue to conduct the selection, cultivation, retention, and engagement of suppliers to enhance the effectiveness of supply chain management.

報告期內，本集團於中國內地共引入供應商1,772家，其中工程類供應商36家。年內共評價合同694份；按年度綜合履約評估結果，「優秀」供應商佔比4.2%，「合格」及以上供應商佔比92.19%。整體而言，本集團與供應商合作維持穩定，並將持續推進供應商「選、育、留、用」管理工作，提升供應鏈管理成效。

Supplier Communication

The Group maintains close cooperation with suppliers through a long-term communication mechanism. For key suppliers, the branches in cities conduct communication on a semi-annual basis, while the Group's cost, bidding and procurement department engages with them annually, ensuring that communication arrangements for key suppliers are institutionalized and consistent. To address needs and problems occurred during the cooperation in a timely manner, the Group also coordinates and solves the matters occurred during the cooperation through a series of activities including supplier conferences, seminars and interviews with the senior management, to maintain stable cooperative relationship and ensure smooth communication.

供應商溝通

本集團透過長效溝通機制與供應商保持密切合作關係。就關鍵類供應商而言，城市公司每半年進行一次溝通，集團成本採招部每年覆蓋一次，確保重點供應商溝通安排具制度化及一致性。為及時回應合作過程中的需求及問題，本集團亦透過供應商大會、座談會及高層約談等形式，協調解決合作中出現的事項，維護穩定合作關係並確保溝通暢通。

To constantly improve the cooperation management with suppliers, the Group conducts annual supplier satisfaction surveys through bidding platforms, online surveys, telephone, emails, and interviews. During the reporting period, the Group conducted online satisfaction surveys on a total of 53 suppliers, with 100% scoring 60 or higher, and 48 suppliers or 90.57% scoring 80 or higher.

為持續完善與供應商的合作管理，本集團每年透過招標平台、網絡調查、電話、郵件及面談等渠道開展供應商滿意度調查。報告期內，本集團共對53家供應商進行線上滿意度調查，滿意度得分60分以上的供應商佔比為100%；滿意度得分80分以上的供應商為48家，佔比90.57%。

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

Centralized Procurement

The Group believes centralized procurement can effectively help the Group integrate the procurement resources scattered among its branches, enhance procurement synergy efficiency, and play a role in reducing inventory and procurement costs, and improving quality control. To this end, the Group has established a set of professional and standardized procurement operation processes for centralized procurement and a corresponding comprehensive bidding and procurement supervision mechanism, to improve the standardization and transparency of procurement management.

To acquire competitive products and services, the Group has entered into group-level centralized procurement agreements with various well-known domestic suppliers. As at December 31, 2025, the Group has cumulatively entered into 27 group-level centralized procurement agreements.

集中採購

本集團認為集中採購有助整合下屬各分公司的採購資源，提升採購協同效益，並在降低庫存及採購成本、加強質量控制等方面發揮作用。為此，本集團已建立集中採購的專業化及標準化作業流程，並配套招標採購監督機制，以提升採購管理的規範性與透明度。

為獲取具競爭力的產品與服務，本集團與多家國內知名供應商簽訂集團級集中採購協議。截至2025年12月31日，本集團累計簽訂集團級集中採購協議27項。

Transparent Procurement

To further protect the legitimate rights and interests between the Group, suppliers and customers, and to prevent risks of fraud and improper transfer of benefits that may arise in the marketing and procurement processes, the Group continuously improved relevant internal control systems during the year and formulated the "Notice on Strengthening the Management Requirements for Procurement and Use of Gifts at Sales Sites", which clearly regulates the procurement, storage, distribution, and usage processes of gifts at sales sites; meanwhile, the Group's marketing management department issued the "Notice on Strengthening the Procurement and Management Requirements for Marketing Gifts (Shopping Cards)" to further standardize the procurement and usage arrangements of marketing gifts, so as to prevent compliance and integrity risks that may arise in the marketing process. The above institutional arrangements, in conjunction with the Group's "Integrity Cooperation Agreement" and "Transparent Procurement Policy", strengthen the compliance management of marketing and procurement behaviors from the institutional level, prevent misconduct and conflicts of interest, and support the healthy and sustainable operation of the supply chain.

陽光採購

為進一步保障集團與供應商及客戶之間的合法權益，並防範營銷及採購環節中可能出現的舞弊及不當利益輸送風險，本集團於年內持續完善相關內部管控制度並制定《關於加強案場禮品採購及使用管理要求的通知》，就案場禮品的採購、保管、發放及使用流程作出明確規範；同時，集團營銷管理部發佈《關於強化營銷禮品(購物卡)採購及管理要求的通知》，進一步規範營銷禮品的採購及使用安排，以防範營銷環節中可能出現的合規及廉潔風險。上述制度安排與本集團《廉潔合作協議》及《陽光採購政策》相互配合，從制度層面加強對營銷及採購行為的合規管理，防止不當行為及利益衝突，支持供應鏈的健康及可持續運作。

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

In the meantime, we have established complaint communication channels for suppliers on the bidding and procurement platform, and encourage suppliers to report any form of bribery, acceptance of bribes or other misconduct. Relevant information will be handled according to established procedures and kept confidential. Both suppliers and the Group's personnel are required to abide by high standards of professional ethics and discipline; those who violate will be severely dealt with in accordance with the relevant systems of the Group.

同時，我們在採購招標平台設立供應商投訴及溝通渠道，並鼓勵供應商就任何形式的行賄、受賄或其他不當行為作出舉報，相關信息將按既定程序處理並予以保密。供應商及本集團人員均須遵守高標準的職業道德與紀律要求；如有違反，本集團將按相關制度嚴肅處理。

Developing an Environment of Integrity

Yuzhou regards integrity construction as the core bottom line of corporate sustainable development and has zero tolerance for any form of corruption and fraud. At the governance level, the Board is responsible for the supervision of the anti-corruption and compliance governance structure, continuously improving the anti-corruption management mechanism, risk management and internal control system, to ensure that integrity requirements run through processes such as decision-making, operations and supervision. To this end, the Group has formulated and implemented a series of core systems including the "Standard of Business Conduct" and the "Whistle-blowing Policy", which are published on the Group's official website as the code of conduct jointly followed by all employees and business partners.

廉潔環境建設

禹洲將廉潔建設視為企業可持續發展的核心底線，對任何形式的貪污舞弊維持零容忍立場。在治理層面，董事會負責反貪腐及合規治理架構的監督，持續完善反貪腐管理機制、風險管理及內部監控體系，確保廉潔要求貫穿決策、營運與監督等流程。為此，集團已制定並推行包括「商業行為準則」及「廉政舉報政策」在內的一系列核心制度，並於集團官網公開發佈，作為所有員工及業務夥伴共同遵循的行為準則。

At the supply chain level, the Group continued to utilize the "Integrity Cooperation Agreement 2022" as the institutional basis for integrity cooperation, incorporating integrity and compliance requirements into the supplier cooperation framework to promote the construction of a transparent cooperative ecosystem. Meanwhile, the Group continuously deepens the construction of internal anti-corruption culture, internalizing the requirements of integrity and self-discipline into the daily behavioral standards for all colleagues, creating an honest working environment jointly from the management to frontline employees. During the reporting period, the Group had no confirmed corruption-related litigation cases.

在供應鏈層面，集團持續以「2022廉潔合作協定」作為廉潔合作的制度基礎，將誠信與合規要求納入供應商合作框架，推動構建透明的合作生態。同時，集團亦透過持續深化反貪腐文化建設，將廉潔自律要求內化為全體同事的日常行為準則，從管理層到一線員工共同營造清廉的工作環境。報告期內，本集團未發生任何已確認的貪污相關訴訟案件。

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

Integrity Governance Structure

The Group has established a tiered and graded integrity governance structure, clarifying the responsibilities of subjects at all levels to build a systematic integrity management framework. The Board, as the highest supervisory body of the Group's business ethics and anti-corruption management system, is responsible for supervising the overall effectiveness of relevant systems and mechanisms. Senior management is responsible for coordinating risk management at the group level and coordinating various functional departments and business units to implement relevant control requirements; subsidiaries in various cities and specialized companies are responsible for executing internal control and risk management measures at the business level.

Meanwhile, the Group has established the auditing and supervision department as an independent supervisory department. The department has a case team and an audit team, which have a clear division of labour and are responsible for the investigation of fraud cases, integrity promotion and various internal audit works. The auditing and supervision department directly reports various audit reports and the findings of complaints and whistle-blowing to the Board, ensuring the independence and objectivity of the supervision mechanism.

廉潔治理架構

集團建立分層分級的廉潔治理架構，明確各級主體職責，構建具系統性的廉潔管理框架。董事會作為集團商業道德及反貪腐管理體系的最高監督機構，負責監督相關制度及機制的整體有效性。高級管理層負責統籌集團層面的風險管理工作，並協調各職能部門及業務單位落實相關管控要求；各城市公司及專業公司則負責於業務層面執行內部控制及風險管理措施。

同時，集團設有審計監察部，作為獨立的監督部門，部門下設案件組及審計組，分工負責舞弊案件調查、廉潔宣導及各類內部審計工作。審計監察部直接向董事會匯報各類審計報告及投訴舉報結果，確保監督機制的獨立性及客觀性。

Highest Governance Body 最高管治層	**The Board 董事會** Assumes ultimate supervisory responsibility for the business ethics and anti-corruption management system 對商業道德及反貪腐管理體系承擔最終監督責任	
Management 管理層	**Senior Management 高級管理層** Coordinates risk management, and facilitates various functional departments and business units to implement control requirements 統籌風險管理，協調各職能部門及業務單位落實管控要求	
Supervisory Hub 監督中樞	**Auditing and Supervision Department 審計監察部** Conducts the Group's internal due diligence and anti-corruption investigations 進行集團內部的盡職調查和反貪腐調查	
Supervisory Departments 監察部門	**Case Team 案件組** Carries out investigations of fraud cases and anti-corruption publicity 開展舞弊案件調查及反貪宣導	**Audit Team 審計組** Conducts internal special audits 進行內部專項審計
Business Execution Level 業務執行層	**Various Branches 各分支機構** Implements risk control and process optimization at the business level 於業務層面落實風險管控及流程優化	

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

Integrity Management Mechanism

The Group continuously improves the risk-oriented integrity management and prevention mechanism, and incorporates relevant requirements into internal control and daily operations. Personnel in charge of corporate governance coordinates and promotes business ethics and anti-corruption management systems, while the auditing and supervision department conducts preliminary stage, middle stage and post stage supervision of business operations. Management follows up on issues raised by those in charge of governance as well as in the internal audit to ensure the stable and effective operation of business ethics and anti-corruption management system.

廉潔管理機制

本集團持續完善以風險為導向的廉潔管理及防控機制，並將相關要求納入內部監控及日常營運之中。公司治理層統籌推進商業道德及反貪腐管理體系，而審計監察部對業務運營進行事前、事中及事後監察。管理層就治理層及內部審計提出的事項作出跟進，確保商業道德及反貪腐管理體系得以穩定而有效地運營。

Preliminary Prevention
事前預防

- Establish and improve the internal control and supervision and evaluation system
  建立及完善內部控制與監督評估體系
- Reduce risks from the system and process design level
  從制度及流程設計層面降低風險
- Continuously carry out integrity and compliance training
  持續開展廉潔及合規培訓

Middle Stage Control
事中控制

- Monitor major and high-risk business processes
  監控重點及高風險業務流程
- Continuously identify abnormalities and potential risks
  持續識別異常情況及潛在風險
- Follow up and handle promptly when issues arise
  於發現問題時及時跟進處理

Post-audit and Monitoring
事後監察

- Conduct regular audits, special audits, and accountability audits
  進行例行、專項及責任審計
- Investigate and handle reports and non-compliance incidents
  調查及處理舉報與違規事件
- Evaluate and optimize relevant systems and processes
  檢視及優化相關制度與流程

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

During the Year, the auditing and supervision department of the Group carried out internal audits according to the annual work plan, and the scope of audit covered major business segments such as real estate, commercial and hotel businesses; the specific scope and implementation measures are as follows:

年內，集團審計監察部按年度工作計劃開展內部審計，範圍涵蓋地產、商業及酒店等主要業務板塊；具體範圍及實施舉措如下：

Enhancing Integrity Awareness Enhancement
廉潔意識強化

- Coordinate and promote all companies and branches to carry out integrity training to strengthen anti-corruption awareness
  統籌推動各公司及分支機構開展廉潔培訓，強化反腐意識
- Deepen employees' practice of the culture of integrity through communication at management meetings at all levels and the regular publication of cases on the intranet
  通過各級管理會議傳導、內網常態推送案例，深化員工廉潔文化踐行

Business Risk Identification
業務風險識別

- Routinely conduct regular audits, special audits, economic responsibility audits, and targeted investigations
  常態推進例行審計、專項審計、經濟責任審計及專項調查
- Track business progress to identify potential risks and provide feasible rectification proposals
  跟蹤業務進度，識別潛在風險並輸出可行整改方案

Issue Rectification Supervision
問題整改監督

- Urge business departments to implement rectification
  督促業務部門落實問題整改
- Promote the participation of all functional departments in supervision and strengthen vertical management of businesses
  聯動各職能部門參與監督，強化業務垂直管控

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

Whistle-blowing System and Whistleblower Protection

Under the integrity governance framework, the whistle-blowing mechanism is incorporated as a part of the Group's overall supervision system, serving as an important source of information for identifying potential fraud and misconduct.

Regarding the handling mechanism for reporting, the Group has made institutional regulations in the "Management Measures for Whistle-blowing of Yuzhou Group" and the "Integrity Cooperation Agreement". All reported cases are uniformly received and followed up by the auditing and supervision department according to established procedures. The relevant investigation results shall be recorded and reported to the management to ensure the consistency and traceability of the handling process. Meanwhile, the Group has explicitly defined the scope of reportable behaviors in the "Whistle-blowing Policy", covering misconducts that violate code of conduct, disclose business fundamentals, and involve fraud or corruption, etc., which may cause operational or reputational risks to the Group. Relevant arrangements also apply to third-party partners to ensure the supervision mechanism covers the entire business ecosystem.

The Group has set up multiple public whistle-blowing channels, including:

舉報制度及舉報人保護

在廉潔管治架構下，舉報機制被納入本集團整體監督體系的一部分，作為識別潛在舞弊及不當行為的重要信息來源。

有關舉報的處理機制，集團已於《禹洲集團廉政舉報管理辦法》及《廉潔合作協定》中作出制度化規範。所有舉報個案均由審計監察部統一接收及按既定程序跟進，相關調查結果須予以記錄，並向管理層匯報，以確保處理過程具備一致性及可追溯性。同時，集團已於《廉政舉報政策》中明確界定可予舉報的行為範圍，涵蓋違反行為守則、洩漏商業機密、舞弊或貪腐等可能對集團構成營運或聲譽風險的情況。相關安排亦適用於第三方合作夥伴，以確保監督機制覆蓋整個業務生態。

集團設立多個公開舉報渠道，包括：



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

To ensure the effective operation of the whistle-blowing mechanism and maintain its credibility, the Group has incorporated the requirements for whistleblower protection and anti-retaliation into the "Management Measures for the Protection and Reward on Whistle-Blowers", which is executed by the auditing and supervision department. The relevant system clearly requires to keep the identity and information of whistleblowers strictly confidential, and any act of leaking reporting information or retaliation against the whistle-blower or investigator will be severely dealt with according to internal discipline, including dismissal or termination of employment contract. Where a criminal offense is involved, it will be reported to the judicial authority for handling according to applicable laws.

為確保舉報機制能夠有效運作並維持其公信力，集團已將舉報人保護及反報復要求納入《檢舉人保護及獎勵管理規程》，並由審計監察部負責執行。相關制度要求對舉報人身份及資料予以嚴格保密，並將按內部紀律嚴肅處理任何洩露檢舉資料或對舉報人及調查人員作出打擊報復的行為，包括撤職或解除勞動合約。如涉及刑事犯罪，將按適用法律移交司法機關處理。

The specific handling procedures for reported matters are as follows:

具體舉報事項的處理流程如下：

Report Acceptance
舉報受理

- Accept and register valid reports
  接收及登記有效舉報
- Handled uniformly by auditing and supervision personnel
  由審計監察人員統一處理
- Report to the person in charge of the department in the first instance
  第一時間上報部門負責人

Preliminary Review
初步審查

- Conduct a preliminary review subject to the nature of the report
  按舉報性質進行初步評估
- Understand the circumstances with reference to the reported information
  參考舉報資料了解情況
- Report the case to the Group's decision-making level
  個案上報集團決策層

Proposal Formulation
制定方案

- Convene an audit meeting to analyze the case
  召開審計會議分析個案
- Formulate an investigation and audit plan
  制定調查及審計方案
- Arrange personnel to carry out verification
  安排人員展開查證

Reporting Response
舉報處理

- Punish the responsible persons based on the verification results
  按查核結果處理責任人
- Urge the implementation of rectification measures
  督促落實整改措施
- Transfer to the judicial authorities where necessary
  必要時移交司法機關

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

Probity Education

As an important part of the integrity governance system, probity education is coordinated and promoted by the auditing and supervision department, providing business ethics training and anti-corruption training to employees and partners. The scope of training covers the Group headquarters, subsidiaries in cities, specialized companies, and various branches. To ensure the continuity and systematic nature of training arrangements, each business unit carries out probity training quarterly, and ensures participants shall not be less than 50% of their employees, so as to achieve the goal of ensuring all employees are provided with relevant training every year at the annual level.

During the Year, the Group continuously carried out anti-corruption education work through integrity publicity, watching integrity education films, and participating in anti-corruption knowledge exams, etc.

廉潔教育

廉潔教育作為廉潔管治體系的重要組成部分，由審計監察部統籌推動相關培訓工作，對員工及合作方提供商業道德及反貪腐培訓，培訓範圍覆蓋集團總部、城市公司、專業公司及各分支機構。為確保培訓安排具備持續性及系統性，各業務單位按季度開展廉潔培訓活動，並確保每次培訓覆蓋不少於50%的員工，從而於年度層面實現全員接受相關培訓的目標。

於本年度內，集團透過廉潔宣傳、觀看廉政教育影片及參與反腐倡廉知識考試等方式，持續推進反貪腐教育工作。



CREATING BEAUTIFUL COMMUNITIES
構建美好社區

CREATING BEAUTIFUL COMMUNITIES
構建美好社區

10 REDUCED INEQUALITIES	**10.2 Ensure equal opportunity and reduce inequalities of outcome** **確保機會平等並減少結果不平等**
	We collaborate with the government and public welfare organizations to carry out legal education for women and community co-construction, and promote resource sharing through charity markets and convenient services, creating fairer development opportunities for different groups. 我們聯動政府及公益機構開展婦女普法與社區共建，並透過公益市集及便民服務促進資源共享，為不同群體創造更公平的發展機會。
11 SUSTAINABLE CITIES AND COMMUNITIES	**11.3 Enhance inclusive and sustainable urbanization and community participation** **提升包容和可持續的城市化與社區參與**
	We collaborate with the government and community organizations to carry out community co-construction activities and charity markets, revitalizing public spaces and enhancing resident participation and community cohesion. 我們聯動政府及社區機構開展社區共建活動與公益市集，活化公共空間，提升居民參與度與社區凝聚力。

Upholding the corporate philosophy of "Building Cities with Integrity, Building Homes with Love" and the concept of "From the Community, For the Community", Yuzhou Group regards fulfilling corporate social responsibilities as an important part of enterprise development. We continue to support community development and public welfare undertakings with actual actions, covering multiple fields such as education, culture, and environmental protection, to contribute to the sustainable development of society.

禹洲集團將履行企業社會責任視為企業發展的重要組成部分，秉持「以誠建城，以愛築家」的品牌理念，以及「取之於社會，獻之於社會」的初心，持續以實際行動支持社區發展及公益事業，相關工作涵蓋教育、文化及環境保護等多個領域，為推動社會可持續發展貢獻力量。

Certificate of Donation for Supporting Women and Children's Charitable Undertakings
支持婦女兒童慈善事業捐贈證書


捐赠证书

证书编号：2726664

厦门市禹洲公益基金会

感谢您关心妇女儿童慈善事业，为"母婴健康1+1"公益募捐活动

捐赠人民币 贰万元整

特发此证，以致谢意。

2025年5月16日

During the Year, the Group made charitable donations (including cash and materials) totaling RMB1,050,472. The donations were distributed across public welfare fields in Chinese Mainland and Hong Kong, covering diverse directions such as welfare for women and children, disaster relief, educational charity, and social organization charity exchanges, continuously contributing to the development of public welfare undertakings in both places. Some public welfare and community projects promoted by the Group during the Year are as follows.

於本年度，集團透過現金及物資形式進行的公益捐助合共達人民幣1,050,472元，捐助佈局內地與香港公益領域，涵蓋兒童婦女福利、災害慰問、教育慈善及社團會務慈善交流等多元方向，持續助力兩地社會公益事業發展。以下為本年度集團所推動的部分公益及社區項目。

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

Protection of Women's and Children's Rights and Interests 婦女兒童權益守護

Wisdom Neighborhood · Science Popularization for New Year – NEW YEAR Technology Carnival
智匯鄰里 • 科普迎新－NEW YEAR科技嘉年華

The Group collaborated with community neighborhood committees and public welfare organizations to carry out activities centered on children's science popularization and parent-child interaction, attracting approximately 600 residents to participate, and further strengthening the linkage between the community and public welfare organizations.

集團聯動社區居委會及公益組織圍繞兒童科普與親子互動開展活動，吸引約600名居民參與，並進一步加強社區與公益組織之間的聯動。



Yuzhou Fragrant Hills of Zhuhai Women's Day Community Co-construction Series Activities
珠海禹洲 • 香山首府婦女節社區共建系列活動

The Group collaborated with government departments at Yuzhou Fragrant Hills of Zhuhai to carry out Women's Day legal publicity and community representative exchange activities. Combining the publicity of the "Law on the Protection of Rights and Interests of Women" with community interaction, the initiative received on-site recognition from leaders of the Xiangzhou District CPPCC, fostering cooperation between government and community organizations.

集團於珠海禹洲 • 香山首府聯動政府部門開展婦女節普法宣傳及社區代表交流活動，結合《婦女權益保障法》宣傳與社區互動，獲香洲區政協領導到場肯定，促進政社合作。



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

"Dragon Boat Festival · Herbs Springing Up" Parent-Child Charity Market Activity
「端午 • 香草春生」親子公益市集活動

The Group collaborated with on-site brands Puli Children's Growth Center (普里兒童成長中心), Cactus Art (仙人掌藝術), and Pingtou Dentist (平頭牙匠) to hold the Dragon Boat Festival Parent-Child Charity Market at Lingjiaohu Park (菱角湖公園), attracting approximately 500 citizens to participate. Through parent-child interaction and charity market forms, the content of community public space activities was enriched.

集團聯動場內品牌普里兒童成長中心、仙人掌藝術及平頭牙匠，於菱角湖公園舉辦端午親子公益市集，吸引約500名市民參與，透過親子互動與公益市集形式，豐富社區公共空間活動內容。



Warm Protection of People's Livelihood and Well-being　民生福祉溫暖守護

Caring for City Guardians – Songpingshan Community Sanitation Workers Condolence Activity
關愛城市守護者－松坪山社區環衛工人慰問活動

The Group's Party Committee organized a condolence activity for sanitation workers in Songpingshan Community, distributing a total of 50 sets of materials such as drinking water and energy gift packs to frontline sanitation personnel, and exchanging and interacting with local sub-district departments to express care and support for grassroots staff.

集團黨委組織慰問松坪山社區環衛工人，向一線環衛人員派發飲用水及能量禮包等物資共50組，並與屬地街道部門交流互動，表達對基層工作人員的關懷與支持。



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

"Hand in Hand with Yu · Volunteers by Your Side" International Volunteer Day Charity Market Activity
「禹你攜手 • 志在身邊」國際志願者日公益市集活動

The Group collaborated with communities and surrounding organizations to hold the International Volunteer Day charity market, attracting around 800 residents to participate, so as to bring diverse convenient and public welfare services into communities, and enhance its cooperation with government and public welfare organizations.

集團聯動社區及周邊單位舉辦國際志願者日公益市集，吸引約800名居民參與，將多元便民及公益服務帶入社區，並加強與政府及公益組織的聯動。



"Learn from Lei Feng" Community Convenience Service Activity
「學雷鋒」便民服務活動

The Group collaborated with on-site merchants and surrounding medical institutions to organize the "Learn from Lei Feng" community convenience service activity to provide services such as free medical consultations and free haircuts to community residents, enriching the content of community convenient services and promoting community care and interaction.



集團聯動場內商戶及周邊醫療機構舉辦「學雷鋒」便民服務活動，為社區居民提供愛心義診及免費理髮等服務，豐富社區便民服務內容，促進社區關懷與互動。

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

Zhuhai Community (Village) Sports Meeting
珠海市社區(村居)運動會

The Group supported the hosting of the Zhuhai Community (Village) Sports Meeting – Meihua Sub-district Fun Sports Meeting (珠海市社區(村居)運動會梅華街道趣味運動會). By setting up publicity booths to distribute drinking water and publicity materials to residents, the Group collaborated with the community to promote the concept of national fitness. Meanwhile, aligning with the atmosphere of the Greater Bay Area National Games, the project's local visibility and participation were enhanced.

集團支持承辦珠海市社區(村居)運動會梅華街道趣味運動會,通過設置宣傳展位向居民派發飲用水及宣傳資料,聯動社區推廣全民健身理念,同時配合大灣區全運會氛圍,提升項目在當地的知名度與參與度。





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

Promotion of intangible cultural heritage 非遺文化傳承支持

"Anhui Intangible Cultural Heritage Lu Opera | Sending Opera into Ten Thousand Villages" Cultural Performance Activity
「安徽非遺廬劇｜送戲進萬村」文化展演活動

The Group collaborated with government units to organize the Anhui Intangible Cultural Heritage Lu Opera cultural performance activity. Through the performance of intangible cultural heritage opera genres, residents gained an up-close experience of traditional culture, enriching the content of community cultural activities.

集團聯動政府單位舉辦安徽非遺廬劇文化展演活動，透過非物質文化遺產劇種演出，讓居民近距離體驗傳統文化，豐富社區文化活動內容。



World Intangible Cultural Heritage Day Glove Puppetry Flash Mob Activity
世界非遺日布袋戲快閃活動

The Group organized a glove puppetry flash mob activity within the project. Through the form of intangible cultural heritage performance, the content of community cultural activities was enriched, enhancing public understanding of and participation in traditional culture.



集團於項目內舉辦布袋戲快閃活動，透過非物質文化遺產展演形式，豐富社區文化活動內容，提升公眾對傳統文化的認識與參與。

APPENDICES
附錄

Laws and Regulations 法律及法規

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Environment **環境**	• Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 • Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》 • Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》 • Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes 《中華人民共和國固體廢物污染環境防治法》 • Energy Conservation Law of the People's Republic of China 《中華人民共和國節約能源法》 • Law of the People's Republic of China on Environmental Impact Assessment 《中華人民共和國環境影響評價法》 • Regulations on the Administration of Construction Project Environmental Protection 《建設項目環境保護管理條例》 • Soil Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國土壤污染防治法》	During the Year, Yuzhou Group did not have any noncompliance with relevant laws and regulations that have a significant impact on the Group relating to air emissions and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 於本年度內，禹洲集團並無任何違反有關廢氣及溫室氣體排放、向水向土地排污及有害或無害廢棄物產生且對集團造成重大影響的法律法規事宜。 Furthermore, the Group has not encountered any issues in securing suitable water sources. 此外，本集團於求取適用水源上未存在任何問題。
Employment **僱傭**	• Labour Law of the People's Republic of China 《中華人民共和國勞動法》 • Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 • Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 • Law of the People's Republic of China on the Protection of Minors 《中華人民共和國未成年人保護法》	During the Year, the Group was not aware of any laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, anti-discrimination, and other benefits and welfare and preventing child and forced labour that have a significant impact on the Group. 於本年度內，集團並不知悉任何有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、反歧視以及其他待遇及福利、有關防止童工及強制勞工且對集團造成重大影響的法律法規事宜。

APPENDICES (Continued)
附錄 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Compliance 合規情況
Safety **安全**	• Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 • Law of the People's Republic of China on Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》	During the Year, the Group was not aware of any noncompliance with laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards. 於本年度內，集團並不知悉任何違反有關提供安全工作環境及保障僱員免受職業危害且對集團造成重大影響的法律法規事宜。
Product Responsibility **產品責任**	• Construction Law of the People's Republic of China 《中華人民共和國建築法》 • Urban Real Estate Administrative Law of the People's Republic of China 《中華人民共和國城市房地產管理法》 • City Planning Law of the People's Republic of China 《中華人民共和國城市規劃法》 • Advertising Law of the People's Republic of China 《中華人民共和國廣告法》	During the Year, the Group was not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services of the Group and methods of redress. 於本年度內，就集團的產品及服務所涉及的健康與安全、廣告、標籤及私隱事宜以及補救辦方法，集團均未有發現任何對集團造成重大影響的違法事故。
Anti-corruption **反貪污**	• Criminal Law of the People's Republic of China 《中華人民共和國刑法》 • Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 • Prevention of Bribery Ordinance of Hong Kong 香港《防止賄賂條例》	During the Year, the Group was not aware of any noncompliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. 於本年度內，集團未發現任何有關賄賂、勒索、欺詐及洗黑錢並對集團造成重大影響的法律法規行為。

APPENDICES (Continued)
附錄 (續)

Performance Data Summary
數據表現摘要

Environmental Data
環境數據

		Unit 單位	2024 Shenzhen and Shanghai headquarters and 9 projects under development 2024 深圳、上海總部及9個在建項目	**2025 Shenzhen and Shanghai headquarters and 9 projects under development 2025 深圳、上海總部及9個在建項目**
Environmental 環境	**Air Emissions 廢氣**			
	Nitrogen oxides 氮氧化物	(kg) 千克	10.8	**9.6**
	Sulphur oxides 硫氧化物	(kg) 千克	0.2	**0.2**
	Particulate matters 顆粒物	(kg) 千克	0.8	**0.7**
	Greenhouse Gas Emissions 溫室氣體			
	Scope 1: Direct GHG emissions 範圍一：直接溫室氣體排放	(tonnes CO_2 equivalent) 噸二氧化碳當量	40.0	**37.3**
	Scope 2: Energy Indirect GHG emissions 範圍二：能源間接溫室氣體排放	(tonnes CO_2 equivalent) 噸二氧化碳當量	4,094.0	**4,446.4**
	Scope 3: Other indirect GHG emissions 範圍三：其他間接溫室氣體排放	(tonnes CO_2 equivalent) 噸二氧化碳當量	161.1	**157.8**
	Total GHG emissions 溫室氣體排放總量	(tonnes CO_2 equivalent) 噸二氧化碳當量	4,295.1	**4,641.5**
	Intensity of GHG emissions 溫室氣體排放密度	(tonnes CO_2 equivalent/sq.m.) 噸二氧化碳當量／平方米	0.001	**0.001**
	Hazardous Waste 有害廢棄物			
	Total hazardous waste (produced) 有害廢棄物總量 (產生量)	(tonnes) 噸	0.5	**0.9**
	Total hazardous waste (recycled) 有害廢棄物總量 (回收量)	(tonnes) 噸	0.5	**0.9**
	Intensity of hazardous waste 有害廢棄物產生密度	(tonnes/1,000 sq.m.) 噸／千平方米	0.00014	**0.00026**

APPENDICES (Continued)
附錄 (續)

		Unit 單位	2024 Shenzhen and Shanghai headquarters and 9 projects under development 2024 深圳、上海總部及9個在建項目	**2025 Shenzhen and Shanghai headquarters and 9 projects under development 2025 深圳、上海總部及9個在建項目**
Environmental 環境	**Non-Hazardous Waste 無害廢棄物**			
	Greening waste (produced) 綠化垃圾(產生量)	(tonnes) 噸	0.6	**0**
	Greening waste (recycled) 綠化垃圾(回收量)	(tonnes) 噸	0	**0**
	Total non-hazardous waste produced 無害廢棄物產生總量	(tonnes) 噸	2.9	**0**
	Total non-hazardous waste recycled 無害廢棄物回收總量	(tonnes) 噸	0	**0**
	Intensity of non-hazardous waste 無害廢棄物產生密度	(tonnes/1,000 sq.m.) 噸／千平方米	0.001	**0**
	Resource Consumption 資源消耗			
	Electricity 電力	(MWh) 兆瓦時	7,178.7	**7,294.0**
	Natural gas 天然氣	(cu.m.) 立方米	0	**0**
	Liquefied Petroleum Gas 液化氣	(kg) 千克	0	**0**
	Gasoline 汽油	(MWh) 兆瓦時	130.5	**119.0**
	Diesel 柴油	(MWh) 兆瓦時	7.0	**6.9**
	Total water consumption 總耗水量	(cu.m.) 立方米	284,204.0	**92,489.1**
	Water consumption intensity 耗水密度	(cu.m./sq.m.) 立方米／平方米	0.08	**0.03**
	Total energy consumption 能源消耗總量	(MWh) 兆瓦時	7316.2	**7,419.9**
	Energy consumption intensity 能源消耗密度	(MWh/sq.m.) 兆瓦時／平方米	0.002	**0.002**

APPENDICES (Continued)
附錄 (續)

Social Data 社會數據

		2024 Group 2024全集團	**2025 Group 2025全集團**
Employee 員工	**Number of Employees at End of Year 年末人數**		
	Total employees 員工總數	1,012	**975**
	By employment type 按僱傭類型		
	Full-time 全職	1,005	**970**
	Part-time 兼職	7	**5**
	By contract type 按合約		
	Long-term contract 長期合同	98	**87**
	Fixed-term contract 固定期合同	914	**888**
	By gender 按性別		
	Male 男性	671	**648**
	Female 女性	341	**327**
	By age 按年齡		
	30 and below 30歲及以下	151	**136**
	31-40 31-40歲	542	**506**
	41-50 41-50歲	233	**251**
	Above 50 50歲以上	86	**82**
	By education 按學歷		
	Doctor's 博士	0	**0**
	Master's 碩士	56	**48**
	Bachelor's 學士	470	**441**
	Below Bachelor's 大學文憑以下學歷	486	**486**

APPENDICES (Continued)
附錄 (續)

		2024 Group 2024全集團	**2025 Group** **2025全集團**
Employee **員工**	**By ranking** **按職級**		
	C-suite senior management C級高管	8	**4**
	Senior management 高級管理人員	108	**103**
	Middle management 中級管理人員	317	**290**
	General staff 一般員工	579	**578**
	New Recruits **新進員工**		
	Total new recruits 新進員工總數	142	**112**
	By gender **按性別**		
	Male 男性	97	**78**
	Female 女性	45	**34**
	By age **按年齡**		
	30 and below 30歲及以下	60	**42**
	31-40 31-40歲	64	**53**
	41-50 41-50歲	17	**14**
	Above 50 50歲以上	1	**3**
	Employee Turnover **流失員工**		
	Total number and rate of employee turnover 流失員工總數及比率	377	**182**
		31.1%	**18.7%**

APPENDICES (Continued)
附錄 (續)

		2024 Group 2024全集團	**2025 Group** **2025全集團**
Employee **員工**	**By gender** **按性別**		
	Male 男性	239	**117**
		30.2%	**18.1%**
	Female 女性	138	**65**
		32.9%	**19.9%**
	By age **按年齡**		
	30 and below 30歲及以下	90	**49**
		38.3%	**36.0%**
	31-40 31-40歲	215	**96**
		32%	**19.0%**
	41-50 41-50歲	64	**26**
		27.8%	**10.4%**
	Above 50 50歲以上	8	**11**
		10.7%	**13.4%**

APPENDICES (Continued)
附錄 (續)

		2024 Group 2024全集團	**2025 Group** **2025全集團**
Health and Safety 健康與安全	Work injury accidents 工傷事故	8	**2**
	Number of work-related injuries 因工受傷人數	8	**2**
	Number of days lost due to work-related injuries 因工傷損失日數	245	**4**
	Number of work-related fatalities 因工死亡人數	0	**0**
	Rate of work-related fatalities 因工死亡比率	0%	**0%**
	Work-related injury rate per 1,000 workers 千人工傷率	7.9‰	**2.1‰**
	Total attendance in safety training 安全培訓總人次	6,980	**4,620**
	Total hours of safety training 安全培訓總時數	5,648	**5,119**
Training and Development 培訓與發展	**Number of Employees Trained 受訓人數**		
	Total employees trained 受訓總人數	1,012	**975**
	By gender 按性別		
	Male 男性	671	**648**
	Female 女性	341	**327**
	By ranking 按職級		
	C-suite senior management C級高管	8	**4**
	Senior management 高級管理人員	108	**103**
	Middle management 中級管理人員	317	**290**
	General staff 一般員工	579	**578**

APPENDICES (Continued)
附錄 (續)

		2024 Group 2024全集團	**2025 Group** **2025全集團**
Training and Development **培訓與發展**	**Percentage of Employees Trained** **受訓員工百分比** **By gender** **按性別**		
	Male 男性	100%	**100%**
	Female 女性	100%	**100%**
	By ranking **按職級**		
	C-suite senior management C級高管	100%	**100%**
	Senior management 高級管理人員	100%	**100%**
	Middle management 中級管理人員	100%	**100%**
	General staff 一般員工	100%	**100%**
	Average Training Hours (hours) **平均受訓時數 (小時)**		
	Average Training Hours 平均受訓時數	3.61	**7.50**
	By gender **按性別**		
	Male 男性	4.02	**7.41**
	Female 女性	2.80	**7.66**
	By ranking **按職級**		
	C-suite senior management C級高管	4.63	**7.50**
	Senior management 高級管理人員	2.71	**4.82**
	Middle management 中級管理人員	2.34	**7.13**
	General staff 一般員工	4.46	**8.16**

APPENDICES (Continued)
附錄 (續)

		2024 Group 2024全集團	**2025 Group** **2025全集團**
Training and Development **培訓與發展**	**Employee Career Development Review** **員工職業發展檢視**		
	Total number 總人數	1,012	**975**
	By gender **按性別**		
	Male 男性	671	**648**
	Female 女性	341	**327**
	By ranking **按職級**		
	C-suite senior management C級高管	8	**4**
	Senior management 高級管理人員	108	**103**
	Middle management 中級管理人員	317	**290**
	General staff 一般員工	579	**578**
	Distribution of Suppliers **供應商分佈**		
	Total suppliers 供應商總數	1,733	**1,772**
	Chinese Mainland 中國內地	1,733	**1,772**
	Hong Kong 香港	0	**0**
	Overseas 海外	0	**0**
	Number of Complaints Received About Services **接獲關於服務的投訴數目**	0	**0**
	Charitable Investment (ten thousand RMB) **公益投入(萬元人民幣)**	109	**105**

APPENDICES (Continued)
附錄 (續)

Content Index 內容索引

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

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
General Disclosure 一般披露				
Organizing and Reporting Practices 組織及其報告做法	2-1	–	Organizational details 組織詳細情況	About Yuzhou Group 關於禹洲集團
	2-2	–	Entities included in organizational sustainability reports 納入組織可持續發展報告的實體	About Yuzhou Group 關於禹洲集團
	2-3	–	Reporting cycle, frequency and contacts 報告期、報告頻率和聯繫人	About this report 關於本報告
	2-4	–	Information restatement 信息重述	No restatement 無重述
	2-5	–	External guarantee 外部鑒證	No external guarantee 無外部鑒證
Activities and Workers 活動和工作者	2-6	B5.1、B5.2	Activities, value chains and other business relationships 活動、價值鏈和其他業務關係	About Yuzhou Group, Insisting on Responsible Business Practices 關於禹洲集團、堅持責任營商
	2-7	B1.1	Employees 員工	Fostering Employee Development 促進員工成長
	2-8	B1.1	Workers who are not employees 員工之外的工作者	None 無

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Governance 管治	2-9	–	Governance structure and composition 管治架構和組成	Please refer to the Corporate Governance Report of Annual Report 2025 of Yuzhou Group 請參考禹洲集團2025年年報之企業管治報告
	2-10	–	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	
	2-11	–	Chairman of the highest governance body 最高管治機構的主席	
	2-12	–	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督作用	
	2-13	–	Delegation of responsibility for managing impacts 為管理影響的責任授權	
	2-14	–	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	Sustainability Governance 可持續發展管治
	2-15	–	Conflicts of interest 利益衝突	Please refer to the Report of the Directors of Annual Report 2025 of Yuzhou Group 請參考禹洲集團2025年年報之董事會報告
	2-16	–	Communication of critical concerns 重要關切問題的溝通	Sustainability Governance 可持續發展管治
	2-17	–	Collective knowledge of the highest governance body 最高管治機構的共同知識	Please refer to the scope of functions of the Remuneration Committee of Yuzhou Group 請參考禹洲集團薪酬委員會的職能範圍
	2-18	–	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Please refer to the Corporate Governance Report of Annual Report 2025 of Yuzhou Group 請參考禹洲集團2025年年報之企業管治報告
	2-19	–	Remuneration policies 薪酬政策	Please refer to the Corporate Governance Report and the scope of functions of the Remuneration Committee of Annual Report 2025 of Yuzhou Group 請參考禹洲集團2025年年報之企業管治報告及薪酬委員會的職能範圍
	2-20	–	Process to determine remuneration 確定薪酬的程式	
	2-21	–	Annual total compensation ratio 年度總薪酬比率	Data is not available 暫無數據

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Strategies, Policies and Practices 戰略、政策和實踐	2-22	–	Statement on sustainable development strategy 關於可持續發展戰略的聲明	Sustainability Governance 可持續發展管治
	2-23	–	Policy commitments 政策承諾	Fostering Employee Development, Insisting on Responsible Business Practices 促進員工成長、堅持責任營商
	2-24	–	Embedding policy commitments 融合政策承諾	Insisting on Responsible Business Practices 堅持責任營商
	2-25	–	Processes to remediate negative impacts 補救負面影響的程式	
	2-26	–	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	
	2-27	–	Compliance with laws and regulations 遵守法律法規	No material non-compliance 無重大違規事例
	2-28	–	Membership associations 協會的成員資格	Vice-chairman of the 7th and 8th China Real Estate Association 第七屆、第八屆中國房地產協會副會長單位 One of China Top 500 Service Industry Enterprises 中國服務業500強企業 China Well-known Trademark 中國馳名商標
Stakeholder Engagement 利益相關方參與	2-29	–	Approach to stakeholder engagement 利益相關方參與的方法	Sustainability Governance 可持續發展管治
	2-30	–	Collective bargaining agreement 集體談判協定	None 無

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Substantive Aspect 實質性議題				
Green Building 綠色建築	301 302 303-1 304-2 306-1 306-2	A3 A3.1	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Building Green Homes 建設綠色家園
Occupational Health and Safety 職業健康及安全	403 419 403-9 403-10 – 403-1 403-3 403-5 403-7	B2 B2.1 B2.2 B2.3	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards (b) 遵守對發行人有重大影響的相關法律及規例的資料 Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。 Lost days due to work injury 因工傷損失工作日數 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行和監察方法。	Fostering Employee Development 促進員工成長

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Product and Service Quality Management 產品及服務質量管理	416-2 417-2 417-3 418-1 419-1	B6	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress (b) 遵守對發行人有重大影響的相關法律及規例的資料	Creating Value for Customers 創造客戶價值
	–	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	
	418-1	B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	
	–	B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例	
	–	B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	
	418	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Customer Satisfaction 客戶滿意度	416-2 417-2 417-3	B6	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress (b) 遵守對發行人有重大影響的相關法律及規例的資料	Creating Value for Customers 創造客戶價值
	418-1	B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	
	404-1 418	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	
Staff Training and Promotion 員工培訓與晉升	404-2	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	Fostering Employee Development 促進員工成長
	–	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別 (如高級管理層、中級管理層等) 劃分的受訓僱員百分比	
	404-1	B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Other Issues **其他議題** **Environment** **環境**				
Use of Resources 資源使用	302	A2	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源 (包括能源、水及其他原材料) 的政策	Building Green Homes 建設綠色家園
	302-1 302-3	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)	
	303-5	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度 (如以每產量單位、每項設施計算)	
	302-4 302-5	A2.3	Description of energy use efficiency plan and results achieved. 描述能源使用效益計劃及所得成果	
	303-1	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water use efficiency plan and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計計劃及所得成果	
	–	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量	

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Emissions 排放物	305-1 306 307-1	A1	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste (b) 遵守對發行人有重大影響的相關法律及規例的資料	Building Green Homes 建設綠色家園
	305-1 305-2 305-3 305-6 305-7	A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	
	305-1 305-2 305-4	A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	
	306-3	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	
	306-3	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	
	305-5	A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	
	306-4 306-5	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Environment and Natural Resources 環境及天然資源	–	A3	Policies on minimizing the issuer's significant impacts on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	Building Green Homes 建設綠色家園
	303-1 304-2 306-2	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	
Climate Change 氣候變化	–	A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策	Building Green Homes 建設綠色家園
	–	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動	
Society 社會				
Labour Standards 勞工準則	408 409 419-1	B4	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour (b) 遵守對發行人有重大影響的相關法律及規例的資料	Fostering Employee Development 促進員工成長
	408-1 409-1	B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	
	408-1 409-1	B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	

APPENDICES (Continued)
附錄 (續)

Substantive Aspect 實質性方面	GRI Index GRI指標	ESG Guidelines ESG指引	Description 描述	Section/Remarks 章節／備註
Supply Chain Management 供應鏈管理	–	B5	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	Insisting on Responsible Business Practices 堅持責任營商
	–	B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	
	303-1 308-1 308-2 414-1 414-2	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	
	303-1 308-1 308-2 414-1 414-2	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法	
	306 308	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及 監察方法	

APPENDICES (Continued)
附錄 (續)

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

https://yuzhou-group.com/

Principal administration and management centers in the PRC
中國主要行政及管理中心

Yuzhou Plaza
299 Jingang Road
Pudong New District
Shanghai
People's Republic of China

中華人民共和國
上海浦東新區金港路299號
禹洲廣場

Yuzhou Plaza
Keyuan North Road
Nanshan District
Shenzhen
People's Republic of China

中華人民共和國
深圳市南山區科苑北路
禹洲廣場

Principal place of business in Hong Kong
香港主要營業地址

Units 5801-02, 58/F
The Center
99 Queen's Road Central
Central
Hong Kong

香港中環
皇后大道中99號
中環中心58樓5801-02室