



銀城國際控股有限公司

YINCHENG INTERNATIONAL HOLDING CO., LTD.

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 1902.hk

2022

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

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ABOUT THIS REPORT

關於本報告

OVERVIEW

This is the fifth Environmental, Social and Governance Report (hereinafter referred to as the “ESG Report”) published by Yincheng International Holding Co., Ltd., reporting to all stakeholders of the Company with focused disclosures on the Company’s management, practice and performance in economic, environmental, social and governance.

TIME RANGE OF THE REPORT

This report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”), and previous years for certain disclosure.

REPORTING SCOPE AND BOUNDARY

This report covers the business scope directly controlled by Yincheng International Holding Co., Ltd. (hereinafter referred to as the “Group”, “Yincheng International”, “We” or “us”).

REPORTING FRAMEWORK

The Report has been prepared with reference to the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The scope of the ESG Report, the collection of relevant materials and data, its preparation based on available information and the review of information set out in the Report have been determined on the basis of the identification and priority of the importance of stakeholders and the material issues relating to ESG, to ensure the materiality, quantifiability, consistency and balance of the Report.

SOURCE OF INFORMATION AND WARRANTY OF RELIABILITY

Information and data disclosed in the Report are derived from the Group’s statistical reports and formal documents, after verification by relevant departments. The Group undertakes to the effect that the Report does not contain any misrepresentations or misleading statements, and takes responsibility for the truthfulness, accuracy and completeness of the Report.

概覽

本報告是銀城國際控股有限公司發佈的第五份《環境、社會及管治報告》(以下簡稱「ESG」報告)，面向公司各利益相關方，重點披露本公司在經濟、環境、社會及管治方面的管理、實踐與績效。

報告時間範圍

本報告覆蓋的周期為2022年1月1日至2022年12月31日(即報告期內)，部分內容追溯以往年份。

報告範圍及邊界

本報告覆蓋銀城國際控股有限公司(以下簡稱「本集團」「銀城國際」或「我們」)直接控制的業務範圍。

編製依據

本報告編製參考香港聯合交易所有限公司(以下簡稱「聯交所」)上市規則附錄二十七《環境、社會及管治報告指引》進行編製。

本報告按照識別和排列重要的權益人，以及ESG相關重要議題、決定ESG報告的界限、收集相關材料和數據、根據資料編製報告和對報告中的資料進行檢視等步驟進行釐定，以確保報告內容的重要性、可量化性、一致性和平衡性。

資料來源及可靠性保證

本報告披露的信息和數據來源於本集團統計報告和正式文件，並通過相關部門審核。本集團承諾本報告不存在任何虛假記載或誤導性陳述，並對內容真實性、準確性和完整性負責。

ABOUT THIS REPORT (Continued)

關於本報告(續)

LANGUAGE AND FORMAT OF THE REPORT

The Report is available in electronic version, in Chinese language and English language. For more information regarding Yincheng International's background, business development and philosophy of sustainable development, please refer to the official website of Yincheng International (<http://www.yincheng.hk>).

PREPARATION PROCEDURES OF THE REPORT

The Report has been prepared following the sequence of forming the working group, collecting information, communicating with stakeholders, conducting a questionnaire on stakeholders, confirming the framework, redacting, designing and validating the report by related departments and the senior management.

CONFIRMATION AND APPROVAL

The Report was approved by the Board of Directors on 29 March 2023 after confirmation by the management.

報告語言及形式

本報告設有中文和英文版，並以電子版形式供參閱。如想了解更多關於銀城國際的背景、業務發展和可持續發展理念，歡迎瀏覽銀城國際官方網站(<http://www.yincheng.hk>)。

報告編製流程

本報告經過工作小組組建、資料收集、利益相關方訪談、利益相關方問卷調研、框架確定、報告編寫、報告設計、部門與高層審核等環節完成編製。

確認及批准

本報告經管理層確認後，於2023年3月29日獲董事會通過。

Access and Feedback to the Report

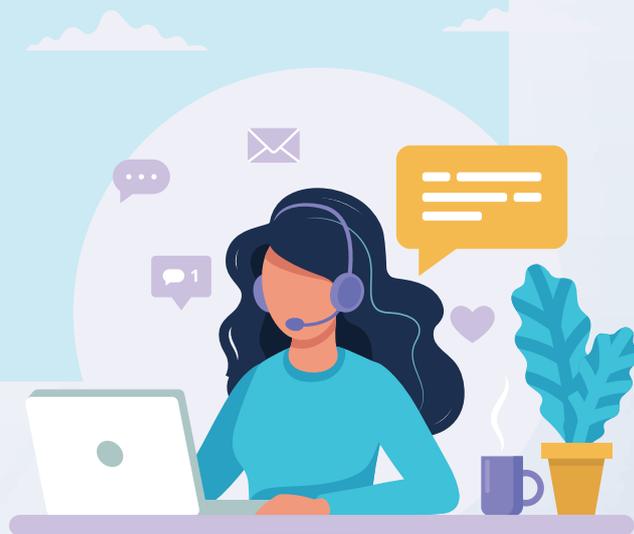
We value stakeholders' opinions. Readers are welcomed to contact us in the following ways. Your comments and suggestions will help us continuously improve this Report and our ESG performance.

Email: ir@yincheng.hk

獲取及回應本報告

我們十分重視利益相關方的意見，歡迎讀者通過以下聯絡方式與我們聯繫。您的意見將幫助我們進一步完善本報告以及提升我們的ESG表現。

郵箱：ir@yincheng.hk



1. ABOUT YINCHENG INTERNATIONAL

1. 走進銀城國際

Yincheng International Holding Co., Ltd. is an established property developer in the PRC, and is the property arm of Yincheng Group. Since 2002, Yincheng Group has focused on developing property products “with the healthy, comfortable, smart and convenient living environment for customers of all ages” in the Yangtze River Delta region. Yincheng International is headquartered in Nanjing and its real estate development business has expanded from Nanjing to more than ten other cities in the Yangtze River Delta region and continued to focus on the five regional markets of Nanjing, Southern Jiangsu, Zhejiang, Huaihai and Anhui. In the future, we will adhere to the development strategy of “based in Nanjing, cultivate the Yangtze River Delta and radiate the urban area”, maintain a balance between financial and business growth, and continuously improve the quality of our products, customer satisfaction and loyalty.

The Group has been deeply involved in property development for 20 years and borne the mission of “creating a socially responsible Yincheng”. It has always maintained excellent performance and reputation in the residential property development sector. In the turbulent real estate industry during the pandemic, we have made “guaranteed delivery” as our top priority to safeguard the interests of buyers and not disappoint the market’s confidence or damage the good reputation of our brand. We will make every effort to maintain the promises and social responsibilities of a listed property developer and a reputable local brand to investors, buyers and the market.

銀城國際控股有限公司是中國發展成熟的房地產開發商，力耕銀城集團旗下地產板塊，自2002年起開始專注長三角地區「全齡宜居、健康舒適、智慧便捷」的物業開發。銀城國際的總部設立於南京，本集團的房地產開發業務已從南京擴張至長三角地區的其他十餘座城市，並持續深化佈局南京、蘇南、浙江、淮海、安徽五大區域市場。未來，我們將堅持「立足南京，深耕長三角，輻射都市圈」的發展策略，繼續保持財務與業務的平衡增長，不斷提升我們的產品質量、客戶滿意度及忠誠度。

本集團深耕物業開發領域20年，承擔著「打造有社會責任感的銀城」的使命，在開發住宅物業領域始終保持良好的業績及口碑。在疫情時代整個房地產行業的跌宕起伏下，我們將「保交付」列為首要任務，以保障購房者利益，不辜負市場對我們的信心及維護品牌良好的市場信譽。我們將全力維持一個上市房企及本地信譽品牌對於投資人、購房者及市場的承諾及社會責任。



1. ABOUT YINCHENG INTERNATIONAL (Continued)

1. 走進銀城國際(續)

We actively develop diversified residential property products, including high-rise, multi-story and low-density residential properties, with multiple supporting facilities to meet the needs and preferences of our different target customer groups. In order to provide high-quality properties for customers of all ages, we have introduced five residential property series, being the "Yi series", "Shang series", "Zhi series", "Zhong series" and "He series" according to the needs of different target customer groups. Besides, we have also built special property projects in Nanjing, Wuxi, Hefei, Suzhou, Hangzhou, Zhenjiang, Ma'anshan, Xuzhou, Taizhou and Wenzhou for consumers to choose.

我們積極開發多元化住宅物業產品，包括高層住宅、多層住宅及低密度住宅，設有多項配套設施以滿足我們不同目標客戶群體的需要及喜好。為向全齡客戶提供高質量開發物業，針對不同的客戶群體，我們引入五個住宅物業產品系列：「頤」「尚」「致」「中」「和」。除此之外，我們還在南京、無錫、合肥、蘇州、杭州、鎮江、馬鞍山、徐州、台州及溫州等地區建立了特色物業項目，供消費者選擇。

Yi Series	Shang Series	Zhi Series	Zhong Series	He Series
				
Elderly 長者客戶	Younger generation 年輕客戶	Middle-income households 中等收入家庭	Home upgraders 改善型客戶	Upper-middle income households 高收入家庭
Comfortable retirement center: A community for the elderly to enjoy a healthy and happy retirement life. 安享型健康頤養園區： 頤養天年，養身養心。	Young fashion apartment: A diversified and harmonious community for young people to have a good rest and relax. 樂享型青英時尚公寓： 崇善尚美，讓青春更從容。	Comfortable quality living community: A high-end community where residents can enjoy elegant living. 舒適型品質生活社區： 雅致生活，共享芳華。	Upscale residence: A boutique community for prestigious and premium lifestyle. 尊貴型優品生活美宅： 四十上下正為貴，中為上也。	Noble garden house: an exclusive community to enjoy a life of harmony. 尊榮型稀缺花園住區： 人生至此和為貴，此為大境。

Five series of residential properties of Yincheng International
銀城國際五大住宅系列

1. ABOUT YINCHENG INTERNATIONAL (Continued)

1. 走進銀城國際(續)

In the future, Yincheng International will continue to focus on deepening its presence in the Nanjing market, while strategically expanding its coverage in other cities in the Yangtze River Delta region (including regions in Nanjing, Southern Jiangsu, Zhejiang and Huaihai), with a focus on laying out in new first-tier cities. Leveraging our deep understanding of regional market customers and products, as well as our ability to quickly respond to market changes in decision-making, we will seize opportunities for regional market development through precise management. While maintaining the quality of our properties, we will accelerate asset turnover and improve operating efficiency, and strive to become a leading developer of quality properties for all-age customers in the Yangtze River Delta region, starting from three aspects, namely the area of operation, product development and business model.

未來，銀城國際將繼續集中精力深耕南京市場，並戰略性地擴張在長三角地區其他城市（南京地區、蘇南地區、浙江地區、淮海地區等）的規模，重點佈局新一線城市。我們將憑藉對區域市場客戶和產品的充分了解，以及經營決策上快速的響應市場變化，通過精耕細作獲得區域市場發展機會。我們將在保持物業質量的同時進一步加快資產周轉及提高經營效益，從業務區域、產品開發、業務模式三方面出發，致力於成為長三角地區領先的全齡客戶品質物業開發商。



Area of operation 業務區域

- Continuously deepening its market presence in Nanjing and strategically expanding its coverage in other cities in the Yangtze River Delta region;
繼續在南京進行市場深耕，戰略性擴大在長三角地區的其他城市規模；
- Strengthening its business expansion in cities with strong purchasing power, such as those in the Yangtze River Economic Belt, the Hangzhou Bay Area of Zhejiang and the Huaihai Economic Zone.
加強長江經濟帶、浙江杭州灣區、淮海經濟區等潛在購買力較強城市的業務拓展。



Product development 產品開發

- Implementing its core development strategies of “top quality, excellent services and green and energy-saving”;
貫徹品質領先、服務卓越、綠色節能的核心開發戰略；
- Continuously improving the architectural landscape design, functionality and comfort of its property products and regularly innovating and improving ancillary facilities of property projects;
不斷提升建築景觀設計、物業產品的功能及舒適度，定期創新改善物業項目配套設施；
- Continuously improving product quality, thereby enhancing customer satisfaction and loyalty.
不斷提升我們的產品質量、客戶滿意度及忠誠度。



Business model 業務模式

- Adopting a diversified development strategy and cooperating with third-party property developers for joint development;
採用多元化的開發策略，與第三方物業開發商進行合作開發；
- Through cooperative development with third-party property developers by way of associated companies and joint ventures to optimize resource integration and create synergies for mutual benefit.
通過聯營公司、合營公司的形式與第三方物業開發商進行合作開發，進行資源整合、優化，創造協同效應，實現互利共贏。

Corporate Strategies of Yincheng International 銀城國際企業戰略

1. ABOUT YINCHENG INTERNATIONAL (Continued)

1. 走進銀城國際(續)

AWARDS AND ACCOLADES

We have steadily developed and never forgotten the original aspiration. With excellent enterprise management and a good brand image, the Group has been named one of the top 50 property developers in Jiangsu Province by the Jiangsu Real Estate Industry Association for 18 consecutive years since 2002, and ranked first in 2019. In addition, the Group was honored as one of the top 100 property developers in terms of comprehensive strength and brand value in the 2022 China Real Estate Enterprises Comprehensive Strength and Brand Value Ranking by E-House Consulting, and was selected as one of the ESG Responsible Enterprise in 2022 by Leju Finance and Economics Research Institute during the Reporting Period.

獎項榮譽

行穩致遠，不忘初心。憑藉優秀的企業管理水平和良好的品牌形象，本集團自2002年起連續18年被江蘇省房地產協會評為江蘇省房地產開發行業綜合實力50強企業之一，並於2019年榮登榜首。此外，本集團榮獲億翰智庫2022中國房企綜合實力&品牌價值雙百強企業，並於報告期內被樂居財經研究院獲選為2022年度ESG責任企業之一。



ESG Responsible Enterprise in 2022
2022 年度 ESG 責任企業



Top 100 Listed Property Developers in China in 2022 — Comprehensive Strength
2022 中國上市房企綜合實力 TOP100



Growth Potential Award for Listed Property Developers in China in 2021
2021 中國上市房企成長潛力獎

Awards in 2022
2022 年榮譽獎項



2. RESPONSIBILITIES AND STEADY DEVELOPMENT

2. 責任，穩固發展

In the face of turmoil and changes in the real estate industry in recent years, Yincheng International has always regarded compliance operations and stable development as its primary responsibility. We actively practice the concept of sustainable development, continuously improve corporate governance, establish a sound risk control system, listen to the expectations and suggestions of various stakeholders on the Company's environment, society and governance, and ensure stable delivery. We pay attention to the impact of our own business activities on the environment and society, actively formulate the Group's long-term sustainable development plan, and ensure that the Company creates social value while maintaining stable growth.

面對近年來房產行業的動盪與變化，銀城國際始終將合規營運和穩固發展作為企業的首要責任。我們積極踐行可持續發展理念，不斷完善企業管治，健全企業風險管控體系，聆聽各類權益人對企業環境、社會及管治方面的期許與建議，同時實現穩定交付。我們關注自身經營活動對於環境、社會所帶來的影響，積極制定本集團長期可持續發展方案，確保企業在穩定增長的同時創造社會價值。

2.1 SUSTAINABILITY MANAGEMENT

The Group has established a top-down and clearly-defined ESG management mechanism to ensure that Yincheng International can timely and efficiently handle ESG risks, strategies, target indicators and other related matters, and strengthen the standardised and systematic management of ESG work. In addition, we have established transparent, open, timely and effective communication channels to ensure that all stakeholders can provide feedback and suggestions at any time, work together to promote its sustainable development, and create a sustainable community with mutual understanding and a sense of responsibility.

2.1 可持續發展管理

本集團已建立自上而下、職責明確的ESG管理機制，確保銀城國際能夠及時、高效地處理ESG風險、戰略、目標指標等相關事宜，加強對ESG工作的規範化、系統性管理。同時我們建立了透明、公開、及時、有效的溝通渠道，以確保各類權益人能夠隨時反饋建議，攜手推進企業可持續發展進程，營造互相關懷和富有責任感的可持續社區。

2.1.1 ESG Working Mechanism

- In order to provide comprehensive support for the sustainable development of the Company from an organisational perspective, Yincheng International strictly abides by applicable laws and regulations, including the *Company Law of the People's Republic of China*, the *Listing Rules* and the *Code of Corporate Governance for Listed Companies* of the Stock Exchange, and has established a well-functioning and balanced corporate governance structure.

- The ESG management structure of the Group includes a three-tiered structure consisting of the Board, ESG Working Group and representatives of various functional departments. As the highest leadership level, the Board is responsible for overseeing and guiding ESG-related matters, while the ESG Working Group is responsible for following up and implementing these matters. The representatives of various functional departments serve as executors and actively carry out ESG activities across the Group.

2.1.1 ESG 工作機制

為了從組織架構上全面、全員、全方位地為公司可持續發展提供保障，銀城國際嚴格遵守《中華人民共和國公司法》、香港聯交所《上市規則》以及《上市公司治理準則》等相關法律法規要求，構建了職能齊備、相互制衡的企業治理結構。

本集團ESG管理架構包括董事會、ESG工作小組、各職能部門代表這三級結構，董事會作為最高領導層，在其領導下ESG工作小組負責跟進落實相關事務，由各職能部門代表為執行者積極開展集團ESG活動。

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

The Board 董事會

- mainly responsible for setting the ESG management principles and policies of the Company
主要負責制定本集團的ESG管理方針、政策
- ensuring the establishment of effective and appropriate internal ESG management and monitoring systems
確保設有有效、適當的ESG內部管理及監控系統
- taking overall responsibility for ESG matters of the Company
承擔集團ESG事宜的整體責任
- approving the disclosure materials of the Company's ESG report
審批本集團ESG報告的披露資料

ESG Working Group ESG工作小組

- implementing relevant ESG resolutions
落實相關ESG決議
- communicating and coordinating ESG related affairs
溝通協調ESG相關事務
- facilitating daily communication among relevant functions/departments
負責日常各相關職能／部門間的聯絡
- assisting in the preparation of the ESG report
配合編製ESG報告

Representatives of Functional Departments 各職能部門代表

- cooperating with the ESG Working Group
配合ESG工作小組的工作
- implementing relevant development plans
執行相關發展計劃
- collecting ESG related information
進行ESG信息收集



ESG Governance Structure of Yincheng International and Related Works 銀城國際ESG管治架構及工作內容

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Board Statement

The Board of the Group assumes overall responsibilities for the ESG management and performance of Yincheng International, and is responsible for setting the direction of the annual ESG efforts, identifying relevant ESG risks and formulating future ESG objectives and plans. The ESG working group is coordinated by the president of the Group. As the supreme authority overseeing ESG related issues and risks, it assists functional departments in implementing the ESG plans issued by the Board, and provides regular feedback to the Board on the relevant progress, so as to ensure smooth communication and clear division of authorities and responsibilities.

We conduct regular assessments of relevant ESG issues of Yincheng International with reference to the ESG guidelines of the Stock Exchange and based on communications with various stakeholders, and in-depth understanding with the responsible persons of various departments of the Group, taking into account the dynamics and trends of the property industry and widely-concerned issues, the results of which have been discussed and approved by the Board. Depending on the materiality of ESG issues, we regularly update the corresponding policies of the Group, which will be implemented by the relevant departments with the support of the ESG working group. Meanwhile, we also timely analyze and review our sustainability performance against our excellent peers to continuously improve our sustainability performance.

We are fully aware of the potential ESG risks facing the Group due to the business nature and the environment of the places in which the Group primarily operates. We continue to track and assess climate-related risks, review and update our climate change management strategy, develop and update our carbon reduction initiatives, and report to and obtain approval from the Board.

董事會聲明

本集團董事會對銀城國際ESG管理及表現肩負總體責任，負責確定年度ESG工作的發展方向，識別相關ESG風險並制定企業未來ESG方面的目標和規劃；ESG工作小組則由集團總裁統籌，作為監管ESG相關事宜及風險的最高權力機構，協助各職能部門落實董事會發佈的ESG規劃，並定期向董事會反饋相關進度，做到上傳下達，權責分明。

我們參考聯交所ESG指引，基於與各利益相關方的溝通交流，與集團各部門負責人進行深入了解，結合地產行業動態和趨勢以及普遍關注的問題，對銀城國際相關ESG議題定期進行評估，而評估結果均已經過董事會討論和審批。根據ESG議題的重要程度，我們定期更新相應的集團政策，並在ESG工作小組的支持下，由相關部門負責落地執行。同時，我們也會及時分析和檢討自身可持續發展表現與優秀同行的差異，以不斷完善可持續發展表現。

我們深知自身的業務性質，及主要運營所在地環境令集團面臨各種潛在的ESG風險。我們持續追蹤和評估氣候變化相關風險，回顧和更新氣候變化管理戰略，制定及更新我們的碳減排舉措，並與董事會匯報並獲得批准。

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

At the operational level, combined with the country's goal of carbon peak and carbon neutrality and the community's continued concern over environmental issues, the ESG Working Group tracked and reviewed the progress towards achieving the 2022 ESG environmental goals during the Reporting Period, and reported to the Board of Directors. The Board of Directors reviewed and supervised the ESG goals to ensure their achievement. The ESG Working Group regularly reports significant ESG developments within the Group to the Board to help identify ESG risks in the operation process and formulate effective measures.

在業務運營層面上，結合國家的雙碳目標及社會各界對於環境問題的持續關注，報告期內ESG工作小組追蹤回顧了2022年ESG環境目標達成情況，並匯報給董事會，董事會對ESG目標進行審閱和監督，以確保目標達成。ESG工作小組會定期向董事會匯報本集團ESG發展的重大事宜，以便董事會能更好的識別運營過程中存在的ESG風險並制定有效的措施。

2.1.2 Stakeholder Communication

The Group has been committed to establishing a real-time, effective and diversified communication mechanism. The Company believes that cooperation with all stakeholders is the long-term driving force for its sustainable development. The Company highly values the opinions of all stakeholders and, based on its industrial chain layout, has identified the following types of key stakeholders and responded to them with targeted actions.

2.1.2 利益相關方溝通

本集團一直堅持構建實時、有效和多元化的溝通機制，我們相信與各類權益人攜手共進是驅動企業可持續性發展的長期動力。銀城國際高度重視各類權益人的意見，我們根據集團產業鏈佈局情況，識別出以下幾類主要權益人，並以實際行動對利益相關方做出針對性回應。

Stakeholders 權益人	Means of Communication 溝通方式
Shareholders 股東	<ul style="list-style-type: none">General Meetings 股東大會Results reports and announcements 業績披露報告及相關公告Shareholders' visit programmes 股東參觀集團活動Face-to-face meetings 面對面座談
Business partners 業務夥伴	<ul style="list-style-type: none">Results reports and announcements 業績披露報告及相關公告Meetings and lectures 會議及講座Visits 探訪

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Stakeholders 權益人	Means of Communication 溝通方式
Customers 客戶	<ul style="list-style-type: none">• Customer satisfaction survey and feedback form 客戶滿意度調查和意見表• Customer service centre 客戶服務中心• Site visits by customer relationship managers 客戶關係經理探訪• Daily operation/interaction 日常運營／交流• Telephone and email 電話及郵箱
Employees 員工	<ul style="list-style-type: none">• Employee survey 員工意見調查• Internal employee communication channels (such as employee exchanges, publications and intranet forums) 集團內部員工溝通渠道(如員工溝通大會、刊物及內聯網等)• Performance assessment and group discussion 工作表現審核及會談• Business briefing 業務簡報
Industry peers 同行業	<ul style="list-style-type: none">• Strategic cooperation projects 策略性合作項目• Group notices 集團通告• Townhall meetings 溝通大會
Suppliers 供應商	<ul style="list-style-type: none">• Suppliers assessment and management system 供應商評估及管理程序• Supplier meetings 供應商座談會• Site visits 實地視察

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Stakeholders 權益人	Means of Communication 溝通方式
Media 傳媒	<ul style="list-style-type: none">• Press conference 新聞發佈會• Press release 新聞稿• Senior management interview 高級管理人員訪問• Results reports and announcements 業績披露報告及相關公告
Communities/ Non-governmental organisations 社區／非政府團體	<ul style="list-style-type: none">• Community charity activities 社區慈善活動• Seminar/talk/workshop 研討會／講座／工作坊
Regulators 監管機構	<ul style="list-style-type: none">• Written responses to public inquiries 對公眾諮詢的書面回應• Compliance results reports and announcements 合規的業績披露報告及相關公告

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

2.1.3 ESG Materiality Issues

Yincheng International pays attention to the identification and management of ESG issues, and has updated and adjusted the matrix of materiality issues of 2021 in accordance with the Environmental, Social and Governance Reporting Guide of the Stock Exchange and based on the materiality assessment of operation, environment, society and employment towards the Group by various stakeholders as well as in-depth discussions and communications with more than ten relevant departments of the Group. We will actively engage in ESG-related practices and fully respond to stakeholders' expectations and concerns through report disclosures.

2.1.3 ESG 重大性議題

銀城國際重視 ESG 議題的識別和管理，依照聯交所《環境、社會及管治報告指引》，我們根據各類權益人對企業在運營、環境、社會及僱傭方面的重大性評估，以及與本集團十餘個相關部門進行深入訪談和溝通，在 2021 年銀城國際重大性議題矩陣的基礎上進行了更新調整。我們將積極開展 ESG 相關實踐，並通過報告披露充分回應權益人的期待和關切。



2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Matrix of Materiality Issues of Yincheng International in 2022
2022年銀城國際重大性議題矩陣

High-materiality Issues 高度重要議題		Medium-materiality Issues 中度重要議題		Low-materiality Issues 低度重要議題	
1	Compliance with laws and regulations 遵守法律法規	2	Responsible procurement 負責任採購	9	Promotion and labels of products and services 宣傳及產品服務標籤
3	Quality control 質量控制	4	Technology development and green building 技術發展及綠色建築	16	Use of materials or resources 材料或資源使用
6	Health and safety of products or services 產品或服務的健康及安全	5	Customer privacy protection 客戶隱私保障		
8	Complaint handling and response mechanisms 處理投訴和對應機制	7	Anti-fraud and anti-corruption 反欺詐和反貪污		
		10	Employment rights 僱用權益		
		11	Labour relations 勞資關係		
		12	Occupational health and safety 職業健康與安全		
		13	Employee training and development 員工培訓和發展		
		14	Qualifications and professional conduct 資質及職業操守		
		15	Energy consumption and efficiency 能源消耗及效益		
		17	Environmental awareness of employees 員工的環保意識		
		18	Community investment and engagement 社區投資和參與		

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

2.2 RISK MANAGEMENT

Yincheng International regards risk management as the foundation for the smooth operation of the Group. During the Reporting Period, the Group continued to strengthen its internal control and risk management systems, while taking strict measures against any violation of policies. We established a Risk Control Centre that implemented a three-part risk prevention and control system to oversee and evaluate the effectiveness of our risk management and internal control processes. This helped ensure that the Company operated in compliance with regulations and with integrity, while enhancing the safety and reliability of our management practices.

At the institutional level, we have formulated the Risk Management and Internal Control System of Yincheng International and Internal Audit System of Yincheng International based on the Group's own situation, which clearly defines the objectives and principles of the Group's internal control management and risk management, and strengthens the compliance and effectiveness of risk management work, ensuring a scientifically effective balance between risk management and internal control.

Yincheng International continuously improves and strengthens its risk identification, monitoring and prevention capabilities at the Board and internal management levels. It regularly reviews and assesses the core business operational risks, determines focus areas, and develops risk response strategies to achieve effective risk control.

2.2 風險管理

銀城國際將風險管理視為保障企業平穩運行的基礎。報告期內，本集團持續強化內部控制及風險防控工作，嚴厲打擊違紀行為。我們設立了風險控制中心，通過三位一體的風險防控體系，對集團的風險管理與內部控制工作進行監督檢查及有效性評價，監督內部控制的有效實施，以提升經營管理的安全性與可靠性，確保集團合規、廉潔經營。

在制度層面上，我們結合集團的自身情況制定了《銀城國際風險管理及內部控制制度》和《銀城國際內部審計制度》，明確了集團對內控管理與風險管理的目標與原則，加強了對風險管理工作的合規性及有效性，使得風險管理及內控工作達到科學有效的制衡。

銀城國際在董事會和內部管理層面持續完善和強化風險識別、監控和防範等職能，定期對各業務核心經營風險進行梳理與評估，確定關注重點以制定風險應對策略，實現對風險的有效控制。

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Dynamic Risk Management 動態風險管理

In accordance with our risk management mechanism and based on the different development stages and business expansion of the Group, we continue to provide updates on changes in risks and regularly collect and analyse risk indicators so as to make timely adjustments to the risk response strategies.

基於風險管理機制，我們從集團的不同發展階段和業務拓展情況出發，持續更新與風險變化相關的信息，並定期收集及統計風險指標，從而及時調整風險應對策略。

Risk Warning and Response Management 風險預警和應急管理

We have an early warning mechanism for major risks and an emergency response mechanism for contingencies in place for the timely transmission and reporting of risk information to ensure that emergencies are handled timely and appropriately.

建立重大風險預警機制和突發事件應急處理機制，及時進行風險信息的傳遞與報送，確保突發事件得到及時妥善處理。

Professional Resources Protection 專業資源保障

In the process of controlling key risks in certain areas, we actively mobilise external resources and involve third-party organisations in risk control to continuously strengthen our risk prevention and control capabilities.

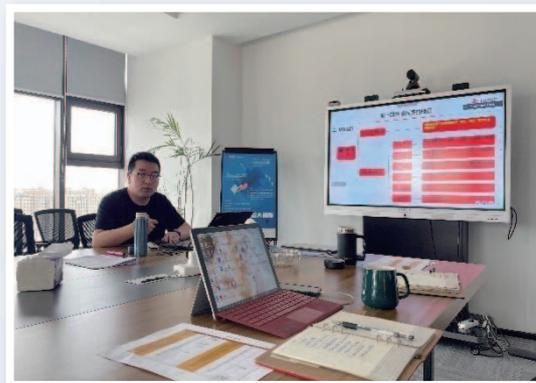
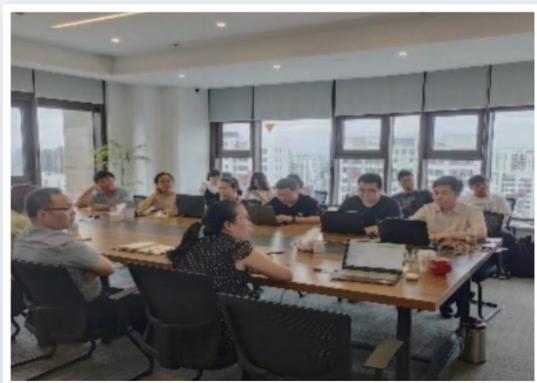
在部分關鍵風險領域管控過程中，積極調動外部資源，引入第三方機構參與管控，持續加強風險防控的能力。

Risk Response Strategies of Yincheng International in 2022

銀城國際2022年風險應對策略

To strengthen the risk management awareness within the Group, we provide risk management training to our employees every year to enhance their risk prevention awareness and control abilities. As different departments have different business scopes and risk focuses, we adjust the training themes and develop training plans based on their needs to ensure the smooth development of our businesses.

為了強化集團內部的風險管理意識，本集團每年開展風險管理相關培訓，以全面提升員工的風險防範意識與管控能力。由於各部門業務範圍和風險重點不同，我們會根據側重不同來調整相關風險管理培訓主題，並制定培訓計劃，以保障業務的平穩發展。



Themed trainings on risk management of Yincheng International in 2022

銀城國際2022年風險管理主題培訓

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

2.3 BUSINESS ETHICS

Yincheng International attaches great importance to the construction of integrity, adheres to the principle of zero tolerance for corruption and fraud and upholds the values of fairness, transparency, integrity and honesty in business operations. We strictly abide by the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Corruption Law of the People's Republic of China*, the *Criminal Law of the People's Republic of China*, the *Law of the People's Republic of China on Invitation and Submission of Bids*, the *Anti-Unfair Competition Law of the People's Republic of China* and other laws and regulations of the places where we operate, and establish and continuously update internal systems and norms such as the Management Measures for Integrity Conducts of Yincheng International and the Management System on Conflict of Interests of Yincheng International to strictly combat corruption, frauds and other improper conducts.

Business Ethics Governance

We have established a sound corporate governance framework for business ethics, actively mobilised internal and external resources to jointly achieve two-way supervision of integrity management, and created a good atmosphere of integrity and honesty within the Group and the industry. During the Reporting Period, there were not any concluded legal cases relating to corrupt practices brought against Yincheng International or its employees.

2.3 商業道德

銀城國際高度重視廉潔建設工作，對貪污、腐敗、舞弊等行為堅持零容忍原則，秉持公平透明、廉潔誠信的商業價值觀。本集團嚴格遵守《中華人民共和國反洗錢法》《中華人民共和國反貪污法》《中華人民共和國刑法》《中華人民共和國招標投標法》《中華人民共和國反不正當競爭法》等所在運營地的法律法規，建立並持續更新《銀城國際廉潔行為管理辦法》《銀城國際利益沖突管理制度》等內部制度及規範，嚴格遵守國家反貪污、反腐敗政策及要求。

商業道德管治

我們建立了完善的商業道德管治架構，積極調動內外部資源共同協作實現廉潔管理工作的雙向監管，在集團及行業內營造誠信廉潔的良好氛圍。報告期內，並沒有對銀城國際或其僱員提出並已審結的貪污訴訟。



Business Ethics Governance Structure of Yincheng International

銀城國際商業道德管治架構

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

The Group adopts a risk-based internal audit process that covers core business processes and key control points with high fraud risks. This approach is in line with our zero-tolerance policy towards fraud. The internal audit function of Yincheng International maintains effective communication and linkage mechanisms with various functional management departments, and conducts anti-fraud work in specialised areas, such as marketing, procurement and cost management, to enhance the professionalism of investigations.

Whistle-blowing and Complaint Management

Yincheng International has established a sound and transparent integrity complaint and whistle-blowing channel to encourage internal and external stakeholders to jointly monitor our integrity management work. The complaints and whistle-blowing we dealt with include real-name reporting and anonymous reporting, and our complaint and whistle-blowing channels include face-to-face whistle-blowing, whistle-blowing hotlines, letters, e-mail messages and investigation requests by the management. Once it receives whistle-blowing, Yincheng International will respond promptly in accordance with the procedures for acceptance and dispatch relevant departments to carry out a comprehensive investigation, and feed the investigation results back on a real-time basis.

本集團採取以風險為導向的定期內部審計流程，內審範圍覆蓋舞弊風險較高的核心業務流程及關鍵控制點，積極響應了對我們對舞弊零容忍的原則。銀城國際內審職能一直保持與各職能管理條線的工作溝通與聯動機制，針對專業領域開展反舞弊工作，包括在營銷、採購與成本管理等職能條線，以提高調查的專業程度。

舉報和投訴管理

銀城國際現已建立了完善透明的廉潔投訴舉報渠道，鼓勵內外部權益方共同監督我們的廉潔管理工作。我們受理的投訴舉報包括實名、匿名舉報方式，渠道包括當面舉報、舉報熱線、信函、網上電子郵件、管理層交辦等形式。一旦接收到舉報信息，銀城國際將按照受理程序迅速響應，協調相關部門開展全面調查，並將調查結果進行實時反饋。



2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)



Procedures for acceptance of integrity-related whistle-blowing of Yincheng International 銀城國際廉潔相關舉報信息受理程序

In order to effectively protect the privacy and rights and interests of whistleblowers, Yincheng International explicitly stipulates in the relevant regulations that retaliation or threats against complainants and whistle-blowers shall be prohibited. We take strict confidentiality measures in the process of acceptance of whistle-blowing and strictly prohibit relevant personnel from disclosing any personal information of the whistle-blower. In case of retaliation against a whistle-blower, the legal and audit department will investigate, report and deal with the matter in accordance with the laws and the system at the first time.

為切實保護舉報人隱私及其他基本權益，銀城國際明令禁止對投訴、舉報人實施打擊報復或威脅行為。我們在受理舉報事件的過程中採取嚴格的保密措施，嚴禁相關人員洩露舉報人的任何個人信息。一旦發生針對舉報人的打擊報復事件，審計部門將第一時間進行調查、匯報，並依據法律及制度進行處理。

2. RESPONSIBILITIES AND STEADY DEVELOPMENT (Continued)

2. 責任，穩固發展(續)

Integrity Culture

The raising integrity awareness of all staff can strengthen the integrity management level of an enterprise at the root. Yincheng International has been committing itself to work relating to the enhancement of integrity awareness of internal and external stakeholders in order to strengthen corporate culture development. During the Reporting Period, we conducted several training programmes on anti-corruption for the Board and our employees, with the total number of training hours amounting to 6 and 40, respectively. All of the members of the Board were covered in these training programmes.

廉潔文化

廉潔意識的全員提升能夠從根源上加強企業的廉潔管理水平。銀城國際持續對內外部相關方開展廉潔意識提升的相關工作，以加強企業文化建設。報告期內，我們對董事和員工分別開展了多場反貪腐培訓：其中員工培訓共計40小時，董事會培訓共計6小時，已覆蓋100%董事會成員。

Integrity trainings

廉潔培訓活動

Description and objectives

活動內容及意義

Trainings for directors

董事會培訓

Yincheng International conducted a training programme for the Board of the Group to clarify regulatory requirements for directors' integrity management and their responsibilities for group management.

銀城國際針對集團董事會開展了董事責任培訓，以明確對董事廉潔管理的監管要求，以及對集團管理的職責。

Regular trainings

常規培訓

The Group provided its employees with diversified integrity training and publicity programmes, including integrity posters, monthly anti-corruption case pushes of the Cloud Home (雲之家) platform and themed training, endowing integrity rules with visualised and intuitive form of expression to enhance their active acceptance ability.

集團對員工提供多樣化的廉潔培訓及宣傳，包括廉潔海報、每月雲之家平台反舞弊案例推送、主題培訓等，將廉潔規定賦予可視化、直觀化的表達形式，增強員工的主動接受能力。

Trainings for new employees

新員工培訓

During the Reporting Period, we incorporated anti-corruption training into our new employee orientation programme to provide comprehensive education on basic concepts of anti-corruption, external regulatory requirements, group management regulations and penalty mechanisms, group anti-corruption management system and control measures.

報告期內，我們在新員工入職培訓中加入了廉潔培訓內容，對反舞弊基本概念、反舞弊相關外部監管要求及集團管理規定及處罰機制、集團反舞弊管理體系及管理措施進行了全面宣貫。

Integrity Trainings of Yincheng International

銀城國際廉潔培訓活動



Integrity themed trainings of Yincheng International

銀城國際廉潔主題培訓

3. CRAFTSMANSHIP AND QUALITY

3. 匠心，鑄就品質

Timeless masterpieces require exquisite craftsmanship. At the heart of Yincheng International lies the customer-centric concept, which embodies its pursuit of excellent quality and outstanding services as reflected in its meticulous supervision over every aspect of product design, material selection, housing construction, sales risk control and construction quality inspection. It is also the aspiration of the Company to fulfill its product and service commitments while constantly launching innovative measures to enhance the experience of happy living. During the Reporting Period, based on its customer-centric approach, the Company introduced changes to its delivery quality, customer services and supply chain quality, providing customers with reliable products and contributing its expertise to the industry.

3.1 PRODUCT DEVELOPMENT

Yincheng International has continued to upgrade its products based on its market insights and developed innovative initiatives in response to demand. Through collecting owners' feedback from surveys, the Company has promoted product innovation and further improved its innovation management system. During the Reporting Period, we strictly implemented the Whole-process Management System for the Project Design of Yincheng International, which specifies the content, functions, division of authorities and responsibilities, and output results of the whole-process management of the design line, enabling us to provide customers with trustworthy products.

Insight into Needs

Yincheng International has always strived to meet the needs of property owners. The Company has conducted consumer surveys through various channels to gain a full understanding of their needs with an aim to provide high-quality, high-standard and personalized homes that meet their expectations. By comprehensively analyzing customer needs, the Company has accurately identified market demands and trends, and adjusted product design attributes in a timely manner to optimize product functions. In addition, customized products of higher quality have been designed and developed to cater for customers with different needs.

歲月精粹，極致匠心。銀城國際秉持「以客戶為中心」的理念，堅持「品質為本、服務至上」的初心，嚴格從產品設計、用料選材、房屋建設、銷售風控、工程質檢等環節層層把控，全心全力兌現產品與服務承諾，不斷革新幸福人居進階體驗。報告期內，我們堅持以客戶為中心的導向，在交付品質、客戶服務、供應鏈質量等方面推進變革，為客戶提供放心產品，為行業貢獻智慧力量。

3.1 產品開發

銀城國際不斷以市場洞察驅動產品升級，以需求帶動創新發展，通過業主調研反饋促進產品創新，不斷完善創新管理制度。報告期內，我們嚴格執行《銀城國際項目設計全流程管理制度》，明確設計條線全流程管理內容、職責、權責劃分及輸出成果，為客戶帶來值得信賴的產品。

需求洞察

滿足業主需求，始終是銀城國際努力的方向。銀城國際通過多種方式開展消費者調研，充分了解消費者需求，以滿足業主對高質量、高標準、個性化住宅的期望。基於全方位的客戶需求分析，銀城國際精準掌握市場需求與趨勢，及時調整產品設計屬性，優化產品功能，針對不同需求的客戶，設計與開發有著更高品質的定制化產品。

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Creating a Dedicated Playground for Children

Yincheng International understands the needs of different communities and has established the Yincheng Firefly Playground (銀夥蟲樂園) for children. Play areas for various age groups have been interwoven to provide children with a diverse and engaging range of entertainment spaces. Our approach blends the facilities of the playground with the natural environment, creating a safer space where children can explore freely. Our goal is to nurture children's imagination and dreams, allowing them to cultivate their curiosity, develop positive character traits, and build a solid conceptual and foundational learning framework in the Yincheng Firefly Playground (銀夥蟲樂園).

為孩子打造專屬樂園

銀城國際洞察不同群體需求，為兒童建立了「銀夥蟲樂園」，通過將不同年齡段的游樂場地交錯佈置，為孩子們提供多元豐富的娛樂場所；我們把設施與環境相結合，讓游樂園融入到自然裡；我們打造更安全的環境，同時也給予孩子自由探索的空間。我們願守護孩子的想象力與夢想，讓每一個孩子都能在銀夥蟲樂園裡，滋養好奇心，形成正向性格特質，並獲得一定的學習框架概念與基礎。



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Quality Improvement of the Huan Le Tian Di Project in Wenzhou

Our extensive surveys have revealed that property owners have varying needs and desires for their living spaces. To meet these needs, we have upgraded the quality of the Huan Le Tian Di Project in Wenzhou by enhancing the decoration standards and hardware configuration of the elevated floors, and expanding the range of activities available on those floors. Meanwhile, we have introduced themed areas that cover six different themes, such as fitness, reading, socializing and children's entertainment, which have significantly enhanced the happiness and satisfaction of property owners' lives.



溫州歡樂天地項目品質提升

我們通過廣泛的調研，了解到業主對生活空間的功能多樣性有著不同的需求。因此，我們對溫州的歡樂天地項目進行了品質升級，提升架空層的裝修標準及硬件配置，豐富架空層的活動內容。同時我們增加了主題區域，讓歡樂天地項目涵蓋健身區、讀書角、會客區、兒童娛樂等6大不同主題，極大的提升了業主生活的幸福度。

Sustainable Designs and Products

Yincheng International is deeply committed to sustainability in architectural design and space planning. We have consistently complied with national and local development directions and regulatory requirements for industrialized construction, and promoted the construction of prefabricated buildings. Since 2016, we have constructed more than 40 prefabricated buildings, such as residential buildings, apartments, commercial buildings, schools and elderly care facilities, with a total area of over 2 million square meters. Meanwhile, we have actively explored new types of prefabricated buildings, such as steel and wood structures. New technologies, including aluminum mold, prefabricated outer wall structures, BIM (Building Information Modelling) full-process management and centralized restrained sleeve connections, have been continuously applied.

可持續設計與產品

銀城國際在建築設計、空間規劃等方面，不斷深化可持續的要求和理念。我們持續按照國家及地方關於工業化建築的發展方向、規範要求，積極推進預製裝配式建築建設。自2016年以來，我們累計建設40餘項預製裝配式建築，建築面積逾200餘萬方，業態涵蓋住宅、公寓、商業、學校、養老等方面。同時，我們積極探索鋼結構、木結構等新型裝配式建築，持續推進鋁模、預製外圍護牆體、BIM(建築信息模型)全流程管理、集中約束套筒連接等新技術運用。

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Application of BIM Technology — Mu Li Project in Suzhou (蘇州木里項目)

The BIM technology has been applied in the basement and unit design of the Mu Li Project in Suzhou (蘇州木里項目) of Yincheng International, effectively addressing issues related to the basement height, structural holes and pipeline clashes. We have regulated the visual layout of indoor air conditioning, fresh air systems and the location of the decoration. This has greatly minimized errors and omissions caused by overlapping construction work and different processes in the management of later stages of construction, and provided valuable guidance for the early stages of design management.

BIM 技術的應用 — 蘇州木里項目

銀城國際蘇州木里項目在地庫、戶型設計上運用BIM技術，對地庫淨高、結構留洞、管線碰撞上做了有效梳理。同時我們對戶內空調、新風的排布，精裝點位的定位做了可視化的規整，極大程度上避免了後期施工管理中因交叉施工、不同工序等原因導致的錯漏碰缺，也對於前期設計管理提供了總結指導經驗。



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Product Highlights

Yincheng International pursues the corporate value of “Undertaking and innovation”. Based on its development concept of “Ingenuity, and people’s responsibility to benefit the world”, the Company strives to develop quality products for its principal business. With our persistence, several of our products received major awards in the industry and recognition from different parties during the Reporting Period.

亮點產品

銀城國際秉承「擔當創新」的企業價值觀，遵循「匠心及人肩責惠世」的發展理念，努力為業主開發優質的產品。在我們的不懈努力下，報告期內多個產品獲得了業內大獎，得到了來自各方的認可。



**Yincheng · Yi He Shan Zhuang
Excellence Award — Architecture Concept Design
of IAI Design Awards**
銀城·頤和山莊
IAI Design Awards 優秀建築概念設計獎



**Sales Office of China Merchants Yincheng Jingcui
Gold Winner of
MUSE Design Awards of the U.S.**
招商銀城環萃售樓處
美國 MUSE Design Awards 金獎

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Maximizing Land Use with Architectural Design — Yincheng • Yi He Shan Zhuang

The Yincheng • Yi He Shan Zhuang Project is an epitome of the harmonious integration of human and nature. We took advantage of the project's location in the core area of the Qingshan Lake Science and Technology City, combining the advantages of urban vibrancy and the natural beauty of the surrounding lakes and mountainous terrain. Situated on the raised terrain of 35 degrees, the project enjoys a perfect panoramic view and expansive visual range. We prioritized respecting the original terrain and working with the natural contours of the mountain. With a pursuit of nature-based design, we utilized topographical relief as the central focus of this project design. This project has successfully crafted an ecological scene of "eight views and four parks surrounding one property", where a luxurious lifestyle is seamlessly integrated into the mountains and forests. Offering each household a unique and personalized landscape experience, this project makes a journey home similar to the journey through this stunning scenery.

以建築退讓土地 — 銀城 • 頤和山莊

銀城 • 頤和山莊項目是人與自然結合的典範。我們利用項目地位於青山湖科技城核心地區，兼攬城市繁華與湖山生態的優勢，抬升35度的坡度地勢，讓項目呈現出完美的瞰景角度和開闊的視野廣度。尊重原始地勢，順應山勢起伏，崇尚自然為本，利用地勢落差是本項目的設計核心。本項目成功打造了「一軸八景四公園」的生態場景，讓生活的貴氣納藏於山林之間，讓每一戶的景觀體驗獨具特色，讓歸家即是一場穿越風景的旅行。



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

3.2 QUALITY ORIENTED

Quality System

At Yincheng International, quality is the cornerstone of our development as we continuously strive to optimize our product quality and enhance our resilience. We exercise full control over the quality of our products at all stages, consistently ensuring product quality to enable property owners to feel secure and comfortable in their homes. We have complied with the *Product Quality Law of the People's Republic of China* and formulated institutional documents such as Yincheng International Guidelines for Daily Inspection of the Project, the Yincheng International Implementation Measures for Material Inspection Sampling and the Yincheng International Implementation Measures for Third Party Assessment of Project Quality to strengthen the process control of project quality, give guidance to the standardization of technical operations and comprehensively safeguard quality.

3.2 品質為本

質量體系

銀城國際把品質作為發展的基石，不斷優化產品質量，增強產品韌性。我們全方位把控產品品質，持續保障產品質量，讓業主住得安心、舒心。我們遵守《中華人民共和國產品質量法》，同時制定《銀城國際工程日常巡檢工程指引》《銀城國際材料檢測抽樣實施辦法》和《銀城國際工程質量第三方評估實施辦法》等制度，強化項目質量的過程控制，指導工程技術作業的規範性，全面保障質量。

Project quality control

工程質量管理

- Yincheng International Implementation Measures for Quality Inspection Points for Key Processes
《銀城國際關鍵工序質量停檢點實施辦法》
- Yincheng International Guidelines for Standard Actions of Project Management and other measures
《銀城國際項目管理行為標準動作指引》等

Production inspection and assessment

生產檢查與評估

- Yincheng International Guidelines for Inspection of the Project
《銀城國際工程巡檢工作指引》
- Yincheng International Implementation Measures for Third Party Assessment of Project Quality and other measures
《銀城國際工程質量第三方評估實施辦法》等

Production information management

生產信息管理

- Yincheng International Administrative Measures for the Use of Project Management Platform for Yincheng Engineer and other measures
《銀城國際銀匠工程管理平台使用管理辦法》等

Yincheng International's project quality system framework

銀城國際工程質量制度體系

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Based on a comprehensive system assurance framework, Yincheng International implements high-quality control standards for every aspect throughout the entire life cycle of each project, strictly enforcing quality assurance measures at every stage of development.

基於完善的制度保障體系，銀城國際從項目的全週期角度出發，針對項目開展的每個環節進行高標準的質量把控，各階段嚴格執行質量保障措施。

Prior to commencement

項目開展前

- The project director of a project conduct on-site inspections on a construction unit
項目總監對施工單位進行實地考察
- The project director and professional supervision engineers provide their opinions about the project plan
項目總監及專業工程師對方案提出意見

Project in progress

項目開展時

- The construction unit inspects and controls the quality of the materials, and the incoming materials are sampled on site with follow-up tests
施工單位檢查並控制材料質量，對現場材料跟蹤檢測

Prior to delivery

項目交付前

- Each engineering department is required to carry out control procedures for the completion acceptance
各工程部實行竣工驗收管控程序
- Acceptance documents are attached to each project
各項目需附有驗收文件
- The chief supervision engineer and the competent technical officer of the Company will sign off the quality assessment report, and will keep the record
總監理工程師及公司技術負責人確認評估報告並存檔

After delivery

項目交付後

- All projects contain a warranty period
所有項目需設有保質期
- The construction unit is responsible for maintaining and following up defective projects during the warranty period
施工單位負責對保質期內出現的缺陷進行修補和跟進

Yincheng International's full process for quality control measures

銀城國際全流程品控措施

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Quality Management Measures

In order to enhance the management level of residential construction projects, improve the quality of projects and products delivered, reduce delivery risks, and increase customer satisfaction during the delivery phase, Yincheng International has continued to engage third parties for assessment. We require that projects in construction shall be subject to process assessment based on project progress and shall only be delivered after passing the assessment. Moreover, according to the ranking of each project in construction based on third-party assessment results as well as the Yincheng International Project Management Reward and Punishment System, we carry out rewards and punishments every quarter.

In addition, we have conducted inspections to ensure delivery quality. We have implemented an inspection system based on project ranking through the internal project inspections of Yincheng International, which allows us to monitor and control the progress, quality, safety and other aspects of each project in real-time, ultimately forming an effective quality management mechanism.

質量管理舉措

為提升銀城國際在建住宅工程的管理水平，提高工程質量與交付產品的品質，降低交付風險，提高交付階段客戶滿意度，銀城國際持續推進第三方評估工作。我們要求在建項目根據項目進展情況參與過程評估，評估合格後方可集中交付。同時，我們依據第三方評估結果對各在建項目強制排名，每季度依據排名結果以及《銀城國際工程管理獎懲制度》實行獎懲。

另外，我們開展巡檢工作，以確保交付質量。我們通過銀城國際內部工程巡檢實施分級巡檢制度，實時把控各項目進度、質量、安全等管控狀態，最終形成有效的質量管理機制。



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

The quality of construction materials directly determines the quality of construction. During the Reporting Period, in order to control the quality of construction materials from the procurement source, Yincheng International introduced a material acceptance module to the Yincheng Engineer Management System. Every batch of materials for all projects was required to undergo online acceptance to ensure traceability and transparency of material procurement.

Against the backdrop of digitalization, Yincheng International has introduced the “Engineering Quality Management for Yincheng Engineer” information platform to enhance its quality control capabilities and address the adverse impacts of personnel dilution and weak management resulting from the simultaneous operation of multiple projects. The platform has enabled the standardized management across all projects in terms of information management, process acceptance, on-site measurement, on-site inspection, material management and other aspects, realizing transparency and precision in project control and enhancing the traceability of project management.

建築材料的優劣直接決定著建築質量的 高低。報告期內，銀城國際為了從採購 源頭把控建築材料的質量，在銀匠管理 系統上增添材料進場驗收模塊，要求所有 項目的每一批進場材料均要上線驗 收，做到了材料溯源及材料透明。

為了提升銀城國際的工程質量管控能 力，適應多項目並行運作帶來的人員稀 釋、管理淡薄等不利影響，在數字化浪 潮來臨的背景 下，我們引入「銀匠工程 質量管理」信息平台，促進各項目在資 料管理、工序驗收、實測實量、現場巡 視、材料管理等環節上實現規範化管 理，實現項目管控的公開化、精準化， 增加了項目管理的可追溯性。



Engineering Information Cockpit
工程信息化駕駛艙

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Quality Culture

In an effort to standardize and strengthen employees' awareness of product quality and ensure their level of quality management, Yincheng International organized relevant personnel to conduct quality training, promote its quality culture, create a quality atmosphere and establish a comprehensive quality awareness during the Reporting Period. As such, the effective operation of the quality system was ensured.

質量文化

為規範和加強員工的產品質量意識，確保員工的質量管理水平，報告期內，銀城國際組織相關人員進行質量培訓，弘揚銀城國際質量文化，營造質量氛圍，樹立全員質量意識，從而保證質量體系的有效運行。

Policy training 制度培訓

- During the Reporting Period, Yincheng International held four centralized training sessions for all of its staff. The training topics included the "Centralized Promotion of the Third-party Assessment System and the Engineer Management Reward and Punishment System", the "Critical Aspects and Dual Prevention Mechanisms for Safety Management in Real Estate Enterprises", the "Video Demos and Control Point Analysis of Various Techniques and Methods of Yincheng International" and the "Prevention of Legal Risks in Construction Contracts under New Circumstances".
報告期內，銀城國際舉辦了4次全員的制度集中培訓，培訓主題分別為「第三方評估體系以及工程崗管理獎懲集中宣貫」「建安房地產企業安全管理的關鍵及預防雙重機制」「銀城國際各項工藝工法視頻講解以及管控要點解析」「新形勢下建設工程施工合同法律風險防範」等。

"Talent Program" Training 「名將計劃」培訓

- During the Reporting Period, the engineering management department of the Nanjing subsidiary (南京公司) organized three sessions of the "Talent Program" for its internal engineering team, and conducted two ranking examinations for all members of the engineering team. Through the training and examinations, the quality control awareness and management level of the project management team were strengthened.
報告期內，南京公司工程管理部組織內部工程條線參與「名將計劃」全員培訓3次，工程條線全員排名考試2次。通過培訓考試學習加強項目工程管理團隊的質量控制意識及提升團隊管理水平。

Centralized training 集中培訓

- During the Reporting Period, the engineering management department of the Nanjing subsidiary (南京公司) organized three centralized training sessions for all members of the engineering technical team. This form of centralized training provided all employees with the opportunity to directly share best practices, important updates to regulatory standards and mature management experiences. Employees were able to acquire valuable skills and technical knowledge through the centralized training sessions, which were well received by the employees.
報告期內，南京公司工程管理部組織工程技術條線的全體成員參加3次集中培訓。通過全員集中培訓的形式，將行業內優秀做法、更新的重要規範標準、沉澱的成熟管理經驗直觀的分享給大家。通過集中培訓，員工們取得了不錯的技能及技術提升效果，該培訓形式也取得了較高的員工反饋。

Yincheng International's quality enhancement training 銀城國際質量提升培訓

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Yincheng International is committed to continuously improving the quality management level of its employees and establishing a good real estate brand reputation. During the Reporting Period, we received various honors and awards from external partners and third-party organizations in recognition of our quality.

銀城國際致力於續提升員工的質量管理水平，樹立良好的地產品牌口碑。報告期內，我們榮獲多項來自外部合作夥伴及第三方機構頒發的質量相關的榮譽與獎項。

Honors and Awards 榮譽獎項

- The B4# building and A1# building of the Jin Ling Jiu Yuan Project in Nanjing were awarded the certificate of excellent structural engineering in 2022 by the Nanjing Municipal Government.
南京金陵玖園項目 B4#樓以及 A1#樓棟獲得南京市 2022 年度優質結構工程證書。
- The Mengbei Affordable Housing Project in Nanjing (南京孟北保障房項目) was awarded the quality structural engineering certificate by the Nanjing Municipal Government.
南京孟北保障房項目獲得南京市優質結構工程證書。
- The Ninghai Road Project in Nanjing (南京寧海路項目) was honored as the excellent project of Gulou District, Nanjing.
南京寧海路項目獲評南京市鼓樓區優秀項目部。

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

3.3 EXCELLENT SERVICES

Yincheng International always puts customer interests first, and is committed to providing customers with better quality of life, enhancing customer service experience, constantly strengthening service innovation, enriching service channels and safeguarding consumer rights.

Customer Management

The Group has established comprehensive administrative measures and guidelines related to customer services, such as the Administrative Measures to Improve Customer Satisfaction, the Implementation Measures for the Third-Party Survey on Customer Satisfaction and the Operation Guideline for Handling Customer Complaints. During the Reporting Period, we updated several customer management policies and guidelines from the following three aspects.

3.3 服務至上

銀城國際始終將客戶利益放在首位，致力於為客戶提供更為優質的生活、提升客戶服務體驗、不斷加強服務創新、豐富服務渠道、保障消費者權益。

客戶管理

本集團已制定完善的客戶服務相關的管理辦法和指引，例如《客戶滿意度提升管理辦法》《客戶滿意度第三方調研實施辦法》和《客戶投訴處理作業指引》。在報告期內，我們從下述三個維度對多項客戶管理相關的政策和指引進行更新。

Customer relationship management 客戶關係管理	<ul style="list-style-type: none">We have introduced the Sporadic Delivery Operation Guidelines to standardize the operational procedures, including customer analysis on the sales end, carrying out delivery after the delivery conditions are met, and post-delivery maintenance and rectification. 我們新增《零星交付操作指引》，從銷售端客戶情況梳理、具備交付條件後執行交付、交付後維修改等方面規範操作流程。
Customer risk management 客戶風控管理	<ul style="list-style-type: none">We have updated our policies to specify the responsibilities of various functional departments within our real estate and property management subsidiaries. We have also established a standardized process for inspecting and managing vacant properties in order to prevent major complaints and avoid potential compensation risks resulting from quality issues. 通過更新制度明確地產和物業公司各職能部門職責，確定空置房巡查管理流程工作標準，預防重大投訴風險，避免因質量問題引發的索賠風險。
Public opinion management 輿情管理	<ul style="list-style-type: none">We have introduced public opinion monitoring and management by capitalizing on a third-party professional public opinion monitoring platform. Through keyword search and extraction, the system automatically sends public opinion related to the brands and projects of the Group. 我們新增輿情監控管理，借助第三方專業輿情監控平台，通過關鍵詞搜索與提取，系統自動發送針對集團品牌及項目的輿情。

Update of customer management system of Yincheng International

銀城國際客戶管理體系更新

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

During the Reporting Period, the Group continued to strengthen its customer risk management. In terms of customer service, we took precautionary measures to address various identified potential risks, firmly implemented relevant management systems, optimized customer experience and reduced the occurrence of potential risks.

報告期內，本集團繼續強化客戶風險管控工作。在客戶服務中，針對已識別出可能出現的各種風險，我們提前採取應對措施，堅決落實相關管理制度，優化客戶體驗，降低風險發生的可能性。

Operation Guideline for Parking Space Risk Management 《車位風險管理 操作指引》

- In order to reduce the risk of customer complaints, we have established a sound risk control and management system at the sales stage of parking spaces to regulate the operation procedures, ranging from planning, plan review, to sales and delivery
為了降低客戶投訴風險，我們建立健全了銷售階段的車位風控管理體系，從規劃、審圖、銷售、交付等環節規範車位操作流程

Operation Guideline for Public Disclosure of Influencing Factors Inside and Outside the Red Line of the Project 《項目紅線內外 影響因素公示 操作指引》

- In order to enhance the transparency of project information and protect the rights and interests of property owners, we formulated the requirements for public disclosure of unfavorable factors inside and outside the red line, and disclosed the civil air defense area and home traffic-flow paths which are of increasing concern to customers
為了增強項目信息的透明性，保障業主的權益，我們增加紅線內外不利因素公示要求，針對客戶日益關注的人防區域、歸家動線進行提示

Comprehensive Customer Risk Management System 完善客戶風險管理體系

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Customers Communication

Leveraging its years of experience in customer services, Yincheng International has developed a complete set of customer communication mechanisms. We have established the Operation Guideline for Handling Customer Complaints of Yincheng International to continuously standardize the management procedures of customer complaints, ensuring that customer complaints are resolved in a timely, effective and reasonable manner, and that customers feel understood, relieved and assured.

客戶溝通

經過多年的客戶服務經驗積累，銀城國際已形成一套完整的客戶溝通機制。我們制定《銀城國際客戶投訴處理作業指引》以持續規範客戶投訴的管理程序，確保客戶投訴得到及時、有效、合理的解決，做到讓客戶知心、省心、放心。



Customer communication channels of Yincheng International
銀城國際客戶溝通渠道

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

In order to standardize the management procedures of customer complaints, clarify the levels of complaints and the handling process at different levels, and ensure that customer complaints are resolved in a timely manner, we introduced a series of management measures during the Reporting Period to further regulate the handling process and improve the handling capabilities of group complaints.

為規範客戶投訴的管理程序，明確投訴分級以及各級處理流程，使客戶投訴能及時解決，報告期內，我們新增了一系列的管理措施以進一步規範群訴處理流程，提高對應群訴的處理能力。

Online management 線上管理

- We have introduced a "Major Issue Management" module to the EAS system, under which the customer service manager prepares a summary of the group complaint for project filing and provides timely feedback on its progress. When the group complaint is resolved, the approval process will be terminated and the development of the complaint will be submitted to the management through the internal system to ensure that relevant personnel are informed of the group complaint as soon as possible.
在EAS系統中新增「重大事項管理」模塊。客服經理編寫群訴概況進行立項，過程中及時反饋群訴進展。當群訴平息後發起關閉審批流程，動態進展會通過內部系統抄送至管理層，保證相關人員第一時間掌握群訴消息。

Review mechanism 復盤機制

- After properly resolving the group complaint, we will review the experiences, warnings and avoidance plans through internal meetings of the customer service department and sharing sessions within the subsidiaries to prevent similar incidents from occurring in the future and avoid repeating the same type of group complaints.
在群訴妥善解決後，我們會通過客關職能條線內部會議、城市公司分享等方式對經驗、警示、規避方案等進行宣貫，杜絕後期發生類似事件的可能，避免同類群訴事件重複發生。

New handling measures for complaints

新增投訴處理舉措

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Measures for Enhancing Level of Satisfaction

To address customer demands and feedback, Yincheng International has actively handled these demands, reflected on problems, summarized its experience, and improved its products and services. We have collaborated with different departments in terms of design, cost, procurement, engineering and maintenance to jointly analyze problems arising from product development and usage. Furthermore, we have made full use of design adjustments and centralized procurement advantages to quickly change product selection and ensure customer satisfaction.

滿意度提升舉措

針對客戶的訴求與反饋，銀城國際積極面對訴求、反思問題、總結經驗、改善產品與服務。我們通過聯動設計、成本、採購、工程、房修等職能，共同剖析產品研發及使用過程中的問題。同時我們充分利用設計調整、集採優勢快速變更產品選型，讓客戶滿意。

Product user group 產品使用群

- We have established a product usage group consisting of the group leaders responsible for product research and development and production. Any problems discovered during daily inspections are immediately reported to the group, and solutions are proposed based on ideas from research and development, engineering and procurement personnel. The solutions are quickly incorporated into the design and construction phases of new projects, avoiding the recurrence of the same problems.
建立產品研發端、生產端集團負責人的產品使用群，將日常巡檢中發現的問題第一時間發送至群內，結合研發、工程及招採的意見提出問題解決方案，快速反饋給設計階段及在建階段的新項目，避免同樣問題二次發生。

Defect feedback mechanism 缺陷反饋機制

- We have changed the traditional annual defect feedback mechanism to a monthly defect feedback mechanism. At the end of each month, we summarize, organize and classify the product defects discovered during that month. We work closely with relevant functional departments to study the process and results, prepare monthly reports and special product feedback, and develop plans and rectification measures.
我們將傳統的年終缺陷反饋調整為月度缺陷反饋機制，每月底將當月發現的產品缺陷匯總、整理、分類，研究過程及成果與相關職能拉通，輸出月報及專項問題產品反饋，並形成預案及整改方案。

Preparation of Inspiration from Previous Experiences 《鑒史醒今》編寫

- The group platform regularly publishes the Inspiration from Previous Experiences (《鑒史醒今》), which uses a series of illustrated stories to help all employees of the Company understand cases of defects, common issues in the real estate industry, exceptional projects and products. It also allows the employees to summarize experiences and to provide better service based on the duties and requirements of their positions.
集團平台定期輸出《鑒史醒今》，通過一系列圖文並茂的小故事，讓全公司的員工了解缺陷案例、房地產行業經常出現的問題、亮點項目及產品，進而從自己崗位職責及要求出發，總結經驗，提供更好的服務。

Procurement synergy 招採聯動

- We take advantage of the annual centralized procurement bidding opportunity to collect defects and highlights in the usage of particular types of products identified in the past prior to the bidding of the products by the procurement division of the group. This helps to avoid problems before the selection of the brand, model and functions is determined.
利用年度集採招標定標的機會，在集團採購職能產品招標前，收集該類產品過去出現的使用功能缺陷及亮點，在品牌、型號及功能選擇確定前規避問題。

Yincheng International's Improvement Mechanism Based on Product Feedback 銀城國際產品使用反饋改善機制

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Based on a well-established product feedback and improvement mechanism, Yincheng International's positive attitude in addressing customer demands has been well recognized by a large number of customers.

基於完善的產品使用反饋改善機制，在面對客戶訴求的情況下，銀城國際積極解決問題的態度受到了廣大客戶的認可。

Enriching the "Fifth Façade" for the Property Owners

According to feedback from the property owners, the roof design of a building in a project was made of concrete ground, which would be prone to accumulating dust. It would also affect the appearance of the building and was not conducive to subsequent use by owners. After taking into consideration the needs of the owners, we introduced a floor paint method to the original treatment of the roof floor, improving the experience of the owners for subsequent use and enriching the "fifth façade" of the building.

為業主豐富「第五立面」

經業主反饋，某項目樓房的屋頂設計為混凝土地面，容易聚集灰塵，影響感官，且不利於後期業主使用。我們在傾聽業主需求之後，在屋頂地面原有的處理上增加地坪漆做法，提升業主後期使用體驗，豐富了建築「第五立面」。

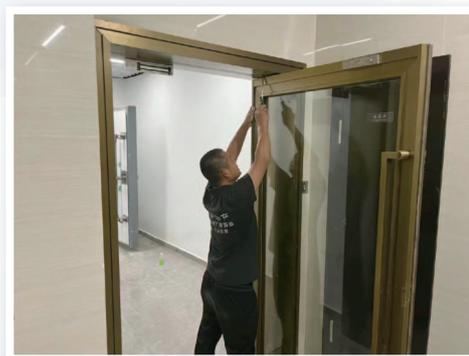
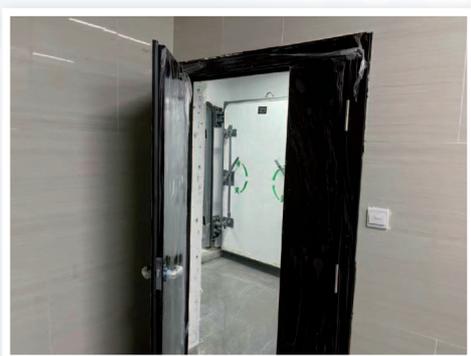


3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Improving the Quality of the Lobby

A project of Yincheng International had a plain steel fire door as the entrance to the underground lobby, which looked unappealing as it was the main passage. Based on the feedback from the property owners and the actual situation of the project, the steel fire door was replaced with a glass fire door, which not only met the requirements of fire safety regulations but also improved the quality of the lobby.



歸家大堂的品質提升

銀城國際某項目地下大堂的大門原設計為普通鋼質防火門，作為大堂主要通道位置的門來說，觀感較差。項目根據業主反饋的訴求以及項目實際情況，將原鋼質防火門改為玻璃防火門，既保證了消防規範的要求，也滿足歸家大堂的品質提升。

During the Reporting Period, we received a total of 473 customer complaints, representing a decrease of 43.2% as compared with the previous year. The complaint closure rate reached 90%. In addition, we conducted customer satisfaction surveys through online questionnaires and telephone interviews to better understand the living habits and needs of different customer bases and to promptly identify and provide feedback on customer issues. The overall customer satisfaction rate for the Group in 2022 was 88%, which was consistent with the previous year.

報告期內，我們共收到473件客戶投訴，相比去年下降43.2%。投訴關閉率達到90%。此外，我們採用線上調研與電話訪問的方式開展客戶滿意度調查，進一步了解不同客群的生活使用習慣和需求，及時發現和反饋客戶端問題。2022年本集團客戶總體滿意度為88%，與上一年基本持平。

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Caring for Customers

Yincheng International actively builds closer relationships with its customers, ensuring that its care is palpable. We continue to utilize our services to convey our care, with a focus on three key themes: efficient solution, service with a smile and humanized design. For example, we hold the Yincheng Firefly Charity Theatre and summer camp activities every year to enrich the lives of our property owners.

Yincheng International Held the 11th season of the Yincheng Firefly Summer Camp Activities

During the summer vacation of 2022, Yincheng International held the 11th season of the Yincheng Firefly summer camp activities. The theme of the Yincheng Firefly summer camp was Born to Love, which was extended to four sub-themes, namely Yincheng Firefly • Born to Love Nature, Yincheng Firefly • Born to Love History, Yincheng Firefly • Born to Love Jiangnan and Yincheng Firefly • Born to Love Science and Technology. The activities were carried out in five cities namely Nanjing, Wuxi, Huai'an, Xuzhou and Hefei, covering more than 100 young residents in total.

客戶關懷

銀城國際積極拉進與客戶的距離，讓客戶感受到我們的溫暖。我們圍繞著高效解決、微笑服務和人性化設計三大主旨，持續用服務傳遞溫度。例如，銀城國際每年開展銀夥蟲公益劇場及夏令營活動，豐富業主的生活。

銀城國際開展第十一季銀夥蟲夏令營活動

2022年暑期，銀城國際舉辦第十一季銀夥蟲夏令營活動。銀夥蟲夏令營以《天生熱愛》為主題，並延展至「銀夥蟲·天生愛自然」「銀夥蟲·天生愛歷史」「銀夥蟲·天生愛江南」「銀夥蟲·天生愛科技」四個主題，將活動落地至南京、無錫、淮安、徐州和合肥五個城市，共計覆蓋了百餘名小業主。



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Responsible Marketing

Adhering to responsible marketing practices is a fundamental principle of Yincheng International. We have always stringently complied with relevant laws and regulations of China, such as the *Advertising Law of the People's Republic of China* and the *Regulations on Real Estate Advertising Release*. We have established different marketing-related guidelines and regulations, including the Yincheng International Brand Management System, the Yincheng International Brand Implementation Management Measures and the Yincheng International Marketing Planning Production Review Rules to effectively manage promotion, branding, planning, sales and other businesses and reduce the risk of violation.

In order to ensure that the sales process is strictly implemented according to the relevant systems established by the Group, and to provide customers with satisfactory and thoughtful services, we have conducted marketing risk control checks to effectively manage marketing and publicity, including risk inspection of project marketing plans to ensure information accuracy. In addition, we have provided marketing training for employees of the Group and various subsidiaries to enhance the compliance awareness of marketing personnel.

Based on the above, we have established a strict trademark management system to prevent infringement. While stringently abiding by the *Trademark Law of the People's Republic of China*, we have also established the Yincheng International Trademark Management Measures, which clarifies the internal work process and division of responsibilities for trademark management, rigorously protecting the registration, subsistence and change of our trademarks. As of the end of the Reporting Period, we had a total of 60 registered trademarks. In addition, we have continued to promote the development and refinement of related standards and systems in strict compliance with relevant laws and regulations such as the *Patent Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Standards for the Management of Corporate Intellectual Property Rights*. Efforts have also been made to protect our intellectual property rights from infringement while avoiding infringement on the intellectual property rights of others, which enabled us to enhance our market competitiveness.

責任營銷

負責任營銷是銀城國際必須遵守的底線。我們始終嚴格遵守《中華人民共和國廣告法》《房地產廣告發佈規定》等國家相關法律，內部制定《銀城國際品牌管理制度》《銀城國際品牌落地實施管理辦法》和《銀城國際營銷策劃出品審查細則》等多個營銷相關工作指引制度，有效管理宣傳、品牌、策劃、銷售等業務，降低違規風險。

為確保銷售過程嚴格按照集團制定的相關制度執行，為客戶提供滿意周到的服務，我們通過開展營銷風控檢查來對營銷宣傳進行有效管理，其中包括對項目營銷策劃出品進行風險排查，保障信息的準確輸出。同時，我們針對集團和各城市公司的員工開展營銷培訓，以提升營銷人員的合規意識。

在此基礎之上，我們通過嚴格的商標管理，以防止侵權行為的發生。銀城國際嚴格遵守《中華人民共和國商標法》，同時內部制定《銀城國際商標管理辦法》以明確了商標管理的工作流程及權責劃分，嚴格保護本集團商標的註冊、存續、以及變更。截至報告期末，我們累計獲得商標60件。另外，我們嚴格遵守《中華人民共和國專利法》《中華人民共和國反不正當競爭法》《企業知識產權管理規範》等相關法律法規，持續推進本集團相關規範制度的制定與細化。在保障自己擁有的知識產權不被侵犯的同時避免侵犯他人的知識產權，提高市場競爭能力。

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Customer Privacy Protection

Yincheng International fully respects customers' privacy. It has strengthened the management and protection of customer information security and prevented customer information leakage, safeguarding customer rights and interests. While strictly complying with the *Law of the People's Republic of China on Confidentiality*, the *Law of the People's Republic of China on the Protection of the Rights and Interests of Consumers*, the *Data Security Law* and the *Personal Information Protection Law of the People's Republic of China*, we have formulated management systems within the Group, such as the Yincheng International Management System for the Red and Yellow Lines of Business Operations and the Yincheng International Administrative Measures for Information Security, to ensure the security of the Group's network information and data. During the Reporting Period, we have optimized the management of customer privacy through information verification, authority management, system updates and other methods.

客戶隱私保護

銀城國際充分尊重客戶的隱私權，加強客戶信息安全管理及保護，防止客戶信息洩漏，維護客戶權益。我們嚴格遵守國家《中華人民共和國保密法》《中華人民共和國消費者權益保護法》《中華人民共和國數據安全法》《中華人民共和國個人信息保護法》，同時在集團內部制定了《銀城國際業務紅黃線管理制度》《銀城國際信息化安全管理辦法》等管理制度來保障集團的網絡信息與數據安全。報告期內，我們通過信息核查、權限管理、系統更新等多種方式優化對客戶隱私的管理。

Information verification 信息核查

- Consent or invitation of the property owner is required to bind any customers who are not property owners themselves, in order to ensure that information is not lost. In addition, we further verify customer information to ensure that property information corresponds to customer information. 在信息綁定端，產權人之外的客戶需經產權人本人同意或邀請才能完成綁定，確保信息不流失。另外，我們進一步核查客戶信息，做到房源信息與客戶信息對應。

Authority management 權限管理

- Access rights of sales personnel is under stringent management. Sales personnel can only have input permissions and no permissions are given to view customer information, reducing the possibility of information leakage. 我們嚴格管理銷售人員訪問權限，銷售人員只有錄入權限，無查看客戶信息的權限，降低了信息洩露可能性。

Update of information management system 更新信息管理系統

- We have introduced the Management of Delivery to Customer (交付客戶管理) module in the EAS information management system to digitalize customer information online, reduce offline document transmission and minimize information loss due to personnel handover. 我們在EAS信息管理系統中新增「交付客戶管理」模塊，實現客戶信息線上電子化，減少線下文檔的傳輸，同時降低因人員交接導致的信息遺失現象。

Online satisfaction survey 滿意度調研電子化

- We have adopted online survey methods to accurately send survey information based on the specific stages of the survey projects and targets, reducing the transmission channels of customer information and minimizing the risk of data leakage. 我們啟用線上調研方式，根據調研項目及對象所處調研階段，精準發送調研信息，減少客戶信息的傳遞途徑，降低數據洩漏風險。

Awareness enhancement 意識提升

- We have conducted in-person meetings and training programs to promote the principle of "one matter, one discussion" among all customer service staff in order to avoid customer information leakage and major public opinion crises. 我們通過線下會議培訓進行宣貫，要求所有客服同事遵循一事一議原則，避免客戶信息洩露，以及重大輿情危機事件發生。

Customer privacy protection management 消費者隱私保護管理

3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

During the Reporting Period, there were no data breach incidents or litigation cases related to consumer privacy infringement at Yincheng International.

報告期內，銀城國際未發生數據洩漏事件，未發生消費者隱私侵犯相關的訴訟案件。

3.4 RESPONSIBLE SUPPLY

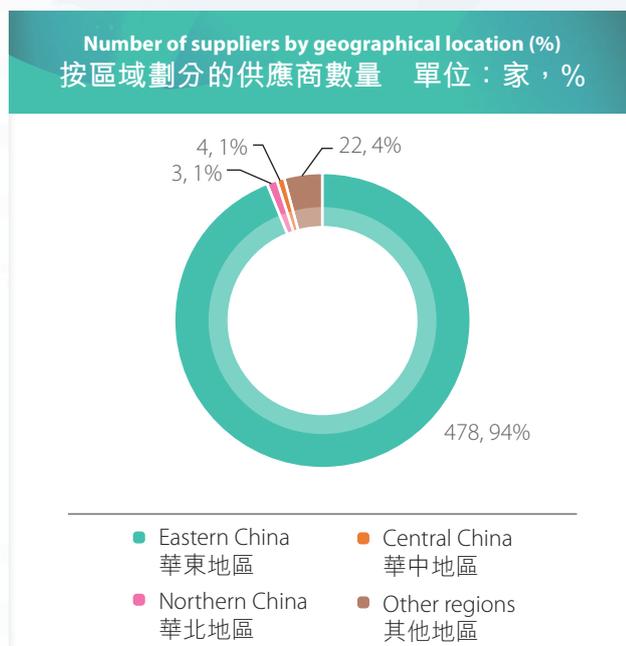
Yincheng International values a win-win partnership with suppliers and strives to create a solid foundation for win-win cooperation with a mutually beneficial approach. Through the continuous promotion of the standardization and refinement of procurement operations, we have established an efficient, prudent and safe supply chain management system to create and realize value for customers in a sustainable manner. In strict compliance with the laws and regulations related to procurement and supply chain management, such as the *Law of the People's Republic of China on Invitation and Submission of Bids* and the *Government Procurement Law of the People's Republic of China*, we have formulated internal management systems, such as the Yincheng International Supplier Management System, the Yincheng International Tender Management System and the Yincheng International Administrative Measures for Cooperation Project Procurement, to strictly regulate tender and procurement behavior. According to the above management standards, as of the end of the reporting period, Yincheng International had a total of 507 suppliers.

In order to reduce the transportation distance of purchased goods, lower carbon emissions and support local enterprises, the Group only used imported products for certain high-end decoration delivery projects during the Reporting Period, with the proportion of local suppliers close to 100%. Particulars of the suppliers are set out below:

3.4 責任供應

銀城國際注重和供應商建立雙贏的合作關係，以互利共進的思想，打造堅實的合作基礎，積極探索共贏之道。我們通過持續推動採購業務的標準化和精細化，搭建高效、健康和安全的供應鏈管理體系，為客戶可持續地創造和實現價值。我們嚴格遵守《中華人民共和國招標投標法》《中華人民共和國政府採購法》等採購及供應鏈管理相關法律法規，制定了《銀城國際供應商管理制度》《銀城國際招投標管理制度》《銀城國際合作項目採購管理辦法》等內部管理制度，嚴格規範招採行為。按照上述管理標準，截止報告期末銀城國際共有供應商507家。

為了減少採購商品在路上的運輸距離，減少碳排放，同時扶持本地企業，報告期內，本集團僅高端裝修交付項目部分使用進口產品，本土供應商比例接近100%。具體供應商數據如下：



3. CRAFTSMANSHIP AND QUALITY (Continued)

3. 匠心，鑄就品質(續)

Supplier Responsible Management

We strictly screen and manage suppliers with high standards for procurement and bidding. Supplier quality and reliability are key factors that we consider. We have established an inspection task force to review different information about suppliers, including quality, reputation and cooperation cases. In addition, we have prioritized suppliers who had high local sales amounts in the previous year to reduce potential risks. Furthermore, we have incorporated the environmental, social and governance performance of suppliers into their inspections, including compliance with qualification requirements and environmental standards of China. Approximately 90% of our suppliers have obtained ISO 9001 and ISO 14001 certifications.

The Group also adheres to ethical business requirements for external suppliers and expects to work with suppliers to create an honest, fair and transparent business environment. As part of our procurement process for bidding, bargaining, price comparison and direct commissioning, we require the Integrity Agreement to be included among the procurement documents, and all suppliers are required to sign and confirm the agreement in writing. Our contact information for reporting is also made available at supplier conferences and on our official website to ensure external stakeholders are aware of the requirements of the Group on integrity. We encourage suppliers to comply with the Yincheng International Sunshine Declaration and carry out cooperation in accordance with our integrity requirements. In addition, we publicly disclose the anti-corruption reporting channels at supplier conferences and on our official website to ensure the transparency of procurement.

供應商責任管理

我們嚴格篩選供應商，並以高標準管理採招。供應商的品質與質量是銀城國際考察的重點，我們成立供應商考察小組，對所有供應商的品質、口碑、合作案例等各項資料進行審核。並且，我們優先選擇上一年度當地銷售金額排名靠前的供應商合作，降低潛在的風險。另外，我們將環境、社會、管治維度納入供應商的考察範圍，審查供應商資質的合規、是否符合國家環保檢測的要求等。在我們的所有供應商中，約90%的供應商獲得了ISO 9001和ISO 14001體系認證。

本集團對外部供應商也始終堅持商業道德要求，期待與供應商共同創建廉潔、公平、透明的營商環境。我們將《廉潔協議書》作為招標、議價、比價、直委等採購活動文件要求之一，並要求所有供應商書面簽署確認，同時我們會在供應商大會及官網上公示舉報的聯繫方式，確保本集團對外部相關方的廉潔要求。我們倡導供應商遵循《銀城國際陽光宣言》，督促供應商以銀城國際的廉潔要求開展合作。另外，在供應商大會及本集團官網上，公開公示廉潔舉報途徑，保證採購的透明性。

3. CRAFTSMANSHIP AND QUALITY (Continued)

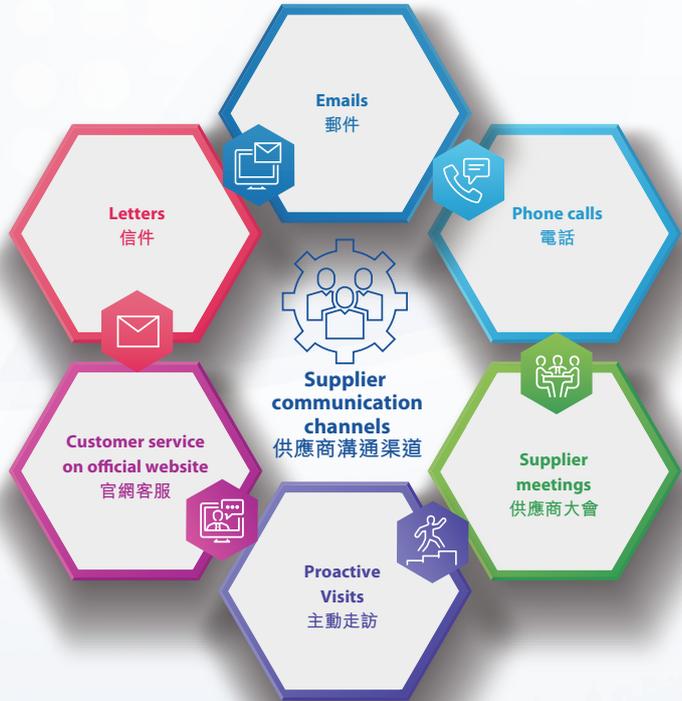
3. 匠心，鑄就品質(續)

Communication with Suppliers

We advocate for mutual development and growth with our suppliers. We have set up a comprehensive communication mechanism to pay attention to the concerns of our suppliers and constantly address the difficulties they may face. We hold regular meetings with our major suppliers to exchange and discuss our business situations in an effort to work together with our suppliers to solve problems and achieve stable and sustainable development of our cooperation.

供應商溝通

我們倡導供應商與銀城國際共同發展與成長。我們通過搭建完善的溝通機制，用心傾聽供應商的心聲，時刻關心供應商所面臨的困難，每季度不定期與重要供方面談交流雙方經營情況，努力攜手供應商一同解決難題，實現合作關係的穩定和發展。



Exchange of opinions and communication with suppliers
供應商交流溝通

4. GREEN DEVELOPMENT

4. 綠色，引領未來

In recent years, green energy and low-carbon emissions have gradually become the key focus of the property industry. Yincheng International actively fulfills its own responsibilities, continuously improves its environmental management system, and integrates environmental protection into its corporate development philosophy. We strictly control the potential environmental impact in the entire process of property development in accordance with applicable laws and regulations, promote innovative green technologies, carry out environmental protection practices, and achieve sustainable green development.

4.1 GREEN MANAGEMENT

Yincheng International has strictly complied with national environmental laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Assessment*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, *Water Pollution Prevention and Control Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*.

We strive for a sound and comprehensive environmental protection management system. During the Reporting Period, we revised the Yincheng International Project Safety and Civilization Management System and Yincheng International Engineering Management Reward and Punishment System. Based on the published Corporate Environmental Policy, we strictly required all departments of the Group to implement environmental management systems, and standardize our environmental protection measures in project construction and operation. There were no non-compliant or major incidents in respect of the environment during the Reporting Period.

Risk Identification on Climate Changes

With the implementation of the "30-60" strategy in China, Yincheng International actively explores corporate climate change risk management in the field of sustainable development. We follow the guidance of TCFD (Task Force on Climate-related Financial Disclosures) and fulfill our responsibility for climate change risk management. We review, update and publicly disclose the climate change risks identified and adjust the climate change strategy of the Group annually.

近年來，綠色節能、低碳排放已逐漸成為地產行業重點關注的發展方向，銀城國際積極履行自身責任，不斷完善環境管理體系，將環境保護融入企業發展理念。我們依照相關法律法規嚴格控制地產開發全流程中的潛在環境影響，推廣綠色創新技術，開展環保實踐、實現綠色發展。

4.1 綠色管理

銀城國際嚴格遵守國家環境相關法律法規，包括《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》等。

我們追求健全完善的環境保護管理體系，報告期內，我們修訂了《銀城國際項目安全文明管理制度》《銀城國際工程管理獎懲制度》，並基於已發佈的《企業環境政策》嚴格要求本集團各執行部門落實環境管理制度，規範我們的在項目建設及運營中的環保舉措。報告期內，銀城國際未發生與環境相關的違規情況及重大事故。

氣候變化風險識別

隨著中國「30·60」戰略的深化，銀城國際積極探索可持續發展領域的企業氣候變化風險應對。我們參照TCFD(Task Force on Climate-related Financial Disclosures 氣候相關財務披露工作小組)的工作指引，落實企業的氣候變化風險管理責任，並每年回顧、更新、公佈我們識別出的氣候變化風險、調整本集團的氣候變化行動戰略。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

During the Reporting Period, we reviewed and updated our physical and transition risk models by comparing the scenarios of two typical GHG concentration pathways (RCP 2.6 and RCP 8.5). We reassessed the relevance and impact of climate change risks to our business, and updated our response measures accordingly. We value the low-carbon transition development of our business and are committed to building a resilient and sustainable enterprise in Yincheng International.

報告期內，我們回顧了過去基於兩種典型溫室氣體濃度途徑(RCP 2.6與RCP 8.5)下的對比情境，調整了實體風險及轉型風險模型參數，重新評估了以下氣候變化風險對業務相關性與影響程度，更新了我們的應對舉措。我們重視企業的低碳轉型發展，致力於將銀城國際打造為具有韌性的可持續企業。

Risk Category 風險類型	Risk parameters 風險參數	Measures taken 應對舉措
Transition Risks 過渡風險	Policies and laws 政策和法律	Introduction of policies relating to energy saving and emission reduction 節能減排相關政策出台
		More stringent emissions reporting obligations and compliance requirements 更嚴格的排放量報告義務及合規要求
		Changes in regulatory requirements and standards in the real estate industry 地產監管要求及標準變化
	Technology 技術	Transition to low-emission products 低排放產品轉型
Transition to low-emission technologies 低排放技術轉型		
		<ul style="list-style-type: none"> Keep abreast of and comply with relevant regulatory laws and regulations; 及時了解和遵守相關監管法律法規； Take environmental protection into account in product development and project management; 在產品開發及項目管理的過程中將環保因素納入考量； Continuously update and improve the product standards and raw material procurement standards of the Company; 持續更新和完善企業的產品標準、原材料採購標準及綠色材料品類； Gradually explore new opportunities for carbon offsetting, carbon elimination, etc. 逐步開展針對碳補償、碳消除等新機遇的探索。
		<ul style="list-style-type: none"> Keep abreast of government incentives for low-carbon technologies; 及時了解政府對低碳技術的激勵政策； Continuously incorporate the concept of energy conservation and emission reduction into the process of product design and research and development; 持續將節能減排理念納入產品設計和開發的過程中； Strengthen project feasibility analysis and monitor risks of losses to reduce risks such as investment failure and unstable results. 加強對項目可行性分析，監管虧損風險，減少投資失敗及減排效果不穩定等風險。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Risk Category 風險類型		Risk parameters 風險參數	Measures taken 應對舉措
	Market 市場	Preference of property owners for green building materials and products 業主對綠色建材產品的傾向	<ul style="list-style-type: none"> Continuously pay attention to and participate in government support projects for green buildings and develop more green building; 持續關注並參與政府對綠色建築的扶持項目，開發更多綠色建築； Gradually increase investment in research and development of green buildings; 逐步增加對綠色建築的研發投入； Analyze the trend of raw material prices, and secure the stable supply and effectively manage the risk of rising procurement costs through communication with suppliers and resource integration. 分析原材料價格變化趨勢，通過與供應商交流及資源整合，確保供應穩定，有效管理採購成本上漲風險。
		Rising procurement costs 採購成本上漲	
Transition Risks 過渡風險	Reputation 聲譽	Concern of property owners to corporate responsibility 業主對企業責任的重視	<ul style="list-style-type: none"> Conduct green building transformation step by step to meet the needs of property owners; 逐步進行綠建轉型以迎合業主的需求； Strengthen attention to disclosure requirements related to sustainable development and climate change, and optimize the external communication channels of corporate social responsibility while ensuring compliance; 加強關注可持續發展及氣候變化相關披露要求，在確保合規的同時，優化企業社會責任對外傳播渠道； Continuously focus on and participate in international and domestic green and environmental-friendly activities with high recognition or strong applicability to enhance the competitiveness in the industry. 持續關注並參與認可度高或適用性強的國際和國內綠色環保活動，提升行業競爭力。
		Concern of stakeholders to negative news 利益相關方對負面消息的關注	

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

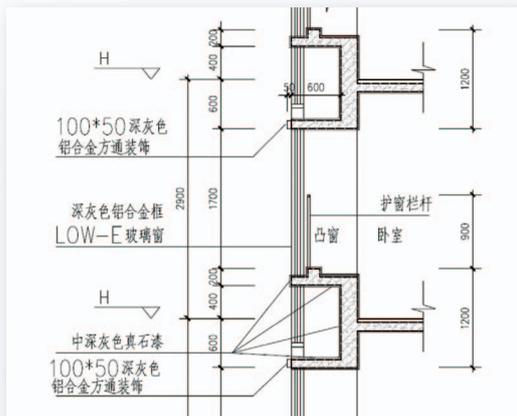
Risk Category 風險類型		Risk parameters 風險參數	Measures taken 應對舉措
Physical Risks 實體風險	Acute 急性	Extreme weather such as typhoons, floods, droughts, extreme heat and cold weather 台風、洪水、乾旱、極端高溫和寒冷氣候等極端天氣事件	<ul style="list-style-type: none"> Closely monitor weather forecasts and organize safety meetings before the commencement of the construction to provide the weather information to ensure the safety of construction staff and make adequate preparations; 密切關注極端天氣狀況並在開始施工前開展安全會議，傳達天氣信息，以確保施工人員安全及做出充足準備； Develop emergency plans and reserve emergency materials to address the impact of unexpected weather on construction; 制定應急預案、建立應急物資儲備以應對突發天氣事件對項目施工的影響； Conduct forward-looking identification and assessment of chronic climate risks and incorporate into considerations for product design. 對慢性氣候風險進行前瞻性風險識別及評估，並納入產品設計的考量因素。
	Chronic 慢性	Impacts of changes in temperature and rainfall 氣溫與降雨量的變化等影響	

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Response to Climate Changes

The continuous global climate change brings not only potential risks to the long-term development of enterprises, but also has potential impacts on the property projects of Yincheng International. We incorporate the concept of climate change response into the design, and strive to create safe and suitable living spaces for customers and owners. We fully consider the potential factors of extreme weather risks and climate change risks that may affect the living environment, and enhance the resilience of living spaces to climate change through the following measures, so as to improve the climate adaptability of the environment.



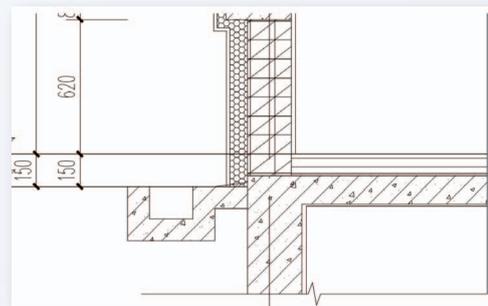
Improving wind resistance of doors and windows for coastal projects

沿海項目門窗防風力提升

- For projects located near the sea and areas frequently affected by typhoons, we have designed targeted improvements in the structural load-bearing capacity of railings and the air tightness level of doors and windows
對於位置靠近海邊、台風天氣影響頻繁的區域項目，我們在設計時將針對性提升欄桿和門窗的結構承載力和門窗氣密性等級

應對氣候變化

全球氣候的持續變化不僅給企業的長久發展帶來潛在的風險，對於銀城國際的地產項目也存在潛在影響，我們通過在設計中融入氣候變化應對理念，為客戶與業主打造安全、適宜的居住空間。我們充分考慮各項極端天氣風險及氣候轉變風險影響生活環境的潛在因素，並通過以下舉措提升居住空間應對氣候變化的韌性，提升環境的氣候適應能力。



Increasing drainage capacity of coastal projects through the design of open ditch drainage system

沿海項目明溝設計增加排水能力

- Coastal projects adopt an open ditch drainage system to cope with heavy rain, which is more conducive to rainwater discharge and has a positive effect on preventing dampness and seepage on the walls of the ground floor and basement
沿海項目採用明溝排水形式以應對暴雨天氣，明溝排水更利於項目雨水排出，對樓棟一層以及地下室的牆面防潮防滲有積極作用

Measures taken in project design to response extreme climate changes

極端氣候變化項目設計應對舉措

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Exterior wall insulation materials are used to adapt to regional climate change

To address the frequent impact of typhoon weather in Wenzhou and Taizhou areas where building facades are more susceptible to erosion from wind and rain, we have adopted internal insulation (insulating mortar) for all wall insulation in projects, such as Jiulongtianzhu in Longwan, Wenzhou, Wen Hua Fu in Yaoxi, Wenzhou, Jinlinfu in Yuhuan, Taizhou, Junlanfu in Taizhou. This reduces the risk of wall detachment during typhoon weather and enhances the durability of building materials. Similarly, in colder regions in the north such as Xuzhou, we use thicker energy-saving insulation materials and construction measures to meet the living needs of different regions.

牆體外保溫材料應對地區氣候變化

溫州台州地區因台風天氣頻繁，樓體外露面受風雨侵蝕更加嚴重。針對這種地區氣候影響，我們在溫州龍灣玖龍天著項目、溫州瑤溪文華府項目、台州玉環金麟府項目、台州君蘭府等項目中的所有牆體保溫採用內保溫形式(保溫砂漿)，減小台風天氣外牆脫落的風險，提升建築材料的耐受性。相應的，在位於寒冷地區的徐州等北方地區，我們在項目使用的節能保溫材料的厚度、構造措施都會有所提高，以滿足不同地區的生活需求。

Targeted design for flood control and drainage

The design of projects, such as Yun Wang Fu in Nanjing and affordable housing in Mengbei, follows the principles of planning guidance, ecological prioritization and tailored solutions. Such projects take into account the overall planning of drainage and flood prevention, water pollution prevention and control and rainwater resource utilization. Measures such as permeable concrete road surfaces, ceramic permeable brick sidewalks, and sunken green spaces are used to reduce the impact of climate change on the community through technological means. Both projects have passed the pre-evaluation of green buildings.

排洪防澇針對性設計

南京雲望府以及孟北保障房等項目設計遵循規劃引領、生態為先、因地制宜的原則，統籌考慮排水防澇、水污染防治與雨水資源利用，擬採用透水混凝土路面、陶瓷透水磚人行道、下凹式綠地等做法利用技術手段減少氣候變化對小區的影響。兩個項目皆已通過綠色建築預評價。



Yun Wang Fu project in Nanjing has been awarded a two-star pre-evaluation for green building
南京雲望府項目獲評綠色建築二星預評價

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Management of Environmental Targets

Yincheng International has established sustainable development environmental targets and actively promoted their achievement by implementing corresponding management measures for four environmental targets each year. During the Reporting Period, we reviewed and summarized the achievement of such targets, guiding the future environmental decision-making of the Group.

環境目標管理

銀城國際已建立可持續發展環境目標，並積極推動目標的達成，每年針對四個環境目標實施對應的管理措施。報告期內，我們對目標的達成情況進行了回顧總結，引導本集團在未來的環境決策。

Environmental Targets of Sustainable Development 可持續發展環境目標

Our Actions

我們已採取的行動

Target of Carbon Emissions 碳排放目標

- Gradually establish a carbon emissions management system and strive to achieve a year-on-year reduction in carbon emissions
逐步建立碳排放管理體系、力爭實現碳排放量的逐年降低

Reducing Carbon Emissions 碳排放減排

- Further strengthen waste management and increase efforts in waste recycling.
進一步加強廢棄物管理力度，加大廢棄回收比例。
- Increase efforts in the investment and procurement of renewable resources
增加可再生資源的投資和採購比例
 - Reduce unnecessary travel trips
減少不必要的差旅出行
 - Carry out promotion and training on low carbon
開展低碳相關的宣貫及培訓
 - Explore new opportunities for carbon elimination technology
探索新興碳消除技術機遇

Target of Energy Use Efficiency 能源效益目標

- Accelerate the development of energy use management system and improve the efficiency of energy use
加快用能管理體系建設，提升能源使用效率

Improving Energy Use Efficiency 能源效益提升

- Increase the use of renewable energy
增加了可再生資源的使用比例
- Phase out equipment with high-energy consumption
淘汰了高能耗設備
- Strengthen the awareness of energy conservation among employees
開展員工節能意識宣貫

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Target of Waste Reduction

減廢目標

- Further strengthen waste management and increase efforts in waste recycling
進一步加強廢棄物管理力度，加大廢棄回收比例

Waste Reduction Actions

減廢行動

- Strengthen promotion on waste reduction internally and externally
增加了對內對外的減廢宣傳
- Adopt online document transmission to reduce the consumption of office supplies
採用線上資料傳輸方式，減少了辦公物品消耗
- Use recyclable materials for replacement
對可循環材料進行迭代升級

Target of Water Efficiency

用水效益目標

- Gradually increase the investment in water-saving technologies and techniques to improve water efficiency
逐步加大節水工藝及技術的投入，提高用水效益

Improvement of Water Efficiency

用水效益提升

- Adopt water-saving equipment and water treatment technologies to replace the original technologies and equipment
使用節水型設備和水處理技術替換原有技術和設備
- Conduct the promotion on the awareness of water conservation internally and externally
開展了對內對外的節水意識宣貫

Environmental targets and Review of Yincheng International

銀城國際環境目標及回顧

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

4.2 GREEN OPERATION

We understand that managing the environmental impact is an essential prerequisite for the construction management of property projects. For all construction sites, we comply with the requirements of the *Law of the People's Republic of China on Environmental Impact Assessment* to conduct environmental impact assessments before project construction and publish environmental monitoring data through the government public network. We strictly implement the environmental impact assessment process in the project completion inspection work to ensure that pollutant emissions during project construction are supervised by stakeholders, and achieve compliance with construction and project completion inspection. We continuously expand green construction in property projects, control the use of resources, reduce waste and control pollution emissions. During the Reporting Period, Yincheng International was not involved in any environmental protection-related complaints or administrative penalties.

Pollution Control

The Group values environmental management during the operation of construction projects. We strictly control the environmental impact that may arise from construction, civil engineering and operation after completion. We have established environmental protection and control facilities at the construction sites of our projects and installed equipment for environmental monitoring and pollution prevention. We require contractors to comply with the environmental management policy of Yincheng International and to establish dedicated departments to monitor the implementation of environmental protection measures at construction sites, in order to prevent any illegal or non-compliant construction. During the Reporting Period, we mainly controlled pollutant emissions through the following measures:

4.2 綠色運營

我們深知，控制環境影響是房地產項目建設施工管理的基本要求。對於所有的工地項目，我們依法按照《中華人民共和國環境影響評價法》的要求，在項目建設前開展環境影響評價，並將環境監測數據通過政務公開網絡公示。我們嚴格落實項目竣工驗收工作中的環境影響評價環節工作，確保項目建設過程中的污染物排放受到利益相關方的監管，實現土建施工與項目竣工驗收合規。我們持續拓展地產項目的綠色施工，管控資源使用量，減少資源浪費，控制污染排放。報告期內，銀城國際未發生任何環保投訴事件和行政處罰。

控制污染

本集團重視建設項目運營過程的環境管理，在項目施工過程中，我們嚴格控制因施工、土建和建成後運營中可能產生的環境影響。我們在建設項目施工現場均設立了環保管控設施，安裝環境監測及污染防治設備。我們要求承包商遵守銀城國際環境管理政策、並設置專職部門監管施工現場環保舉措的落實情況，杜絕違規、違法施工。報告期內，我們通過以下管理舉措減少污染物的排放：

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Water pollution control

水污染控制

- New wheel washing machines have been installed at the entrance and exit of the sites to ensure that vehicles are thoroughly cleaned and the road surface is kept tidy.
現場出入口設置新型洗輪機，保證車輛沖洗乾淨，進出口路面整潔。
- Vehicle washing wastewater is collected and reused centrally, increasing water utilization efficiency.
車輛沖洗廢水集中收集回用，增加水利用率。

Air pollution control

大氣污染控制

- Dust monitoring devices have been installed to monitor on-site pollution in real time. Linked automatic spray systems have also been set up, which will automatically start dust suppression based on the monitoring system parameters.
設立揚塵監測裝置，實時監控現場污染情況。設置了聯動自動噴淋系統，噴淋系統會隨監測系統參數自動開啟，進行除塵。
- Vehicles that are prone to generating dust, such as soil trucks, are enclosed to reduce dust emissions. Hardening and covering measures are adopted for construction and bare soil roads to reduce dust.
封閉渣土車等易產生揚塵的車輛，施工使用道路與裸土路面採取硬化及覆蓋措施減少揚塵。

Waste pollution control

廢棄物污染控制

- In the construction site, the surplus concrete is produced into covered slabs. Waste steel bars are recycled and reused in various ways, such as making rainwater gratings from scrap steel bars and using waste wooden planks to make pump truck support pads.
現場將混凝土餘料製作後澆帶蓋板、廢鋼筋頭用於制作雨水篦子、廢舊木方制作泵車支腿墊板等方式回收再利用廢棄物。

Noise pollution control

噪聲污染控制

- Monitoring and public notification systems with integrated noise monitoring modules have been installed around the perimeter of the project sites, and real-time intelligent monitoring of noise is carried out by combining temperature, humidity and wind speed data.
項目場界周邊皆安裝監控公示系統，集成噪聲監測模塊，結合溫濕度、風速數據實時智能化監控噪音。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)



On-site environmental monitoring equipment
現場環境監測裝置



Vehicle washing at exit
出場車輛沖洗



Temporary road hardening treatment on site
現場臨時道路硬化處理



All exposed soil on site is covered
現場裸土全部覆蓋

Environmental Management Measures of Yincheng International at Construction Sites
銀城國際施工現場環境管理舉措

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Energy Saving and Consumption Reduction

Yincheng International has continuously optimized the construction process and introduced new technologies and equipment to maximize resource utilization efficiency in project construction. During the Reporting Period, we have actively adopted various control measures to improve the efficiency of energy and water resource use.

In respect of improving energy efficiency:

- Develop energy use plans during the construction process and implement energy-saving measures for production, living, office and major energy-consuming construction equipment on the construction site according to the plan;
- Regularly measure and account for major energy-consuming equipment;
- Proactively prohibit the use of construction equipment, machinery and products that have been phased out by the national, industry and local governments during project construction;
- Increase investment in new and environmentally friendly equipment, and use solar-powered street lights for temporary roads and living areas lighting.



On-site solar energy

現場使用太陽能



Energy-saving lighting

使用節能燈具



Distribution boxes equipped with time switches

配電箱配置時控開關

Energy Saving Measures taken in Construction Sites

施工現場節能舉措

節能降耗

銀城國際在項目施工中不斷優化施工流程、引入新技術、新設備以最大化項目建設中的資源利用效率。報告期內，我們積極採取各項控制措施提升能源及水資源的使用效率。

在能源效率提升方面：

- 施工過程中制定能源使用計劃，按計劃在施工現場對生產、生活、辦公和主要耗能施工設備採取節能措施；
- 對主要耗能設備定期進行計量核算；
- 主動禁止項目施工過程中使用國家、行業、地方政府明令淘汰的施工設備、機具和產品；
- 增加新型設備及環境友善型設備投入，臨時道路及生活區照明採用太陽能路燈。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

In respect of the conservation of water resources:

We proactively pump natural precipitation collected from the basement sump to the temporary firewater pool for reuse in the temporary water needs of construction sites. In addition, we have developed a water quota in the project construction plan, strictly controlling construction and living water usage. In the office and living areas, we have fully adopted water-saving appliances. The configuration rate of certain water-saving appliances was 100%.

Application of Environmental-friendly Technologies

We have mature green building technologies such as energy-efficient exterior protective structures of buildings, prefabricated outfitting, and rainwater recycling, and continuously explore new technologies in the field of green buildings, expanding the scope of technology used to achieve carbon and waste reduction during operation. Throughout the entire life cycle of projects (including material production, building planning, design, construction, operation, maintenance and demolition, and reuse), we fully consider the possibility of environmental protection and energy-saving, and improve the efficiency of resource and manpower utilization. During the Reporting Period, we have achieved the following results in environmental protection building technologies:

在水資源節約利用方面：

我們主動將地庫降水井中收集的自然降水抽取至臨時消防水池，循環利用於施工中的臨時用水需求。此外，在項目施工計劃中，我們制定了用水定額，嚴格控制施工及生活用水。在辦公區、生活區中我們全面採用節水器具，部分項目節水器具配置率達100%。

環保技術應用

我們已具備成熟的外圍護結構節能、裝配化裝修、雨水回收等先進的綠色建築技術，並不斷開拓綠色建築領域中的新技術，擴大技術的使用範圍，實現運營過程中的減碳減廢。我們在項目的全生命週期中（物料生產、建築規劃、設計、施工、運營、維護及拆除、回收利用）充分考慮環境保護及節能降耗的可能性，提升資源及人力物力資源的效率。報告期內，我們在環保建築技術方面取得了如下成果：

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Assembled Building Technologies

裝配式技術

- During the construction of the main structure, we adopted the construction department's technology for assembled concrete structures, fully considering the following technical guidelines: the *Technical Guidelines for Shear Wall Structures in Assembled Concrete*, the *Technical Guidelines for Concrete Composite Panel Technology* and the *Technical Guidelines for Prefabricated Component Factory Processing Technology*.

我們在主體結構施工期間採用建設部建築業裝配式混凝土結構技術，在技術層面充分考慮以下技術指引：《裝配式混凝土剪力牆結構技術》《混凝土疊合樓板技術》《預製構件工廠化加工技術》。

Prefabricated Component Factory Processing Technology

工廠預製化加工

- Composite slabs, stairs and some of shear walls used in the construction project are all prefabricated with Well-developed factory processing technology.
建設項目中使用的疊合板、樓梯、部分剪力牆均已具備成熟工廠預製化加工技術。
- After the centralized processing, they are transported to and directly installed in the construction site, reducing on-site space and energy consumption.
統一加工、統一運輸，運至現場直接吊裝，減少現場佔地及能耗。

New Construction Materials

新建築材料

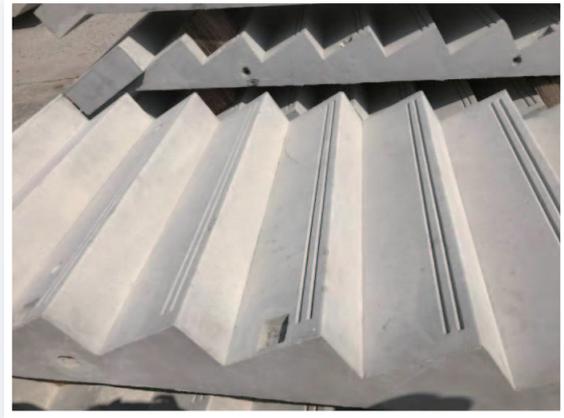
- During the structural construction phase, new materials such as ALC partition boards and steam-cured perlite partition boards were used for interior partitions to reduce construction waste and achieve cost savings and efficiency improvements.
結構施工期間，內隔牆選用ALC隔牆板、蒸壓陶粒隔牆板等新型材料，減少建築垃圾的產生，實現降本增效。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)



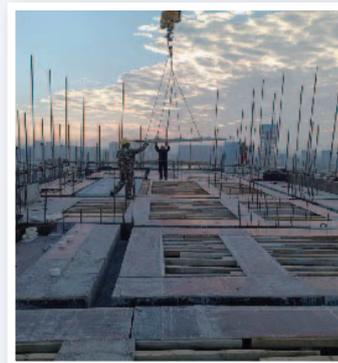
**Prefabrication and factory production
of building components**
預製構件工廠化生產



**Standard for the production and formation
of prefabricated components**
預製構件工廠化生產成型標準



**Control process during the installation
of prefabricated shear walls**
預製剪力牆安裝過程控制



Lifting of prefabricated composite panels
預製疊合板吊裝

Achievements of Assembled Building Technology
裝配式建築技術成果

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

4.3 GREEN OFFICE

Yincheng International advocates the principle of “cost reduction and efficiency enhancement, and strict saving” in its daily operations, and has incorporated energy-saving, low-carbon and green offices into its environmental management policy. During the Reporting Period, in accordance with the Corporate Environmental Policy, we issued the Proposal on Green Office to all employees, encouraging them to engage in energy-saving and emission-reduction practices in business travel, energy use and administrative work. We focus on saving electricity and water resources, and strengthen centralized management of waste.

Office Energy Management

The Group has implemented the spirit of energy conservation and emission reduction and strengthened energy conservation. During the year, the Group’s main office (including office areas in Nanjing, Wuxi, Xuzhou and Hangzhou) consumed a total of 559,454 kWh of electricity, with an electricity intensity of approximately 150 kWh/m² per square meter of office space. We will continue to monitor the Group’s electricity consumption, accelerate the construction of the energy management system and improve energy efficiency.

4.3 綠色辦公

銀城國際在日常運營中提倡「降本增效，厲行節約」原則，將節能低碳、綠色辦公納入環境管理政策。報告期內，我們依據《銀城國際環境政策》，向所有員工發佈了《綠色辦公倡議書》，鼓勵員工在差旅出行、能源使用、行政辦公中開展節能減排實踐。我們重點關注電力、水資源節約，並加強了廢棄物的集中管理。

辦公能源管理

本集團貫徹節能減排精神，加強節能工作。本年度集團主要辦公場所(包括南京、無錫、徐州和杭州辦公運營區)共消耗電力559,454 kWh，辦公場所每平米用電強度約150 kWh/m²。我們將持續監管集團的用電消耗，加快用能管理體系建設，提升能源使用效率。

Energy Management 能源管理	Energy-saving of air conditioning systems 空調系統節電	We set a reasonable temperature for air conditioning systems and turn off air conditioning in office areas when there is unoccupied. We also regularly clean the air conditioning systems to improve the energy efficiency. 在空調使用中設置合理溫度，在辦公區域無人時及時關閉空調；定期清洗空調，提高空調能效水平。
	Energy-saving of lighting systems 照明系統節電	We promote the use of energy-saving lighting in office and encourage the use of natural light for illumination. Lights are turned off when the office area is unoccupied to avoid leaving lights on unnecessarily. 辦公場所推廣使用節能燈具，鼓勵利用自然光照明；辦公區域無人時做到人走燈滅，杜絕「長明燈」。
	Energy-saving of Office equipment 辦公設備節電	Computers, printers, copiers, fax machines and other office equipment should be switched off in a timely manner when they are not in use for a long time or after work to reduce standby power consumption. 計算機、打印機、複印機及傳真機等辦公設備在長時間未使用以及下班後，及時切斷電源，減少待機消耗。 When purchasing office electrical equipment, we should consider selecting environmentally-friendly and energy-saving products while also taking into account price factors. 購置辦公電器設備時，在考慮價格因素的同時，盡量挑選綠色節能產品。

Energy Management Measures of Green Office 綠色辦公能源管理舉措

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Office Water Consumption Management

Yincheng International strictly follows the relevant national requirements to regulate water intake, with the main source of water coming from the municipal pipeline network and some recycled water. Yincheng has not encountered any difficulties in sourcing suitable water sources. Meanwhile, we strictly manage the water consumption of our major office. During the year, the total water consumption of Yincheng International was 2,006 tonnes, with a water consumption intensity of 0.54 tonnes/square meter. We have implemented the following water-saving measures in our daily management to promote the achievement of our water-saving targets.

辦公水資源管理

銀城國際嚴格按照國家相關要求規範用水取水，水源主要來自市政管網和部分循環用水。銀城在尋找合適的水源方面沒有遇到任何困難。同時，我們嚴格管理主要辦公運營地的水資源消耗量。本年度銀城國際總消耗水2,006噸。水資源消耗每平方米強度0.54噸/平方米。我們在日常管理中推行以下節水措施，促進銀城國際節水目標的達成。

Water Resource Management 水資源管理

Daily maintenance and management of water equipment 用水設備的日常維護管理

We carry out regular maintenance and inspection of water supply pipelines and components to identify and replace aging or damaged parts; actively inspect, address and notify relevant personnel to promptly resolve any water supply issues and prevent wastage due to leaks, drips or continuous flow of water.

及時檢查更換老化的供水管路及零件；自覺檢查、處理和通知相關人員及時解決供水故障，杜絕跑、冒、漏、滴和長流水現象。

Regular water-saving management in offices 辦公常規節水管理

Drinking water should be used as needed to avoid waste. When washing cups, utensils, etc., the water flow should be controlled and water usage should be reduced as needed. Water equipment should be promptly turned off after use to reduce wastewater discharge.

飲用水資源按需接取，避免浪費；洗滌茶杯、用具等時，控制水流、按需減少用水量；用水結束應及時關閉用水設備，減少污水排放。

Water-saving Management Measures of Green Office

綠色辦公節水管理舉措

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Office Waste Management

We have established a comprehensive system for managing waste and strictly adhere to national and local laws and regulations for the classification, recycling, centralized transportation and disposal of office waste, including paper, toner cartridges and ink cartridges.

For hazardous waste, we actively implement waste management measures and collect them for disposal by specialized third-party companies to reduce their harm. During the Reporting Period, the main office premise of Yincheng International generated 8,177 kg of non-hazardous waste, with a per capita generation of 31 kg/person; and 139 kg of hazardous waste (including waste toner cartridges, ink cartridges and batteries), with a per capita generation of 0.5 kg/person.

辦公廢棄物管理

我們已建立完善的廢棄物管理制度，對於包括紙張、硒鼓、墨盒在內的辦公廢棄物，我們嚴格按照國家及地方法律法規開展垃圾分類回收、集中清運、分類處理工作。

對於危險廢棄物，我們積極落實廢棄物管理措施，收集後交由具有處理能力的專業第三方公司處置以減少其危害。報告期內，銀城國際主要辦公地產生8,177 千克無害廢棄物，人均產生量為31 千克／人；共產生有害廢棄物(廢硒鼓墨盒、廢電池)139 千克，人均產生量0.5 千克／人。



Non-hazardous waste 無害廢棄物

- Recycling: We encouraged the recycle use of stationery by providing replacements for new ones and recycle all old stationery to reduce the unnecessarily waste
循環利用：鼓勵辦公文具循環使用，通過提供筆芯等可替換件減少不必要的浪費
- Food conservation: Promote the "Light Tray Initiative" to reduce food waste
節約糧食：倡導「光盤行動」，減少廚餘垃圾產生
- Resource conservation: Reduce the use of disposable cups, cutlery and other plastic products, and encourage employees to bring their own cups and cutlery
節約資源：減少一次性水杯、餐具等塑料產品使用，提倡自帶水杯和餐具



Hazardous waste 有害廢棄物

- Separate collection: Conduct separate collection for toner cartridges, ink cartridges and other hazardous waste and deliver to qualified companies for treatment
分類回收：將硒鼓、墨盒等有害廢棄物單獨回收，交由具有資質的處理公司
- Recycling: Use recyclable toner/cartridges and cooperate with electronics companies for recycling disposed computers and other equipment
循環利用：使用可循環再生的碳粉盒／墨盒，並與電子設備公司合作，實現報廢電腦等設備的循環利用

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

In addition, we actively carry out office supply management to reduce the use of paper and other office supplies from the source and improve the reuse rate of office supplies. We promote a paperless office within the Group and encourage employees to reduce waste and consumption by issuing the Proposal on Green Office.

此外，我們也積極開展辦公用品管理工作，從源頭減少紙張及其他辦公用品的使用量，提高辦公用品的重複利用率。我們在集團範圍內推行無紙化辦公，並通過發佈《綠色辦公倡議書》，鼓勵員工減少浪費，減少消耗。

Green Office Management Measures of Yincheng International

銀城國際綠色辦公管理措施

- We fully utilize information system platforms and electronic document transmission to reduce paper consumption in offices.
- 充分利用信息系統平台及電子文檔方式辦公及傳輸文件，減少紙張消耗。
- When printing, double-sided printing or collecting for reuse should be used as much as possible to reduce paper consumption. We also reduce the number of repeated printing and copying, and reuse of draft and copying papers.
- 強打印時應盡量採用雙面打印或收集重複利用，降低紙張消耗，減少重複打印、複印次數，注重稿紙、複印紙的循環再利用。
- The purchase and use of office supplies in each company should follow the principle of thriftiness to avoid waste and reduce consumption.
- 各公司辦公用品的採購與領用應以節儉為原則，避免浪費，減少消耗。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Green Travel

We place great emphasis on the safety of our employees during their commuting and encourage them to actively reduce unnecessary travel for environmental reasons, thus reducing emissions caused by vehicle use and fuel consumption. For the Group's own official vehicles, we actively promote the following initiatives to advocate green travel and reduce fuel consumption. During the year, the Group used 37.97 metric tonnes of gasoline for its official vehicles.

綠色出行

我們重視員工在通勤出行時的安全，也鼓勵員工出於環保角度主動減少不必要的出行，以此減少由於使用車輛、消耗燃油而產生的排放。對於集團自有公務車輛，我們積極推進以下舉措，提倡綠色出行，減少燃油消耗量。本年度集團公用車汽油使用量為37.97公噸。

Designated refueling for official vehicles 公務車定點加油

- Adhere to standardized driving and regular maintenance to reduce abnormal wear and tear of vehicle parts, lower fuel consumption, and reduce maintenance costs
堅持規範行駛、按時保養，減少車輛部件非正常損耗，降低車輛油耗和維修費用支出

Reasonable arrangement of vehicle dispatch and driving routes 合理安排出車任務和行駛路線

- Encourage carpooling to reduce the number of single trips and increase utilization efficiency
提倡合乘車輛，減少單車出駛台次，提高使用效率
- Provide low-carbon driving training for drivers
為司機提供低碳駕駛培訓

Public transportation 公共交通工具

- We encourage our employees to use public transportation and non-motorized transportation for commuting
我們鼓勵員工利用公共交通工具和非機動交通工具出行

Encourage online meetings 鼓勵線上會議

- For meetings that do not require face-to-face interaction, we encourage employees to arrange online meetings as much as possible to reduce unnecessary travel
對於無特殊會面要求的會議，我們鼓勵員工盡可能安排線上會議，減少不必要的差旅出行

Green Travel Initiatives of Yincheng International 銀城國際綠色出行舉措

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Annual Environmental Performance Data Report of Yincheng International in 2022¹:

2022年度銀城國際環境數據績效表¹：

Category 類別	KPIs 關鍵績效指標		Unit 單位	Emissions/ Consumption in 2022 2022排放量/ 消耗量
Use of resources 資源使用	Energy consumption ² 能源消耗 ²	Direct energy consumption (gasoline) ³ 直接能源消耗量(汽油) ³	Tonnes of standard coal 噸標煤	55.9
		Indirect energy consumption (purchased electricity) 間接能源消耗量(外購電力)	Tonnes of standard coal 噸標煤	68.8
		Comprehensive energy consumption 綜合能耗	Tonnes of standard coal 噸標煤	124.7
		Comprehensive energy consumption per square meter 每平方米綜合能耗	Tonnes of standard coal/m ² 噸標煤/平方米	0.033
	Water consumption 水資源消耗	Water consumption ⁴ 用水量 ⁴	Tonnes 公噸	2,006
		Water consumption intensity per square meter 每平方米耗水密度	Tonnes/m ² 公噸/平方米	0.54

¹ In 2022, Yincheng International optimized its energy management system and included the Xuzhou and Hangzhou office areas in the scope of environmental data performance statistics.

² Energy consumption: Calculated according to the *General Rules for Integrated Energy Calculation* (GB 2589-2020).

³ Gasoline: During the Reporting Period, the Group standardized the statistical caliber of gasoline consumption, which resulted in an increase in gasoline consumption.

⁴ Water consumption: During the Reporting Period, the office areas in Nanjing was adjusted, resulting in a decrease in water consumption.

¹ 2022年，銀城國際優化能源管理體系，將徐州和杭州辦公區納入環境數據績效的統計範圍。

² 能源消耗：依據《綜合能耗計算通則》(GB 2589-2020)計算。

³ 汽油：報告期內，本集團規範了汽油消耗量的統計口徑，導致汽油量增加。

⁴ 用水量：報告期內，南京地區辦公室面積進行了調整規劃，導致用水量減少。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Category 類別	KPIs 關鍵績效指標		Unit 單位	Emissions/ Consumption in 2022 2022排放量/ 消耗量
Emissions 排放物	GHG emissions ⁵ 溫室氣體排放 ⁵	GHG emissions within Scope 1 範疇一溫室氣體	Tonnes of CO ₂ equivalent (CO ₂ e) 噸二氧化碳當量	115.5
		GHG emissions within Scope 2 範疇二溫室氣體	Tonnes of CO ₂ equivalent (CO ₂ e) 噸二氧化碳當量	319.1
		Total GHG emissions 溫室氣體總排放量	Tonnes of CO ₂ equivalent (CO ₂ e) 噸二氧化碳當量	434.6
		Total GHG emissions intensity 溫室氣體總排放密度	Tonnes of CO ₂ equivalent (CO ₂ e)/m ² 噸二氧化碳當量/平方米	0.12
	Exhaust gas emissions 廢氣排放	Nitrogen oxide (NO _x) 氮氧化物	kg 千克	408.3
		Sulfur oxide (SO _x) 硫氧化物	kg 千克	0.8
		Particulate matter (PM) 顆粒物	kg 千克	39.1
	Waste water emissions 廢水排放	Waste water emissions 廢水排放量	Tonnes 噸	1,605
	Wastes discharge 廢棄物排放	Output of hazardous waste 有害廢棄物產生量	kg 千克	139
		Output of hazardous waste per capita 人均有害廢棄物產生量	kg/person 千克/人	0.5
Output of non-hazardous waste 無害廢棄物產生量		kg 千克	8,177	
Output of non-hazardous waste per capita 人均無害廢棄物產生量		kg/person 千克/人	31.1	

⁵ GHG emissions: The calculation of GHG emissions was based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Public Building Operations Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. GHG emissions within Scope 1 came from gasoline consumption of vehicles owned by the Company; GHG emissions within Scope 2 came from indirect emissions from purchased electricity; GHG emissions within Scope 3 came from carbon emissions generated by employees' flight travel. In 2022, the Company's employees did not have any air travel, so no data of emissions within Scope 3 was calculated. The emission factor for electricity was calculated based on the *Notice on Key Work of Managing Enterprise Greenhouse Gas Emission Reports from 2023 to 2025* issued by the Ministry of Ecology and Environment of the People's Republic of China, and the grid emission factor has been adjusted to 0.5703 tCO₂/MWh.

⁵ 溫室氣體排放：溫室氣體排放量計算參照中華人民共和國國家發展和改革委員會發佈的《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》。範疇一溫室氣體排放來自公司自有車輛的汽油消耗；範疇二溫室氣體排放來自外購電力產生間接排放；範疇三溫室氣體排放來自員工飛行差旅程產生的碳排放，2022年度本公司員工未有任何飛行差旅，故未統計範疇三排放數據。電力排放因子計算參照中華人民共和國生態環境部發佈的《關於做好2023-2025年企業溫室氣體排放報告管理相關重點工作的通知》，其中電網排放因子調整為0.5703 tCO₂/MWh。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

4.4 GREEN BUILDING

Yincheng International is a pioneer in the green building industry. While achieving sustainable growth, we actively create green real estate projects that promote harmony between humans and nature. We fully adhere to green building design standards, use new materials and adopt prefabricated building technologies to reduce demolition and increase the lifespan of new buildings, so as to reduce carbon emissions. We believe that excellent design not only brings green concepts into humanistic and natural designs, but also injects green vitality into our projects.

Green Building Design Concepts

Good building design brings diverse residential properties to customers and property owners of Yincheng International. We fully apply sponge city design, prefabricated outfitting and photovoltaics, and consider the natural conditions and ecological environment in the creation of residential and public spaces to provide a good and healthy living environment. In project design, we prioritize the use of green building materials and supporting facilities to reduce the environmental and health impacts caused by project construction or operation.

Yincheng International actively participates in and practices green building and energy-saving initiatives. We widely apply various green energy-saving technologies and products in various projects. During the Reporting Period, we strengthened the evaluation of the energy consumption of household multi-split air conditioning units used in the projects. We comprehensively evaluated and checked the energy consumption assessment indicators of multi-split air conditioning in accordance with the *General Specification for Building Energy Efficiency and Renewable Energy Utilization* GB 55015-2021 for new construction projects.

4.4 綠色建築

銀城國際作為行業綠色建築的先行者，在企業可持續成長的同時，我們積極打造以人與自然協調發展的綠色地產項目。我們充分參照綠色建築設計標準，選用新型材料，採用裝配式建築技術，減少拆除並提高新建建築使用壽命，以此幫助建築減碳減排。我們相信，優秀的設計不僅將綠色理念帶入人文自然設計，更為項目點染了綠色生機。

綠色建築設計理念

良好的建築設計為銀城國際的客戶及業主帶來多元的住宅物業產品，我們充分應用海綿城市設計、裝配化裝修、光伏技術，並在居住空間的打造、公共空間的創建中充分考慮項目天然條件和自然生態帶來的良好、健康的居住條件。在項目設計中我們優先採納綠色建築材料及配套設施，減少因項目建設或運營中產生的環境、健康影響。

銀城國際積極參與並踐行綠色建築節能工作，在各個項目中廣泛應用各種綠色節能技術和產品。報告期內，我們強化評估了項目中使用的家用多聯機空調機組的能耗，全面按照《建築節能與可再生能源利用通用規範》GB 55015-2021 評估核對新建項目的多聯機空調的能耗考核指標。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Harmony with nature

融入自然

- All residential units have at least two windows that can meet the full window sunshine requirement for two hours on the coldest day of the year
所有住宅戶型至少2扇窗能滿足大寒日2小時的滿窗日照要求
- The outdoor activity space per capita in all projects is no less than 0.3 square meters
所有項目人均室外活動場地≥0.3平方米
- The annual runoff control rate in a project site is not less than 70%
項目場地區域年徑流總量控制率不小於70%

Energy-saving designs

節能設計

- Residential building energy efficiency rate reached 75%
居住建築節能率達到75%
- Multi-split air-conditioning system is used to reduce inefficient use of fossil energy
使用兩聯供空調系統，降低化石能源的低效率使用
- Supporting facilities of the project are equipped with ground source heat pump system, solar water heating system and rainwater sprinkler system
項目配套設施增加地源熱泵系統、太陽能熱水系統和雨水噴灌系統

Sponge city

海綿城市

- Accelerate the implementation of residential buildings (including serviced apartments) with micro-slope and flat drainage systems
加快實施居住建築(含銷售型公寓)微降板及不降板排水系統的應用
- Promote the implementation of sponge city design and improve the utilization of non-traditional water sources in all projects
推進所有項目海綿城市設計及實施的工作，提高非傳統水源的利用率
- Increase the use of permeable concrete pavement, ceramic permeable brick sidewalks and depressed green space design to address flood impacts
增加透水混凝土路面、陶瓷透水磚人行道、下凹式綠地設計應對洪澇沖擊

Green Building Design Concepts of Yincheng International

銀城國際綠色建築設計理念

Highlight of Green Building Design

綠色建築設計亮點成果

Yincheng International has widely adopted solar hot water and heating systems in various projects, which can save approximately RMB400,000 per year in energy costs by utilizing renewable resources;
銀城國際在多個項目中普遍使用太陽能熱水及供暖系統，通過利用可再生資源，能耗效益預計可節省費用約40萬元/年；

Yincheng International actively implements various provisions in the local standard, *Residential Building Thermal Environment and Energy Saving Design Standard*, that the Group participated in compiling in Jiangsu Province, and has achieved the requirement of a 75% energy saving rate for residential buildings.

銀城國際積極落實本集團參編的江蘇省地方標準《居住建築熱環境和節能設計標準》中的各項規定，已實現居住建築節能率達到75%的要求。

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Green Building Projects

As a leading practitioner of green buildings, Yincheng International has obtained green building certificates for 20 projects in the past three years. As of 2022, Yincheng International has obtained three-star green building certificates for three projects and two-star green building certificates for 13 projects. The list of all projects with green building certificates is as follows:

綠色建築項目

作為綠色建築的領先實踐者，銀城國際近三年來已有20個項目取得綠色建築認證。截止2022年，銀城國際已獲得三星級綠色建築認證3項，二星級綠色建築認證13項。已取得的全部綠色建築認證項目清單如下：

Three-star Green Building 三星綠色建築	Two-star Green Building 二星綠色建築	One-star Green Building 一星綠色建築
<ul style="list-style-type: none">Buildings 1–13 of Jin Ling Jiu Yuan 金陵玖園 1–13 棟樓Oriental Rehabilitation Hospital 東方頤年康復醫院G1, G2, Y1-9# of Zhi Lu Tai in Gaoxin District, Hefei 合肥高新區知廬台 G1、G2、Y1-9# 樓項目	<ul style="list-style-type: none">Sheltered Mansion 東樾府Hui Mountain International Community 惠山國際社區Su He Wan 蘇河灣Gu Su Yue 姑蘇樾Changjiangfu Mansion 長江賦Rongyue Dongfang 融悅東方Jiu Du Hui Mansion 洵都匯Lin Feng Yuan of Qingshanhupan 青山湖畔臨楓園Lanshili in Hangzhou 杭州瀾仕里Junlanfu in Taizhou 台州君蘭府Huihu Yaju 薈湖雅居Block 1–20 of Huilingweilai 薈領未來 1–20 棟樓Yishan Yazhu in Zhenjiang 鎮江依山雅築	<ul style="list-style-type: none">The north district of Di Cui Yuan 滴翠園北區Plot B1 of Yi He Shan Zhuang in Linan 臨安頤和山莊 B1 地塊Yungu Tianjing Mansion 雲谷天境Jiulongtianzhu 玫瑰天著

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Buildings 1-13 of Jin Ling Jiu Yuan in Nanjing

In 2022, Yincheng International completed the delivery of Building 1-13 of Jin Ling Jiu Yuan project in Nanjing. The project obtained a three-star green building design certificate in 2020. The project design incorporates the concept of sponge city, with a total annual runoff control rate of more than 70%, and meets the requirement of 65% energy-saving for residential buildings. In the selection of supporting facilities, multiple high-performance energy-consuming facilities were adopted.

南京金陵玖園 1-13 號項目

2022年，銀城國際已完成南京金陵玖園 1-13 號項目交付。該項目已於 2020 年取得三星級綠色建築設計標識證書。項目設計中融入了海綿城市理念，場地年徑流總量控制率大於 70%，並滿足居住建築節能 65% 的要求，並在配套設施的選用中採納了多種優級能耗設施。



Jin Ling Jiu Yuan project in Nanjing
南京金陵玖園項目

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

External sunshade curtains 外置遮陽窗簾

External sunshade curtains are installed on the southeast-facing side of the building to reduce direct sunlight and maintain indoor temperature.
項目建築東南面設置外置遮陽窗簾以減少太陽直射，保持室內溫度

New air purifying and heat recovery units 新風除霾全熱交換機組

Independent indoor air purifying and heat recovery units with a heat exchange rate greater than 70% are installed.
戶內設置獨立新風除霾全熱交換機組，熱交換率大於70%

Air conditioning systems with ideal energy-saving efficiency 最優能耗空調機組

Multi-split air conditioning system are used with an Integrated Part Load Value (IPLV) greater than 6.7.
空調採用多聯機空調系統，IPLV > 6.7

Energy-saving lighting 節能燈具

Highly efficient energy-saving lighting is adopted with delayed switches to save energy.
採用高效節能照明，節能延時開關控制

Solar thermal systems 太陽能熱水系統

All buildings are equipped with solar thermal systems, with renewable energy providing 100% of the hot water supply. This results in an annual natural gas cost savings of approximately RMB29,100.
全部採用太陽能熱水系統，可再生能源提供比例100%，每年節能天然氣費用約2.91萬元

High water-use efficiency sanitary ware 高用水效率衛生器具

A same-floor drainage system is installed, and the water-use efficiency of sanitary ware is rated at Level 1.
設置了同層排水系統，衛生器具用水效率為1級

Rainwater recycling system 雨水回收系統

The rainwater recycling system is installed to treat rainwater for irrigation and road flushing, with a non-traditional water source utilization rate of 1.24%.
設置雨水回收系統，雨水經處理後用於綠化灌溉、道路沖洗，非傳統水源利用率1.24%

Various new technologies adopted in Jin Ling Jiu Yuan 金陵玖園採用的多種新技術

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

G1, G2, Y1-9# of Zhi Lu Tai in Gaixin District, Hefei

The project is a three-star green building of Yincheng International, certified by the new standard based on the *Assessment Standards for Green Building* GB/T 50378-2019. We used air source heat pump water heaters and energy-saving equipment such as high-efficiency lighting and energy-saving delay switches in the project.

The area of concave green land in the public area of the Zhi Lu Tai project reaches 40% of the total green space area. The permeable pavement accounts for 50% of the outdoor hard pavement. Micro-sprinkler irrigation is used for greening, and soil moisture sensors and rain shut-off devices are installed to dynamically adjust the greening frequency and maximize water utilization.

合肥高新區知廬台 G1、G2、Y1-9# 樓項目

該項目為銀城國際取得的基於《綠色建築評價標準》GB/T 50378-2019 新標準的三星綠色建築。我們在項目中採用了空氣源熱泵熱水機組，室內照明系統採用高效節能照明、節能延時開關控制等多種節能設備。

知廬台項目公共區域下凹式綠地面積達到綠地總面積的40%。透水鋪裝佔室外硬質鋪裝的比例為50%。綠化採用微噴灌，同時設土壤濕度感應器、雨天自動關閉裝置，動態調節綠化噴灌頻率，最大化水利用率。



Zhi Lu Tai project
知廬台項目

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Ecological Protection

As a responsible corporate citizen, Yincheng International actively takes on social and environmental responsibility while leading by example in environmental management. During the Reporting Period, we carried out a series of ecological protection and restoration projects, helping the damaged environment to recover and restore green again, preventing soil erosion and protecting our green mountains and clear waters.

Soil and water conservation of Lin Feng Yuan (臨楓園) of Qingshanhupan in Linan

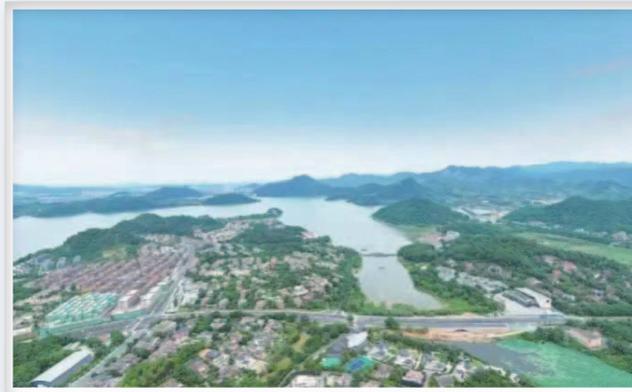
Phase II and III of Lin Feng Yuan (臨楓園) of Qingshanhupan are located in Jincheng Street, Linan District, Hangzhou. Yincheng International has invested RMB62.82 million in soil and water conservation measures for the project. Two soil and water conservation areas have been set up, and measures such as drainage pipe installation, topsoil removal, green coverage, debris removal, rainwater reuse system and permeable pavement, slope protection, ground greening, nurturing and management have been implemented. These measures have integrated and intensively utilized land resources, optimized the development pattern of urban space, and contributed to the acceleration of urban development and the smooth progress of key construction projects in the surrounding area. This project has significant benefits for improving the living environment, enhancing the quality of life of the people, and creating a harmonious society.

生態保護

銀城國際在以身作則，落實環境管理責任的同時，主動承擔社會環境責任。報告期內，我們開展了一系列生態保護及生態修復項目。幫助受損的環境空間恢復綠色，防止自然環境的水土流失，保護綠水青山。

臨安青山湖畔臨楓園水土保持

青山湖畔臨楓園二期、三期位於杭州市臨安區錦城街道。銀城國際共投入6,282萬元用於該項目的水土流失防治。項目共設置了兩個水土流失防治區，通過開展沿道路佈設排水管線、表土剝離、綠化覆土、餘方清運、雨水回用系統及透水鋪裝、邊坡防護工程、地面綠化、撫育管理等工作，整合集約利用土地資源，優化了城市空間的發展格局。該項目是加快城市發展進程，順利推進周邊重點建設項目的需要，對改善周圍居住環境，提高人民生活質量，創建和諧社會大有裨益。



Aerial view of the project

項目鳥瞰圖

4. GREEN DEVELOPMENT (Continued)

4. 綠色，引領未來(續)

Slope reinforcement of Yi He Shan Zhuang in Linan

Hangzhou Yi He Shan Zhuang project is located in Mindong Village, Jinbei Street, Linan District, Hangzhou, with a total land area of approximately 400,000 square meters. After a geological hazard assessment, it was found that there was a moderate risk of landslides in the mountainous area. During the construction of the project, Yincheng International invested RMB26.76 million to construct artificial slopes to prevent low-quality geological hazards in the mountains. Upon the completion of the project, the safety of the slope can be ensured and ecological restoration can be achieved.

臨安頤和山莊項目山體治理

杭州頤和山莊項目位於杭州市臨安區錦北街道民主村，總用地面積約四十萬平方米。經過地質災害評估後發現該區域山體發生崩塌、滑坡地質災害存在中等風險。銀城國際在項目建設期間投入了2,676萬元，用於建設人工邊坡，防治山體低質災害風險。項目全部完工後，可確保邊坡安全，並實現復綠及生態還原。



View of the project
項目現場

5. TALENT DEVELOPMENT

5. 人才，增添活力

Yincheng International regards talent as the core competitiveness of the Company. In accordance with its development strategy and the long-term vision of industry development, it continuously improves its human resources management system and incentive mechanisms, strengthens its corporate brand culture construction and talent cultivation, and create a democratic, inclusive and diversified corporate atmosphere.

5.1 COMPLIANCE EMPLOYMENT

We have strictly abided by the relevant laws and regulations such as the *Labour Contract Law of the People's Republic of China*, the *Labour Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Regulations on Work-Related Injury Insurance* and the *Regulations on the Prohibition of Child Labour*, and formulated internal rules and regulations such as the Recruitment Management System of Yincheng International and the Employee Handbook. The Group has established and improved employee management practices to regulate the management of employment in the Company, including regular employees, labor dispatch, interns and retired rehires. The Group is committed to building a harmonious and mutually supportive employment relationship. In addition, the Group has defined regulations regarding overtime compensation, overtime pay and calculation of overtime hours to safeguard the legal rights and interests of its employees and continues to enhance its employment management system.

Equality and Diversity

The Group has adhered to the principle of "building a foundation with integrity" in the employment of talents. Yincheng International prohibits the employment of child labor and forced labor and ensures the protection of employee rights throughout the entire value chain, extending to the partners of the Group. In particular, every act of employment is subject to an internal review process that involves monitoring procedures designed to verify a candidate's personal information in order to avoid any form of child and forced labour. It strictly adheres to laws and regulations and internationally recognized human rights standards. During the recruitment and employment, it treats all individuals equally and hires based on principles of fairness and impartiality, without discrimination based on gender, age, ethnicity, religion or race, ensuring the legitimate rights and interests of employees are protected. It also strives to continuously improve workplace inclusivity and the sustainability of its development.

銀城國際以人才作為企業的核心競爭力，根據公司的發展策略和產業發展的遠景，不斷完善人力資源管理體系和激勵機制，加強企業的品牌文化建設和人才隊伍的培養，營造民主、包容和多元化的企業氛圍。

5.1 合規僱傭

我們嚴格遵守《中華人民共和國勞動合同法》《中華人民共和國勞動法》《中華人民共和國未成年人保護法》《工傷保險條例》《禁止使用童工規定》等有關法律法規，制定了《銀城國際招聘管理制度》《員工手冊》等公司內部的規章制度，本集團制定完善的員工管理辦法，規範公司用工（包括正式員工、勞務派遣、實習生及退休返聘人員）管理，致力於打造和諧互助的勞動用工關係；同時明確加班補償、加班工資、加班時間計算等規定，維護員工與公司的合法權益，持續完善本集團僱傭管理體系。

平等和多元化

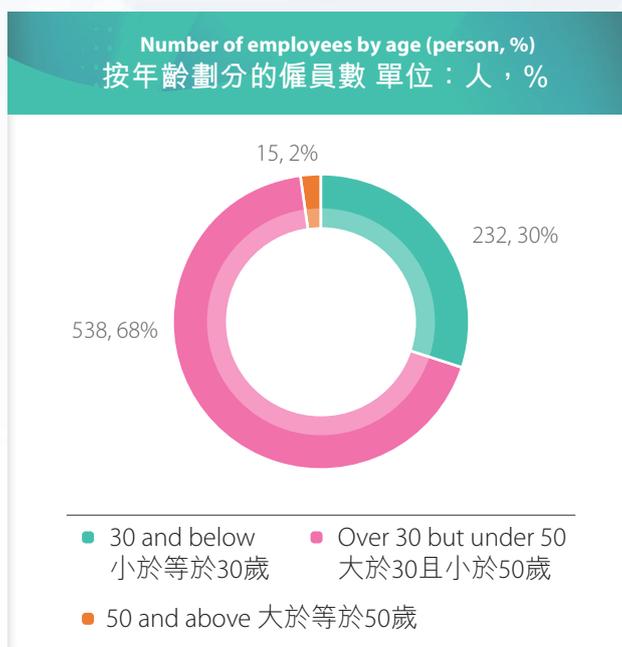
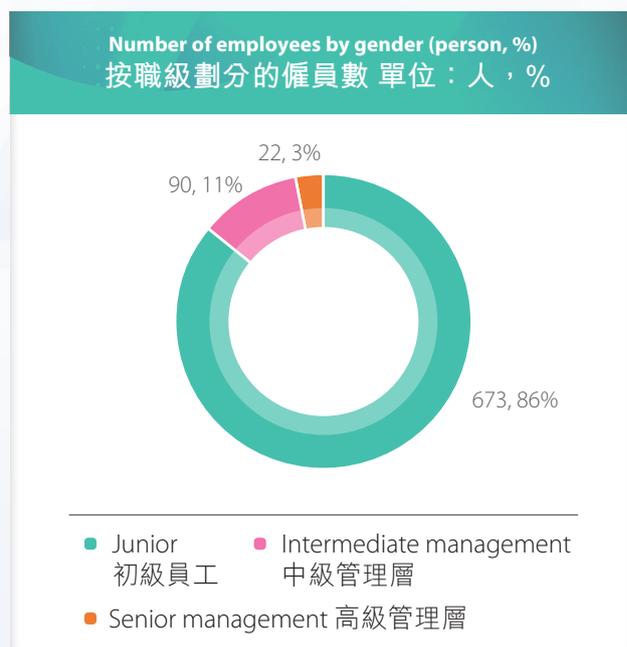
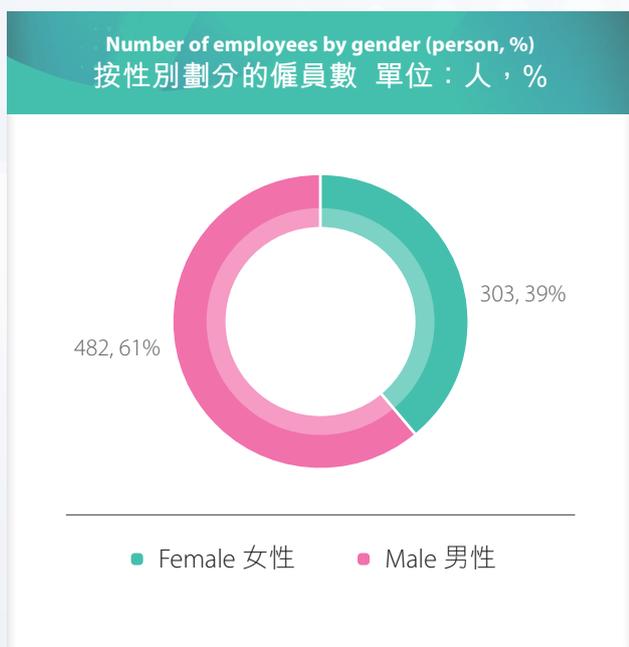
「正直築基」是本集團一貫的人才僱傭原則。銀城國際禁止僱傭童工和強迫勞工，並將員工權益保障貫穿整個價值鏈，推及至本集團的合作夥伴。特別是每一項就業行為都要經過內部審查程序，其中包括監督程序，旨在核實候選人的個人信息，以避免任何形式的童工和強迫勞動。公司除嚴格遵循法律法規和國際公認的人權規範等，在招聘和用工期間堅持一視同仁，堅持以公平、公正的原則任用人才，不因性別、年齡、民族、宗教信仰、種族等因素而區別對待，確保員工的合法權益得到保障，持續提升工作場所包容性和公司發展的持續性。

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

During the Reporting Period, we had a total of 785⁶ employees, all from the Eastern China, with different employees distributed as follows:

報告期內，我們共有員工785⁶人，全部來自於華東地區，不同員工分佈情況如下：



⁶ Average number of employees during the Reporting Period

⁶ 報告期內平均員工人數

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

With outstanding human resources management capabilities, during the Reporting Period, Yincheng International has won awards such as “China’s Top 30 Employers in Nanjing in 2021” and “China’s Preferred Employers in 2021” from Zhaopin.com, fully demonstrating the Group’s excellent performance in sustainable talent development.

憑藉優異的人力資源管理水平，報告期內銀城國際獲得由智聯招聘頒發的「2021中國年度最佳僱主南京30強」和「2021中國年度優選僱主」等獎項，充分彰顯了集團在可持續人才建設方面的卓越表現。

5.2 EMPLOYEE CARE

Compensation and Benefits

In compliance with the *Labour Law of the People’s Republic of China*, the *Labour Contract Law of the People’s Republic of China*, and other laws and regulations applicable to the place of business, Yincheng International has been committed to providing highly competitive compensation and benefits to its employees, building a perfect compensation and performance management mechanism that keeps pace with the rapid development of the Group.

We will continue to improve the employee benefits system and explore new benefits to enhance employees’ sense of identity and belonging to Yincheng International and increase their enthusiasm for work. Based on the welfare situation in different regions and industries and the relevant needs of employees, we will provide a more competitive compensation and benefits system based on the social insurance and housing provident fund, legal holidays and other statutory benefits. During the Reporting Period, Yincheng International has achieved social insurance coverage for 100% of its employees.

5.2 員工關愛

薪酬福利

本集團遵照《中華人民共和國勞動法》《中華人民共和國勞動合同法》等適用於營運所在地的法律法規，致力於為員工提供極具競爭力的薪酬福利，建設完善的薪酬績效管理機制，與本集團快速發展的步伐保持一致。

我們將繼續健全員工福利機制，並探索新的福利形式，以提升員工對銀城國際的認同感和歸屬感，增強員工的工作熱情。根據不同地區、行業的福利情況，以及僱員的有關需求，我們將在五險一金、節假日等法定福利的基礎上，提供更具競爭力的薪酬福利體系。報告期內，銀城國際已實現社保覆蓋100%員工。



Statutory benefits 法定福利

Pension insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance and housing provident fund
養老保險、醫療保險、失業保險、工傷保險、生育保險、公積金住房



Company benefits 公司福利

Paid leave, staff medical check-ups, holiday gratuities, telephone subsidies, festive events, staff birthday parties, union activities, commercial insurance for employees’ children and shopping cards
帶薪假期、員工體檢、節日禮金、話費補助、節慶活動、員工生日會、工會活動、子女商業保險、購物卡

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Communication with Employees

We have established a comprehensive communication system that combines online and offline communication methods, and set up effective communication channels between the human resources department, the labor union and the representative staff meeting. We encourage employees to actively provide feedback and suggestions through such channels. We will promptly receive and respond to employees' feedback and suggestions, and take practical actions to address the issues raised, to ensure the effectiveness of our communication system.

員工溝通

我們搭建了完善的溝通交流體系，通過在線交流、線下面談相結合，建立完善人力資源部門、工會及員工代表大會溝通渠道，鼓勵員工積極反饋建議和提出意見。針對員工提出的意見建議，我們會及時接收並認真答復，對反饋的問題切實開展行動解決，以確保溝通體系的有效性。

Communication channels 溝通渠道	Description 主要內容
Human resources department 人力條線	mainly responsible for issues in connection with employees' performance and remuneration 主要負責員工績效、薪酬方面的問題
Labor union 工會	mainly responsible for the problems encountered by employees in their daily work and life 主要負責員工日常工作及生活中遇到的其他問題
Staff representative meeting 職工代表大會	staff representatives collect employees' opinions and suggestions and provide feedback on the regular meetings 由職工代表收集員工的意見，定期召開大會並予以反饋

5. TALENT DEVELOPMENT (Continued)

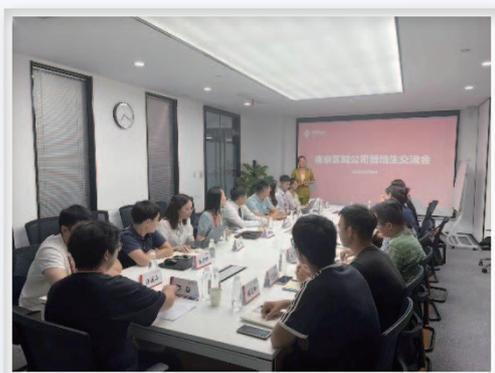
5. 人才，增添活力(續)

Management trainee exchange meetings in Nanjing and Southern Jiangsu

During the Reporting Period, various subsidiaries within the Group held diverse forms of management trainee exchange meetings based on their own development needs and business requirements, such as the “Growing Roots in Fertile Land and Flourishing” Talent Exchange Meeting held by a regional company in Nanjing and the “Please Give Us More Guidance, Senior Brothers and Sisters” Exchange Meeting held by a subsidiary in Southern Jiangsu. During such meetings, company leaders shared with trainees the Group’s development process, talent cultivation system and values, while engaging in in-depth discussions with trainees, combining industry development and job requirements, sharing work experience and advanced concepts, and providing assistance for future career development of trainees.

南京及蘇南公司管培生交流會

報告期內，本集團內各城市公司結合自身發展情況和業務需要，開展了形式多樣的管培生見面交流會，如南京區域公司「扎根沃土、肆意生長」夢之子交流會及蘇南公司「學長學姐請多多指教」見面交流會。在會議上，公司領導同管培生們分享了銀城的發展歷程、人才培養體系以及價值觀念等，同時雙方深度交流，結合行業發展及工作崗位，分享工作經驗與先進理念，為管培生們未來的職業發展提供助力。



Management trainee exchange meetings in Nanjing and Southern Jiangsu

南京及蘇南公司管培生交流會

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

General manager face-to-face activity

Adhering to the concept of “listening to each other attentively and solving problems together”, the first phase of the event of face-to-face with general managers was successfully held by a subsidiary of Yincheng International in Southern Jiangsu on 4 March 2022. The Company’s main leaders and 13 representatives from functional departments, project departments and sales offices attended the event and expressed their views. Through this event, communication barriers between departments and levels were effectively broken, and many proposals were received regarding corporate development, personal planning, information flow, business efficiency and daily life. The relevant responsible persons provided on-site feedback and carried out thematic discussions based on the needs, and continuous follow-up was conducted to achieve closed-loop processing. This event not only improved the efficiency of the Company’s business development, but also laid the foundation for the subsequent annual activities of this series.

總經理面對面活動

秉承著「用心傾聽你我，共同解決問題」的理念，2022年3月4日，銀城國際蘇南公司第一期總經理面對面活動順利舉行，公司的主要領導及來自職能部門、項目部、售樓處的13位代表共同出席活動並發表各自觀點。通過本次活動，有效打破了各部門、各層級之間的溝通壁壘，同時收到有關公司發展類、個人規劃類、信息流程類、業務提效類、日常生活類等多項提案，各相關責任人根據需求進行現場反饋並開展專題探討持續追蹤，實現閉合處理。本次活動不僅為公司的業務發展提效增速，也為該系列年度活動的後續開展奠定了基礎。



The event of face-to-face with general managers
總經理面對面活動

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Employee Retention

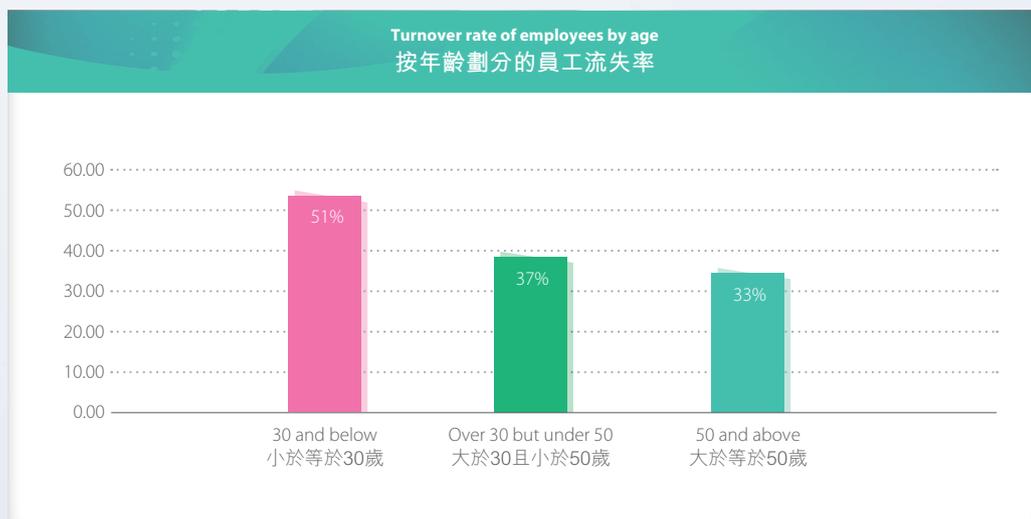
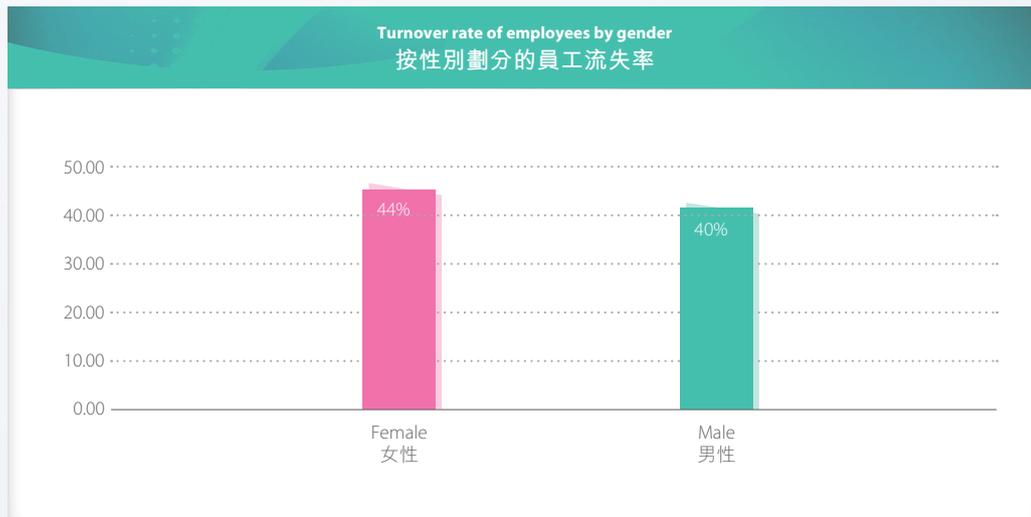
Yincheng International has always paid close attention to retaining employees and has created a more diverse training system based on specific factors such as personnel and business needs with an aim to attract outstanding talents to join the Yincheng International and build a diverse and inclusive corporate talent system.

We respect employees' future career choices and conducts in-depth interviews with departing employees. Through one-on-one exit interviews, we learn about the employees' true intentions and valuable opinions, and regularly analyzes the reasons for employee turnover. In the Reporting Period, the total turnover rate of our employees was 41.6%, all of whom came from Eastern China.

員工保留

銀城國際始終深度關注員工保留工作，結合人員、業務等具體情況打造更多元的培養體系，將廣大優秀人才凝聚在銀城國際這個大家庭之下，共建多元匯聚的企業人才體系。

我們尊重員工未來職業選擇，與流失員工開展深入訪談，通過進行一對一的離職訪談形式，了解員工的真實意願與寶貴意見，並且定期進行離職原因分析。報告期內，本集團的總員工流失率為41.6%，均來自中國華東區域。



5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Furthermore, in order to gain a deeper understanding of employee satisfaction and potential issues, the Company uses inter-departmental evaluations within the Group to ensure that employees' genuine opinions are expressed and protected. Based on this, the Company conducts longitudinal comparisons by analyzing influencing factors and providing support for the revision of the employee management plan for the next fiscal year. This forms a stable and sustainable driving force for corporate development.

Employee Care

To enhance employee belonging and team cohesion, we have organized activities, including holiday care activities, anniversary celebrations for employees' tenure, condolences and various forms of group activities. On the one hand, we carry forward traditional festival customs and cultivate employees' diverse living skills. On the other hand, we also create a relaxed and pleasant working atmosphere for the Group, convey the warmth of the Company, and enhance employees' sense of belonging.

Send care to employees on Labor Day

Under the care and support of the Group's leadership, we organized and implemented a series of caring activities during the Labor Day holiday. Before the holiday, we sent a thank-you letter with the theme of "Dedication and Progress, Climbing High Peaks" to all employees, thanking all members for their contributions to Yincheng International. We called on all employees to work together, share responsibilities and benefits and greatly inspired their sense of honor and belonging.

另外，為深入了解員工的真實滿意度及潛在問題，公司通過集團內部部門互評方式，確保員工的真實意見得到表達和保護，並在此基礎上，結合往年的信息情況進行縱向對比，深入挖掘分析影響因素，為下一年度的員工管理方案修訂提供支持，形成穩定、可持續的企業發展動力。

員工關懷

為了增強員工歸屬感，提升團隊凝聚力，我們開展了包括節日關懷系列活動、入司紀念日活動、慰問活動及其他形式多樣的團體活動，一方面弘揚傳統節日習俗，培養員工多樣生活技能；另一方面，也為本集團營造了輕鬆愉悅的工作氛圍，傳遞公司溫暖，增強員工對企業的歸屬感。

「五一」勞動節情系員工送關懷

在集團領導的關心和支持下，我們於「五一」勞動節期間組織並實施了一系列關懷活動，並在假日前夕，向全體員工發送主題為「篤行奮進·勇攀高峰」的感謝信，感謝所有成員對銀城的付出，號召全體員工上下同心，篤行奮進，責任共擔，利益共享，極大激發了廣大員工的榮譽感和歸屬感。



Employee caring activities during the Labor Day holiday

「五一」勞動節情系員工送關懷

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Celebrating the Dragon Boat Festival with Handmade Sachets

On the occasion of the Dragon Boat Festival, in order to inherit Chinese traditional folk culture and create a united and harmonious working atmosphere, a subsidiary of Yincheng International in Southern Jiangsu organized a “Celebrating the Dragon Boat Festival with Handmade Sachets” activity. During the tea break of the activity, employees showed their handicraft skills to sew sachets and fill them with prepared medicinal herbs. The refreshing scent of the herbs brought the employees a joyful physical and mental experience.

濃情端午到，巧手製香囊

正值端午，為了傳承中國傳統民俗文化，營造團結和諧的工作氛圍，銀城國際蘇南公司開展了「濃情端午到，巧手製香囊」活動。活動現場準備了豐富的茶歇，員工們也盡情發揮自己的手工技能縫製香囊，並準備好的藥材填充其中。沁人心脾的藥香，給員工們帶來了愉悅的身心感受。



Celebrating the Dragon Boat Festival with Handmade Sachets
濃情端午到，巧手製香囊

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Cooling comfort for employees during the hot summer months

To ensure the health and well-being of our front-line employees during the hot summer months, various regional companies of Yincheng International conducted heat relief activities to provide comfort and support to these employees during the Reporting Period. We pay close attention to the health needs of our employees and provide comprehensive and thoughtful support in a timely manner.

高溫慰問送清涼 點滴關懷沁人心

為做好防暑降溫工作，保障一線員工健康權益，報告期內，銀城國際各區域公司紛紛展開高溫慰問活動，慰問一線員工，為員工送上一份清涼，致以一份敬意。我們始終關注員工的健康需求，並及時提供全面且細致的支持。



Cooling comfort for employees during the hot summer months

高溫慰問送清涼 點滴關懷沁人心

In addition, we also pay attention to the equal rights of female employees and appreciate the contributions of all female employees in the workplace. We provide benefits and treatment for pregnant and breastfeeding female employees in strict accordance with national regulations, including providing related holidays, nursing rooms and relevant facilities, to ensure that the legitimate needs of employees are properly addressed. We also timely provide them with solicitude funds and pay home visits, and regularly organize sharing sessions and Women's Day activities for female employees, to try our best to make all employees feel at home.

此外，我們亦關注女性員工的平等權益，感恩各位職場女性的付出。我們為其提供的福利待遇不僅包括嚴格按照國家規定為孕婦、哺乳期的女員工提供相關假期、哺乳場所及相關配置，確保員工的合法需求得到妥善處置，同時發放慰問金、及時看望相關員工、定期職工分享會及三八婦女節活動等，努力讓全體員工從各方面感受到家的溫暖。

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

5.3 TALENT CULTIVATION

Adhering to its talent development objective of “Undertaking Strategy and Establishing a Platform to Cultivate Talents”, Yincheng International upholds high-quality talent development and actively builds a mature, comprehensive and constantly updated employee training platform. Based on the development needs of the Company and talents, it is constructing and constantly improving the talent development system, expanding the internal space for talent development, and creating an ideal environment for the growth of talents.

Talent Training System

We have established a clear career development path for our employees, enabling them to choose a suitable development path in the technical, management and operational areas. They can also make appropriate adjustments according to their own situations and achieve multi-channel development. In addition, we are committed to promoting the horizontal mobility of talents and providing employees with diversified development opportunities.

5.3 人才培養

秉持「承接戰略、築城立人」的人才培養宗旨，銀城國際堅持高質量的人才培養工作，積極打造成熟、完善並不斷更新的員工培養平台，依據企業與人才的發展需要建設不斷完善人才培養體系，拓寬企業內部人才發展空間，為人才茁壯成長提供豐沃的土壤。

人才培養體系

我們為員工制定了清晰的職業發展道路，不僅可以在技術線、管理線、經營線中選擇適合自己的發展路徑，還能夠根據自身情況適時做出適當調整，實現多通道發展。此外，我們也致力於促進人才橫向流動，為員工提供多元化的發展機會。

Talent echelon cultivation program
人才梯隊計劃

Corporate culture program
企業文化計劃

Skills-training program
通用技能計劃

Leadership program
領導力計劃

Business improvement program
業務提升計劃

Talent training system of Yincheng International
銀城國際人才培養體系

5. TALENT DEVELOPMENT (Continued)

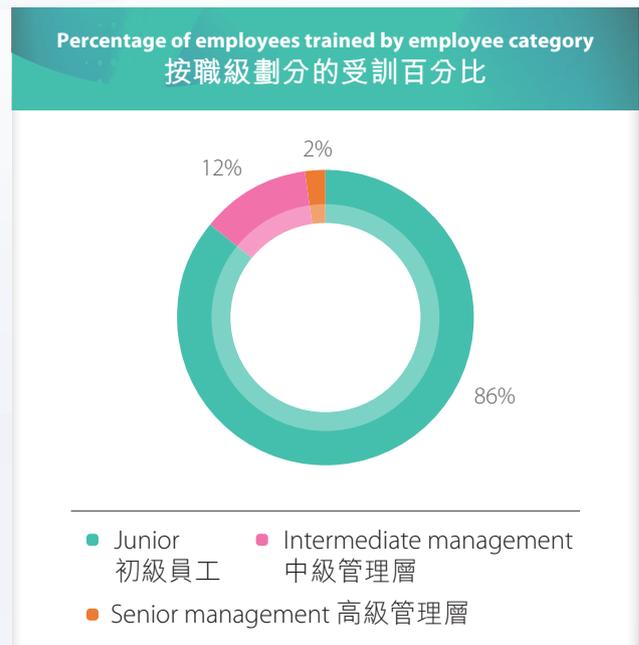
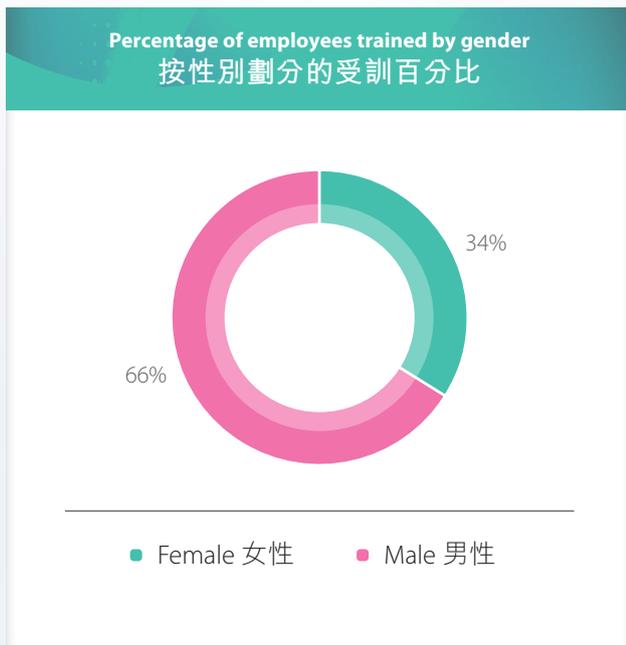
5. 人才，增添活力(續)

Training and Development

A complete employee training system is one of the necessary factors for the development of an enterprise. We have formulated the Training Management Measures of Yincheng International to regulate the training management process of the Group. We encourage our employees to explore learning and development opportunities, and have formulated a talent strategic outlook plan to provide them with the learning platforms and resources they need for their own development. During the Reporting Period, the Group conducted training for a total of 434 employees, with different types of employee training as follows:

培訓發展

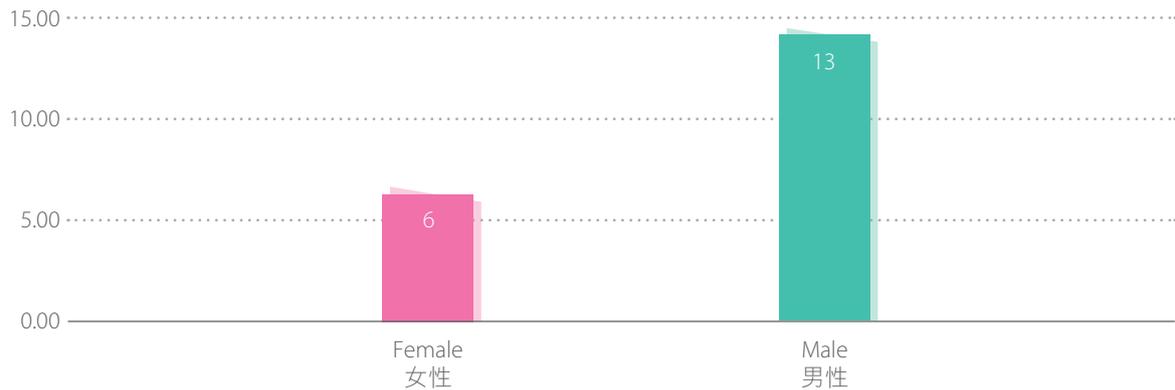
完善的員工培訓體系是企業發展的必備因素之一，我們制定了《銀城國際培訓管理辦法》規範集團的培訓管理流程。我們鼓勵銀城員工探索學習發展空間，並制定了人才戰略展望規劃，為員工提供自身發展所需的學習平台與資源。本集團共計對434名員工開展培訓，不同類型的員工培訓情況如下：



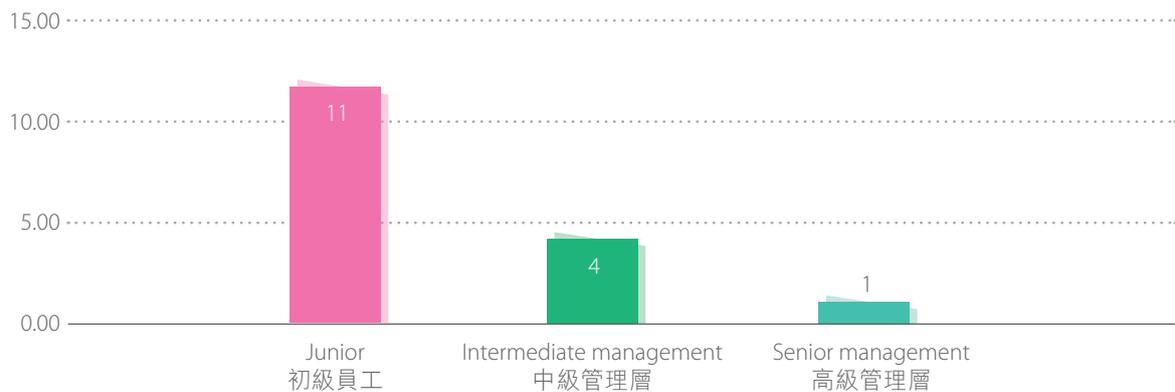
5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Average training hours completed per employee by gender (unit: hour)
按性別劃分的員工平均培訓時數 單位：小時



Average training hours completed per employee by employee category (unit: hour)
按職級劃分的員工平均培訓時數 單位：小時



5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

During the reporting period, we conducted diverse training programs to enhance our talent development system and provide ample training resources to employees in different positions. We also paid close attention to the effectiveness of our training programs and evaluated the results based on relevant performance indicators. We analyzed and assessed the results to improve the content and format of our training programs and support the career development of our employees in a more efficient manner.

Evaluation of internal lecturers

To promote internal sharing and facilitate the extraction and accumulation of organizational knowledge and experience, the Company conducted an evaluation of internal lecturers during the Reporting Period. Based on the criteria of "having value, receiving good feedback and being suitable for promotion", a total of 24 one-star lecturers were evaluated in this activity. In addition, based on criteria such as whether they have taught multiple times, shared across different professions, departments or cities, and whether they have been selected as internal lecturers for three consecutive years, six two-star lecturers were evaluated. We actively promote internal communication and exchange, establish a role model awareness, pay attention to the diverse needs of employees and create a deeply integrated and mutually beneficial employee relationship.

報告期內，我們開展多樣化的培訓以完善銀城國際培訓體系，針對不同崗位的員工提供豐富的培訓資源，關注培訓成效。同時依據相關評價指標對培訓結果進行分析與評估，以改進我們的培訓內容與形式，更高效地支持員工職業發展。

內部講師評定

為倡導內部分享，促進組織知識經驗的萃取和沉澱，報告期內，公司開展了內部講師評定工作。建立在「具有價值，反饋良好，適合推廣」的入圍標準上，本次活動共評定一星講師24人；另根據是否多次授課，是否跨專業、跨部門、跨城市分享，是否連續三年入圍內部講師，鼓勵中層及以上幹部分享等標準，共評定二星講師6人。我們積極倡導公司內部溝通交流，樹立榜樣意識，關注職工多樣化需求，打造深度交融、互利互惠的職工關係。



Evaluation of internal lecturers

內部講師評定

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Specialized training sessions under the theme of “Elderly Care Knowledge” were organized by a regional company in Nanjing

During the Reporting Period, we organized a series of specialized training sessions under the theme of “Elderly Care Knowledge” in order to build a strong and professional product sales team, as well as respond to the strategic development needs of the Group. Through this training, employees gained a deeper understanding of the brand, market, design, product and target customers, and focused on analyzing and sharing key areas within the industry. The training was well-received and actively participated in by employees.

南京區域公司「養老通識」專題培訓項目

為打造一支銷售能力強、專業知識過硬的產品銷售團隊，同時響應集團戰略發展需要，報告期內我們舉行了「養老通識」系列專題培訓。通過本次培訓使得員工對於品牌、市場、設計、產品及定位人群有了更深入的認識，並重點解析和分享了行業內多個關鍵領域，獲得了廣大職工的熱烈歡迎與積極參與。



Specialized training sessions under the theme of “Elderly Care Knowledge” organized by a regional company in Nanjing

南京區域公司「養老通識」專題培訓項目

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Housing repair skill competition of Yincheng International

To stimulate employees' interest in professional skill learning and assess their skill level, the Company organized a housing repair skill competition during the Reporting Period. Through this competition, we not only aimed to discover and cultivate skilled talent but also to set an example for employees to improve their sense of honor and enthusiasm for learning. This competition ultimately enhanced the overall skills of the housing repair team of Yincheng International, and strengthened its core competitiveness.

銀城房修技能比武大賽

為激發員工專業技能學習興趣，考察專業技能水平，公司於報告期內舉辦了此次房修技能比武大賽。通過本次大賽，一方面幫助我們更好地發現和培養技能型人才，另一方面也為廣大員工樹立學習榜樣，提高員工榮譽感和積極性，進而全面提高銀城國際房修團隊的整體技能，增強團隊核心競爭力。



Housing repair skill competition of Yincheng International

銀城房修技能比武大賽

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Performance Assessment and Promotion

The promotion mechanism is the core focus of the Group's efforts to build a solid talent pipeline and an effective means of motivating and retaining employees. To achieve this goal, we have comprehensively reviewed and analyzed our existing employees, actively expanded our promotion channels, and updated and improved our current employee performance evaluation system. As such, we can objectively and fairly evaluate the recent performance and knowledge reserves of our employees and create a reliable and fair promotion environment.

Through the "five-in-one" approach, we have built a departmental performance indicator database for headquarters and the companies in various cities, which effectively decomposed corporate business objectives into departments and individuals, and formed an organic and effective connection, to achieve the sustainable development of corporate goals and employee careers.

考核晉升

晉升機制是本集團打造堅實人才梯隊的核心重點，也是我們激勵員工、保留員工的有效手段。為實現這一目標，我們在全面梳理和分析現有員工的基礎上，一方面積極拓寬晉升道路，另一方面，更新完善現有員工考核制度，以此來客觀公正的評估員工當前績效和知識儲備水平，打造有據可依、公平公正的晉升環境。

我們通過「五位一體」的方法，構建了總部及城市公司部門績效指標庫，將企業經營目標有效分解到部門及個人，並形成有機結合與有效銜接，實現企業目標與員工職業的可持續發展。



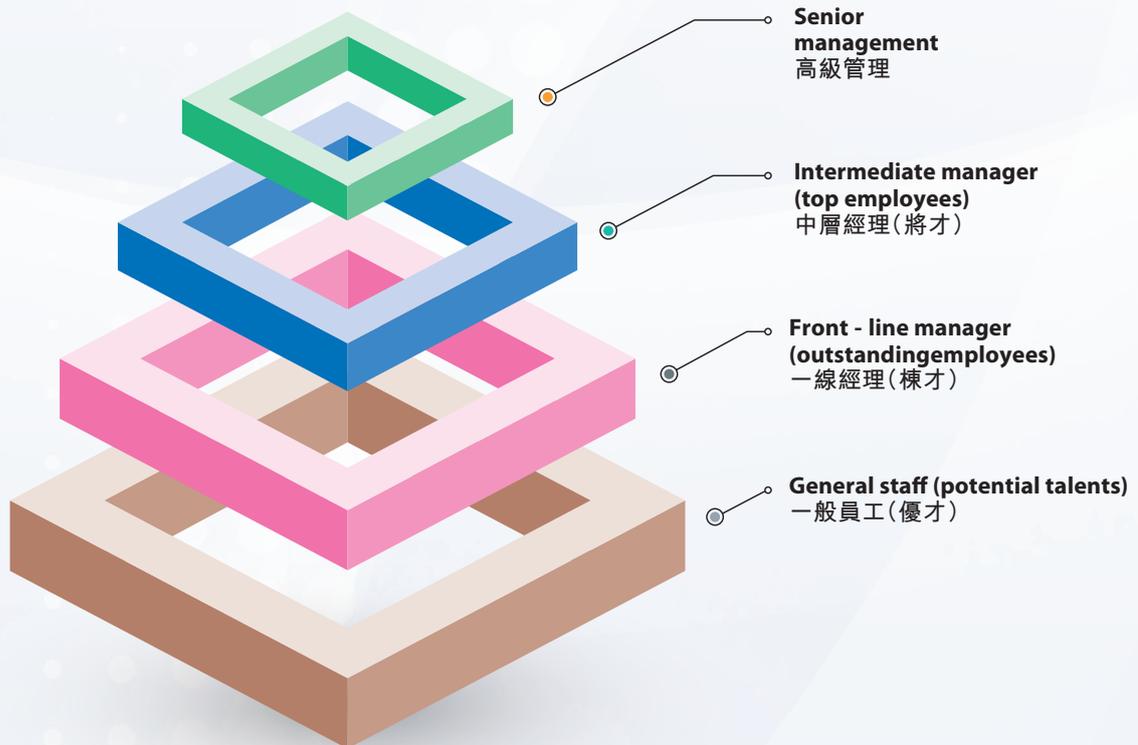
The "five-in-one" approach of Yincheng International
銀城國際「五位一體」方法

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

At the same time, we have established a “Successor Plan” based on the actual situation of the Company, and have planned an echelon promotion route for each employee to encourage them to make continuous progress in their work.

同時，我們根據公司實際情況確立了「接班人計劃」，為每一位員工規劃了階梯晉升路線，以此鼓勵員工在工作中不斷進步。



The “Successor Plan” of Yincheng International
銀城國際「接班人計劃」

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Staff Incentives

Yincheng International continuously optimizes its employee incentive system to encourage employees to improve their business capabilities and realize the unity of personal and company values. During the Reporting Period, we continued to implement the reimbursement of employee title examination expenses and actively carried out performance incentive activities to motivate them to fully tap into their potential and efficiently achieve their goals.

The “Fight to Win” marketing conference for the first half of 2022 organized by a subsidiary of Yincheng International in Southern Jiangsu

On 20 July 2022, the marketing conference for the first half of 2022 was organized by a subsidiary of Yincheng International in Southern Jiangsu in Sheraton Hotel in Wuxi. The marketing elites of such a subsidiary gathered together to witness this grand event, which strengthened communication and exchange among project teams, achieved mutual learning of experience and shared opportunities, and greatly inspired the employees’ enthusiasm, enhancing their cohesion and spirit.

員工激勵

銀城國際不斷優化員工激勵制度，鼓勵員工提高業務能力，實現個人價值與公司價值的統一。報告期內，我們繼續落實員工職稱考試報銷工作，並積極開展績效激勵活動，激勵員工充分發揮個人潛能，高效完成目標。

拼！才能贏|蘇南銀城2022上半年營銷會議

2022年7月20日，銀城國際蘇南公司2022營銷年中會議在無錫喜來登酒店隆重召開，蘇南銀城營銷的精英們齊聚一堂，共同見證這一盛況。通過本次會議，加強了各個項目團隊的溝通交流，實現經驗互通、機會共享，同時極大的鼓舞了廣大員工的積極性，增強凝聚力與戰鬥力。



The “Fight to Win” marketing conference for the first half of 2022 organized by a subsidiary of Yincheng International in Southern Jiangsu

拼！才能贏|蘇南銀城2022上半年營銷會議

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

5.4 HEALTH AND SAFETY

The Group highly values the occupational health and personal safety of its employees, believing that their physical and mental health can effectively contribute to the rapid development of the Company. We strictly comply with laws and regulations related to occupational health and safety, such as the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and the *Law of the People's Republic of China on Safe Production*. Through various channels, we start with daily and construction safety and comprehensively review the main occupational hazards of each position in the Group to carry out special occupational health projects. We implement favorable measures such as improving production processes, increasing equipment automation levels, and enhancing protective measures to reduce and eliminate occupational hazards. Meanwhile, we have established a monitoring and inspection mechanism that combines regular inspections, special inspections, ad-hoc inspections and daily patrols to promote the sustained and effective implementation of employee health and safety work. From 2019 to 2022, there was no record of work-related fatality in the Group, and during the Reporting Period, the Group's lost days due to work injury were 5.

Daily Safety

We uphold the people-oriented philosophy and highly value the physical and mental health of our employees. We continuously improve our regulations and systems related to occupational health and safety management, and actively create a safe and healthy culture through activities such as training and regular safety drills. We encourage employees to lead healthy lives and enjoy their work.

5.4 健康安全

本集團高度重視員工的職業健康與個人安全，堅信員工的身心健康能為企業高速發展有效助力。我們嚴格遵守《中華人民共和國職業病防治法》《中華人民共和國安全生產法》等與職業健康安全相關的法律法規，並通過各種渠道，從日常安全保障、施工安全保障入手，全方位梳理集團各崗位主要職業危害因素，進行職業健康項目專項治理，並通過採取改進生產工藝、提高設備自動化水平、完善防護措施等有利措施實現減少和消除職業危害因素。同時，我們在實踐中總結形成了定期檢查、專項檢查、臨時檢查和日常巡查相結合的監督檢查機制，推動員工健康安全工作持續有效開展。從2019至2022年，本集團未出現因工亡故的情況，報告期內因工損失工作日5天。

日常安全保障

我們秉持以人為本的理念，高度關注員工的身心健康情況，不斷完善企業職業健康與安全管理相關規章制度，通過提供培訓、定期安全演練等活動積極營造安全健康的文化氛圍，鼓勵員工健康生活，快樂工作。

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Employee Health Event for the Lantern Festival

During the reporting period, we invited experts from the Health Management Center to analyze the extensive data records of employee physical examinations in the Group. We identified common health issues among our employees and encouraged them to raise awareness of health management for themselves and their families, as well as to undergo regular physical check-ups. In addition, we also invited four senior experts from hospitals to provide one-on-one consultations for our employees who attended the event. This provided professional guidance and helped every employee who cares about their health to understand their physical condition and follow the principle of “early detection, early diagnosis and early treatment” for any illnesses. This health examination activity demonstrated our commitment to the concept of putting people first and caring for the health of our employees. It had enhanced the sense of belonging and cohesion among our employees, increased their awareness of disease prevention and health maintenance, and reminded them to pay more attention to their physical health while keeping up with their busy work schedules, in order to lay a foundation for a healthy future.

元宵節員工送健康活動

報告期內，我們邀請健康管理中心專家，對本集團員工體檢結果大數據檔案進行了分析，列出了集團員工健康檔案中常見健康問題，呼籲大家提高自己和家人的健康管理意識，定期開展體檢。此外，活動還特邀4位醫院資深專家，為到場的員工進行了一對一健康問診，為每一位關注自己健康的員工，提供了專業性的答疑解惑，讓每位職工能夠了解自己的身體健康狀況，起到對疾病「早發現、早診斷、早治療」的預防原則。通過本次健康體檢活動，彰顯了銀城國際以人為本，關愛員工健康的理念，提高了員工的歸屬感和凝聚力，進一步增強了員工防病保健意識，提醒大家在繁忙的工作之餘，多關注自己的身體健康，為美好明天打下健康基礎。



Employee Health Event for the Lantern Festival

元宵節員工送健康活動

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Fire drills and safety education

To further strengthen the fire safety education of employees, improve their ability to prevent and control fires and respond to emergencies, and learn the correct usage of fire extinguishers and various fire facilities and equipment, Yincheng International organized an annual fire drill on the National Fire Protection Day (i.e., 9 November) during the Reporting Period. During the exercise, we provided detailed introductions on various fire facilities and their usage on each floor, and conducted hands-on practice in using fire extinguishers. We encouraged employees to participate actively and to master the ability to self-rescue and evacuate in case of a fire.

消防演習和安全教育

為了進一步強化員工的消防安全教育，提高火災防控能力和突發事件應變能力，學會正確使用滅火器和各類消防設施設備，報告期內，銀城國際於全國消防日(11月9日)組織開展年度消防演習。在活動演習中，我們詳細介紹了樓層內各種消防設施及使用方法並通過開展滅火器滅火實操演練，鼓勵員工積極參與其中，掌握火災發生時自救及逃生能力。



Annual fire drill
年度消防演習

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Construction Safety

Construction safety is a key focus of real estate enterprise and has become a normalized work process for the Group. We have always been concerned about the safety of our employees and strictly abide by relevant laws and regulations such as the *Law of the People's Republic of China on Safe Production*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and the *Regulations on Work-Related Injury Insurances*. We have developed and implemented internal systems such as the Safety and Civilization Management System and the Project Safety and Civilization Construction Standards of Yincheng International, which provide clear provisions on important measures such as safety education and training, safety supervision and inspection, safety hazard investigation, dangerous job management, safety incident reporting, emergency response and rescue, etc. We implement the principle of "safety first, prevention-oriented and comprehensive governance" to eliminate construction risk hazards.

Based on the comprehensive management system, we rigorously implement various safety production management measures, clarify the responsibilities of each level of the Company, and ensure full coverage and full-process management of construction safety, thereby maximizing the protection of employees' life and health safety.

施工安全保障

施工安全作為地產企業的工作重點，已經進入到本集團的常態化工作序列。我們始終關注員工的施工安全，嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《工傷保險條例》等法律法規，制定並實施《安全文明管理制度》《銀城國際項目安全與文明施工標準》等內部制度，在其中對安全教育與培訓、安全監督檢查、安全隱患排查、危險作業管理、安全事故報告、應急救援與救護等重要舉措均進行了清晰規定，貫徹落實「安全第一，預防為主，綜合治理」的方針，從根本上杜絕施工風險隱患。

在完善的管理體系基礎之上，我們嚴格落實各項安全生產管理舉措，明確各層級公司的權責歸屬，確保施工安全的全覆蓋、全流程管理，最大程度上保障員工的生命健康安全。



"Three Levels of Control" System for Safety of Yincheng International
銀城國際安全「三級管控」制度

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

In order to further effectively prevent and control potential safety risks, during the Reporting Period, the Group implemented a series of engineering safety management measures by identifying hazards, assessing risks and controlling risks. The Production Management Center of Yincheng International, together with various project departments, deepened the safety awareness of front-line employees and refined the management of safety production activities.

為了進一步有效防控潛在的安全風險，報告期內，本集團通過開展危險源識別、風險評估及風險控制工作，銀城國際生產管理中心聯合各項目部實施了一系列工程安全管理措施，使得安全生產意識深入廣大一線員工，精細化管理安全生產活動。

System establishment 制度建設

During the Reporting Period, a total of twelve systems were revised and four system documents were added.

報告期內累計對12項體系制度進行了修訂，累計新增體系文件4項。

- We have established and improved the safety production responsibility system and safety production education and training system. In response to specific inspection issues, corresponding safety management regulations were formulated to further enhance the quality of project management.
建立健全安全生產責任制和安全生產教育培訓制度，針對專項檢查問題制定相應的安全管理制度，進一步提升工程管理品質。

Special inspections 專項檢查工作

- Special safety inspection before the Chinese New Year holiday: We focused on theft prevention in the construction site during the Chinese New Year, fire prevention in the living area and timely payment of workers' wages to ensure that construction personnel can return home smoothly.

春節放假前專項安全大檢查：關注施工廠區春節期間防盜、生活區防火以及工人工資支付情況，確保施工人員能順利返鄉。

- Special winter construction safety inspection: We conducted a special inspection on the electrical safety in the construction and living areas of various projects, focusing on fire prevention measures in warehouses and material storage areas, and conducting safety education for workers.

冬季施工安全專項檢查：針對各項目施工區和生活區開展用電安全專項檢查，重點檢查倉庫和材料堆場的防火措施，並對工人做好安全教育工作。

- During the Reporting Period, we held a resumption conference, theme exercises and safety leadership group meetings, organized comprehensive safety inspections at construction sites, and arranged entry trainings, three-level education and trainings and epidemic prevention trainings in accordance with production management needs and project cycles.
根據生產管理需要及項目週期，本報告期還開展了復工大會、主題演練及安全領導小組會議，組織施工現場安全綜合大檢查，舉辦進場培訓、三級教育培訓、防疫培訓等。

Safety management of business partners 合作方安全管理

- We ensured that all subcontractors and suppliers on site are on the qualified supplier list of the Company.

確保現場各分包單位及供應商等皆在公司合格名錄內。

- We entered into safety target responsibility agreements and safety management agreements with subcontractors and suppliers on the project and on site, and required all units to strictly comply with project management regulations and actively participate in various safety activities.

簽訂安全目標責任書，項目與現場各分包簽訂安全管理協議，要求現場各單位嚴格遵守項目管理制度，積極參與各類安全活動等。

- We provided labor equipment and heatstroke prevention materials and strictly complied with construction regulations to ensure the safety of all labor teams.
提供勞務用具及防暑物資，嚴格遵守施工條例，確保所有勞務班組的生命安全。

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Safety Culture

While constructing our safety production management system, we have continuously strengthened our internal structure by promoting awareness campaigns such as Safety Production Month, on-site safety inspections, safety meetings, briefings, worker safety education and lectures. We aim to enhance our employees' safety awareness and emergency response capabilities. Through these efforts, we have cultivated the internal strength of our enterprise and normalized multi-level safety management across the Group, regions and projects.

安全文化建設

我們在打造安全生產管理體系的同時，不斷紮實鞏固集團內部，通過積極開展安全生產月、施工現場安全檢查、安全例會、交底會、工人安全教育及講座等意識宣傳活動，不斷強化員工的安全意識和應急能力，修煉好企業的內功，實現集團、區域、項目多層面安全管理工作常態化。



Safety inspection at construction site
施工現場安全檢查



Safety meetings and briefings
安全例會、交底會



Safety education for workers
工人安全教育



Training lecture
培訓學習講座

5. TALENT DEVELOPMENT (Continued)

5. 人才，增添活力(續)

Safety Production Month activities

To implement the national production safety policy for 2022 and fulfill the safety production responsibility system, the Group conducted safety training and promotional activities such as the Safety Production Month during the Reporting Period to ensure that employees have the necessary safety knowledge and to help them enhance their self-protection ability, fully guaranteeing the safety of daily production operations. While the activities were carried out orderly, thorough inspections and rectifications were made for safety hazards in construction projects to eliminate potential risks of safety accidents.

安全生產月活動

為貫徹國家2022年的安全生產方針，落實安全生產責任制，本集團於報告期內開展安全生產月等安全培訓及宣傳活動，確保員工具備必要的安全常識，幫助員工提升自我保護能力，全力保障日常生產運營安全。在活動有序開展的同時，針對建設項目上存在的安全隱患進行了徹底檢查與整改，杜絕潛在安全生產事故風險。



Safety Production Month activities

安全生產月活動

6. GIVING BACK TO THE COMMUNITY

6. 社會，回饋幸福

For past decades, Yincheng International has been committed to public welfare and firmly believes that corporate growth is closely related to the progress of the times. We continuously explore the best solutions for combining public welfare development with social development and enthusiastically participate in public welfare activities. We are dedicated to enhancing employees' sense of social responsibility and mission, and while pursuing the development of both the Company and individuals, we give back to the community in pursuit of happiness and move forward hand in hand with the times.

6.1 CARE FOR THE COMMUNITY

The Group carries out charity activities in various fields, including children's medical care, public welfare for the elderly and charitable education assistance. It has created a broad platform for employees and customers to participate in public welfare, continuously creating value for the Company and society, and jointly creating a warm and loving community atmosphere.

Yincheng Online Cherry Blossom Run — “Cherish Your Effort”

Due to the impact of the pandemic, the 2022 Yincheng Cherry Blossom Run took place online from 26 March to 8 April, covering cities such as Nanjing, Wuxi and Suzhou. Homeowners and fans of Yincheng International actively participated in the event by uploading their running screenshots. With the concept of “one helps one”, Yincheng International donated RMB18.8 to the Aiyou Foundation's “Care for Children Program” for each participant, to facilitate the recovery of orphans and poor children with congenital heart disease.

銀城國際二十年如一日地堅持公益事業，堅信企業成長與時代進步緊密相連，不斷探尋公益發展與社會發展相結合的最優解，熱忱投身公益事業。我們致力於增強員工的社會責任感與使命感，在追求企業與個人發展的同時，回饋社會以幸福，與時代攜手前行。

6.1 溫暖社區

本集團在兒童醫療、公益養老、慈善助學等多個領域開展多樣化的活動，為員工和客戶打造了廣闊的公益參與平台，持續為企業和社會創造價值，共同營造溫馨有愛的社區氛圍。

「櫻你而來」線上櫻花跑

受疫情影響，2022年銀城櫻花跑於3月26日至4月8日在線上展開，活動覆蓋南京、無錫、蘇州等城市，銀城業主及銀粉通過上傳跑步截圖積極參與活動。在「一幫一」的寓意下，銀城國際為每位參與者配捐人民幣18.8元給愛佑慈善基金會的「愛佑童心項目」，幫助孤貧先天性心臟病患兒恢復健康。



Yincheng Online Cherry Blossom Run — “Cherish Your Effort”
「櫻你而來」線上櫻花跑

6. GIVING BACK TO THE COMMUNITY (Continued)

6. 社會，回饋幸福(續)

“Life Education” activity

During the Reporting Period, Yincheng Elderly-Care cooperated with the Aiyou Foundation to launch the third “Life Education” public welfare event under the theme of “Life is Born towards Light”. Nearly 100 young volunteers from 35 primary and secondary schools in Nanjing participated in the event. Through various activities such as first aid training, dementia awareness education, wearing “aging simulation” suits and interviewing young journalists, they experienced a different kind of life education in the elderly care community, and promoted the positive social energy of respecting and caring for the elderly. The event was held for four sessions. All participation fees were donated to the “Aiyou Morning Star” project of the Aiyou Foundation, contributing to children suffering from various illnesses and in need, and demonstrating the power of public welfare among the younger generation to the society.

生命體驗活動

報告期內，銀城康養攜手愛佑慈善基金會，開展「生命向光而生」第三屆生命教育公益活動。近百名來自南京市35所中小學的小志願者參與其中，通過急救知識培訓、認知症科普、穿戴「變老」擬態服、小記者採訪等多個環節，體驗養老社區裡別樣的生命教育，弘揚尊老敬老的社會正能量。此次活動共開展4期，活動參與費用全部捐贈到愛佑慈善基金會「愛佑晨星」項目中，為孤貧多病種兒童獻上一份愛心，也向社會展示屬於年輕一代的公益力量。



“Life Education” activity
生命體驗活動

6. GIVING BACK TO THE COMMUNITY (Continued)

6. 社會，回饋幸福(續)

Experts visit residential areas — free clinic activities

During the Reporting Period, Nanjing Yincheng Rehabilitation Hospital, in collaboration with Yincheng International, held several charitable medical consultation activities, inviting over 50 experts from Grade 3A hospitals to provide consultation services to residents in Yincheng Peaceful Paradise, KinmaQ+ Youth Community in Jinma Road and other projects of Yincheng International, as well as nearby communities. The medical services provided included report interpretation, health consultation and rehabilitation experience.

專家進小區 — 義診活動

報告期內，南京銀城康復醫院聯合銀城國際舉辦了多次愛心義診活動，邀請到50多名三甲醫院專家，為銀城君頤東方、金馬路青創社區等銀城國際項目業主及周邊居民進行義診服務，為居民提供報告解讀、健康諮詢、康復體驗等醫療服務。



Free clinic activities

義診活動

6. GIVING BACK TO THE COMMUNITY (Continued)

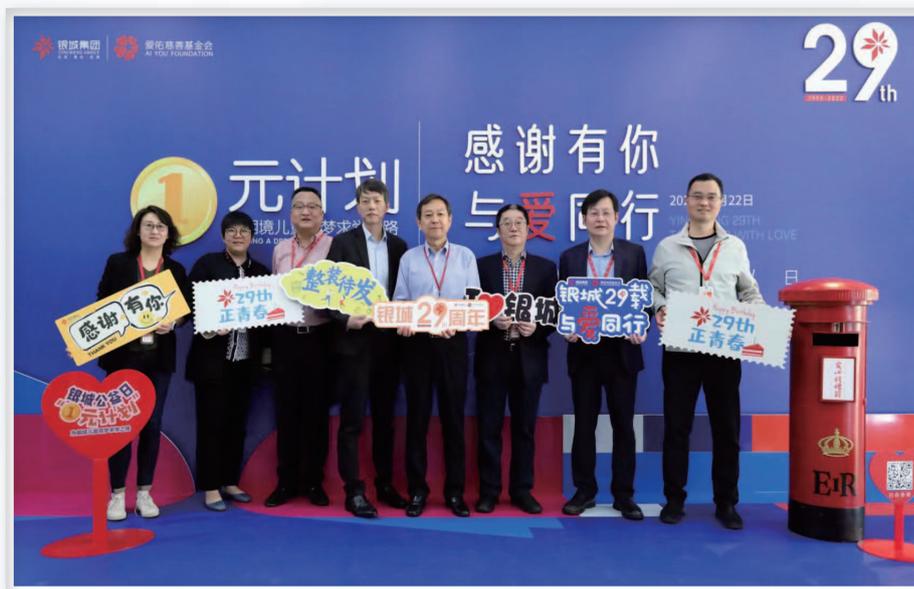
6. 社會，回饋幸福(續)

Yincheng International's RMB1 Project Charity Day

Yincheng International regards the corporate anniversary (22 April) as the Yincheng Charity Day, and launches the "RMB1 Project" on that day, rallying each Yincheng member to donate at least RMB1 each year as part of our charity. In 2022, nearly 2,000 employees and social donors participated in the "RMB1 Project", raising a total of RMB82,233.5. On the same day, Yincheng international also launched a charity walk campaign online, with a total of 455 participants contributing 4,485,383 steps, and Yincheng matched with a donation of RMB22,426.95. All the raised funds were used for the Child Protection Program, providing multi-level assistance and services such as living care, education and nurturing for children in difficult circumstances due to family poverty in Chengduo County, Yushu Prefecture, Qinghai Province, Yuexi County, Liangshan Prefecture, Sichuan Province and Zhenxiong County, Chaotong City, Yuman Province improving their quality of life and helping them grow up healthily.

銀城公益日 — 1元計劃

銀城將企業成立紀念日(4月22日)作為銀城公益日，並於當天開啟「1元計劃」，呼籲每位銀城人每年至少可以拿出1元錢，進行社會公益援助。2022年，近2,000位員工及社會愛心人士參與了「1元計劃」，共籌集人民幣82,233.5元愛心善款。同日，銀城也在線上發起了愛心捐步活動，共計455人捐贈了4,485,383步，銀城配捐人民幣22,426.95元。以上善款全部用於「愛佑安生」項目，為青海省玉樹州稱多縣、四川省涼山州越西縣、雲南省昭通市鎮雄縣因家庭貧困導致生活就學困難的兒童提供生活照料、養護養育，教育輔助等多層次的救助與服務，提升困境兒童生存質量，助力其健康成長。



Yincheng International's RMB1 Project Charity Day

銀城公益日 — 1元計劃

APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES

附錄一：法律法規及內部政策清單

Category 分類	Type 類型	Title 名稱
Environmental 環境類	National laws and regulations 國家法律法規	Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》
		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》
		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 Environmental Pollution Caused by Solid Waste 《中華人民共和國固體廢物污染環境防治法》
		Residential Building Thermal Environment and Energy Saving Design Standard in Jiangsu Province, a local standard 江蘇省地方標準《居住建築熱環境和節能設計標準》
		The Jiangsu Province Atlas of Prefabricated Outfitting Structure of Finished Housing 江蘇省工程建設標準《成品住房裝配化裝修構造圖集》
		Assessment Standards for Green Building GB/T 50378-2019 《綠色建築評價標準》GB/T 50378-2019
	Internal policies 內部政策	Corporate Environmental Policy 《企業環境政策》
		Work on Cost Control and Efficiency Improvement 《控費提效相關工作》
		Yincheng International Administrative Measures for Design Quota Indicators for Residential Projects 《銀城國際住宅項目設計限額指標管理辦法》
		Proposal on Green Office 《綠色辦公倡議書》

APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES (Continued)

附錄一：法律法規及內部政策清單(續)

Category 分類	Type 類型	Title 名稱
Labour 勞工類	National laws and regulations 國家法律法規	Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》
		Labour Law of the People's Republic of China 《中華人民共和國勞動法》
		Regulations on Work-Related Injury Insurances 《工傷保險條例》
		Regulations on the Prohibition of 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》
		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》
		Law of the People's Republic of China on Safe Production 《中華人民共和國安全生產法》
	Internal policies 內部政策	Recruitment Management System of Yincheng International 《銀城國際招聘管理制度》
		Employee Handbook 《員工手冊》
		Compensation and Benefits Management System of Yincheng International 《銀城國際薪酬福利管理制度》
		Marketing Compensation and Performance Management System of Yincheng International 《銀城國際營銷薪酬績效管理制度》
		Yincheng International Personal Performance Management System 《銀城國際個人績效管理制度》
		Training Management Measures 《培養管理辦法》
		Safety and Civilization Management System 《安全文明管理制度》
		Project Safety and Civilization Construction Standards of Yincheng International 《銀城國際項目安全與文明施工標準》

APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES (Continued)

附錄一：法律法規及內部政策清單(續)

Category 分類	Type 類型	Title 名稱		
Anti-Corruption and Corporate Governance 反貪污和公司治理類	National laws and regulations 國家法律法規	Company Law of the People's Republic of China 《中華人民共和國公司法》		
		The Listing Rules 《上市規則》		
		Code of Corporate Governance for Listed Companies 《上市公司治理準則》		
		Basic Norms for Internal Controls of Enterprises 《企業內部控制基本規範》		
		Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》		
		Criminal Law of the People's Republic of China 《中華人民共和國刑法》		
		Law of the People's Republic of China on Invitation and Submission of Bids 《中華人民共和國招標投標法》		
		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》		
	Internal policies 內部政策	Risk Management and Internal Control System of Yincheng International 《銀城國際風險管理及內部控制制度》		
		Management Measures for Integrity Conducts of Yincheng International 《銀城國際廉潔行為管理辦法》		
		Management System on Conflict of Interests of Yincheng International 《銀城國際利益冲突管理制度》		
		Yincheng International Sunshine Declaration 《銀城國際陽光宣言》		
		Integrity Agreement 《廉潔協議書》		
		Intellectual Property Rights 知識產權類	National laws and regulations 國家法律法規	Trademark Law of the People's Republic of China 《中華人民共和國商標法》
			Internal policies 內部政策	Yincheng International Trademark Management Measures 《銀城國際商標管理辦法》

APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES (Continued)

附錄一：法律法規及內部政策清單(續)

Category 分類	Type 類型	Title 名稱
Products Responsibility and Services 產品責任及服務類	National laws and regulations 國家法律法規	Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》
	Internal policies 內部政策	Whole-process Management System for Project Design of Yincheng International 《銀城國際項目設計全流程管理制度》
		Yincheng International Guidelines for Daily Inspection of the Project 《銀城國際工程日常巡檢工程指引》
		Yincheng International Implementation Measures for Material Inspection Sampling 《銀城國際材料檢測抽樣實施辦法》
		Yincheng International Implementation Measures for Third Party Assessment of Project Quality 《銀城國際工程質量第三方評估實施辦法》
		Yincheng International Implementation Measures for Quality Inspection Points for Key Processes 《銀城國際關鍵工序質量停檢點實施辦法》
		Yincheng International Administrative Measures for the Use of Project Management Platform for Yincheng Engineer 《銀城國際銀匠工程管理平台使用管理辦法》
		Yincheng International Guidelines for Standard Actions of Project Management 《銀城國際項目管理行為標準動作指引》
		Operation Guideline for Functional Inspection of Housing 《房屋功能性查驗操作指引》
		Operation Guideline for Simulated Project Inspection and Acceptance 《項目模擬驗收操作指引》
		Administrative Measures to Improve Customer Satisfaction 《客戶滿意度提升管理辦法》
		Implementation Measures for the Third-Party Survey on Customer Satisfaction 《客戶滿意度第三方調研實施辦法》
		Operation Guideline for Handling Customer Complaints 《客戶投訴處理作業指引》

APPENDIX I: LIST OF LAWS AND REGULATIONS AND INTERNAL POLICIES (Continued)

附錄一：法律法規及內部政策清單(續)

Category 分類	Type 類型	Title 名稱
Information Security 信息安全類	National laws and regulations 國家法律法規	Law of the People's Republic of China on Confidentiality 《中華人民共和國保密法》
		Law of the People's Republic of China on the Protection of the Rights and Interests of Consumers 《中華人民共和國消費者權益保護法》
		Data Security Law of the People's Republic of China 《中華人民共和國數據安全法》
		Personal Information Protection Law of the People's Republic of China 《中華人民共和國個人信息保護法》
	Internal policies 內部政策	Yincheng International Management System for the Red and Yellow Lines of Business Operations 《銀城國際業務紅黃線管理制度》
		Yincheng International Administrative Measures for Information Security 《銀城國際信息化安全管理辦法》
Responsible Marketing 責任營銷類	National laws and regulations 國家法律法規	Advertising Law of the People's Republic of China 《中華人民共和國廣告法》
		Regulations on Real Estate Advertising Release 《房地產廣告發佈規定》
	Internal policies 內部政策	Yincheng International Brand Management System 《銀城國際品牌管理制度》
		Yincheng International Brand Implementation Management Measures 《銀城國際品牌落地實施管理辦法》
		Yincheng International Marketing Planning Production Review Rules 《銀城國際營銷策劃出品審查細則》
Supplier Management 供應商管理類	National laws and regulations 國家法律法規	Law of the People's Republic of China on Invitation and Submission of Bids 《中華人民共和國招標投標法》
		Government Procurement Law of the People's Republic of China 《中華人民共和國政府採購法》
	Internal policies 內部政策	Yincheng International Supplier Management System 《銀城國際供應商管理制度》
		Yincheng International Tender Management System 《銀城國際招投標管理制度》
		Yincheng International Administrative Measures for Cooperation Project Procurement 《銀城國際合作項目採購管理辦法》
		Yincheng International Sunshine Declaration 《銀城國際陽光宣言》

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Environmental, Social and Governance Aspects, General Disclosure and KPIs 環境、社會及管治範疇與一般披露及關鍵績效指標		Section in the Report 所在章節
Environmental 環境		
Aspect A1 層面 A1	Emissions 排放物	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Green Management 4.1 綠色管理 4.2 Green Operation 4.2 綠色營運 4.3 Green Office 4.3 綠色辦公
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	4.3 Green Office 4.3 綠色辦公
KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total (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)。	4.3 Green Office 4.3 綠色辦公
KPI A1.3 關鍵績效指標 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)。	4.3 Green Office 4.3 綠色辦公
KPI A1.4 關鍵績效指標 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)。	4.3 Green Office 4.3 綠色辦公
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理

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Aspect A2 層面 A2	Use of Resources 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。 Resources may be used in product ion, in storage, transportation, in buildings, electronic equipment, etc. 資源可用於生產、儲存、運輸、樓宇、電子設備等。	4.1 Green Management 4.1 綠色管理 4.2 Green Operation 4.2 綠色運營 4.3 Green Office 4.3 綠色辦公
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	4.3 Green Office 4.3 綠色辦公
KPI A2.2 關鍵績效指標 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)。	4.3 Green Office 4.3 綠色辦公
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	4.1 Green Management 4.1 綠色管理 4.2 Green Operation 4.2 綠色運營
KPI A2.5 關鍵績效指標 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(如使用)每生產單位估量。	The Group's products do not involve the use of packaging materials 公司產品暫不涉及包裝材料使用
Aspect A3 層面 A3	The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact 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。	4.1 Environmental Management 4.1 環境管理 4.2 Green Operation 4.2 綠色運營 4.3 Green Office 4.3 綠色辦公
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	4.1 Environmental Management 4.1 環境管理 4.2 Green Operation 4.2 綠色運營 4.3 Green Office 4.3 綠色辦公

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Aspect A4 層面 A4	Climate Change 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	4.1 Green Management 4.1 綠色管理
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	4.1 Green Management 4.1 綠色管理
Social 社會		
Aspect B1 層面 B1	Employment 僱傭	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 對發行人有重大影響的相關法律及規例的資料。	5.1 Compliance Employment 5.1 合規僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employee category, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	5.1 Compliance Employment 5.1 合規僱傭
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	5.2 Employee Care 5.2 員工關愛

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Aspect B2 層面 B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.4 Health and Safety 5.4 健康安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	5.4 Health and Safety 5.4 健康安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	5.4 Health and Safety 5.4 健康安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	5.4 Health and Safety 5.4 健康安全
Aspect B3 層面 B3	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Training refers to vocational training. It may include internal and external courses paid by the employer. 培訓指職業培訓，可包括由僱主付費的內外部課程。	5.3 Talent Cultivation 5.3 人才培養
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	5.3 Talent Cultivation 5.3 人才培養
KPI B3.2 關鍵績效指標 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。	5.3 Talent Cultivation 5.3 人才培養

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Aspect B4 層面 B4	Labour Standards 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Compliance Employment 5.1 合規僱傭
KPI B4.1 關鍵績效指標 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。	5.1 Compliance Employment 5.1 合規僱傭
KPI B4.2 關鍵績效指標 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。	5.1 Compliance Employment 5.1 合規僱傭
Aspect B5 層面 B5	Supply Chain Management 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	3.4 Responsible Supply 3.4 責任供應
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	3.4 Responsible Supply 3.4 責任供應
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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。	3.4 Responsible Supply 3.4 責任供應
KPI B5.3 關鍵績效指標 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管理，以及相關執行及監察方法。	3.4 Responsible Supply 3.4 責任供應
KPI B5.4 關鍵績效指標 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管理，以及相關執行及監察方法。	3.4 Responsible Supply 3.4 責任供應

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Aspect B6 層面 B6	Product Responsibility 產品責任	
General Disclosure 一般披露	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤、私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3. Craftsmanship and Quality 3. 匠心，鑄就品質
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not Applicable 不適用
KPI B6.2 關鍵績效指標 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。	3.3 Excellent Services 3.3 服務至上
KPI B6.3 關鍵績效指標 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。	3.1 Product Development 3.1 產品開發
KPI B6.4 關鍵績效指標 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。	3.2 Quality Oriented 3.2 品質為本
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	3.3 Excellent Services 3.3 服務至上

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Aspect B7 層面 B7	Anti-corruption 反貪污	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to prevention of bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.3 Business Ethics 2.3 商業道德
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	2.3 Business Ethics 2.3 商業道德
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, 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。	2.3 Business Ethics 2.3 商業道德
KPI B7.3 關鍵績效指標 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。	2.3 Business Ethics 2.3 商業道德
Aspect B8 層面 B8	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以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。	6.1 Care for the Community 6.1 溫暖社區
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	6.1 Care for the Community 6.1 溫暖社區
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area (e.g. monetary cost or time). 在專注範疇所動用資源(如金錢或時間)。	6.1 Care for the Community 6.1 溫暖社區



銀城國際控股有限公司

YINCHENG INTERNATIONAL HOLDING CO., LTD.