



*

p
JINGRUI HOLDINGS LIMITED

(於開曼群島註冊成立的有限公司)

(Incorporated in the Cayman Islands with limited liability)



CONTENTS

Concept and principle of the report	2	Assessment of key issues	9
Reporting period	2	Performance and figures overview	10
Reporting standards	2	List of major awards and achievements in 2022	12
Information source	3	Environment	13
Report access	3	Governance	20
Approved by the Board	3	Society	35
About the Group	3	Outlook	37
Statement of the Board	5	The Stock Exchange's Environmental, Social and Governance Reporting Guide Content Index	38
Chairman's statement	5		
Stakeholder communication	5		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2022 is the third year of the pandemic era. Under the background of normalized epidemic prevention and control and the central government's new deleveraging policy and regulation on the real estate industry, Jingrui continued to pursue its large-scale asset management strategy. Jingrui has responded to market changes, focused on its own development, operated with best efforts and kept firm faith in the long-term development of the industry.

In the future, with the continuous introduction of favorable policies for the real estate industry by the government, Jingrui will continue to further make its efforts in core cities and metropolitan areas, enhance its product strength and refined operation capabilities, deepen its large-scale asset management model, continue to build outstanding projects, forge solid operation management capabilities, improve asset values and realize high-quality development.

Yan Hao
Chairman

Concept and principle of the report

This report is the seventh Environmental, Social and Governance Report (the **"Report"**) issued by Jingrui Holdings Limited (stock code: 01862) (the **"Company"** or **"Jingrui"**) and its subsidiaries (the **"Group"** or **"we"**). The purpose of this Report is to disclose the performances we achieved in the year in terms of environment, society and governance, respond to stakeholders' expectations of the Group's information disclosure and allow them to understand our performance and development direction on various sustainable development policies.

The Group's projects are mainly located in all municipalities of the People's Republic of China (**"China"**) and the first- and second-tier core cities in the Yangtze River Delta, with a total of 112 projects being operated in 24 cities as of the end of 2022. Our projects are in different development phases and they also cover a variety of different building models and methods. As such, it is difficult to disclose comparable environmental data for all projects at one time. Considering this, for each reporting year, we select appropriate projects for disclosure. In 2022, we will continuously select Jiaxing Project and our head office as this year's environmental disclosure, while the remaining data of policies and measures disclosed cover the same entities as those in the annual report.

Reporting period

Unless otherwise specified, this Report covers the performance of the Group on environmental, social and governance issues from 1 January 2022 to 31 December 2022 (the **"Reporting Period"**).

Reporting standards

This Report is prepared under the Environmental, Social and Governance Reporting Guide (the **"Guide"**) stated in Appendix 27 to the Rules Governing the Listing of Securities (the **"Listing Rules"**) on The Stock Exchange of Hong Kong Limited (the **"Stock Exchange"**). The reporting principles of **"Materiality"**, **"Quantitative"**, **"Balance"** and **"Consistency"** set out in the Guide of the Stock Exchange underpinned the preparation and contents of this Report, as well as the presentation of the information. The Group has added a chapter of the Statement of the Board in previous environmental, social and governance report to strive for improvement in disclosure, and showed that the board of directors of the Group attaches importance to the sustainable development.

In 2022, we further disclosed the Group's environmental, social and governance initiatives in compliance with the latest Guide of the Stock Exchange, with a view to giving a full picture of the Group's commitment to social development and corporate responsibilities beyond financial data.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Information source

Unless otherwise stated, the information disclosed in this Report comes from the Group's internal official documents, fillings, internal statistical data and relevant official public information records.

Report access

To reduce paper usage, this Report is published electronically on the Company's website (www.jingrui.com) and the website of HKEXnews (www.hkexnews.hk) and no printed copies are provided. If readers have any inquiries or comments on this Report, you can contact us at ir@jingrui.com. This Report provides two versions in Chinese and English for readers to refer to. If there are any differences in content, the Chinese version shall prevail.

Approved by the Board

This Report was approved by the board (the "**Board**") of directors (the "**Directors**") of Jingrui on 30 March 2023. The Group undertakes that the contents of this Report do not contain any false statements, misleading statements or material omissions and the Board is responsible for the truthfulness, accuracy and completeness of the contents. The contents of this Report have been duly reviewed and approved by the Board prior to publication to ensure their correctness. If you have any feedback on this Report, please contact us at the following ways:

Address: Room 1218, 12/F, China Resources Building, 26 Harbour Road, Wanchai, Hong Kong

Phone Number: 852-23276858

Email: ir@jingrui.com

Company Website: www.jingrui.com

About the Group

The Group is a residential property developer in China, asset management operator and professional service provider. Since its establishment in Shanghai in 1993 and listing on the Main Board of the Stock Exchange in 2013 (stock code: 01862), we have been focusing on real estate development and asset management as our core business, with a focus on professional services including residential development and asset management operations in first- and second-tier core cities and metropolitan areas.

We serve mainly buyers who are improving their existing living conditions and first-time buyers, which we believe are the majority of buyers in the China property market. We value our customers and operate under the principle of "Customer First". In order to serve our customers systematically, we have created "Design to Value" ("**DTV**"). By providing one-stop product solutions, we develop quality residential properties and provide systematic professional services to meet all the needs of our clients with tailor-made solutions. We insist on our mission to be the "pioneer in asset management with the best knowledge in both architecture and lifestyle", to build a sense of quality, create quality communities, and continuously improve our management services.

We value technological innovation. With the rapid development of technology, we create new business models through big data analysis and correlation rule algorithms. We effectively implement intelligent production management through data tracking and information interfacing to address the flexible service needs of small batches and multiple lots. We strive to add new value to every aspect of real estate development in order to enhance the overall competitiveness of the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Through its five business platforms, the Group engages in real estate development, urban renewal, asset management, commercial operations and property management, and is committed to becoming the “pioneer in asset management with the best knowledge in both architecture and lifestyle” in China. In March 2020, the business platform was iteratively upgraded into five major segments: Yan Capital Management, Jingrui Properties, Jingrui Capital, Jingrui Service and Co-Fortune Capital. Yan Capital Management has formed a mature “fund raising, investment in projects, post-investment project management and capital withdraw” full-cycle fund management capability, with advantages being highlighted and product design capability being further enhanced. In addition to

deepening regional cultivation, Jingrui Properties has been actively expanding its layout in the midstream and downstream Yangtze River City Cluster, striving to expedite its development pace, continuously improve its operational turnover efficiency and realize both scale and efficiency growth. The operation management of Jingrui Capital has become more refined, and the digital operation management system has begun to bear fruit. Jingrui Service focuses on the actual needs of homeowners, integrating the vision of “Proactive Service Provider Adhering to Quality” into full-type and full-lifecycle services through services and execution. Co-Fortune Capital has always been around the real estate ecosystem, maintaining market acumen, actively capturing industry opportunities and striving to achieve investment expectations.

Five business platforms				
Yan Capital Management	Jingrui Properties	Jingrui Capital	Jingrui Service	Co-Fortune Capital
Focuses on real estate fund raising activities and asset management and manages to finish a transition from real estate debt fund to equity fund	Focuses on property development in four urban agglomerations in China and is committed to providing customized life products and services based on the strategy of “customer insights”	Focuses on urban renewal and provides operating management services covering apartment and office building development, holding and leasing in the first-tier cities such as Shanghai, Beijing as well as core second-tier cities	With the development goal of being a “promoter of ideal life in Chinese cities”, it provides high-quality property services for various properties such as commercial plazas and high-end apartments	Focuses on investment in real estate ecological cycle, and enhancing products and serving capabilities by leveraging on its capital to stimulate its real estate development business

Operating policy:	In line with the national development strategy, the Group continues to focus on the first- and second-tier core cities and metropolitan areas, and develops and operates real estate projects with relatively high margins and stable investment returns
Contracted sales value:	RMB7,075.6 million
Contracted sales area:	427,019 square meters

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Statement of the Board

Sustainable development is an integral part of our development strategy. Against the backdrop of the national commitment to carbon peaking and carbon neutrality, it is particularly important for us as a corporate citizen to put into practice sustainable development. Specifically, the Board has been collecting opinions through various communications, identifying key environmental, social and governance related issues, monitoring and managing them accordingly, and evaluating the results in a timely manner while developing our business. The Board also confirms that it has reviewed the contents hereof and will bear the ultimate responsibility for this Report. If you have any questions about the content hereof, please feel free to give us feedback. The Board will ensure that your relevant issues will be dealt with appropriately.

Chairman's statement

As a real estate company, to build a good livable environment is the foundation of our business. Since our establishment 29 years ago, our real estate business has been growing and our corporate governance has continued to improve. We have successfully expanded our business into 24 cities across the country and provided happy residences for more than 70,000 families. In the future, under the policy of the Chinese government for the virtuous cycle and healthy development of the real estate sector, the real estate industry will have a demand for better companies and better products. Therefore, we will continue to do our best to adhere to the philosophy of "customer-first" and follow the main policy of "housing is for accommodation, not for speculation (房住不炒)", and seeking a balance between achieving environmental protection goals and profitability, so as to create returns for shareholders, and also bring benefits for other stakeholders.

2022 is the third year of the pandemic era. Under the background of normalized epidemic prevention and control and the central government's new deleveraging policy and regulation on the real estate industry, Jingrui

continued to pursue its large-scale asset management strategy. Jingrui has responded to market changes, focused on its own development, operated with best efforts and kept firm faith in the long-term development of the industry. We would like to take this opportunity to express my sincere gratitude to all employees for their efforts over the past three years of epidemic and for staying with us during this difficult time to enable the normal operation of the Group's business.

This is our seventh Environmental, Social and Governance Report, and we hope that it will serve as an opportunity to review our efforts over the past year and provide inspiration for Jingrui's future environmental, social and governance initiatives, while contributing to the central government's targets of peaking carbon emissions by 2030 and achieving carbon neutrality by 2060. Let's keep up spirits to move forward with all stakeholders to harness the power of sustainable development for creating a better future.

Jingrui Holdings Limited

Yan Hao

Chairman

Stakeholder communication

The promotion of sustainable development is a long-term and sustained plan. Therefore, we have been in close communication with individual stakeholders, in hope of improving the sustainable development strategy of the Group by responding to their concerns, absorbing new ideas and improvements and adapting to the constantly-changing external environment, and thus creating longer-term value for stakeholders while ensuring that the Group is on the right developmental track. During the Reporting Period, the Group communicated with stakeholders in a variety of ways to collect their opinions and questions which had been reported to the management, and adopted those feasible to improve daily operating performance.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Details of communication with stakeholders during the Reporting Period are as follows:




Stakeholders	Expectation and Demand	Communication Response Method
Employees	Health and safety	Talks With Employees
	Promotion and development	Care For Employees
		Operators Conferences
		Employees Questionnaire
Investors and shareholders	Information disclosure	Regular Reports and Investor Meetings
	Returns and growth	Annual/Interim Results Presentation
		Annual General Meeting
Owners and customers (consumers)	Product quality and safety	Immediate Communication Platforms including Customer Service Hotline
		Third-party Satisfaction Survey
Suppliers and business partners	Fair, equitable and open procurement	Strategic Partners Forum
	Industry experience exchange	City-level Supplier Conference
		Project Regular Seminars With Suppliers
Media	Information disclosure	Interview With Senior Management
		Timely Response to Enquiries from Media, Distribution of News Release in Relation to Business Development to Media, etc.
Local communities	Creating healthy habitat	Community Events
		Distribution of Company Publications to Promote the Company's Measures among the Communities in Forms of Words and Pictures
Government supervision agencies	Law-abiding	Taxation According to the Law and Provision of Advice for the Establishment of Policies from the Perspective of Industry Professional
Non-profit organizations and non-governmental organizations	Public charity	Social Welfare Activities
General public	Information disclosure	Information Disclosure
	Support for social development	Public Opinion Monitoring

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Details of communication events with stakeholders during the Reporting Period are as follows:

Stakeholders	Relevant Events	Frequency
Investors 	Investor Meetings	Held 32 investor meetings throughout the year, of which 27 meetings were online and 5 meetings were offline
	Results presentation	No results presentation was held due to the pandemic
	Annual general meeting	No annual general meeting was held due to the suspension of trading
Employees 	Talks With Employees	The management communicates with employees irregularly throughout the year, listens to their opinions and needs, so as to make effective improvements and adjustments
	Employees questionnaire	Conduct questionnaires to employees twice a year to understand their opinions and improve existing measures
	Care For Employees	City companies organized various festival celebrations or caring activities for employees at various festivals or from time to time according to their actual conditions, so as to establish a good corporate culture, and enhance the morale and sense of belonging of employees
	Operators Conferences	The Company held two operators conferences on 17 January and 20 July 2022, aiming to stir up the morale of the Company's management personnel while promoting their understanding of the Company's policies and development direction

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Stakeholders	Relevant Events	Frequency
Consumers 	Third-party Satisfaction Survey	Once a month
	Complaint and Consultation Hotline	Each subsidiary has set up a hotline for complaint and consultation throughout the year
Suppliers 	The Group's Suppliers Chinese New Year Feast	Held every 1-2 years
	The Group's Strategic Partners Forum	Once every half a year
	City-level Supplier Conference	Held annually according to the actual situation of the city company
	Regular Seminars With Suppliers	Once every quarter
Media 	Interview With Senior Management	Irregular interviews with various media
Government supervision agencies	Law-abiding Taxation According to the Law	Communicate with government departments from time to time to understand and learn the latest policy situation, and actively cooperate with government administration
Non-profit organizations and non-governmental organizations	Public Charity	Organized 12 social welfare activities

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Assessment of key issues

Through effective communication with stakeholders and internal discussions, the Company has sorted out a series of key issues and will follow the “materiality”

principle of the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Listing Rules of the Stock Exchange. On the basis of meeting the requirements of the Guide, in-depth disclosure on the following issues is made in response to the expectations of stakeholders.

Environmental Issues	Disposal of waste
	Selection and use of building materials
	Environmental protection of the unconstructed land at the early stage of site selection and construction
Social Issues	Staff benefits and training
	Employee health and safety
	Product quality
	Guarantee customer health and safety
	Protect customer privacy
Governance Issues	Supply chain management
	Economic indicator
	Prevent corruption, bribery, extortion and fraud

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Performance and figures overview

Financial data



Revenue

-41.6%

RMB**7,907.9** million

RMB13,551.6 million (2021)



Gross Profit Margin

-16.5 Percentage Points

1.5%

18.0% (2021)



Contracted Sales Value

-73.8%

RMB**7,075.6** million

RMB27,011.1 million (2021)



Profit for the Year
Attributable to Equity Holders

-3,448.9%

RMB**-4,269.8** million

RMB127.5 million (2021)



Number of Major Sales
Cities and Projects

112 projects in **24** cities

116 projects in 24 cities (2021)



Basic Earnings
per Share

-3,575.0%

RMB**-2.78**

RMB0.08 (2021)



Total Contracted Sales
Gross Floor Area

-70.2%

427,109 square meters

1,433,005 square meters (2021)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental Data¹



Total Greenhouse Gas Emissions

-63.1%

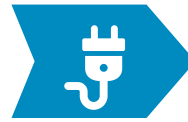
351.7 tonnes
carbon dioxide equivalent
(2021: 952.8 tonnes)



Water Consumption

-71.5%

14,107.0 cubic meters
(2021: 49,556.0 cubic meters)



Electricity Usage

-65.9%

476.2 MWh
(2021: 1,394.6 MWh)



Total Energy Consumption

-56.8%

782.9 MWh
(2021: 1,811.5 MWh)

¹ Environmental data only covers the relevant data of the Jiaxing Project and head office of the Group

Social and Governance Data



Number of Employees

3,082 employees

3,160 employees (2021)
3,017 employees (2020)



Work-related Injuries
Office Employees

1 employee

0.03%

2 employees 0.06% (2021)
1 employee 0.03% (2020)



Work-related Injuries
Frontline Employees

10 employees

0.32%

18 employees 0.58% (2021)
10 employees 0.33% (2020)



Work-related Fatalities
Office Employees

0 employee

0%

0 employee 0% (2021)
0 employee 0% (2020)



Work-related Fatalities
Frontline Employees

0 employee

0%

0 employee 0% (2021)
0 employee 0% (2020)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

List of major awards and achievements in 2022

Awarding organization	Award
Shanghai Property Management Association	Integrity Commitment AAA Credit Rating Enterprise
	Outstanding Member Unit
	Five-Star Enterprise for Property Services Comprehensive Strength
CRIC Property Management/Shanghai E-house China R&D Institute	TOP 44 in TOP 100 Property Service Business Enterprises
Leju Finance	Excellent Property Brand Companies
CRIC Property Management/CPMRI	Top 100 China Property Services Companies with Comprehensive Strength
	China's Leading Quality Property Service Enterprise
	China's Leading Residential Property Service Enterprise
	Top 100 China Property Services Companies with Quality Value
	Featured Brand Property Enterprise of China – City Services Integrated Service Provider
	Top 30 Branded Property Service Enterprises in Eastern China
China Times	Influential Real Estate Brand of the Year
The Paper	Best Operator for Urban Renewal

Environment

Overview and Directional Statements

Global warming is an indisputable fact. The period from 2015 to 2022 was the eight consecutive years with the highest global temperature on record, and the global average temperature was more than 1 degree Celsius above pre-industrial times. The year 2022 alone was the fifth hottest year on record, with extreme temperatures in many regions of the world and several European regions recording a below-average temperature in spring. However, a rare heat wave hit many parts of southwestern Europe in May, resulting in the hottest summer on record in many countries. At the same time, satellite data also showed that atmospheric greenhouse gases continued to increase last year. Therefore, the environment itself has continuously issued warnings to human beings, making them stop, think about their relationship with nature, formulate plans and put their plans for environmental protection into action as soon as possible.

Since 2018, China has achieved positive results through a series of actions, including adjusting the industrial structure, optimizing the energy structure, improving energy utilization efficiency, and controlling greenhouse gas emissions from non-energy activities to promote the development of green industries. In addition, the Environmental Protection Tax Law, implemented since 1 January 2018, requires regulations made and new taxes levied on targeted companies and public institutions that discharge certain pollutants into the environment. According to this law, during the Reporting Period, we did not have any increase in liabilities and a decrease in profits due to the implementation of environmental policies and the increase in tax.

In 2022, the Group continued to increase the Group's efforts in constructing green buildings, while continuing to strengthen the construction of civilized construction sites and green business operations, and would also increase efforts to promote green lifestyles to residents through Jingrui Service. The directional goals for increasing efforts in constructing green buildings include:

1. Integrate green building concepts and designs into projects in their research and development phase
2. Use environmentally friendly and energy-saving materials
3. Upgrading and utilizing green processes
4. Saving energy and water at any stage of construction
5. Reduce direct and indirect impacts on the environment

In addition, Jingrui has developed a green financing framework to raise funds for the Group's goal of constructing and managing properties with positive environmental impacts. In 2022, the Group's Wuyi Project adopted a green and energy-efficient building design scheme, signifying the Group's commitment to the concept of environmental protection and "sustainable development" and its implementation.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental Indicators

The followings are the comparison between various environmental indicators during the Reporting Period and those in the previous period. Our projects are in different development phases and they also cover a variety of different building models and methods. As such, it is difficult to disclose comparable environmental data for all projects at one time. Although the Jiaxing Project has completed in September 2022, in order

to keep the year-on-year comparability, we select to continue with the Jiaxing Project and our head office in Shanghai as the environmental disclosure for 2022 and 2021. From next year, we will replace the Jiaxing Project with the Wuyi Project, and continue to improve our environmental data collection system so that we can study and disclose the relevant data in a more systematic and targeted manner.

Item	Unit	2022	2021	2020	22 vs 21 Change	21 vs 20 Change
Type of emissions and relevant emission data*						
Nitrogen oxides	Kg	3.40	5.98	5.72	-43.1%	4.5%
Sulfur oxides	Kg	2.46	3.35	3.29	-26.6%	1.8%
Respirable suspended particulate	Kg	0.60	0.90	0.85	-33.3%	5.9%
Total greenhouse gas emissions						
Total greenhouse gas emissions	Tonne of carbon dioxide equivalent	352	953	2,457	-63.1%	-61.2%
Scope 1	Tonne of carbon dioxide equivalent	75	102	100	-26.5%	2.0%
Scope 2	Tonne of carbon dioxide equivalent	277	851	2,357	-67.5%	-63.9%
Greenhouse gas emission density	Tonne of carbon dioxide equivalent/ square meter	0.0026	0.0071	0.0183	-63.4%	-61.2%
Hazardous waste**						
Total hazardous waste	Tonne	13	7	N/A	85.7%	N/A
Asbestos waste	Tonne	9	6	N/A	50.0%	N/A
Dye/coating waste	Tonne	1	1	N/A	0.0%	N/A
Hazardous waste density	Tonne of carbon dioxide equivalent/ thousand square meter	0.0991	0.0534	N/A	85.6%	N/A
Non-hazardous waste						
Total non-hazardous waste	Tonne	753	1,749	1,088	-56.9%	60.8%
Non-hazardous waste density	Tonne/square meter	0.0056	0.0130	0.0081	-56.9%	60.5%
Recyclable items	Tonne	19	26	20	-26.9%	30.0%
Domestic waste	Tonne	41	24	18	70.8%	33.3%
Construction waste	Tonne	693	1,699	1,050	-59.2%	61.8%

* Only covers Shanghai office

** Only covers the Jiaxing Project

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Item	Unit	2022	2021	2020	22 vs 21 Change	21 vs 20 Change
Energy consumption						
Electricity usage	MWh	476	1,395	3,863	-65.9%	-63.9%
Gasoline usage	MWh	307	417	409	-26.4%	2.0%
Total energy consumption	MWh	783	1,811	4,272	-56.8%	-57.6%
Energy consumption density	MWh/square meter	0.0058	0.0135	0.0318	-57.0%	-57.6%
Total water consumption						
Water consumption	Cubic meter	14,107	49,556	28,832	-71.5%	71.9%
Water consumption density	Cubic meter/square meter	0.1051	0.3694	0.2149	-71.5%	71.9%
Packaging materials used in finished goods						
Rebar	Tonne	298	7,869	730	-96.2%	977.9%
Concrete	Square meter	5,133	85,017	11,000	-94.0%	672.9%

Environmental data analysis

Jiaxing Project was completed in September 2022, with no nitrogen oxides and sulfur oxides emissions produced in the past three years. Therefore, the data for nitrogen oxides, sulphur oxides and respirable suspended particulate at aspect A1.1 only covered Shanghai head office and decreased by 43.1%, 26.6% and 33.3% year-on-year respectively. The greenhouse gas emission density at aspect A1.2 (including Jiaxing Project) also decreased by 63.4% year-on-year. The obvious emission improvement was mainly due to the transfer of a vehicle with the license plate number of Shanghai AKN766 in Shanghai head office to a property company for use and the epidemic lockdown and control measures in April and May in Shanghai resulted in electricity consumption only in the computer room, daily network and office equipment in the two months. In addition, some personnel deployment has resulted in less staff decreased vehicle usage and consequently less electricity consumption, which has also directly reduced air pollutant emissions.

Since the Shanghai head office does not produce any hazardous waste, the hazardous waste data at aspect A1.3 only covers Jiaxing Project. During the Reporting Period, hazardous waste density increased by 85.6% year-on-year, mainly due to the increased use of asbestos waste, mineral oil waste and lacquer oil for basement air duct insulation during the completion of Jiaxing Project.

The non-hazardous waste density at aspect A1.4 (including Shanghai head office) decreased by 56.9% year-on-year, mainly due to the fact that the construction waste from Jiaxing Project decreased by 59.2% year-on-year as it has been completed in September.

The energy consumption density at aspect A2.1 and the water consumption density at aspect A2.2 decreased by 57.0% and 71.5% year-on-year respectively, mainly due to the epidemic lockdown and control measures and reduced vehicle usage in April and May resulting in a decrease in the total energy consumption in Shanghai head office. At the same time, the completion of Jiaxing Project also significantly reduced the electricity and water consumption. Similarly, the raw materials consumption of rebar and concrete at aspect A2.5 has also significantly decreased by 96.2% and 94.0% year-on-year respectively due to the completion of Jiaxing Project.

Overall, the Group generally recorded a significant improvement in environmental data year-on-year, with the exception of increased waste due to the completion of Jiaxing Project. With the lifting of the lockdown and control measures by the Chinese government in January 2023, we expect the operating environment to gradually return to normal from 2023 onwards, and we will maintain close communication with all stakeholders to develop more environmental initiatives to continuously improve our environmental data.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Energy saving and emission reduction measures

In order to strengthen the green management of the office, we have established a complete inspection mechanism with the aim of controlling electricity consumption and achieving energy saving and emission reduction at the same time, ensuring that the lighting and air conditioning in all areas of the property are used properly. We also strictly enforce the shutdown of unused appliances to reduce electricity consumption. In order to enhance the overall effect of reducing emissions, the Company put forward the "five one" initiative, including saving every "one" sheet of paper, reducing the use of "one-time" tableware, turning off the lights for "one" hour at noon, and increasing "one" centigrade when using the air conditioning and driving "one" fewer day a week. In addition, the Company published the Convention on Office Civilization to call for energy saving and emission reduction for all employees, and also launched an "energy saving and emission reduction" publicity activities, and posted energy-saving and paper-saving signs throughout the Company to remind employees to save energy. At the same time, we reduced resource waste through modifying printer settings and air conditioning control.

Energy saving measures:

We are actively promoting the use of environmentally friendly materials and technologies in all our projects. We tried to use energy-saving materials, such as fly ash and prefabricated piles, to reduce related energy consumption and carbon emission. In addition, we also tried our best to industrialize interior decoration as much as possible and promote the application of precast concrete technology to further reduce overall carbon emissions. Of course, we also promoted the use of such materials, clean energy technologies,

finished assembly components and other low-emission products or technologies in all respects, so that our construction projects could be built as environment-friendly as possible. In the construction, we used all-steel climbing frames made of aluminum mold instead of wood, therefore reducing the use of high-loss materials such as wood. Other energy-saving measures we have taken include:

1. Kept the original building materials in their original form as much as possible in the process of building and renovation to reduce the production of building wastes. If there was a need to demolish certain building parts, the integrity of the building would be taken into account as much as possible, so that the parts demolished could be reused;
2. In terms of material procurement, we have striven to accurately calculate the amount of consumption to avoid waste caused by excessive procurement;
3. Planned the material stacking reasonably to avoid second-time transportation and reduce the carbon emissions due to the use of transportation tools;
4. Machinery has been reasonably equipped according to the actual needs of the project to avoid idle machinery and achieve less waste of resources; and
5. If there is excess material purchase or dismantling materials, they would be sold or donated to the third party.

Power saving measures:

We used electrical equipment with low power as much as possible as long as the equipment can meet the needs of construction; during the construction, we tried our best to use energy-saving lamps with high brightness but low power consumption to improve energy efficiency; we ensured separate power supply for construction, office and living areas and separate measurement for these areas, so as to ensure that all electricity records were clear and accurate and to analyze their energy consumption and identify opportunities to reduce energy use and carbon footprint; and we strictly supervised the use of high-power equipment, and shut them down immediately after construction.

Water saving measures:

We set up separate water meters for measurement in construction, living and firefighting areas, and collect statistics and made analysis of water consumption data by stage to identify opportunities for reducing water usage, extensively used water-saving products, and strengthened the daily repair and maintenance of water-using equipment to prevent dripping, popping and leakage.

Waste management

The Group is committed to waste reduction and the properties and offices we own or manage have implemented various waste management practices to minimize waste generation. We actively promote

reuse and recycling to maximize the useful life of our materials. The Group also employs responsible recycling contractors to collect and process recyclable materials. In our managed properties, we encourage tenants and residents to practice source separation of waste. We also actively promote green living to our customers, such as the “Sharing Bazaar” campaign in our apartment stores, which allows tenants and employees to exchange unused items via cell phones and reuse resources. In addition, we are actively responding to the national call to integrate waste separation in all communities, stores and offices.

Green building certification

Green buildings are the most intuitive expression of the sustainable development thoughts of real estate companies and the most direct expression of social responsibility. We evaluate and select suitable properties and actively participate in the evaluation of green buildings. In addition, the Company also refers to the best management practices so as to further improve the project efficiency and create more environmentally friendly and comfortable buildings. During the Reporting Period, the Company delivered or partially delivered a total of 4 green building projects, including 3 one-star projects and 1 two-star project, with a total gross floor area of 531,000 sq.m.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

China's Assessment Standard for Green Building defines green buildings as "buildings that conserve resources alternatively, protect the environment and reduce pollution, provide people with healthy, suitable and efficient use of space, and coexist in harmony with nature throughout the life cycle of the buildings". Other green building assessments and sustainable building certifications include: LEED (Leadership in Energy and Environmental Design), WELL and others. The former

is issued by the United States Green Building Council and is widely used in various buildings. LEED provides a framework for healthy, efficient and cost-saving green buildings. LEED certification is a globally recognized symbol of sustainable development achievement and leadership. WELL is managed by the International WELL Building Institute and aims to measure, certify and monitor buildings through dimensions such as air, water and light.

Case Study:



MagLink, the largest urban renewal project in Shanghai in recent years, is also the most representative green building of Jingrui in recent years. The air conditioning in the office building of MagLink adds PM2.5 filtering and purification to the new air system to ensure indoor air quality. Double-layer LOW-E curtain wall glass can effectively block heat, reduce electricity consumption for air-conditioning and avoid light pollution. The building's overall water recycling system enhances water conservation by collecting and storing rainwater and filtering and reusing miscellaneous drainage water. The use of Parksmart's silver pre-certified intelligent parking system and efficient energy management system also greatly improves energy efficiency. During the period, MagLink in the community was officially put into operation, which would deepen apparent understanding of the public in the community on green building.

With the design concept of "sustainable development", MagLink has formed a healthy ecological loop for business life, so that energy saving and environmental protection are intertwined with good living. Therefore, it has obtained LEED platinum pre-certification and PARKSMART silver pre-certification. Platinum is the highest level of LEED certification, and only 5% of the world's participating projects are awarded this honor. MagLink is currently the first project with PARKSMART silver pre-certification in China.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The projects delivered or partially delivered with the China's green building star certification during the Reporting Period are as follows:

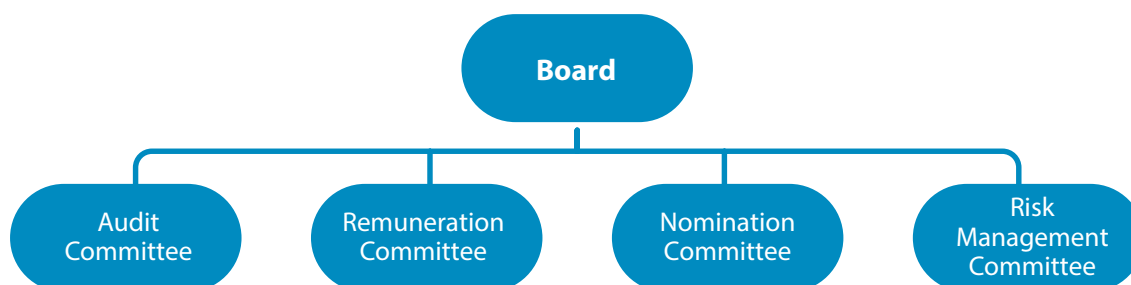
No.	Project Name	Project Type	Total Gross Floor Area (thousand sq.m.)	Assessment Results of Green Building
1	Suzhou Taicang Luminaries Park	Residential	75	one-star green building
2	Yangzhou Jingrui Yujing Fenghua	Residential	54	one-star green building
3	Nanjing Xijiang Ruifu	Residential, commercial	280	one-star green building
4	Hangzhou Jingrui Haiyi Cuiting	Residential, commercial	122	two-star green building

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Governance

Governance Structure

The Group's corporate governance structure is as follows:



Board Governance and Supervision

The role of the Board is pivotal in leading the overall development of the Group: the Board leads the overall development of the Company over time, sets the Company's values and standards, and at the same time allocates the Group's resources and funds in a timely manner to ensure that the established strategic goals and development strategies are effectively implemented, the development momentum of the Group can be maintained and creates value for shareholders.

On 30 March 2023, Mr. Chen Xin Ge, the co-chairman and an executive Director of the Company resigned as the co-chairman and re-designated as the non-executive Director, while Mr. Yan Han, the co-chairman, an executive Director and chief executive officer of the Company re-designated as the chairman of the Board from the co-chairman of the Company. Upon this re-designation, Mr. Yan assumed the roles of both the chairman of the Board and chief executive officer. The Board believes that Mr. Yan, as one of the founders of the Group, is instrumental to the Group's growth and business expansion since 1999 and that vesting the roles of chairman and chief executive officer in Mr. Yan facilitates and maximizes the effectiveness of the execution of the Group's business strategies. The Board also believes that the balance of power and authority between chairman and chief executive officer would not be impaired by such arrangement, and the significant weight of the non-executive Directors (including independent non-executive Directors) enabled the Board as a whole to effectively exercise its non-bias judgement.

Under the supervision of the Board, the Group manages its overall operations through its audit committee, remuneration committee, nomination committee and risk management committee.

Audit Committee: responsible for handling matters relating to the external auditors, working together with the auditors to monitor the compliance and integrity of the Company's financial statements and annual reports and accounts, interim reports and (if to be published) quarterly report, and at the same time discussing the risk management and internal control systems with the management to ensure that the management has performed its duty to establish and maintain effective systems, and conducting research on major investigation findings on risk management and internal control and management's response to these findings.

Remuneration Committee: responsible for making recommendations to the Board on the Company's policy and structure for all Directors' and senior management's remuneration and on the establishment of a formal and transparent procedure for developing these policies to ensure that the development of all remuneration policy, compensation for resignation and other related matters within the Group are reasonable and appropriate.

Nomination Committee: responsible for reviewing the structure, size and composition of the Board on a yearly basis, making recommendations on any proposed changes to the Board, and at the same time assessing the independence of independent non-executive Directors to ensure the Board's effective operation.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Risk Management Committee: responsible for developing risk management and internal control systems, conducting regular inspections of office procedures, practices and systems, identifying and managing potential risks to ensure that assets are not improperly used, maintaining accounts properly, as well as ensuring compliance with relevant regulations.

Maintain a high-quality governance

The long-term development of the Group depends on the high-quality governance to protect the interests of various stakeholders. Therefore, the Group has, after establishing a clear structure of the Group, always followed strict governance standards, so that all employees can clearly understand the responsibilities

of each post, and at the same time the scope of each person's rights and responsibilities is clearly defined to prevent any cases of conspiracy. As for compliance, we have fully implemented the Corporate Governance Code contained in Appendix 14 to the Listing Rules (the "Corporate Governance Code") to maintain stringent corporate governance standards. In addition, the Directors regularly participate in various trainings in relation to director's responsibilities every year, such as laws and new regulations, code of conduct and anticorruption.

The details of the attendance of the Board members to various meetings in 2022 are recorded as follows:

Position	Name	Attendance/ number of meetings held	Attendance rate
Executive Director	Mr. Yan Hao	10/10	100%
Executive Director (Re-designated as the non-executive Director on 30 March 2023)	Mr. Chen Xin Ge	10/10	100%
Executive Director	Mr. Xu Hai Feng	10/10	100%
Executive Director	Mr. Chen Chao	10/10	100%
Independent non-executive Director	Mr. Han Jiong	10/10	100%
Independent non-executive Director	Mr. Qian Shi Zheng	10/10	100%
Independent non-executive Director	Dr. Lo Wing Yan William	9/10	90%

Board Diversity

We believe that a diverse board is beneficial to the Company. The Company has adopted a board diversity policy over the years with the aim to achieve the business objectives and sustainable development of the Group. We will consider board diversity from a number of aspects, including but not limited to gender, age, cultural and educational background, race, professional experience, required expertise, skills, knowledge and length of service. The existing Directors, who are different from each other in background, can deliver corporate governance on a supplement basis and promise a relatively complete corporate governance system. The Board's nomination policy is still being refined and we will select qualified candidates who

meet those needs in line with our growing business requirements to support our Company's future development.

The Board plans to appoint at least one female Director to the Board prior to 31 December 2024 in order to increase the proportion of female members on the Board. Given that the Board is monogamous in composition at present and gender diversity on the Board needs to be improved. The Board hopes to increase and enhance the proportion of female members with the ultimate goal of achieving gender parity in the coming years. The Board will continue to search for potential successors to the Board to achieve greater gender diversity through selecting and nominating such candidates by the Nomination Committee.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Integrity in governance

The Group believes that integrity in governance is key to sustainable development. Integrity in governance ensures the stability of business operations and development, while reducing operational risks. Therefore, the Group is committed to promoting the awareness of integrity in the workplace and express the spirit of honesty and impartiality, thereby building a culture of honesty and integrity in the Group. The Group has established a comprehensive management system and clear anti-corruption regulations to clearly indicate the Company's code of conduct or ethics.

The internal audit department conducts regular internal regulatory inspections to ensure the effective implementation of investigation, training, supervision and review mechanisms by dedicated personnel. If the Group's employee or any person finds a corruption or suspected case within the Group, they can make a real-name or anonymous report through the reporting mailboxes, telephones, WeChat, etc.

If any employee is found to be in violation of the anticorruption code, the Group will first suspend the work of the employee involved and conduct an internal investigation. After the risk management department finds that it is true, the relevant labour contract will be terminated. If the misconduct committed by the employee involves a violation of national laws, the Group will immediately report the case to the relevant government department and let the judicial authorities take over the employee.

To raise the awareness of integrity, the Group posted anti-corruption posters in conspicuous places in various offices, sales offices and other places, so that employees can easily access relevant knowledge and be reminded. To control the anti-corruption of suppliers, the Group will sign anti-corruption agreements with various suppliers. By signing binding documents, we can ensure that suppliers commit themselves to comply with the anti-corruption operating rules. During the Reporting Period, there were no filed or settled corruption litigation cases against the Group or its employees.

Rigorous risk management and internal control

As a well-performing corporate citizen, we have adopted and fully complied with the Corporate Governance Code and managed the operation as much as possible through a reasonable mechanism to substantially reduce the risks in achieving business objectives. In terms of risk management and internal control, the Company has formulated internal guidelines covering a full range of businesses including investment, operation, marketing, finance and human resources management, with a complete organizational structure and clear responsibilities and authorizations.

The daily operation of various departments is conducted in accordance with the abovementioned internal guidelines with cross checks and balances among different departments. In addition, the status of risk management and internal control is further supervised by the departments at a higher level through daily inspection, process assessment and special guidance, and by the independent internal audit department conducting the review of amendments to internal control procedures, special audit and risk interview, in order to find, identify, assess and manage risks on a timely basis, and to take effective measures to control and mitigate risks.

Procedures to identify, evaluate and manage significant risks

- (1) Establishment of the risk context: evaluating and reviewing the effectiveness of the risk management and internal control systems of the Group to reduce the costs of operational risk and ensure compliant operation of the Company;
- (2) Formulation of the risk management policies: ensuring that the Group carries out consistent procedures and criteria for risk identification, measurement and reporting;
- (3) Identification of the risks: identifying any potential risks of various business segments and key procedures;
- (4) Evaluation on the risks: evaluating and rating the impact on business and its likelihood of occurrence for risks identified;
- (5) Response to the risks: evaluating the risk management solutions and the effectiveness of risk management;
- (6) Reporting and monitoring: monitoring and reviewing the policies and evaluating procedures for risk management and the measures for managing and effectiveness of controlling significant risks, and report the findings to the Board.

During the Reporting Period, we identified the natures and changes in key risk items in accordance with the above systems, and evaluated the likelihood of such risks and their impact on business. Also, the risk management committee has conducted an annual review of the Group's risk management and internal control systems for the year ended 31 December 2022. Aside from identifying and evaluating potential risks, we reviewed the measures and actions to control and reduce key risks to ensure that current actions are effective and will achieve desired results. Overall, the Board believes that the current risk management and internal control systems are perfect and operating effectively.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Statement of the Board

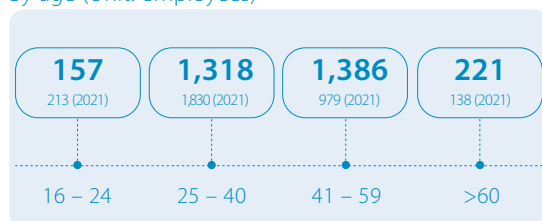
While developing business by Jingrui, the Board attaches great importance to ESG and sustainability management.

The Board of the Group formulates relevant strategies and objectives for ESG and sustainability in strict compliance with the Environmental, Social and Governance Reporting Guide of the Hong Kong Stock Exchange, assesses and reviews progress towards these objectives, and takes overall responsibility for the Company's ESG strategies and reporting.

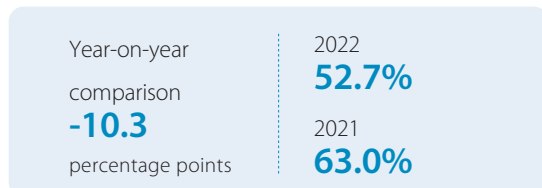
Every year, the Board must participate in all processes for ESG material issues, including discussion, evaluation, sequencing and finalization. Business risks are assessed in accordance with the overall internal and external risks of the Group, and the importance of stakeholders and their potential risks are carefully analyzed to formulate medium and long-term ESG strategies.

During the Reporting Period, the Board discussed and approved material ESG issues identified and formulated ESG strategies, objectives, risk control and management policies according to relevant issues. The Board regularly reviews relevant ESG work progress, updates risk assessment, improves ESG governance structure, proposes and implements future sustainability directions.

By age (Unit: employees)



Overall turnover rate:



By geographical region (Unit: employees)

	Shanghai	Chengdu and Chongqing	Beijing	Jiangsu	Zhejiang	Tianjin	Wuhan	Others	Total
2022	551	512	15	703	859	315	116	11	3,082
2021	902	398	7	800	683	234	136	0	3,160
% Change	-38.9%	+28.6%	+114.3%	-12.1%	+25.8%	+34.6%	-14.7%	N/A	-2.5%

Employee management

Employee-related data:

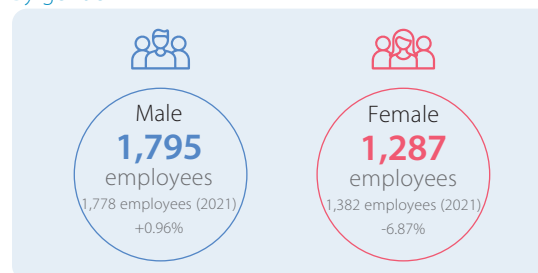


The total number of employees of the Group:

3,082 employees

3,160 employees (2021) -2.5%

By gender



By the nature and type of contract



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Employee Turnover Rate

By gender and employment type (Unit: employees)

	Male	%	Female	%
Office employee (development)	288	18%	200	12%
Frontline employee (self-sale/store)	624	39%	501	31%

By age group and employment type (Unit: employees)

	Senior management		Middle management		Junior management		Professional and other management		Frontline employee	
		%		%		%		%		%
<16	0	0%	0	0%	0	0%	0	0%	0	0%
16-24	0	0%	0	0%	0	0%	27	2%	167	10%
25-40	4	0%	18	1%	26	2%	404	25%	557	35%
41-59	4	0%	8	0%	6	0%	65	4%	272	17%
≥60	0	0%	0	0%	0	0%	0	0%	55	3%

By geographical region (department) (Unit: employees)

	Office employee (development)		Frontline employee (self-sale/store)	
		%		%
Shanghai	190	12%	269	17%
Chengdu and Chongqing	34	2%	11	1%
Beijing	0	0%	5	0%
Jiangsu	36	2%	317	20%
Zhejiang	93	6%	324	20%
Tianjin and Chongqing	60	4%	202	13%
Wuhan	49	3%	22	1%
Others	0	0%	1	0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

As at 31 December 2022, the total number of employees of the Company was 3,082, of which 631 were office employees engaged in real estate development business, 2,451 were frontline employees engaged in sales, property management, stores, customer service and other related business. In spite of the stringent epidemic lockdown and control measures in 2022, the Group only recorded a net reduction of approximately 2.5% year-on-year for the total number of employees, demonstrating that we value all our employees and do our best efforts to preserve all positions and provide support during the lockdown period.

In order to maintain competitiveness in the difficult operating environment while taking social and corporate responsibility, the Group adopted a part-time and temporary staff system in 2022, which significantly reduced the net employee turnover. The net employee turnover rate in 2022 was 52.7%, mainly due to the high turnover of frontline employees in real estate, but it has been a significant improvement from 63.0% in 2021.

In addition, all former, part-time and temporary employees will have the priority to be recruited when business improves.

During the Reporting Period, in light of the completion of Jiaxing Project in September 2022 and our continuous deployment of employees to Wuyi Project and other projects in the country during the year, the number of employees in our region changed relatively significantly from year to year.

Employee related policies

Group Recruitment Practices and Employment System

The Group has been recruiting and promoting employees in a fair, just and open way. In addition to complying with the Labor Law and Labor Contract Law in China, we have formulated a comprehensive employee management system that clearly indicates that the Group shall not consider external factors such as age, nationality, race, belief, sexual orientation, gender, or marital status when recruiting and promoting employees, and should also ensure that no child labor or forced labor is recruited.

After passing recruitment process, the Group will sign labor contracts with all employees and specify the employees' rights and interests, such as working hours, vacation, social insurance and provident fund, to protect the rights of both parties. We will also purchase "five insurances and one fund" (pension, unemployment insurance, medical insurance, maternity insurance, injury insurance and housing provident fund) for all qualified employees as required by law. At the same time, we will endeavor to safeguard the rights of employees, including choosing occupations, obtaining labor compensation, safety and health protection, rest, social insurance benefits and receiving functional training, etc., to protect the interests of employees.

In order to avoid the employment of child labor and forced labor, we used various administrative measures, including conducting background checks on employees to ensure that the information reported by the employees is true. If there is any employee who violates the Group recruitment system, we will immediately cease his or her work according to the established mechanism and report to the relevant department for filling.

In terms of vacation arrangement, the Group has formulated a System on Vacation which clearly sets out the employees' given holidays, holiday definitions and procedures of asking for leave, etc., to unify the Group-wide arrangements and avoid confusion. At the same time, we also create various special holidays for female employees, such as maternity leave, breastfeeding leave and annual gynecological examination, etc., to encourage more women to enter the workplace. For pregnant employees, we provide 98 days of maternity leave and 30 days of childbirth leave, while providing 10 days of paternity leave to the partners of pregnant employees to encourage employees to assume family responsibilities.

If any employee resigns, we will abide by the Company's Employee Management System to promise to pay wages and resignation compensation to relevant employees on time. During the Reporting Period, the Group did not receive any reported violations cases concerning employment.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Effective salary and benefit adjustment mechanism

Effective salary and benefit adjustment mechanism
We believe that employees' contributions should be reasonably rewarded, so we have designed an annual evaluation system to assess their performance and determine their salary increments, bonuses and promotions based on the employees' qualifications, experience, positions and seniorities. This evaluation system will refer to the "City Wage Difference Coefficient" and the internal "Nine-box Grid Grade" assessment to ensure that employees' salaries are in line with the industry standards of the regional market in which they are located, and at the same time ensure that employees' efforts and contributions are rewarded accordingly. After determining the remuneration of employees, the Group will also refer to the relevant salary survey of the real estate industry published by well-known consulting companies to make corresponding adjustments, so as to be in line with industry standards.

Protect the health and safety of employees

The safety and health of employees have always been a part of the Group's attention. Therefore, the Group has established a complete safety control and monitoring mechanism, under which the Human Resources Administration Centre is responsible for the overall planning of compliance assessments of laws, regulations, the safety management of dangerous areas to promote the Company's work on occupational safety and health, and the guidance and supervision of such work. In terms of external consultants, the Group hired external technical consulting organizations for environment and occupational health and safety management systems to provide safety recommendations to the Group in this regard.

In order to implement the relevant recommendations, all the subsidiaries of the Group have set up safety production committees to ensure that all occupational safety and health work is carried out smoothly. At the same time, by establishing a special safety working group, we can regularly carry out special safety inspections, so as to improve the safety of the Group's construction site. To monitor the effectiveness of the implementation of the policy, each subsidiary will regularly report to the headquarters on the progresses of various occupational safety and health tasks. Upon conducting a summary analysis, the headquarters will be able to draw practical improvement suggestions.

In terms of accident prevention, the Group will conduct an investigation on each security incident. Through a summary analysis, we understand the cause of the incident, and then ensure that the loopholes are blocked to prevent similar incidents from happening again, so as to gradually reduce potential risks. In terms of safety training, the Group has been actively organizing safety management personnel to participate in training in order to improve the safety awareness and literacy of all employees. It is hoped that by enhancing the safety awareness and knowledge of employees, the number of work-related and industrial accidents can be reduced.

During the Reporting Period, the Group's work-related injuries and fatalities and respective rate are as follows. The total number of working days lost due to such injuries is 255 (2021: 780).

	Office Employees				Frontline Employees			
	Work-related Injuries	Rate of Work-related Fatalities	Work-related Fatalities	Rate of Work-related Fatalities	Work-related Injuries	Rate of Work-related Fatalities	Work-related Fatalities	Rate of Work-related Fatalities
2022	1	0.03%	0	0	10	0.32%	0	0
2021	2	0.06%	0	0	18	0.58%	0	0
2020	1	0.03%	0	0	10	0.33%	0	0

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Strengthen employees' abilities

During the Reporting Period, the Group continued to provide training courses for its employees. The training hours per employee for full-time male and female employees were 11.13 hours (2021: 13.82 hours) and 9.10 hours (2021: 11.65 hours), respectively. The year-on-year decrease in training hours per employee was mainly due to the cancellation or significant postponement of training arrangements resulted from the unscheduled lockdown and shutdown in response to the outbreak.

Data in terms of percentage of employees receiving training by rank category are as follows:

2022

Training hours per employee

By gender and employment type (Unit: hour)

	Male	%	Female	%
Full-time	11.13	63%	9.1	37%
Part-time				

By rank

	Male	%	Female	%
Senior management	13.41	5%	12.33	1%
Middle management	11.83	10%	7.42	3%
Other employees	3.36	47%	2.95	34%



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In terms of training content, we formulated systematic training plans for employees based on their positions and professional knowledge. For example, for members of the management team, the training program would focus on improving their management and leadership skills. We also tailored training programs for marketing and sales personnel to improve their sales capabilities. In addition to internal training, we also hire external experts or fund employees for further training from time to time. As for new employees, according to the Guidelines for Mentoring Arrangements, apart from the Group's culture and job training introduction through one-on-one instructors, they will also be provided with employee rights training to reduce the risk of violations with regard to employment.

Examples of training content

By organizing "Lecture Hall", the Group invited cadres from multiple internal departments to provide employees with professional post knowledge and skills sharing, to enhance their work skills and performance.

The Group's Jingrui Capital has set up the Joyride College to allow employees to bring their various talents into play.

Supply chain management

Supply chain management has a huge impact on business, and the importance of supply chain management is increasing, and some customers and investors will also pay attention to supply chain management. The Group responded to the ever-changing business environment by the transformation and upgrading of its business. Our business is diversified and covers residential property development, asset management operations and property management services. Therefore, our supply chain also covers many aspects and is of complexity. In order to ensure the stable development of the Group's business, we have established a supply chain ecosystem that can interact with customers since the past few years. During the Reporting Period, we have continued to improve it according to the actual operating conditions, so as to endowing the Group's ability for sustainable development.

Supply ecosystem



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In 2018, we introduced the platform-style DTV (Design-to-Value), a customized supply ecosystem, for the first time in the report, hoping to convert customer-related data into design concepts of product and building to provide customers with completely customized product and service solutions. Of which, the so-called flexible supply chain refers to decomposing the complex needs of customers layer by layer, and then “flexibly” combining different standardized parts according to the needs of users to meet diverse customized needs. We hope to further optimize the operation of this supply ecosystem to improve the adaptability of the Group’s products and services to customer requirements and formulate a more stable operation process. Currently, all suppliers of the Group are from Mainland China.

Supplier management

Since 2006, the Group has been actively promoting strategic cooperation and centralized procurement to ensure product quality, efficient coordination and cost control, and has strengthened cooperation and competition with our suppliers, so as to continuously improve our supply chain management system and supervision mechanism.

With the accumulation of long-term operating experience, the Group has established a set of complete and reliable supply chain management system and standard workflow, such as “Tender Management Process of Jingrui Properties”, “Supplier Management and Evaluation System”, “Material and Equipment Management System”, “Procurement Work Evaluation” and other management systems, striving to ensure win-win cooperation, enhance product and corporate brand image, and reduce the risk of the supply chain to the environment and society.

Overall supplier selection principle:

- In principle, suppliers to be selected should have same or similar qualifications, otherwise unfair comments and opinions will be made.
- Adopt the principle of “deciding the winning bidder only in a bid”: the bidders shall return their bids on time according to the time agreed in the bidding file, while the bidding team must open the bid on time and can cancel that on the other day out of any reason. In

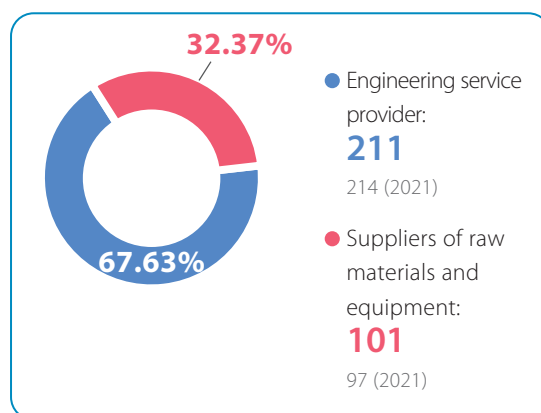
principle, all suppliers can only submit samples once in a bid, and can only adjust the sample once at most. The bidding team shall conduct a summary analysis of the quotations of bidders and start the interview with supplier who offers the lowest price and then the supplier who offers the second lowest price and so on. As long as the confirmation price is met, the bidder concerned can directly won the bid. Unless all bids do not meet the base price requirements, otherwise, another bidding is not allowed.



Total:
312

311 (2021)

Classified by the type of supplier:



Number of suppliers by region

	(Unit: suppliers)	(Percentage: %)
Shanghai	21	7%
Chongqing	32	10%
Tianjin	27	9%
Sichuan	23	7%
Jiangsu	113	36%
Zhejiang	96	31%
Total	312	100%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Breakdown of suppliers

	(Unit: (Percentage: suppliers) %)	
Materials and equipment		
Equipment	14	4%
Refined decoration components	87	28%
Sub-total	101	32%
Engineering services		
Main contracting	16	5%
Sub-contracting	127	41%
Consulting	22	7%
Supporting	46	15%
Sub-total	211	68%
Total	312	100%

Classified by management-level:

	2022	2021
Class S (Beyond Expectation)	2	3
Class A (First Choice)	25	28
Class B (Acceptable)	267	264
Class C (Limited use)	13	10
Class D (Unacceptable)	5	9

Although the pandemic was severe, the Group's total number of suppliers during the Reporting Period was comparable with that in 2021, proving our commitments to steadily focus on suppliers and the whole industrial chain. Jiangsu and Zhejiang continued to be the primary sources of the Group's suppliers, which represented 36% and 31% of our total suppliers in 2022, respectively.

For different levels of suppliers, the Group also set up different processing procedures to ensure that in strict supplier management codes, appropriate adjustments can be made according to actual operating conditions.

- City-level suppliers:

In order to meet the project development needs and to effectively standardize procurement transaction activities, the Company established detailed selection requirements for suppliers. City-level suppliers generally refer to suppliers that are organized and introduced by subsidiaries. In the purchase of materials, equipment, sub-projects, general contracting projects, landscape projects, decoration projects, and service consulting, etc. with an amount greater than RMB500,000, Tendering Management Process for City-level Suppliers must be complied with, which strictly forbid breaking down the project meeting unified tendering conditions into several smaller ones to circumvent the requirements of tendering management process. If the contract amount is less than RMB500,000 for material, equipment, emergency or sporadic procurement of subprojects, Direct Procurement Management Process should be followed. It is only after passing the assessment of the project management department of the Group subsidiaries and the Group operation centre, the entire bidding process can be considered completed. Only city-level suppliers who have been awarded "excellent" grades for four times in a row can be upgraded to "Group strategic suppliers" through the Group's shortlisting mechanism.

- Group strategic suppliers:

For suppliers of the Group's bulk or general materials, equipment and decoration parts and other suppliers that have set up strategic cooperation with the Group, the Group Strategy and Collection Tender Management Process must be complied with, which is detailed as below:

1. The Group's operation and procurement department can get the collected supplier information in the Group's "Mingyuan Cloud Procurement Platform" and "Supplier Information Database"
2. The members of the bidding team will conduct pre-qualification assessment and suppliers must pass the selection before being selected
3. The bidding team then discusses whether to arrange for inspection according to the list of suppliers, and records it in the minutes of the bidding preparatory meeting
4. Only after passing the inspection, the supplier can enter the bidding process

After confirming the cooperative relationship, we will arrange special personnel to conduct regular on-site inspections and assessments at various aspects to monitor the actual operation of the supplier

- Core suppliers:

In order to ensure project quality and efficient cooperation, the Group has established a core supplier management system in 2021, whereby suppliers with whom we have cooperated for five consecutive years on more than two projects with an annual evaluation grade of B or above will be selected by city companies and submitted to the Group's business unit and customer service for review, forming a hardcore supplier team with a unified value philosophy, customer first and a high degree of consistent business awareness, ensuring the effective implementation to protect against potential risks to the supply chain environment and the society.

Our monitoring scope covers the cooperation between party A and the general contractor, on-site management capabilities, time nodes requirements and construction quality. Supplier performance rating is classified as beyond expectation, first choice, acceptable, limited use and unacceptable.

During the year-end evaluation, if the supplier fails to meet one or more of the requirements, its annual evaluation will be graded as unqualified and need to submit a performance improvement plan. The Group will review and track the improvement of the supplier. If it still fails after the reassessment, the supplier's share in our procurement will be adjusted or even its contract with the Group will be terminated.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Response to suppliers' practice of applying environmentally friendly products and services:

As for the performance of suppliers' social responsibility, we encourage them to actively participate in environmental protection, and at the same time to comply with energy conservation regulations. For example, suppliers should ensure that local management personnel of the project thoroughly implement the Environmental Protection Management Measures and Regulations on the Administrative Regulations on Prevention of Dust Pollution at the Construction Site, etc. If suppliers have any comments, they can communicate with the Group through multiple channels at any time, which can ensure that all measures and requirements are accurate and feasible, and at the same time help us maintain good relationships with the suppliers.

- Project tripartite inspection:

According to the Materials and Equipment Management Process of Jingrui Properties, all suppliers are required to provide quality, environment and relevant qualified materials to be reviewed and documented by the project supervisor, Party A and Party B before the delivery of materials. After the materials have been delivered, the supervisor shall organize the acceptance of the materials, and the construction will only be carried out after they have passed the inspection.

- Professional unit inspection:

In accordance with the Inspection and Management Measures for Construction Materials of Jingrui Properties, the Group engages a third-party consultant to conduct a comprehensive inspection on incoming materials every quarter to ensure that all incoming materials used meet the quality and environmental requirements. At the same time, the Group's risk management department will also conduct random inspections from time to time.

Product management

We understand that only high-quality products that meet customer needs can enable companies to stand firmly in a highly competitive market environment. Therefore, the Group has stayed true to the mission of "Dedicated to Building a Wonderful Life", and hoped to satisfy the expectations of customers for "good houses in the future" by creating personalized wonderful spaces for customers.

The Group strictly complied with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and other laws and regulations, and fully complied with the Contract Law of the People's Republic of China, Construction Law of the People's Republic of China and Regulations on the Quality Management of Construction Projects and other regulations, ensuring a good quality foundation for all our products. At the same time, on the basis of compliance, the Group has established a series of very detailed internal requirements such as implementation standards, audit mechanisms, delivery guidelines and risk inspection, so that employees can have a basis or standard to apply when reviewing product quality, and in turn comprehensively reducing risks caused by quality problems.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Item	System Code	Measures
1	"Customers First" Implementation Standard of Jingrui Properties	Standardize standard actions of customer contact throughout the product life cycle, reduce customer risk, and improve customer experience
2	Compulsory Joint Drawing Review Process	In the design stage, each professional department must conduct cross-departmental review of drawings to reduce product design defects
3	Guidelines for Project Opening and Risk Inspection before Opening and Special Risk Checklist for Customization and Decoration before Opening of Jingrui Properties	For the project to be opened, each professional department conducts cross-departmental comprehensive risk inspection to control the quality at its opening
4	Operation Guidelines for Household Inspection (Early Intervention before House Repair) of Jingrui Renovated House	After the detailed inspection of the project, the house repair engineer intervenes in advance and inspects the houses and public areas with household inspection standards to reduce the defect rate of products and make the products meet the needs of customers to the maximum extent
5	Guidelines for Site Opening Before Delivery of Residential Projects of Jingrui Group	Before the product is officially delivered, invite customers to visit the construction site to let customers understand the construction process of the program, check and supervise product quality in advance
6	Delivery Evaluation and Brake Management System	The Group assesses whether the product meets the delivery standards, and for unqualified products, we will start the brake system, suspend delivery, until rectification is made to meet the delivery standards, in order to ensure the quality of delivered products
7	Real Estate Projects Warranty Management System and Rules of Jingrui Properties and In-home Repair Standards for Better Renovated Projects of Jingrui Properties	Standardize after-sales warranty service to improve customer satisfaction
8	Collection on Conducts Examination	In order to implement the "customer-oriented" core value, better summarize customer concerns on delivered projects, enhance product competitiveness and improve customers' living experience

Observing and Protecting Intellectual Property Rights

Jingrui has been strictly abiding by the Patent Law, the Intellectual Property Law, the Copyright Law, the Anti-Unfair Competition Law and other laws and regulations concerning intellectual property rights. In the event of any suspected infringement of intellectual property rights, the Group will immediately seek advice from our internal and external legal team and take appropriate actions, including the use of legal means to proactively respond to any infringement of its own intellectual property rights or any claim by a third party to infringe its intellectual property rights.

During the Reporting Period, Jingrui had no disputes or litigation involving intellectual property rights.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Customer Satisfaction Management

The Group respects the opinions of customers, and regards their opinions as the basis for improving the Group's policies and measures. It is expected that we can optimize our performance by listening to the customers' opinions, so that the Group can move forward and achieve long-term development.

In order to deal with customer complaints more efficiently, according to the types of customer complaints, the Group has designated different departments to be responsible for related matters and offering assistance. It is hoped that the division of the work on processing complaints can help to deal with relevant complaints in a more targeted and efficient manner:

Complaint type	Responsible department	Department offering assistance
Engineering quality	Customer service department/house repair engineering department	Engineering management department
Rule design	Customer service department	Rule design department
Sales service	Customer service department/ marketing department	
Customer service	Customer service department	
Property management	Property company	
Others	Customer service department	

Customers can express their opinions to us through the community's property customer service centre, online complaint form and customer complaint hotline. According to the Group's Complaint Handling Process, relevant complaints will be coordinated and managed by the customer service department. After receiving the complaint, the customer service department will assign the complaint form to the relevant responsible department and person according to the type and content of the complaint. But the customer service department will still follow up the complaint processing progress until the problem is resolved.

During the Reporting Period, the Group did not receive any product and service-related complaints from customers, and there were no cases of product recalls for safety and health reasons.

Respect customer privacy

The Group has attached great importance to the protection of customer privacy, and regulated the handling of employees of customer information through various administrative means and codes, in order to avoid the leakage of such information. Therefore, we have introduced the Guidelines for the Management of Customer Service File of Jingrui, which clarifies the handling of all files related to customer information, including storage, confidentiality and destruction as required. In order to ensure that the relevant measures have been fully implemented, the Group has regularly checked the work of file management of each city company, and linked the results to their performance evaluation.

Our privacy protection measures include:

1. Sign a confidentiality agreement with the customer, and never disclose customer privacy to any unauthorized third-party manufacturers without the customer's consent;
2. If there are employees who need to access customer information, they must be authorized by a colleague from the customer service department and properly registered; and
3. The audio or visual files of customer information can only be provided in copies, not the originals, and the physical files are not allowed to be borrowed in principle.

The Group did not receive any complaints caused by the leakage of customer information during the Reporting Period. In terms of the management of publicity content and text, we have been strictly abiding by the Commercial Housing Sales Management Measures, Provisional Regulations on Real Estate Advertisement Release, and Notice on Printing and Distributing the "Model Text of Commodity Housing Sales Contract" and promised to provide each respectful customers with accurate real estate information and legal sales contracts, so as to prevent illegal sales, to protect the interests of customers and try to avoid misunderstandings.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Society

Caring for society

As an enterprise shouldering the responsibility for the quality of the living environment of the general public, we make every effort to improve the quality of life of people and give back to society through various social welfare activities. In the past years, Jingrui has “expanded its social responsibility with gratitude” and fulfilled social responsibility through three aspects such as care for employees, business operation and public charity.

During the epidemic period in 2022, Jingrui Service set up the “Sunshine Fund for Employees Fighting COVID-19” and invested RMB1 million for purchasing

livelihood support materials for frontline staff fighting the epidemic; to offer condolences to employees infected with the novel coronavirus and suffering from related diseases for fighting against COVID-19; and to provide support to the families of employees who have been unable to take care of their families due to the prolonged fight against COVID-19.

Jingrui Service has visited nearly 200 families in 42 cities, rewarding and recognizing a number of outstanding teams and individuals in the fight against COVID-19. We fully support the anti-epidemic work with our actions. In the face of any difficulties, we remember and pass on the anti-epidemic spirit, forming a strong synergy and actively integrating it into our corporate development.

Areas	Philosophy	Events
Care for Employees	Focusing on win-win: Work together to achieve greatness	Staff Training Team Development Employee Care and Help
Business Operations	Concern for development: Build a beautiful society and harmonious coexistence	Increase the number of green buildings and green stars Civilized Site Creation (dust reduction, noise reduction and other environmental protection measures and effects) Care for Migrant Workers Green Operation (water saving, energy saving, material saving and other restructuring and effects) Cooperative Supplier Certification Management
Public Charity	Care for the community: Gathering love and spreading warmth	Participate in poverty alleviation, education assistance, elderly assistance, disability assistance, etc. Participate in various green activities organized by local public organizations, industry associations and communities Charity Relief Activities Volunteer Services

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Public welfare activities and the effectiveness of key social projects

Public welfare activities are the concrete manifestation of the social attributes of enterprises. This year, we continued to fulfill our social responsibility, with the philosophy of focusing on win-win, concern for development, and care for the community through public welfare activities, to build the Jingrui brand of public welfare.

The severe COVID-19 has not interrupted our original intention to serve the society. On the contrary, we are making greater efforts to provide warmth and assistance to families and the elderly affected by the epidemic and difficult living conditions.

On 9 September 2022, Jingrui Service held the seventh season of "Crowdfunding for Love • Dream Hope", which was launched on the 99 Giving Day of Tencent Public Welfare, funding students from disadvantaged families who were admitted to the general higher education institutions of Shanghai from other provinces in the same year in the name of love, and making contributions to the cultivation of outstanding talents for building a new socialist countryside. Meanwhile, in response to the government's call to "provide new help and sow new hope", we delivered warmth with heart. We enabled children to learn without worry by providing them with precise help at the source, so that they can achieve good results in their study. During the campaign period, we raised a total of RMB104,149 of public funds, and 2,489 people donated money.

On the Book Day and Earth Day during the Reporting Period, through the "Public Welfare with a Voice" and "Lighting up Book Village" activities, we took the dissemination of knowledge as our own responsibility, fully demonstrating the social responsibility of the Group of supporting public welfare education. We raised a total of 447 books offline for donation to Yunnan Laowan Primary School in Zhejiang, Chongqing, Jiangsu, Tianjin and Wuhan. The online public welfare activities of "Jingrui • Book Village" collected the voices of 19 children in Shanghai to spread the power of reading to the whole world.

On 4 October 2022, a team of "Jingrui Red" including five volunteers was set up in Changzhou, Jiangsu Province, which visited the Happy Days Home for the Elderly and carried out the activity of "Heart to the Party • Respect and Love the Elderly on the Double Ninth Festival", providing caring voluntary services to nearly 100 elderly people in the Home.

On 9 September 2022, Jinghui Service visited the Spring Bud Rehabilitation Center for Deaf Children in Wangfu, Yangzhou, delivering rubber colored clay handmade toys and books to dozens of children of all grades at the Centre.

In August and September 2022, Zhejiang Ningbo Haizhifu Property Service Centre, in conjunction with Zhejiang Red Cross, conducted two Red Cross first aid training sessions for over 40 property owners, which accumulated valuable experience for future emergency ambulance service and contributed their strength to a harmonious society.

Outlook

The three-year fighting against the epidemic has come to an end with the lifting of the zero-COVID policy by the Chinese government in December 2022. The epidemic has not only made us pay more attention to public and personal hygiene, but also caused structural changes in some sectors due to the long-term risk management and control and working at home. In the face of ever-changing market environment, policies and daily needs in the future, the business operation of Jingrui will also change, but our corporate values and culture over the years will never change.

Moreover, in addition to the Internet's role in maintaining normal personal and business communication during the pandemic, people have demand for the digital world and virtual world, and the application of new-generation digital technologies such as artificial intelligence and blockchain has also been accelerated, creating a favorable market environment and technical foundation for the development of "Metaverse". While the daily life and operations have returned to normal, how to seize the opportunities in the new era of rapid technological advancement, to explore and upgrade products and services more actively, to continue to create high-quality living experience, to meet people's growing yearning for good, and to double people's sense of happiness and of beauty in life are goals that we have been seeking and continuously practicing.

While the times are developing, people's pursuit is also developing, and people's exploration of ideal living space has never stopped. Tying in with new national and governmental policies, the real estate industry also ushers in a new opportunity for reform, and real estate technology and artificial intelligence have become powerful engines that empower commercial real estate to increase value. Facing the ever-changing demands, we will, on the basis of satisfying people's demands for modern lifestyles, build residences that considers architectural aesthetics and people's ideals for better life, which has become an important force for product and service upgrades.

In the future, Jingrui will continue to develop business in core first- and second-tier cities and follow the development trend of the times, seek for new opportunities, tap customer demands and take the initiative to make innovations, and with the "WAVE" (Warm, Artistic, Various, Enjoyable) product value system to drive the development of the Company and to help customers create a warm and wonderful life and make continuous efforts to build a sustainable and livable environment.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Stock Exchange’s Environmental, Social and Governance Reporting Guide Content Index

ESG Index		Disclosure Status	Corresponding Page(s)
Subject Area A. Environmental			
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	13-14
KPI A1.1	The types of emissions and respective emissions data.	Disclosed	11, 14-15
KPI A1.2	Direct (scope 1) and energy indirect (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	14
	– “Scope 1” emissions	Disclosed	14
	– “Scope 2” emissions	Disclosed	14
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	14
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	14
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Disclosed	13, 16-17
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Disclosed	13, 16-17

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG Index		Disclosure Status	Corresponding Page(s)
Aspect A2: Use of Resources			
General Disclosure	<p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Disclosed	13-14
KPI A2.1	Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility).	Disclosed	15
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Disclosed	15
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	13, 16-17
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Disclosed	13, 16-17
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Disclosed	15
Aspect A3: The Environmental and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Disclosed	13, 16-17
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	13, 16-17
Aspect A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Disclosed	13, 16-17
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Disclosed	13, 16-17

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG Index		Disclosure Status	Corresponding Page(s)
Subject Areas B. Social			
Employment and Labor Practices			
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Disclosed	25-26
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Disclosed	23-24
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Disclosed	24
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Disclosed	25-26
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	26
KPI B2.2	Lost days due to work injury.	Disclosed	26
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Disclosed	25-26

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG Index		Disclosure Status	Corresponding Page(s)
Aspect B3: Development and Training			
General Disclosure	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p>	Disclosed	27-28
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	Disclosed	27
KPI B3.2	The average training hours completed per employee by gender and employee category.	Disclosed	27
Aspect B4: Labor Standards			
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.</p>	Disclosed	25
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Disclosed	25
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Disclosed	25

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG Index		Disclosure Status	Corresponding Page(s)
Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Disclosed	28-29
KPI B5.1	Number of suppliers by geographical region.	Disclosed	29
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Disclosed	29-32
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	29-32
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	29-32
Aspect B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Disclosed	32-33
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Disclosed	32-34
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosed	32-34
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Disclosed	33
KPI B6.4	Description of quality assurance process and recall procedures.	Disclosed	34
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	34

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ESG Index		Disclosure Status	Corresponding Page(s)
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Disclosed	22
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Disclosed	22
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	22
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Disclosed	21-22
Community			
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Disclosed	35
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Disclosed	35-36
KPI B8.2	Resources contributed. (e.g., money or time) to the focus area.	Disclosed	35-36

