

越秀地產將主要的可持續發展報告數據進行整合，以表格形式來對外披露，以增強ESG數據披露透明度，更高效地傳達可持續發展績效。  
Yuexiu Property consolidates its key sustainability report data and provides additional disclosure in table format to enhance the transparency of ESG data disclosure and more efficiently communicate its sustainability performance.

匯總 (與可持續報告範圍一致, 包括越秀地產及越秀服務) Consolidated Figure (same reporting scope as the Sustainability Report, including both Yuexiu Property and Yuexiu Services)				
<b>溫室氣體排放 GHG Emissions</b>				
	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>
	噸二氧化碳當量 tCO <sub>2</sub> e	噸二氧化碳當量 tCO <sub>2</sub> e	噸二氧化碳當量 tCO <sub>2</sub> e	噸二氧化碳當量 tCO <sub>2</sub> e
範圍1溫室氣體排放量 Greenhouse gas emissions (Scope 1)	6,328.83	1,932.02	1,795.56	3,491.21
範圍2溫室氣體排放量 (基於位置的方法) Greenhouse gas emissions (Scope 2) (Location based)	140,929.51	62,405.47	62,335.44	68,831.52
範圍2溫室氣體排放量 (基於市場的方法) Greenhouse gas emissions (Scope 2) (Market based)	140,524.60	62,376.96	62,335.44	68,831.52
範圍1、範圍2 溫室氣體排放總量 (基於位置的方法) Total greenhouse gas emissions (Scope 1 and Scope 2) (Location based)	147,258.34	64,337.49	64,131.00	72,322.73
範圍1、範圍2 溫室氣體排放總量 (基於市場的方法) Total greenhouse gas emissions (Scope 1 and Scope 2) (Market based)	146,853.43	64,308.98	64,131.00	72,322.73
<b>能源消耗 Energy Consumption</b>				
	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>
	兆瓦時 MWh	兆瓦時 MWh	兆瓦時 MWh	兆瓦時 MWh
非可再生能源總耗 Total non-renewable energy consumption	281,989.70	118,511.81	117,588.76	134,355.41
可再生能源總耗 Total renewable energy consumption	710.00	50.00	0.00	0.00
<b>廢棄物 Waste</b>				
	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>
	噸 Metric Tonnes	噸 Metric Tonnes	噸 Metric Tonnes	噸 Metric Tonnes
廢棄物回收/重用 Total waste recycled/reused	1,750,231.79	862,340.62	1,704,156.39	1,152,816.20
廢棄物棄置量 Total waste disposed	18,256.64	132,848.98	109,263.58	45,002.13
<b>水資源用量 Water Consumption</b>				
	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>
	百萬立方米 Million m <sup>3</sup>	百萬立方米 Million m <sup>3</sup>	百萬立方米 Million m <sup>3</sup>	百萬立方米 Million m <sup>3</sup>
總耗水 Freshwater consumption	5.47	2.13	1.82	2.05
<b>環境管理體系認證 Environmental Management Systems Verification</b>				
	<b>FY2024</b>			
被ISO14001 認證的環境管理體系 (按集團營收百分比) EMS verified by ISO14001 (% of group-wide revenue)	2.60%			
環境管理體系受內部審計/認證 (按集團營收百分比) Internal audited / verified EMS (% of group-wide revenue)	97.40%			

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		匯總 (與可持續報告範圍一致, 包括越秀地產及越秀服務) Consolidated Figure (same reporting scope as the Sustainability Report, including both Yuexiu Property and Yuexiu Services)								
		FY2024		FY2023		FY2022		FY2021		
<b>員工招聘與流失 Employee Turnover and New Hire</b>										
總流失與新聘人數 Total turnover and new hire		流失 Turnover	新聘 New Hire	流失 Turnover	新聘 New Hire	流失 Turnover	新聘 New Hire	流失 Turnover	新聘 New Hire	
		5,373	4,887	6,562	6,682	6,260	7,302	5,376	7,257	
按年齡組別 By age group		18 - 29歲 18 - 29 years old	27.19%	44.20%	34.49%	39.96%	52.05%	44.46%	51.30%	46.48%
		30 - 49歲 30 - 49 years old	17.30%	49.60%	21.03%	54.73%	29.35%	50.13%	30.85%	47.92%
		50歲或以上 50 years old or above	15.17%	6.20%	25.40%	5.31%	14.36%	5.42%	34.61%	5.60%
按性別 By gender		男性 Male	19.54%	58.50%	25.03%	61.01%	34.02%	63.00%	35.84%	63.88%
		女性 Female	19.70%	41.50%	26.58%	38.99%	34.02%	37.00%	39.92%	36.12%
按地區 By region		中國內地 Mainland of China	18.94%	99.90%	25.37%	99.85%	35.01%	99.94%	37.19%	99.83%
		港澳地區 Hong Kong, Macau, and Taiwan	30.20%	0.10%	32.28%	0.10%	5.62%	0.00%	45.70%	0.15%
		海外地區 Overseas	25.00%	0.00%	0.00%	0.04%	50.00%	0.06%	0.00%	0.02%
流失率 Turnover rate		19.60%		25.64%		34.02%		37.50%		
內部招聘 Internal hires			43.93%		39.50%		46.81%		42.27%	
<b>發展與訓練 Development and Training</b>										
年度績效評估 Annual performance appraisal		人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	
		15,184	100%	19,287	100%	16,400	100%	16,320	100%	
平均每位全職員工的訓練與發展費用 Average amount spent per full-time employee on training and development		648.64 元人民幣 CNY								
<b>健康與安全 (1) Health and Safety (1)</b>										
員工損失工時受傷率 (2) Employee lost-time injury rate (LTIR) (2)		FY2024 0.14		FY2023 0.23		FY2022 0.23		FY2021 0.10		
員工缺勤率 (3) Absentee rate (employee) (3)		1.00%		0.70%		0.69%		0.41%		
<b>僱員 Employment</b>										
總數 Total		人數 Person		FY2024 15,184		百分比 %		100.00%		
按性別 By gender		男性 Male		9,199		60.58%				
		女性 Female		5,985		39.42%				
按雇員類別 By employee category		所有管理層 All management positions		總數 Total		2,108		100.00%		
				男性 Male		1,425		67.60%		
				女性 Female		683		32.40%		
		初級管理層 Junior management positions		總數 Total		710		100.00%		
				男性 Male		402		56.62%		
				女性 Female		308		43.38%		
		中級管理層 Middle management positions		總數 Total		1,248		100.00%		
				男性 Male		909		72.84%		
				女性 Female		339		27.16%		
		高級管理層 Senior management positions		總數 Total		150		100.00%		
				男性 Male		114		76.00%		
				女性 Female		36		24.00%		
<b>特別員工人口 Specific Workforce</b>										
少數民族 Ethnic minorities		壯族 Zhuang		全職員工百分比 % Share in total workforce		0.47%		管理層百分比 % Share in all management positions		
		土家族 Tujia		0.27%		0.30%		0.28%		
		滿族 Manchu		0.27%		0.94%				
		回族 Hui		0.18%		0.25%				
		瑤族 Yao		0.16%		0.19%				
		苗族 Miao		0.05%		0.12%				
科學、科技、工程和數學相關職位 STEM-related positions		總數 Total		人數 Person		1,519		百分比 %		
				男性 Male		1,178		77.55%		
				女性 Female		341		22.45%		
盈利相關部門管理層 (4) Management in revenue-generating functions (4)		總數 Total		人數 Person		924		百分比 %		
				男性 Male		508		54.98%		
				女性 Female		416		45.02%		
<b>性別工資差距 (5) Gender Pay Gap (5)</b>										
平均工資差距 Average salary gap				FY2024		0.00%				
中位數工資差距 Median salary gap				0.00%		0.00%				
平均獎金差距 Average bonus gap				0.00%		0.00%				
中位數獎金差距 Median bonus gap				0.00%		0.00%				
<b>人權 Human Rights</b>										
工會代表或受集體談判協定保護的員工百分比 % of employees represented by an independent trade union or covered by collective bargaining agreements				FY2024		100.00%				
<b>員工關懷 (6) Employee Care (6)</b>										
有薪產假日數 Paid parental leave for the primary caregiver				FY2024		178				
有薪陪產假日數 Paid parental leave for the non-primary caregiver				15						

(1) 一旦發生員工受傷、危疾、死亡事故，我們會立即上報有關政府機構，由安全管理部門負責獨立調查事件，制定預防改善措施，並上報董事會。Once an employee injury, ill health or death occurs, we will immediately report to the relevant government departments. The safety management department will be responsible for independently examining the incident, formulating preventive and improvement measures, and reporting it to the Board of Directors.

(2) 員工損失工時受傷率指每年每100名員工發生工傷事故的次數。計算方式為工傷事故總數乘以200,000再除以工作總時數。因子200,000代表每100名員工每年的工作時數，按照每年50個星期，每星期40個工時計算。Employee lost time injury rate represents the number of injuries per 100 employees per year. It is calculated as "total number of injuries multiplied by 200,000 and then divided by total hours worked". The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

(3) 缺勤率指損失工作日數除以應報期內的工作總日數。Absentee rate represents the number of lost days divided by the total number of work days during the reporting period.

(4) 盈利相關部門是指例如運營或銷售相關部門，不計算人力資源、IT、法律合規等支援功能部門。Revenue generating functions refer to functions related to operations and sales, excluding supporting functions such as HR, IT, and Compliance.

(5) 越秀地產薪酬制度實行同崗同酬，向職級情況下男女工資沒有差距。Yuexiu Property's remuneration system implements same pay for same job positions, there is no wage gap between men and women at the same position level.

(6) 有薪產假日數和有薪陪產假日數按不同地區的政策制度執行，上表的數據為越秀地產核心業務所在地廣州員工的數據。The number of parental leaves for primary and non-primary caregiver is implemented according to the policies of different regions. The data in the above table is for employees in Guangzhou, where Yuexiu Property's core business is located.

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FY2024	
供應商篩選 Suppliers Screening	供應商數量 Number of suppliers
一級供應商總數 (1) Total number of Tier-1 suppliers (1)	23,340
一級重要供應商總數 Total number of significant suppliers in Tier-1	6,546
重要供應商占一級供應商總支出百分比 (2) % of total spend on significant suppliers in Tier-1 (2)	76%
非一級重要供應商總數 (3) Total number of significant suppliers in non Tier-1 (3)	54
重要供應商總數 (一級與非一級) Total number of significant suppliers (Tier-1 and non Tier-1)	6,600
通過案頭評估/現場評估評估的供應商總數 Total number of suppliers assessed via desk assessments/on-site assessments	14,638
被評估的重要供應商百分比 % of significant suppliers assessed	100%
被評估具有重大實際/潛在負面影響的供應商數量 Number of suppliers assessed with substantial actual/potential negative impacts	261
具有重大實際/潛在負面影響並同意進行糾正措施/改進計劃的供應商百分比 % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100%
具有重大實際/潛在負面影響，並被終止合約的供應商數量 Number of suppliers with substantial actual/potential negative impacts that were terminated	20
已進行糾正行動計劃的供應商總數 Total number of suppliers supported in corrective action plan implementation	1,144
具有重大實際/潛在負面影響，並已進行糾正行動計劃的供應商百分比 % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%
參與能力建設計劃的供應商總數 (4) Total number of suppliers in capacity building programs (4)	24,075
參與能力建設計劃的重要供應商百分比 % of significant suppliers in capacity building programs	27%

備註Notes:

- (1) 一級供應商：指直接向公司供應貨物、材料或服務（包括知識產權和專利）的供應商。Tier-1 suppliers: suppliers that directly supply goods, materials or services (including intellectual property and patents) to the Company.
- (2) 重要供應商：指被確定為具有負面 ESG 影響或與公司有重大業務相關性或兩者兼而有之的重大風險的供應商。Significant suppliers: refers to suppliers identified as having a significant risk of negative ESG impact or significant business relevance to the company, or both.
- (3) 非一級供應商：指通過一級供應商向公司提供產品和服務的供應商。Non Tier-1 suppliers: suppliers who provide products and services to the company through Tier-1 suppliers.
- (4) 全面的能力建設計劃旨在通過培訓、基礎評估、協作系統開發和進度測量，系統地改善供應商在特定 ESG 主題（如能源效率、化學品管理、健康與安全管理、減少工作時間）上的實踐和績效。A comprehensive capacity-building program aims to systematically improve suppliers' practices and performance on specific ESG topics (e.g., energy efficiency, chemicals management, health and safety management, and reduced working hours) through training, baseline assessments, collaborative system development, and progress measurement.