

越秀地產在本表中整合了關鍵可持續發展報告數據，並補充披露相關信息，以提升ESG數據披露的透明度，更高效地向利益相關方傳遞其可持續發展表現。
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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 FY2025 Sustainability Report, including both Yuexiu Property and Yuexiu Services)			
溫室氣體排放 GHG Emissions	FY2025	FY2024	FY2023	FY2022
	噸二氧化碳當量 tCO2e	噸二氧化碳當量 tCO2e	噸二氧化碳當量 tCO2e	噸二氧化碳當量 tCO2e
範圍1溫室氣體排放量 Greenhouse gas emissions (Scope 1)	4,367.72	6,328.83	1,932.02	1,795.56
範圍2溫室氣體排放量（基於位置的方法） Greenhouse gas emissions (Scope 2) (Location based)	131,943.79	140,929.51	62,405.47	62,335.44
範圍2溫室氣體排放量（基於市場的方法） Greenhouse gas emissions (Scope 2) (Market based)	125,576.59	140,524.60	62,376.96	62,335.44
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)	136,311.51	147,258.34	64,337.49	64,131.00
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)	129,944.31	146,853.43	64,308.98	64,131.00
範圍3溫室氣體排放量 Greenhouse gas emissions (Scope 3)	1,042,709.70	2,879.64	2,826.00	/
能源消耗 Energy Consumption	FY2025	FY2024	FY2023	FY2022
	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	268,551.50	281,989.70	118,511.81	117,588.76
可再生能源總耗 Total renewable energy consumption	12,000.00	710.00	50.00	0.00
廢棄物 Waste	FY2025	FY2024	FY2023	FY2022
	噸 Metric Tonnes	噸 Metric Tonnes	噸 Metric Tonnes	噸 Metric Tonnes
廢棄物總回收/重用量 Total waste recycled/reused	1,189,338.54	1,750,231.79	862,340.62	1,704,156.39
廢棄物棄置量 Total waste disposed	14,899.32	18,256.64	132,848.98	109,263.58
水資源用量 Water Consumption	FY2025	FY2024	FY2023	FY2022
	百萬立方米 Million m3	百萬立方米 Million m3	百萬立方米 Million m3	百萬立方米 Million m3
總耗水 Freshwater consumption	5.59	5.47	2.13	1.82
環境管理體系認證 Environmental Management Systems Verification	FY2025	FY2024		FY2024
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)	3.60%			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)	96.40%			97.40%
能耗管理 Energy Consumption Management	FY2025			
	投資組合覆蓋率（以占投資組合總建築面積的百分比表示） Percentage of portfolio covered (as % of total square meters)	預計節能 Estimated savings (MWh)	預計投資回報率 Estimated return on investments (%)	
樓宇能源管理系統 Building EMS	79.00%	851.76 MWh	190.36%	
門窗更換 Window replacements	8.00%	917.80 MWh	165.07%	
高能效暖通空調設備 Energy efficient HVAC equipment	2.00%	648.60 MWh	118.80%	
節水措施 Water Efficiency Measures	FY2025			
	投資組合覆蓋率（以占投資組合總建築面積的百分比表示） Percentage of portfolio covered (as % of total square meters)	預計節水量 Estimated savings (m3)	預計投資回報率 Estimated return on investments (%)	
獨立水錶 Individual water meters	100.00%	259,668 m3	4106.67%	
節水型水龍頭 Water-saving faucet	80.00%	33,000 m3	-24.92%	
雨水及灰水回用 Storm and grey water reuse	16.14%	600 m3	-51.40%	
節能建築 Energy Efficient Buildings	FY2025	FY2024	FY2023	FY2022
能源高效建築產生的收入（人民幣元） Revenues from energy efficient buildings (RMB)	22,591,796,247	6,877,298,004	6,520,227,412	1,197,433,925
具有特定能源評級等級的建築物占比 Percentage of energy efficient buildings (%)	10.00%	9.09%	6.46%	5.45%
可持續產品或服務總收入（人民幣元） Total revenues from sustainable products or services (RMB)	22,591,796,247	6,877,298,004	6,520,227,412	1,197,433,925
可持續收入占比 Percentage of sustainable revenues (%)	26.13%	7.96%	8.13%	1.65%

越秀地產 Yuexiu Property Company Limited
2025年社會數據 2025 Social Data



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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)								
員工招聘與流失 Employee Turnover and New Hire			FY2025		FY2024		FY2023		FY2022		
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	
按年齡組別 By age group	18 - 29歲 18 - 29 years old		4,840	4,239	5,373	4,887	6,562	6,682	6,260	7,302	
	30 - 49歲 30 - 49 years old		25.75%	41.45%	27.19%	44.20%	34.49%	39.96%	52.05%	44.46%	
	50歲或以上 50 years old or above		15.72%	49.52%	17.30%	49.60%	21.03%	54.73%	29.35%	50.13%	
按性別 By gender	男性 Male		13.89%	9.04%	15.17%	6.20%	25.40%	5.31%	14.36%	5.42%	
	女性 Female		16.91%	57.56%	19.54%	58.50%	25.03%	61.01%	34.02%	63.00%	
按地區 By region	中國內地 Mainland of China		19.21%	42.44%	19.70%	41.50%	26.58%	38.99%	34.02%	37.00%	
	港澳臺地區 Hong Kong, Macau, and Taiwan		16.91%	99.98%	18.94%	99.90%	25.37%	99.85%	35.01%	99.94%	
	海外地區 Overseas		30.39%	0.02%	30.20%	0.10%	32.28%	0.10%	5.62%	0.00%	
流失率 Turnover rate			33.33%	0.00%	25.00%	0.00%	0.04%	50.00%	0.06%		
內部招聘 Internal hires			17.83%		19.60%		25.64%		34.02%		
發展與訓練 Development and Training			54.10%		43.93%		39.50%		46.81%		
年度績效評估 Annual performance appraisal			FY2025		FY2024		FY2023		FY2022		
			人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	
			14,024	100%	15,184	100%	19,287	100%	18,400	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			490.97元人民幣 CNY		648.64元人民幣 CNY		556.32元人民幣 CNY		646.44元人民幣 CNY		
健康與安全 (1) Health and Safety (1)			FY2025		FY2024		FY2023		FY2022		
員工損失工時受傷率 (2) Employee lost-time injury rate (LTIR) (2)			0.21		0.14		0.23		0.23		
員工缺勤率 (3) Absentee rate (employee) (3)			0.39%		1.00%		0.70%		0.69%		
僱員 Employment			FY2025		FY2024		FY2024		FY2024		
總數 Total			人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	
按性別 By gender	男性 Male		14,024	100.00%	15,184	100.00%	15,184	100.00%	15,184	100.00%	
	女性 Female		8,518	60.74%	9,199	60.58%	9,199	60.58%	9,199	60.58%	
按雇員類別 By employee category	所有管理層 All management positions	總數 Total	5,506	39.26%	5,985	39.42%	5,985	39.42%	5,985	39.42%	
		男性 Male	1,560	100.00%	2,108	100.00%	2,108	100.00%	2,108	100.00%	
		女性 Female	1,021	65.45%	1,425	67.60%	1,425	67.60%	1,425	67.60%	
	初級管理層 Junior management positions	總數 Total	539	34.55%	683	32.40%	683	32.40%	683	32.40%	
		男性 Male	438	100.00%	710	100.00%	710	100.00%	710	100.00%	
		女性 Female	274	62.56%	402	56.62%	402	56.62%	402	56.62%	
	中級管理層 Middle management positions	總數 Total	164	37.44%	308	43.38%	308	43.38%	308	43.38%	
		男性 Male	1,040	100.00%	1,248	100.00%	1,248	100.00%	1,248	100.00%	
		女性 Female	690	66.35%	909	72.84%	909	72.84%	909	72.84%	
	高級管理層 Senior management positions	總數 Total	350	33.65%	339	27.16%	339	27.16%	339	27.16%	
		男性 Male	82	100.00%	150	100.00%	150	100.00%	150	100.00%	
		女性 Female	57	69.51%	114	76.00%	114	76.00%	114	76.00%	
特別員工入口 Specific Workforce			FY2025		FY2024		FY2024		FY2024		
少數民族 Ethnic minorities	全體員工百分比 % Share in total workforce	土家族 Zhuang	0.51%	0.06%	0.47%	0.28%	0.47%	0.28%	0.47%	0.28%	
		土家族 Tujia	0.26%	0.32%	0.27%	0.30%	0.27%	0.30%	0.27%	0.30%	
		滿族 Manchu	0.32%	0.45%	0.27%	0.94%	0.27%	0.94%	0.27%	0.94%	
		回族 Hui	0.04%	0.13%	0.18%	0.25%	0.18%	0.25%	0.18%	0.25%	
		瑤族 Yao	0.19%	0.26%	0.16%	0.19%	0.16%	0.19%	0.16%	0.19%	
		苗族 Miao	0.13%	0.06%	0.05%	0.12%	0.05%	0.12%	0.05%	0.12%	
	管理層百分比 % Share in all management positions	總數 Total	1,523	100.00%	1,519	100.00%	1,519	100.00%	1,519	100.00%	
		男性 Male	1,236	81.16%	1,178	77.55%	1,178	77.55%	1,178	77.55%	
科學、科技、工程和數學相關職位 STEM-related positions			女性 Female	287	18.84%	341	22.45%	341	22.45%	341	22.45%
			人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	人數 Person	百分比 %	
			總數 Total	1,027	100.00%	924	100.00%	924	100.00%	924	100.00%
盈利相關部門管理層 (4) Management in revenue-generating functions (4)			男性 Male	545	53.07%	508	54.98%	508	54.98%	508	54.98%
性別工資差距 (5) Gender Pay Gap (5)			女性 Female	482	46.93%	416	45.02%	416	45.02%	416	45.02%
平均工資差距 Average salary gap			FY2025		FY2024		FY2023		FY2022		
			0.00%		0.00%		0.00%		0.00%		
中位數工資差距 Median salary gap			0.00%		0.00%		0.00%		0.00%		
平均獎金差距 Average bonus gap			0.00%		0.00%		0.00%		0.00%		
中位數獎金差距 Median bonus gap			0.00%		0.00%		0.00%		0.00%		
人權 Human Rights			FY2025		FY2024		FY2023		FY2022		
有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			100.00%		100.00%		100.00%		100.00%		
員工關懷 (6) Employee Care (6)			FY2025		FY2024		FY2023		FY2022		
有薪產假日數 Paid parental leave for the primary caregiver			25.43		2.14		2.14		2.14		
有薪陪產假日數 Paid parental leave for the non-primary caregiver			2.14		2.14		2.14		2.14		

備註Notes:

- (1) 一旦發生員工受傷、危疾、死亡事故，我們立即會上報有關政府機構，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，不計入人力資源、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，同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) 有新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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供應商篩選 Suppliers Screening	
	FY2025 供應商數量 Number of suppliers
一級供應商總數 (1) Total number of Tier-1 suppliers (1)	24,231
一級重要供應商總數 Total number of significant suppliers in Tier-1	6,652
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)	47%
非一級重要供應商總數 (3) Total number of significant suppliers in non Tier-1 (3)	71
重要供應商總數（一級與非一級） Total number of significant suppliers (Tier-1 and non Tier-1)	6,723
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	8,138
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	652
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	69
已獲得發展措施支持的重要供應商數量 Total number of unique significant suppliers supported with development measures	3,223
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%

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.