

# SUSTAINABILITY REPORT

## ABOUT THIS REPORT

### Board Statement

The Board of Directors (“**Board**”) recognises and values the importance of the sustainable performance of Ying Li International Real Estate Limited (“**Ying Li**” or the “**Company**” and together with its subsidiaries, the “**Group**”) and oversight of all environmental, social and governance (“**ESG**”) matters, including without limitation to this Ying Li Sustainability Report 2022 (“**SR**” or the “**Report**”), various policies against ESG, stakeholder engagement and climate change. In order to ensure the material impacts of Ying Li are covered, the Board has the responsibility to regularly review, monitor and evaluate material ESG issues.

### Reporting Scope

Ying Li publishes sustainability reports on an annual basis and they are included in Ying Li’s Annual Reports (“**AR**”).

The scope of this Report is to summarise Ying Li’s sustainability performance between 1 January 2022 and 31 December 2022 (the “**Reporting Period**”) unless otherwise indicated. It includes the operations and activities in Singapore headquarters and Chongqing offices, as well as investment properties and sales properties<sup>1</sup> that are under the Group’s direct operational control.

### Reporting Standards and Principles

This Report has been prepared in accordance with the Global Reporting Initiative (“**GRI**”) Standards, the Listing Manual of Singapore Exchange Securities Trading Limited (“**SGX-ST**”) (Rules 711A, 711B and Practice Note 7.6 Sustainability Reporting Guide), and Rule 13.91 and Appendix 27 Environmental, Social and Governance Reporting Guide of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“**SEHK**”)².

GRI is widely accepted as a global standard for sustainability reporting. During the preparation for this SR, we applied GRI’s principles for defining report content and report quality by considering the Group’s activities, impacts and substantive expectations and interests of its stakeholders.

The seven principles listed below have been observed in this Report:

<b>Stakeholder Inclusiveness</b>	We consider the interests of a wide range of stakeholders, mainly shareholders, investors, employees, customers, builders and suppliers, and regulatory authorities.
<b>Materiality</b>	We identify the environmental, social, and governance-related topics that are most material to us and our stakeholders, through a materiality assessment and is reliably reflected in this SR.
<b>Sustainability Context</b>	Apart from material environmental, social, and governance-related factors, we also consider potential contribution to fight climate change.
<b>Completeness</b>	We incorporated material topics, topic boundaries, significant impacts and stakeholder feedbacks into this SR while adhering to the six other reporting principles to enhance its completeness.
<b>Quantitative</b>	We commit to quantifying the data accurately with clarification as far as practicable.
<b>Balance</b>	We present the positive and negative aspects of our business in a transparent manner.
<b>Consistency</b>	We adhere to the same reporting approach as the previous year to ensure clarity and comparability for our readers.

### Restatement

Water consumption intensity was re-stated due to the alignment of reporting boundary to exclude activities of tenants and sold properties’ occupants in the Report.

- 1 Including portions of Ying Li International Financial Centre (IFC)/Ying Li IMIX Park Jiefangbei (IMIX Park JFB), Ying Li International Plaza/Ying Li IMIX Park Daping (IMIX Park Daping), Ying Li International Hardware and Electrical Centre (IEC), San Ya Wan Phase 2 (Lion City Garden). For the avoidance of doubt, all ESG data related to the activities of tenants and sold properties’ occupants are not included in the Report.
- 2 As Ying Li is a subsidiary company of China Everbright Limited (CEL, 0165.HK), this Report also follows SEHK’s rules in providing supplementary ESG information to help fulfil CEL’s ESG disclosure obligations.

# SUSTAINABILITY REPORT

## Accessibility and Feedback

We warmly welcome your feedback on the Report and our sustainability-related approaches. Please share them with us through email to [ir@yingligj.com](mailto:ir@yingligj.com).

Our AR and SR are accessible through our corporate website: <https://www.yingligj.com/ar>.

## OUR APPROACH TO SUSTAINABILITY

### Stakeholder Engagement

Ying Li truly understands that feedback from stakeholder is very valuable to its business development as well as sustainability performance. Therefore, we have set up numerous engagement channels to allow regular communication with stakeholders to have a better understanding of their expectations regarding the impacts on the economy, environment and society, as well as to evaluate the efficacy of our sustainability priorities and measures.

The table below shows how our approach and rationale is set out against different stakeholders and the feedbacks we have received from them.

STAKEHOLDERS	HOW WE LISTEN	WHY WE DO IT	WHAT YOU'VE TOLD US
<b>Builders and suppliers</b>	<ul style="list-style-type: none"> <li>Daily project meetings</li> <li>Periodic evaluations on supplier performance</li> </ul>	<ul style="list-style-type: none"> <li>Ensure construction/maintenance/renovation projects are completed on time, with quality, and at a reasonable cost</li> </ul>	<ul style="list-style-type: none"> <li>Ability to meet the Group's quality standards</li> <li>Ability to meet the Group's delivery timelines</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Road shows</li> <li>Feedbacks</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Safeguard investment value of customers</li> <li>Ensure customer satisfaction is upheld</li> <li>Ensure service standards</li> </ul>	<ul style="list-style-type: none"> <li>Optimising customer service</li> <li>Increase in investment value of properties</li> <li>Emergency preparedness</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Internal updates and communication</li> <li>Events and functions</li> </ul>	<ul style="list-style-type: none"> <li>Improve employee capabilities through internal and external trainings</li> <li>Improve employee well-being through managing health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Career progression</li> <li>Benefits and rewards</li> <li>External and internal courses</li> </ul>
<b>Regulatory authorities (Governments, SGX, MOM, IRAS)</b>	<ul style="list-style-type: none"> <li>Regular updates and communication</li> <li>Reports and compliance</li> <li>Periodical meetings with government bodies</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to environmental regulations for building construction</li> <li>Good relationship between continuous sponsors and the Group</li> <li>Dialogue with SGX</li> <li>Active participation in SGX events to increase visibility and transparency</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with relevant laws and regulations</li> </ul>
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>SGX announcements</li> <li>Shareholder meetings</li> <li>Annual reports</li> <li>Company's website</li> <li>Regular updates and communication</li> </ul>	<ul style="list-style-type: none"> <li>Committed to delivering economic value to our capital providers through a strong financial performance and our diverse methods of engagement</li> </ul>	<ul style="list-style-type: none"> <li>Long-term profitability</li> <li>Sustainability matters</li> <li>Group performance against targets</li> <li>Compliance with all relevant requirements</li> </ul>

# SUSTAINABILITY REPORT

## Materiality and Targets

According to our annual review and current stakeholder engagement, our principal business and operational risks did not encounter significant changes during the Reporting Period. As a result, our materiality aspects have remained the same as previous years and we have continued to direct our sustainability strategy as shown in the matrix below.

The aspect boundaries “within” the organisation are limited to Ying Li and its subsidiaries, whereas the aspect boundaries “outside” the organisation include builders and suppliers, customers, regulatory authorities, shareholders and investors.



Relevance to Ying Li

# SUSTAINABILITY REPORT

We have set up long-term goals for Ying Li below, according to the thirteen material aspects listed in the matrix above. Relevant ESG performance data are available in Appendix A: Sustainability Scorecard.

ESG FACTORS	MATERIAL TOPIC	RELEVANT GRI MATERIAL TOPIC	TARGET	VALUE CREATED
Sustainable growth	Yes	GRI 302: Energy 2016 GRI 303: Water and Effluents 2018 GRI 305: Emissions 2016 GRI 306: Waste 2020	To create long-term sustainable growth in economic, environmental and social aspects.	Clear governance structure is set out to incorporate ESG considerations into the formulation and implementation of our business strategies.
Green construction	Yes	GRI 302: Energy 2016	To enforce green construction materials, installations and practices in our projects.	Minimised environmental implications by seeking Leadership in Energy and Environmental Design ("LEED") certification for our portfolio as far as practicable.
Energy saving design	Yes	GRI 302: Energy 2016	To prioritise energy saving designs in our projects.	Maximised energy saving as early since the design stage by seeking LEED certification for our portfolio as far as practicable.
Emergency preparedness	No	/	To conduct more employee trainings to enhance their preparedness and response in case of various emergencies.	With the emergency response procedures set out as part of our safety management, we will consider providing emergency preparedness-specific trainings.
Managing building contractors	No	/	To ensure environmentally and socially responsible actions are taken by building contractors.	Established strict guidelines as part of our subcontractor management to ensure the quality of their products and services.
Responsible supply chain	No	/	To prioritise environmentally and socially responsible suppliers.	Established strict guidelines as part of our subcontractor management to ensure the quality of their products and services.
Managing our carbon footprint	Yes	GRI 305: Emissions 2016	To provide the tools to better monitor and evaluate our carbon footprint in order to minimise our carbon emissions.	Keeping account of our Scope 1 to 3 emissions to better monitor our impacts on the environment and society.
Energy efficiency	Yes	GRI 302: Energy 2016	To adopt energy saving installations and enforce energy saving policies within the offices, malls and development projects.	Installed energy efficient lighting installations to reduce energy consumption.
Water conservation	Yes	GRI 303: Water and effluents 2018	To adopt water saving installations and enforce water saving policies within the offices, malls and development projects.	Installed water efficient fittings and water meters, and raised awareness among stakeholders to conserve water.
Skills competency and employee training	Yes	GRI 404: Training and Education 2016	To provide a wider range of training types to enhance employee competency.	Procedures in place for setting up internal trainings, subsidies available for external trainings.
Performance appraisal	Yes	GRI 404: Training and Education 2016	To ensure that employees' performance is monitored, reviewed and evaluated without prejudice or discrimination.	Appraisals are conducted annually for each employee.
Employee diversity and inclusion	Yes	GRI 405: Diversity and Equal Opportunity 2016	To build a diverse and inclusive office environment for our employees.	As stipulated in the Staff Handbook, recruitment, remuneration, promotion, and benefits are not discriminated in any way.
Encouraging work-life balance	Yes	GRI 401: Employment 2016	To optimise schedules to prevent overtime work and introduce physical activities to promote well-being.	Periodic gatherings, competitions or activities are organised to advocate physical and mental well-being.

# SUSTAINABILITY REPORT

## Supply Chain Management

Procurement and supply chain management are an integral part of Ying Li’s business operations. We strive to incorporate our sustainable practices into our supply chain in an effort to build and maintain a sustainable connection with our stakeholders. Our requirements and expectations of our suppliers are laid forth in our Supplier Management Policy (供方管理制度) and the Bidding and Procurement Management Policy (公司招标采购管理制度). The products and services provided by our suppliers are mainly related to office supplies, property maintenance and retrofitting projects.

We have maintained good relationships with our suppliers and subcontractors, continuously improved the bidding and procurement management system with environment and social considerations, and further strengthened strategic cooperation with outstanding partners for the sake of shared development under a strict supplier evaluation system, increasing the overall capacity of the supply chain.

### Number of Suppliers by Geographical Region

China:	161
Singapore:	24

Ying Li selects suppliers who will best meet its requirements and deliver value at an acceptable level of risk. We consider our suppliers as valued business partners and have built a variety of efficient communication channels with them in order to achieve shared goals for long-term sustainable development. We collaborate extensively with our suppliers to understand their sustainability policies, initiatives and monitoring systems, whilst assisting them in complying to our standards. This collaboration can increase Ying Li’s ability to negotiate and manage risk and supplier relationships, which can result in tangible commercial benefits for each business. Through year-round operational, business and executive reviews, Ying Li regularly enhances its Supplier Management Policy and the Bidding and Procurement Management Policy for strategic suppliers to consistently measure supplier’s performance and drive improvements and alignments. At the same time, suppliers’ feedback will also be taken into consideration as this provides a candid two-way communication and continuous improvements to Ying Li in the long-run. We believe that a reliable supply chain that meets our sustainability requirements would undoubtedly contribute to the seamless running of our business.

The intellectual property rights (“IPR”) of Ying Li is fundamental to our business. We pledge to protect our IPR including trademarks, copyrights, designs and patents by proper registration, as well as to ensure our suppliers will recognise and respect the Group’s IPR. Similarly, we have confidential measures in place to safeguard customer’s data and privacy.

## OUR GOVERNANCE

An effective and robust corporate governance structure is crucial to our business success. It promotes and safeguards the interests of shareholders and attract other new stakeholders. Ying Li is committed to sustain a rigorous framework of corporate governance that can uphold the Group’s credibility and reputation.

Our commitment to sustainability begins at the top. Based on our Organisation Structure and Employee Responsibilities Policy (组织架构及岗位职责汇编), the Board actively promotes the success of the Group by directing and overseeing the Group’s sustainability strategies to ensure they act in the best interests of the Company and its stakeholders. Besides, the Board is also responsible for reviewing and monitoring corporate policies and strategies.

### LEADERSHIP

The Board and CEO formulate related strategies and guidelines.

### ORGANISERS

Corporate Social Responsibility (“CSR”) Coordinator helps organise and coordinate the CSR efforts of all departments and subsidiaries.

### EXECUTIVES

Assigned staff at the subsidiaries are responsible for the organisation and implementation of CSR initiatives.

# SUSTAINABILITY REPORT

## Sustainability Strategy

Sustainability has been the core of Ying Li's business and will continue to be integrated into the Group's decision making. Our sustainability strategy aims to manage our business in an ethically, socially and environmentally responsible manner, while creating shared value for our stakeholders. The Board conducts regular board meetings to review and enhance the alignment of our ESG matters with market trends, international standards and relevant laws and regulations.

We have committed to the following focused areas to fulfil our sustainability vision and improve our sustainable performance for the future.



The sustainability strategy is underpinned by our comprehensive internal policies on the following:

- Safety Management Policy (安全技术管理政策), which covers aspects on safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.
- Subcontractor Management Policy (分包单位管理政策), which covers aspects on subcontractor listing, subcontractor jobs and responsibilities, quality of goods and services delivered, and subcontractor evaluations.
- Human Resources Management Policy (人事管理政策), which covers aspects on Staff Handbook, department-specific performance evaluations, rewards and penalties.

# SUSTAINABILITY REPORT

## ENVIRONMENTAL PROTECTION

### Overview

Ying Li has a strong reputation for innovative design with green and eco-friendly development. We strive to embed green practices into our property development using our integrated business model and operations, from design and construction to operation and management. According to our Design Management System (设计管理制度), Construction Application Management System (开发建设管理制度) and Engineering Management System (工程管理制度), these show our commitment to ensure our developments and properties are aligned or possibly exceed the regulatory requirements and minimise the impacts on the environment and natural resources as well as being one of the industry good practices on climate change mitigation, adaptation and resilience.

To illustrate our commitment on addressing climate change, we have taken collaborative steps to decarbonise. For example, we actively communicate and cooperate with our tenants to collect feedbacks and their water and electrical consumption data to analyse the necessity to implement any policies or equipment in reaching our climate targets. Posters and guidance signs are posted in all common areas, including lift lobbies and car parks. We also provide technical advice to tenants, if required, to ensure high energy efficiency with our properties.

In 2022, the Group have cooperated with State Power Investment Corporation Chongqing Electric Power Co., Limited (国家电投重庆电力有限公司) to enhance the central air-conditioning system in Ying Li IMIX Park through the establishment of the SmartEco System. The SmartEco System included a self-monitoring function that allow data and information can be shared more efficiently and accurately. Besides, the SmartEco System can also improve the operating life and reduce the maintenance cost of the air-conditioning system by 20-40% and 10-50% respectively. We have also predicted that 2,221 MWh of electricity consumption can be reduced annually in Ying Li IMIX Park with the help of SmartEco System.

### Climate Change

In recent years, climate change has become one of the world's most significant and challenging issues. Reducing and controlling carbon emission have become an inevitable responsibility for all enterprises. Ying Li proactively develops and discloses our climate resilience strategy with reference to the recommendations of the Task Force on Climate-Related Financial Disclosure ("TCFD") to provide our stakeholders with consistent and comparable information on our climate-related risks and opportunities.

In order to pursue strategies that able to maintain the Group's resilience to climate change, we have conducted a climate change risk assessment with reference to the TCFD recommendations by analysing the potential impacts on different business sector and develop solutions to mitigate and adapt to climate change.

# SUSTAINABILITY REPORT

Below is a summary of the prioritised climate related risks and potential impacts:

TYPE OF RISKS		RISKS	POSSIBLE IMPACTS
Transition Risks	Policy and legal	Tightened requirements and regulations on building energy efficiency and green building standards	<ul style="list-style-type: none"> <li>Increased capital expenditures in construction and operations.</li> <li>Increased risk of non-compliance with stricter standards and reduced revenue.</li> </ul>
		Implementation of carbon pricing	<ul style="list-style-type: none"> <li>Increased capital expenditures in construction materials, fuel, electricity and waste management.</li> </ul>
		Stricter requirements and framework on disclosure of climate resilience strategy	<ul style="list-style-type: none"> <li>Increased capital expenditures to adopt the framework and requirement for disclosing climate risk and strategy.</li> <li>Necessity to further implement sustainable and green facilities and strengthen data management.</li> <li>Potential increase in demand of building modifications and resources for climate resilience that may lead to cost implications.</li> </ul>
	Stricter requirements on our sustainable and green properties in achieving more green building certifications	<ul style="list-style-type: none"> <li>Increased capital expenditures in improving our sustainability strategy and maintain competitiveness in the industry.</li> </ul>	
Physical Risks	Market	Increased expectation from stakeholders	<ul style="list-style-type: none"> <li>Increase capital expenditures in providing a detailed climate resilience strategy to gain confidence from stakeholders, where further measures and commitment are required.</li> <li>Potential negative impacts on share price if the efforts paid in climate risk disclosure could not meet investors' expectations.</li> </ul>
	Technology	Stricter technical requirements for construction of new energy development are in place due to an increase in demand in renewable energy	<ul style="list-style-type: none"> <li>Increased capital expenditures in construction and operations for the procurement of new technologies.</li> <li>Decreased profitability due to an increased cost of sustainable materials.</li> </ul>
Physical Risks	Acute	Increased frequency and severity of extreme weather events such as typhoons and rainstorms	<ul style="list-style-type: none"> <li>Decreased revenue due to extreme weather events that would delay construction progress.</li> <li>Increased capital expenditures for the implementation of climate mitigation and adaptation measures.</li> <li>Supply chain disruption occurs more often, leading to shortage of key supplies and escalated cost.</li> </ul>
	Chronic	Increased in average temperature and frequency of extreme hot days	<ul style="list-style-type: none"> <li>Increased capital expenditures for the implementation of mitigation measures required.</li> <li>Supply chain disruption occurs more often, leading to shortage of key supplies and escalated cost.</li> <li>As the frequency of power outage increases, the government implemented restrictions on energy usage which affect our daily operation.</li> </ul>



# SUSTAINABILITY REPORT

## GREENHOUSE GAS (“GHG”) EMISSIONS WATER RESOURCES

As greenhouse gas emissions is the main source that led to global warming and climate change, we are committed to minimise our carbon footprint by lowering GHG emissions in order to support China and Singapore in achieving carbon neutrality.

Our GHG emissions data is calculated and presented generally in line with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards issued by the World Resources Institute and the World Business Council for Sustainable Development in order to represent a fair account of GHG emissions and allow aggregation, comparability and trend analysis with historical data.

The Group’s major sources of GHG emissions are divided into two categories. Fuel consumption and fugitive emissions are categorised as direct GHG emissions (Scope 1); whilst electricity consumption, water and paper consumption, and air travel by employees for business trips are categorised as indirect GHG emissions (Scope 2 and Scope 3).

According to the Design Management System (设计管理制度) and Construction Application Management System (开发报建管理制度), Ying Li strives to show its support and commitments by developing long term strategies and policies to actively reduce its GHG emissions.

Water is an elementary natural resource and having access to safe and clean water is a basic requirement for human being. As water is becoming increasingly scarce globally, we are committed to conserving and consuming water wisely and responsibly during our operation.

In Chongqing of the PRC, all of the water consumed by our operations including freshwater, cooling, toilet flushing and landscaping are supplied by Chongqing Water Supply Limited Company (重庆自来水有限公司), Chongqing Zhongfa Water Supply Ltd. (重庆中法供水有限公司) and Chongqing Jiangjin Tap Water Company (重庆市江津区自来水公司).

Ying Li has implemented a series of water management strategies under Construction Application Management System (开发报建管理制度) and Engineering Management System (工程管理制度) to actively reduce water consumption and increase water efficiency. At our managed properties and offices, water-efficient fittings and water meters have been installed to allow regular monitoring and ensure all usage are tracked and reported. In case of any unusual variation or incidents, we can ensure the equipment can be fixed immediately to avoid unnecessary water consumption. Besides, water-conservation guidelines and slogans are posted in common area, including toilets to increase the awareness among employees, tenants, customers, and communities.

# SUSTAINABILITY REPORT

## ENERGY USAGE

The Group regards energy-saving transformation as an important part of its management system as energy consumption has been one of our major operating expenses. Therefore, we aim to beef up our efforts in energy conservation and strive to embed the concepts of sustainability into the design and construction stages.

Ying Li has adopted energy-saving measures in different operations to improve the energy efficiency. We have implemented high energy efficient designs into our building design plans, including using appropriate insulation and ventilation with exhaust heat recycling systems and recycled water systems for air conditioning which maximise the use of efficient heating, ventilation, and air conditioning (HVAC). Furthermore, smart lighting and efficient LED luminaires are being used throughout our properties to reduce unnecessary lighting and improve energy efficiency with remote control function. We also share updates and provide advice through various communication channels to encourage our tenants to reduce consumption and allow them to understand energy efficient measures in the property and provide technical energy-saving advice if needed. Besides, the Group has continuously cooperated with other specialists to improve the electricity system in our properties to improve energy efficiency.

We are committed to develop sustainable and green properties which not only benefit our tenants, but also the environment. As of 31 December 2022, 22% of our investment properties have been awarded with Leadership in Energy and Environment Design (LEED) certification. Nevertheless, we will continue to improve our sustainability strategy to pursue green building certifications and contribute to raise the industry standards to build a better environment for the future.

## WASTE MANAGEMENT

The Group is committed to the goal of minimising waste generation and maximising diversion from landfills. As a real estate developer and manager, our main sources of waste are generated from construction and tenant activities. Therefore, we are constantly consolidating ideas and solutions to improve our waste management practice and adhere to the local regulations on waste segregation, collection, and disposal.

As tenant activities are one of the main sources of waste in our managed properties, we have various initiatives to encourage them to reduce, reuse and recycle waste. For example, we provide recycling bins in properties which increase convenience and accessibility for the tenants.

Paper waste constitutes the largest portion of office waste in our operation. We extend the mindset of responsible procurement through our operations, for instance, all the office paper purchased are certified by the Forest Stewardship Council. We also encourage our staff to consider environmentally friendly options when purchasing other office supplies. Besides, our office has introduced the use of online servers where all office documents and information can be accessed via laptop and electronic devices. However, in case printing is needed, our offices have posted up advertisements to encourage our staff to use black and white printing, double-sided printing as well as recycled paper for internal documents printing wherever possible.

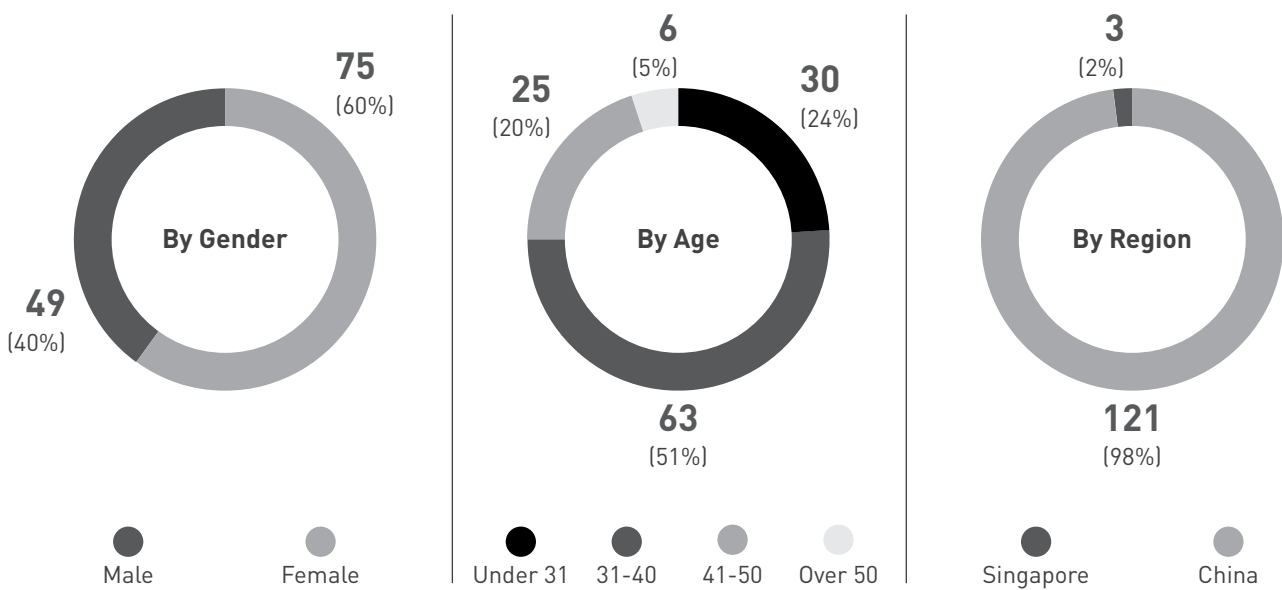
# SUSTAINABILITY REPORT

## OUR PEOPLE

The Group is truly aware that without the talents and commitment of its employees, its successful business growth would not be feasible. Based on Ying Li's 2022 Staff Handbook (英利国际置业股份有限公司员工手册-2022年修订版) (the "Staff Handbook"), the Group strive to act as a responsible employer to meet the expectations of the people who work for it, by providing a fair and inclusive, safe, healthy and productive working environment for its employees. Besides, Ying Li strictly follows the guidelines listed in the Staff Handbook on employees' working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare to ensure its employees are having a fair and comfortable working environment. Furthermore, the Group makes every effort to provide support to allow them to achieve their full potential.

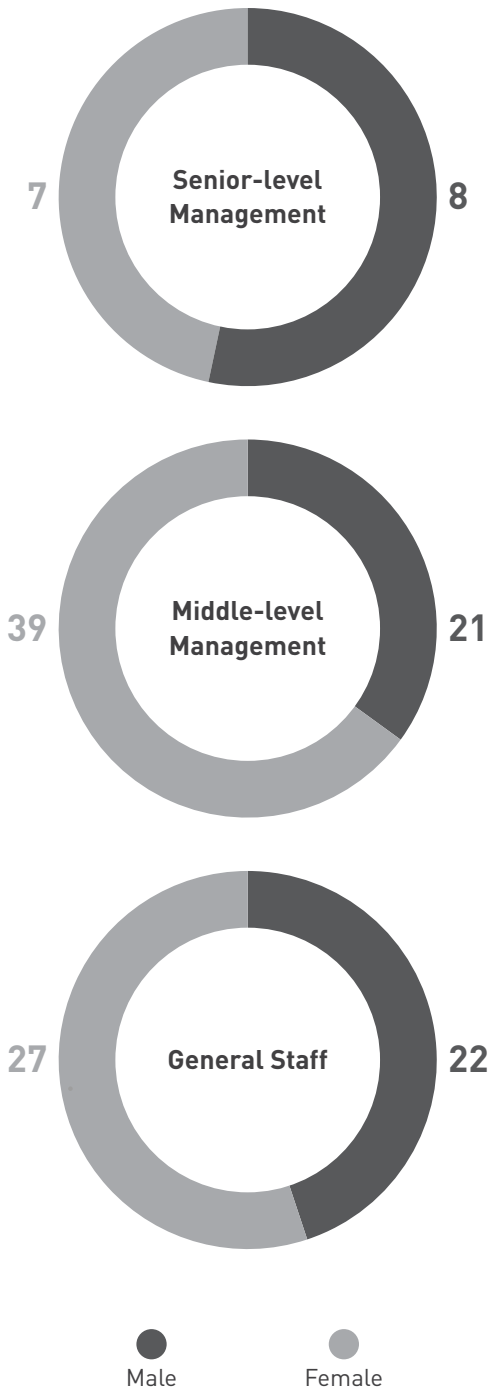
As of 31 December 2022, Ying Li had a total of 124 employees, all of which were permanent, full-time employees.

### Total Workforce by Gender, Age and Region



# SUSTAINABILITY REPORT

## Gender Distribution by Employment Category

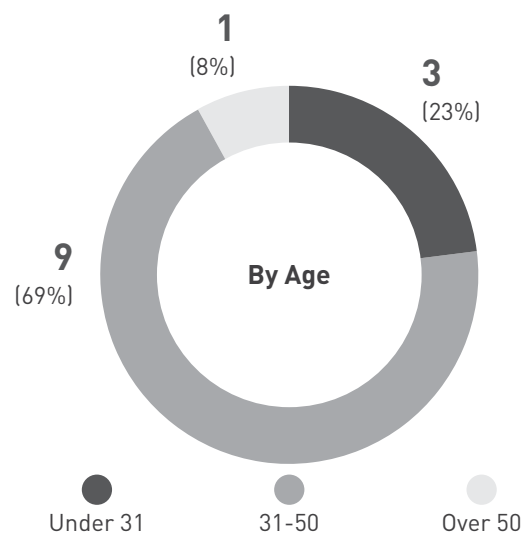
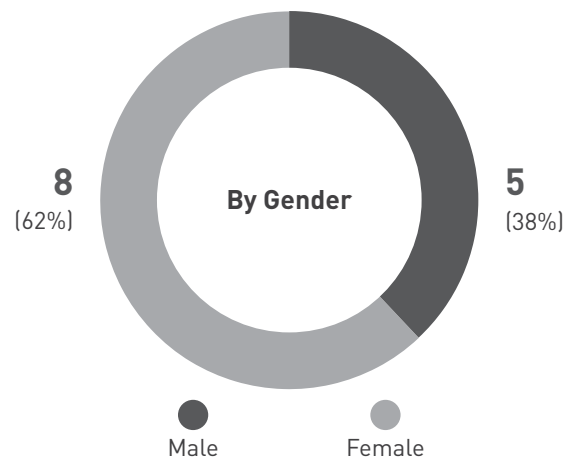


## Talent Recruitment and Retention

As the Group is committed to a people-centred culture, it strives to recruit, retain and capitalise on talents. Therefore, the Group is committed to providing competitive benefits, safe and healthy work place, as well as to support its staff to fulfil their potential and deliver quality product and services to customers. Based on its Staff Handbook, the Group ensures compliance with all local laws and regulations in relation to recruitment and promotion, compensation and dismissal, diversity, equal opportunity, working hours, etc.

During the Reporting Period, there were 13 new employees, accounting for 11% of the Group's total workforce as of 31 December 2022, while the turnover (including resignation and retirement) rate was recorded at 9%.

## New Employees by Gender and Age



# SUSTAINABILITY REPORT

## DIVERSITY AND INCLUSION

We advocate a diverse and inclusive work environment to our employees which enable people with different backgrounds can work together and thrive in this workplace. Our policies and guidance stipulated in the Staff Handbook have demonstrated our commitment to avoid discrimination or harassment on the grounds of age, race, marital and family status, religion, disability and other factors. Furthermore, we endeavour to carry out fair judgement regarding decisions on recruitment, promotion and dismissal. We will evaluate employees' abilities mainly based on their experience, performance and capabilities and ensure there will be no misconduct or unethical behaviour, such as bribery, use of child labour and forced labour and discrimination, during the process.

We will not tolerate any scale or type of harassment and discrimination in our work environment. Regular training on anti-discriminations and harassment are provided for all employees. Besides, we have set up a formal grievance channel to allow employees to express their opinions and raise complaints or issues related to harassment, discrimination or vilification without worrying about retribution.

Besides, Ying Li also carries out independent audits of its human resources policies to identify any risk of non-compliance and take remedial action if such risks are identified. Immediate actions will be taken to investigate and address issues with clear procedures, if needed, internal disciplinary actions or referral to relevant authorities will be taken place.

## EMPLOYEE TRAINING

Talent has been a major pillar underpinning our success and the key driver propelling our sustainable development. The Group believes providing equal training opportunities to employees equally can improve their performance in their current roles and prepare them for future challenges and opportunities with new addition skills. Therefore, we have implemented the Employee Training Management Policy (公司培训管理制度) to provide various trainings through both in-person and virtual format to ensure our employees receive training regardless the COVID-19 pandemic. As we strongly believe nourishing talents is the key to boosting our business growth in the long term, we are also open to sponsoring our employees' educational subsidies, such as seminars, short courses, bachelor's and master's degrees, to pursue external trainings. In 2022, all 124 employees have done an average of 62 hours in various training courses, more detailed data are listed in Appendix A: Sustainability Scorecard below.

As the importance of soft skills cannot be neglected, we have organised various workshops and awareness training courses to ensure they adhere to practices relating to the prevention of bribery, fraud, and corruption.

Ying Li uses external consultants to conduct regular surveys to understand and review the effectiveness of the existing employee training management policy. These reviews can allow the Group to monitor and take follow up actions to address current and future gaps and opportunities in order to ensure its employees can keep improving their skill sets on an uphill trend and support the Group's business growth.

## PERFORMANCE APPRAISAL

Ying Li supports all its employees to strive for continuous improvements. In order to speed up this process, we set up internal assessment to closely monitor their personal and career development by assisting them to set feasible goals along with continuous evaluation. During the evaluation, respective direct supervisors will organise regular meetings with employee to reflect their performance. This internal assessment can allow us to collect feedback on suitable training programmes, understand the performance and skills of each team, and suggest appropriate improvements needed for each team. Furthermore, it enhances the annual training programme to improve the skills of our employees and boost the overall productivity of the Group.

During the Reporting Period, all employees were subjected to an annual performance appraisal by their supervisors.

# SUSTAINABILITY REPORT

## EMPLOYEE WELLNESS

As Ying Li believes its people's well-being is vital to maintain a positive and productive work environment, it seeks to enhance the wellness of people, including its direct or indirect employees and customers. For our employees, we prioritise to maintain an inclusive, open-minded and caring workplace as well as providing effective trainings to allow the growth of their career development. Besides, we also implement measures to safeguard our employees' health and safety in the workplace, especially during the COVID-19 pandemic. The Group also provides various methods to allow its employee to seek advice on implementing the Group's policies as well as raise concerns or report any misconduct within the Company. A whistleblowing policy is in place to encourage employees to come forward about concerns. In this Reporting Period, there was no registered case handled. For our customers, we ensure to provide a healthy and safe environment at our properties to increase the satisfaction while visiting our premises.

We strive to enhance employees' well-being by hosting a variety of team-bonding activities, not only to advocate work-life balance, but also improve their physical and mental health. During the Reporting Period, we organised periodic employee gatherings during major festivals and sports competitions as well as regular weekly badminton days.

## OCCUPATIONAL HEALTH AND SAFETY

Safety is of paramount importance to our business operation. Health and safety risks are adequately managed and mitigated by our Safety and Equipment Management Policy (公司安全生产管理制度) which applied across all our operations and subsidiaries. We also strictly comply with all applicable laws and regulations, including Work Safety Law of the PRC.

The Group strives to apply the highest safety standard in construction/renovation projects to eliminate the rate of fatalities and life-changing injuries at construction sites. In order to ensure our construction staffs and contractors have sufficient safety knowledge and enhance the awareness of safety, compulsory trainings are organised. We have also institutionalised our construction safety management as well as outlined the health and safety requirements listed in our Construction Management Policy (工程管理制度) to ensure contractors are notified and comply with our relevant health and safety regulations. The Group has delegated specific responsibilities to various parties for managing potential safety hazards in different type of construction works, including foundation and superstructure constructions, renovations, alterations and additional works. Besides, delegated parties are required to do regular monitoring and reporting to identify areas which may require extra attention to prevent accidents from occurring. Our design and management of properties strictly follow the prevailing standard to ensure health and safety of building users.

We have set up platforms for employees to raise their creative suggestions and provide feedbacks on our current health and safety policies. It encourages participation, and at the same time, enhances the overall health and safety awareness in our workplace.

To minimise the impacts from unexpected incidents of any kind, the Group has implemented emergency response plans as part of the Safety Management Policy for its Property and Project Management Division in the following aspects:

- Fire
- Flood
- Torrential rain
- Typhoon
- Power outage
- Elevator failure
- Gas leakage
- Burglary
- Fights or violence
- Demonstration or riot
- Bomb disposal
- Gas leakage

During the Reporting Period, we did not record any case of occupational injury or illness of our employees as well as contractors working in our sites.

# SUSTAINABILITY REPORT

## MEMBERSHIP ASSOCIATIONS

Ying Li continues to participate in professional trade organisations to remain updated on the latest laws and regulations, industry trends and the best practises in its operations. The table shown below listed the membership owned by the Group and its participation in the industry and profession.

INSTITUTION	CLASS OF MEMBERSHIP
Singapore Business Federation	Corporate Member
China Enterprise Anti-Fraud Alliance	Corporate Member
Chongqing Building Economy Promotion Association	Vice President
SingCham of Chongqing	Corporate Member

## COVID-19 PANDEMIC

As the measures and restrictions for the COVID-19 pandemic are easing off in the PRC, the economy is recovering despite ongoing pandemic-related disruptions. In order to support the authorities' efforts to prevent and control the spread of COVID-19 virus, all Ying Li's departments had worked collaboratively to keep the organisation's operations sufficiently resourced at all times. In addition, we had closely followed Government's regulations and implemented necessary control measures such as increasing disinfection frequency and maintaining good ventilation in areas with high pedestrian flow. At all entrances and exits of the properties managed, temperature monitoring system and automatic disinfectant dispensers were set up for contact tracing. Apart from these, office hygiene had been regularly monitored and maintained at a high standard. Surgical face masks and alcohol wipes were provided to staffs and social distancing were encouraged in the office. Meetings were held via video conference whenever possible. Also, all staffs received updates on all COVID-19 related matters through emails.

To safeguard the health of all our employees, we issued anti-pandemic policies and intensified the implementation of preventative and control measures. Every employee was expected to take their temperature before entering the office everyday. We had also begun business continuity planning to limit the impact on our operations.

The global situation remains fluid, and it is likely to continue to have an impact in many parts of our life. We will continue to monitor our operations closely and will promptly notify our shareholders of any substantial changes in our Company.

## COMMUNITY ENGAGEMENT

Ying Li has a strong sense of corporate social responsibility as a devoted member of our society by contributing to communities and fostering sustainable development and environmental conservation. We encourage every employee to be socially responsible and actively participate in social activities such as charity programmes to help those underprivileged in society, volunteering their time and efforts for natural disaster assistance programmes, educational help programmes and environmental enhancement activities. Ying Li does not have any policy on community engagement currently but will consider setting up policies in the future for improving its understanding of the communities.

In FY2022, Ying Li supported various blood donation events hosted by Chongqing Blood Center to ease the shortage of blood supply in China due to COVID-19 virus as well as raising the importance of donating blood. Besides, Ying Li has also supported the waste sorting events in Chongqing to promote social and economic development in the fight against global warming.

# SUSTAINABILITY REPORT

## APPENDIX A: SUSTAINABILITY SCORECARD

### Economic Performance

REVENUE	UNIT	2021	2022
Revenue	RMB million	229	166

GREEN DEVELOPMENT	UNIT	2021	2022
Investment properties (since 1997)	No.	8	8
GFA of investment properties	'000 sqm	336	333
GFA of properties for sale	'000 sqm	299	296
GFA of properties for development	'000 sqm	257	257
Total GFA of all properties	'000 sqm	892	886
Regulatory incidents	No.	0	0
LEED-certified properties in our portfolio	%	22	22

### Environmental Performance

EMISSIONS	UNIT	2021	2022
Scope 1 GHG Emissions <sup>1</sup>	tCO <sub>2</sub> e	1,833	1,738
Scope 2 GHG Emissions <sup>2</sup>		17,605	16,385
Scope 3 GHG Emissions <sup>3,4,5</sup>		163	173
Total GHG Emissions <sup>6</sup>		19,601	18,297
Total GHG intensity Emissions <sup>7</sup>	tCO <sub>2</sub> e/ '000 m <sup>2</sup>	37.25	35.00
Sulphur Oxides (SO <sub>x</sub> ) Emissions <sup>8,9</sup>	kg	0.06	0.02
Nitrous Oxides (NO <sub>x</sub> ) Emissions <sup>8,9</sup>		16.21	0.90
Particulate Matter (PM) Emissions <sup>8,9</sup>		1.51	0.07

OTHERS ENVIRONMENTAL ASPECTS	UNIT	2021	2022
Electricity Consumption <sup>10</sup>	MWh	30,151	28,203
Electricity Consumption Intensity <sup>7</sup>	MWh/ '000 m <sup>2</sup>	57.3	54.0
Petrol Consumption	L	4,268	1,100
Natural Gas Consumption <sup>10</sup>	m <sup>3</sup>	840,706	800,331
Water Consumption <sup>5,9,11</sup>	m <sup>3</sup>	324	546
Water Consumption Intensity <sup>7</sup>	m <sup>3</sup> / '000 m <sup>2</sup>	0.6	1.0
Non-hazardous Waste Disposal <sup>12,13</sup>	t	4,910	3,526
Non-hazardous Waste Disposal Intensity <sup>7</sup>	t/ '000 m <sup>2</sup>	9.0	6.7
Paper Consumption	t	0.5	0.9
Energy Consumption <sup>14</sup>	GJ	139,996	131,371



# SUSTAINABILITY REPORT

## Social Performance<sup>15</sup>

WORKFORCE	UNIT	2021	2022
<b>By location</b>			
China	No. (%)	131(98)	121 (98)
Singapore		2 (2)	3 (2)
<b>By gender</b>			
Female	No. (%)	79 (59)	75 (60)
Male		54 (41)	49 (40)
<b>By age group</b>			
Under 31 years old	No. (%)	42 (32)	30 (24)
31 – 50 years old		87 (65)	88 (71)
Over 50 years old		4 (3)	6 (5)
<b>By employment category</b>			
Senior-level management	No. (%)	14 (11)	15 (12)
Middle-level management		60 (45)	60 (48)
General staff		59 (44)	49 (40)

TURNOVER RATE	UNIT	2021	2022 <sup>16</sup>
Overall turnover rate	%	38	9
<b>By location</b>			
China	%	38	8
Singapore		0	1
<b>By gender</b>			
Female	%	30	4
Male		48	5
<b>By age group</b>			
Under 31 years old	%	48	2
31 – 50 years old		34	7
Over 50 years old		0	0

AVERAGE TRAINING HOURS PER EMPLOYEE	UNIT	2021	2022
<b>By location</b>			
China	Hours	51	63
Singapore		20	29
<b>By gender</b>			
Female	Hours	58	65
Male		40	58
<b>By employment category</b>			
Senior-level management	Hours	47	46
Middle-level management		58	63
General staff		44	67

# SUSTAINABILITY REPORT

OCCUPATIONAL HEALTH AND SAFETY	UNIT	2021	2022
Work-related fatalities <sup>17</sup>	No.	0	0
Rate of work-related fatalities	per 200,000 man-hours	0	0
Work-related injuries	No.	0	0
Lost days due to work-related injuries	Days	0	0

PARENTAL LEAVE	UNIT	2022 (BY GENDER)	
		FEMALE	MALE
Employees that were entitled to parental leave	No.	4	0
Employees who took parental leave	No. (%)	4 (100)	0
Employees that returned to work in the Reporting Period after parental leave	No. (%)	3 (75)	0
Retention rate (Employees who ended their parental leave and still employed 12 months after their return to work)	%	0	0

## Reporting Boundary:

Environmental performance data disclosed for 2022 includes the Group's offices, investment properties and completed properties for sale across China and Singapore. For the avoidance of doubt, all ESG data related to the activities of tenants and sold properties' occupants are not included in the Report.

## Remarks:

- 1 Scope 1 emissions included direct GHG emissions from consumption of fuel and natural gas.
- 2 Scope 2 emissions included indirect GHG emissions from purchased electricity. The latest emission factors were referenced from the National Average Grid Emission Factor in China 2021 issued by the Ministry of Ecology and Environment of the PRC and the Singapore Energy Statistics 2022 issued by the Energy Market Authority of the Singapore Government.
- 3 Scope 3 emissions included indirect GHG emissions from water consumption, paper waste disposal and air travel.
- 4 ICAO Carbon Emissions Calculator was used to calculate air travel emission included in scope 3 emissions.
- 5 Tenant's water consumption is not calculated in this category, only consumption by Ying Li is considered.
- 6 Carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) were included in greenhouse gas (GHG) calculations.
- 7 All environmental intensities adopted total GFA of relevant properties as the denominator.
- 8 The sharp decrease in SO<sub>x</sub>, NO<sub>x</sub> and PM emissions were due to none of the shuttle bus used during the Reporting Period.
- 9 Emission factors were adopted from China Energy Statistics 2021 to estimate air emissions.
- 10 Only IFC/(IMIX Park JFB) and Ying Li International Plaza/IMIX Park Daping's natural gas consumption data were collected during the Reporting Period.
- 11 There was no issue in sourcing water that fits for purpose during the Reporting Period.
- 12 Only IFC/(IMIX Park JFB) and Ying Li International Plaza/IMIX Park Daping's non-hazardous waste disposal data were collected during the Reporting Period.
- 13 Non-hazardous waste disposal data does not include tenants'/occupants' waste disposal.
- 14 The total energy consumption is the sum of electricity consumption, natural gas consumption and petrol consumption.
- 15 Percentage may not add up to 100% due to rounding.
- 16 Since 2022, all turnover rates have been revised using the total number of employees as of 31 December as the denominator.
- 17 Total number of work-related fatalities in 2020 was also 0.

# SUSTAINABILITY REPORT

## APPENDIX B: GRI CONTENT INDEX

This SR has been prepared in accordance with the GRI Standards. The following table provides cross-reference of the relevant chapter(s) within the SR and AR as well as any clarifications or reasons for omission.

<b>Statement of use</b>	Ying Li has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	There is no GRI sector standards currently applicable to the Group

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
<b>General disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	AR: Corporate Profile	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	2-2 Entities included in the organisation's sustainability reporting	AR: Corporate Profile	
	2-3 Reporting period, frequency and contact point	SR: Reporting Scope (P.57-58)	
	2-4 Restatements of information	Water consumption intensity was re-stated due to the alignment of reporting boundary to exclude activities of tenants and sold properties' occupants in the Report.	
	2-5 External assurance	There is no external assurance for this year's sustainability report but Ying Li will consider to seek for external assurance for future sustainability reports.	
	2-6 Activities, value chain and other business relationships	SR: Our approach to sustainability (P.58-61)	
		SR: Environmental Protection (P.63-66)	
	2-7 Employees	SR: Our People (P.67-71)	
SR: Sustainability Scorecard (P.72-74)			
2-8 Workers who are not employees	SR: Our People (P.67-71)		
	SR: Sustainability Scorecard (P.72-74)		

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
	2-9 Governance structure and composition	AR: Corporate Governance  SR: Our Governance (P.61-62)	None of the members of the highest governance body comes from any underrepresented social group.
	2-10 Nomination and selection of the highest governance body	AR: Corporate Governance	
	2-11 Chair of the highest governance body	AR: Corporate Governance  SR: Our Governance (P.61-62)	
	2-12 Role of the highest governance body in overseeing the management of impacts	AR: Corporate Governance  SR: Our Governance (P.61-62)	
	2-13 Delegation of responsibility for managing impacts	AR: Corporate Governance  SR: Our Governance (P.61-62)	
	2-14 Role of the highest governance body in sustainability reporting	AR: Corporate Governance  SR: Our Governance (P.61-62)	
	2-15 Conflicts of interest	AR: Corporate Governance	
	2-16 Communication of critical concerns	AR: Corporate Governance  SR: Our Approach to Sustainability (P.58-61)	
	2-17 Collective knowledge of the highest governance body	AR: Corporate Governance	
	2-18 Evaluation of the performance of the highest governance body	AR: Corporate Governance	
	2-19 Remuneration policies	AR: Corporate Governance  SR: Our People (P.67-71)	There is no difference in retirement benefits between the senior management and other employees of the Group.
	2-20 Process to determine remuneration	AR: Corporate Governance  The Group seeks the options of the employee representative assembly in the formulation of remuneration policy.	

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
	2-21 Annual total compensation ratio		Due to confidentiality, the Company only discloses salary-related information according to the prevailing regulations.
	2-22 Statement on sustainable development strategy	SR: Our Governance (P.61-62)	
	2-23 Policy commitments	SR: Our Governance (P.61-62)	
		Ying Li's ESG commitments are generally in line with relevant international initiatives including UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, OECD Due Diligence Guidance for Responsible Business Conduct, and Principle 15 of the Rio Declaration on Environment and Development.	
	2-24 Embedding policy commitments	SR: Our Governance (P.61-62)	
	2-25 Processes to remediate negative impacts	SR: Environmental Protection (P.63-66)	
		SR: Our People (P.67-71)	
	2-26 Mechanisms for seeking advice and raising concerns	SR: Environmental Protection (P.63-66)	
		SR: Our People (P.67-71)	
	2-27 Compliance with laws and regulations	There were no fines or non-monetary sanctions for non-compliance during the Reporting Period.	
	2-28 Membership associations	SR: Our People (P.67-71)	
	2-29 Approach to stakeholder engagement	SR: Our Approach to Sustainability (P.58-61)	

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
	2-30 Collective bargaining agreements	There are no collective bargaining agreements. The Group and the individual employees sign a separate labour contract to stipulate the rights and obligations of both parties, and if there is a change in the policy related to the vital interests of the employee, it will also be communicated through the employee representative assembly.	
<b>Material topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	SR: Our Approach to Sustainability (P.58-61)	<i>A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>
	3-2 List of material topics	SR: Our People (P.67-71) SR: Our Approach to Sustainability (P.58-61)	
<b>Energy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)	
		SR: Environmental Protection (P.63-66)	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	SR: Sustainability Scorecard (P.72-74)	
	302-2 Energy consumption outside of the organisation		All energy consumption data related to the activities of tenants and sold properties' occupants would be considered as energy consumption outside of the organisation in this regard. Nevertheless, such data is not available as they were not accessible by the Group.
	302-3 Energy intensity	SR: Sustainability Scorecard (P.72-74)	
	302-4 Reduction of energy consumption	SR: Environmental Protection (P.63-66)	
	302-5 Reductions in energy requirements of products and services	SR: Environmental Protection (P.63-66)	

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
<b>Water and Effluents</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)	
		SR: Environmental Protection (P.63-66)	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR: Our Governance (P.61-62)	
		SR: Environmental Protection (P.63-66)	
	303-2 Management of water discharge-related impacts	SR: Our Governance (P.61-62)	
		SR: Environmental Protection (P.63-66)	Our properties in China have followed GB 8978-1996 and equivalent standards.
	303-3 Water withdrawal	All water consumed by our operations is obtained from municipal water supplies, who took the freshwater from above surface water bodies.	
303-4 Water discharge	All consumed water by our operations is discharged to municipal sewer.	The water discharge data is not metered in the Reporting Period as it is not a requirement by the government.	
303-5 Water consumption	SR: Sustainability Scorecard (P.72-74)	We will study water stress in the future; and water storage in our residential/ commercial buildings would not cause significant water-related impacts.	
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)	
		SR: Environmental Protection (P.63-66)	

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	SR: Sustainability Scorecard (P.72-74)	<p>Only CO<sub>2</sub>, N<sub>2</sub>O and CH<sub>4</sub> were included in the calculations and there were no biogenic GHG emissions.</p> <p>GWP values from IPCC AR6 were adopted.</p>
	305-2 Energy indirect (Scope 2) GHG emissions	SR: Sustainability Scorecard (P.72-74)	<p>Grid emission factors were referenced from the National Average Grid Emission Factor in China 2021 issued by the Ministry of Ecology and Environment of the PRC and the Singapore Energy Statistics 2022 issued by the Energy Market Authority of the Singaporean Government.</p>
	305-3 Other indirect (Scope 3) GHG emissions	SR: Sustainability Scorecard (P.72-74)	
	305-4 GHG emissions intensity	SR: Sustainability Scorecard (P.72-74)	
	305-5 Reduction of GHG emissions	SR: Environmental Protection (P.63-66)	
		SR: Sustainability Scorecard (P.72-74)	
	305-6 Emissions of ozone-depleting substances (ODS)	The quantity of ODS emitted by Ying Li is not significant.	
305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	SR: Sustainability Scorecard (P.72-74)	<p>Emissions from POP, VOC and HAP are regarded as insignificant compared to emissions from PM, NO<sub>x</sub> and SO<sub>x</sub>.</p>	



# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION	
<b>Waste</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)		
		SR: Environmental Protection (P.63-66)		
		SR: Our People (P.67-71)		
		There are no laws and regulations that have a significant impact on the Group relating to discharges into water and land, and generation of hazardous and non-hazardous waste.		
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	SR: Environmental Protection (P.63-66)		
		306-2 Management of significant waste-related impacts	SR: Environmental Protection (P.63-66)	
		306-3 Waste generated	SR: Sustainability Scorecard (P.72-74)	
		306-4 Waste diverted from disposal	SR: Environmental Protection (P.63-66)	The quantity of waste diverted from disposal is not recorded as it is not a requirement by the government.
		306-5 Waste directed to disposal		The amount of waste directed to disposal is not recorded as it is not a requirement by the government.
<b>Employment</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)		
		SR: Our People (P.67-71)		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	SR: Sustainability Scorecard (P.72-74)		
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The Group do not have any temporary or part-time employees during the Reporting Period.	
		401-3 Parental leave	SR: Sustainability Scorecard (P.72-74)	

# SUSTAINABILITY REPORT

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	EXPLANATION/REASON FOR OMISSION
<b>Training and Education</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)	
		SR: Our People (P.67-71)	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	SR: Sustainability Scorecard (P.72-74)	
		404-2 Programs for upgrading employee skills and transition assistance programs	SR: Our People (P.67-71)
		404-3 Percentage of employees receiving regular performance and career development reviews	SR: Our People (P.67-71) SR: Sustainability Scorecard (P.72-74)
<b>Diversity and Equal Opportunity</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our Approach to Sustainability (P.58-61)	
		SR: Our People (P.67-71)	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	AR: Corporate Governance	
		SR: Our People (P.67-71)	
		SR: Sustainability Scorecard (P.72-74)	
		There were no ethnic minorities within our staff in the Reporting Period.	
	405-2 Ratio of basic salary and remuneration of women to men		Due to confidentiality, the Company only discloses salary-related information according to the prevailing regulations.

# SUSTAINABILITY REPORT

## APPENDIX C: COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS THAT HAVE A SIGNIFICANT IMPACT ON YING LI

### Emissions

In order to protect and improve the environment, prevent pollution and other public hazards, safeguard public health, promote the development of ecological conservation, and promote sustainable economic and social development, China has enacted a large number of laws to protect environmental resources. Key laws and regulations applicable to the Group include the Environmental Protection Law of the PRC, Law of the PRC on Environmental Impact Assessment, Water Pollution Prevention and Control Law of the PRC, Marine Environment Protection Law of the PRC, Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, Law of the PRC on Prevention and Control of Environmental Noise Pollution and Atmospheric Pollution Prevention and Control Law of the PRC. These laws and regulations provide clear requirements on air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. The Group shall comply with all the above laws and regulations, otherwise it may be subject to penalties, suspension of operation, and/or legal actions against the Group by regulatory authorities.

In 2022, there was no confirmed case of non-compliance in relation to environmental protection that would have a significant impact on the Group.

### Employment

The Labour Law of the PRC, Labour Contract Law of the PRC and the Employment Act of Singapore stipulate the legal obligations and responsibilities of employers to provide employment protection and benefits covering compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. The Social Insurance Law of the PRC is formulated for the purpose of regulating sickness insurance, occupational injury insurance, maternity insurance, medical care insurance, retirement insurance, and death insurance, and also clarifies the legal liabilities of the employers. The Regulation on the Management of Housing Provident Fund of the PRC is formulated for the purpose of maintaining the lawful rights and interests of housing provident fund owners. These laws and regulations provide relevant protection for the Group's employees and safeguard their lawful rights. The Group will continue to comply with all relevant employment laws and regulations to protect the Group's most valuable asset – employees.

In 2022, there was no confirmed case of non-compliance in relation to the Group's employment practices that would have a significant impact on the Group.

### Health and Safety

The Labour Law of the PRC, and Work Safety Law of the PRC commit to the protection of labour safety and production safety, and require manufacturing organisations and employers to provide a safe working environment and protect employees from occupational hazards. The Social Insurance Law of the PRC is formulated for the purpose of regulating sickness insurance, occupational injury insurance, maternity insurance, medical care insurance, retirement insurance, and death insurance, and also clarifies the legal liabilities of the employers. Compliance with these laws and regulations is the Group's top priority as workplace safety is of critical importance to each and every employee of the Group. As a socially responsible enterprise, the Group complies with the relevant health and safety laws to provide employees with a safe workplace and suitable insurance.

In 2022, there was no confirmed case of non-compliance in relation to health and safety that would have a significant impact on the Group.

# SUSTAINABILITY REPORT

## Labour Standards

The Labour Law of the PRC and the Employment Act of Singapore set out clear rules for preventing child labour and forced labour, and provide the legal liabilities of employers who violate the relevant laws and regulations. Ying Li highly values human rights and aims to demonstrate its "People-Oriented" corporate spirit through strictly complying with the relevant labour standards.

In 2022, there was no confirmed case of non-compliance in relation to labour standards that would have a significant impact on the Group.

## Product Responsibility

The Law of the PRC on Product Quality is formulated with the aim of strengthening product quality monitoring, improving product quality, specifying product quality responsibility, safeguarding legal rights of customers, as well as protecting social and economic order. These laws and regulations provide clear requirements on health and safety matters and remedial methods relating to products and services provided. The Group complies with the relevant laws and regulations in relation to product responsibility to ensure customers receive safe, reliable and private service. Ying Li provides adequate customer service for all of its' residential and commercial properties users.

In 2022, there was no confirmed case of non-compliance in relation to product responsibility that would have a significant impact on the Group. Besides, there is no laws and regulations that have a significant impact to Ying Li in relation to advertising, labelling and privacy matters.

## Anti-corruption

The Anti-Unfair Competition Law of the PRC and the Anti-Corruption Regulation of Singapore set out clear rules on preventing bribery, extortion, fraud, and money laundering. These laws and regulations aim to maintain social integrity and fairness, prevent unfair competition, and protect the legal rights of service providers and customers. The Group firmly believes that misconduct such as corruption has significant negative impact to the business development. Therefore, the Group strictly complies with the relevant anti-corruption laws and regulations to maintain a good reputation and enhance its competitiveness.

In 2022, there was no confirmed case of non-compliance in relation to corruption and anti-competitive practices that would have a significant impact on the Group, and there was no legal case related to corruption raised and trial concluded towards the Group or its employees.