



北京城建设计发展集团股份有限公司

BEIJING URBAN CONSTRUCTION DESIGN & DEVELOPMENT GROUP CO., LIMITED

(A joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code: 1599



2024

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

CONTENTS

ABOUT THIS REPORT	2	ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT	60
Objective of the Report	2	Environmental Protection Goals	60
Scope of the Report	2	Climate Change	62
Preparation Basis	2	Green Office	70
Report Description	2	Green Construction	73
Response to the ESG Reporting Principles of the Stock Exchange	3	Environmental Education	77
STATEMENT OF THE BOARD OF DIRECTORS	4	Environmental Performance	77
MESSAGE FROM THE MANAGEMENT	5	GIVING BACK TO THE COMMUNITY THROUGH CHARITABLE UNDERTAKINGS	83
GROUP PROFILE	7	Rural Revitalization	83
SUSTAINABILITY MANAGEMENT	8	Provide Disaster Relief and Help the Needy	85
ESG Management Structure	8	ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE	86
Communication with Stakeholders	9		
Assessment of Material Issues	10		
OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION	13		
Work Safety	14		
Service Quality	23		
Promote Innovation	29		
Supplier Management	38		
BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE	43		
Talent Management	43		
Craftsmanship	54		
Anti-corruption	57		





ABOUT THIS REPORT

Objective of the Report

As the ninth Environmental, Social and Governance (“ESG”) Report released by Beijing Urban Construction Design & Development Group Co., Limited (hereinafter referred to as “UCD”), this report is to provide UCD’s environmental, social and governance performance during 2024, and to respond to ESG-related issues which stakeholders are concerned about. This report should be read in conjunction with the “Corporate Governance Report” section of the annual report for the year, so that all stakeholders are able to fully understand UCD’s sustainable development strategy, measures and relevant performance.

Scope of the Report

This report covers UCD and its member companies (hereinafter collectively referred to as the “Group” or “we”): Beijing Urban Construction Exploration & Surveying Design Research Institute Co., Ltd. (北京城建勘测設計研究院有限公司; hereinafter referred to as the “Exploration & Surveying Institute”), Beijing Urban Rail Transit Construction Engineering Co., Ltd. (北京城建軌道交通建設工程有限公司; hereinafter referred to as the “Rail Company”) and Beijing Institute of Residential Building Design & Research Co., Ltd. (北京市住宅建築設計研究院有限公司; hereinafter referred to as the “Residential Institute”). Specific statistical scope of some environmental data will be illustrated in the “Environmental Performance” section.

Unless otherwise indicated, the reporting period is from 1 January 2024 to 31 December 2024 (hereinafter referred to as the “Reporting Period”).

Preparation Basis

This report is prepared by the Group in compliance with the *Environmental, Social and Governance Reporting Guide* (hereinafter referred to as the “Guide”) set out in Appendix C2 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* published by The Stock Exchange of Hong Kong Limited (hereinafter referred to as the “Hong Kong Stock Exchange”). The compliance with the *Environmental, Social and Governance Reporting Guide* is summarized in the “Annex: the Environmental, Social and Governance Reporting Guide”. This report has complied with all “comply or explain” provisions set out in the Guide and has been prepared in accordance with the four reporting principles of the Guide: materiality, quantitative, balance and consistency.

Report Description

This report is published in Traditional Chinese and English. In the event of any ambiguity in the content of the report, the Traditional Chinese version shall prevail. The electronic version of the report can be read and downloaded through the Group’s official website and the website of the Hong Kong Stock Exchange.

The data of this report is generated from the online platform system adopted by the Group or by manual sorting. This report adopts Renminbi as the measurement currency.



Response to the ESG Reporting Principles of the Stock Exchange

Materiality

This report identifies material ESG issues based on the procedure for assessing systemically important issues, which involves identifying major stakeholders, identifying ESG issues related to the Group, inviting major stakeholders to participate in the assessment, and determining material ESG issues. Please refer to the section headed “Assessment of Material Issues” for details of the assessment procedure and outcome of material issues.

Quantitative

This report discloses key performance indicators (hereinafter referred to as “KPIs”) on environmental and social performance, the standards, methods, assumptions, and calculation tools used to measure the KPIs, as well as the sources of transforming factors employed, so as to optimally assess our environmental and social performance during the Reporting Period.

Balance

This report gives a fair and true picture of our ESG performance in 2024, providing readers with a basis for accurate decision-making or judgment.

Consistency

Unless otherwise stated, the KPIs in this report adopt statistical methods consistent with those adopted in previous reporting periods to improve the comparability of environmental and social performance results.



STATEMENT OF THE BOARD OF DIRECTORS

The board of directors (the “Board”) assumes the overall responsibility for the ESG strategy and reporting matters of the Group acts as the highest responsible and decision-making body of the Group. The Group assesses and determines ESG risks to ensure the stable operation of the risk control and internal control systems. The Board has set up an ESG working group, which is responsible for the implementation, supervision, reporting and continuous improvement of ESG issues, and regularly reporting to the Board on the commitments and performance of key ESG issues to facilitate the normal conduction of the Group’s ESG work and ensure that the Group’s ESG philosophy is fully implemented.

In order to control the impact of ESG risks in a timely and effective manner, the Group regularly conducts assessments on material ESG issues based on the external social and economic macro environment and the Group’s development strategy, taking into account the Group’s own characteristics, and reports them to the Board for review. Material issues related to ESG risks and opportunities of the Group discussed and identified by the Board will be incorporated into the Group’s overall strategy as the focus of ESG work, and the management level and performance of the issues will be continuously improved.

The Group will continue to prioritize the mechanism for the Board to participate in ESG work and consider formulating ESG objectives in key areas such as pollutant discharge, energy consumption management, water resource consumption management, carbon emission, occupational health and safety and product quality, so as to incorporate ESG management performance into daily operation goals and fully promote the Group’s ESG governance work.

This report discloses in detail the progress and effectiveness of UCD’s ESG work in 2024 and has been reviewed and approved by the Board. The Board and all directors of UCD guarantee that this report is free of any false records, misleading statements or major omissions, and are individually and jointly liable for the authenticity, accuracy and completeness of the content hereof.



MESSAGE FROM THE MANAGEMENT

2024 marks a critical year for the construction of green ecology in China as various government authorities have successively introduced a series of important policy guidelines. General Secretary Xi Jinping clearly stated at the Third Plenary Session of the 20th Central Committee of the Communist Party of China that we need to deepen the reform of the ecological civilization system and regard green and low-carbon development as the fundamental strategy for addressing ecological and environmental issues. By collaboratively promoting multiple initiatives such as carbon reduction, pollution control, greening, and growth, we actively respond to climate change and accelerate the improvement and implementation of the system and mechanism with the concept of “lucid waters and lush mountains are invaluable assets”.

Under the guidance of Xi Jinping’s Thought on Socialism with Chinese Characteristics for a New Era, UCD is committed to becoming a design-led integrated urban construction service provider by adhering to the development philosophy of “consolidating the main industries and keeping integrity and innovation”. We continuously promote the optimization and upgrading of the industrial chain and focus on enhancing our development level, quality, and standards, so as to drive the Group towards high-quality and stable development. As a leading enterprise in the industry, we deeply recognize that fulfilling environmental, social, and governance responsibilities is the core essence of achieving sustainable development. While pursuing economic benefits, we consistently integrate ESG principles into the Group’s development strategy. We continuously enhance our capacity to fulfill these responsibilities by establishing a sound responsibility management system, in a bid to set a benchmark for sustainable development in the industry.

With scientific management, we ensure high-quality project performance. We always follow the management policy of “scientific management, quality transcendence, continuous improvement and customer satisfaction” and solidly advance the construction of the QHSE management system. We are centered on implementing the main responsibility of the enterprise’s safety production and aim to fundamentally eliminate accident hazards, thus continuously enhancing the modernization of our safety production governance system and governance capabilities. Regarding design and construction quality, we pursue excellence and continuously strengthen customer service management. In 2024, the Group achieved its goal of zero quality incidents, with the design review rate, design consulting achievement approval rate, project quality pass rate, and one-time acceptance rate of unit project all reaching 100%, fully accomplishing the annual quality targets.

Driven by innovation, we achieve high-quality development results. We always regard product and technology innovation as the core driving force for enterprise development. While regulating our own and partners’ business conduct, we actively engage in industry exchanges and cooperation. In 2024, the Group scored remarkable results in technological innovation. We successfully applied for multiple provincial and local government science and technology awards, received 100 important honors such as the Zhan Tianyou Award, National Quality Engineering Award, and Beijing Science and Technology Award, and successfully launched several PPP projects in Chongqing. Additionally, the Group obtained 183 new domestic and international patent authorizations and computer software copyrights, while participating as a chief editor in several national and industry standards that were approved for project initiation. Notably, the *Urban Rail Transit Engineering Investment Estimation Index* 《城市轨道交通工程投資估算指標》 of the Ministry of Housing and Urban-Rural Development compiled by us as one of compilers was officially published this year, highlighting the Group’s significant influence in formulation of industry standards.



MESSAGE FROM THE MANAGEMENT (Continued)

We keep people-oriented to cultivate talent with high efficiency. We adhere to the talent development philosophy of “talent first” and recruit talents from all fields with an equal and inclusive attitude. The Group strictly safeguards the legitimate rights and interests of employees, resolutely implements non-discrimination in employment, and provides all employees with fair career development pathways and growth platforms. We have established a comprehensive care system, aiming to enhance employees’ sense of belonging through holiday visits, marriage and childbirth blessings, assistance for employees in difficulty, relief for serious illnesses, project visits, and psychological counseling. At the same time, we actively organize expert lectures, public course competitions, and other activities to build a platform for talent growth. The Group continues to promote anti-corruption and integrity development, improves systems, and strengthens education and publicity, laying a solid foundation for the healthy development of the Group.

We strive for high-synergy ecological development through green leadership. We deeply implement the national goal of “carbon neutrality” and “carbon peaking” as well as the battle against pollution, improve the environmental management system and strengthen environmental control throughout the process. As a result, we have made significant progress in areas such as green office practices and green construction. In our daily operations, we prioritize source governance and adopt multiple measures to reduce environmental pollution while actively carrying out environmental education activities to raise overall environmental awareness. In 2024, the compliance rate of green construction by the Group reached 100%, demonstrating our commitment to environmental protection responsibilities and contributing to the sustainable environmental development.

Caring for the people, we foster cohesive and harmonious development. We deeply advance the rural revitalization strategy by innovating assistance models to effectively connect targeted poverty alleviation with rural revitalization, helping local residents achieve the goal of common prosperity. In addition, the Group actively organizes and encourages employees to participate in community building through a variety of public welfare activities, including disaster relief and charitable donations, thereby fulfilling its corporate social responsibilities.

As 2025 marks a strategic pivotal year for concluding the “14th Five-Year Plan” and transitioning to the “15th Five-Year Plan”, we will not only complete the final tasks of the “14th Five-Year Plan” but also solidify our strategic foundation through innovation and integrity in preparation for the “15th Five-Year Plan”. The Group understands that sustainable development is an ongoing journey. We will respond to transformational challenges with strategic resilience and seize opportunities of the era with innovative wisdom. Together with all stakeholders, we will walk hand in hand on the path of high-quality development, jointly writing a new chapter in the coordinated development of the economy, environment, and society.



GROUP PROFILE

Founded in 1958, UCD is a technology-based engineering company that provides professional services for urban construction, with business coverage on urban rail transit, integrated transportation hubs, underground space development, industrial and civil buildings, municipal projects, urban planning, etc. With a complete industrial chain integrating design consulting, engineering construction, investment and financing, science and technology industrialization, real estate and cultural tourism, as well as operation and management, UCD also provides customers with professional full-services.

Listed on the Hong Kong Stock Exchange in July 2014, the Group is one of the earliest survey and design companies established in China. The Group has the comprehensive grade-A qualification, the highest qualification in China's design and survey industry, and is the main formulator of the national design specifications for urban rail transit industry in China. Besides, the Group has an expert team of the best in the industry, led by academicians of the Chinese Academy of Engineering, National Engineering, Survey and Design Master, hundreds of senior engineer of professor level senior engineer, to serve the whole process of urban rail traffic engineering in all professional fields.

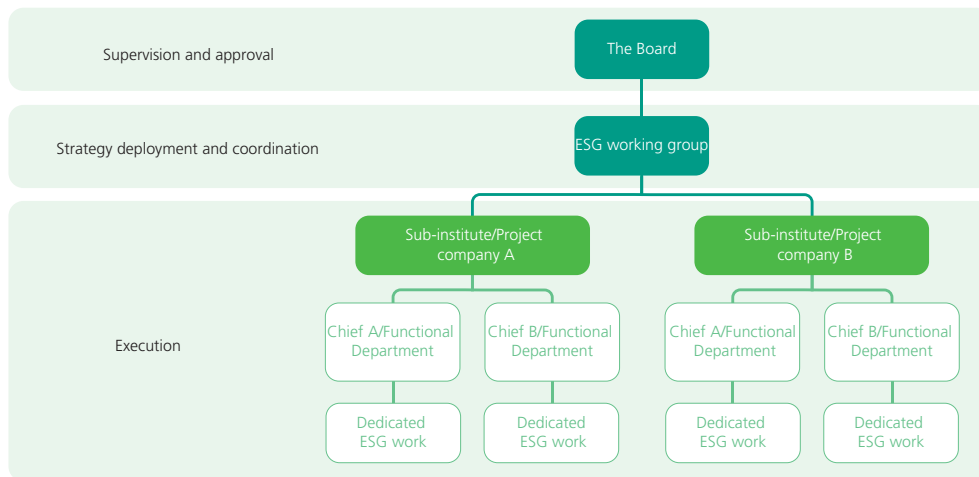
The Group has established business presence in nearly 70 cities in China with branches in more than 50 cities, and has extended its presence to overseas markets such as Russia, Vietnam, Kazakhstan, Columbia and Angola. The Group always adheres to the mission of "Design the City, Build the Future", and strives to become a design-led integrated urban construction service provider, thereby promoting the organic integration and sustainable development of people, cities and the environment.

SUSTAINABILITY MANAGEMENT

UCD has always integrated the concept of sustainable development into its corporate strategy. By continuously optimizing the governance structure, deepening communication and cooperation with stakeholders, accurately identifying and giving priority to key sustainable development issues, the Group has comprehensively enhanced its management capabilities and practical achievements in the field of sustainable development.

ESG Management Structure

The Group strictly adheres to the latest policy requirements of the Hong Kong Stock Exchange and systematically promotes the construction of the Environmental, Social and Governance (ESG) system. By optimizing the governance structure, the effectiveness of the Board in performing its duties has been significantly enhanced. In the design of the ESG governance mechanism, we adopt a three-level coordinated management structure: the Board, as the highest decision-making body for ESG affairs, exercises the power of making ESG strategic decisions; the ESG working group takes the lead in strategic planning and execution supervision; and each branch institute and project company carries out ESG issue management and practical work in light of the characteristics of the industry. By deeply embedding ESG elements into the strategic decision-making, project operation and performance assessment systems, we have achieved a deep integration of the concept of sustainable development with the Company's daily operations.



ESG management structure of UCD







UCD has established a three-tier ESG management structure comprising decision-making, management and execution levels. In the decision-making process, the Board assumes the overall responsibility for the Group's ESG strategies and reports, is responsible for assessing and identifying ESG risks, and guides the ESG working group on work planning and coordination to ensure the stable operation of the Group's risk management and internal control systems. In the process of specific negotiation and execution of ESG work, the ESG working group is responsible for reporting to the Board about the work progress on environmental, social and governance as well as the performance of implementation, supervision, reporting and improvement, and implements the ESG management strategy and countermeasures formulated by the Board.

UCD values the Board diversity and has established the *Board Diversity Policy* (《董事會成員多元化政策》) to select Board candidates based on a range of diversity areas, including but not limited to skills, knowledge, experience, gender and educational background. As of the end of the Reporting Period, the Board of the Group consisted of 12 directors in total, including 4 independent non-executive directors and 2 female directors. At least one of the incumbent non-executive directors has obtained a professional qualification in finance and other directors have extensive experience in different industries, including finance, public service, law, business management, etc., which meets the non-executive director requirements under the Hong Kong Listing Rules.



Communication with Stakeholders

The Group attaches great importance to stakeholder participation and continuously improves its social responsibility communication mechanism. Through systematic information disclosure on company operations and effective channels opened for communication with stakeholders, we understand and respond to the expectations and demands of stakeholders, and accept the supervision of the Group by stakeholders. In 2024, we disclosed information with respect to the Group’s environmental, social and governance aspects to the public, and regularly disclosed to the public the practical results of the Group’s fulfillment of social responsibility.

Stakeholders	Requirements and Expectations	Responses
 Government	<ul style="list-style-type: none"> Compliance with laws and regulations Payment of taxes Support for economic development 	<ul style="list-style-type: none"> Operation in compliance with relevant laws and regulations Payment of taxes in compliance with relevant regulations
 Investors	<ul style="list-style-type: none"> Return on investment Growth of business and earnings Risk management Information disclosure 	<ul style="list-style-type: none"> Transparent and regular disclosure of information General investor meetings Investor summits Roadshows
 Customers	<ul style="list-style-type: none"> Provision of high-quality products and services Satisfaction of customers’ diversified needs Creation of value for customers 	<ul style="list-style-type: none"> Assurance of service quality Protection of customer information Survey of customer satisfaction
 Employees	<ul style="list-style-type: none"> Employee interests Training and development Occupational safety and health Work and life balance 	<ul style="list-style-type: none"> Provision of competitive and good remuneration and benefits Provision of various career development paths Improvement of employee training system
 Partners	<ul style="list-style-type: none"> Open, fair and equitable purchases Compliance with contracts 	<ul style="list-style-type: none"> Execution of contracts Open tendering
 Community and the public	<ul style="list-style-type: none"> Community development Public welfare undertakings 	<ul style="list-style-type: none"> Assistance in community construction Participation in public welfare undertakings and charities Regular organization of volunteer activities

Assessment of Material Issues

By integrating corporate strategic planning with social responsibility management, UCD relies on domestic and international ESG (Environmental, Social, and Governance) disclosure frameworks within the industry. Through extensive surveys conducted in questionnaire form, a materiality assessment is carried out to prioritize ESG material issues involving stakeholders such as the government, shareholders, employees, and customers. This serves as a crucial reference for the disclosure on the ESG report for the year.

The materiality assessment process is as follows:

STEP 1

Identify key stakeholders and update the ESG issue database

The Group determined the list of key stakeholders to participate in this year's materiality assessment, taking into account factors such as "the degree of influence on the enterprise", "the degree of being affected by the enterprise" and feasibility of the stakeholders. By reference to the basis for compiling this report, combined with corporate characteristics and peers' performance and based on the 2023 ESG issue database, the Group identified a total of 27 potential ESG issues in three aspects, i.e. environment, staff and operation, and included them in the 2024 ESG issue database.

STEP 2

Invite key stakeholders to participate in the prioritization of ESG issues

The Group invited internal stakeholders (directors, management, and supervisors) and external stakeholders (employees, shareholders or investors, customers, partners, and the media) to participate in online stakeholder questionnaires. They were asked to prioritize the importance of ESG issues at three levels from both the Group's perspective and their own perspectives. A total of 2,269 valid questionnaires were received for this assessment.

STEP 3

Assess material ESG issues

Based on the results of the questionnaires, the Group examined the importance of ESG issues from two dimensions: "importance to stakeholders" and "importance to UCD". By comprehensively considering the assessment results of all internal and external stakeholders, the Group identified the ESG issues that are considered important by more than half of the respondents in both dimensions as "material ESG issues", and formed importance matrices for the three aspects of environment, employees, and operations. A total of 13 material ESG issues were identified in this assessment (5 in the environmental aspect, 2 in the employee aspect, and 6 in the operational aspect).

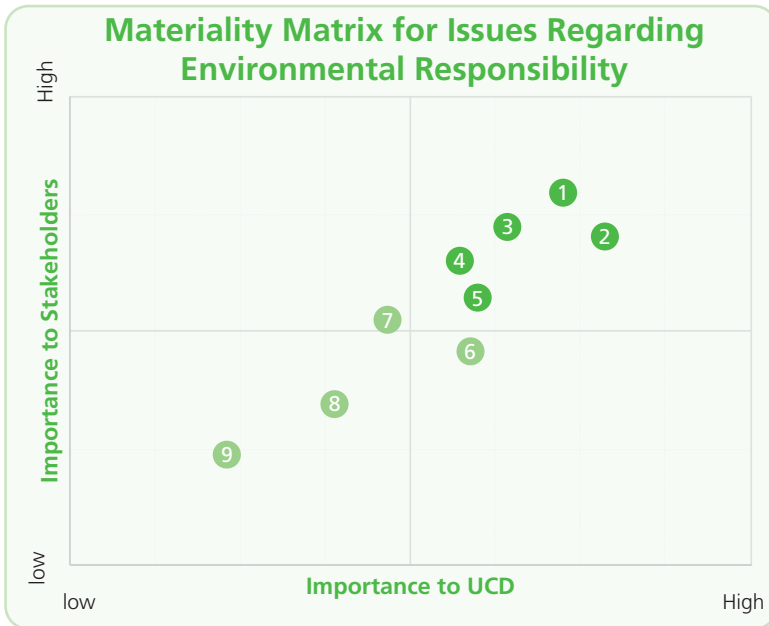
STEP 4

Confirm the material ESG issues

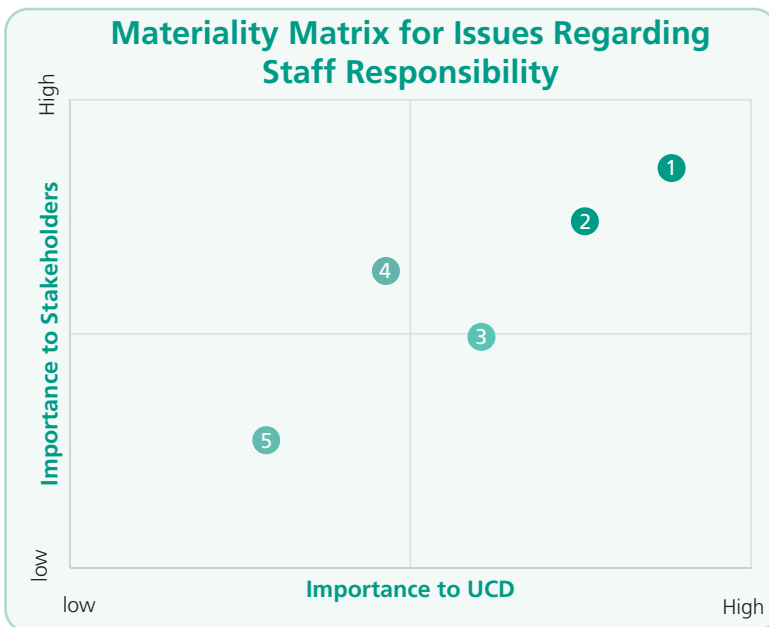
The Group invited the Board and the management to identify the material ESG issues to ensure that the results dovetail with the direction of the Group's sustainable development strategy. The later sections of this report focus on material ESG issues acknowledged by the Board and the management, with a view to responding to the ESG issues that concern the stakeholders most and the relevant key areas of sustainable development.



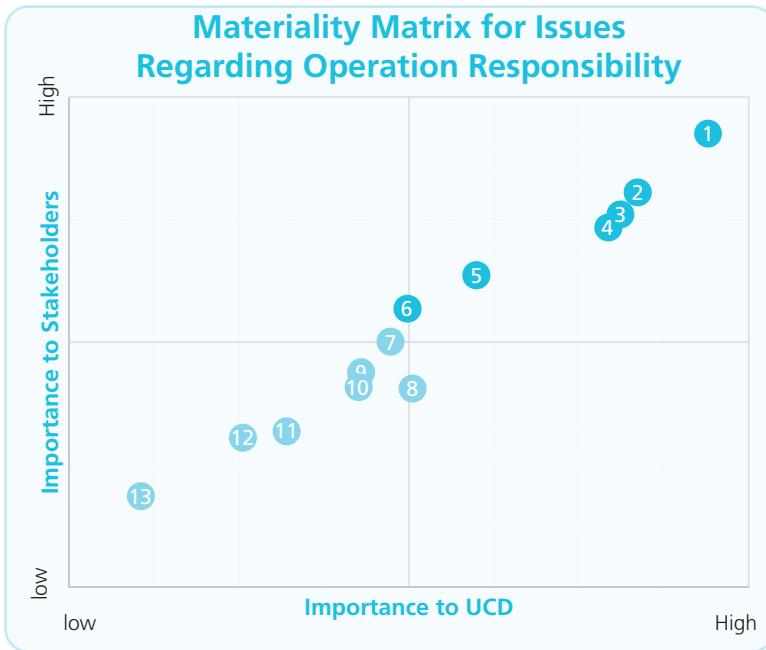
Through the assessment, the following is the materiality matrix for the this year in the three aspects, namely environment, staff and operation.



- ① Discharge and management of pollutants
- ② Management of energy utilization
- ③ Discharge and management of pollutants
- ④ Management of water resource utilization
- ⑤ Green office policy management
- ⑥ Green construction policy management
- ⑦ Discharge and management of greenhouse gas
- ⑧ Climate change response policy and measures
- ⑨ Participate in and donate to environmental protection activities



- ① Protection of staff interest
- ② Management of staff health and safety
- ③ Staff training and career development
- ④ Policy of staff benefits
- ⑤ Prohibition of child labor and forced labor



- ① Work Safety
- ② Service Quality
- ③ Project quality
- ④ Technological innovation
- ⑤ Protection of intellectual property
- ⑥ Protection of customer privacy
- ⑦ Selection and management of suppliers
- ⑧ Standardization of tendering process
- ⑨ Environmental risk management of supply chain
- ⑩ Anti-corruption (anti-bribery, extortion, fraud, money laundering, etc.)
- ⑪ Social risk management of supply chain
- ⑫ Communication with stakeholders
- ⑬ Community investment (e.g. education and healthcare improvement, poverty alleviation, etc.)

Based on the important matters of sustainable development of the Group, we identified 13 material issues through the analysis on the matrix of material issues with specific orders as follows:

Environment Responsibility	
1	Discharge and management of pollutants
2	Management of energy utilization
3	Discharge and management of waste
4	Management of water resource utilization
5	Green office policy management
Staff Responsibility	
1	Protection of staff interest
2	Management of staff health and safety
Operation Responsibility	
1	Work safety
2	Service quality
3	Project quality
4	Technological innovation
5	Protection of intellectual property
6	Protection of customer privacy

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION

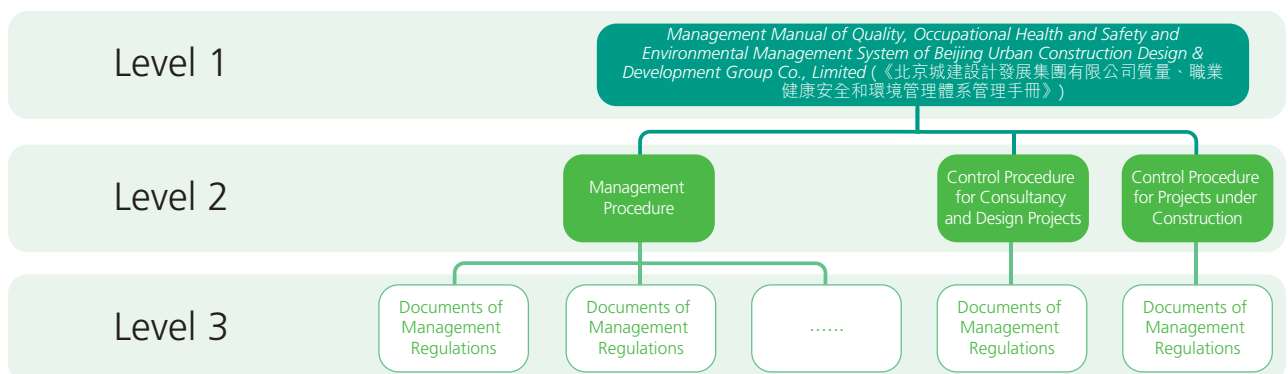
Material ESG issues addressed in this section are as follows:

Work safety	Service quality	Project quality
Technological innovation	Protection of intellectual property	Protection of customer privacy
Management of staff health and safety		

UCD always follows the management philosophy of “Scientific Management, Superb Quality, Continuous Improvement, and Customer Satisfaction” and comprehensively implements the QHSE management systems. We continue to improve the safety management mechanism and supplier management system. Through scientific and technological innovation for promotion of the industry development, we are committed to providing customers with more comprehensive, higher quality products and services, thereby advancing the high-quality development of the Company.

The Group strictly complies with relevant national standard requirements on the engineering quality, environmental management and occupational health and safety, including the *Quality Management Systems – Requirements* 《質量管理體系要求》(GB/T 19001-2016), the *Environmental Management Systems – Requirements with guidance for use* 《環境管理體系要求及使用指南》(GB/T 24001-2016), the *Occupational Health and Safety Management Systems – Requirements with guidance for use* 《職業健康安全管理體系要求及使用指南》(GB/T 45001-2020), the *Code for Quality Management of Engineering Construction Enterprises* 《工程建設施工企業質量管理規範》(GB/T 50430-2017) and other standards. On such basis, the Group formulated and improved the Health, Safety, and Environmental Management System Manual, governing documents, operation procedures, and relevant regulations. For 2024, the Group achieved the full cover of the ISO 45001, ISO 14001 and ISO 9001 system certification with certification rate of 100%.

To promote the quality culture and the effective operation of the quality management system, the Group formed a systematic and standardized Quality, Health, Safety, and Environment management system (hereinafter referred to as the “QHSE systems”) structure that is tailored to the Group based on the QHSE systems. This framework is managed through three levels of standardization to ensure the smooth operation of the QHSE control of the Group. The system documents are divided into three levels: the first level is the programmatic document, which specifies the Group’s vision, QHSE approaches and goals, and stipulates management principles and requirements; the second level is the supporting document, which regulates the implementation of the manual; and the third level is the documents of management regulations, which details the working procedures and requirements. Under the guidance of manual, procedural documents and regulations, the Group’s management of quality, health, safety and environment is implemented in an organized manner.



Document structure of QHSE system of UCD

Work Safety

Adhering to the work safety policy of “safety first, prevention in priority and comprehensive management (安全第一、預防為主、綜合治理)”, UCD sets “zero injury, zero accident and zero fatality” as its safety goal to constantly improve its work safety system. To achieve such goal, the Group consolidates its solid foundation for safe operation by strictly implementing the main responsibility of the enterprise’s work safety, strengthening risk management and prevention and control, and promoting a safety culture through fully strengthening and standardizing employees’ safety awareness.

During the Reporting Period, the Group has strictly complied with the following laws and regulations related to providing a safe working environment and protecting employees from occupational hazards:

Safety Production Law of the People’s Republic of China 《中華人民共和國安全生產法》

Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》

Construction Law of the People’s Republic of China 《中華人民共和國建築法》

Labor Law of the People’s Republic of China 《中華人民共和國勞動法》

Construction Safety Management Regulations 《建設工程安全管理條例》

Regulations on the Reporting, Investigation and Handling of Production Safety Accidents 《生產安全事故報告和調查處理條例》 and other national laws and regulations

WORK SAFETY SYSTEM BUILDING

UCD strictly abides by the *Safety Production the Law of the People’s Republic of China* 《中華人民共和國安全生產法》, the *Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases* 《中華人民共和國職業病防治法》, the *Construction Safety Management Regulations* 《建設工程安全管理條例》 and other laws and regulations, and fully implements work safety management in accordance with the *Measures of Beijing Urban Construction Design & Development Group Co., Limited on Work Safety Incident Reporting, Investigation and Disposition* 《北京城建設計發展集團股份有限公司生產安全事故報告和調查處理辦法》, the *Construction Work Safety Operation Procedures* 《建築工程施工安全操作規程》 and other regulations and systems that are internally formulated. In 2024, the Group prepared and improved a total of 8 safety and management systems and published 4 new systems, and in accordance with specific arrangements and deployment of safety work in 2024, published the *Key Points of Safe Production and Green Construction Management* 《安全生產和綠色施工管理工作要點》, the *Safe Production Month Activity Program* 《安全生產月活動方案》, the *Firefighting Publicity Month Activity Program* 《消防宣傳月活動方案》 and other documents, thereby further promoting and guiding the commencement of safety work and activities for the year.



The Group's Major Management Policies about Work Safety (including but not limited to):

Measures of Beijing Urban Construction Design & Development Group Co., Limited on Work Safety Incident Reporting, Investigation and Disposition 《北京城建設計發展集團股份有限公司生產安全事故報告和調查處理辦法》

Work Safety Education and Training System of Beijing Urban Construction Design & Development Group Co., Limited 《北京城建設計發展集團股份有限公司安全生產教育和培訓制度》

Catalog of Construction Safety Operation Procedures of Beijing Urban Construction Design & Development Group Co., Limited 《北京城建設計發展集團股份有限公司施工安全操作規程目錄》

Emergency Rescue Plan for Work Safety Accidents of Beijing Urban Construction Design & Development Group Co., Limited 《北京城建設計發展集團股份有限公司生產安全事故應急救援預案》

Work Safety Accountability System of Beijing Urban Construction Design & Development Group Co., Limited 《北京城建設計發展集團股份有限公司安全生產責任制》

Construction Safety Risk Grading Management and Hidden Trouble Investigation and Governance System of Beijing Urban Construction Design & Development Group Co., Limited 《北京城建設計發展集團股份有限公司施工安全風險分級管控和隱患排查治理制度》

Measures of Beijing Urban Construction Design & Development Group Co., Limited on Reward and Punishment for Work Safety and Green Construction 《北京城建設計發展集團股份有限公司安全生產和綠色施工獎懲辦法》

Management System of Beijing Urban Construction Design & Development Group Co., Limited on Temporary Housing and Facilities at the Construction Site 《北京城建設計發展集團股份有限公司建設工程施工現場臨時用房、設置管理制度》

Disclosure and Notification System of Beijing Urban Construction Design & Development Group Co., Limited on Major Hazardous Sources 《北京城建設計發展集團股份有限公司重大危險源公示、告知制度》

To comprehensively implement the three-year campaign for radically addressing the safety production issues, we have strictly adhered to the overall deployment of the Municipal Safety Committee, the SASAC, the Housing and Urban-Rural Development Committee, and the Group. In line with the Company's actual situation, we have formulated and issued the *Three-Year Action Plan for Radically Addressing the Safety Production Issues (2024-2026)* 《安全生產治本攻堅三年行動方案(2024-2026年)》, and established a leading team for the three-year campaign to coordinate and deploy relevant work across various units and business divisions. Additionally, the Exploration & Surveying Institute under the Group has continued to deepen the implementation of the *Work Safety Accountability System* 《安全生產責任制》 and revised relevant documents such as the *Work Safety Inspection Mechanism* 《安全生產檢查制度》 and the *Emergency Plan for Production Safety* 《生產安全事故應急救援預案》. These efforts aim to closely integrate with actual operational conditions, further implement national safety production guidance, policies, regulations, and standards, and comprehensively enhance the level of safety production management.



OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

To ensure the efficient operation of safety production, the Group has formulated and implemented the *Work Safety Accountability System of Beijing Urban Construction Design & Development Group Co., Limited* (《北京城建設計發展集團股份有限公司全員安全生產責任制》) based on the job responsibilities of all employees and departmental functions. And thus, a safety management system centered on the Board has been established, featuring full participation, multi-level supervision, and dynamic correction. This system ensures that safety production responsibilities are assigned to specific positions and targets are aligned with individuals, effectively building a long-term mechanism for safety production. Safety management has been deeply integrated into the Group's daily operations. During the Reporting Period, we adhered to innovative management practices and completed the compilation of documents such as the *Safety Production Responsibilities Manual for Principal Responsible Persons of Construction Enterprises* (《建築施工企業主要負責人安全生產職責手冊》), *Compilation of Rail Transit Accident Cases* (《軌道交通事故案例匯編》), *Safety Culture Manual* (《安全文化手冊》), *Employee Safety Manual* (《員工安全手冊》), *Construction Safety Knowledge Illustrated Handbook* (《施工安全知識圖冊》), and *Standard Templates for Internal Safety Management Documentation* (《安全管理內業資料標準模板》). Additionally, we promoted the application of "five small innovations" across various projects, including underground Wi-Fi networks and anchor spray material feeding chambers, totaling 18 initiatives. These efforts aim to achieve innovation-driven efficiency and enhance safety with technology.

In the future, the Group will keep optimizing the safety management system to coordinate the advancement on the establishment of standardized work safety system comprehensively and constantly improve the quality and effectiveness of safety management. In 2024, the Group invested RMB56.53 million in work safety. Meanwhile, UCD has not recorded any case of work-related injury or death for three consecutive years, and its loss of working days due to work-related injuries remained to be zero.

SAFETY RISK AND CONTROL

UCD has always taken preventing and resolving major risks in safety production as the Group's key responsibility, and regarded it an important strategic measure to promote the industry's safety development at a higher quality and higher level. To this end, the Group has formulated and implemented the *Construction Safety Risk Grading Management and Hidden Trouble Investigation and Governance System of Beijing Urban Construction Design & Development Group Co., Limited* (《北京城建設計發展集團股份有限公司施工安全風險分級管控和隱患排查治理制度》), which established a systematic dual prevention and control system for construction safety risk grading management and hidden trouble investigation and governance, and comprehensively intensified its efforts in preventing risks in safety production, so as to effectively resolve major risks at source and resolutely prevent major safety production accidents.

The Group has continuously optimised the "dual prevention and control" system by innovating and promoting its safety management grid model, whereby all projects under construction are divided into 54 grids with the management approach of "assigning fixed personnel to fixed positions with fixed responsibilities", to ensure that potential risks are eliminated within the grids and rectified immediately upon identification, and promote the advancement of safety management towards refinement and normalization. In addition, the Group urges each project to strictly comply with the requirements of safety risk grading management and hidden trouble investigation and governance, and strengthens each level of control to supervise the implementation of safety risk control measures. Through the identification of safety risks in various aspects, and the refinement of the contents and standards of inspections, we keep optimising the frequency and efforts of inspections in key areas, operating steps and special phases during the construction, thereby ensuring precise and efficient risk control, and solidly fortifying the defense line of safety production.



During the Reporting Period, we have formulated the 2025 leadership duty schedule in accordance with the *Notice on Revising and Issuing the Monthly Safety Production Duty Work System for Leaders (UCD Safety Notice [2024] No. 117)* 《關於修訂印發〈企業領導月度安全生產值班工作制度〉的通知》(城建設計安全發〔2024〕117號)). In line with the responsibility system of “Same accountability for CPC committee members and government officials, dual responsibilities for one post, universal monitoring and reporting, and accountability for failure to fulfil obligations”, members of the leadership team shall rotate monthly to comprehensively supervise safety production work, solidifying the defense for the Group’s operation.



Case: Safety risk management reporting and reply activity

The Group has always prioritized the management of major risks as a critical aspect of safety production. On October 24, 2024, the Group organized experts to carry out a safety risk management reporting and reply activity, proposing practical and feasible control measures for significant and major risks in projects to ensure the safety and controllability of risks. Currently, the Group’s construction segment has 8 first-level risk points and 11 second-level risk points, all of which are effectively controlled, providing a solid guarantee for safety production.

At the same time, the Group conducts safety risk inspections for each project from time to time in strict accordance with the requirements of “full coverage, zero tolerance and effectiveness”. By combining regular inspections with surprise spot checks, the Group comprehensively identifies potential safety hazards to ensure that major and significant risks remain under control. In 2024, the Group conducted a total of 46 safety production inspections at construction sites, issued over 46 rectification recommendations, and identified and eliminated 99 safety hazards, with rectification rate of 100%, providing a solid foundation for safety production.

SAFETY TRAINING AND EMERGENCY DRILL

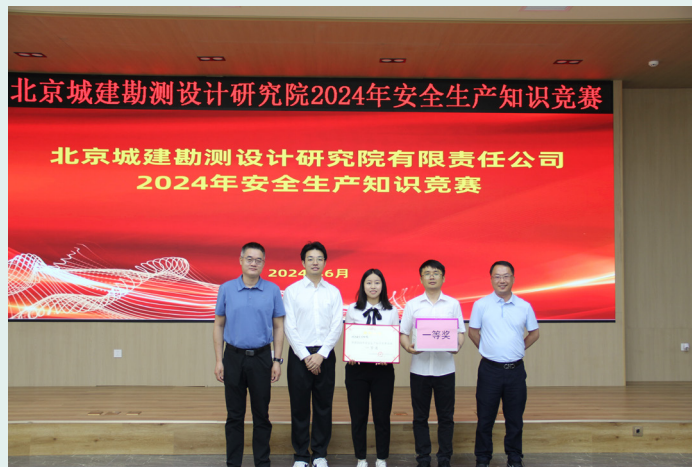
Based on the *Work Safety Education and Training System of Beijing Urban Construction Design & Development Group Co., Limited* 《北京城建設計發展集團股份有限公司安全生產教育和培訓制度》 and the principle of “people-oriented, training in accordance with law, and graded implementation”, UCD performed its responsibility to conduct safety training and education for all employees. With high emphasis on developing employees’ safety awareness, the Group conducts targeted work safety education and training every year for employees at different levels, such as project managers, deputy production manager, project-related managers and personnel from sub-contractors. Such training covers, laws and regulations on work safety, rules and policies on work safety and their operation procedures, post safety operation skills, prevention awareness of and emergency response to work safety accidents, as well as self-rescue and mutual rescue knowledge. The relevant personnel are ensured to be equipped with sufficient knowledge about work safety and emergency response capabilities.

In 2024, we formulated an annual safety training work plan and conducted 12 special safety trainings such as “Key Points for Scaffolding Safety Inspections” and “Promotion of Safe Use of Lift Platforms”, with a total of 971 participants; we conducted a physical safety education with the attendance rate of 100%, and urged projects to conduct 79 training topics, ranging from safety education for resuming work and production in 2024 to safety training for preventing falls from heights, with a total of 22,942 participants. During the Reporting Period, the total training hours of safety training for employees of the Group were 50,656 hours.



Case: The Exploration & Surveying Institute carried out knowledge contest activities and special safety training

In June 2024, the Exploration & Surveying Design Research Institute successfully held the 10th Safety Production Knowledge Competition. This event provided employees with a platform to exchange knowledge on safety production, significantly enhancing their enthusiasm for learning about safety. It further strengthened the effectiveness of safety production publicity and education efforts, effectively promoting the construction and deepening of the enterprise's safety culture.



The event of knowledge competition

In addition, the Exploration & Surveying Institute, based on the situation of safety implementation during the Reporting Period, closely collaborated with local governments to jointly conduct multiple emergency drill activities, including flood prevention emergency drills for the geological hazard management project in Fangshan District. It also organised a special safety training session themed "Everyone Equipped with Safety Awareness and Emergency Response Capability (人人讲安全 个个会应急)", and the training effectively enhanced the multi-dimensional safety emergency response capabilities of construction personnel by way of teaming participation.



The special safety training session themed "Everyone Equipped with Safety Awareness and Emergency Response Capability"

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)



To further strengthen the implementation of emergency plan protection measures, UCD formulated the *Emergency Plan for Work Safety Accidents of the Company* (《公司生產安全事故應急救援預案》), which comprehensively improved the ability to deal with work safety accidents and emergencies. We also conduct emergency drills on a regular basis to continuously improve our emergency response system. In 2024, according to their actual construction situation and the environment risks, the Group conducted 122 targeted emergency drills for its projects, including 16 comprehensive emergency drills, 21 flood control emergency drills, 38 fire emergency drills, 9 limited space emergency drills, 10 heat-stroke drills, 4 underground pipeline safety emergency rescue drills, 3 electric shock emergency drills and 21 other drills. Through a series of drills, we have effectively enhanced the ability to handle emergencies and the coordination level at the construction site, providing a solid guarantee for safe production.



Case: UCD launched a series of activities for the “Safe Production Month (安全生產月)”

In 2024, the Group organized and launched a series of activities for the “Safe Production Month (安全生產月)” as scheduled, such as the Safety Publicity and Consultation Day and safety exchange and learning sessions. In addition, we actively encouraged our employees to participate in various knowledge contests. During the Reporting Period, we organized 25 employees to participate in the knowledge contest held by the Beijing Municipal Bureau of Construction; we also organized 375 employees to participate in the Internet knowledge contest held by Beijing Emergency Management Bureau, among whom 54 employees were awarded e-certificates of completion for the “Escape Training Camp (逃生訓練營)”.

To urge all units to organize fire safety education and warning for all employees, we formulated and issued the *Fire Prevention Month Activity Plan* (《消防宣傳月活動方案》), and carried out the “Fire Prevention Month” activities in accordance with relevant regulations. During the Reporting Period, the Group carried out a total of 43 fire safety education and training sessions, with a total of 1,704 participants; and also organized 39 employees to participate in the online fire safety quiz activity held by the Beijing Municipal Bureau of Construction. Besides, the Group carried out 20 fire emergency drills and 18 fire prevention inspections, providing a guarantee for fire safety from this winter to next spring.



Case: The Institute conducted fire emergency rescue and emergency evacuation drills

In order to comprehensively enhance the fire safety awareness and emergency response capabilities of employees, the project department of the Institute specifically formulated the “Fire Emergency Rescue and Emergency Evacuation Drill Plan 《消防應急救援與應急疏散演練方案》”, and carried out a practical fire-fighting drill at Shaft No. 1 of Hongmiao Station on 9 November 2024. By simulating real-life scenarios, such drill enabled emergency responders to master key operation procedures proficiently, significantly improving employees’ emergency self-rescue and mutual-rescue capabilities and accumulating valuable experience for dealing with actual emergencies. During the drill, the project department supervised and recorded the implementation of each link throughout the process, summarized and analyzed the problems discovered during the drill, providing important references for the subsequent optimization and improvement of the emergency plan, and further enhancing the overall emergency management level.



The site of fire emergency rescue and emergency evacuation drill



OCCUPATIONAL HEALTH AND SAFETY

The Group abides by the *Labour Law of the People's Republic of China* 《中華人民共和國勞動法》, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* 《中華人民共和國職業病防治法》, the *Management Regulations for Labor Protection Products of Employers* 《用人單位勞動防護用品管理規範》 and other related laws and regulations, adhering to strive for occupational health and safety in accordance with laws and regulations. *Catalog of Work Safety Operation Procedures for the Company's Construction* 《公司施工安全操作規程目錄》 was formulated to effectively protect the health and life safety of construction workers.

In addition, UCD has formulated the *Labor Protection Supply Management System of Beijing Urban Construction Design & Development Group Co., Limited* 《北京城建設計發展集團股份有限公司勞動防護用品管理制度》, which sets out clear requirements on the procedures of procurement, acceptance, storage, distribution, use, replacement and retirement of labor protection supplies and provides a standardized guidance for the management and provision of occupational health and safety equipment for employees, so as to ensure the implementation of labor protection measures. Among them, the Exploration & Surveying Institute revised the *Safety Production Expense Guarantee System* 《安全生產費用保障制度》. As of November 2024, the Exploration & Surveying Institute has invested RMB1.27 million in safety protective equipment, RMB0.46 million in the installation of safety equipment, and RMB1 million in work safety liability insurance. The effective investment of safety production guarantee funds has ensured the personal safety of the Group's employees during the production process and also provided a guarantee for the smooth progress of project production work.

In order to create a cultural atmosphere of occupational health protection in which everyone can take action and everyone attaches importance to it, the Group has comprehensively implemented the Occupational Health Protection Action, strengthened the supervisory responsibilities, implemented the main responsibilities, and continuously upgraded the level of occupational health work. According to the various types of potential occupational diseases, the Group has formulated effective measures to prevent and control the hazards of occupational diseases, so as to earnestly protect the rights and interests of workers' occupational health, thereby creating a safe and healthy working environment for its employees.

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

Preventive Measures for Occupational Health Hazards

Types of potential occupational diseases	Workplace management and preventive measures	Personal equipment and precautions
Pneumoconiosis	Adopt wet operation method wherever possible, and use dust-reducing equipment when the operation conditions permit. Strengthen ventilation and dust removal measures.	Distribute dust masks to construction workers according to the operating environment and replace them regularly.
Occupational poisoning	For work sites that are prone to carbon monoxide poisoning and hydrogen sulfide poisoning (such as underground pipelines, cellars, etc.), forced ventilation is required if toxic and harmful gases exceed the standard. Operation must not be started before the toxic and harmful gas content reaches the standard. Forced ventilation must be carried out in the workplace while operating.	Strictly implement safety operation regulations and work regularly in shifts.
Heatstroke	Arrange the working time reasonably and ensure the supply of heatstroke prevention drinks.	Increase or decrease clothing according to the weather, ensure regular rest during high temperature operation, and supplement salty drinks in time.
Noise deafness	For strong noise equipment on the construction site, noise reduction measures such as full enclosure must be taken.	Wear suitable earplugs according to the noise level of the workplace.

To effectively protect the occupational health and safety of the employees, the Group has established a sound occupational health and safety inspection mechanism and conducts quarterly inspections on the prevention and control of occupational diseases in various workplaces on a regular basis, as well as random checks on the workplace environment and the use of protective equipment by employees from time to time. Besides, the Group has promptly analysed the causes of the problems identified during the inspections, made adjustments and provided timely feedback to the inspection department for rectification, to ensure to effectively solve the problems and provide a safe and healthy working environment for employees.

Service Quality

Always adhering to the quality tenet of “Scientific Management, Superb Quality, Continuous Improvement, and Customer Satisfaction”, we are committed to comprehensively improving our capabilities in project positioning, product research and development, quality control and service management. The Group always abides by the *Construction Law of the People’s Republic of China* 《中華人民共和國建築法》, the *Advertising Law of the People’s Republic of China* 《中華人民共和國廣告法》, the *Civil Code of the People’s Republic of China* 《中華人民共和國民法典》 and other relevant laws and regulations, and has formulated the *Administrative Measures for Technology and Quality Management of Beijing Urban Rail Transit Construction Engineering Co., Ltd.* 《北京城建軌道交通建設工程有限技術質量管理辦法》 and other internal relevant systems. Based on the QHSE management system, we continue to improve our service capability in various aspects, such as rail design, construction, survey as well as building construction, in order to ensure that we provide customers with the excellent service experience and to support the Company in achieving its goal of high quality development.

DESIGN AND CONSTRUCTION QUALITY

UCD has always focused on building high-quality engineering, and we are well aware of that the quality of engineering design and construction is not only related to the safety of users, but also to the reputation and sustainable development of the Company. Following the guidelines on quality control set out in the QHSE management system, the Group has established a quality inspection mechanism covering the entire project lifecycle and a scientific protection standard for product delivery based on procedural and institutional documents. We conduct all-round quality control management for engineering design, engineering consulting and construction segment, ensuring the high-quality of product delivery. We convene quality coordination meetings and summary and analysis meetings monthly to report and analyze the progress of key works on technology and quality in the month. Furthermore, we also organize business training and examination, which together significantly improve our design quality and provide a solid guarantee for the creation of high-quality projects.

In addition, the Group has identified and resolved issues on project sites and in the industry in a timely manner by carrying out technology and quality inspection and the “Quality Month” project inspection on an ongoing basis, which effectively avoid potential risks and safeguards the quality of construction. During the Reporting Period, the Group recorded no quality incidents, design review rate of 100% and one time acceptance rate of unit project of 100%, and has successfully achieved the annual quality target. Meanwhile, the Residential Institute held regular design quality related trainings to continuously enhance the professionalism of the design personnel.

Quality Assurance Procedure

Quality assurance procedure	Engineering design, engineering consulting segments	Construction segment
General management and control	<p>We executed process control, design drawing review, design quality release, post-design service, design change control procedures and other management procedures for design consulting services in accordance with the <i>Design Consulting Procedure Document</i> 《設計諮詢程序文件》. During the Reporting Period, the engineering design and engineering consulting segments put more efforts related to the signing of quality responsibility statement, internal audits on project quality and safety, and experts' presentations.</p>	<p>We implemented management on construction technology, construction quality and construction production in accordance with the <i>Construction Project Control Procedure Document</i> 《施工項目控制程序文件》, so as to ensure that all the above works have standardized quality standards, execution procedures, division of responsibilities and work records. In addition, the construction segment further improved general quality management and control by focusing on organizing activities such as quality oaths, site inspections, management exchanges, project observation, and excellence promotion and selection.</p>
Quality inspection	<p>Design quality is checked through random quality inspection of drawings of design projects and tour inspections of design projects on irregular basis, professional technical quality analysis report, external auditor's opinion and statistical analysis, and regular design quality meetings. For every issues identified in the course of quality supervision, we performed work in accordance with the <i>Rules on Management of Punishment Regarding Technical Quality of Design</i> 《設計技術質量處罰管理規定》.</p>	<p>Quality supervision of construction segment included project inspections, quality meetings and statistical analysis of information submitted. For every issues identified, we performed work in accordance with the <i>Rules on Management of Punishment Regarding Technical Quality of Construction</i> 《施工技術質量處罰管理辦法》.</p>
Product delivery	<p>We provide proper product protection, including necessary packaging to prevent damage to the documents in-transit, before delivering design products to customers, and ensure that the design products delivered to customers are complete and intact. Anti-magnetic, anti-scratch, anti-deformation, anti-damage and other measures are adopted for design documents delivered in electronic form.</p>	<p>Protection is provided for finished products and semi-finished products on building sites. Each project department is responsible for the handling, storage, protection, and delivery of products and building materials, with appropriate measures adopted to prevent damages to products and raw materials, degradation of product quality or performance, and ensure product quality and safety meet the prescribed requirements.</p>

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)



Awards of Design and Engineering Projects in 2024 (including but not limited to)

Segment	Type of Award	Name of Award	Number		
Design segment	Municipal Awards	Prefectural and Municipal Awards of Shenyang	3		
Construction segment	Project Quality Awards	Quality Structures of Shaoxing Municipal Infrastructure Project for 2023	1		
		Construction Engineering Lanhua Cup (Quality Engineering) of Shaoxing for 2024	1		
		Second Prize of Engineering Construction Quality Management Team Achievement Competition by China Construction Industry Association	2		
	Qualify Management Awards	Outstanding Achievements of QC Team Activities of Beijing Municipal Engineering Construction by Beijing Municipal Engineering Association for 2023	3 First Prizes	2 Second Prizes	
			Outstanding Quality Management Team Competitions by Chong Qing Construction Industry Association for 2023	3 Type I Awards	4 Type II Awards
		Outstanding Quality Management Team Second Prize of National Municipal Engineering Construction by China Municipal Engineering Association for 2023	1		
		Outstanding Quality Management Team Achievement Competition of Beijing Engineering Construction by Beijing Construction Association for 2024	1 Type I Award	1 Type II Award	
		Outstanding Achievements of QC Team Activities of Beijing Municipal Engineering Construction by Beijing Municipal Engineering Association for 2023	2 First Prizes	2 Second Prizes	1 Third Prize
		Reliable Quality Team Activity Improvement Grade of Engineering Construction by China Association of Construction Enterprise Management for 2024	3		
		Reliable Quality Team	Reliable Quality Team Category II Award on Construction of Engineering Construction by China Construction Industry Association for 2024	1	
Reliable Quality Team in Engineering Construction by Chong Qing Construction Industry Association for 2023	2				

RANDOM CHECKS FOR SURVEY QUALITY

To ensure the survey quality of projects, Exploration & Surveying Institute has formulated relevant internal documents such as the *Quality Inspection System* 《質量檢查制度》 and the *Risk Management Measures for Project Quality* 《工程質量風險管理辦法》. Exploration & Surveying Institute carries out daily random checks for the quality of projects as directed by policies and conducts high-standard examination and acceptance of the data of the key projects. In response to the quality problems discovered, it timely issues rectification notices and supervises the implementation of rectification measures, to ensure that customers are provided with high-quality products. In addition, the Exploration & Surveying Institute also identifies and controls potential quality risks and publishes an annual quality analysis report after comprehensive analysis to ensure the efficiency, high quality, and compliance of the survey and provide reliable support for the smooth implementation of projects.

To ensure safety during construction and operation, the Group insists on increasing the control of survey and design quality management system. Through the issuance of the *Notice on Strengthening the Control of Survey and Design Quality Management System to Ensure Safe Production* 《關於加強勘察設計質量管理體系管控保障安全生產的通知》, we have further improved the quarterly internal audit mechanism for quality and safety during the Reporting Period. Based on the original annual three-system internal audit, the mechanism increases the frequency of inspections of survey and design units and projects to once every quarter. The internal audit focuses on management weaknesses that may lead to production safety accidents, and is uniformly organized by the Group and synchronously implemented by each production unit. The results of the quarterly internal audits throughout the year will be incorporated into the Group's internal audit conclusions on the three-system standard implementation to ensure the effectiveness and continuous improvement of the quality management system.

QUALITY OF ARCHITECTURAL SPACE

The Group has continued to promote the enhancement of construction quality and gradually improved the quality management process of spatial design. The Residence Institute has established scientific and reliable construction systems with comprehensive and detailed technical standards for residential units, underground garages, structures, heating, ventilation, and air-conditioning. Meanwhile, we have comprehensively taken into account the geographical location of the building, rationally utilized the surrounding natural resources, incorporated ergonomics and other factors into building design, and applied safe and energy-saving construction materials and equipment to improve the quality of the building in an all-round way, thereby creating a comfortable and environmentally friendly living environment for users.



Case: Projects from the Residential Institute garnered the first-class and second-class prizes in the “Good House” design competition

The Residence Institute won two first-class prizes and one second-class prize in the 2024 National “Good House” Design Competition, demonstrating its outstanding comprehensive strength and profound technical background in residential design.

“First-class prize-winning work: Life concerto – Future ideal community”

From the dimension of urban design, the project has fully considered the urban form of the whole block, as well as the urban image of the surrounding four directions of the urban road and landscape belt. It adopts a scattered high and low building design, and combines slab and tower types, showing a vivid pattern. The rich urban skylines present a beautiful image of the city, which fully embodies the principle of respecting upper control and planning and coordinating with the urban style. It has also taken into account the noise influence of Beijing-Zhangjiakou high-speed railway, which is on the west side, on residential areas, and made a reasonable solution on the general drawing. Besides, the project has applied various building technologies such as green construction, ultra-low energy consumption, prefabricated construction, sponge city and intelligent technology, ensuring health and comfort while promoting green environmental protection.



A design sketch of “Life concerto – Future ideal community”

CUSTOMER SERVICE

The Group always places customers at its core, striving to build all-round and multi-level customer service models. By optimizing customer communication channels, strengthening privacy protection and promoting responsible marketing, the Group aims to continuously improve customer experience. We have strictly complied with the system documents such as the *Rules on Customer Satisfaction Survey and Application* 《客戶滿意度調查及應用規定》 and the *Rules on Project Warranty Management* 《工程保修管理規定》 in the QHSE management system, and organized regular visits to property owners to proactively listen to their needs and opinions, thereby ensuring the timely response to and effective settlement of customer feedback. At the same time, the Group has established local branches and conducted face-to-face communication with customers by its expert team, in order to deeply understand the progress of projects, quickly solve key technical issues, and provide customers with efficient and professional service support.

With high regard for customer satisfaction, the Group has formulated a systematic customer satisfaction survey mechanism. Under this mechanism, we required all subsidiaries and departments to regularly collect and report customer feedback information on current projects and business transactions, including praise, rewards, complaints and problems found during visits to property owners. By conducting special training and publicizing for employees through special meetings, thematic emails and other means, the Group aims to ensure that all employees can fully understand the importance and significance of customer satisfaction surveys, so as to continuously improve the quality of our services and products. In 2024, the Group conducted comprehensive satisfaction surveys targeting various departments' ongoing projects and clients with whom we have business transactions. The surveys obtained a total of 28 awards for excellence and 53 letters of commendation, fully demonstrating the customers' high recognition and trust in the Group's services.

To continuously improve the response capability and efficiency to customer complaints, the Group has further optimized the customer complaint management system pursuant to the internal rules such as the *Customer Service Management Measures* 《顧客服務管理辦法》 and the *Customer Service Assessment Rules* 《顧客服務考核細則》. We have classified and graded complaints to comprehensively standardize the complaint handling mechanism, process, visits and other aspects. In case of complaints or objections from customers, the Group has arranged special personnel to communicate with customers professionally in real time, and informed customers of the progress and handling methods of complaints within 24 hours. The Group prepares a detailed analysis report on customer complaints every six month, and urges relevant departments to formulate specific corrective and preventive measures according to the problems feedback from customers, so as to continuously improve customer service quality. During the Reporting Period, the Group strictly monitored the quality of customer services, neither the complaint hotline nor the complaint mailbox received any complaints, and the total number of customer complaints, quality-related complaints, service-related complaints and other complaints were all zero.



To consolidate the Group's network security and effectively protect customers' personal information security, the Group strictly abides by national laws and regulations and has formulated several systems including the *Confidential Work Management (Interim) Regulations* 《保密工作管理(暫行)規定》, the *Server Security Management System* 《服務器安全管理制度》, and the *Customer Privacy Protection Management Measures* 《客戶隱私保護管理辦法》. These systems clarify the boundary of information confidentiality, key confidential matters, document management and circulation rules, document clearance and filing process, conditions of information destruction, and informatization and file management rules. Meanwhile, the Group further carried out privacy protection education activities and strictly reviewed the implementation of confidentiality work on a regular basis. Any employee who discloses customer or company information shall be accountable according to the severity of his/her behavior, so as to ensure that all employees can strictly abide by the confidentiality rules and create a secure and reliable service environment for customers.

Furthermore, the Group strictly abides by the *Advertising Law of the People's Republic of China* 《中華人民共和國廣告法》 and other laws and regulations related to business promotion compliance, and performs internal requirements such as the *Market Operation Management Measures* 《市場經營管理辦法》 and marketing control procedures to implement stringent control on the publicity of our design, consultancy and contracting business. The Group constantly optimizes quality control and quality testing procedures to ensure the authenticity and accuracy of information and products provided to customers, and hence safeguard the rights and interests of customers and avoid the occurrence of misleading events.

Promote Innovation

UCD regards technological innovation as a core driving force for sustainable development and an important engine for strengthening the core competitiveness of the Group. We are committed to driving innovation in products and services through technology, and have established a technology research institute to manage and integrate research and development (R&D) resources systematically. We attach great importance to intellectual property protection and management, and actively participate in industry exchanges and academic activities, thus constantly realizing innovation achievements and providing tremendous impetus for the Group's high-quality development.

SCIENTIFIC AND TECHNOLOGICAL INNOVATION MANAGEMENT

To standardize the management of scientific and technological innovation, we have established and implemented a series of systems such as the *Administrative Measures for Science and Technology Innovation Projects* 《科技創新項目管理辦法》, the *Implementation Rules for the Initiation of Science and Technology Innovation Projects* 《科技創新項目立項實施細則》, the *Administrative Measures for the Reimbursement of Funds for Science and Technology Innovation Projects* 《科技創新項目經費報銷管理辦法》 and the *Implementation Rules of the Company for the Offices of Well-known Experts* 《公司知名專家工作室實施細則》. The Residential Institute consistently implements a development strategy based on scientific and technological innovation. Through internal independent R&D and external collaborative innovation, deepening collaboration with universities and alliance enterprises, the Residential Institute continuously enhances the research and development efforts, improves market sensitivity, and strengthens overall operational efficiency to ensure a leading position in the industry. Meanwhile, the Group proactively cultivates new businesses and facilitates the construction and improvement of a full-process service model driven by technological innovation, thereby injecting new impetus into sustainable development.



OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

In 2024, the Group achieved significant developments in scientific and technological innovation, by establishing a new compliance control system for scientific R&D, injecting fresh momentum into high-quality development of the Group. The Group developed and issued the *Notice on Establishing a Technology-Driven R&D Management System for High-Tech Enterprises* 《關於建立健全以科技為引領的高新企業研發管理體系的通知》, which systematically outlines a roadmap for scientific and technological innovation. This system defines five core objectives: firstly, to establish a holistic research governance philosophy for high-tech enterprises; secondly, to construct a foundational structure for high-tech R&D systems; thirdly, to clarify project components within the R&D system; fourthly, to implement comprehensive information platform controls; and fifthly, to ensure full compliance with corporate regulatory requirements. In terms of organisational structure, a four-tier responsibility system responsibility system has been established, covering the co-ordination and control of the Company's headquarters, the overall management of the scientific research unit, the R&D organisation of the production unit, and the specific execution of R&D projects, achieving the full chain coverage of R&D management. The establishment of this innovative system not only strengthens the compliance mechanisms for technological research, but also provides a solid institutional guarantee for the Group's high-quality development under the guidance of science and technology, marking a new stage in the Group's management of scientific and technological innovation.

Focusing on rail transit design innovation, the Group actively promotes technological innovation in various business segments, striving to realize a new mode of smart and green development. We hold proprietary expertise in smart rail transit, eco-conscious construction methodologies, prefabricated rail transit technology, rail equipment and structural engineering, energy-efficient and low-carbon solutions for rail transit infrastructure, as well as integrated urban design services. Multiple innovations in these domains have reached the international leading technical benchmarks. Regarding smart rail transit, we deploy innovative technological applications including big data platform for transit planning, the intelligent operation and maintenance platform based on big data and BIM technology, the intelligent fire-fighting technology, spatiotemporal interactive operation management systems for multi-scenario coordination, and the one-stop intelligent management and control centre.



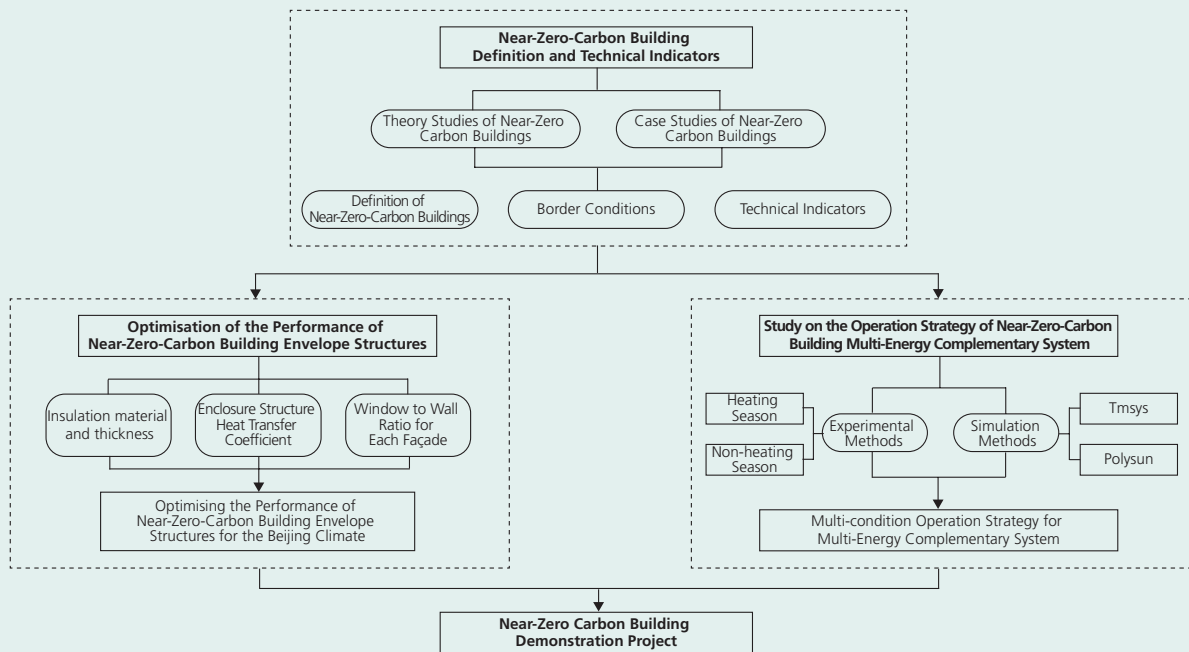
Progress of Key Scientific Research Projects of UCD in 2024

Project	Project brief and Progress
<p>Key Technology and Equipment R&D for Major Risk Prevention and Control in Urban Rail Transit Operations</p>	<p>The project focuses on the technical research of station intelligent fire protection integrated systems, perimeter intrusion alarm systems, and urban rail flood warning systems; and has completed the theoretical research on risk prevention and control. Specific advancements include the prototype development of fire prevention and control equipment, algorithm development for foreign object intrusion and water inundation prevention models, and the creation of a network-wide passenger flow simulation and prediction system for large-scale crowd management. The project has passed the 2023 implementation review conducted by the Beijing Municipal State-owned Assets Supervision and Administration Commission. Overall progress is currently reaching 60%.</p>
<p>High-Quality Comprehensive Evaluation and Digital Simulation Platform for Urban Rail Transit</p>	<p>The project has completed the research on sustainable theoretical systems for urban rail transit, and published several papers in the Urban Transit Journal 《都市快通期刊》 and Bridges 《橋樑》, including titled Comprehensive Evaluation of Sustainable Development of Urban Rail Transit Based on Complex Mega-System Theory 《基於複雜巨系統理論的城市軌道交通可持續發展綜合評價》, etc. At the same time, the project has developed stand-alone and developmental versions of the platform for sustainable evaluation of energy consumption, efficiency and finance of urban railways. The results of the project were reported by Science and Technology Daily under the Ministry of Science and Technology. Overall progress is currently reaching 85%.</p>
<p>Research on the Construction of Multimodal Large-Scale Models and Causal Inference Technologies for Urban Rail Transit</p>	<p>The project has completed the dimensionality assessment and technical pathway design for the multimodal large-scale models, with a high-fidelity prototype design of the model evaluation platform completed.</p>
<p>Research on Integrated Key Technologies for High-Stiffness Low-Reinforcement Prestressed Shield Tunnel Structures and Construction Methods</p>	<p>This project focuses on the design optimization and engineering application of prestressed segment structures. The current phase has completed all theoretical research on prestressed segment structural systems and conducted full-scale comparative testing under identical working conditions for complete ring assemblies of prestressed reinforced concrete segments, prestressed steel fiber-reinforced concrete segments, and conventional reinforced concrete segments.</p>
<p>Research on Enhanced Knowledge Retrieval Generation of UCD Based on Large Language Models</p>	<p>This project aims to enhance document management and information retrieval efficiency through intelligent technologies. The Xiao-U (小 U) Intelligent Assistant has been preliminarily developed and deployed, achieving cross-platform accessibility via both web and mobile interfaces.</p>
<p>Research and Demonstration of Integrated Technologies for Inspection and Rehabilitation of Subway Tunnel Structural Defects</p>	<p>This project focuses on comprehensive rehabilitation technologies for subway tunnel structural defects. Through tunnel structural defects analysis, reinforcement design schemes, and equipment development, it aims to enhance structural safety and durability. Current progress includes completed surveys, exchanges, and partial data collection, with preliminary analytical models, frameworks, and reinforcement strategies established.</p>



Case: Research on Scientific Innovation Project “Research and Application of Near – Zero Carbon Building Control Indicators and Key Technologies (《近零碳建築控制指標及關鍵技術研究與應用》)” by the Residential Institute

The Residential Institute’s scientific innovation project “Research and Application of Near – Zero Carbon Building Control Indicators and Key Technologies (《近零碳建築控制指標及關鍵技術研究與應用》)” has been selected for the “2024 Outstanding Talent Cultivation Funding Program of Dongcheng District (2024年底東城區優秀人才培養資助項目)” with dedicated financial support. Focusing on the field of near-zero carbon buildings, the project aims to carry out in-depth research in three dimensions, including “Establishing the Definition and Technical Indicators of Near-Zero Carbon Buildings”, “Developing Methods for Optimising the Performance of Near-Zero Carbon Building Enclosure Structures” and “Exploring Strategies for the Operation of Multi-energy Complementation Systems in Near-zero Carbon Buildings”. Closely aligned with signature projects in Dongcheng District, the project integrates theoretical breakthroughs with practical explorations to provide technical support and decision-making suggestions for low-carbon transformation of existing buildings in Dongcheng District. The research results will powerfully support the realisation of Beijing’s “dual-carbon” goal, and its innovative technological path and replicable demonstration experience provide important references for the low-carbon transformation of the national construction sector.



Technical Research Roadmap for Research and Application of Near – Zero Carbon Building Control Indicators and Key Technologies (《近零碳建築控制指標及關鍵技術研究與應用》)

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

The Group strictly abides by the *Patent Law of the People's Republic of China* 《(中華人民共和國專利法)》, the *Regulations on the Implementation of the Patent Law of the People's Republic of China* 《(中華人民共和國專利法實施條例)》, the *Copyright Law of the People's Republic of China* 《(中華人民共和國著作權法)》, the *Regulations on the Implementation of the Copyright Law of the People's Republic of China* 《(中華人民共和國著作權法實施條例)》 and other national laws and regulations. The *Intellectual Property Management Measures* 《(知識產權管理辦法)》 and other internal rules and regulations have been formulated to continuously strengthen the management of intellectual property rights and protect the legitimate rights and interests of the state, enterprises and individuals.

Indicator	Unit	Residential Institute	Rail Company	Exploration & Surveying Institute	The Institute	
Number of applications for invention patents and utility model patents in 2024	Number of applications for national invention patents and utility model appearance patents	Item	3	15	7	90
	Number of applications for software copyrights	Item	0	0	19	10
Number of patents granted in 2024, including invention patents and utility model patents	Number of patents granted	Item	3	14	49	63
	Number of software copyrights obtained	Item	0	0	19	35
Accumulative number of patents granted, including invention patents and utility model patents	Number of patents granted	Item	57	64	256	641
	Number of software copyrights obtained	Item	34	3	149	440

SCIENTIFIC AND TECHNOLOGICAL INNOVATION ACHIEVEMENTS

Through the continuous efforts and research of the Group's employees, we have achieved significant technological innovations this year, fully demonstrating the professional strength and innovative vitality of our R&D team. In the work related to the construction of original technology source areas by the State-owned Assets Supervision and Administration Commission of Beijing, the Group's technology research institute meticulously organized and, after a year of systematic sorting, reporting, and defense, ultimately achieved fruitful results. Among them, the "Key Technology for Assembly Construction of Track Structure of Urban Rail Transit (城市軌道交通軌道結構裝配化建造關鍵技術)" developed by the innovative team for new track structures and the "Prefabricated and Assembled Construction Technology for Metro Stations (地鐵車站預制裝配化建造技術)" developed by the innovative team for innovative underground structures were successfully included in the "List for the Construction of Original Technology Source Areas in Key Areas (重點領域原創技術策源地建設清單)", along with two other projects from the BUCG, which were selected for inclusion in this important innovation platform.



OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

At the same time, the Group made significant breakthroughs in undertaking national-level scientific research projects during the Reporting Period. It successfully received approval for the Ministry of Science and Technology's project on the "Smart Operations and Maintenance Ubiquitous Perception System for Station-City Integrated 3D Network Space (站城融合立體網絡空間智慧運維泛在感知系統)", as well as the Ministry of Housing and Urban-Rural Development's project on the "Key Technology Research for Cost Reduction and Efficiency Improvement in Urban Underground Comprehensive Utility Tunnel Systems (城市地下綜合管廊系統降本增效關鍵技術研究)". The undertaking of these national-level key technological innovation projects not only highlights the Group's leading position in the urban construction sector but also makes an important contribution to advancing industry technology and upgrading the industry. In 2024, the Group received a total of 55 scientific and technological awards.



Case: List for the Construction of Original Technology Source Areas in Key Areas (重點領域原創技術策源地建設清單)

After more than a decade of dedicated research, the Group's project team successfully overcame the key technological bottlenecks in the development of urban rail transit, innovatively establishing the key technological system for the assembly construction of urban rail transit track structures. This significant innovation is centered around the concept of assembly construction and systematically develops a new generation of track structure systems, high-precision assembly construction techniques, and full-process construction equipment systems, achieving a revolutionary breakthrough in traditional track structure technology.

This technological system has been successfully applied in multiple urban rail transit projects across China, achieving significant technical, economic, and social benefits. It has been evaluated by seven academicians and many industry experts as "a pioneering achievement both domestically and internationally, with strong systematics, outstanding innovation, and overall international leadership." This innovation not only promotes the comprehensive upgrading of urban rail transit construction technology in China but also leads the industry towards industrialization and greening, with significant strategic implications for advancing technological progress and industrial upgrading in the rail transit sector. It provides strong technical support for the sustainable development of urban rail transit in China.



Case: Research on key smart technology of rail transit based on cloud platforms and its application

This project focuses on addressing the core challenges faced by the rail transit industry, such as high construction and maintenance costs and low operational efficiency. It innovatively deeply integrates emerging information technologies with rail transit operations, developing a key smart technology system for rail transit based on cloud platforms. The project actively responds to national strategic needs and has achieved significant breakthroughs in several areas:

- Pioneering the development and application of a cloud-edge collaboration computing architecture within the industry. By deploying edge cloud nodes at stations, it provides low-latency, high-reliability, and secure edge computing services for rail transit operations;
- Overcoming challenges in chip technology, successfully developing smart hardware devices based on domestically produced chips, effectively solving problems related to equipment dispersion and low performance;
- Innovatively developing a microservice-based smart rail transit system platform, breaking the information silos caused by traditional standalone system architectures, and realizing the intelligent upgrade of the entire rail transit system;
- The groundbreaking development and optimization of cloud platform's underlying software enabled cloud deployment while ensuring compliance with the SIL2 safety standards for signaling systems, setting a new industry precedent.

The project has yielded fruitful results, with 20 patents granted, 110 software copyrights obtained, and 7 high-level academic papers published. According to evaluations, the key technical indicators meet the International Electrotechnical Commission (IEC) safety standard SIL2, providing critical technological support for the digital transformation and intelligent upgrading of the rail transit industry.

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

Key Scientific Research Awards of Beijing Urban Construction Design & Development Group in 2024 (Including but not limited to)

Name of the Achievement	Category of Award	Grade
Seismic design theory, standards, and engineering applications for integrated underground structures and soil systems	2023 Beijing Science and Technology Progress Award	First Prize
Beijing Daxing Airport Line project	China Civil Engineering Zhan Tianyou Award	/
Key technologies and applications for the construction of urban rail with soil-rock composite strata	Urban Rail Transit Science and Technology Progress Award	First Prize
Research and application of key technologies for digital and intelligent collaborative design in urban rail transit engineering	Urban Rail Transit Science and Technology Progress Award	Second Prize
Key technologies and applications for intelligent performance assessment of underground structures	China Award for Science and Technology in Construction	Third Prize
Key technologies for safe and efficient construction of subway systems in complex urban environments with soft and hard soil strata	Science and Technology Progress Award of China Transportation Association	First Prize
Key technologies and applications for fire safety protection of underground rail access lines in urban rail transit	Science and Technology Progress Award of Beijing Rail Transit Society	Progress Award
Technical conditions for the renovation of existing operational facilities and equipment in urban rail transit lines	Science and Technology Progress Award of Beijing Rail Transit Society	Second Prize
Research and application of key technologies for high-rise prefabricated steel structure residential buildings	2023 China Real Estate Industry Association Science and Technology Award	Third Prize
Planning of beautiful countryside in Hongshuikou Village, Qingshui Town, Mentougou District	2023 Beijing Outstanding Urban and Rural Planning Award (Recommended)	Third Prize
Olympic champion city: Baoding Sports Center – A one-venue, two-halls project – Baoding cultural and sports center project (Phase I), large venue BIM construction and intelligence construction	2024 7th “Youlu Cup” National BIM Technology Competition	Bronze Award



PROMOTION OF INDUSTRY EXCHANGES

UCD continues to deepen its industry-university-research cooperation, actively participates in the formulation of industry standards and academic exchanges, and fully promotes the high-quality development of the rail transit industry. In terms of standard construction, the Residential Institute has achieved significant results, having participated in the publication of 12 standards during the Reporting Period. These include the revision of 1 national standard, the development of 3 local standards of Beijing, and 5 group/association standards. The Group completed the preparation of 17 standards of all kinds, making an important contribution to the industry's standardized development.

In 2024, the Residential Institute participated in 13 major exhibitions and events, such as the Greenbuild International Conference, International Urban Construction Expo, China International Fair for Trade in Services, and the Near Zero Energy and Zero Carbon Building Conference. By establishing strategic cooperation with key media, they conducted special reports on key projects and scientific research achievements, effectively showcasing the Group's innovative practices in green buildings, urban renewal, and high-standard residential projects, while engaging in in-depth exchanges and cooperation with industry peers.



Case: Excellent works exhibition of the National "Good House" Design Competition organized by the Residential Institute

On 1 February 2024, the first leg of the excellent works exhibition of the National "Good House" Design Competition was successfully held in the exhibition hall on the second floor of the Beijing Residential Institute. Through meticulous overall planning and effective coordination, the marketing department integrated enterprise display into the exhibition, efficiently completing the layout arrangement of the exhibition hall and preliminary preparations. The exhibition attracted more than 300 visitors from over 40 companies, including representatives from the Beijing Municipal Committee of CPPCC and the Beijing Municipal Commission of Housing and Urban-Rural Development, for visit, research and study. The exhibition not only achieved remarkable brand promotion results, but also significantly enhanced the brand recognition and competitive advantages of the Beijing Residential Institute in the fields of "Good Houses" and "High-quality Housing".



Ni Hong, Secretary of the Leading Party Member's Group and Minister of Housing and Urban-Rural Development, attended the launching ceremony and visited the achievement exhibition



OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

In terms of cooperation with associations, we persistently foster liaison and collaboration with our existing association platforms and make full use of the resources provided by our cooperative associations. Specifically, we have partnered with the Residential Architecture Committee of the Architectural Society of China to participate in the invitational exhibition of CADE “Good House”, and participated in the selection of the “Best Practices of Beijing Urban Renewal” organized by the Beijing Urban Planning Society. At the same time, in the urban renewal sector, we as the leading entity have taken the initiative to establish the Planning Advisory Committee of Chaoyang District Urban Renewal Promotion Association, to coordinate industry resources and continuously strengthen the industry influence of enterprises in the field of urban renewal.

Supplier Management

UCD deeply recognizes the importance of supplier management to the long-term development of the Group and has comprehensively improved the safety and reliability of the supply chain through the robust supplier management system. To effectively control procurement risks, the Group has strictly screened the ESG risks of suppliers and prioritized to cooperate with those partners adopting eco-friendly resources and implementing low-carbon concepts. In addition, the Group continues to improve the communication and collaboration with suppliers, strengthen information sharing mechanisms and enhance the high quality of procurement to ensure the compliant and efficient operation of the supply chain.

Based on the Group’s business characteristics, we have implemented a differentiated management strategy for suppliers. We categorize them into design service suppliers and engineering service suppliers for the collection of supplier information, as well as classification and assessment. Through multi-dimensional assessments, we establish and improve a list of qualified suppliers, laying a solid foundation for the stable operation of the supply chain.

DESIGN SERVICE SUPPLIERS

In order to manage the design service suppliers in a standardized manner, the Group has formulated the *External Cooperation Design Management Measures of Beijing Urban Construction Design & Development Group Co., Limited (Revised)* 《北京城建設計發展集團股份有限公司外部合作設計管理辦法(修訂版)》 in 2024. The measures clarify the selection criteria for suppliers, technical management and quality control, and agreement fulfillment appraisal mechanism, so as to ensure cooperating with well-qualified suppliers that delivery high quality services.



Selection

- Partners should be selected from the Group's list of qualified subcontractors.
- For units that are cooperating with the Group for the first time, a comprehensive review on the operations, financial position, qualifications, personnel, equipment, performance, and contract performance capabilities should be conducted.
- The bidding method is typically adopted to determine the successful supplier candidates, with bid appraisal and selection performed by a judge panel consisting of a minimum of five responsible employees.
- Suppliers participating in the tender should comply with international and industry management regulations in terms of quality management, environmental management, and labor management.

Technical management and quality control

- Check the validity of the supplier's safety and quality qualifications.
- Check the quality of the supplier's services.
- Clearly define the division of responsibilities and quality control measures for quality in joint design through the contract.

Agreement fulfillment appraisal

- Supplier performance appraisal is conducted on a regular basis every year, and qualified suppliers are included in the Group's *Qualified Partners List* 《合格合作方名錄》, and suppliers failing to pass the appraisal will be disqualified from cooperating with the Group again.
- The business management department takes the lead in organizing performance evaluation, which is completed by quantifying scores in five aspects: staffing and working competence, design outcome quality, service attitude, timeliness, and owner's satisfaction.

Specific requirements for design service suppliers

ENGINEERING SERVICE SUPPLIERS

The Group has formulated and implemented the *Rules on the Tendering Management for Construction Projects of Beijing Urban Construction Design & Development Group Co., Limited* 《北京城建設計發展集團股份有限公司施工項目招標管理規定》 and other rules and documents. The Group also updated the *Rules on Subcontracting Management for Professional Projects of Beijing Urban Construction Design & Development Group Co., Limited* 《北京城建設計發展集團股份有限公司專業工程分包管理規定》 in 2024. These documents clearly require the suppliers to organize the construction in strict accordance with the construction quality inspection and assessment standards, construction and acceptance specifications issued by the state, as well as the provisions of relevant technical documents. Meanwhile, suppliers are required to meet the requirements of the relevant parties in terms of construction technology, environmental protection, occupational health and safety, to ensure that the quality of the project meets the standards and to provide a reliable guarantee for the smooth implementation of the project.

Before the subcontractor enters the workplace

Provide management procedures and/or related requirements for project quality, schedule, construction technology, environmental protection and occupational health and safety. Sign the *Fire Protection Agreement* 《消防保衛協議書》, *Civilized Construction and Environmental Protection Management Agreement* 《文明施工和環境保護管理協議書》 and *Integrity Agreement* 《廉政協議書》.

Before the project starts

Supervise the job training provided by the subcontractor to project related personnel.

In construction

Implement control procedures under the *Control Procedure for Project Construction* 《施工項目控制程序》, *Management Procedure for Contract Review* 《合同評審管理程序》, *Risk Management Procedure* 《風險管理程序》 and *Tendering Management for Construction Projects* 《施工項目招標管理規定》, and maintain job records. Regular evaluation of subcontractors.

After the project

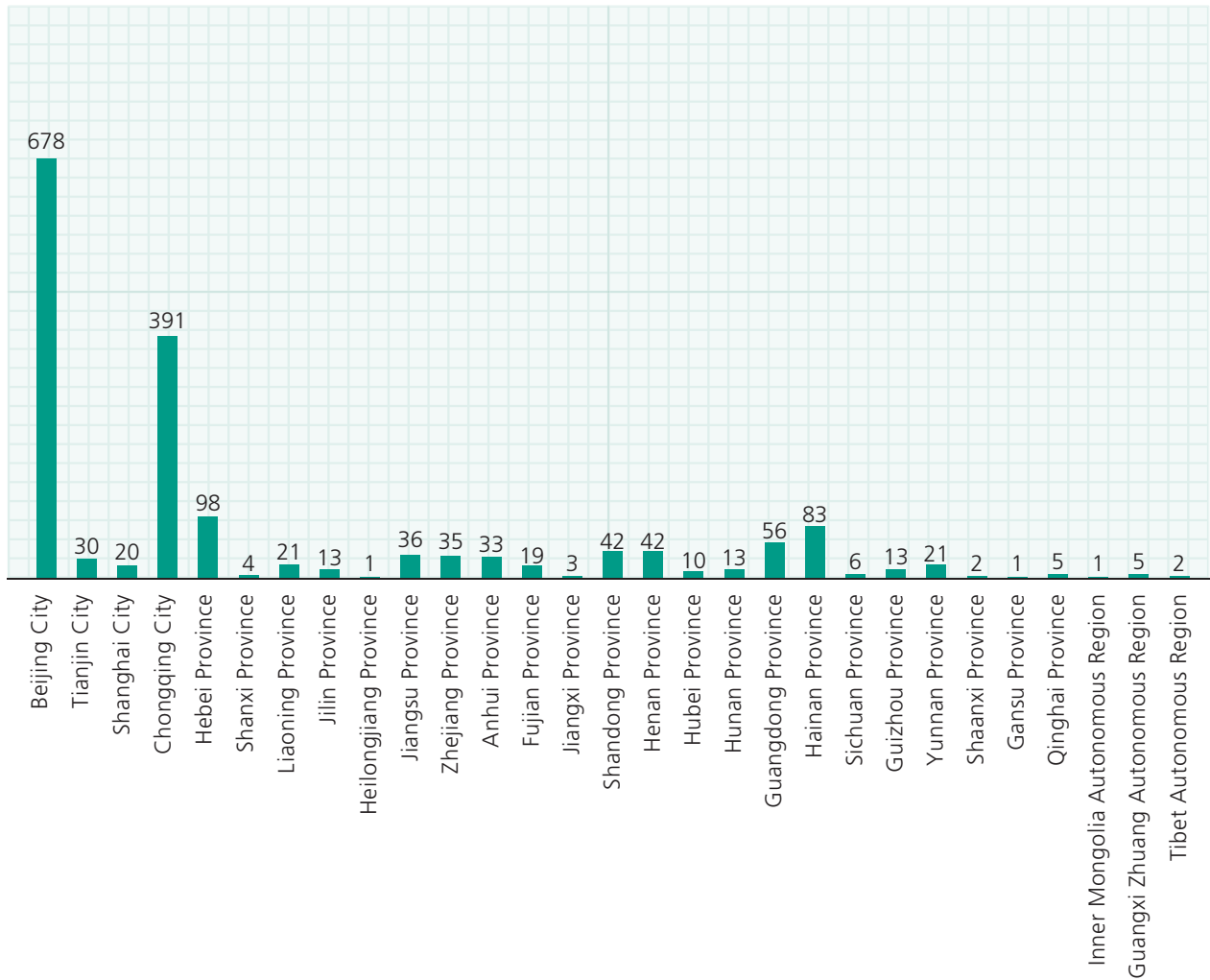
Evaluate the performance of the subcontractor from the aspects of construction period and quality, and fill in the *Comprehensive Evaluation Form of Project Subcontractor* 《工程分包方綜合評價表》. The functional departments of the Group summarize the evaluation form of each subcontractor in January every year, and remove the subcontractors evaluated as unqualified from the list of qualified subcontractors.

Control procedure for professional subcontractors

OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)



In 2024, the Group had 1,684¹ qualified suppliers in total, and the regional distribution of the suppliers is as follows:



Suppliers by geographical region

¹ The decrease in the number of the Group's suppliers compared to those of 2023 is mainly due to the fact that we evaluated and reviewed the list of suppliers in the design segment, and delisted certain unqualified suppliers in 2024; some engineering projects have entered the later stages, resulting in a reduction in the use of materials and a decrease in the number of suppliers in the engineering segment.



OPERATIONAL EXCELLENCE, AND DRIVE VALUE GENERATION (Continued)

The Exploration & Surveying Institute, Rail Company and Residential Institute, by marking reference to relevant systems of the Group and based on their actual situation, optimized their management on suppliers and standardized procurement behavior to prevent the integrity risk in procurement and ensure the quality and safety of procurement. Exploration & Surveying Institute formulated the *Management Provisions on the Review and Management of Production Suppliers and the Approval Process for Subcontracting Applications of Beijing Urban Construction Exploration & Surveying Design Research Institute Co., Ltd.* 《北京城建勘測設計研究院有限責任公司生產類供方評審、管理及分包申請審批流程管理規定》, which further standardize the review of suppliers, the use of the List of Qualified Suppliers 《合格供方名錄》, and the supervision of suppliers. Rail Company implemented the *Implementation Rules for Professional Engineering Subcontracting Management* 《專業工程分包管理實施細則》 to conduct refined and standardized management on recruitment, construction management and performance appraisal regarding professional engineering subcontractors on the basis of the Group's management on subcontractors. Residential Institute developed the *Procurement Management Measures of Beijing Institute of Residential Building Design & Research Co., Ltd.* 《北京市住宅建築設計研究院有限公司採購管理辦法》 to strengthen the whole process management of centralized procurement, access, evaluation and removal of suppliers, thereby ensuring efficient and compliant procurement. In the future, the Group will continue to supervise its subsidiaries to strictly implement relevant supplier management standards to ensure the standardization and transparency of supply chain management.

BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE

Material ESG issues addressed in this section are as follows:

Protection of staff interest

UCD takes “hard-working” as its core value and weaves the growth of employees to the development of the Group, in bid to create an inclusive, clean and comfortable working environment. At the same time, we unblock the promotion channel for our employees, with their immediate needs concerned and their rights and interests protected, and thus a broad career development platform is created, helping them realize their personal value and career goals.

Talent Management

Based on the principle of “people-oriented” talent management, the Group regards talent as the core driving force of the enterprise development. We seek outstanding talents through multiple channels and have established a comprehensive talent management system covering multiple dimensions such as compensation and incentives, career development, and training empowerment to provide employees with a broad development platform. We strictly comply with the labor laws and regulations and industry practices applicable to the places where we operate, and have established a comprehensive employee protection system to safeguard their basic rights and interests and thus lay a solid foundation for the sustainable development of the Company.

During the Reporting Period, the Group has strictly complied with the following laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other benefits:

Labor Law of the People’s Republic of China 《中華人民共和國勞動法》

Civil Code of the People’s Republic of China 《中華人民共和國民法典》

Labor Contract Law of the People’s Republic of China 《中華人民共和國勞動合同法》

Regulation on the Implementation of the Employment Contract Law of the People’s Republic of China 《中華人民共和國勞動合同法實施條例》

Prohibition of Child Labor Provisions 《禁止使用童工規定》 and other national laws and regulations

Guided by the digital transformation strategy, the Group actively advanced technology-enabled innovation in human resource management during the Reporting Period. We pioneered the implementation of an electronic labor contract signing platform, achieving full-process electronic management of labor contracts. The platform supports the formation, renewal, modification, rescission and termination of labor contracts. Utilizing cutting-edge technologies such as mobile terminal signing, facial recognition authentication, digital certificate encryption, and electronic notarization for evidence preservation, it ensures the convenience, security and legal effect of contract signing. This innovation marks the Group’s entry into a new phase of intelligent and digitalized human resource management. By establishing a modern management model featuring “online contracting, on-chain management and big data application”, we have significantly enhanced workforce management efficiency, reduced management costs and simultaneously delivered more convenient service experiences for employees.

EMPLOYMENT AND DISMISSAL

Under the framework of sustainable development strategy, the Group always puts the construction of harmonious and stable labor relations in an important position. We strictly abide by the *Labor Law of the People's Republic of China* 《中華人民共和國勞動法》 and relevant laws and regulations, and have established a sound labor and employment management system. In order to ensure continuous compliance operations, each branch has formulated relevant policies according to its own situation and resolutely eliminates illegal practices such as the recruitment of children and forced labor.

Recruitment and dismissal measures of UCD (including but not limited to):

Recruitment	<i>Rules of Beijing Urban Construction Design & Development Group Co., Limited on Recruitment Management</i> 《北京城建設計發展集團股份有限公司招聘管理辦法》
Induction	<i>Administrative Measures for New Staff Induction of Beijing Urban Construction Design & Development Group Co., Limited (Interim)</i> 《北京城建設計發展集團股份有限公司員工入職管理辦法(暫行)》
Employment	<i>Labor Contract Management Measures of Beijing Urban Construction Design & Development Group Co., Limited</i> 《北京城建設計發展集團股份有限公司勞動合同管理辦法》
Resignation	<i>Administrative Measures for the Resignation of Employees of Beijing Urban Construction Design & Development Group Co., Limited (Interim)</i> 《北京城建設計發展集團股份有限公司員工離職管理辦法(暫行)》

In terms of talent introduction, the Group strictly follows the *Rules of Beijing Urban Construction Design & Development Group Co., Limited on Recruitment Management* 《北京城建設計發展集團股份有限公司招聘管理辦法》, and has formulated a systematic talent introduction strategy. With the goal of building an open, efficient and dynamic talent system, we continue to accelerate the construction of high-quality talent teams by optimizing the recruitment process and broadening the channels for attracting talents. During the Reporting Period, the Group employed a total of 4,040 staff, with a total staff turnover rate of 7.05%.

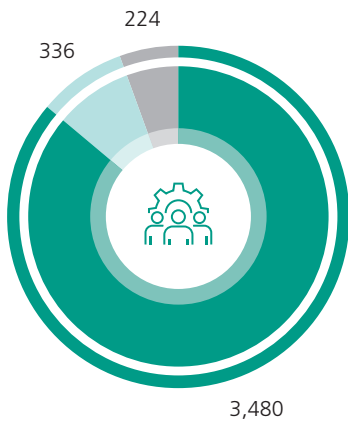
In accordance with the *Administrative Measures for New Staff Induction of Beijing Urban Construction Design & Development Group Co., Limited (Interim)* 《北京城建設計發展集團股份有限公司員工入職管理辦法(暫行)》, we have established a sound review mechanism for new staff induction. Through multi-dimensional background checks, identity information verification and other measures, we fully ensure the authenticity and compliance of applicants' information, especially the strict verification of applicants' age, so as to fundamentally eliminate the risk of child labor. In the process of employment, the Group always adheres to the principles of free will, equality and consensus, and enters into written labor contracts with all new recruits in accordance with the law to clarify the rights and obligations of both parties and protect the legitimate rights and interests of employees. The Group firmly opposes any form of forced labor. In the event that any instances of forced labor or child labor are identified, they will be strictly handled in accordance with relevant laws and regulations as well as internal requirements of the Group. In addition, where the Group or an employee proposes to rescind, or not to renew, the employment contract, we exercise the standardized, work handover process and salary settlement in accordance with the Group's management requirements to protect the legitimate rights and interests of employees. As of the end of the Reporting Period, there were no incidents of child labor or forced labor in the Group.



Employment and Turnover of Employees of the Group

Total number of employees person 4,040

Employee counts by employee type



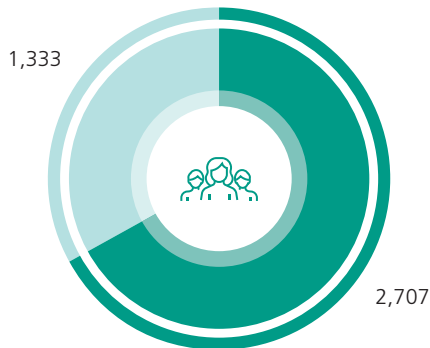
- Grass-roots staff
- Senior staff
- Mid-level staff

Employee counts by age group



- Aged below 30 (exclusive)
- Aged 30 – 50 (exclusive)
- Aged 50 and above

Employee counts by gender



- Male
- Female

Employee counts by region



- Beijing
- Outside Beijing



BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)

Human Resource Capital Performance		Unit	2024
Total Employee Turnover Rate		%	7.05
Employee turnover rate by employee type	Grass-roots staff	%	7.24
	Mid-level staff	%	7.14
	Senior staff	%	4.02
Employee turnover rate by age group	Aged below 30 (exclusive)	%	9.27
	Aged 30 – 50 (exclusive)	%	6.26
	Aged 50 and above	%	11.90
Employee turnover rate by gender	Male	%	7.54
	Female	%	6.08
Employee turnover rate by region	Beijing	%	8.57
	Outside Beijing	%	5.39

DIVERSITY AND EQUALITY

The Group adheres to creating a diverse and inclusive workplace environment, strictly practices the *Labor Law of the People's Republic of China* 《中華人民共和國勞動法》 and relevant regulations, and resolutely opposes any form of discrimination. We explicitly prohibit differentiated treatment based on gender, age, religion, ethnicity, family status and health status, and adhere to the principle of equality and justice in human resource management. In key links such as recruitment, promotion and salary management, the Group has established standardized and transparent operating procedures to ensure that every employee can enjoy equal career development opportunities and resource allocation. In order to protect the legitimate rights and interests of female employees, we fully implement labor protection for female employees in welfare benefits, insurance, holidays and work environment, and actively recognize the work contributions of female employees. In the future, the Group will continue to deepen diversification, and improve the protection system of employees' rights and interests, so as to make greater contributions to the construction of harmonious labor relations.



Case: The “March 8th” Red Banner Holders Award Ceremony of the Exploration & Surveying Institute in 2024

On 6 March 2024, the Exploration & Surveying Institute grandly held the “March 8th” Red Banner Holders Award Ceremony to honor female employees who have made outstanding contributions in their respective positions. The event specially invited award-winning representatives to share their work insights and growth experiences, fully demonstrating the spirit of self-esteem, self-confidence, self-reliance and self-improvement embodied by women in the new era. Through the exemplary leadership of these advanced role models, the ceremony effectively stimulated work enthusiasm among all staff members, highlighted the significant contributions of women to enterprise development, and played a positive role in fostering a corporate culture that respects and cares for women.



The scenes of the “March 8th” Red Banner Holders Award Ceremony of the Exploration & Surveying Institute in 2024

REMUNERATION AND PROMOTION

The Group is committed to developing a compensation management concept of “being competitive externally and fair internally”, and has established a scientific and sound compensation management standard system based on its actual operating conditions. In the meantime, we continue to optimize the remuneration structure, strengthen the linkage mechanism between compensation and performance, and give full play to the incentive effect of the compensation system on talents, so as to effectively improve the talent attraction and retention rate.

In terms of the construction of a career development system, the Group has established a systematic rank management system. By clarifying position staffing, improving the position evaluation system, and optimizing the position adjustment mechanism, diversified career development pathways have been created for employees. We place emphasis on talent pipeline development and have established a capability and performance-based promotion assessment system, providing employees with more flexible and broader advancement opportunities. These approaches have effectively stimulated employees’ motivation for career growth and enhanced their work enthusiasm.

Meanwhile, business units such as the Exploration & Surveying Institute, Rail Company and Residential Institute have developed differentiated compensation management systems and promotion management schemes based on their own development characteristics and strategic needs, and combined with employees’ performance evaluation and rank assessment results. This unified and flexible management model not only ensures the consistency of the Group’s overall management but also fully considers the actual situation of each business unit, achieving precision and effectiveness in talent management.

Systems Relating to Remuneration Management of UCD (including but not limited to):

The Institute	<p><i>Measures for Employee Remuneration Management and Calculation of Beijing Urban Construction Design & Research Institute</i> 《北京城建設計研究總院職工薪酬管理與核算辦法》</p> <p><i>Administrative Measures for Positions and Ranks of Beijing Urban Construction Design & Research Institute</i> 《北京城建設計研究總院崗位及職級管理辦法》</p> <p><i>Measures for the Administration of Total Wage of Beijing Urban Construction Design & Development Group Co., Limited</i> 《北京城建設計發展集團股份有限公司工資總額管理辦法》</p>
Rail Company	<p><i>Remuneration Management System (Trial) of Beijing Urban Rail Transit Construction Engineering Co., Ltd.</i> 《北京城建軌道交通建設工程有限公司薪酬管理制度(試行)》</p> <p><i>Measures of Beijing Urban Rail Transit Construction Engineering Co., Ltd. for the Management of Staff Benefit Bonuses (Trial)</i> 《北京城建軌道交通建設工程有限公司員工效益獎金管理辦法(試行)》</p>

BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)



Systems Relating to Remuneration Management of UCD (including but not limited to):

Exploration & Surveying Institute	<p><i>Remuneration Management System of Beijing Urban Construction Exploration & Surveying Design Research Institute Co., Ltd.</i> 《北京城建勘測設計研究院有限責任公司薪酬管理制度》</p> <p><i>Rules for the Implementation of Remuneration Management of Beijing Urban Construction Exploration & Surveying Design Research Institute Co., Ltd.</i> 《北京城建勘測設計研究院有限責任公司薪酬管理實施細則》</p>
Residential Institute	<p><i>Rules for the Implementation of Remuneration Management of Beijing Institute of Residential Building Design & Research Co., Ltd.</i> 《北京市住宅建築設計研究院有限公司薪酬管理制度》</p> <p><i>Measures for Full Staff Performance Management of Beijing Institute of Residential Building Design & Research Co., Ltd.</i> 《北京市住宅建築設計研究院有限公司全員績效管理辦法》</p>

WORKING HOURS AND HOLIDAYS

Systems Relating to Employee Attendance, Leave and Holidays of UCD (including but not limited to):

General principles	<i>Labor Law of the People's Republic of China</i> 《中華人民共和國勞動法》
Work attendance, leave and holidays	<i>Rules on Management of Work Attendance, Leave and Holidays of Beijing Urban Construction Design & Research Institute Co., Ltd.</i> 《北京城建設計研究總院有限公司員工考勤與休假管理辦法》

The Group attaches great importance to the standardized management of employees' working hours. Hence, we have established a comprehensive working hours management system and a humanized vacation mechanism to create a favorable environment for employees to balance work and life. While strictly implementing the 8-hour working system, we adopt a management model that combines standard working hour system with non-fixed working hour system based on the actual work requirements of various positions. We regularly apply for a non-fixed working hour system to relevant authorities and implement the same after approval and publicity by the regulatory department. In addition, the Group has introduced a dynamic work hour arrangement scheme. Employees can apply for overtime through the standardized *Overtime Approval Form* 《加班審批表》 according to their specific work needs and legally receive corresponding overtime wages after approval to ensure reasonability and fairness of working hours and remunerations.

On the basis of strict compliance with public and statutory holidays stipulated by the government, the Group has constructed a comprehensive and multi-level employee leave system. We provide employees with a complete leave system including sick leave, casual leave, marriage leave, home leave, funeral leave, maternity leave, work-related injury leave, public holiday and annual leave, fully safeguarding employees' rest rights. Among them, for employees who are far away from their families, the Group specially provided twenty to thirty days of home leave. This humanized system design reflects the corporate 's humanistic care for employees and effectively improves employees' sense of happiness and belonging.

DEMOCRACY AND CARE

The Group is attentive to the work experience of its employees and has established smooth and efficient feedback channels for employees, providing them with warm corporate care and solid support. We have established a normalized communication mechanism covering multiple dimensions, both online and offline. Through employee congress, work meetings, in-house publications, WeChat public account and other communication platforms, we ensure that employees' voices can be conveyed promptly and concerns are effectively addressed. Specifically, we not only focus on the timely delivery of information but also emphasize substantial feedback and implementation of employees' demands. In 2024, the Group further improved its democratic management system, formulated the *Implementation Measures for Factory Affairs Openness and Democratic Management System (Trial)* 《廠務公開民主管理制度實施辦法(試行)》, and guided 18 grassroots unions to implement the system. The Institute and its subordinate production units actively convened important meetings to listen to employees' voices. During the Reporting Period, the Group's trade union held the 22nd Committee (Expansion) Meeting of the first session and the 2024 Work Seminar, the 2024 Work Conference and the 24th Committee (Expansion) Meeting of the first session, and other meetings. The Rail Company held the 1st Employee Congress of the second session. The Exploration & Surveying Institute held the 7th Employee Congress of the seventh session.



Case: The 2024 Work Conference and the 24th Committee (Expansion) Meeting of the first session

The trade union of UCD successfully held its annual work conference and the 24th Committee (Expansion) Meeting of the first session on 1 April 2024, marking the union's work stepping into a new stage of quality improvement and efficiency enhancement. The meeting gathered more than 30 core members, including the members of the first session of the council, the financial review committee, the female employee committee and the heads of trade union at the grassroots level, to systematically summarize the achievements of the construction of the trade union, commend the outstanding staff and deploy the initiatives of service empowerment in the new period.



Site of the 2024 Work Conference and the 24th Committee (Expansion) Meeting of the first session



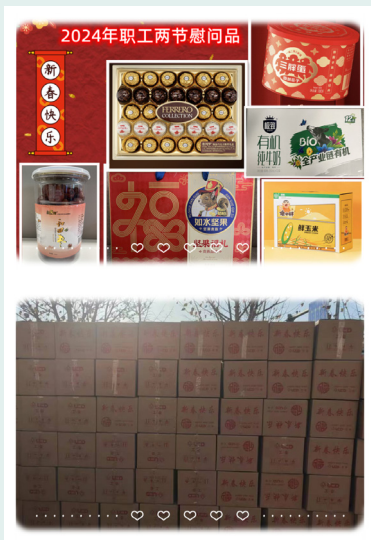
We also optimize and promote employee health care plans with various campuses, strengthen our assistance to employees in difficulty. We actively carry out employee care activities, such as activities with the themes of warmth, healthcare, blessings, coolness, and culture, online calligraphy, painting photography activities, walking activities, and basketball matches. Additionally, the Group continues to implement the “2+N” construction model, building “Employee Home” and “Employee Family” to show our care to all employees in an all-round way and through multiple channels, and enhance their sense of happiness in the enterprise. In 2024, the Group invested RMB7 million in employee care programs.



Case: The Group’s trade union carried out heart-warming activities for the Mid-Autumn Festival and National Day holidays

“Delivering Considerate Assurances (送温暖到心)”

On the eve of the Mid-Autumn Festival and National Day holidays, the Group’s trade union conducted a detailed survey on employees within its scope and their families who were suffering from serious illnesses, facing family difficulties, or staying in their positions during the holidays. The results showed that some employees encountered difficulties in themselves or their families, some employees remained at their positions due to the requirements of their work, and some employees failed to reunite with their families. The Group’s trade union delivered condolence money to 52 employees, conveying the care of the festival and even more the concern of a big family. Over the years, the Group’s trade union has insisted on visiting those employees who are sick and seriously ill, sending condolences and care in a timely manner, and actively applying for relief funds for sick employees who meet relevant conditions, allowing every employee to deeply feel the care and warmth from the Group.



“Delivering Considerate Assurances (送温暖到心)” comforting supplies

“Delivering Care to the Frontline (送關懷一線)”

On the eve of the Mid-Autumn Festival and National Day holidays, the Group’s trade union paid visits to the Pinggu Line Project Department of Line 22, the Chongqing Bitong Line Project and other key projects of the Rail Company according to the project progress and holiday arrangements of various units. At the same time, condolence money was sent to four employees who were staying on duty at overseas projects. Meanwhile, each grassroots unit adapted its approach to conduct relevant project visits.



“Delivering Care to the Frontline (送關懷一線)” visiting activity

BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)



Case: The calligraphy, painting and photography event themed “Cloud” for employees in 2024

From June to July 2024, the Group’s trade union organized a “Cloud” calligraphy, painting and photography event themed “Urban Construction with Design • Ink and Light Celebrating the Glorious Chapter”. The event introduced comprehensive innovations in organizational model, creative themes and evaluation mechanisms, which effectively stimulated employees’ participation. The event attracted active participation from 18 subsidiaries of the Group, with over 1,117 participants. A total of 1,185 calligraphy, painting and photography works were submitted, showcasing employees’ artistic talents and their recognition of the corporate culture. This innovative cultural activity not only enriched employees’ spiritual and cultural lives but also further promoted the Group’s core values, contributing to the inheritance and development of outstanding Chinese traditional culture. The successful execution of the event highlighted the Group’s ongoing commitment and innovative practices in employee care and corporate culture development.



Group picture of the calligraphy, painting and photography event themed “Cloud” for employees in 2024



Case: 2024 walking event

From 10 to 25 May 2024, the Group successfully held the 10th “Health Cup” Employee Walking Event themed “Urban Construction with Design • Gathering Strength for a Healthy Future”. The event was coordinated by the trade union of Design & Development Group and organized by the trade union of Rail Company, which adopted an innovative “online + offline” dual-track “Cloud+” model. The offline opening ceremony took place at the Beijing’s Green Heart Forest Park, a site transformed from the former Dongfang Coking Plant, which fully embodied the ecological design concept of “close to nature, maintaining flexibility, and fostering culture”.

Employee representatives gathered together to enjoy the pleasures of physical activity while personally experiencing the fruitful outcomes of urban renewal and ecological development. According to statistics, the event attracted enthusiastic participation from 22 subsidiaries of the Group, with over 6,000 participants. More than 4,900 employees successfully achieved their daily walking goals, showcasing the positive and energetic spirit of the Group’s workforce and their commitment to health and vitality.



Group picture at the 2024 walking event opening ceremony

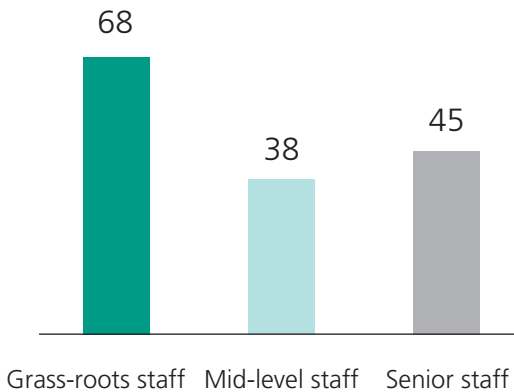
Craftsmanship

UCD consistently regards the cultivation of talents as the core competitiveness and key driving force for sustainable development of the Group. To systematically advance talent cultivation, the Group has formulated the *Administrative Measure for Training of Beijing Urban Construction Design & Development Group Co., Limited* (《北京城建設計發展集團股份有限公司培訓管理辦法》) and the *Administrative Measure for Internal Lecturers* (《內部講師管理辦法》) to build a scientific and comprehensive employee training system and provide holistic support for employees' career development.

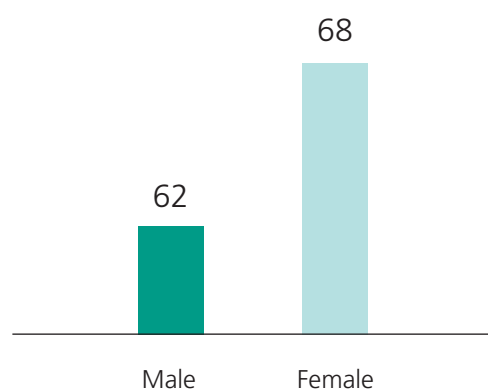
In terms of training system development, the Group focuses on creating a diversified and flexible training curriculum. Through specialized events such as new employee training, internal trainer selection, external expert seminars, the recommendation program for outstanding talents, and technical specification competitions, the Group continuously optimizes its talent development mechanism. In 2024, the total training hours of staff and directors reached 259,954 hours, with a participation rate of 94.23%, underscoring the Group's strong commitment to talent development.

Training of the Group's employees

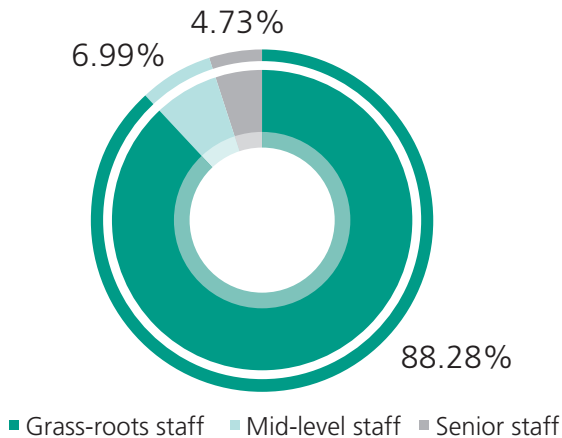
Average hours of employee training by employee type



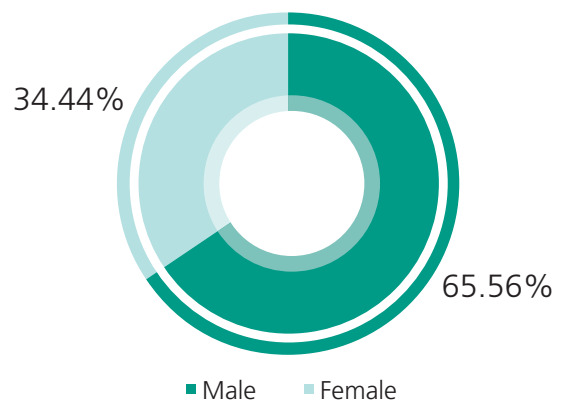
Average training hours of employee training by gender



Percentage of employees trained by employee category



Percentage of employees trained by gender



BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)

To ensure the continuous improvement of corporate governance, the Group has placed special emphasis on enhancing the professionalism of its Board. By regularly organizing training on related-party transactions, specialized training on ESG and project research activities, directors, supervisors and senior management have developed an in-depth understanding on key points of listing rules and corporate governance. Additionally, a rigorous performance confirmation mechanism has been established, which requires directors and supervisors to provide written confirmation of their performance of duties, completion of training and compliance on an annual and semi-annual basis. This effectively enhances the quality of corporate governance and ESG management. Looking ahead, the Group will continue to optimize its talent development mechanism, offers a more comprehensive career development platform for its employees, and consistently improves the governance efficiency of the Board to drive the Group's high-quality development.



Case: Successful conclusion of the "Management Training on Compound-type Construction General Contracting Project"

In 2024, the Institute successfully organized the management training on compound-type construction general contracting project, with nearly 70 participants in attendance. The attendees included middle and senior management personnel recommended by various units, staff from relevant functional departments, young and middle-aged trainees, as well as leaders and key staff from the BUCG's relevant administrative and business units. This training aimed to enhance the Company's synergy of industrial chain in response to market trends and the evolution of general contracting business. It focused on fostering integrated talent in areas such as design consulting and construction general contracting, as well as technical and economic management, while summarizing and refining excellent case studies and innovative thinking.



On-site of the "Management Training on Compound-type Construction General Contracting Project"

BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)



Case: Public lecture competition themed “Innovation • Collaboration • Development”

On 9 July 2024, the Group organized the public lecture competition themed “Innovation • Collaboration • Development”. The event aimed to identify and refine outstanding cases and innovative achievements arising from production and operational practices within the Company’s industrial chain. Through the public lecture format, it sought to foster mutual learning and exchange among business segments, promote innovative thinking, and drive collaborative development.

Focusing on the theme, each unit carefully selected and recommended internal lecturers to participate in the competition. The competition featured “expert judges” recommended by the Company’s professional committees and “audience judges” nominated by various business units. Nearly 100 participants scored the lecturers on-site based on a scoring mechanism encompassing three key dimensions: course value, course content, and teaching artistry. Ultimately, three Excellence Awards and eleven Outstanding Performance Awards were presented.



Public lecture competition themed “Innovation • Collaboration • Development”



Case: Organizing a specialized financial training session for leaders at all levels

On 14 September 2024, the Group organized a specialized financial training session at its headquarters office. Led by the Party Secretary of the Institute, Xia Xiujiang, the training was attended by leaders of the Company, key heads of various business units, as well as leaders of market and operational segments, totaling approximately 190 participants, both in-person and online.

The Group expects that through this training, participants at all levels will be able to swiftly apply the knowledge gained to their practical work. Particularly in the areas of “two-finance” risk prevention and control as well as in the course of coordinated advancement of various indicators, it is anticipated that timely strategies will be formulated and effective measures will be taken to ensure the Group’s stable operations and sustainable development.



Anti-corruption

The Group stays committed to integrity in all aspects of its internal management and external collaborations so as to build an all-round integrity and anti-corruption system covering all levels. In order to continuously enhance the Group's integrity development and anti-corruption measures, several institutional documents have been formulated and published, including the *Rules of Work of the Disciplinary Committee of Design & Development Group Co., Limited* 《設計發展集團股份有限公司紀委會工作規則》 and the *Key Points of Disciplinary Inspection Work in 2024* 《2024 年紀檢工作要點》 which outline specific requirements for combating corruption. Additionally, through the *Integrity Commitment Letter* 《廉潔承諾書》 signed by all staff members, the Group prohibits any form of bribery to uphold integrity principles.

In addition, in 2024, Rail Company further improved management structure for integrity building, exercised full and strict governance over the Party by implementing the leadership responsibility of the Party Committee, the supervision responsibility of the Discipline Inspection Committee, the responsibility of the Secretary of the CPC Committee as the first responsible person and the responsibility of the team members of "one position with dual responsibilities (一崗雙責)", to strengthen the synergistic effect of "four responsibilities coordination (四責協同)". During the Reporting Period, Rail Company established the Integrity Building and Anti-Corruption Coordination Group to unify and coordinate the internal supervision resources within the Company, giving full play to the supervision role of relevant functional departments of the Company, and comprehensively promoting the prevention and control of integrity-related risks through various supervision forms such as complaint reporting, cadre selection, debriefing, financial, legal and audit supervision.

During the Reporting Period, the Group has strictly complied with the following laws and regulations related to preventing bribery, extortion, fraud and money laundering:

Criminal Law of the People's Republic of China 《中華人民共和國刑法》

Anti-unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》

Company Law of the People's Republic of China 《中華人民共和國公司法》

The Group has established an efficient and standardized whistleblowing mechanism, which provides our staff with various channels to report violations of the rules and regulations. By adopting a standardized management model featuring centralized management, standardized registration, establishment of account books, and personnel accountability, it ensures that all clues to the issue are timely and properly handled and tracked. In order to improve supervisory efficiency, the Group obtains information through different ways to investigate into the clues on violations of regulations and discipline while maintaining strict confidentiality, so as to protect the legitimate rights and interests of the whistleblowers and related people.



BUILD ON TEAM COHESION THROUGH EFFECTIVE STAFF CARE (Continued)

In terms of integrity risk prevention, the Group has always positioned to prevent and curb various violations of laws and regulations in an effective manner through sound supervision mechanisms and strict enforcement standards. As of the end of the Reporting Period, there were no illegal cases such as corruption, extortion, fraud and money laundering occurred within the Group.

The Group conducts anti-corruption training annually in key aspects of important areas, so as to create a clean and upright operating environment. In 2024, the total training hours of the Group on anti-corruption were 116,050 hours, and 12 directors, 30 management members and 4,040 employees participated in the training.



Case: The Exploration & Surveying Institute carried out research on the “Three Non-Corruptions” project

The Discipline Inspection Committee of the Exploration & Surveying Institute thoroughly implemented the spirit of the Fourth Plenary Session of the 18th CPC Central Committee, focusing on building a long-term mechanism that officials do not have the audacity, opportunity, or desire to corrupt to advance party integrity building systematically. Through the special research project, the Discipline Inspection Committee assisted the Party Committee in establishing a sound supervision system, improving the internal control system of enterprises, and strengthening the implementation of Party discipline and regulations. Through the integrated promotion of the “three non-corruption”, Party cadres have no audacity to corrupt due to awe, no opportunity to corrupt due to systems, and no desire to corrupt due to consciousness, thus effectively reducing the corruption risks in the production and operation of the Group and providing solid disciplinary guarantee for the sound development of the Company.



Case: Rail Company held special Party class on Party discipline education

Comrade Liao Qiulin, Secretary of the CPC Committee of Rail Company, delivered a special Party class to more than 100 Party members and cadres including leading members and middle management of the Company with the theme of “learning discipline, knowing discipline, keeping discipline, providing solid discipline guarantee for the Company’s high-quality development”. The Party class focused on Party discipline education, aiming to strengthen Party members and cadres’ awareness of discipline and rules.

Through special study, all trainees further strengthened the discipline awareness, providing a solid disciplinary foundation for Company’s high-quality development. The Party lesson has effectively promoted the party members to transform discipline requirements into political consciousness, ideological consciousness and action consciousness, providing a solid discipline guarantee for the Company’s sustainable and healthy development.

In the future, the Group will continue to improve the reporting mechanism, optimize the clue handling process, strengthen confidentiality measures, encourage more employees to actively participate in the Company’s integrity building, so as to jointly maintain the clean and upright operating environment of the Group. Meanwhile, we will continue to strengthen the prevention of corruption risks, adhere to compliance operations, providing solid guarantees for the high-quality development of the Group.



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT

Material ESG issues addressed in this section are as follows:

Discharge and management of pollutants	Management of energy utilization	Discharge and management of pollutants
Management of water resource utilization	Green office policy management	

UCD actively responds to the national strategies of “carbon neutrality” and “carbon peaking”, regarding climate change as an important mission in achieving corporate sustainable development. Being committed to the green development, the Group built a sound environmental management system to fully promote green transformation. In particular, Rail Company invested approximately RMB450,000 in environmental endeavors in 2024.

In terms of operation, we actively promote the green office model and continuously reduce the carbon footprint of office operations through measures such as energy conservation and emission reduction and resource recycling. In terms of engineering construction, the Group vigorously promotes green construction technology, and minimizes the environmental impact during the construction process by adopting environmentally friendly materials, optimizing construction processes, and strengthening dust control. At the same time, we attach great importance to biodiversity protection and integrate ecological protection concepts into the entire process of project planning, design and construction, with an aim to achieve harmonious unity between engineering construction and the natural environment.

Environmental Protection Goals

As UCD regards carbon emission management and environmental protection as important strategies for enterprise sustainable development, it has established a complete environmental governance system. The Group strictly abides by the relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China* 《中華人民共和國環境保護法》 and the *Regulations on Environmental Protection Management of Construction Project* 《建設項目環境保護管理條例》, and fully implements the international standard ISO 14064:2012 *Greenhouse Gas Emissions Inventories*. Through systematic environmental factor identification and control mechanism, impacts of our business activities on the environment are effectively managed.

During the Reporting Period, the Group has strictly complied with the following laws and regulations related to preventing bribery, extortion, fraud and money laundering:

Law of the People's Republic of China on Prevention and Control of Air Pollution
《中華人民共和國大氣污染防治法》

Environmental Protection Law of the People's Republic of China
《中華人民共和國環境保護法》

Energy Conservation Law of the People's Republic of China
《中華人民共和國節約能源法》

Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste
《中華人民共和國固體廢物污染環境防治法》

Law of the People's Republic of China on the Prevention and Control of Water Pollution
《中華人民共和國水污染防治法》

Environmental Impact Assessment Law of the People's Republic of China
《中華人民共和國環境影響評價法》

Regulations on Environmental Protection Management of Construction Project
《建設項目環境保護管理條例》

In environmental management practices, we have established clear environmental protection objectives, including energy conservation and carbon reduction, natural resource utilization, and developed strict implementation and evaluation mechanisms. In terms of office environment management, we have established a sound waste sorting and recycling system to carry out professional treatment of office waste and hazardous waste to minimize waste of resources.

For environmental management at construction sites, the Group has established a comprehensive environmental monitoring network. Through real-time data collection and analysis, the emissions of air pollutants and greenhouse gases are under precise control. Meanwhile, we strictly adhere to the principles of "recycling, harmlessness and reduction", optimizing the processing procedures for construction waste and significantly improving resource utilization efficiency. To ensure the effective operation of the environmental management system, the Group regularly conducts professional trainings for environmental management personnel, continuously enhancing the environmental governance capabilities of various units within the Group. We will continue to improve the environmental risk prevention and control mechanism, strengthen the implementation of environmental protection responsibilities, and contribute to building a green enterprise and a beautiful China.

Climate Change

UCD actively responds to the Hong Kong Climate Action Plan 2050 and the national strategic goals of “carbon neutrality” and “carbon peaking”, and systematically conducts the identification and assessment of climate risks and opportunities. By formulating targeted mitigation actions and plans, the Group continuously strengthens the management of energy and resources and improves its ability to manage and control risks associated with climate change. Through the establishment of a green management system covering the entire life cycle of projects, the Group is committed to creating an environmentally friendly urban space and contributing to the promotion of ecological civilization construction and the achievement of sustainable development goals.

CLIMATE RISK AND OPPORTUNITY MANAGEMENT

In the face of the increasingly frequent and severe trend of extreme weather events triggered by global climate change, governments around the world continue to strengthen climate regulatory policies and promote related technological innovations. Against this backdrop, we have thoroughly analyzed the potential economic opportunities and challenges brought about by climate change. We strictly follow the guiding frameworks of the Task Force on Climate-Related Financial Disclosure (TCFD) and the International Sustainability Standards Board (ISSB), and systematically establish a comprehensive climate change management system. This system covers four core dimensions: governance, strategy, risk management, and indicators and targets. By deeply integrating climate factors into all aspects of corporate operations, it realizes the management of climate risks throughout the entire life cycle, from strategic decision-making to daily operations.

GOVERNANCE

The response to climate change, as a core component of the Group’s ESG management system, has been incorporated into the regular management scope of the ESG working group. Each subordinate unit strictly adheres to the management system framework formulated by the Institute. Combining with regional characteristics and actual operation situations, they formulate and implement special climate response plans according to local conditions. The ESG working group has established a regular reporting mechanism to comprehensively report to the Group’s board of directors on the progress and effectiveness of climate change management work. Looking ahead, we will continue to optimize the climate governance structure, improve the standardization construction of the climate change management system, strengthen the ability to assess and respond to climate change risks, and deeply integrate climate factors into strategic decision-making and business operation processes. Through systematic management improvement, we ensure the deep integration of climate change response work with the Group’s overall development strategy and promote the achievement of sustainable development goals.

STRATEGY

During this year, the Group systematically carried out scenario analysis on climate risks and opportunities for the first time. Based on internationally recognized climate scenario frameworks and combined with the Group’s business characteristics and geographical distribution, a scientific and reasonable scenario analysis system was constructed. In terms of scenario selection, we mainly referred to the research results of authoritative institutions such as the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS) of central banks and regulatory agencies. Two scenario models, namely Turquoise (low-emission)¹ and Brown (high-emission)², were set up, corresponding to different carbon emission pathways respectively. The analysis time dimension covers three stages: short-term (2024-2030), medium-term (2031-2040) and long-term (2041-2060), ensuring the comprehensiveness and forward-looking nature of the assessment.

In terms of the analysis method, we strictly followed the recommended framework of the Task Force on Climate-Related Financial Disclosure (TCFD), and focused on examining the potential impacts of transition risks and physical risks on the Group’s operations and financial performance. We systematically identified the actual and potential impacts of various climate-related risks on the Group’s strategic planning, business layout, and financial performance. At the same time, we also actively identified the potential opportunities brought about by climate change, providing decision-making support for the Group’s strategic layout in the emerging green industry sectors.

The following are the key parameters used in the climate risk assessment and the reasons why they are considered important:

Climate risk	Key parameters	Reasons for Consideration
Adverse effects caused by frequent extreme weather events	<ul style="list-style-type: none"> Number of days of extreme weather events throughout the year Impact on construction progress 	An increase in the frequency of extreme weather may affect the Group’s business operations
Adverse effects caused by long-term shifts in global climate patterns	<ul style="list-style-type: none"> Annual rainfall Number of extremely cold and hot days throughout the year 	Long-term deteriorating climate patterns may affect the Group’s business operations
Stricter policy and supervision on existing products and services	<ul style="list-style-type: none"> Regulations governing the construction industry’s response to climate change 	Increasingly complex supervision will increase a company’s compliance costs
Facing litigation or legal risks	<ul style="list-style-type: none"> Changes in climate change regulations 	More stringent climate change information disclosure requirements may bring higher compliance risks and costs

¹ Turquoise (low-emission) scenario comprises IPCC RCP 2.6, SSP 1 and the NGFS orderly pathway.

² Brown (high-emission) scenario comprises IPCC RCP 8.5, SSP 5 and NGFS hothouse world pathway.



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Climate risk	Key parameters	Reasons for Consideration
Stricter GHG emissions disclosure requirements	<ul style="list-style-type: none"> Changes and trends in greenhouse gas emission regulations Requirements from regulatory authorities for climate change information disclosure 	Failure to accurately and comprehensively disclose climate-related information may lead to regulatory penalties or damage to the reputation
Expense for low-carbon technology transformation	<ul style="list-style-type: none"> Low-carbon/green building technology prices Green equipment prices 	Replacing traditional energy-consuming/high-energy-consuming equipment with new energy/saving-energy equipment may lead to the premature scrapping of existing equipment, resulting in an increase in operating costs
Change of customer appetite	<ul style="list-style-type: none"> Customers' preference trends for green products and services The intensity of customers' preferences for low-carbon 	Customers will be more inclined towards greener and lower-carbon products and services. Failure to respond actively will lead to a decrease in the attractiveness to such customers
Stakeholders' increasing concern about negative feedback	<ul style="list-style-type: none"> Stakeholders' expectations for climate-change-related information disclosure 	Issues related to climate change are increasingly receiving social concern. If the Group's low-carbon measures do not meet stakeholders' expectations, it may lead to an increase in negative feedback

We invited the main ESG officers from the Institute, the Rail Company, the Exploration & Surveying Institute and the Residential Institute, and the Residential Institute to assess the climate risks and opportunities related to the Group's actual business, and analyze their significance to the Group from the two dimensions, namely "Impact" and "Likelihood". In this report, we have identified a total of 1 major physical climate risk, 2 major transition climate risks, and 4 major potential opportunities, and evaluated their impacts on the Group's business, strategy, and finances.

RISK MANAGEMENT

For the identified major climate-related risks and opportunities, we have formulated systematic response strategies and deeply integrated them into the Group’s operational practices. The following table details the specific response measures for each major climate risk and opportunity, sorted from high to low according to the assessment results:

Risk Category	Risks of climate change	Impact period	Key operational risks	Countermeasures
Physical risks	Acute risks	Adverse impacts caused by frequent extreme weather events	Short to medium term	<ul style="list-style-type: none"> Under the macro background of climate change, the probability and frequency of extreme weather encountered in the Group’s construction and survey activities have increased, and extreme weather events such as extreme rainfall, typhoons, and floods may submerge rail construction projects, resulting in irreversible consequences. In addition, extreme weather will also have an impact on the construction progress of the projects, which may result in an increase in construction costs. Expected financial impact: extreme weather events may damage operational equipment and assets, threaten employee safety, increase safety production costs, and require the repair or replacement of damaged equipment and assets, potentially leading to higher operational costs. <ul style="list-style-type: none"> The Group fully considers the physical risks of climate change in project management, engineering construction and daily office operation, and strictly follows the requirements of the Group’s emergency management measures. On the one hand, the Group tests the equipment in advance according to the weather forecast and on the other hand, under extreme weather conditions such as extreme rainfall, floods and typhoons, the Group immediately organizes waterlogging prevention work and emergency drainage work to reduce the impact of extreme weather on construction. Production units carry out random safety checks or cooperate with safety checks carried out by higher authorities according to the progress of work or seasonal weather conditions.



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Risk Category		Risks of climate change	Impact period	Key operational risks	Countermeasures
Transition risks	Technical risks	Expenditures on low-carbon technology transition	Medium to long term	<ul style="list-style-type: none"> • Current financial impact: none. • Expected financial impact: to meet the demands of low-carbon transformation, there may be a need to replace traditional energy/high-energy-consuming and outdated equipment with new energy/energy-efficient equipment, resulting in depreciation of existing assets and potentially increasing operational expenses. 	<ul style="list-style-type: none"> • The Group and its production units continue to strengthen technological innovation by collaborating with universities and research institutions to jointly develop and promote green building technologies. • The Group is gradually introducing advanced low-carbon technologies and equipment from both domestic and international sources into its construction projects, aiming to enhance technical capabilities in the long term and reduce the risk of large-scale equipment replacement in the future.

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Risk Category	Risks of climate change	Impact period	Key operational risks	Countermeasures
Reputational risks	Increasing stakeholder concerns over negative feedback	Short to medium term	<ul style="list-style-type: none"> • Current financial impact: none. • Expected financial impact: as stakeholders increasingly focus on climate change-related issues, if the Group's low-carbon initiatives fail to achieve the expected results, or if environmental disclosures do not meet regulatory requirements or stakeholder expectations, it may lead to increased negative feedback, damage the Company's reputation and image, and potentially result in customer loss and reduced revenue. 	<ul style="list-style-type: none"> • By regularly publishing ESG reports, the Group promptly discloses its performance and goals in energy conservation, carbon reduction, resource consumption reduction, and pollution prevention. • The Group has established an effective communication mechanism to collect stakeholder feedback through channels such as ESG issue questionnaires, promptly addressing stakeholder concerns and queries to avoid the escalation of negative public opinion. • Through case studies, media coverage, and other means, the Group actively promotes its achievements and contributions in energy conservation, emission reduction, and green development.



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Opportunities	Opportunities arising from climate change	Impact period	Key operational opportunities	Opportunity response action plan
Opportunities	Resilience	Medium to Long Term	<ul style="list-style-type: none"> • Current financial impact: by enhancing the ability to respond to climate change and formulating relevant internal policies, the Group aims to reduce potential operational losses caused by extreme weather events. • Expected financial impact: strategic deployment in anticipation of future climate change impacts, including developing climate-related services and enhancing the reliability of the overall supply chain and operational capabilities under various conditions, may reduce compliance and operational costs. 	<ul style="list-style-type: none"> • Comprehensively enhancing the technical and management capabilities of the Group, increasing the exploration of green building technologies, and paying close attention to market trends, so as to capture development opportunities.
	Resource efficiency	Medium to long term	<ul style="list-style-type: none"> • Current financial impact: through energy-saving and carbon reduction measures, the Group has reduced energy and water consumption, thereby lowering operational costs. • Expected financial impact: by implementing energy-saving and emission-reduction measures and establishing strict regulatory mechanisms, the Group aims to further enhance resource efficiency, reduce the consumption of various resources, and consequently lower operational costs. 	

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)



Opportunities	Opportunities arising from climate change	Impact period	Key operational opportunities	Opportunity response action plan
	Products and services	Medium to long term	<ul style="list-style-type: none"> • Current financial impact: the green building projects and technologies currently undertaken by the Group have attracted more investors and customers, thereby increasing revenue. • Expected Financial Impact: continuous research, development, and innovation in green and low-carbon construction, technologies, and services will enhance the lifecycle and quality of green buildings, reduce resource costs, and attract more investors and customers, thereby increasing revenue. 	
	Market	Short to long term	<ul style="list-style-type: none"> • Current financial impact: with the growing demand for green buildings and more people considering metro travel as a green option, the Group has expanded its market influence by undertaking related projects, thereby increasing revenue. • Expected financial impact: the intensification of climate change has driven the upgrading of urban infrastructure, increasing the demand for resilient and green smart cities. By actively responding to government policies and adopting low-carbon technologies and green building materials, the Group may enhance its revenue and secure a favorable position in the low-carbon economy. 	

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

METRICS AND TARGETS

To reduce greenhouse gas emissions during operations, we have implemented multiple energy-saving and low-carbon measures, keeping pace with the development trends of the low-carbon economy. At the same time, we closely monitor key climate change-related indicators, regularly calculate the greenhouse gas emissions within the disclosed scope of the Institute, Rail Company, Exploration & Surveying Institute, and Residential Institute, and report to the Board of Directors. The Group's greenhouse gas emissions are mainly divided into three categories: direct emissions (Scope 1) - specifically from fuel used by vehicles, and indirect emissions (Scope 2) - electricity consumption during operations. For detailed data on greenhouse gas emissions and density, please refer to the "Environmental Performance" section.

In order to further strengthen the management of emission data, the Group has actively carried out the identification and management work of Scope 3 in accordance with the *Greenhouse Gas Accounting System: Accounting and Reporting Standards for Enterprise Value Chain (Scope 3)* (《溫室氣體核算體系：企業價值鏈(範圍 3)核算與報告標準》). Through close cross-departmental cooperation, we have clearly identified items relevant to the business of the Company within the Scope 3, including purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated from operations, business trips, staff commuting, upstream leased assets, downstream transportation and distribution, use of sold products, and disposal of sold products. We intend to establish a comprehensive data collection system for Scope 3 in the next phase. This system will enable us to track, report, and ultimately reduce such emissions in a more precise way, thereby supporting the Group's long-term sustainable development strategy.

Green Office

Beijing Urban Construction Design has thoroughly implemented the concept of "green office and resource conservation", deeply integrating resource-saving and environmental protection awareness into its workplace management system. By establishing a standardized, intelligent, and efficient modern office model, the Group is committed to building a sustainable green office ecosystem. In 2024, the electricity consumption of the Group's headquarters office area decreased by 2.3% compared to the previous year, and a comprehensive review was conducted on various types of energy consumption and equipment at the headquarters, including water, electricity, natural gas, gasoline and heat.

The Group's Green Office Policies (including but not limited to)

The Institute	<i>Environmental Management Plan</i> (《環境管理方案》)
	<i>Measures for Management of Energy and Resource Conservation of the Headquarters</i> (《公司能源資源節約管理辦法》)
	<i>Measures for Management of Energy and Resource Conservation of Branches</i> (《分院能源資源節約管理辦法》)
	<i>Waste Sorting Instruction Manual</i> (《垃圾分類工作指導手冊》)
Exploration & Surveying Institute	<i>Internal and External Environment Control Procedures</i> (《內外部環境控制程序》)
	<i>Green Office Management System</i> (《綠色辦公室管理制度》)
	<i>Office Environment, Occupational Health and Safety Operation Control Procedures</i> (《辦公區域環境、職業健康安全運行控制程序》)
Rail Company	<i>"Green Office" Proposal of Exploration & Surveying Institute</i> (《勘測院"綠色辦公"倡議書》)
	<i>Measures for Energy Conservation and Emission Reduction in Offices of Beijing Urban Rail Transit Construction Engineering Co., Ltd.</i> (《北京城建軌道交通建設工程有限公司機關辦公區節能減排措施》)

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Highlights of Green Office Initiatives

- Save electricity
- Use natural lighting in priority in corridors in office buildings to reduce the office electric lighting state; switch off lighting and equipment during non – working hours;
 - Promote energy conservation and guide employees to turn off lights when not in use;
 - Actively promote energy-saving lighting technologies such as solar lamps;
 - Purchase office equipment with energy efficiency labels in priority, and turn off unused office equipment in real-time;
 - Save electricity consumed by air conditioners, and make full use of natural ventilation; strictly implement the setting standards for indoor air-conditioning temperature to be higher than 26°C.

- Improve water efficiency
- Strengthen the management of the water pipe network and water supply equipment, regularly inspect, examine and replace the aging water supply pipelines and equipment, and prevent water waste;
 - Reduce the water output of the faucets, advocate energy saving and water saving, and put up water-saving publicity signs around the water switches;
 - Install sensor faucets in bathrooms to reduce water waste;
 - Encourage the use of phosphorus-free detergents and degradable cleaning products as much as possible to protect water resources and reduce water pollution.

- Reduce waste
- Classify, recycle and label different types of waste, and sign transportation agreements with professional third parties;
 - Carry out the “Waste Sorting and On-site Bin Monitoring” campaign for food waste removal and disposal;
 - Implement the “Clean Plate Campaign” and display posters such as “Save Food, Reduce Food Waste” in canteens and other areas;
 - Centrally recycle and dispose of hazardous waste (e.g. batteries, toner cartridges, ink cartridges, etc.);
 - Require toner cartridges and ink cartridges trade-in collection to ensure 100% recovery rate;
 - Place recyclable waste bins on each floor and monitor employees’ proper disposal of recyclables into the bins.

- Optimize resource utilization
- Advocate for paperless offices in the office, make full use of an online office platform to publish information and transmit data, or reduce the copy paper by circulating documents;
 - Promotes paperless offices in the field measurement;
 - Try front-back printing as much as possible, and advocate the recycling of paper used single side when printing and copying;
 - set up a waste paper recycling box in our office to encourage employees to recycle office paper;
 - Promote the use of recycled paper, pens with replaceable cores, toner cartridges, rechargeable batteries and other recyclable items.

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Highlights of Green Office Initiatives

Green travel

- Continuously improve the driving skills of drivers, strengthen vehicle maintenance, and reduce abnormal wear and tear of vehicle parts;
- Installation of charging stations for electric bicycle in office areas to encourage low-carbon travel among staffs;
- Advocate travelling by walking or biking and purchasing low fuel consumption cars;
- Make use of electronic means, such as the Internet, telephone, video conference, etc., to reduce unnecessary travel;
- Arrange suitable vehicles for group business activities to reduce air pollution.



“Clean Plate Campaign” in 2024



Posters related to “Green Office”
displayed in office areas

Green Construction

The Group strictly complies with the requirements of *Environmental Impact Assessment Law of the People's Republic of China* 《中華人民共和國環境影響評價法》 and *Regulations on Environmental Protection Management of Construction Project* 《建設項目環境保護管理條例》 and other laws and regulations, and has established a comprehensive green construction management system. We have established and implemented policies such as the *Green Construction Management Plan* 《綠色施工管理方案》, which outlines standards and rules for resource conservation and environmental protection management. In 2024, there were no events that had a material or above environmental impact on the Group.

The Group's Policies for Green Construction (including but not limited to)	
The Institute	<i>Environmental Protection Inspection System</i> 《環境保護檢查制度》 <i>Waste Oil Treatment Solution</i> 《廢油處理方案》 <i>Special Emergency Response Plan for Waste Oil Pollution Incidents</i> 《廢油污染事故專項應急預案》
Exploration & Surveying Institute	<i>Control Procedures for the Identification and Evaluation of Environmental Factors and Hazardous Sources</i> 《環境因素和危險源辨識與評價控制程序》 <i>Construction Site Environment and Occupational Health Operational Control Procedures</i> 《施工現場環境和職業健康運行控制程序》 <i>Solid Waste Management System (Provisional)</i> 《固體廢棄物管理工作制度(暫行)》
Rail Company	<i>Green Construction Management Plan</i> 《綠色施工管理方案》 <i>Green Construction Management Plan of Beijing Urban Rail Transit Construction Engineering Co., Ltd.</i> 《北京城建軌道交通建設工程有限公司綠色施工管理方案》 <i>Construction Site Environmental Protection Plan of Beijing Urban Rail Transit Construction Engineering Co., Ltd.</i> 《北京城建軌道交通建設工程有限公司施工現場環境保護管理方案》



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

During the construction process, the Group has always adhered to the concepts of ecological priority and green development, and has systematically established an all-round environmental management system. Through the implementation of refined environmental management measures, we took into full account of the impact on the surrounding environment of the construction site and the local community, and implemented the comprehensive management of noise, air pollutants, waste water and waste. In practice, we rigorously implement environmental impact assessment, carry out biodiversity impact assessment and formulate targeted environmental protection plans accordingly to minimise any potential negative impact of the construction on the ecological environment. The Group continues to improve its environmental management through regular assessment of environmental performance, organisation of special inspections and formulation of improvement plans. In 2024, the Group did not have any incident of notification or punishment caused by green construction management issues, and the green construction rate was 100%.

Management Measures for Construction Environment

- | | |
|--------------------------------|--|
| Air pollution and dust control | <ul style="list-style-type: none"> • Strengthen construction management, equip the construction site with corresponding sprinkler facilities, and take spraying and sprinkling measures during the construction process to keep the soil surface moist and prevent fugitive dust; • Store powdery materials in closed containers and covered piled materials that are prone to dust; • Require to use of clean fuels such as liquefied petroleum gas for the boilers and stoves on construction sites; • Optimize the project progress and the deployment of vehicles, and conduct annual inspections on construction machinery and vehicles to ensure that their exhaust emissions meet environmental protection requirements; • Promote the application of air energy, and use thermal energy in the air as an energy source to reduce emissions from energy consumption; • Fuel-burning installations are equipped with exhaust gas purification devices to reduce the amount of air pollutants produced. |
| Water pollution control | <ul style="list-style-type: none"> • Set up corresponding treatment facilities for different types of sewage to ensure that the sewage must be treated and comply with relevant regulations before it can be discharged into designated sewage pipelines; • Monitor the water quality of sewage to ensure that the sewage discharged meets the standards; • When groundwater is recharged, water extracted from the ground and treated water that conforms to the water quality requirements are used wherever possible; • The floors of the paint and fuel storage rooms at construction sites are covered with a waterproof layer, and oil leakage is effectively managed to prevent water pollution caused by oil leakage. |

Management Measures for Construction Environment	
Hazardous construction waste control	<ul style="list-style-type: none"> • Improve the construction quality and reduce the production of wastes by accurately placing materials on the construction site so as to avoid the impact on the environment caused by improper disposal of hazardous wastes; • Strengthen and improve the management system for hazardous waste, and formulate emergency plans.
Non-hazardous construction waste control	<ul style="list-style-type: none"> • Classify non-hazardous wastes such as construction waste and domestic waste generated on the construction site to ensure timely cleaning and disposal of relevant waste; • Promote integrated box houses instead of traditional temporary housing and use steel boxes instead of concrete pavements; • Develop a construction waste reduction plan to “leave the site clean after work”; • Reuse rubbles and waste earth and stones through landfilling and paving; • Waste concrete with support removed is used as concrete aggregate for backfill, with the reinforced steel pipes recycled.
Noise control	<ul style="list-style-type: none"> • Regularly measure noise on-site every month, and complete the Original Record of Noise Measurement at Construction Site Boundary 《施工場界噪聲測定原始記錄》 and the Report on the Noise Measurement at Construction Site 《施工現場噪聲測定報告》; • Use low-noise and low-vibration devices and take sound and vibration isolation measures (e.g., soundproof enclosure) to mitigate construction noise; • Tighten up the monitoring and management of construction site noises, improve excessive construction site noises in a timely manner, and avoid noise pollution caused to local residents; • Forbid honking of vehicles transporting materials and solid waste on construction sites.

In order to conserve and utilize resources and energy as much as possible, the Group has made comprehensive and systematic planning on reducing the energy consumption of equipment manufacturing and has formulated detailed “Energy Conservation and Emissions Reduction Measures for Equipment Manufacturing”, aiming to encourage and guide operators to actively fulfil specific requirements for energy conservation and emissions reduction in daily work, thereby realizing the efficient use of energy and environmental protection in the process of equipment manufacturing.

Energy conservation measures for equipment

- Conduct an overall evaluation of currently-used or proposed machinery, select new and advanced equipment that is energy-saving and environmentally-friendly, and phase out or restrict old machinery and equipment that are in poor condition and have high energy consumption;
- Conduct routine maintenance on machinery to ensure equipment remains in good technical condition, reducing occurrences of leaks and drips, and eliminating the operation of machines with undiagnosed issues. This approach helps to lower energy consumption.
- Promote the application of new electricity-saving products such as frequency converters and soft starters;
- Popularize the use of more efficient and energy-saving transformers and motors of new types to achieve good energy-saving effects;
- Select energy-saving lamps that meet the standards for use in specific operational environments to reduce electricity consumption for lighting.

In addition, the Group actively participates in industry green construction technology exchanges, continuously enhancing its energy-saving and efficiency-improving technological levels by participating in professional conferences and forums. We maintain close communication with industry peers, sharing practical experience and having in-depth discussions on topics such as energy conservation, emission reduction, and resource recycling, thereby contributing to the improvement of the overall green development level of the industry.



Residential Institute participated in “The 7th China Shield Tunneling Technology Academic Seminar and International Forum on All-Domain Diversified Green and Intelligent Shield Tunneling Technology”

Environmental Education

Beijing Urban Construction Design & Development Group Co., Limited takes green development as its core corporate strategy and has systematically established a comprehensive ecological environment education system. The Group innovatively integrates the concept of ecological protection into its corporate culture. By formulating regulations such as the *Headquarters Energy and Resource Reduction Management Measures* 《總部能源資源節減管理辦法》, it has established a complete educational chain from concept promotion to practical implementation. In terms of educational methods, we adopt a diversified model of “Theory + Practice,” including regularly holding environmental protection lectures, organizing energy-saving technology training, conducting green construction skill competitions, and arranging visits to environmental protection demonstration bases. Through these environmental education activities, we have further deepened employees’ understanding of the importance of green development and inspired the enthusiasm of all staff. At the same time, the Group also regularly organizes activities related to the promotion, learning, and implementation of green construction to ensure that the concepts of environmental protection and energy-saving technologies are effectively conveyed to every construction link. This helps employees adopt scientific construction methods and energy-saving technologies to maximize the reduction of the negative impact of construction on the environment.

Environmental Performance

In 2024, we collected environmental data of the headquarters of UCD and its 39 branches, the headquarters of Rail Company and its 9 projects, and the headquarters of Exploration & Surveying Institute and its 14 branches as well as 1 project in Residential Institute during the Reporting Period. The Group will continue to push forward and improve the recording and management of environmental data in the future. Due to changes in the environmental data statistics scope in 2024, with some projects entering their later stages or completed and the spin-off of individual branches during the Reporting Period, the overall environmental data shows a significant downward trend compared to 2023. The Group will continuously promote and improve the recording and management of environmental data in the future.

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Total Air Pollutant Emission⁴

Indicator	Unit	2024	2023	2022
NOx	kg	1,558.28	17,217.61	39,575.76
SOx	kg	27.21	53.83	107.81
CO	kg	12,051.04	10,386.39	4,656.83
PM10	kg	72.93	190.23	190.65

Resource Consumption and Intensity

Indicator	Unit	2024	2023	2022
Total Energy Consumption ²	MWh	14,549.52	49,415.27	33,532.90
Total Energy Consumption Intensity	MWh/person	3.60	11.94	9.22
Total Electricity Consumption	Total Electricity Consumption	2,537.08	3,333.29	2,834.40
Total Electricity Consumption Intensity	kWh/person	6,279.90	8,057.26	7,793.25
Total Natural Gas Consumption	10,000 m ³	14.69	15.62	55.01
Total Natural Gas Consumption Intensity	m ³ /person	36.35	37.74	151.24

⁴ Air pollutant emissions are mainly from exhaust emissions of owned and leased vehicles and leased engineering machinery owned and controlled by the Group and the emissions of natural gas and liquefied petroleum gas used. The specific emission data is calculated by referring to the *Technical Guide for Air Pollutant Emission Inventory for Road Vehicles (Trial)* (《道路機動車大氣污染物排放清單編製技術指南(試行)》), the *Technical Guide for Air Pollutant Emission Inventory for Nonroad Mobile Sources (Trial)* (《非道路移動源大氣污染物排放列表編製技術指南(試行)》) issued by the Ministry of Ecology and Environment of the People's Republic of China and the *First National Survey of Pollution Sources on Urban Waste Source Discharge Coefficients Handbook* (《第一次全國污染源普查城鎮生活源產排污係數手冊》).

⁵ The following direct energy was calculated by converting the raw data into MWh, and its calculation and relevant conversion factors were referred to the *Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Other Industrial Enterprises (Trial)* (《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》) issued by the National Development and Reform Commission of China and *Gasoline for Motor Vehicles* (GB 17930-2016) (《車用汽油》) (GB 17930-2016) and *Diesel Oil for Motor Vehicles* (GB 19147-2016) (《車用柴油》) (GB 19147-2016) issued by General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China and Standardization Administration of China.

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Indicator	Unit	2024	2023	2022
Total Liquefied Petroleum Gas Consumption	10,000m ³ – gas	3.10	2.32	3.09
Total Liquefied Petroleum Gas Consumption Intensity	m ³ – gas/person	7.66	5.61	8.50
Diesel Consumption	liter	33,213.00	455,989.04	130,889.00
Diesel Consumption Intensity	liter/person	8.22	110.22	35.99
Gasoline Consumption	liter	1,384,938.67	1,079,915.38	1,139,260.07
Gasoline Consumption Intensity	liter/person	342.81	261.04	313.24
Office Paper Consumption	tonne	61.70	144.13	129.68
Office Paper Consumption Intensity	kg/person	15.27	34.82	35.66
Total Water Consumption	10,000 tonne	17.86	67.14	52.17
Total Water Consumption Intensity	tonne/person	44.22	162.21	143.43

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Greenhouse Gas Emissions and Intensity⁶

Indicator	Unit	2024	2023	2022
GHG Emissions of Scope 1	tonnes of CO ₂ equivalents	1,984.23	4,735.90	4,296.85
GHG Emissions of Scope 2	tonnes of CO ₂ equivalents	15,818.10	19,009.74	16,456.27
Total Greenhouse Gas Emissions	tonnes of CO ₂ equivalents	17,802.33	23,745.64	20,753.12
Total Greenhouse Gas Emissions Intensity	tonnes of CO ₂ equivalents/person	4.41	5.74	5.71

⁶ GHG emissions of Scope 1 are derived from the exhaust emissions of self-owned and leased vehicles and leased construction machinery owned and controlled by the Group, the GHG emissions from the consumed refrigerants, and the GHG emissions from the natural gas and liquefied petroleum gas used by the Group. The specific emission data has been calculated with reference to the *Sixth Assessment Report* issued by IPCC, the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions of Land Transportation Enterprises (Trial)* 《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》 issued by the Ministry of Ecology and Environment of the People's Republic of China, the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions of Other Industrial Enterprises (Trial)* 《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》 issued by the National Development and Reform Commission of the People's Republic of China, and the *Manual of Pollution Generation and Discharge Coefficients for Urban Domestic Sources in the First National Pollution Source Census* 《第一次全國污染源普查城鎮生活源產排污系數手冊》 led and issued by the State Council of the People's Republic of China. GHG emission of Scope 2 has been calculated with reference to the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions of Chinese Power Grid Enterprises (Trial)* 《中國電網企業溫室氣體排放核算方法與報告指南(試行)》 compiled by the National Development and Reform Commission of the People's Republic of China, the *Technical Guidelines for Compiling Atmospheric Pollutant Emission Inventory of Non-Road Mobile Sources* 《非道路移動源大氣污染物排放清單編製技術指南》 issued by the Ministry of Ecology and Environment of the People's Republic of China, and relevant emission factors in the *Announcement on the Release of 2022 Carbon Dioxide Emission Factors for Electric Power* 《關於發佈2022年電力二氧化碳排放因子的公告》。

ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Total Waste Produced and Intensity

Indicator	Unit	2024	2023	2022
Total Hazardous Waste Produced and Intensity				
Total Waste Batteries Produced	kg	93.05	535.11	491.97
Total Waste Batteries Produced Intensity	kg/person	0.02	0.13	0.14
Waste Fluorescent Lights	piece	354	4,730	1,518
Waste Fluorescent Lights Intensity	piece/person	0.09	1.14	0.42
Total Waste Printer Cartridges Produced	piece	1,042	4,700	2,682
Total Waste Printer Cartridges Produced Intensity	piece/person	0.26	1.14	0.74
Total Waste Chemicals Produced	kg	0.00	1.5	9.40
Total Waste Chemicals Produced Intensity	kg/person	0.0000	0.0004	0.003
Total Waste Selenium Cartridge	piece	1,276	/	/
Total Waste Selenium Cartridge Intensity	piece/person	0.32	/	/



ENERGY CONSERVATION AND ENVIRONMENTAL PROTECTION, GREEN DEVELOPMENT (Continued)

Indicator	Unit	2024	2023	2022
Total Non-hazardous Waste Produced and Recycled				
Office Garbage Produced	tonne	174.37	1,143.15	814.04
Office Garbage Recycled	tonne	115.54	1,002.85	709.80
Household Garbage Produced	tonne	582.22	2,388.60	1,165.46
Household Garbage Recycled	tonne	55.48	1,771.52	747.97
Construction Waste Produced	tonne	4,202.51	534,003.91	7,163.23
Construction Waste Recycled	tonne	3,971.41	248,351.8	2,918.66
Experiment Waste Residue Produced	tonne	117.13	140.20	100.45
Experiment Waste Residue Recycled	tonne	9.13	31.36	39.57
Total Non-hazardous Waste Produced	tonne	5,076.22	537,675.86	9,243.18
Intensity	tonne/person	1.26	129.97	2.54

GIVING BACK TO THE COMMUNITY THROUGH CHARITABLE UNDERTAKINGS



The section mainly replies to the following major ESG issues:

Community investment (e.g., contributions to improving education, medical condition, poverty, etc.)

Upholding the public welfare philosophy of “Small acts of kindness, big hearts of love (積小善為大愛)”, the Group integrates social responsibility into its corporate development. We firmly believe that every small act of kindness is an important force for social improvement. In 2024, the Group continuously carried out diversified public welfare activities through systematic public welfare management system, focusing on rural revitalization, providing disaster relief and helping the needy and other areas of public welfare. The Group organized 1,456 hours of volunteer services and called on party members and the public to participate in the “Love and Care by Communist Party Members (共產黨員獻愛心)” activity, which donated a total of approximately RMB58,000.

Rural Revitalization

UCD deeply implemented the strategic deployment of rural revitalization by the Party Central Committee and practically fulfilled social responsibility for state-owned enterprises to contribute to rural revitalization by fully leveraging professional advantages and innovating assistance models. In 2024, the Group carried out rural revitalization through multi-dimensions and multi-channels, and made a significant achievement. During the Reporting Period, we invested a total of RMB1,710,000 in consumption-driven assistance, and assisted less-capable villages in the collective economy to increase their income by RMB100,000, thereby practically fulfilling responsibility of state-owned enterprises and presenting contributions made by UCD.

GIVING BACK TO THE COMMUNITY THROUGH CHARITABLE UNDERTAKINGS (Continued)



Case: Accurate visit to Chenggezhuang Village

In 2024, the Group sent delegates to Chenggezhuang Village where the Group is responsible for assistance, and they visited and consoled 19 households in difficulties. Through on-site investigation and household visit, they understood the actual needs of the villagers and accordingly formulated the assistance scheme to effectively solve the acute and intricate problems of the masses. This activity not only sent materials to the needy, but also conveyed the care and warmth of the Group, which was highly recognized and unanimously praised by the local villagers.



Visiting Chenggezhuang village

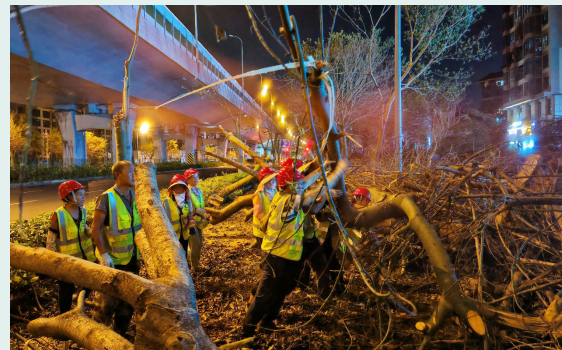
Provide Disaster Relief and Help the Needy

The Group is committed to the development of social welfare, and actively contributes to the society, dedicating love with practical actions to promote the sustainable development of the society. In respect of providing disaster relief and helping the needy, the Group established a rapid response mechanism to provide in-time and effective assistance for affected areas and the needy through materials donation, fund support, volunteer services and etc.



Case: Exploration & Surveying Institute actively participated in disaster relief and post-disaster reconstruction of “Yagi”

Confronting the severe test of super typhoon “Yagi”, the Hainan Branch of Exploration & Surveying Institute of UCD rapidly responded. Under the unified deployment of the Group, the institute cooperated with 18 members in Hainan region to set up a joint emergency headquarters and construct a solid defense for flood and typhoon control. After the disaster, the joint emergency rescue team of UCD immediately put into rescue and relief work, with more than 500 rescue team members and more than 50 sets of vehicles and machines fighting in the most affected front-line areas for day and night. The rescue team efficiently completed urgent, difficult and dangerous tasks such as cleaning of more than 20 roads and 6 hospitals, and restoration of 2 schools, which provided a strong guarantee for the rapid restoration of production and social resumption for affected people. The rapid response capability and professional rescue level were highly recognized by the provincial and municipal housing construction system of Hainan province, which demonstrated the Group’s sense of responsibility and its ability to execute missions with determination, and made important contribution to the post-disaster reconstruction in Hainan province.



Site of the Exploration & Surveying Institute participating in disaster relief and post-disaster reconstruction of “Yagi”

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
Environment			
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.	Energy Conservation and Environmental Protection, Harmonious Development
	A1.1	The types of emissions and respective emissions data.	Environmental Performance
	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).	Environmental Performance
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Performance
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Protection Goals
	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.	Green Office Green Construction

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (Continued)

Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
A2 Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Conservation and Environmental Protection, Harmonious Development
	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).	Environmental Performance
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Performance
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Office Green Construction
	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.	Green Office Green Construction
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable, as the Group's business does not involve product manufacturing.
A3 The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Energy Conservation and Environmental Protection, Harmonious Development
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Energy Conservation and Environmental Protection, Harmonious Development
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.	Climate Change
	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.	Climate Change

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (Continued)

Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
Community			
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, antidiscrimination, and other benefits and welfare.	Build on Team Cohesion through Effective Staff Care
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Talent Management
	B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Management
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.	Work Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Work Safety
	B2.2	Lost days due to work injury.	Work Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Work Safety
B3 Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Craftsmanship
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Craftsmanship
	B3.2	The average training hours completed per employee by gender and employee category.	Craftsmanship

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (Continued)



Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
B4 Labour Standards	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 preventing child and forced labour.	Talent Management
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Management
	B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Management
B5 Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supplier Management
	B5.1	Number of suppliers by geographical region.	Supplier Management
	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.	Supplier Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supplier Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supplier Management

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (Continued)

Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
	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, labelling and privacy matters relating to products and services provided and methods of redress.	As the Group's businesses do not involve the production of any products, matters related to product labelling do not apply to the Group. Other matters related to product responsibility have been disclosed by the Group in Service Quality.
B6 Product Responsibility	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Service Quality
	B6.2	Number of products and service related complaints received and how they are dealt with.	Service Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Promote Innovation
	B6.4	Description of quality assurance process and recall procedures.	Service Quality
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Service Quality
	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.	Anti-corruption
B7 Anti-corruption	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.	Anti-corruption
	B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.	Anti-corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

ANNEX: THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (Continued)

Subject Areas	Aspects	Key Performance Indicators (KPIs)	Where the disclosure can be found
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.	Giving Back to the Community through Charitable Undertakings
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Giving Back to the Community through Charitable Undertakings
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Giving Back to the Community through Charitable Undertakings



北京城建设计发展集团股份有限公司

BEIJING URBAN CONSTRUCTION DESIGN & DEVELOPMENT GROUP CO., LIMITED