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1. Highlights

1.1 Corporate profile

Established in 2000, Debao Property Development Ltd. (**Debao** or the '**Company**'), together with its subsidiaries, (the '**Group**') is an integrated property developer of quality integrated residential properties and commercial properties from Foshan City, Guangdong Province, the People's Republic of China (**PRC**).

Our vertically-integrated business model and operations enable us to carry out key aspects of property development, such as design, construction and marketing, in-house as well as manage the developments after completion.

Led by our experienced management team, we have built a strong presence and brand name in developing large scale and multi-phased projects that are fully integrated with ancillary facilities.

Our business comprises four segments: property development, construction contract, property investment and property management.

As at 31 December 2019, the Group has a total gross floor area (**GFA**) of approximately 515,000 m² of properties under and held for future development, including two projects in Malaysia. As part of our property investment business, we hold selected commercial properties that we have developed or bought for capital appreciation for recurring and stable rental income. We also provide management services for residential properties developed by us.

As testament of our quality operations and property developments, our Jiangnan Mingju Phases 1 to 4 won the Double Gold Prize (Construction and Environment) in the National Residential Construction, Planning and Design Competition (全国人居经典建筑规划设计方案竞赛:建筑、环境双金奖) in October 2004.

Apart from China development projects, the Group has been actively exploring and studying commercially viable new ventures and overseas development projects.

Since 2012, the Group has extended its operations to Malaysia as part of its strategy towards globalisation and build an international brand name in property development. As at the date of this annual report, we have three projects in Malaysia, especially the Plaza Rakyat Project, located in central Kuala Lumpur, which when completed, will become the next most significant landmark of Kuala Lumpur after the Petronas Twin Towers.

Debao is listed on the Mainboard of the Singapore Exchange Securities Trading Limited (**SGX-ST**) under the stock code BTF.



1.2 Message to stakeholders

Debao has been committed to creating a sound living and working environment for our customers. This reflects not only our attitude to the environment and responsibilities for the society, but also our expectations for the future.

In FY2019, we continue to engage in constructive dialogue with our stakeholders and focus on our four key pillars of Green Development, Operational Safety, Environmental Sustainability and Employee Motivation. We will strive to continue having zero accident rates in all our current property development projects. We are also aware that our carbon footprint arises primarily out of electricity consumption of our companies. As such, we will step up our efforts on improving the energy efficiency of our operations in the coming year, doing our part to contribute to the positive global action on climate change.

However, the emergence of COVID-19 at the end of FY2019 has created instabilities amongst the international economy and generated considerable negative impact. It will certainly have a significant impact on lifestyles, businesses and communities globally. We have therefore taken all necessary measures to ensure the safety and well-being of our personnel and to mitigate the economic fallout of this pandemic, including lockdowns and compulsory business shutdowns. This includes the implementation of business continuity plans, and austerity measures.

In demonstrating our solidarity to join the authorities' efforts to control the pace of the spread of COVID-19, we vigilantly complied with the government's measures in PRC and Malaysia, including stopping onsite construction works at the Imbi Project. In addition, the Group has instituted precautionary measures to protect the health and safety of its employees. As the current COVID-19 situation continues to develop, we shall keep a close eye on our operations, and announce any material changes to our business performance to shareholders timely, as and when appropriate.

Lastly, we wish to confirm that the Board has considered sustainability issues as part of its strategic formulation, determined the material environmental, social and governance (**ESG**) factors and overseen the management and monitoring of the material ESG factors.

As part of Debao's commitment to sustainable development, we will continue to strive to do business in a responsible way. We will improve on our sustainability achievements and partner with other parties to create a green ecosphere as well as a natural and harmonious living environment.

On behalf of the Board of Directors

ZHONG YUZHAO
Executive Director and CEO



1.3 Scope of sustainability report

The scope of the report covers information on material sustainability aspects of Debao from 1 January 2019 to 31 December 2019 unless otherwise specified. We believe that the report should sufficiently address stakeholders' concerns in relation to sustainability issues arising from the Group's major business operations.

This report is prepared in accordance with the Global Reporting Initiative (**GRI**) Standards: Core Option as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7.6 of the Singapore Exchange Securities Trading Limited (**SGX-ST**) Listing Manual. In preparing our report, we applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

1.4 Restatements

No restatements were made from the previous report.

1.5 Sustainability contact

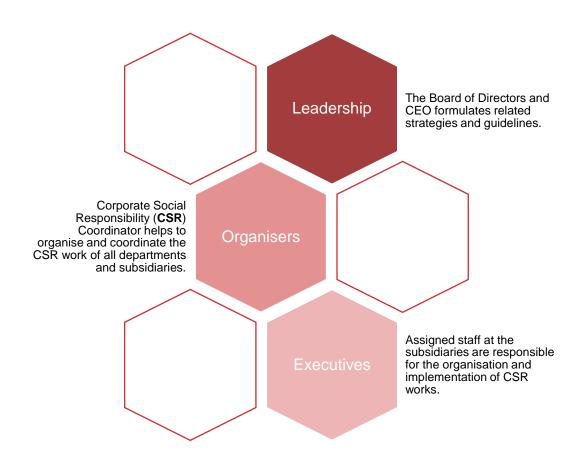
We welcome your views and feedback on our sustainability practices and reporting at ir@fsnhdebao.com.



2. Our approach to sustainability

2.1 Sustainability organisational structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much determine our financial performance. We developed a sustainability organisational structure to move things forward:



2.2 Sustainability strategy

Our sustainability strategy aims to create integrated values. Together with disciplined execution of our strategy and a commitment to doing business responsibly, we commit to deliver value to all our stakeholders through the following:



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

- Safety Management (安全技术管理), which covers aspects on safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.
- Equipment Management (设备与设施管理), which covers aspects on equipment listing, equipment contracts, equipment safety permits, equipment operations manuals and safety labels.
- Subcontractor Management (分包单位管理), which covers aspects on subcontractors listing, subcontractors jobs and responsibilities, quality of goods delivered, and subcontractor evaluations.
- Human Resources Management (人事管理), which covers aspects on employee handbook, department-specific performance evaluations, rewards and penalties.

The strategy is also guided by external sources, including the Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7.6 of the Singapore Exchange Listing Rules.

2.3 Consulting our stakeholders

We recognise the need to continuously develop our responsible business approach in order to address growing stakeholder expectations around our impact on the economy, environment and society. As such, we periodically consult with our stakeholders to determine the issues that are most relevant to them and Debao.

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.

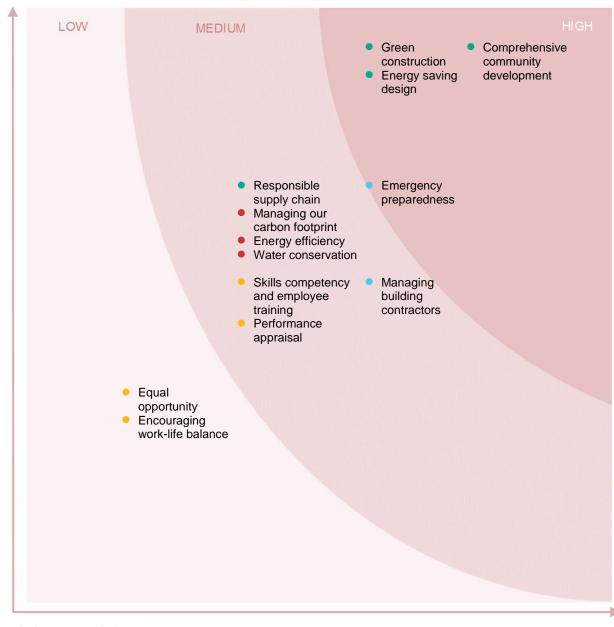
Stakeholders	How we listen	Why we do it	What you've told us
Builders and suppliers	Daily project meetingsPeriodic evaluations on suppliers' performance	 Ensure construction projects are completed on time at a reasonable quality and cost 	 Ability to meet Company's quality standards Ability to meet Company's delivery timelines
Customers	Road showsFeedbacksCompany's website	 Safeguard investment value of customer Ensure customer satisfaction is upheld Ensure service standard 	 Optimizing customer service Increase in investment value of properties
Employees	Internal updates and communicationEvents and functions	 Improve employee's capabilities through internal and external training Improve employee's well-being through managing health and safety 	Health and safetyCareer progressionBenefits and rewardsExternal courses
Regulatory authorities (Governments, SGX, MOM, IRAS)	 Regular updates and communication Reports and compliance Periodical meetings with government bodies 	 Adhere to environmental regulations for chemical production Good relationship between continuing sponsor and Company Dialogue with SGX Active participation in SGX events to increase visibility and transparency 	Compliance with relevant laws and regulations
Shareholder and investors	 SGX Announcements Shareholder's meeting Annual reports Company's website Regular updates and communication 	Committed to delivering economic value to our capital providers through a strong financial performance and our methods of engagement with them.	 Long-term profitability Sustainability matters Group's performance against targets Compliance with all relevant requirements Business continuity

2.4 Sustainability materiality

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material aspects which are aligned with our principal business and operational risks, and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix A**. We will review and adjust the matrix each year, as the external and business context changes.

The aspect boundaries 'within' the organisation are limited to Debao and our subsidiaries, whereas the aspect boundaries 'outside' the organisation include builders and suppliers, customers, employees, regulatory authorities (Governments, SGX, MOM, IRAS), shareholder and investors.



Importance to stakeholders

3. Our performance

3.1 How we measure our performance

Our **sustainability strategy** is embedded into the appropriate parts of our business, with dedicated teams for each focus area, and coordination by our relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programs have advanced, through a series of 'commitments'.

Metrics and targets

We have established key performance indicators for each of the four focus areas outlined in our **sustainability strategy**. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.

Commitments

To ensure we have a robust sustainability programme in place, we have included the key commitments for each area of our sustainability strategy. The progress we have made against each key commitment is indicated using the symbols shown in the table below.

We track and review our sustainability programme with the Board of Directors at least once a year.

Symbols used to indicate progress against commitments

Symbol	Meaning	
N	New commitment this year	
0	Not started	
•	In progress	
•	Complete	
0	Ongoing commitment: no end date	



3.2 Green development

Overview

Since 2000, Debao has been an integrated property developer of quality integrated residential properties and commercial properties in the PRC. In 2012, we further expanded our operations to Malaysia.

We recognise that "green development" has become a common pursuit of our people, and we too, have started to integrate this aspect into our projects from commencement to completion. Our vertically integrated business model and operations allows us to embed green practices into key aspects of property development, from design, construction and marketing to managing the developments after completion.

Comprehensive community development

We adhere to the mindset and practice of "green and eco-friendly development" throughout the lifecycle of a project and advocate "green office" among the employees to economise on the resources, abate pollution and reduce CO₂ emission to the greatest extent, so as to contribute more to a bluer sky and cleaner water.

Over the years, we are involved in a number of integrated developments comprising both residential and commercial units, including Plaza Rakyat, Sihui Project, Jiangnan Mingju and Jin Long Garden. Most major amenities, shopping and entertainment are within walking distance. This encourages an active lifestyle amongst the residents, boosts work life balance, reduces vehicular fuel consumption, and enables people to enjoy a higher standard of living.

In FY2019, the total GFA for all development properties of the Group (since 2000), comprising completed properties and properties under development, stands at 1.79 million m², as the Plaza Rakyat Project has been put up for sale, pending regulatory approvals. Please refer to the list our property developments to date (since 2000) in **Appendix A**.

We will continue to track and monitor the GFA for all development properties of the Group and report the progress every year.



FY2019 Performance

14

Completed property developments (since 2000)

1.28_m

GFA for completed properties (since 2000) (in square metres)

0.51_m

GFA for properties under construction (in square metres)

0

Regulatory incidents

65%

Purchases from local suppliers

Green construction

We have extended the connotation of green properties, and followed the idea of environmental protection throughout the whole process of construction. Together with our partners, we have made in-depth research over a rational construction site layout, and continuously enhanced on-site management to create a clean, tidy, comfortable and safe construction environment.

We have made explicit provisions over noise, exhaust gas, sewage and solid wastes generated in everyday life and production. We have also taken protective measures over soil and natural resources and minimised the influences of dusts and construction wastes on the communities and residents in strict compliance with national and municipal regulations.



Noise management

- Setting reasonable construction timetable according to the noise limits at different stages.
- Vigorously promoting new noise-reduction and vibration-damping technologies to abate noise during pile foundation engineering, etc.
- Taking proper measures to reduce the noises generated by mixers and other noisy machineries.



Dust and airborne contaminants management

- Sprinkling water to lay the dust during dust-prone operations, loading/unloading and transportation.
- Properly storing and covering any granular materials that are easy to ascend into the air; and cutting materials in the shed with proper dustcontrol measures.
- Do not burn any substances that may produce harmful or poisonous gas, smoke or dust at the construction sites.



Sewage management

- Finishing the installation of drainage and sewage treatment facilities before
 the commencement of construction, to ensure up-to-standard water
 discharge, no accumulated water on site, and no overflow or blockage
 during drainage.
- Recycling processed construction sewage



Construction waste management

- Taking proper measure to minimise solid wastes, such as centralised mortar mixing and reduced use of bagged cements.
- Disposing construction and domestic wastes in strict compliance with the government requirements

In FY2019, the Group was not in violation of any of the relevant construction laws and regulations in the countries that we operate in, that have a significant impact on the Group. As part of our strategy, we seek to continue to be fully compliant with relevant construction laws and regulations in the countries that we operate in, that have a significant impact on the Group.

Energy saving design

Project conceptualisation is carried out in the initial phase for property development. This may be carried out in-house by the Group, or outsourced to professional consultants, such as architects, interior designers, surveyors or engineers (mechanical, electrical, civil and structure). In our recent projects, we have incorporated energy saving designs into our building plans. We will also regularly invest in enhancing the environmental performance of our portfolio.

To improve electrical efficiency, various energy saving practices have been implemented in the residential and commercial properties managed by the Group.

For example, all air-conditioning units in the Plaza Rakyat project comply to the energy efficiency equivalent to 3-ticks of the BCA Greenmark. Hence, these units consume less electricity and are more environmentally-friendly.

Going forward, we seek to align ourselves with international standards and best practices in green building design and construction by committing to obtain green building certification (e.g. LEED certification program) for our new properties.

These green building certification programs will provide us with external assurance on the measures we have incorporated to improve the environmental performance of our buildings. We will continue to review our strategy in pursuing green building certifications to keep our competitive edge, and contribute to raising industry standards for green building design and construction over the long term.

Responsible supply chain

We have constantly improved the procurement management and bidding system, maintained good partnership with our suppliers and subcontractors, and further deepened strategic cooperation with outstanding partners for the sake of shared development under a rigorous supplier evaluation system, thus boosting the overall capacity of the supply chain.

We have consistently followed the ideology of honest procurement and safeguarded the fundamental rights and interests of suppliers in a fair, just and open manner.

We believe that a secure and stable local supply chain that meets our sustainability needs is very important to ensure the smooth and uninterrupted operation of our operating activities.

In FY2019, 65% of our purchases are sourced from local suppliers, representing a slight decrease from the previous year due to lower operations volume and different purchasing mix. As part of our strategy, we have committed to source at least 70% of our purchases locally.

Commitments: Green development

Track and report the GFA GFA for all development properties of the for all development FY2019 progress Group (m²) (0) properties of the Group There are 14 completed properties to (since 2000) 2019 1.28 date (since 2000) and 3 properties under development. Plaza Rakyat Project has been put up for sale in FY2019, pending regulatory approvals. Full compliance with **Achievements** FY2019 progress \odot relevant construction laws Fully compliant with relevant construction The Group was not in violation of any of and regulations in the laws and regulations in the countries that the relevant construction laws and countries that we operate we operate in regulations in the countries that we operate in, that have a significant impact on the Group. Source at least 70% of our Purchases sourced locally (%) FY2019 progress purchases locally 65% of our purchases are sourced from 2019 65 local suppliers, representing a slight decrease from the previous year due to 69 lower operations volume and different purchasing mix.

3.3 Operational safety

Overview

Safety is of paramount importance to us, and we have always stressed the importance of production safety in all our operations, especially when we deal with our building contractors.

Managing building contractors

Construction site safety is a top priority for the Group. Our major construction projects are located in China and Malaysia. We institutionalised our construction safety management with the following objectives:

- To ensure contractor compliance with the relevant safety regulations;
- To establish an effective communication platform that helps enhance the overall awareness of our staff and contractors of how to deal with safety concerns;
- To build up the knowledge and capacity of site workers on how to carry out their work in a safe fashion; and
- To minimise site injuries and to achieve zero fatalities.

The Group has developed a comprehensive set of guidelines and operating procedures to enhance overall safety performance at our project sites. In particular, our Safety Management Policy and Equipment Management Policy clearly articulate our specific safety requirements and emergency protocols for different work tasks.

While the Project Department acts as a coordinator for all matters related to construction safety, the Group has delegated specific responsibilities to different parties, to facilitate the incorporation of safety considerations and manage the potential safety hazards from multiple perspectives at different stages of a construction project. We have also hired dedicated consultants that specialise in construction site health and safety for our key projects in China and Malaysia. We regard this action as an extra line of defence.

In FY2019, we continued our track record of zero fatalities and accidents, and have committed to maintain this trend in future years. We commit to ensure the safety of our employees, those who work with us and anyone affected by our works as our number one priority.

FY2019 Performance



Fatalities



Serious accidents



Accidents per 100,000 man-hours

Emergency preparedness

While we emphasise on preventing safety incidents, we also prepare the employees to handle and respond to emergencies, including potential accidents and fire. This is very important to reduce and limit the impact and casualty as a result of the any safety incidents that may happen in our line of work. Emergency response procedures is an important part of our Safety Management Policy.

In addition, we have in place a series of emergency response procedures for our property management division for the following:

- Fire
- Flood
- Torrential rain
- Typhoon preparation
- Power outage
- Elevator failure

- Gas leakage
- Burglary
- · Fights or violence
- Demonstrations or riots
- Bomb disposal

COVID-19 Pandemic

The emergence of COVID-19 at the end of FY2019 has created instabilities amongst the international economy and generated considerable negative impact. It will certainly have a significant impact on lifestyles, businesses and communities globally.

We have therefore taken all necessary measures to ensure the safety and well-being of our personnel and to mitigate the economic fallout of this pandemic, including lockdowns and compulsory business shutdowns. This includes the implementation of business continuity plans, and austerity measures.

In demonstrating our solidarity to join the authorities' efforts to control the pace of the spread of COVID-19, we vigilantly complied with the government's measures in PRC and Malaysia, including stepping up of social distancing and personal hygiene in the PRC and stopping on-site construction works at the Imbi Project in Malaysia. In addition, the Group has instituted precautionary measures to protect the health and safety of our employees. We have also initiated business continuity planning to protect our staff and mitigate the impact on the Group's business operations.

Currently, the following safeguards are in place in our PRC office, and will be put in place in our Malaysia office when the movement control order is lifted:

- Safe distancing of employees within separate offices
- Employees originating from Hubei Province to continue working from home
- Temperature screening of all personnel entering or leaving the company premises
- Distribution of face masks and sanitisers to all our staff, and briefing them on good personal hygiene measures

We will monitor the local situation and will put in place the above practices and any additional controls as required by the local governments (e.g. quarantine measures, stop work orders) where applicable.

As the current COVID-19 situation continues to develop, we shall keep a close eye on our operations, and announce any material changes to our business performance to shareholders timely, as and when appropriate.

Commitments: Operational safety

Achieve zero fatalities and accidents

Achievements

Achieved zero fatalities and accidents.

FY2019 progress



- The Group continued our track record of zero fatalities and accidents.
- We commit to ensure the safety of our employees, those who work with us and anyone affected by our works as our number one priority.

3.4 Environmental sustainability

Overview

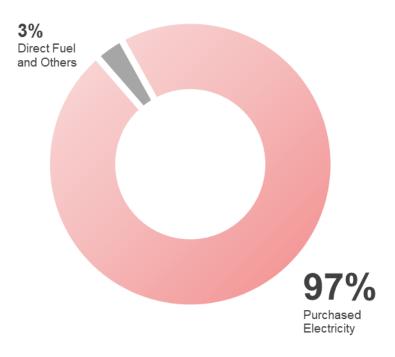
We are committed to constructing and managing worldclass sustainable buildings that add tangible value to the communities we serve and to operate and maintain those buildings with a strong emphasis on the triple bottom line of economy, environment and society.

Managing our carbon footprint

We are committed to positive action on climate change and dedicated to reducing the carbon emission in our daily operations. Employees are also reminded to save electricity and fuel consumption through regular internal communications.

To determine the carbon footprint, we collect energy usage data from each our businesses and then calculate our total annual greenhouse gas emissions.

In FY2019, Debao generated a total carbon footprint of 4,708 tonnes of carbon dioxide emission (**tCO**₂**e**). The emission mainly arises from purchased electricity used in our properties which accounted for close to 97% of the total carbon emission of Debao.



The total carbon footprint slightly increased from the previous year due to increased petrol fuel usage and business air travel.

There has been continuous efforts to optimise eco-efficiency in our building operations, resulting in a slightly lower electricity usage in the current year. For example, we are replacing old, less efficient lighting fixtures with modern, more energy efficient ones.

FY2019 Performance

4,708tCO2e

Total carbon footprint

293m³

Total water consumption

We follow the Greenhouse Gas Protocol established by the World Resources Institute and the World Business Council for Sustainable Development, the standard manual for measuring corporate greenhouse gas emissions. Using the "control method", we include 100% of the emissions associated with businesses which we directly control. Our carbon footprint includes:

- All fuels used directly by our companies (Scope 1 emissions)
- All purchased electricity used in our properties (Scope 2 emissions)
- Impact of business air travel (optional Scope 3 emissions)

We will continue to monitor our performance on reduction of total carbon footprint and report the progress every year.

Energy efficiency

Buildings are energy-intensive structures and electricity often constitutes a significant proportion of operating expenses. By investing in energy efficiency, we not only help protect the environment but can also lower our financial costs.

To enhance our existing assets, we have allocated considerable resources to the refurbishment of existing properties. Initiatives over the past years include replacing conventional light bulbs with LED light bulbs.

Water conservation

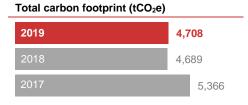
Water scarcity is a growing concern around the world and a serious global challenge that we must work together to address.

In FY2019, Debao recorded a water consumption of 293 m³, representing a slight increase from the previous year. We will continue to step up efforts to reduce water consumption at our properties, including installing water-efficient fittings and raising awareness of water scarcity issues among our employees, tenants, customers, and communities.

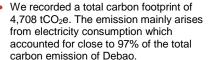
We will continue to monitor our performance on reduction of total water consumption and report the progress every year.

Commitments: Environmental sustainability

Track and report the total carbon footprint



FY2019 progress

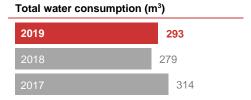


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- The total carbon footprint slightly increased from the previous year due to increased petrol fuel usage and business air travel.
- There has been continuous efforts to optimise eco-efficiency in our building operations, resulting in a slightly lower electricity usage in the current year. For example, we are replacing old, less efficient lighting fixtures with modern, more energy efficient ones.

Track and report the total water consumption



FY2019 progress

- We recorded total water consumption 293 m³, representing a slight increase from the previous year.
- We will continue to step up efforts to reduce water consumption at our properties, including installing waterefficient fittings and raising awareness of water scarcity issues among our employees, tenants, customers, and communities

3.5 Employee motivation

Overview

We have a comprehensive performance appraisal programme and rewards system based on the result of the appraisal. The performance appraisal programme is essential for us to understand the skills level of the employees and appropriate training programmes can be designed to fill up the skill gaps.

We emphasise on the career path and progression of our employees, and have built several two-way communication channels to ensure the career development needs of our employees are taken into consideration whenever it is possible. Training opportunities are equal to all employees based on needs identified.

Though these efforts, we are well-positioned to provide a constructive working experience to our employees and contribute to the economic development and skilled labour resources of the local community.

Skills competency and employee training

To ensure that our employee excel, we emphasise on continuous learning in the workplace. Every employee has equal opportunities to upgrade and sharpen their skill sets through formal and on-the-job internal training programs.

In FY2019, Debao invested an average of 11.8 hours of training on each employee, representing a 10% increase from the previous year. The increase is due to increased efforts by the Company to ensure employee's skill competency.

As part of our strategy, Debao has committed to achieve a minimum of 10 hours of training per employee on an ongoing basis.

Performance appraisal

To ensure the Company achieves its goals, we have various performance appraisal methods in place to determine the performance of the Company as well as each individual employee.

The employee performance appraisal comprises mainly quantifiable evaluation criteria. In addition, we actively collects performance information for each employee each month through inputs from direct supervisors and feedbacks, as well as periodical employee communication sessions.

These collected information allow us to understand the performance and skills development needs of each team and individual employee from multiple aspects. This is crucial for the Company to develop annual training programs for employee that are designed to enhance the skills of the employee and aims to improve the overall productivity.

In FY2019, all of our employees are at least subject to an annual performance appraisal by their superiors. We seek to continue this practice in the coming year.

FY2019 Performance

11.8

Training hours per staff

100%

Employees subject to regular performance appraisal

36%

Female representation in workforce

21%

Female representation in management

Equal opportunity

Debao has always been an equal opportunity employer to provide a fair workplace for employees, following the principles of equality and non-discrimination. Recruitment, remuneration, promotion, and benefits are required to be handled based on objective assessment, equal opportunity and non-discrimination regardless of gender, race, marital status, pregnancy, disability, age or family status.

We attract talent through fair, and flexible recruitment strategy that includes recruitment application, job description, job applications, interview, selection, approval, and job offer. Promotion is based on performance and suitability.

We offer competitive remuneration to attract and retain talented staff members. Remuneration packages (which include the necessary social benefits) are reviewed periodically to ensure consistency with employment market. Dismissal also complies with employment laws and regulations relating to nondiscrimination.

In FY2019, female employees comprise 36% of our entire workforce, with female representation in management at 21%. We will continue to track and monitor female representation in our workforce and report these statistics every year.

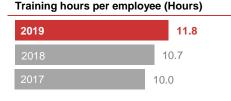
Encouraging work-life balance

We organised a variety of employee activities to help them relax their mind and body, develop teamwork, explore their talent, so as to develop a positive attitude in both work and life.

To enhance employee teamwork and cohesion, improve employee health and improve employee work-life balance, Debao has been organising periodic employee gatherings during major festivals and sports competitions.

Commitments: Employee motivation

Achieve minimum of 10 hours of training per employee



Debao invested an average of 11.8

hours of training on each employee, representing a 10% increase from the previous year.

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The increase is due to increased efforts by the Company to ensure employee's skill competency.

All employees are at least subject to an annual performance appraisal by their superiors

Track and monitor female representation in workforce

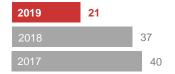
Achievements

All employees are at least subject to an annual performance appraisal by their superiors.

Female representation in workforce (%)



Female representation in management (%)

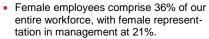


FY2019 progress

FY2019 progress

All employees are at least subject to an annual performance appraisal by their superiors.

FY2019 progress



Debao has always been an equal opportunity employer to provide a fair workplace for employees, following the principles of equality and nondiscrimination. We will continue this practice in future years.

Appendix A: Corporate milestones

2019 and beyond

Project name (Expected date of completion)	GFA (m²)	Location	Type of development
Bay ONE (Additional Sihui Project) (2021)	100,000	Zhaoqing	Large-scale integrated development
Imbi Project (2022)	194,000	Kuala Lumpur	Integrated development
Kuchai Lama Project (Reserved for future development)	221,000	Kuala Lumpur	Integrated development
Total	515,000		



Year	Project name	GFA (m²)	Location	Type of development
2019	Tianjin Boulevard	42,000	Tianjin	Redevelopment of leased heritage building for commercial and leisure mall
2016	Sihui Project Block B&C	97,000	Zhaoqing	Large-scale integrated development
2015	Shanshui Longpan Phase 3(i) High-rise Flats No.1 to 6 and Club	50,000	Foshan	Part of multi-phases large- scale integrated township development
2014	Sihui Project Block A Sihui City Mall	65,000	Zhaoqing	Large-scale integrated development
2012	Shanshui Longpan Phase 1(ii) Villas	36,000	Foshan	Part of multi-phases large- scale integrated township development
2012	Jin Long Garden South Zone (Joint Venture Project)	83,000	Foshan	Multi-phases integrated development
2011	Shanshui Longpan Phase 1 Villas	61,000	Foshan	Part of multi-phases large- scale integrated township development
2010	Jiangnan Mingju Phases 5 and 6	165,000	Foshan	Multi-phases integrated development
2009	Jin Long Garden North Zone (Joint Venture Project)	45,000	Foshan	Multi-phases integrated development
2007	Jiangnan Mingju Phases 1 to 4	350,000	Foshan	Multi-phases integrated development
2004	Qing Hua Garden (Joint Venture Project)	78,000	Foshan	Integrated development
2002	Guicheng Industrial Park	48,000	Foshan	Integrated development
2000	Debao Garden (Project by our predecessors)	68,000	Foshan	Integrated development
2000	Xinliwan Garden (Project by our predecessors)	91,000	Foshan	Integrated development
	Total	1,279,000		

Appendix B: Sustainability scorecard

Results

Performance indicators	Units	FY2017	FY2018	FY2019
Revenue	¥'million	298	172	124

Green development

Performance indicators	Units	FY2017	FY2018	FY2019
Completed property developments (since 2000)	Number	13	14	14
Gross floor area for completed properties (since 2000)	'000 m ²	1,237	1,279	1,279
Gross floor area for properties under construction	'000 m²	1,242	1,200	515
Total gross floor area for all development properties (since 2000)	'000 m ²	2,479	2,479	1,794
Regulatory incidents	Number	0	0	0
Purchases from local suppliers	Percentage	73	69	65

Operational safety

Performance indicators	Units	FY2017	FY2018	FY2019
Fatalities	Number	0	0	0
Serious accidents	Number	0	0	0
Accidents per 100,000 man-hours	Number	0	0	0

Environmental sustainability

Performance indicators	Units	FY2017	F&2018	FY2019
Total carbon footprint	tCO₂e	5,366	4,689	4,708
Total water consumption	m³	314	279	293

Employee motivation

Performance indicators	Units	FY2017	FY2018	FY2019
Training hours per staff	Hours	10.0	10.7	11.8
Employees subject to regular performance appraisal	Percentage	100	100	100
Female representation in workforce	Percentage	36	36	36
Female representation in management	Percentage	40	37	21

Appendix C: GRI content index

GRI Standards Content Index

The GRI Content Index references the Debao Property Development Ltd Sustainability Report 2019 (SR), and the Annual Report 2018 (AR).

Disclosure number		Disclosure title	Page reference and remarks				
GRI 102: General disclosures							
Organisational profile	102-1	Name of organisation	AR: Corporate Profile (Page 1)				
	102-2	Activities, brands, products, and services	AR: Corporate Profile (Page 1)				
	102-3	Location of headquarters	AR: Corporate Profile (Page 1)				
	102-4	Location of operations	AR: Corporate Profile (Page 1)				
			 AR: Investments in Subsidiary Corporations – Note 22 to the Financial Statements (Pages 85-92) 				
			 AR: Investment in Associate – Note 23 to the Financial Statements (Pages 92) 				
			 AR: Investments in Joint Venture – Note 24 to the Financial Statements (Page 93) 				
	102-5	Ownership and legal form	 AR: General Information – Note 1 to the Financial Statements (Page 46) 				
	102-6	Markets served	 AR: Segment Information – Note 39 to the Financial Statements (Pages 122-126) 				
	102-7	Scale of organisation	AR: Corporate Profile (Page 1)				
			 AR: Segment Information – Note 39 to the Financial Statements (Pages 122-126) 				
	102-8	Information on employees and other workers	SR: Employee Motivation (Pages 16-17)				
	102-9	Supply chain	SR: Green Development (Pages 9-11)				
	102-10	Significant changes to the	 AR: Corporate Profile (Page 1) 				
		organisation and its supply chain	 AR: Segment Information – Note 39 to the Financial Statements (Pages 122-126) AR: Corporate Profile (Page 1) AR: Segment Information – Note 39 to the Financial Statements (Pages 122-126) SR: Employee Motivation (Pages 16-17) SR: Green Development (Pages 9-11) AR: Corporate Profile (Page 1) AR: Our Properties (Pages 2-3) AR: Corporate Milestones (Page 4) AR: Corporate Governance Report (Pages 13-28) Not applicable 				
			AR: Corporate Milestones (Page 4)				
	102-11	Precautionary Principle or approach	AR: Corporate Governance Report (Pages 13-28)				
	102-12	External initiatives	Not applicable				
	102-13	Membership of associations	Not applicable				
Strategy	102-14	Statement from senior decision-maker	AR: Letter to Shareholders (Pages 6-9)				
	102-15	Key impacts, risks, and opportunities	AR: Independent Auditor's Report (Pages 33-38)				
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	SR: Sustainability Strategy (Page 5)				
	102-17	Mechanisms for advice and concerns about ethics	AR: Corporate Governance Report (Pages 13-28)				
Governance	102-18	Governance structure	AR: Corporate Governance Report (Pages 13-28)				
	102-19	Delegating authority	AR: Corporate Governance Report (Pages 13-28)				
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR: Sustainability Organisational Structure (Page 4)				
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR: Consulting Our Stakeholders (Page 6)				

Disclosure number		Disclosure title	Page reference and remarks
	102-22	Composition of the highest governance body and its committees	AR: Corporate Governance Report (Pages 13-28)
	102-23	Chair of the highest governance body	AR: Corporate Governance Report (Pages 13-28)
	102-24	Nominating and selecting the highest governance body	AR: Corporate Governance Report (Pages 13-28)
	102-25	Conflicts of interest	 AR: Corporate Governance Report (Pages 13-28) AR: Directors' Statement (Pages 30-32) SR: Sustainability Strategy (Page 5)
	102-26	Role of highest governance body in setting purpose, values, and strategy	AR: Corporate Governance Report (Pages 13-28)
	102-27	Collective knowledge of highest governance body	AR: Corporate Governance Report (Pages 13-28)
	102-28	Evaluating the highest governance body's performance	AR: Corporate Governance Report (Pages 13-28)
	102-29	Identifying and managing economic, environmental, and social impacts	SR: Sustainability Materiality (Page 7)
	102-30	Effectiveness of risk management processes	AR: Corporate Governance Report (Pages 13-28)
	102-31	Review of economic, environmental, and social topics	SR: Sustainability Report (Pages 1-24)
	102-32	Highest governance body's role in sustainability reporting	SR: Sustainability Organisational Structure (Page 4)
	102-33	Communicating critical concerns	SR: Sustainability Materiality (Page 7)
	102-34	Nature and total number of critical concerns	SR: Sustainability Materiality (Page 7)
	102-35	Remuneration policies	AR: Corporate Governance Report (Pages 13-28)
	102-36	Process for determining remuneration	AR: Corporate Governance Report (Pages 13-28)
	102-37	Stakeholders' involvement in remuneration	AR: Corporate Governance Report (Pages 13-28)
	102-38	Annual total compensation ratio	AR: Corporate Governance Report (Pages 13-28)
	102-39	Percentage increase in annual total compensation ratio	AR: Corporate Governance Report (Pages 13-28)
Stakeholder	102-40	List of stakeholder groups	SR: Consulting Our Stakeholders (Page 6)
engagement	102-41	Collective bargaining agreements	Not applicable
	102-42	Identifying and selecting stakeholders	SR: Consulting Our Stakeholders (Page 6)
	102-43	Approach to stakeholder engagement	SR: Sustainability Strategy (Page 5)
	102-44	Key topics and concerns raised	SR: Consulting Our Stakeholders (Page 6)
Reporting practice	102-45	Entities included in the consolidated financial statements	AR: Investments in Subsidiary Corporations – Note 22 to the Financial Statements (Pages 85-92)

Disclosure number		Disclosure title	Page reference and remarks		
	102-46	Defining report content and topic Boundaries	SR: Sustainability Materiality (Page 7)		
	102-47	List of material topics	SR: Sustainability Materiality (Page 7)		
	102-48	Restatements of information	SR: Restatements (Page 3)		
	102-49	Changes in reporting	Not applicable		
	102-50	Reporting period	SR: Scope of Sustainability Report (Page 3)		
	102-51	Date of most recent report	SR: Scope of Sustainability Report (Page 3)		
	102-52	Reporting cycle	Annual		
	102-53	Contact point for questions regarding the report	SR: Sustainability Contact (Page 3)		
	102-54	Claims of reporting in accordance with the GRI Standards	SR: Scope of Sustainability Report (Page 3)		
	102-55	GRI content index	SR: GRI Content Index (Pages 21-24)		
	102-56	External assurance	No external assurance		
GRI 200: Economic disclosures (applicable sections only)					
Economic performance	201-1	Direct economic value generated and distributed	AR: Financial Highlights (Page 5)		
Procurement practices	204-1	Proportion of spending on local suppliers	SR: Green Development (Pages 9-11)		
Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	There is no incidences of corruption.		
Anti-competitive behavior	206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	There is no legal actions for anti-competition.		
GRI 300: Environment disclosures (applicable sections only)					
Energy	302-1	Energy consumption within the organisation	SR: Environmental Sustainability (Pages 14-15)		
	302-4	Reduction of energy consumption	SR: Environmental Sustainability (Pages 14-15)		
Water	303-1	Water withdrawal by source	 SR: Environmental Sustainability (Pages 14-15) SR: Sustainability Scorecard (Page 20) 		
Emissions	305-1	Direct (Scope 1) GHG emissions	 SR: Environmental Sustainability (Pages 14-15) SR: Sustainability Scorecard (Page 20) 		
	305-2	Energy indirect (Scope 2) GHG emissions	 SR: Environmental Sustainability (Pages 14-15) SR: Sustainability Scorecard (Page 20) 		
	305-3	Other indirect (Scope 3) GHG emissions	 SR: Environmental Sustainability (Pages 14-15) SR: Sustainability Scorecard (Page 20) 		
Laws and regulations	307-1	Non-compliance with environmental laws and regulations	There is no non-compliance with environmental laws and regulations.		
GRI 400: Social disclosures (applicable sections only)					
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Employee Motivation (Pages 16-17)		
Occupational health and safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	 SR: Operational Safety (Pages 12-13) SR: Sustainability Scorecard (Page 20) 		

Disclosure number		Disclosure title	Page reference and remarks
Training and education	404-1	Average hours of training per year per employee	SR: Employee Motivation (Pages 16-17)SR: Sustainability Scorecard (Page 20)
	404-2	Programs for upgrading employee skills and transition assistance programs	SR: Employee Motivation (Pages 16-17)
	404-3	Percentage of employees receiving regular performance and career development reviews	SR: Employee Motivation (Pages 16-17)SR: Sustainability Scorecard (Page 20)
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	SR: Employee Motivation (Pages 16-17)SR: Sustainability Scorecard (Page 20)
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	There is no incidents of discrimination.
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Child labour is strictly prohibited.
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Forced and compulsory labour is strictly prohibited.
Socioeconomic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	There is no non-compliance with socioeconomic laws and regulations.