



內地白領花紅：均值回落 滿意度反升

市場環境改變 員工調整對年終獎的預期



新春臨近，內地打工一族最期待的年終獎（花紅）行情如何？有研究白領年終獎的報告顯示，今年有兩成受訪者透露「能拿到年終獎」，但也有13.8%受訪者直言「確定不會有年終獎」。記者採訪了曾經是年終獎「風光無限」的房地產與金融業人士，在市場調整下，有的對年終獎「沒有期望」。即使有預期獲發年終獎的，也會順着環境變化調整預期。

大公報記者 宋偉、倪巍晨

從智聯招聘發布的「內地白領年終獎調研」數字顯示，今年表示「能拿到年終獎」的受訪者較2023年下降近7個百分點至20.2%。有39.4%的受訪者稱「暫不確定是否有年終獎」。智聯招聘年終獎調研團隊表示，今年內地白領年終獎均值為6950元（人民幣，下同），較上年的8428元減少1478元或17.5%。

「年終獎？不存在的！」入職內地某頭部地產商第十個年頭，蔣文婷已晉升為城市分公司中層，但她直言：「哪怕是房子賣得不錯的那幾年，我們部門也從沒發過年終獎。」

發展商員工月薪較高峰減半

蔣文婷表示：「從入職開始，到房地產市場走下坡，最好的時候就是年末多發一個月薪金，但更多時候是給所謂「過年費」，多則1000元，少則300元，這就算是年終獎啦。」不過，從四年前開始，不僅「過年費」、13薪（13個月薪金）統統取消，就連工資都開始縮水。「我的月薪從最高時期15000元一路下調，現在已回到剛入職時一樣只有7000多元。」儘管工資腰斬，年終獎歸零，但蔣文婷自認仍是幸運兒。只因近兩年，她所在的城市分公司已從鼎盛時期的六七百名員工，一路裁員到只剩不足30人。

儘管蔣文婷也有同事跳槽到其他開發商，但「年終獎」的情況大同小異。「冬天是成交淡季，年末獎金池的總額並不高，而年終獎又要根據職位職務分級，基層員工分得不多。」她以自己所在的城市分公司舉例，在景氣好的時候，假

設新盤開賣銷售額數億元，獎金池就有幾百萬元，董事長分走20%，其他高層分走30%，剩下的一半獎金由工程、營銷部門分大頭。到最後，餘下部門只能分得2%甚至1%。

在另一家頭部地產公司，蔣文婷的舊同事王欣情況稍好一些，但也抱怨說，自己名義上拿着15薪（15個月薪金），然而每個月工資都沒有足額發放。「按理應該每個月發的獎金，結果最後以年終獎的名義發給你，其實是羊毛出在羊身上。」王欣透露，就連自己跳槽入職時，合同上填的工資額只有談好薪酬的一半，另一半每個月以獎金名義發放。行業寒冬之下，大家早都接受沒年終獎，畢竟能保住工作已經不錯了。

金融業花紅最多 均值7922人民幣

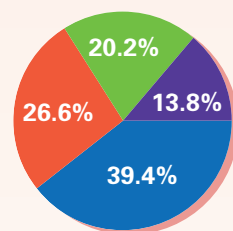
報告顯示，今年金融業白領年終獎均值為7922元，雖然繼續領跑其他行業，但較上年的12446元均值回落35%。有金融分析師表示，由於簽署了薪酬保密協議，因此不方便透露年終獎等情況，「儘管去年股市震盪，但年終獎不會缺席。」他補充說，市場出現趨勢性上行行情時，金融業對薪資和年終獎往往有較高期待；反之，市場弱勢調整時，「大家對薪酬往往有更理性的判斷，並試試調整個人的年終獎預期。」

雖然年終獎均值普遍回落，但智聯招聘的調研顯示，白領對年終獎的滿意度指數較上年提高0.34個百分點至2.74%，保持在穩定區間。「當前白領能跟隨市場環境變化，積極理性地調整自己對年終獎的預期。」



今年內地白領年終獎情況，以金融業最多。

今年內地白領派發年終獎情況



資料來源：智聯招聘

內地白領年終獎均值前十城市

城市	年終獎均值 (元人民幣)
北京	10298
上海	10070
深圳	9971
蘇州	9789
杭州	9583
廣州	8151
成都	8142
瀋陽	7623
合肥	7449
南京	7343

大公報記者倪巍晨整理

發放花紅時間不同 五成春節前派

公司政策

不同企業的年終獎發放時間有別。智聯招聘調研顯示，49.8%受訪白領表示「年終獎會在農曆新年前發放」，30.1%稱「春節後才發放」，另12.7%受訪者透露，年終獎要2024年中才發放。市場較早前流傳一份大公司發放年終獎的「時間表」。騰訊(00700)年終獎的發放時間是今年除夕夜，績效考核由之前是5檔改為3檔。

阿里美團蔚來4月發年終獎

阿里巴巴(09988)、美團(03690)、小紅書、知乎、蔚來(09866)等是4月發年終獎。阿里巴巴績效制度是3月給員工打分，4月發年終獎。小紅書取消了13薪(13個月薪金)制度，4月直接發放年終獎。字節跳動、網易(09999)、百度(09888)、

小鵬汽車(09868)、小米(01810)、OPPO、vivo等是3月發放年終獎，榮耀則5月發年終獎。

拼多多的年終獎是分兩批發放。愛奇藝表示沒有年終獎，但有績效，會隨著每個人的工資在每個季度末最後一個工作日發放。

此外，有消息稱，比亞迪(01211)將向中國經銷商發放20億元（人民幣，下同）獎勵。如果經銷商在2023年實現銷量目標，比亞迪將向他們支付每輛車666元的獎勵。

對於企業發放年終獎的時間，智聯招聘的調研顯示，35%受訪者建議「年終獎分攤至每個月」，24.8%受訪者希望「按季發放」，19.5%受訪者認為「年底發放拿着更爽」，18.2%受訪者建議「半年發一次」，另2.2%受訪者期盼「將年終獎折抵進公司股權」。

大公報記者倪巍晨上海報道

NOTICE ON APPLICATION FOR RENEWAL OF LIQUOR LICENCE SIU SHUN VILLAGE CUISINE

Notice is hereby given that Chau Lai Suet of Shop F, 1/F., Site 5, 6-12 Nam Ning Street, Aberdeen, Hong Kong is applying to the Liquor Licensing Board for renewal of the Liquor Licence in respect of Siu Shun Village Cuisine situated at Shop F, 1/F., Site 5, 6-12 Nam Ning Street, Aberdeen, Hong Kong. Any person having any objection to this application should send a signed written objection, stating the grounds therefor, to the Secretary, Liquor Licensing Board, 8/F, Lockhart Road Municipal Services Building, 225 Hennessy Road, Wanchai, Hong Kong within 14 days from the date of this notice.

Date: 9 February, 2024

申請酒牌續期公告 肇順名匯海鮮專門店

現特通告：周麗雪其地址為香港香港仔南寧街6-12號第5期1樓F舖，現向酒牌局申請位於香港香港仔南寧街6-12號第5期1樓F舖肇順名匯海鮮專門店的酒牌續期。凡反對是項申請者，請於此公告刊登之日起十四天內，將已簽署及申明理由之反對書，寄交香港灣仔軒尼詩道225號路克道市政大廈8樓酒牌局秘書收。

日期：2024年2月9日

申請酒牌續期公告 積因傾

現特通告：尹晉熙其地址為香港銅鑼灣路克道485號恆景大廈10樓，現向酒牌局申請位於香港銅鑼灣路克道485號恆景大廈10樓積因傾的酒牌續期，其附加批註為酒吧。凡反對是項申請者，請於此公告刊登之日起十四天內，將已簽署及申明理由之反對書，寄交香港灣仔軒尼詩道225號路克道市政大廈8樓酒牌局秘書收。

日期：2024年2月9日

NOTICE ON APPLICATION FOR RENEWAL OF LIQUOR LICENCE JQK

Notice is hereby given that Wan Tsun Hei of 10/F., Evernew House, 485 Lockhart Road, Causeway Bay, H.K. is applying to the Liquor Licensing Board for renewal of the Liquor Licence in respect of JQK situated at 10/F., Evernew House, 485 Lockhart Road, Causeway Bay, H.K. with endorsement of bar. Any person having any objection to this application should send a signed written objection, stating the grounds therefor, to the Secretary, Liquor Licensing Board, 8/F, Lockhart Road Municipal Services Building, 225 Hennessy Road, Wanchai, Hong Kong within 14 days from the date of this notice.

Date: 9-2-2024

申請新酒牌公告 FINEPRINT

現特通告：黃玉如其地址為香港銅鑼灣英皇道979號太古坊電訊盈科中心地下7號舖，現向酒牌局申請位於香港銅鑼灣英皇道979號太古坊電訊盈科中心地下7號舖 FINEPRINT 的新酒牌。凡反對是項申請者，請於此公告刊登之日起十四天內，將已簽署及申明理由之反對書，寄交香港灣仔軒尼詩道225號路克道市政大廈8樓酒牌局秘書收。

日期：2024年2月9日

陽江市江城區人民法院公告

陽江市江城區人民法院公告 (2023)粵1702民初5437號 陳東好利金屬製製品有限公司、香港精速有限公司：本院受理原告陽江市業誠製製品有限公司訴被告陳東好利金屬製製品有限公司、香港精速有限公司買賣合同纠纷一案(2023)粵1702民初5437號，現依法向你方公告送達起訴狀副本、證據材料、應訴通知書、舉證通知書、開庭傳票、廉政監督卡、民事裁定書等。原告的新訴請為：1、請求依法判令被告向原告支付貨款454959.6元及違約金17288.5元(以逾期貨款為基数按每天0.1%從2023年4月30日起計算至起訴之日39天)；2、請求依法判令被告承擔本案的新訴費用等。自本公告發出之日起滿3個月即視為送達，提出答辯狀和舉證的期限為公告送達期滿後的30日內，並定於舉證期滿後的第3日(遇節假日順延)下午3時在本院第四審判庭公開開庭審理，逾期本院將依法缺席判決。特此公告。

陽江市江城區人民法院 二〇二四年二月一日

SHANGHAI YAOHUA PILKINGTON GLASS GROUP CO., LTD. (Incorporated in the People's Republic of China)

Public Announcement on the Controlling Shareholder's Increase in the Company's Shares and the Company's Action Plan of "Improving Quality and Efficiency and Attaching Importance to Returning Shareholders"

The Board of the Company and all directors commit that there are no false records, misleading statements or omission of material importance of the public announcement, and will bear joint responsibility for the authenticity, accuracy and integrity of its content.

● In order to practice the development concept of "investor-oriented" listed company, safeguard the interests of all shareholders of the company, based on the confidence in the future development prospects of the Company and the recognition of the value of the Company, Shanghai Yachua Pilkington Glass Group Co., Ltd. (hereinafter referred to as the "Company") will continue to carry out independent research and development, seeking technological breakthroughs, and accumulating unique advanced technologies. Continuously improve product quality and service level, in order to meet the diversified needs of global customers.

On the new journey, the Company will seize opportunities steadily and break through steadily. It will continue to adhere to the "124" strategic plan, take SVP Research Institute as the innovation research and development center, and realize the "Three" of breakthroughs in product structure, the "Strength" of architectural processing glass and low-carbon technology as the core, and the "Expression" of innovative glass products and industrial layout. The Company will further improve the relationship between capital expenditure, operational capital costs and cash dividends. In the long run, with the upgrading of industrial layout and product structure, the Company will continue to improve the level of shareholder return, create a "long-term, stable and sustainable" shareholder value return mechanism, continue to realize the "empowerment of investors" and "win-win" for all.

IV. The controlling shareholder actively increase its holdings of the Company's shares by means of concentrated holding

1. The main body of increase in holdings: SBM, the controlling shareholder of the Company

(2) As of the disclosure date of this increase, the shareholding of SBM is as follows:

Before this increase, SBM, the controlling shareholder of the Company, held 288,267,985 A-shares of the Company, in wholly-owned subsidiary Hong Kong Huijin held 3,601,671 B-shares of the Company, and SBM and its wholly-owned subsidiary Hong Kong Huijin collectively held 291,869,656 shares of the Company, accounting for approximately 67.7% of the total share capital of the Company.

SBM increased 130,000 shares of the Company's A-shares (hereinafter referred to as: SVP Glass, stock code: 600819) through centralized holding on February 7, 2024 through the Shanghai Stock Exchange system at the average price of 3.35 yuan/share, amounting to 438,821 yuan (including taxes and fees).

After this increase, SBM holds 288,397,985 A-shares of the Company, and SBM and its wholly-owned subsidiary Hong Kong Huijin altogether hold 292,288,156 A+B shares of the Company, accounting for about 71.26% of the total share capital of the Company.

(3) SBM has not continued the increase plan within 12 months before this announcement.

(4) Subsequent plans to increase shares:

1. Purpose of continuing to increase shares: Based on the confidence in the future development prospects of the listed company and the recognition of the value of the listed company, and in order to enhance investor confidence and safeguard the interests of investors, SBM intends to continue to increase 1.06% of the A-shares of the Company through centralized holding in the stock market.

2. The type of shares to be continued to increase: SVP Glass unlimited sale and circulation of A-shares.

3. The amount of shares to be continued to increase: The amount of shares to be continued to increase is not exceed 1.06% of the issued shares of the Company.

4. Implementation period of the plan to continue to increase shares: the implementation period of the plan to continue to increase shares is 12 months from the date of the first increase. (February 7, 2024)

5. Capital arrangement of the plan to continue to increase shares: its own legal funds.

6. SBM undertakes not to reduce the Company's shares held during the implementation of the increase plan and the legal period.

(5) Uncertainty risks of the implementation of the plan to increase shares:

There may be risks that the implementation of the increase plan cannot meet expectations due to changes in the capital market situation or other risk factors that cannot be predicted at present. If there are any relevant risk situations during the implementation of the increase plan, the Company will fulfill the obligation of information disclosure in a timely manner.

(5) Other relevant explanation:

1. This increase in holdings is in accordance with the relevant provisions of the Securities Law of the People's Republic of China, the Measures for the Administration of Acquisitions of Listed Companies, the Rules for Listing Stocks of the Shanghai Stock Exchange and the Self-Regulatory Guidelines for Listed Companies of the Shanghai Stock Exchange No. 8 - Management of Share Changes, etc.

2. The Company will continue to pay attention to the implementation of the increase plan of SBM, timely fulfill the obligation of information disclosure, and kindly request investors to pay attention to investment risks.

3. The Company will continue to evaluate the progress of the implementation of specific measures of the action plan of "Improving Quality and Efficiency and Attaching Importance to Returning Shareholders" and other measures of the Company, and actively carry out independent research and development, seeking technological breakthroughs, and accumulating unique advanced technologies, and positive investor returns, establish a good image of the Company in capital market, and maintain the long-term stability of the Company's stock price to repay the trust and care of investors.

Shanghai Yachua Pilkington Glass Group Co., Ltd. 9 February 2024

THE COMPANIES ORDINANCE (CHAPTER 622)

NOTICE OF REDUCTION OF SHARE CAPITAL PURSUANT TO SECTION 218

TD Ameritrade Hong Kong Limited 德美利證券香港有限公司 (the "Company")

NOTICE IS HEREBY GIVEN that:

- The Company has approved the reduction of its share capital by a special resolution of the Company passed on 26 January 2024 (the "Special Resolution").
- The issued and paid up share capital of the Company will be reduced by HKD32,203,521 from HKD132,494,192 to HKD100,290,671 by cancelling 4 shares.
- Copies of the Special Resolution and the Solvency Statement (Form NSC17) signed by the sole director of the Company as required by sections 206 and 216(1) of the Companies Ordinance in relation to the reduction of share capital are available for inspection for the period from 26 January 2024 to 1 March 2024 during office hours at the Company's registered office at 5/F, Manulife Place, 348 Kwun Tong Road, Kowloon, Hong Kong.
- The sole member of the Company who did not consent to or vote in favour of the Special Resolution or any creditor of the Company may, within five weeks following the date of the Special Resolution, apply to the Court under section 220 of the Companies Ordinance for cancellation of the Special Resolution.

DATED this 9th day of February, 2024

Name: Gregor Julian Hunter BAKER Director

廣州首批地產項目「白名單」47個

【大公報訊】廣州市第一批房地產融資協調機制項目清單正式公布，共47個項目。廣州市房地產融資協調工作小組辦公室要求，各金融機構與房地產開發企業積極對接，對於條件充分的房地產項目，要推動盡快落地放款，配合相關部門及時跟蹤項目貸款落實情況。

從廣州的「白名單」看，增城區和南沙區入選的項目最多，分別15個和9個。

鄭州首筆對接貸款6000萬

另外，鄭州日前已形成首批可以給予融資支持的299個房地產「白名單」項目。鄭州市金融局消息稱，協調金融機構在快速對接房地產項目貸款，已於周三實現首筆投放6000萬元（人民幣，下同）。下一步，鄭州市將積極協調金融機構全力滿足房地產企業和居民購房合理融資需求。

此外，光大銀行已制定落實城市房地產融資協調機制工作方案。截至周三，光大銀行已有29家分行對接當地協調機制小組並取得房地產項目「白名單」，批覆項目20個，授信金額107.5億元。

中信銀行(00998)則表示，從成立專項小組做好工作對接、制定專項盡職負責實施細則及加大各項金融支持房地產政策的落實力度等多方面部署相關工作，將城市房地產融資協調機制落到實處。



▲衛華集團上月分兩批共近500名員工遊泰國。

慰勞員工

以起重機為主業的河南省民營企業衛華集團，在1月11日至27日，分兩批次組織近500名業務精英遊玩泰國，所有交通食宿、遊玩項目全由公司買單，作為企業年終獎勵員工的一種形式。董事長韓紅安表示：「這次讓員工走出國門，放鬆心情、放飛自我，玩的開心、刷我滴卡！」

衛華集團曾榮獲「全國製造業單項冠軍示範企業」。據悉，首批赴泰國遊員工，行程包括遊覽當地名勝古蹟、騎大象穿越熱帶叢林、體驗遊艇出海浮潛等。

據數據顯示，衛華集團2023年銷售收入錄得191.12億元（人民幣，下同），按年增長3.26%。倡導快樂文化、打造幸福文化是衛華的企業文化之一，讓員工快樂工作，幸福生活，讓員工共享企業發展成果。