



中國誠通發展集團有限公司 China Chengtong Development Group Limited

(於香港註冊成立之有限公司)
(Incorporated in Hong Kong with limited liability)
股份代號 Stock Code: 217



2023 Environmental, Social and Governance Report 環境、社會及管治報告



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ABOUT US

關於我們

China Chengtong Development Group Limited (“**Company**”) (Stock Code: 217) is a listed company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong (“**Stock Exchange**”). The Company’s ultimate holding company is China Chengtong Holdings Group Limited, which is directly supervised by the State-owned Assets Supervision and Administration Commission (“**SASAC**”) of the State Council of the People’s Republic of China.

As at the date of this report, the core business of the Company and its principal subsidiaries (collectively “**the Group**” or “**we**”) covers leasing, property development and investment, marine recreation services and hotel business. We continue to invest resources in leasing business and regard it as the main direction of our future business development. We are committed to expanding the scale of leasing business and have completed many new leasing projects related to energy conservation and environmental protection, logistics and warehousing, and infrastructure etc.

In order to meet our future rapid business development, we have been consolidating our development foundation, including expanding our professional teams, optimising organisational structure and operation procedures and determining development strategies and business directions. In the future, the Group will further restructure other business sectors to manage business risks, further strengthen its strategic orientation and fully leverage its resource advantages as well as to enlarge investment and expansion in state-owned enterprises and overseas leasing businesses. We adhere to the characteristics of strict risk control and professional development to establish the brand and influence of the Group’s leasing business.

中國誠通發展集團有限公司（下稱「**本公司**」）（股票代碼：217）是在香港聯合交易所有限公司（下稱「**聯交所**」）主板掛牌交易的上市公司，本公司的最終控股公司，中國誠通控股集團有限公司，是中華人民共和國國務院國有資產監督管理委員會（下稱「**國資委**」）直接管轄企業。

截至本報告發佈，本公司及旗下主要附屬公司（下稱「**本集團**」或「**我們**」）的主要業務涵蓋租賃、物業發展及投資以及海上旅遊服務和酒店經營。我們持續將資源投入於租賃業務，視其為我們的未來業務發展的主要方向。我們致力於擴大租賃業務的規模，並已完成了多項節能及環保、物流及倉儲、基建等相關的新租賃項目。

為了順應我們未來業務的快速發展，我們正在夯實發展基礎，包括擴大專業團隊，優化組織架構和業務流程，並明確了發展策略和業務方向。未來，本集團會進一步重整其他業務板塊以控制經營風險，進一步強化戰略方向及充分資源優勢，並且加大投入及拓展國企和海外租賃業務。我們以嚴格的風險控制及專業化發展的特色為基礎，以樹立起本集團租賃業務的品牌和影響力。



ABOUT THIS REPORT 關於本報告

The Group is pleased to present our Environmental, Social and Governance Report (“**ESG Report**” or “**Report**”) for the year. Unless otherwise specified, this Report outlines the Group’s performance in environmental, social and governance (“**ESG**”) for the fiscal year ended December 31, 2023 (“**the Reporting Period**”).

This Report concludes how the Group integrates sustainability strategy into its business and provides details on management approaches, initiatives, performance metrics and responses to key sustainable development issues of concern to the Group’s major stakeholders.

This Report is available in both Chinese and English, and can be accessed on the websites of the Company and the Stock Exchange. In case of any conflict or inconsistency between the Chinese and English versions, the English version shall prevail.

REPORTING STANDARD AND PRINCIPLES

This Report is prepared in accordance with the “mandatory disclosure requirements” and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (“**ESG Guide**”) set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange. This Report should be read in conjunction with the “Corporate Governance Report” section in our 2023 Annual Report to fully understand the Group’s performance related to corporate governance.

This Report complies with all the “mandatory disclosure requirements” and “comply or explain” provisions of the ESG Guide and adopts the four reporting principles of materiality, quantification, balance, and consistency.

Materiality: The Group identifies material ESG issues related to the Group through stakeholder engagement and materiality assessment. Details of the stakeholders are set out in the “Stakeholder Engagement” section in this Report. The materiality assessment involves inviting stakeholders to prioritise the relative importance of sustainable development issues and verification of important issues by the management. Details of the materiality assessment are explained in the “Materiality Assessment” section in this Report.

本集團欣然提呈我們的年度環境、社會及管治報告（下稱「**ESG 報告**」或「**本報告**」）。除另有指明者，本報告概述本集團於截至2023年12月31日止財政年度（下稱「**本報告期**」）內的環境、社會及管治（下稱「**ESG**」）表現。

本報告總結本集團如何結合可持續發展理念至業務之中，並詳述有關可持續發展方面的管理方法、舉措、績效指標以及回應本集團主要利益相關方所關注的可持續發展相關議題。

本報告分別以中英文兩種文字編製，並可在本公司與聯交所網站查閱，若有任何不一致或產生歧義，概以英文文本為準。

報告標準及原則

本報告乃依照聯交所證券上市規則附錄C2《環境、社會及管治報告指引》（下稱「**ESG 指引**」）的「強制披露規定」與「不遵守就解釋」條文編制。本報告應與本公司2023年度報告中的「企業管治報告」章節一併閱覽，以便全面瞭解本集團與企業管治相關的表現。

本報告符合ESG指引中所有「強制披露規定」與「不遵守就解釋」條文，並遵守ESG指引規定的四項彙報原則：重要性、量化、平衡和一致性。

重要性：本集團透過利益相關方參與及重要性評估識別與本集團相關的重要ESG議題。利益相關方的詳情列於本報告的「利益相關方參與」章節。重要性評估工作包括邀請利益相關方對可持續發展議題的相對重要性進行優次排列、管理層核實重要性議題等。關於重要性評估工作的詳情在本報告的「重要性評估」章節內說明。

ABOUT THIS REPORT

關於本報告

Quantification: To comprehensively evaluate the Group's ESG performance during the Reporting Period, the Group discloses the relevant quantitative key performance indicators ("KPIs") as set out in the ESG Guide and specifies the standards, methodologies, assumptions and/or calculation references, including sources of major conversion factors, for quantitative KPIs. Please refer to the relevant sections in this Report for details.

Consistency: The preparation method adopted in this Report is consistent with the previous reporting period to facilitate meaningful comparisons by readers of the ESG information in this Report. Any changes in the methods or KPIs used, or other factors affecting meaningful comparisons, are disclosed in this Report.

Balance: This Report objectively presents the Group's ESG performance and avoids selections, omissions or presentation formats that may inappropriately influence a decision or judgment by the reader of this Report.

REPORTING SCOPE

Unless otherwise stated, the scope of this Report covers the Group's principal operations, including leasing, property development and investment, marine recreation services and hotel business, and bulk commodity trading (which was suspended in early 2023). These operations are managed and/or operated by the Company and its principal subsidiaries including:

- Chengtong Development Trading Company Limited* ("Chengtong Development Trading")
- Chengtong Financial Leasing Company Limited* ("Chengtong Financial Leasing")
- Chengtong World Trade Limited
- Hainan Huandao Travel Investment Group Limited* ("Huandao Travel Investment") and its subsidiaries
- Zhucheng Phoenix Landmark Company Limited* ("Zhucheng Phoenix")

* For identification purpose only

量化: 為全面評估本集團於本報告期內的 ESG 績效，本集團披露了 ESG 指引內適用的量化關鍵績效指標，並列明量化關鍵績效指標所採用的標準、方法、假設和/或計算的參考依據，包括主要換算因數的來源。有關詳情，敬請參閱本報告內的相關章節。

一致性: 本報告採用與上個報告期一致的編製方法，以供讀者對本報告內的 ESG 資訊進行有意義的對比。如果使用的方法或關鍵績效指標改變，或者有任何其它相關因素影響有意義的對比，這些改變和/或因素會被披露在本報告中。

平衡: 本報告客觀地呈報本集團的 ESG 表現，避免可能會不恰當地影響本報告讀者決策或判斷的選擇、遺漏或呈報格式。

報告範圍

除非另有說明，本報告範圍涵蓋本集團的主營業務，包括租賃、物業發展及投資、海上旅遊服務及酒店業務及大宗商品貿易（已在2023年初停止運營）。該等業務由本公司及其主要附屬公司管理及/或經營，包括：

- 誠通發展貿易有限公司（下稱「誠通發展貿易」）
- 誠通融資租賃有限公司（下稱「誠通融資租賃」）
- 誠通世亞有限公司
- 海南寰島旅游投資集團有限公司（下稱「寰島旅游投資」）及其附屬公司
- 諸城鳳凰置地有限公司（下稱「諸城鳳凰」）

ABOUT THIS REPORT

關於本報告

CONTACT AND FEEDBACK

We welcome your valuable views on the Group's ESG and other sustainable development issues to continuously enhance our ESG management standards. Please feel free to contact us through the following means:

Postal Address: Unit 6406, 64/F, Central Plaza,
18 Harbour Road, Wanchai, Hong Kong

E-mail: public@hk217.com

Contact Telephone: (852) 21601600

Fax: (852) 21601608

聯絡和回饋

我們歡迎閣下對本集團ESG及其他可持續發展事宜提出寶貴意見，以持續提升我們的ESG管理水準。閣下可透過以下方式聯繫我們。

郵寄地址：香港灣仔港灣道18號
中環廣場64樓6406室

電郵地址：public@hk217.com

聯絡電話：(852) 21601600

傳真：(852) 21601608



STATEMENT FROM THE BOARD OF DIRECTORS

董事會聲明

The Board of Directors (the “**Board**”) of the Company attaches great importance to the Company’s sustainable development and is responsible for reviewing major ESG matters of the Company, supervising and evaluating the overall ESG management and implementation of the Company, and bearing overall responsibility for the Company’s ESG strategy and reporting. Please refer to the “ESG Management Approach and Strategy” section in this Report for details.

The Group values the suggestions and opinions of all stakeholders and ensures sufficient communication channels with key stakeholders to discuss and determine the Group’s key ESG issues and potential ESG risks, and to continuously improve the ESG related strategies and policy regime. The Board has reviewed the major ESG issues for the Reporting Period and approved the proposed adjustments to the degree of importance of various ESG issues to ensure the timeliness and reasonableness of the materiality matrix. Please refer to the “Materiality Assessment” section in the Report for details.

The Group has established an ESG target management structure related to indicators such as pollutant emissions, energy consumption, and water resources management. The Board reviews the progress of target achievement and reviews any necessary adjustments or improvements on an annual basis to ensure that the Group continues to make progress in achieving ESG targets. Please refer to the “Emission Management and Use of Resources” section in this Report for details.

The Group acknowledges the necessity of setting quantitative targets. Given that our ESG initiatives are relatively new, we have prioritised establishing a strong foundation and understanding the impacts of various actions before committing to specific numerical targets. Additionally, some areas of ESG present challenges in quantification due to their complex and qualitative nature. Moving forward, the Group will focus on enhancing its ESG framework by refining data collection methods, improving the accuracy of its calculation, and increasing transparency in reporting which will support our commitment to setting and achieving robust, quantitative ESG targets in the near future.

This Report discloses in detail the above ESG matters, which have been reviewed and approved by the Board on 8 March 2024.

本公司董事會（「**董事會**」）高度重視本公司的可持續性發展，負責審議本公司的ESG重大事項，監督和評估本公司整體的ESG管理與執行情況，對本公司的ESG策略和匯報肩負整體責任。詳情請參閱本報告的「ESG管治方針及策略」章節。

本集團重視各利益相關方的建議與意見，通過多元化的渠道與主要利益相關方溝通交流，共同討論並確定集團重要的ESG議題及可能面臨的ESG風險，持續完善ESG相關戰略和政策制度。董事會已對本報告期ESG重大性議題進行審議，已通過對應對各項ESG議題的重要性程度的調整提案，確保了重要性議題矩陣的時效性與合理性。詳情請參閱本報告的「重要性評估」章節。

本集團已制定了有關污染物排放、能源消耗及水資源管理等指標的ESG目標管理體系，並由董事會按年度檢討目標進展情況及檢視任何必要的調整或改進，確保本集團在實現ESG目標方面持續取得進展。詳情請參閱本報告的「排放物管理和資源使用」章節。

本集團認識到設定量化目標的必要性。鑒於我們的ESG舉措相對較新，在承諾具體的數字目標之前我們優先建立堅實的基礎並了解各種行動的影響。此外，ESG的某些領域，由於其複雜性和定性，使得量化面臨挑戰。展望未來，集團將著重強化其ESG框架，改進數據收集方法，提高計算的準確性以支持我們在不久的將來設定並實現堅實的量化ESG目標。

本報告詳盡披露了上述環境、社會及管治相關事宜，已經由董事會於2024年3月8日審閱並通過。

The Group believes that a sound and effective ESG governance structure can strengthen ESG management and enable the implementation of corresponding ESG principles throughout the entire business chain to promote sustainable development.

1.1 ESG MANAGEMENT APPROACH AND STRATEGY

The Group has established a four-tier ESG governance structure supervised by the Board to form a closed-loop management system from decision-making, communication, practical implementation to reporting. The Board is responsible for the unified management of sustainable development matters of the Group to ensure that ESG considerations are incorporated into all operational and business decisions to comprehensively promote the Group's sustainable development process.

The Board authorises the ESG Committee to formulate ESG management policies and strategies, including assessing, prioritising, and managing important ESG issues (including risks to the Group's business). In addition, the Group establishes timely, close and transparent communication channels and feedback mechanisms with stakeholders to identify, assess and follow up on key concerns of stakeholders in ESG aspects.

ESG working group works collaboratively with the ESG Committee. The working group is composed of representatives from the Group's headquarter and functional departments who are responsible for ESG matters and ESG-related personnel from various subsidiaries which operates the Group's major businesses and aims at the promotion of ESG measures and practices in business operations.

本集團認為穩健、有效的ESG管治架構可加強ESG管理，並在整個產業鏈中貫徹相應的ESG原則，以促進可持續發展。

1.1 ESG管治方針及策略

本集團建立由董事會監管的四級ESG管治架構，形成從決策、溝通、實際執行到匯報的閉環管理體系。董事會對可持續發展事宜進行統一管理，確保在所有營運環節及業務層面的決策中納入ESG考量，全面推進本集團的可持續發展進程。

董事會授權ESG委員會訂立ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜（包括對本公司業務的風險）。此外，本集團通過與各利益相關方建立及時、緊密、透明的溝通渠道及反饋機制，對利益相關方在ESG方面的重點關切進行識別、評估及跟進。

ESG工作組與ESG委員會攜手協力，共同合作。該工作組由本集團負責ESG事宜的總部及職能部門代表與本集團主要業務的各附屬公司之ESG相關負責人員所組成，以在業務營運中促進ESG的措施及實踐。

1.2 ESG GOVERNANCE STRUCTURE

The Board

The Board is the Group's highest decision-making body for ESG governance and is responsible for supervising the overall ESG strategy, reviewing risks and opportunities related to the Group's business, regularly reviewing ESG targets and approving ESG report disclosures.

ESG Committee

The ESG Committee is authorised by the Board to participate in the Group's ESG-related work and is responsible for coordinating and overseeing the Group's ESG matters; formulating ESG management policies and strategies, including assessing, prioritising and managing important ESG issues; identifying and assessing ESG risks related to the Group and ensuring that the Group establishes appropriate and effective ESG risk management and internal control systems; setting ESG-related targets, reviewing the progress of ESG targets and reporting to the Board on the progress of achieving relevant ESG targets; and coordinating the implementation and execution of all ESG-related work by the functional departments of the Group.

ESG working group

The ESG working group is mainly responsible for promoting and communicating the Group's ESG governance strategy and measures, collecting necessary information from the subsidiaries and/or the functional departments of the Group for ESG reporting, and evaluating ESG-related management measures and performance through peer benchmarking and submitting to the ESG Committee for review.

Functional departments and subsidiaries' ESG personnel

The functional departments and subsidiaries' ESG personnel are responsible for specific sustainable development issues management and data collection according to the ESG management system and processes.

1.2 ESG 管治架構

董事會

董事會是本集團ESG治理的最高決策機構，負責監管整體ESG策略；審議對本集團業務有關的風險及機遇；定期檢討ESG目標的表現；及審批ESG報告內的披露資料。

ESG委員會

ESG委員會獲董事會授權參與本集團ESG相關的工作，負責統籌及監督本集團ESG相關的事宜；訂立ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜；識別及評估與本集團有關的ESG風險，並確保本集團設立合適及有效的ESG風險管理及內部監控系統；訂立ESG相關的目標，審視ESG目標進展並就相關ESG目標達成進度向董事會進行匯報及檢討；統籌及協調本集團各職能部門落實及執行所有ESG相關工作等。

ESG工作組

ESG工作組主要負責推動和溝通本集團在ESG管治方面的戰略和具體舉措；向本集團附屬公司及／或職能部門收集ESG報告所需的必要資訊；通過對標同業表現，檢討ESG相關管理措施及表現，並提交ESG委員會審閱。

職能部門、附屬公司的ESG相關負責人

各職能部門、附屬公司的**ESG相關負責人**負責各專項可持續發展議題的管理及資料收集，按照ESG管理制度和流程開展相關工作。









1.3 STAKEHOLDER ENGAGEMENT

By engaging with stakeholders through various communication channels, the Group can collect their fruitful insights and perspectives for formulating our ESG strategies, as well as further understanding of their expectations on our ESG performance. The major stakeholders and corresponding communication channels are illustrated below:

1.3 利益相關方參與

本集團透過不同渠道與利益相關方溝通，以收集他們的見解和觀點以制定 ESG 策略，並進一步瞭解他們對我們 ESG 表現的期望。下圖為主要利益相關方和相應的溝通渠道：

Stakeholders 利益相關方	Needs and Expectations 期望和關注	Major Communication Channels 溝通渠道
Employees 員工 	<ul style="list-style-type: none"> Employee rights and interests protection 員工權益保護 Remuneration and benefits 薪酬福利 Occupational health and safety 職業健康與安全 Professional development 專業發展 	<ul style="list-style-type: none"> Regular meetings and check-ins 定期會議及溝通 Questionnaires and intranet 問卷調查和內聯網 Employee training and activities 員工培訓及活動
Shareholders/Investors 股東和投資者 	<ul style="list-style-type: none"> Business development 業務發展 Investment returns 投資回報 Transparent and timely information disclosure 透明和及時的信息披露 	<ul style="list-style-type: none"> Email and calls 電郵和電話 General meetings 會議 Company's official website and public disclosure 官網及公開披露
Regulators & Government Authorities 政府和監管機構 	<ul style="list-style-type: none"> Compliance with national and local laws, rules and regulations 遵守國家和地方的法律和法規 Tax obligations 納稅義務 	<ul style="list-style-type: none"> Inspection and supervision 檢查和監督 Regular report disclosure 定期報告披露 Regular communication with regulatory authorities 定期與監管機構溝通
Customers 客戶 	<ul style="list-style-type: none"> Services of high quality 優質的服務 Privacy protection 隱私保護 Health and safety 健康與安全 	<ul style="list-style-type: none"> Customer communication, complaint channels 客戶溝通、投訴渠道 Customer engagement activities 客戶參與活動 E-mail, hotline, and social media 電子郵件、熱線和社交媒體
Suppliers and Service Providers 商業合作夥伴 (服務供應商和承包商) 	<ul style="list-style-type: none"> Business integrity and fair competition 商業誠信和公平競爭 Win-win collaboration 合作共贏 	<ul style="list-style-type: none"> Procurement and tendering 採購與招標 Supplier selection, monitor and assessment 選擇、檢查和評估供應商
Communities 社區 	<ul style="list-style-type: none"> Local community development and investment 本地社區發展與投資 	<ul style="list-style-type: none"> Charitable activities 慈善活動 Community services 社區服務

1.4 MATERIALITY ASSESSMENT

During the Reporting Period, the Group conducted a materiality assessment through an online questionnaire. We invited internal and external stakeholders of the Group to participate in the assessment and prioritise a range of issues related to sustainable development to determine their importance and relevance to our Group.

1.4 重要性評估

於報告期內，我們採用了線上問卷的形式邀請了集團內部和外部的利益相關方共同參與重要性評估，並對一系列與可持續發展相關的議題進行了排序，以確定這些議題對於我們集團的重要程度和相關性。



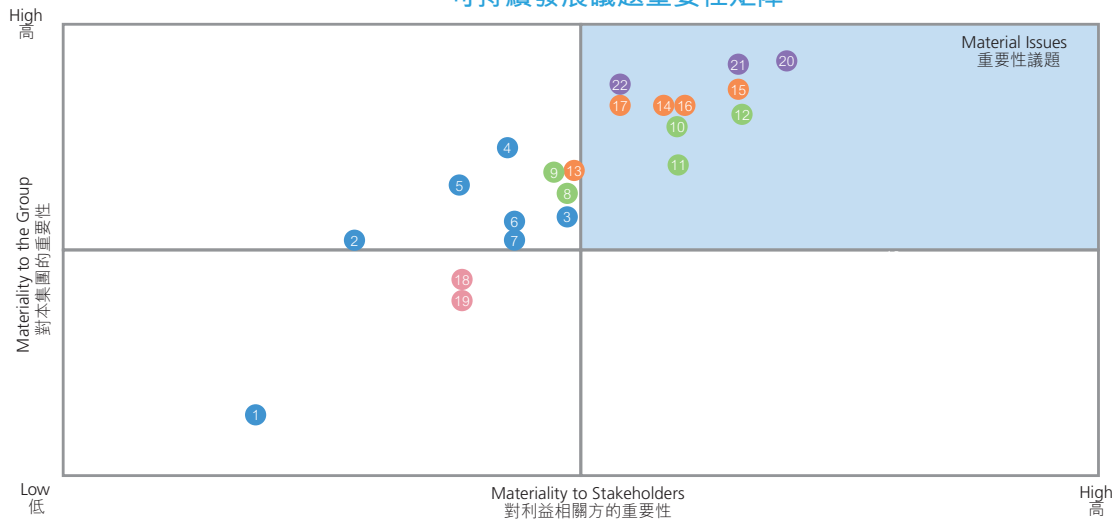
The following chart shows the materiality matrix of the Group's sustainability issues. The ESG issues fell in the upper right corner of the matrix are categorised as highly material ESG issues. The Group has identified 10 most material issues through materiality assessment and these issues will be highlighted in the subsequent sections of this Report.

下圖展示了本集團的可持續發展議題重要性矩陣。位於矩陣右上方的 ESG 議題被歸為高度重要性 ESG 議題。本集團於本次重要性評估中識別出 10 項高度重要議題，該等議題將在本報告隨後各章節中進行重點披露。

SUSTAINABLE DEVELOPMENT MANAGEMENT

可持續發展管理

Materiality Matrix of Sustainability Issues
可持續發展議題重要性矩陣



Environment

環境

- 1 Pollutants and GHG Gas Emissions
污染物與溫室氣體排放
- 2 Energy Management
能源管理
- 3 Water & Sewage
水資源及污水
- 4 Ecological and Environmental Protection
生態環境保護
- 5 Tackling Climate Change
應對氣候變化
- 6 Green Products and Services
綠色產品與服務
- 7 Waste Management
廢棄物管理

Employee

員工

- 8 Diversity and Equality
員工多元化及平等
- 9 Development & Training
發展與培訓
- 10 Health & Safety
健康與安全
- 11 Compensation, Benefits & Promotions
薪酬福利與晉升
- 12 Labour Standards
勞工準則

Products

產品

- 13 Service Quality
服務品質
- 14 Customer Health and Safety
顧客健康與安全
- 15 Customer Privacy and Information Security
客戶隱私和資訊安全
- 16 Customer Communication and Satisfaction
客戶溝通和滿意度
- 17 Sustainable Supply Chain
可持續的供應鏈

Community

社會

- 18 Welfare and Charity Activities
公益慈善活動
- 19 Engage in Community Building and Development
參與社區建設與發展

Governance

管治

- 20 Compliance Operation
合規經營
- 21 Anti-corruption
反腐倡廉
- 22 Intellectual Property Management
知識產權管理

The table below shows the Group's material issues and the corresponding sections in this Report:
 下表展示本集團可持續發展重要性議題在本報告中的章節回應：

Material issues 重要性議題	Corresponding sections 回應章節
20 Compliance Operation 合規經營	GOVERNANCE AND COMPLIANCE 管治為要
21 Anti-corruption 反腐倡廉	GOVERNANCE AND COMPLIANCE 管治為要
15 Customer Privacy and Information Security 客戶隱私和資訊安全	QUALITY FIRST 質量至上
12 Labour Standards 勞工準則	PEOPLE-ORIENTED 以人為本
14 Customer Health and Safety 顧客健康與安全	QUALITY FIRST 質量至上
16 Customer Communication and Satisfaction 客戶溝通和滿意度	QUALITY FIRST 質量至上
22 Intellectual Property Management 知識產權管理	GOVERNANCE AND COMPLIANCE 管治為要
17 Sustainable Supply Chain 可持續的供應鏈	QUALITY FIRST 質量至上
10 Health & Safety 健康與安全	PEOPLE-ORIENTED 以人為本
11 Compensation, Benefits & Promotions 薪酬福利與晉升	PEOPLE-ORIENTED 以人為本

In this year's ESG Report, we have critically revised and updated our key issues to ensure they align with our Group's strategic evolution and the changing external environment, for example, "Service Quality" has been consolidated under "Customer Communication and Satisfaction", highlighting our ongoing commitment to the customer experience. Additionally, the materiality issues identified in the last reporting period such as "Employee Development and Training" and "Equity and Diversity" become less material and are replaced by "Labour Standards" and "Compensation, Benefits & Promotions" strategies. Newly introduced topics, including "Compliance Operation", "Customer Health and Safety", "Intellectual Property Management" and "Sustainable Supply Chain" represent our refocused attention on the core areas of corporate social responsibility, ensuring that our practices in ESG areas remain in line with global standards and stakeholder's expectations. These updates reflect our commitment to continuous improvement and transparency, demonstrating how we adapt to the dynamic business landscape and are dedicated to achieving long-term sustainable development goals.

在本年度的ESG報告中，我們對關鍵議題進行了仔細的審視和更新，確保它們反映了我們公司的策略演進以及外部環境的變化，比方說，「服務品質」已被整合至「客戶溝通和滿意度」下，強調我們對客戶體驗的持續承諾。此外，在上一報告期中被視為重要議題的「員工發展與培訓」及「平等與多元化」議題的重要性降低並被「勞工標準」和「薪酬、福利與晉升策略」代替。新引入的議題，包括「合規運營」、「客戶健康與安全」、「知識產權管理」以及「可持續供應鏈」，這些都是我們對企業社會責任核心領域的重新聚焦，確保我們在ESG方面的實踐與全球標準和利益相關者的期望保持一致。這些更新反映了我們對於企業持續改進和透明度的承諾，同時也展示了我們如何適應不斷變化的商業環境，致力於實現可持續發展的長遠目標。

The Group recognises that governance and compliance are inherent requirements for sustainable and stable corporate operations, and prerequisites for us to avoid regulatory compliance risks. We strive to minimise compliance risks by promoting the establishment of a risk control system and standardisation of the risk control assessment mechanism. In addition, we hold ourselves and all business partners and suppliers to the highest standards of business ethics, maintain strict anti-corruption practices and uphold integrity in commercial activities .

2.1 FOCUS ON RISK MANAGEMENT

Risk Control

A robust and effective risk management system is a necessary and indispensable part of corporate governance. The Group's risk management department is headed by an executive director who oversees internal auditing functions and assists the Board in continuously reviewing the Group's risk management and internal control systems. Our risk control department participates in the in-depth reviews of all systems to ensure full compliance with the latest applicable laws and regulations.

Under the Group's risk management framework for leasing business, we have established a set of detailed evaluation criteria to standardise and improve assessment quality during the due diligence process. Both potential financial and operational risks are assessed, with corresponding risk mitigation plans proposed. This aims to reduce risks and strengthen risk management capabilities. As part of the risk management strategy, Chengtong Financial Leasing transfers specific risks through insurance arrangements to safeguard against significant losses.

Through these assessment processes and compliance with the latest regulations, we are committed to enhancing transparency in risk controls and ensuring steady business development in the best interests of the Company and stakeholders.

ESG Risk Management

The Group further considers sustainability factors in its risk management process to respond to changing market demands and make appropriate business decisions. By identifying, assessing, and managing material ESG risks (including climate-related risks) that may arise in operations, we strengthen risk control and lay a solid foundation for sustainable development.

本集團深知合規管理是企業持續、穩健經營的內在要求，亦是企業規避違規風險的前提。我們著力推進風控防線體系搭建和風控考核機制標準化等工作，盡力降低合規風險發生的可能性。此外，我們以最高的商業道德標準嚴格要求自己以及所有商業夥伴和供應商，始終保持反腐敗高壓態勢，嚴格確保商業行為的規範性。

2.1 緊抓風險管理

風險管控

穩健及有效的風險管理體系是企業管治不可或缺的部份。本公司的風險管理部門由其中一名執行董事擔任部門負責人，負責內部審核功能及協助董事會持續檢討本集團的風險管理及內部監控系統。我們的風控部門會參與所有制度的深度評審過程，確保各項制度均符合法律法規要求。

在租賃業務的風險管理框架中，我們已確立一套詳細的評審標準，旨在盡調過程中統一和提升評估質量。我們會在盡調過程中評估潛在的財務風險和運營風險，並提出相應的風險措施。這些措施旨在降低風險並強化企業的風險管理能力。作為風險管理策略的一部分，誠通融資租賃將特定的風險通過保險機制進行轉移，以保障公司免受重大損失的影響。

通過這些評審過程以及遵循最新規定，我們致力於提高企業在風險控制方面的透明度，並且確保企業能夠平穩發展，維護公司及其利益相關方的最佳利益。

ESG 風險管理

本集團在風險管理過程中進一步考慮可持續發展的因素，以應對不斷變化的市場需求及作出相應的業務決策。藉著識別、評估及管理在運營過程中的可能面臨的重大 ESG 風險（包括氣候相關風險），增強本集團的風險管控，為我們的可持續發展奠定下穩固的基石。

The Board is fully responsible for evaluating and determining the Group's material ESG risks, ensuring appropriate and effective risk management and internal control systems. The ESG Committee reports on progress of achieving relevant ESG targets to the Board for review.

Extreme weather caused by climate change such as increasingly frequent typhoons posed significant impacts on our marine recreation and hotel businesses. Not only can it cause physical damage to our operating sites, facilities, and properties, leading to higher maintenance and operational costs, it also endangers lives and safety of our customers and staff.

In view of this, Huandao Travel Investment and its subsidiary, Yalong Bay Underwater World Travel Company Limited (“**Yalong Bay Underwater World**”), have formulated a “Special Emergency Plan for Typhoon Prevention” outlining response to extreme weather events for marine recreation services and hotel operations. For example, Huandao Travel Investment organised crew training on navigation safety in storms as well as pre- and post-typhoon preparation works, strengthening understanding of anti-typhoon measures and emergency response capabilities. Physical protection of operational sites and facilities is also enhanced to reduce maintenance and repair costs caused by extreme weather. Emergency evacuation plans and safety guidelines are established to safeguard the safety of customers and staff under extreme weather conditions.

Besides, Chengtong Financial Leasing conducted due diligence on the proposed finance lease projects before entering into business with customers, which included assessments of the environmental impact of the proposed finance lease projects, such as whether environmental targets have been met and whether environmental regulations have been complied with. This assessment ensures that the underlying business of the proposed finance lease project complies with environmental compliance standards. The due diligence also covered feasibility studies on finance and personnel aspects to ensure that while investment decisions are economically sound, the sustainability of human resources and social impacts are also taken into account. Through implementing these standards and procedures, the ESG risks of our leasing business can be fully evaluated and managed in line with the Company's overall risk tolerance.

董事會全面負責評估及釐定集團的重大 ESG 風險，確保本集團設立及維持合適有效的風險管理及內部監控系統。ESG 委員會負責就相關 ESG 目標達成的進度向董事會彙報及進行檢討。

氣候變化引致的極端天氣，如越趨頻繁的颱風，對我們的海上旅遊及酒店業務造成較大影響。這些極端天氣情況不但會對我們的營運場所、設施及物業帶來物理損害，以導致更高的維護及運營成本，也會危及我們客戶和員工的生命和安全。

有見及此，寰島旅遊投資與其旗下的亞龍灣海底世界旅游有限公司（下稱「**亞龍灣海底世界**」）已制定了《防颱風專項應急預案》，列明極端天氣事件時海上旅遊服務及酒店業務的應對方法。例如，寰島旅遊投資組織船員進行風浪航行安全和颱風前後準備工作的培訓，增強對防颱風措施的瞭解和應急反應能力；加強對營運場所和設施的物理保護，以減少極端天氣導致的維護和修復成本；制定緊急疏散計劃和安全準則，保障客戶和員工在極端天氣條件下的安全。

此外，誠通融資租賃與客戶開展業務前會先對擬融資租賃項目進行盡職調查，包括擬融資租賃項目的環境影響評估，如是否達到環保指標，是否遵守環保法規。這種評估方式能確保擬融資租賃項目的底層業務遵循環境合規標準。該盡職調查還涵蓋了財務和人事方面的可行性研究，在保證投資決策的經濟合理性的同時，也考慮到了人力資源的可持續性和社會影響。通過這些標準和程式的實施，我們的租賃業務能夠在充分評估和管理 ESG 風險的同時，達到符合公司整體風險承受能力的目標。

2.2 ADHERENCE TO BUSINESS ETHICS

Anti-corruption

The Group actively promotes high standards of business ethics and continuously enhancing mechanisms to prevent any corruption. We have zero-tolerance towards corruption, bribery, extortion, money laundering, fraud, and other unethical practices. Through our “Employees’ Code of Conduct” and other training materials and manuals for new employees, we are committed to strictly prohibit corruption and uphold principles of integrity. All employees must sign compliance agreements and strictly adhere to ethical and compliance requirements. The above code of conduct clearly regulates and sets out that there shall be no corruption, bribery, private acceptance of commission, gifts, and other malpractices.

We have whistleblowing policy and channels for employees and relevant personnel to report any misconduct or violations of code of conduct to the Group via anti-corruption hotlines and emails. Each reports are handled confidentially following due process in accordance with the relevant policies and procedures. Employees violating company codes will face warnings, demotions or dismissal depending on the severity. The Group does not condone any form of corruption. If an employee is found to be involved in corruption or other criminal offenses, we will hand over the relevant cases to regulatory bodies, courts, or other government authorities.

We have also formulated policies regulating the use of company vehicles and business expenses etc. to ensure rational use of public resources. Business partners must commit to comply with the cooperation agreements to jointly uphold business integrity. We strictly comply with all laws and regulations relating to anti-corruption, bribery, extortion, fraud and money laundering which have a significant impact on us, such as the “Criminal Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China” and the “Anti-Money Laundering Law of the People’s Republic of China”. During the Reporting Period, we received no reports of violations of these laws and regulations and neither the Group nor any of its employees faced corruption-related lawsuits.

During the Reporting Period, Chengtong Financial Leasing and Zhucheng Phoenix had organised multiple anti-corruption training sessions and courses which aimed at enhancing employees’ awareness of integrity and self-discipline. Chengtong Financial Leasing imparted knowledge of integrity and anti-corruption to

2.2 恪守商業道德

反腐倡廉

本集團積極推動高標準的商業道德，並不斷強化防止任何貪污腐敗行為的體制機制，堅決杜絕貪腐、賄賂、勒索、洗錢和欺詐等行為。通過《員工守則》和其他新員工的培訓資料和手冊，我們承諾嚴格禁止貪污行為，並堅持誠信原則。我們規定所有員工必須簽署合規協議書並遵守嚴格的道德規範和合規管理要求。上述行為準則明確規定及列明，不得有貪污、受賄、私自收受傭金、饋贈等營私舞弊行為。

我們設立舉報機制及渠道，讓員工及相關人士透過反腐倡廉舉報電話和電子郵箱向本集團舉報任何不當行為和違反行為準則個案。每個舉報個案都會在保密的情況下處理，並按相關政策及程式跟進。如有員工違反公司相關守則及制度，我們會根據事件嚴重程度，給予警告、降職或解僱處分。本集團絕不姑息任何形式的貪污行為，若發現員工涉及貪污或其他刑事罪行，我們將有關案件移送紀檢監察機構、司法機關或其他相關政府部門處理。

我們還制定了關於公務用車和業務支出等方面的政策，以保障公共資源的合理使用。商業夥伴也需承諾遵守合作協議，共同維護商業誠信。我們嚴格遵循所有與反腐敗、賄賂、敲詐、欺詐和洗錢有關且對我們有重大影響的法律和規章，如《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》及《中華人民共和國反洗錢法》等。在本報告期間，我們未接到任何違反這些法律法規的報告，也沒有本集團及員工涉及貪腐相關的法律訴訟。

在本報告期間，誠通融資租賃和諸城鳳凰舉辦了多次反腐倡廉的培訓與課程，旨在提升員工的廉潔自律意識。誠通租賃通過舉辦講座及研

its employees through conducting lectures and seminars etc. Zhucheng Phoenix had also organised for its employees three thematic training events and a field trip to visit government's education base for integrity.

討會等向員工灌輸廉潔及反腐敗知識。諸城鳳凰也為員工組織了三次主題培訓活動及參觀政府廉潔教育基地。



Chengtong Financial Leasing's
"Special Seminar on Integrity
Education"

誠通融資租賃的「廉潔教育專題
講座」



Zhucheng Phoenix's
"Fight Corruption
and Advocate Probity
Education Month"

諸城鳳凰舉辦「反腐倡
廉宣傳教育月」的活動

2.3 ADVERTISING AND INTELLECTUAL PROPERTY PROTECTION

The Group strictly complies with laws and regulations related to advertising and promotion business, especially those significantly impacting our operations, such as the “Advertising Law of the People’s Republic of China”, the “Tourism Law of the People’s Republic of China”, the “Regulations on the Publication of Real Estate Advertisements” as well as the “Circular of the State Administration for Industry and Commerce and Ministry of Construction on Further Strengthening the Management of Real Estate Advertisement”. We ensure all content in the advertisements complies with the relevant policies and meets government and industry requirements without any concealment, misleading or fraudulent components in order to protect consumer and public interests.

Regarding intellectual property, we legally abide by laws including the “Trademark Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, and the “Copyright Law of the People’s Republic of China” and commit to protecting intellectual property rights. We commit to use only licensed software and strictly manage the use of various intellectual property rights. As at the date of this Report, the Group had a total of 5 trademarks and 1 patent. We are not involved in any improper use of product and service labels in our business activities.

2.3 廣告宣傳及知識產權保護

本集團嚴格遵守與廣告宣傳業務相關的各項法律法規，特別是那些對集團運營有顯著影響的法律，如《中華人民共和國廣告法》、《中華人民共和國旅遊法》、《房地產廣告發佈規定》以及《國家工商行政管理總局、建設部關於進一步加強房地產廣告管理的通知》等。我們確保所有廣告內容均遵循相關政策，符合政府和行業的要求，不含任何隱瞞、誤導或欺詐成分，以維護消費者及公眾的利益。

在知識產權方面，本集團依法遵守《中華人民共和國商標法》、《中華人民共和國專利法》及《中華人民共和國著作權法》等相關法律規定，致力於保護知識產權。我們堅持使用正版軟件，並嚴格管理使用各類知識產權。截至本報告日期，本集團共有五個商標與一項發明專利。我們在經營活動中亦不涉及任何產品及服務標籤的不當使用。

The Group places great emphasis on the quality of our products and services. We have established strict management policies and procedures to monitor and deliver high-quality products and services in collaboration with our business partners. We continue to provide value with a responsible attitude by understanding customer needs and building a good brand reputation.

During the Reporting Period, the Group complied with relevant laws and regulations regarding health and safety, advertising and data privacy of our products and services. We are not aware of any litigation cases in these areas.

3.1 PRODUCT AND SERVICE RESPONSIBILITY

Our commitment to customer well-being is steadfast. We have implemented numerous measures to enhance service standards and elevate quality. To meet the needs of various business sectors, we have established a series of stringent and effective product and service quality management policies. We are dedicated to upholding tailored, customer-centric service standards, with the goal of preserving a positive brand image and reputation.

Given the nature of our business, product recall data and remedial measures related to safety and health reasons do not apply. However, we strictly comply with relevant safety and health requirements in all our business practices to ensure that our customers' interests are not compromised. All employees are guided by relevant policies and continue to provide values to customers with high standard services.

Marine Recreation Services and Hotel Business

To create a satisfactory and safe environment for customers, Huandao Travel Investment has established the "Management Regulations on Office Order and Service Quality Inspection" along with other rigorous management policies covering aspects from daily greetings and etiquette to customer care – all aiming to enhance services quality and customer experience. Huandao Travel Investment has also formulated rules and regulations on safety management and the emergency management in respect of marine recreation activities, operation and maintenance of marine recreational facilities, fire safety, security safety and hotel food safety and other aspects.

本集團非常重視產品及服務的質量。我們制定了嚴格的管理政策和程式，以監控並提供高質量產品和服務，並與我們的業務夥伴合作。我們繼續以負責任的態度提供優質服務，照顧客戶所需，建立良好的品牌形象。

在本報告期內，本集團已遵守與所提供產品及服務有關的健康與安全、廣告及隱私事宜的相關法律法規。本集團並不知悉有與上述法律法規相關的訴訟案件。

3.1 產品及服務責任

本集團對客戶福祉的承諾不遺餘力，我們採取多項措施以改善服務標準，推進服務質量的提升。為了滿足不同業務板塊的需求，我們制訂了一系列嚴格而有效的產品和服務質量管理政策。我們堅守秉持量身定制和以客戶為本的服務標準，致力於維護良好的品牌形象和聲譽。

鑑於我們業務的特性，涉及安全與健康原因的產品回收數據和相關的補救措施不適用於本集團。然而，我們保證在所有業務行為中嚴格遵守相關的安全標準和健康規範，確保客戶利益不受影響。全體員工都受到相關政策的指導，持續以高標準的服務為客戶提供價值。

海上旅遊服務及酒店業務

為了締造一個令客戶滿意並感到安心的環境，寰島旅遊投資已經制定了《辦公秩序及服務質量檢查管理規定》以及一系列其他嚴謹而規範的管理政策。這些政策廣泛涵蓋從日常問候、禮儀到對客戶的關懷等多個方面，旨在提升服務質量並保障客戶體驗。寰島旅遊投資亦制定規章制度，規範安全管理及海上旅遊活動、海上遊樂設施的營運及維護、消防安全、保安安全及酒店食品安全等方面的突發事件管理。

For marine recreation services, we regularly inspect and maintain operation facilities to keep marine recreational equipments in their optimal condition and also ensure that safety equipment is functional in case of any emergency. Moreover, we also require all crew members to attend emergency training regularly to familiarise with escape routes and location of safety devices for quick and effective response in emergency situations. To ensure that visitors understand the potential risks of marine recreation activities and comply with safety regulations, we require all participants to carefully read the guidelines on the safety notice boards before the activity begins, and to wear personal protective gear when necessary.

For the hotel operation business, we have taken a range of measures to safeguard customer safety and service quality. Security guards do not only patrol hotel premises, but also conduct kitchen and fire equipment inspections regularly. Our operation team works closely with local police and fire departments to continuously update and improve our safety management measures and ensure that we have the latest safety information. Our food and beverage operation, the core business of our hotels, is subject to strict quality control. We have established a service quality supervision and inspection team and have formulated rigorous food processing procedures integrating food safety assurance, service quality enhancement and inspection systems. Kitchens are regularly examined to guarantee food quality and safety. We also strictly control the source of food ingredients to prevent expired, spoiled or contaminated food from entering the supply chain, thereby preventing any food poisoning incidents.

During the Reporting Period, Huandao Travel Investment conducted a customer satisfaction survey and received a high satisfaction rate of 98.6%.

在海上旅遊服務領域，我們定期檢查和維護運營設備，以確保海上遊樂設施始終處於最佳狀態，還確保安全設備能在任何緊急情況下發揮作用。此外，我們還要求所有船員定期接受應急訓練，以熟悉逃生路線和安全裝置的位置，從而在緊急情況下能夠迅速有效地應對。為確保遊客瞭解海上娛樂活動的潛在危險並遵守安全規則，我們要求所有參與者在活動開始前仔細閱讀安全告示牌上的指南，並在需要時配戴個人防護裝備。

在酒店業務方面，我們採取了一系列措施來保障客戶的安全和服務質量。保安人員不僅負責巡邏酒店，還定期對廚房和消防設備進行檢查。我們的營運團隊會與當地的警員和消防部門緊密合作，持續更新和改進我們的安全管理措施，確保我們掌握最新的安全資訊。餐飲服務作為我們酒店的核心部分，受到嚴格的質量監控。我們成立了服務品質監督檢查小組，結合食品安全保障、服務品質提升及檢查制度，制定了嚴謹的食品加工流程。廚房接受定期的巡查和檢查，以保證食品的質量與安全。我們也嚴格控制食材來源，防止過期、變質或受污染的食品進入供應鏈，從而預防任何食物中毒事件的發生。

於本報告期內，寰島旅遊投資進行了客戶滿意度調查，得到了高達98.6%的滿意度。

Leasing Business

With steady business growth, multiple financing channels and strong capital strength, Chengtong Financial Leasing was accredited with long-term credit rating at AA+ with a stable outlook during the Reporting Period, which fully reflect high market recognition of its financial strengths, operational excellence and future development.

租賃業務

憑藉穩健的業務發展，多樣的融資渠道和強勁的資本實力，本報告期內，誠通融資租賃主體長期信用等級被評為AA+，評級展望為穩定，這一評價充分反映出市場對誠通融資租賃財務實力、卓越營運和未來發展的高度認可。



Property Development and Investment

All construction projects of Zhucheng Phoenix were completed before the Reporting Period. The main business during the Reporting Period was property marketing and management. Therefore, Zhucheng Phoenix formulated the "Marketing Management System" to define the function of different positions and departments and provide standardised operation processes to ensure orderly property sales services and a high-quality, responsible homebuying experience for customers. During the property management stage, Zhucheng Phoenix formulated the "Property Management System" with detailed regulations on daily management of parking spaces and vehicle access, equipment operations, heating, cleaning, landscaping, and other issues to ensure the quality of the one-stop property services and provide services with higher quality to property owners. Property supervisors shall conduct on-site inspections daily and record them in the "Property Management Log". For any identified service issues, relevant departments will be notified to make rectifications within a time limit to ensure smooth service operations.

物業發展及投資業務

諸城鳳凰所有項目的建築施工階段均已在報告期前完成，本報告期內的業務主要為樓宇營銷與管理。為此，諸城鳳凰制定了《營銷管理制度》，對不同崗位、部門職能做出劃分，並為業務流程提供規範，以保障房屋銷售服務有序性，並為客戶提供高質量、負責任的購房體驗。在物業管理階段中，諸城鳳凰制定了《物業管理制度》，對車位及車輛進出、設備運營、供暖、保潔、綠化等問題的日常管理做出詳盡規定，確保一站式物業服務品質，為業主提供更加高質量的服務。物業主管應每天進行現場巡檢，並記錄在《物業管理日誌》，針對發現的服務問題，將通知相關單位限期整改，確保服務正常進行。

3.2 CUSTOMERS' RIGHTS PROTECTION

Opinions and Complaints

The Group is committed to providing excellent customer experience to maintain our leading position in the intense market competition.

Our subsidiaries collect customer feedback regularly through hotlines, official websites, social media, and other channels. Based on the feedback, we continuously improve our products and services to meet customer expectations and needs. Subsidiaries have also formulated management measures specific to their business nature to handle customer complaints.

Zhucheng Phoenix has formulated the "Owner Complaint Handling Process", under which owners can raise issues regarding project quality, sales management, property management, owner services and other issues through the complaint hotline, and the staff will handle and give feedback swiftly in accordance with the principles of "timeliness, honesty and openness, professionalism and humanisation".

Huandao Travel Investment introduced the "Guest Complaint Management Measures" and the "Visitor Complaint Handling System" to define clear complaint handling processes and response measures for frontline staff to effectively address customers' issues. We will record details of the complaint, conduct investigation thereon and provide feedback on the results to customers in a timely manner.

During the Reporting Period, the Group did not receive any customer complaint related to products and services, demonstrating our excellent performance in customer service quality.

Privacy Protection

The Group strictly complies with laws and regulations related to privacy protection including the "Law of the People's Republic of China on Resident Identity Cards", the "Civil Code of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Personal Information", and the "Law of the People's Republic of China on Network Security", and is committed to safeguarding the privacy rights of our customers.

3.2 保障客戶權益

意見及投訴

本集團致力於提供卓越的客戶體驗，以保持激烈的市場競爭中的領先地位。

我們的各附屬公司通過電話熱線、官方網站、社交媒體等渠道，定期收集客戶的反饋。根據收集到的反饋，我們不斷改進產品與服務，以符合客戶的期望和需求。各附屬公司亦有針對其業務性質，制定有關客戶投訴處理的管理辦法。

諸城鳳凰制定了《業主投訴處理流程》，對於工程質量、銷售管理、物業管理和業主服務等問題，業主可以通過投訴熱線反映情況，工作人員將按照「及時性、誠信公開、專業人性化」原則，迅速處理並回饋。

寰島旅遊投資推出《賓客投訴處理管理辦法》和《遊客投訴處理制度》，制定了明確的投訴處理流程和應對措施，以便前線員工能有效處理客戶問題。我們會記錄投訴內容細節，並且就有關投訴開展調查，及時反饋投訴處理結果給客戶。

在本報告期內，集團沒有收到任何與產品和服務相關的客戶投訴，這顯示了我們在客戶服務質量上的出色表現。

私隱保障

本集團嚴格遵守《中華人民共和國居民身份證法》、《中華人民共和國民法典》、《中華人民共和國個人資訊保護法》和《中華人民共和國網絡安全法》等有關私隱保障的法律規例，致力於不懈地維護客戶的隱私權益。

We have formulated multiple privacy security policies and implementation programs to emphasize the importance of data confidentiality to all employees. We ensure that only authorised personnel can have access to customer personal data on a “need-to-use” basis in the course of performing their duties. For example, our Hong Kong headquarter and Huandao Travel Investment have established sound “Employees’ Code of Conduct” and “File Management System” respectively, requiring employees to keep all customer data strictly confidential. Furthermore, the employment contract signed between the Group and each employee includes strict confidentiality clauses requiring compliance with data protection and confidentiality requirements in respect of company information (including but not limited to business policies, accounting records, client data and information) both during their employment and after their resignation.

The Group also continuously strengthens customer personal data security management measures according to local regulations and regulatory requirements. Any employee accessing customer private information must first obtain clearance from superiors to avoid unauthorised or improper use of data. We also organise regular data privacy protection training to enhance employees’ understanding and awareness of responsibilities regarding data privacy. If any employee is found to have intentionally disclosed data, the Group will impose written warnings, demotions, and other disciplinary actions on such employee according to established procedures to ensure strict enforcement of our privacy protection commitment to customers.

3.3 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group recognises that suppliers and service providers play a key role in maintaining the quality of our products and services. We have established a rigorous supplier management and performance evaluation system, including regular performance evaluations and comprehensive review of suppliers’ environmental protection, social responsibility, economic efficiency and other aspects to identify and mitigate potential environmental and social risks across the supply chain, control procurement costs, and ensure the Group’s sustainable operations and competitiveness. Our subsidiaries have established appropriate tender management and supplier evaluation systems according to their business characteristics.

我們制定了多項隱私安全政策及實施程式，向全體員工傳達保護資料機密的重要性。確保僅限授權人員在履行職責所需且在「必要使用」原則下，才可接觸到客戶的個人資料。以我們的香港總部和寰島旅遊投資為例，均已分別建立了完善的《員工守則》和《檔案管理制度》，要求員工對於一切客戶資料予以嚴密保密。此外，本集團與每位員工簽署的僱傭合約中都附有嚴格的保密條款，要求員工無論在職期間或離職後都必須遵守對於公司資訊（包括但不限於業務政策、會計檔案、客戶數據及資訊）的數據保護和保密規定。

本集團更根據運營地的相關規範和監管要求，不斷強化客戶個人資料的安全管理措施。任何員工若需訪問客戶的私人資訊，均須先得到上級管理人員的明確批准，以此避免任何未經授權或不當的資料使用行為。我們亦定期組織數據隱私保護的培訓活動，旨在提升員工對於數據隱私保護的認識及其承擔的相關責任。倘若發現有員工故意洩露資料，本集團將依照既定程式對該員工採取書面警告、降職等紀律處分，以確保我們對客戶承諾的隱私保護得到嚴格執行。

3.3 負責任供應鏈管理

本集團深知供應商以及服務提供商在維持我們產品與服務品質上所扮演的關鍵角色。我們建立了一套嚴謹的供應商管理及績效評估系統包括定期的績效評估，對供應商的環境保護、社會責任、經濟效益等方面進行全面審視以識別並緩解整個供應鏈可能面臨的環境與社會風險，控制採購成本，以保障集團運營的可持續性和競爭力。各附屬公司亦因應其業務特性，制定適合的招標管理和供應商評估制度。

Huandao Travel Investment adopts the latest “Procurement Management Measures”, regulating various aspects such as procurement approaches, approval, management, supplier screening and evaluation for its marine recreation and hotel businesses respectively. It emphasizes that procurement and tendering activities should adhere to the principles of openness, fairness, impartiality, integrity, merit selection and high efficiency, and always maintain a commitment to the integration of compliance and efficiency, and the unity of supervision and collaboration. No organisation or individual may contravene laws, administrative regulations and related policy stipulations to set thresholds for the corporate scale or performance that are unrelated to operational capabilities, thereby restricting or excluding relevant enterprises from participating in the bidding process. No one may unlawfully interfere with tendering and procurement activities in any manner.

Chengtong Financial Leasing’s “Asset Management Measures” and “Procurement Management Measures” have specific requirements on the procurement management process, stipulating the scope of its procurement and the applicable and non-applicable situations. The above measures also set out the principles to be followed in procurement, such as legal compliance, openness, and fairness to ensure that the supplier selection process is fair and transparent.

The aforesaid procurement management measures are implemented in relation to all potential suppliers of the Group and such measures are from time to time reviewed by the relevant subsidiary to ensure their compliance.

寰島旅游投資採用最新的《採購管理辦法》，分別針對其海上旅遊業務和酒店業務在採購方式、採購審批、採購管理、供應商篩選與評價等多個方面都有詳細的規定。其強調了採購招標活動應堅持公開、公平、公正、誠信、擇優、高效的原則，始終堅持合規與效率相結合、監督與協作相統一。任何組織和個人不得違反法律、行政法規和相關政策規定，設定與經營能力無關的企業規模門檻、績效門檻，限制或排除相關企業參與投標。任何人不得以任何方式非法干預招標採購活動。

誠通融資租賃的《資產管理辦法》與《採購管理辦法》對於採購管理過程有著明確的要求規定了公司採購的範圍，適用和不適用情況。同時闡述了採購應遵循的原則，如合法合規、公開公平等，以確保在選擇供應商時能夠達到公正與透明的標準。

上述採購管理措施適用於集團的所有潛在供應商，並由相關子公司不定期審查以確保其合規。

The Group expects all suppliers to comply with our ESG requirements regarding environmental protection, labour standards and business conduct when fulfilling contractual obligations. The Group has incorporated relevant clauses and provisions into the suppliers' contracts so as to promote the sharing of responsibility for sustainable development in the supply chain. Where appropriate and subject to the relevant laws and regulations, the Group will prioritise the procurement of green material for use in its development projects. In particular, Zhucheng Phoenix requires suppliers to provide material that meet environmental protection requirements in the bidding documents, and conducts comparison check during bid opening.

During the Reporting Period, the number and location of our suppliers are as follows:

本集團期望所有供應商在履行合同義務時遵守我們與環境保護、勞工準則和商業行為準則相關的ESG要求。本集團將相關條款和規定納入供應商合同，促進供應鏈可持續發展的共同責任分擔。在合適的情況和在符合相關法規的前提下，本集團將優先採購綠色材料用於其開發項目。其中，諸城鳳凰在中標檔中要求供應商提供符合環保要求的物料，開標時進行對比查驗。

在本報告期間，我們的供應商數量和地點如下：

Region of suppliers (by location of headquarters) 供應商地區（按總部所在地）		Number of suppliers 供應商數目
Mainland China	中國大陸	76
Hong Kong, China	中國香港	1

The Group has always adhered to the concept of green management and recognises the importance of being responsible for the society and the environment as an organisation. Guided by this philosophy, we are committed to improving environmental management standards and integrating them into our daily operations.

4.1 EMISSION MANAGEMENT AND USE OF RESOURCES

The Group understands a sound environmental management system is fundamental to green development. On this basis, we continuously enhance our ability to identify and analyse potential environmental risks in operational activities and formulate effective risk mitigation measures.

Our main operating sites are offices, hotels, and marine recreation service facilities. Based on our business types, we have identified the following as our key environmental issues: greenhouse gas and air pollutant emissions, energy consumption, consumption of water resources, and solid waste generation. During the Reporting Period, the Group was not aware of any non-compliance with environmental laws and regulations that have a significant impact on the Group which are related to air and greenhouse gas emissions, discharges into water and land, as well as generation of hazardous and non-hazardous waste.

The Group has set targets to reduce emissions, energy and water consumption and waste generation, primarily including:

Emission Reduction Targets 減排目標	To reduce greenhouse gas emissions and other air pollution emissions from the Group's operating venues, office areas, hotels, and tourist attractions. 減少本集團營運場所、辦公區域、酒店及旅遊景點所產生的溫室氣體排放和其他空氣污染排放。
Waste Reduction Targets 減廢目標	To reduce waste generated from the Group's operating venues, office areas, hotels, and tourist attractions. 減少本集團營運場所、辦公區域、酒店及旅遊景點所產生的廢棄物。
Energy Saving Targets 節能目標	To gradually optimise the energy consumption structure and improve the efficiency of energy use, gradually reduce the overall energy consumption of the Group. 逐步優化用能結構，提高能源使用效率，以逐步降低本集團整體能耗。
Water Saving Targets 節水目標	To improve the efficiency of water resources utilisation and gradually reduce the consumption of water resources. 提高水資源利用效率，逐步降低水資源的消耗。

本集團始終堅持綠色經營的理念，認識到作為企業對社會及環境負責任的重要性。在這樣的理念指導下，我們致力於提升環境管理的水準，並將其融入到我們的日常運營中。

4.1 排放物管理和資源使用

本集團深知健全的環境管理體系是實現綠色發展的根本。在此基礎上，我們不斷提升對營運活動中潛在環境風險的識別和分析能力，並致力於制定有效的風險緩解措施。

本集團的主要營運場所為辦公室、酒店及海上旅遊服務設施，根據本集團的業務類型，我們已識別以下環境因素為我們的主要關注點：溫室氣體及空氣污染物排放、能源消耗、水資源消耗、固體廢棄物產生。在本報告期內，本集團未有發現任何違反與空氣和溫室氣體排放、對水和土地排放及有害和無害廢棄物的產生并對本集團有重大影響的相關環境法律和法規的情況。

本集團制定了減少排放物、能源和水資源消耗和廢棄物產生的目標，主要包括如下：

Looking back on 2023, the Group has steadfastly implemented the SASAC's "Work Plan for Improving the Quality of Listed Companies Controlled by Central Enterprises", adhered to the implementation of the new development concepts and further enhanced our ESG performance. We have made positive progress in accelerating our green and low-carbon transformation, vigorously supporting clean energy and environmental protection industries. Moreover, we are committed to strengthening ESG data management and have gained a deeper understanding of Scope 3 greenhouse gas disclosures. Considering economic development and social changes, the Group will consider the extent of environmental impact of its different business operations, set quantitative targets, and maintain performance tracking to improve emission reduction and optimise resource efficiency.

Emission Management

The Group's main air pollutant emissions come from exhaust emissions from vehicles and vessels, while greenhouse gas emissions are primarily from fossil fuel combustion by vehicles and vessels ("Scope 1 emissions") and consumption of purchased electricity in offices and premises ("Scope 2 emissions"). We strictly abide by the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" and has established internal policies and taken corresponding measures to manage the exhaust emissions and fuel usage of the Group's official vehicles. We make efforts to monitor, minimise and mitigate environmental risks.

回顧2023年，本集團堅持執行國資委《提高央企控股上市公司質量工作方案》，貫徹落實新發展理念，進一步提升ESG績效，在加快綠色低碳轉型，大力支持清潔能源和環保產業方面取得了積極進展。此外，我們致力於加強ESG數據管理，對溫室氣體範圍三披露獲得了更深的理解。考慮到經濟發展和社會變化，本集團將考慮其不同業務運營對環境的影響程度，設定量化目標並保持績效跟蹤，以改進減排和優化資源效率。

排放管理

本集團的空氣污染物排放主要來自車輛與船舶的廢氣排放，溫室氣體排放也主要來自於車輛與船舶的化石燃料燃燒（「範圍1排放」），以及辦公室及處所的外購電力消耗（「範圍2排放」）。我們嚴格遵守《中華人民共和國大氣污染防治法》並針對車輛廢氣排放與燃油使用，制定管理公務車的內部政策並採取相應措施。我們盡力監察、減少及減輕環境風險。

Measures taken to reduce vehicle emissions

為減少車輛使用排放而採取的措施：

- Consider to purchase new energy vehicles to improve the vehicle emission standards and energy efficiency when procuring official vehicles
購買公務車輛時考慮選購新能源車輛以提高車輛排放標準及節能效率
- Strictly control frequency of staff using official vehicles by implementing unified dispatch and centralised arrangements
嚴格控制員工使用本集團的公務車輛的頻率，實行統一調度、集中安排
- Encourage use of video conference instead of business trips
鼓勵利用視頻會議代替出差
- Conduct regular detailed inspections and maintenance of vehicles to ensure normal operations and compliance with emission requirements
定期對車輛進行詳細檢查和保養，確保車輛運作正常及符合排放要求

Measures taken to reduce emissions from vessel operations

為減少船舶運營排放而採取的措施：

- Control the departure of vessels according to the passenger flow and maximise the full capacity of the vessels
根據客流量管控船舶發班航次，盡量合併發班
- Strengthen vessel maintenance, regularly replace fuel nozzles, and rust proofing
加強船舶保養，定期更換噴油嘴，除鏽
- Use hybrid diesel-electric vessels for marine travel and replace vessels reaching their lifespan by models using new energy
使用油電混合動力船舶進行遠洋運輸，其中部分船舶達到使用壽命後可替代成新能源型號
- Turn off engines when vessels are docked or waiting
船舶停泊和等待時須關閉引擎
- Enhance route planning for vessel tour and shorten vessel's berthing time
加強船舶遊覽路線規劃和縮短船舶泊岸等候時間

Waste Management

The Group is committed to adhering to a range of environmental laws related to waste management, including but not limited to the "Environmental Protection Law of the People's Republic of China" and the "Solid Waste Pollution Prevention and Control Law of the People's Republic of China". The main wastes generated from the Group's office and hotel operations include wastepaper, waste fluorescent tubes and waste ink cartridges. Subsidiaries under Huandao Travel Investment have formulated the "Solid Waste Classification and Transportation - Code of Engineering Department", "Pollution Control Administrative Regulations of Hainan Yalong Bay Underwater World Travel Company Limited" and "Underwater World Domestic Garbage Classification Plan".

These codes and plans aim to reduce wastes at source, and recycle paper, scrap iron and plastic bottles.

We ensure all wastes (especially hazardous waste) from our offices and hotels are collected and properly handled by qualified waste collectors. We are committed to minimising waste generation, promoting recycling and utilisation, and ensuring our operations have minimum environmental impact.

廢棄物管理

本集團致力於遵守一系列與廢棄物管理相關的環境法律，包括但不限於《中華人民共和國環境保護法》和《中華人民共和國固體廢棄物污染環境防治法》。本集團的辦公室和酒店營運活動產生的廢棄物主要包括廢紙、廢螢光燈管和廢墨水匣。寰島旅遊投資旗下的附屬公司已經制定了《固體廢物分類與清運—工程部門職能規範》、《海南亞龍灣海底世界有限公司防污染管理規定》以及《海底世界生活垃圾分類工作方案》。

這些規範和方案旨在對固體廢棄物進行源頭減廢的措施，並對廢紙、廢鐵和廢塑膠瓶等進行回收。

我們確保本集團辦公室和酒店營運產生的所有廢棄物（尤其是有害廢棄物）都由具有合格資質的廢棄物收集商收集並進行妥善處理。我們致力於減少廢棄物產生，推動回收利用，以及確保我們的營運活動對環境的影響降至最低。

Office waste reduction measures

辦公室的減廢措施：

- Reduce waste from origin, reduce use of disposables like disposable cutlery and plastic bottles
實行源頭減廢，減少使用即棄用品，如即棄餐具及塑膠瓶
- Promote waste recycling, provide recycling facilities to have clean waste separation and recycling of waste paper and other recyclables
推廣廢物回收，提供回收設施，以將廢紙及其他可回收物進行清潔的廢棄物分類和回收
- Promote paperless office with double-sided printing to reduce paper usage
推廣辦公無紙化，採用雙面列印，減少紙張使用
- Properly collect and store waste fluorescent tubes and waste ink cartridges, ensure that hazardous waste is handled and recycled by the professional.
妥善收集和存放廢棄螢光燈管和廢墨水匣，確保有害廢棄物由專業人員處理回收。

Waste reduction measures for our hotel operations and marine recreation business

針對旗下的酒店運營和海上旅遊業務，我們的減廢措施如下：

- Provide reusable shopping bags and tourist wristbands
提供可重複使用的購物袋和觀光腕帶
- Paperless electronic scenic area promotion and digital restaurant menus
無紙化電子景區宣傳，餐廳使用電子菜單
- Completely ban non-degradable plastic items in hotel catering services
酒店餐飲業務完全禁止不可降解塑膠物品



Double-sided printing tips post by Yalong Bay Underwater World
亞龍灣海底世界張貼的雙面用紙標識



Chengtong Financial Leasing's waste sorting measure
誠通融資租賃採用的垃圾分類措施

Energy Consumption

The main energy consumed by the Group is electricity. In compliance with the "Energy Conservation Law of the People's Republic of China" and other relevant regulations, we have proactively implemented multiple measures to reduce energy usage in operations and further lower greenhouse gas emissions. An internal energy management policy has been formulated and implemented. We promote green office and green operations concepts, and work hand in hand with the employees of our subsidiaries to enhance the energy-saving efficiency of our office. Through these actions, we aim to enhance energy efficiency and contribute to environmental protection.

An operating subsidiary of Huandao Travel Investment has formulated the "Fire Water Tank Management Regulations", "Plan for Strengthening Water and Power Management", the "Regulations on the Management of Water and Electricity of Contractors" and other plans to improve energy utilisation efficiency in operations. In addition, all hotel rooms of the said operating subsidiary are using new air systems and intelligent sensor lighting that consume less energy.

能源消耗

本集團的主要能源消耗源於電力。在遵從《中華人民共和國節約能源法》等相關法規的基礎上，我們主動地實施了多項減少業務運營中能源消耗的措施，旨在進一步降低溫室氣體排放。本集團已經制定並落實了一套內部的能源管理政策，我們積極推動綠色辦公和綠色營運理念，並與附屬公司的員工攜手合作，共同提升辦公樓的節能效能。透過這些行動，我們致力於實現能源效率的提升並貢獻於環境保護。

寰島旅游投資的一家附屬營運企業已制定了《消防水池管理規定》《關於加強水電管理工作的方案》和《承包方水電管理規定》等方法，提升營運中的能源利用效率。此外，該附屬營運企業的酒店客房都採用了能耗更低的新風系統和智能感應燈具。

The Group has established annual energy management budget plans and implements performance measures to optimise energy use with effective control and incentives. Key measures to reduce energy consumption include:

- Use LED lighting systems and energy saving lamp tubes
- Use office equipment with Grade 1 energy label
- Post electricity saving reminder labels
- Set air conditioning temperature no lower than 26°C in summer
- Only turn on necessary lighting
- Remind staff to switch off lights and idle appliances when not in use or after office hours
- Select and adopt lower energy consumption generators

本集團已制定年度管理能源預算計劃，並實施績效管理措施以優化使用能源，對能源使用進行有效控制並進行獎優罰劣。以下為降低能源消耗的主要措施：

- 採用LED照明系統和節能燈管
- 使用獲得一級能源標籤的辦公設備
- 張貼節約用電的提示標籤
- 夏天空調溫度不低於攝氏26度
- 任何時候只開啟必要的照明燈
- 提醒員工在不使用時或下班後關閉燈光及閒置電器
- 選擇和採用能源消耗較低的發電機



Chengtong Financial Leasing's
energy saving reminders
誠通融資租賃的節能提示

Water Management

The Group clearly recognises the importance of water saving for sustainable development and is committed to promoting green office measures and water conservation methods to reduce freshwater usage. We have not encountered any difficulties in obtaining water resources at all operating sites, which source water from municipal water supply systems. Wastewater from our operational activities flows into municipal wastewater systems via building/hotel pipelines for centralised treatment at municipal facilities.

To monitor and manage our water usage, we conduct regular monthly inspections and record water usage in different areas for analysis. We have also installed our own water meters onsite to directly monitor usage volumes. In addition, quantitative management is conducted monthly by assigned individual according to the water consumption of each department. Take our hotel business as an example, Huandao Travel Investment formulates regulations such as the “Plan on Strengthening Water and Power Management” and the “Regulations on the Management of Water and Electricity of Contractors” to bolster water saving. Water-saving faucets with motion sensor are installed in restrooms and all public areas in our hotel. The installation of aerators on the faucets in the guestrooms allows adjustment of the water pressure and decreases the water flow to reduce the water consumption. Moreover, we collect the reclaimed water after use for the irrigation of landscape to reduce the amount of freshwater use.

Through these measures, we effectively monitor and manage our water usage while respecting and protecting water resources in operations.

水資源管理

本集團清楚認識節約用水對於可持續發展的重要性，並致力推行綠色辦公措施及採用節水措施以節約淡水用量。我們在所有營運地點對於水資源的取得並未遭遇任何困難，本集團水源均來自於市政供水系統。與此同時，我們的營運活動產生的污水會透過建築物、酒店等的連接管道流入市政污水系統，並在市政污水處理設施中接受集中處理。

為了監控和管理我們的用水情況，我們每月都會定期巡查並記錄各區域的用水狀況以進行分析。我們也在各個地點安裝了自有的水錶，以便直接監測到用水量。此外，我們每月會根據各部門的用水量進行量化管理，並由專人負責。以我們的酒店業務為例，寰島旅游投資制定了《關於加強水電管理工作的方案》《承包方水電管理規定》等規定，以節約用水。洗手間和酒店內所有公共區域均安裝感應式節水龍頭。客房水龍頭則安裝了曝氣裝置，以調節水壓、降低水流，從而減少用水量。此外，我們收集使用後的再造水，並用於園景灌溉，減少淡水用量。

通過這些措施，我們能夠有效地監控和管理我們的用水狀況，並確保我們的營運活動在尊重和保護水資源的前提下進行。

Chengtong Financial
Leasing’s water saving
reminder
誠通融資租賃的節水提示



4.2 ENVIRONMENTAL AND NATURAL RESOURCES PROTECTION

Biodiversity Conservation

The Group's marine recreation services and hotel operations are in Sanya Coral Reef National Nature Reserve, providing diversified recreation activities. We fully recognise the impact of business activities on the fragile local ecosystem and have taken corresponding measures to protect the environment during business development.

To maintain marine biodiversity and habitat, Yalong Bay Underwater World has implemented the "Measures for the Administration of Compensation for Marine Ecology in Sanya City" and strives to build a restoration area in Yalong Bay to achieve the coordinated development of habitat protection and tourism activities. Huandao Travel Investment has developed the "Coral Reef Protection Measures" to support the protection of the coral reefs and shellfish in the Yalong Bay Coral Reef Nature Reserve and provide the relevant guidelines for reducing the negative impact of tourism activities on marine ecology.

We strictly comply with provincial government's regulations and restrictions on marine tourism to protect marine resources. Some examples of measures taken include:

- Remind all tourists not to collect any corals or items from the sea
- Educate the tourists about the significance of protecting coral reefs. Snorkelling must take place in water that is deeper than two meters to prevent coral reef from being disrupted and damaged
- Avoid anchoring vessels to prevent disturbance and damage to coral reefs

4.2 環境與天然資源

生物多樣性保護

本集團海上旅遊服務及酒店業務位於三亞珊瑚礁國家級自然保護區內，提供多樣化的休閒活動。我們充分認識到經營活動對當地脆弱生態系統的影響，並已採取相應措施，以確保我們的業務發展與環境保護並行不悖。

為維護海洋生物多樣性和生態棲息地，亞龍灣海底世界積極落實《三亞市海洋生態補償管理方法》，致力打造亞龍灣修復區，實現大自然保護和旅遊活動的協調發展。寰島旅遊投資制定了《珊瑚礁保護措施》，以支持保護亞龍灣珊瑚礁自然保護區的珊瑚礁和貝類，並減少旅遊活動對海洋生態的負面影響提供相關指引。

我們嚴格遵守省政府有關海洋旅遊的規定和限制，以保護海洋資源。我們採取了各項措施，以下是其中一些例子：

- 提醒所有遊客不要採摘珊瑚礁及海洋中的任何東西
- 在遊客浮潛時，向遊客教育保護珊瑚礁的重要性。浮潛必須在2米深的水域進行，以防止擾亂和損害珊瑚礁
- 避免船隻拋錨，以防止擾亂和損害珊瑚礁

Marine Pollution Management

Huandao Travel Investment strictly manages waste generated by vessel operations for its marine recreation services to prevent marine environmental pollution. We have formulated a number of management regulations such as “Management System for the Prevention of Pollution from Vessels”, the “Protection Measures against Pollution from Vessels” and “Environmental Protection Guidance for Staff” to provide guidance for the crews about the proper storage, handling and disposal of waste during the operation and offshore maintenance of the vessels, so as to ensure compliance with the “Provisions of the People’s Republic of China on the Administration of the Prevention and Control of Vessel-Induced Pollution to Inland Water Environment”, the “Law of the People’s Republic of China on the Prevention and Control of the Vessels Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution” and the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes”.

Key measures to prevent vessel pollution of waterbodies and coastal soils include:

- Strictly prohibit direct discharge or dumping of any waste including hazardous and non-hazardous items at sea
- Only choose vessels that have passed rigorous anti-pollution inspections
- Ensure all vessels are well-equipped with marine anti-pollution facilities, classify and gather wastes on board for further collection and processing by professional water handlers recognised by the government on a regular basis
- Conduct daily publicity through broadcasts, videos, signage to enhance pollution prevention awareness among visitors and crew
- Provide emergency response training for staff to understand proper contingency actions and remedies during maritime incidents to minimise ocean pollution risks
- Formulate detailed contingency procedures to promptly report to maritime authorities and act in the event of maritime accidents or waterbody pollution incidents to prevent further spread of pollution

海洋污染管理

寰島旅遊投資對其海上旅遊休閒服務的船舶運營所產生的廢棄物進行嚴格管理，以防止對海洋環境造成污染。我們已經制定了《船舶防污染管理規定》、《船舶防污染保障措施》以及《工作人員環保須知》等多項管理制度，這些制度指導船員在船舶營運和海上維修過程中如何正確地儲存、處理和處置廢棄物，以確保符合《中華人民共和國船舶污染內河環境防治管理規定》、《中華人民共和國船舶污染防治法》、《中華人民共和國大氣污染防治法》以及《中華人民共和國固體廢物污染環境防治法》。

防止船舶污染水體和近岸土壤的主要措施：

- 嚴禁在海上直接排放或傾倒任何形式的船上廢棄物，包括有害和無害廢物
- 僅選用經過嚴格防污染檢驗並合格的船隻進行運營
- 確保所有船舶配備完善的海上防污裝置，並對船上廢棄物進行分類收集，定期由政府認可的專業廢棄物處理商收集並處理這些廢物
- 透過廣播、電視錄像、告示板等形式進行日常宣傳，提高旅客及船員海洋污染防治意識
- 對員工進行緊急響應培訓，使其瞭解在發生海事事故時的適當應急行動和補救措施，以減少對海洋的污染風險
- 制定詳細的應急操作程式，一旦發生海上交通事故或水域污染事件，能夠迅速向海事部門報告並採取行動，防止污染的進一步擴散

4.3 CLIMATE CHANGE

The Group has taken the following strategies and actions regarding climate change and its impacts on our business:

- Regularly review climate-related issues and assess their relevance and significance to the Group's business
- Pay special attention to physical risks including impacts of extreme weather on business operations
- Integrate climate-related risks into the reporting scope of the ESG Committee

We review and identify climate-related risks on an annual basis as part of our risk assessment. We have considered potential climate-related risks, i.e., physical risks such as extreme weather conditions and transitional risks such as regulatory changes relating to environmental matters, according to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), as summarised below:

Risk categories 風險類別	Potential impacts to the Group 對本集團的影響	Mitigation measures 緩解措施
Physical risks 物理風險		
Acute risks: 立即性風險： Extreme weather events 極端天氣事故	<ul style="list-style-type: none"> • Staff safety issues caused by extreme weather. 極端天氣引起的員工安全問題。 • Floods and droughts may directly impact leasing business and property investments, resulting in property losses or increased insurance costs. 洪水、乾旱可能對租賃業務和物業投資產生直接影響，導致財產損失或保險成本上升。 • Marine recreation and hotel operations may be affected by storms or sea level rise, leading to significant revenue declines. 海上旅遊和酒店業務可能受到風暴或海平面上升的影響，導致收入大幅降低。 	<ul style="list-style-type: none"> • Implement preventive measures for staff such as to allow work from home arrangement during typhoons and heavy rain. 強颱風及暴雨期間為員工採取預防措施，例如允許其遠程居家辦公。 • Monitor weather forecasts and implement safety measures in advance. 監測天氣預報，提前做好安全措施。 • Increase flood prevention standards in construction and use more durable materials. 提高建築防洪水準，使用更耐久的建築材料。
Chronic risks: 長期性風險： Global temperatures rising 全球氣溫上升	<ul style="list-style-type: none"> • Changes in working environment due to rising global temperatures. 全球氣溫上升使工作環境的轉變。 • Increased cooling demands leading to a rise in the relevant costs. 製冷需求增加，相關成本上漲。 	<ul style="list-style-type: none"> • Provide more cooling measures for staff. 為員工提供更多降溫措施。 • Reduce outdoor working hours. 減少戶外工作時間。

4.3 氣候變化

本集團針對氣候變化及其對業務的影響，已採取如下策略與行動：

- 定期審查氣候相關議題，評估其對本集團業務的相關性和重要性
- 特別關注物理風險，包括極端天氣對業務營運的影響
- 將氣候變化風險納入 ESG 委員會的報告範圍

我們在進行風險評估時每年審視及確認氣候相關風險。我們已就氣候相關財務披露工作小組的建議而考慮潛在的氣候相關風險，即極端天氣情況等物理風險及環境事項相關監管變動等過渡風險，並概述如下：

Risk categories 風險類別	Potential impacts to the Group 對本集團的影響	Mitigation measures 緩解措施
Transition risks 轉型風險		
<p>Policy and regulatory risks: 政策和法規風險： Tightening of climate-related policies 氣候相關政策收緊</p>	<ul style="list-style-type: none"> Legal issues and financial burden from non-compliance with latest disclosure requirements. 未有遵守最新的披露要求而引致的法律問題及財務負擔。 	<ul style="list-style-type: none"> Monitor regulatory trends to ensure compliance with latest legal requirements. 監測監管趨勢，確保本集團的排放符合最新法律要求。 Set long-term zero carbon targets. 制定長遠剩零減碳目標。
<p>Technological risks: 技術風險： Products or services replaced by low-carbon technologies 商品或服務被低碳技術取代</p>	<ul style="list-style-type: none"> Products/services may be replaced by lower carbon substitutes if technological advances lag market demand for energy efficiency and environmental protection, impacting profits and market share. 若產品技術跟不上市場對節能效率及環保的需求，便會被低碳技術的產品或服務所取代，從而影響盈利及市佔率。 	<ul style="list-style-type: none"> Actively develop green energy generation. 積極佈局綠色能源產電。 Expand application of lower carbon technologies and regularly upgrade leasing products. 擴大低碳技術的應用，定期升級租賃產品。
<p>Market risks: 市場風險： Increased customer demand for green products/services 客戶對綠色商品或服務之需求提升</p>	<ul style="list-style-type: none"> Investors and customers more inclined towards lower carbon products and services, affecting demand for traditional products. 投資人或客戶更傾向於選擇低碳商品和服務，影響傳統商品的需求。 	<ul style="list-style-type: none"> Keep abreast of market trends and customer needs, provide relevant green products such as new energy vessels and vehicles. 掌握市場趨勢和客戶需要，提供相關的綠色產品，如新能源船舶、車輛。
<p>Reputational risks: 名譽風險： Customer/community perceptions of low carbon transition 客戶或社群對於低碳轉型之印象與評價</p>	<ul style="list-style-type: none"> Brand and market position may be impacted by climate-related behaviours as public concern about climate change rises. 隨著公眾對氣候變化的關注增加，本集團的品牌和市場地位可能會因氣候相關行為而受到影響。 	<ul style="list-style-type: none"> Enhance transparency, disclose and promote our contributions to ESG. 提高透明度，披露及宣傳本集團於ESG方面的貢獻。

4.4 CLIMATE TRANSITION DEVELOPMENT

To follow the national strategy of “Carbon Peaking and Carbon Neutrality”, Chengtong Financial Leasing has vigorously expanded its business in green industries such as new energy vehicles, clean energy power generation, energy storage, ecological environment restoration, water environment treatment and other areas. During the Reporting Period, Chengtong Financial Leasing’s green business accounted for over 40% of its total business. Chengtong Financial Leasing also continuously strengthens green development implementation through boosting green industry development, enhancing enterprise environmental image and market competitiveness, as well as climate change adaptability and business resilience.

Specifically, the annual equivalent full load hours of the wind power plants leased by Chengtong Financial Leasing reached 3,310 hours, generating approximately 158.87 million kWh of electricity per year. According to the relevant data¹, this will meet the domestic electricity demand of nearly 167,713 urban and rural residents for one year. The first-year grid-connected electricity of photovoltaic projects was 5.09 million kWh, with an average annual power generation of 4.72 million kWh over 25 years. Chengtong Financial Leasing’s portfolio also includes several sewage treatment projects with maximum treatment capacity of up to 41,100 tons per day. In addition, Chengtong Financial Leasing also provides production line equipment for the manufacturing of new energy vehicles.

¹ National Energy Administration, https://www.nea.gov.cn/2023-01/18/c_1310691508.htm
National Development and Reform Commission, https://www.ndrc.gov.cn/fggz/fgzy/jjsjgl/202301/t20230131_1348084_ext.html

4.4 氣候轉型發展

為響應國家「碳達峰碳中和」的戰略，誠通融資租賃大力拓展其於新能源汽車、清潔能源發電、儲能、生態環境改造、水環境處理等綠色領域業務，於本報告期內，誠通融資租賃的綠色業務佔比超過其總業務的40%。公司亦不斷加強綠色發展的實施，通過提升綠色產業的發展，強化企業的環保形象和市場競爭力，加強氣候變化的適應能力和業務韌性。

具體而言，誠通融資租賃出租的風電站每年等效滿負荷利用小時數為3,310小時，年發電量高達約15,887萬度，根據相關數據¹，這將滿足近167,713名城鄉居民一年的用電需求；光電項目的首年上網電量可達509萬度，25年平均年發電量可達472萬度。誠通融資租賃業務還包括多個污水處理項目，水處理能力最高可達每天41,100噸。此外，誠通融資租賃還為新能源汽車生產提供生產綫設備。

¹ 國家能源局, https://www.nea.gov.cn/2023-01/18/c_1310691508.html
國家發展和改革委員會, https://www.ndrc.gov.cn/fggz/fgzy/jjsjgl/202301/t20230131_1348084_ext.html

Some of Chengtong Financial Leasing's Green Assets

誠通融資租賃的部分綠色資產

Leased wind power plants equipment
風力電站租賃設備



Leased wastewater treatment facilities
污水處理租賃設施



Leased new energy vehicle production equipment
新能源汽車生產租賃設備



Leased photovoltaic power generation equipment
光伏電力生產租賃設備



4.5 ENVIRONMENTAL KEY PERFORMANCE DATA

4.5 環境關鍵績效指標

Use of resources 資源使用							
Consumptions 消耗量					Consumption intensity 消耗密度		
Notes 附註	2022	2023	Unit 單位	2022	2023	Unit 單位	
Direct energy 直接能源							
Gasoline (Vehicle) 汽油 (汽車)	1	9,110.6	11,689.1	L 升	479.5	615.2	L/Vehicle 升/輛
Diesel (Vehicle) 柴油 (汽車)	1	4,297.1	5,439.4	L 升	4,297.1	5,439.4	L/Vehicle 升/輛
Gasoline (Vessel) 汽油 (船舶)	2	37.6	49.7	Tonne 噸	4.7	6.2	Tonne/Vessel 噸/艘
Diesel (Vessel) 柴油 (船舶)	2	45.7	111.9	Tonne 噸	7.6	22.4	Tonne/Vessel 噸/艘
Natural gas 天然氣	3	14,192.5	21,304.0	m ³ 立方米	1.0	1.6	m ³ /m ² floor area 立方米/建築面積
Total direct energy consumption 直接能源消耗總量	3, 4, 18	1,298.3	2,349.7	MWh 兆瓦時	0.02	0.2	MWh/m ² floor area 兆瓦時/建築面積
Indirect energy 間接能源							
Purchased steam heat 外購蒸汽熱量	3	22,458.0	44,595.0	GJ 吉焦	1.6	3.4	GJ/m ² floor area 吉焦/建築面積
Purchased electricity 外購電力	3, 13	2,029,620.6	2,337,859.9	kWh 度	147.7	175.9	kWh/m ² floor area 度/建築面積
Total indirect energy consumption 間接能源消耗總量	3, 5	8,268.0	14,725.4	MWh 兆瓦時	0.6	1.1	MWh/m ² floor area 兆瓦時/建築面積
Water resources 水資源							
Total water consumption 總消耗量	3, 6	16,349.9	26,429.0	Tonne 噸	1.2	2.0	Tonne/m ² floor area 噸/建築面積

Air pollutants emissions 空氣污染排放				
	Notes 附註	2022	2023	Unit 單位
Air pollutants emissions by vehicles 汽車空氣污染排放				
	7			
CO emissions CO 排放		74.5	178.0	Kg 千克
NOx emissions NOx 排放		5.6	123.6	Kg 千克
SOx emissions SOx 排放		0.2	1.3	Kg 千克
PM2.5 emissions PM2.5 排放		0.4	3.2	Kg 千克
PM10 emissions PM10 排放		0.5	3.6	Kg 千克
Air pollutants emissions by vessels 船舶空氣污染排放				
	8			
CO emissions CO 排放		1,366.3	3,843.7	Kg 千克
NOx emissions NOx 排放		5,159.9	7,687.5	Kg 千克
SOx emissions SOx 排放		16.8	56.5	Kg 千克
PM2.5 emissions PM2.5 排放		377.6	589.5	Kg 千克
PM10 emissions PM10 排放		407.5	615.3	Kg 千克

Greenhouse gas (GHG) emissions 溫室氣體排放				
	Notes 附註	2022	2023	Unit 單位
Total GHG emissions 總溫室氣體排放		3,970.6	6,916.5	tCO₂e 噸二氧化碳當量
GHG emission intensity 溫室氣體排放密度	3	0.3	0.5	tCO₂e/m² floor area 噸二氧化碳當量/ 建築面積
Scope 1 範圍一				
Emission from vehicle fuel 汽車燃料排放	9	36.3	41.2	tCO₂e 噸二氧化碳當量
Emission from vessel fuel 船舶燃料排放	10	258.1	502.6	tCO₂e 噸二氧化碳當量
Emission from cooking fuel 煮食燃料排放	11	30.7	46.1	tCO₂e 噸二氧化碳當量
GHG offsets by the Group's owned trees 擁有樹木的溫室氣體抵消量	12	6.1	6.7	tCO₂e 噸二氧化碳當量
Total GHG emissions (Scope 1) 範圍一總排放量		319.0	583.2	tCO₂e 噸二氧化碳當量
Total GHG emissions intensity (Scope 1) 範圍一總排放密度	3	0.02	0.04	tCO₂e/m² floor area 噸二氧化碳當量/ 建築面積
Scope 2 範圍二				
Emission from electricity consumption 電力使用排放	13	1,181.3	1,427.9	tCO₂e 噸二氧化碳當量
Emission from purchased steam heat 外購蒸汽熱力使用排放	14	2,470.4	4,905.5	tCO₂e 噸二氧化碳當量
Total GHG emissions (Scope 2) 範圍二總排放量		3,651.7	6,333.3	tCO₂e 噸二氧化碳當量
Total GHG emissions intensity (Scope 2) 範圍二總排放密度	3	0.3	0.5	tCO₂e/m² floor area 噸二氧化碳當量/ 建築面積
Scope 3 範圍三				
Business travel 商務旅行	15	/	94.1	tCO₂e 噸二氧化碳當量

Waste 廢棄物				
	Notes 附註	2022	2023	Unit 單位
Hazardous waste generation 有害廢棄物產生量				
Total 合計	16	20.0	59.5	Kg 千克
Waste fluorescent tube 廢螢光燈管		8	20	Piece 個
Waste fluorescent tube intensity 廢螢光燈管產生密度	3	0.0006	0.002	Piece/m² floor area 個/建築面積
Waste battery 廢電池		3.0	20.9	Kg 千克
Waste battery intensity 廢電池產生密度	3	0.0002	0.002	Kg/m² floor area 千克/建築面積
Waste ink cartridge 廢墨水匣		23	51	Piece 個
Waste ink cartridge intensity 廢墨水匣產生密度	3	0.0017	0.004	piece/m² floor area 個/建築面積
Non-hazardous waste generation 無害廢棄物產生量				
Total 合計		1,523.4	1,948.7	Kg 千克
Disposed wastepaper 已丟棄廢紙		657.4	764.7	Kg 千克
Disposed wastepaper intensity 已丟棄廢紙產生密度	3	0.05	0.06	Kg/m² floor area 千克/建築面積
Recycled wastepaper 廢紙回收量	17	866.0	1,184.0	Kg 千克

Notes:

1. The vehicle's fuel consumption intensity in the Reporting Period was calculated based on the respective number of gasoline- and diesel-powered vehicles. The Group had 19 gasoline-powered vehicles and 1 diesel-powered vehicle during the Reporting Period. Actual fuel consumption increased significantly because of the recovery from the epidemic, the development of some business operations and changes in their nature.
2. The vessel's fuel consumption intensity in the Reporting Period was calculated based on the respective number of gasoline- and diesel-powered vessels. The Group had 8 gasoline-powered vessels and 5 diesel-powered vessels during the Reporting Period. Actual fuel consumption increased significantly because of the recovery from the epidemic, the development of some business operations and changes in their nature.
3. Except gasoline and diesel consumption data, the intensities of the Group's other environmental data in 2023 were calculated based on the floor area (as the denominator) of its operating locations within the scope of this Report, being a total gross floor area of 13,289.96m².
4. The total direct energy consumption was the total energy consumption of gasoline and diesel consumed by vehicles and vessels, and natural gas consumption in unit of MWh. The direct energy consumption was calculated with reference to the "Guide to Greenhouse Gas Accounting and Reporting for Public Building Operators (Trial)".
5. The total indirect energy consumption was the total energy consumption of purchased electricity and purchased steam heat in unit of MWh.
6. During the Reporting Period, the actual water consumption has increased due to reopen of office.
7. The emissions of air pollutants by vehicles were calculated with reference to the "Technical Guide for the Preparation of Air Pollutant Emission Inventory for Road Motor Vehicles (Trial)".
8. Huandao Travel Investment is the Group's only subsidiary which was engaged in vessel operation. The emissions of air pollutants by vessels were calculated with reference to the "Technical Guide for the Preparation of Air Pollutant Emission Inventory for Non-Road Mobile Sources (Trial)".
9. The calculation method of GHG emissions from vehicles is based on the "Guide to Greenhouse Gas Accounting and Reporting for Land Transportation Companies (Trial)".
10. The calculation method of GHG emissions from vessels is based on the "Guide to Greenhouse Gas Accounting and Reporting for Public Building Operators (Trial)".
11. The calculation method of GHG emissions from cooking fuel (natural gas) is based on the "Guide to Greenhouse Gas Accounting and Reporting for Public Building Operators (Trial)".

附註：

1. 本報告期汽車燃料消耗密度以汽油和柴油汽車各自數量分別計算，本集團在本報告期內擁有汽油汽車共19輛，柴油汽車共1輛，由於疫情的恢復以及部分業務的發展和性質的變化，實際油耗大幅增加。
2. 本報告期內船舶燃料消耗密度按汽油動力船舶和柴油動力船舶各自數量計算。報告期內，本集團擁有8艘汽油船舶和5艘柴油船舶。由於疫情的恢復以及部分業務的發展和性質的變化，實際油耗大幅增加。
3. 除汽柴油消耗資料外，本集團2023年其他環境資料密度均按本報告範圍內經營地點建築面積（分母）計算，總建築面積為13,289.96平方米。
4. 直接能源消耗總量為汽車及船舶消耗的汽油及柴油、以及天然氣消耗量以兆瓦時為單位的總能源消耗量。直接能源消耗量的計算方法參考自《公共建築運營企業溫室氣體排放核算方法和報告指南（試行）》。
5. 間接能源消耗總量為外購電力及外購蒸汽熱力消耗量，以兆瓦時為單位的總能源消耗量。
6. 於本報告期內，因辦公場所重新開業，實際用水量有所增加。
7. 汽車空氣污染物排放計算方法參考自《道路機動車大氣污染物排放清單編製技術指南（試行）》。
8. 本集團只有附屬公司寰島旅遊投資涉及船舶營運。船舶空氣污染物排放計算方法參考自《非道路移動源大氣污染物排放清單編製技術指南（試行）》。
9. 汽車燃料的溫室氣體排放計算方法參考自《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）》。
10. 船舶燃料的溫室氣體排放的計算方法參考自《公共建築運營企業溫室氣體排放核算方法和報告指南（試行）》。
11. 煮食燃料（天然氣）的溫室氣體排放的計算方法是參考《公共建築運營企業溫室氣體排放核算方法和報告指南（試行）》。

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| <p>12. The calculation method of GHG offsets by the Group's owned trees is based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs".</p> | <p>12. 本集團所擁有樹木的溫室氣體抵消量的計算方式是參考聯交所《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》。</p> |
| <p>13. The calculation method of GHG emissions from electricity consumption in 2023 is based on the "Corporate Greenhouse Gas Emissions Accounting Methodology and Reporting Guidelines for Electricity Generating Facilities (2022 Revision)" issued by Chinese Ministry of Ecology and Environment and "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange. Electricity consumption has increased during the Reporting Period due to expansion of leasing business, significant increase in travel activities, etc.</p> | <p>13. 2023年用電溫室氣體排放量計算方法依據生態環境部《企業溫室氣體排放核算方法與報告指南發電設施(2022年修訂版)》及聯交所《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》。於本報告期內，受租賃業務拓展，旅遊活動大幅增加等原因，用電量有所增加。</p> |
| <p>14. The calculation method of GHG emissions from purchased steam heat is based on the "Guide to Greenhouse Gas Accounting and Reporting for Public Building Operators (Trial)".</p> | <p>14. 外購蒸汽熱力使用的溫室氣體排放計算方式是參考《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》。</p> |
| <p>15. Business travel data mainly represents data from air travel. The CO₂ emission is calculated with reference to International Civil Aviation Organization (ICAO) data.</p> | <p>15. 商務旅行數據主要為航空旅行數據。CO₂排放量是參考國際民用航空組織(ICAO)資料進行計算。</p> |
| <p>16. We set the fluorescent tube and ink cartridge as the most common type in market, the weight of tube is 0.4 kg/piece and 0.6 kg/piece for ink cartridge.</p> | <p>16. 我們將螢光燈管和墨水匣定為市場上最常見的類型，燈管的重量為0.4公斤/個，墨水匣的重量為0.6公斤/個。</p> |
| <p>17. During the Reporting Period, the statistical scope of recycled wastepaper includes paper, cartons, cardboard, and newspapers.</p> | <p>17. 本報告期內，紙張回收量統計範圍包括紙張、紙箱、紙皮及報紙等。</p> |
| <p>18. In this Report, we have revised the "Total Direct Energy Consumption" data in the 2022 ESG report.</p> | <p>18. 在本報告中我們對2022年度ESG報告中的「直接能源消耗總量」數據作出修訂。</p> |

5.1 EMPLOYMENT AND LABOUR STANDARDS

The Group regards the efforts of our employees as a key factor in maintaining our competitiveness. We acknowledge and respect diversity in the workplace, and implement people-oriented employment management policies to create ideal career platforms for attracting and retaining high-calibre talent. We also foster a diverse, inclusive, and vibrant workplace for our employees, and encourage the growth of our employees as a whole as well as their personal growth. We believe that promoting work-life balance and building a harmonious work culture within the Group will drive our employees to deliver satisfactory performance and achieve business sustainability.

During the Reporting Period, we have strictly abided by the applicable national and local labour laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group. Such laws and regulations include the “Labour Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases”, the “Social Insurance Law of the People’s Republic of China”, the “Law on the Protection of Rights and Interests of Women and Children of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Minors” and the “Employment Ordinance” in Hong Kong. The Group was not aware of any litigation case against us related to employee management.

5.1 僱傭及勞工準則

本集團將員工的努力視為我們保持競爭力的關鍵因素。我們確認並尊重工作場所的多樣性，實行以人為本的僱傭管理政策，為員工創造理想的事業平臺，以吸引和留住高素質員工，為員工打造多元、包容、充滿活力的工作場所，鼓勵整體員工和個人的成長。我們相信，在本集團內促進工作與生活間的平衡及建立和諧的工作文化可以推動旗下員工交出令人滿意的表現，實現業務可持續性。

在本報告期內，我們嚴格遵守適用的國家和地區有關薪酬與解僱、招聘與晉升、工作時間、休息時間、平等機會、多元化、反歧視以及其他福利而對本集團產生重大影響法律法規。這些法律法規包括《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《中華人民共和國社會保險法》、《中國婦女兒童權益保護法》、《中華人民共和國未成年人保護法》和香港《僱傭條例》。本集團並不知悉任何與員工管理有關的針對本集團的訴訟案件。

Equal Opportunities, Diversity and Non-discrimination

The Group upholds merit-based employment and is firmly committed to providing equal job opportunities. We ensure candidates and existing staff are not unfairly treated or discriminated against in recruitment, promotion, training, or any other employment decisions due to personal characteristics such as age, gender, race, ethnicity, religious beliefs, pregnancy, disability, or illness.

We not only respect the individual differences of each of our employees but also recognise that these differences are key to our success. We believe that a diverse and inclusive work environment can foster innovative thinking, enhance the quality of our decision-making, and ultimately boost our operational efficiency and productivity.

The Group welcomes diverse feedback and insights from employees to further advance our diverse and inclusive culture, believing their voices and perspectives are vital to our success as every staff plays an important role in the Group.

Talent Recruitment and Dismissal

To further optimise the allocation of human resources, improve the effectiveness of personnel recruitment and hiring, and continuously transfer excellent talents to various positions, we have formulated standardised and stringent recruitment procedures, such as the "Regulations on the Management of Labour Contracts" of Huandao Travel Investment and the "Personnel Management System" of Zhucheng Phoenix. The Group adheres to the principles of fairness and impartiality, meritocracy, and suitability in talent selection.

To meet our temporary business needs and maintaining close liaison with colleges, Chengtong Financial Leasing has specially formulated the "Intern Recruitment and Management Measures" to provide students with equal and diverse workplace environments.

平等機會、多元化和反歧視

本集團秉承唯才是用的僱傭原則，並且堅定地致力於提供平等的就業機會。我們確保無論是應徵者或現任員工，在招聘、晉升、培訓或任何其他僱傭相關的決策中，不會因為他們的年齡、性別、種族、民族、宗教信仰、懷孕、殘障或疾病等個人特徵而受到不公平的待遇或歧視。

我們不僅尊重每一位員工的個人差異，而且認識到這些差異是我們成功的關鍵因素。我們相信，一個多元化和包容性的工作環境可以激發創新思維，提高我們的決策質量，並最終提高我們的營運效能和生產力。

我們非常歡迎員工提出各種反饋和有見地的想法，以幫助我們進一步推進我們的多元化和包容性工作環境。我們相信，每一位員工都是我們集團的重要一部分，他們的聲音和觀點對我們的成功至關重要。

人才招聘與解僱

為進一步優化人力資源配置，提高人員招聘錄用的有效性，不斷為各崗位輸送優秀人才，我們制訂了規範嚴謹的招聘程式，如《海南寰島旅游投資集團有限公司總部勞動合同管理辦法》《諸城鳳凰置地有限公司人事管理制度》。本集團堅持公平公正、任人唯賢、適才適用的人才選拔原則。

為了滿足公司業務的臨時需求以及與高校保持緊密聯絡，加強對實習生的管理，旗下誠通融資租賃有限公司還專門制定了《實習生招聘及管理辦法》，為在校學生提供平等、多元的職場氛圍。

01

Talent Demands 人才需求

The employing department makes request for staff recruitment according to the actual operational needs. After the headcount is approved by the management and the human resources department, the employing department communicates with the human resources department regarding the job description and requirements of the position.

根據公司發展戰略和部門需求，用人部門提出用人需求，經過管理層及人力資源部審批後，與人力資源部溝通招聘職位描述及要求。

02

Recruitment Process 招聘程式

The human resources department issues the job advertisement through the appropriate job recruitment channels and then shortlists the potential qualified candidates as stated in the job advertisement for the employing department. After the employing department selects suitable candidates, the candidates undergo interview, written tests and/or aptitude tests.

人力資源部門根據招聘需求選擇合適的招聘渠道，發佈招聘資訊。經過面試及其他相應考核後，人力資源部門以用人標準篩選潛在合格候選人，並推薦於用人部門。所有員工就職前需經甄選手續，包括檔審查、筆試、面試以及技能測試等。

04

Dismissals 解僱

Employment contracts of the Group contain detailed provisions regulating contract formation, termination, and compensation to standardise termination while protecting both parties' interests and avoiding employment disputes. Contract clauses strictly comply with labour laws while operating within applicable legal frameworks. Staff may be dismissed as per local laws for misconduct, fraud, or dereliction during employment. We believe all staff should respect and comply with our values and systems and be accountable for their actions.

本集團在勞動合同中對合同的訂立、解除和賠償等方面作出了詳細的規定，以規範勞動合同的解除，保護雙方的權益，並避免因終止僱傭合約而引起的勞資糾紛。我們的合同條款嚴格遵守勞動法規，並在適用的法律框架內進行。如果員工在受僱期間行為不端、欺詐或疏忽職守，我們將按照營運所在地的法律法規終止其僱傭合約。我們強烈認為，每一位員工都應尊重和遵守我們的價值觀和規章制度，並且對他們的行為負責。

03

Employment 錄用

Contracts detailing employment terms are signed by the company and recruits after screening. New hires undergo probationary evaluations to become official staff upon clearance.

公司通過甄選決定聘請之人仕，公司會與其訂立一份僱傭合約，詳細說明僱用條件，經雙方簽署後各執一份。新聘請員工一律需要通過試用期的考核，通過試用期將會成為公司正式員工。

Labour Standards

The Group firmly adheres to all laws and regulations related to preventing child labour and forced labour that have a significant impact on us, including but not limited to the “Law of the People’s Republic of China on the Protection of Minors”, and the “Provisions on the Prohibition of Using Child Labour”. As stipulated in the Group’s human resource management policy, our human resources department oversees recruitment processes and ensures no child or forced labour is used. Personal details of all new hires are verified by the human resources department to ensure that the candidates have met the meeting legal working age and any work permit requirements before offering the job position.

We respect and protect our employees’ rights and interests at work. Working hours and rest days are clearly outlined according to the nature of the work in employment contracts and we generally follow a five-day work system averaging eight hours of work daily. Employees who need to adjust their working hours can submit a voluntary application, which requires approval from their seniors and the human resources department. We regularly review and update our recruitment practices to meet the latest corporate standards and protect the legal rights of our employees.

During the Reporting Period, we did not receive any reports or allegations of non-compliance with laws against child or forced labour.

5.2 REMUNERATION AND BENEFITS

The Group has formulated the “Remuneration and Benefits System” and its subsidiaries have also formulated remuneration management systems such as the “Remuneration Management System of Zhucheng Phoenix” and the “Salary and Benefits Management System of Chengtong Financial Leasing”. We review and benchmark the employee remuneration package against the prevailing market trends, industry peers and annual employee performance to ensure that competitive remuneration packages are offered.

勞工準則

本集團堅定地遵守對我們有重大影響的所有與防止童工和強迫勞工相關的法律法規，包括但不限於《中華人民共和國未成年人保護法》和《禁止使用童工規定》。根據我們的人力資源管理政策，我們的人力資源部門負責監督員工招聘流程，並確保我們不會使用童工或強迫勞工。所有新員工的個人資料都會由我們的人力資源部門核實，以確保他們在被提供工作職位之前，符合法定工作年齡和工作許可的要求。

我們尊重和保護員工的工作權益。我們根據工作性質規定員工的工作時間和休息日，並於僱傭合同詳細清晰列明，一般實行五天工作制，每天平均工作八小時。如果員工需調整工作時間，可自願提出申請，並需要得到上級和人事行政部門的批准。我們定期檢討和更新我們的招聘措施，以符合最新的企業標準，並保護員工的合法權益。

在本報告期間，我們沒有接到任何關於違反禁止童工和強迫勞工相關法律法規的報告或指控。

5.2 薪酬福利

本集團制定了《薪酬福利制度》，旗下子公司也制定了《諸城鳳凰置地有限公司薪酬管理制度》《誠通融資租賃有限公司薪資福利管理制度》等薪酬管理制度。我們將根據當前市場趨勢、行業和年度員工績效審視和對標員工的薪酬待遇，以確保提供具有競爭力的薪酬待遇。

We take holistic care for our employees and ensure that full-time employees enjoy various benefits and compensation measures. Employees' basic rights and interests are fully protected, including but not limited to statutory rest days and holidays. In addition, the Group provides paid annual leave, as well as paid maternity and paternity leave for family roles, demonstrating respect and support for employees' family life.

To further enhance the quality of employees' working life, the Group has implemented a series of subsidy policies, including transportation subsidies, lunch subsidies, communication subsidies and special allowances for holidays, to alleviate the burden of employees in terms of cost of living. Free annual medical check-ups and heating subsidies, on the other hand, focus on the health and comfort of employees to ensure their physical and mental well-being during their employment.

In terms of social security, we strictly adhere to legal requirements by contributing to comprehensive social insurance for our employees. This includes basic pensions, medical insurance, unemployment insurance, work injury insurance, maternity insurance, and housing funds. We have established a robust social security network to ensure our employees' security against a variety of social risks.

5.3 EMPLOYEES' NEEDS AND WELL-BEING

The Group fully recognises the value of staff feedback and suggestions, and have therefore established sound internal communication mechanisms based on this. Through diversified communication channels, we encourage staff to share insights and views to ensure management promptly understands and addresses the employees' needs and concerns. This two-way communication culture helps identifying and resolving issues timely while enhancing sense of belonging, respect, and sense of identity of employees.

The Group is also committed to supporting work-life balance for staff, recognising its importance to work efficiency. Various recreational activities are organised across businesses to enrich staff leisure and improve life quality while strengthening team cohesion beyond work.

我們秉持對員工全面關懷的理念，確保全職員工享受到各項福利與補償措施。員工的基本權益得到充分保障，包括但不限於法定的休息日和節假日。此外，公司提供帶薪年假，以及針對家庭角色的帶薪產假和陪產假，體現了對員工家庭生活的尊重和支持。

為了進一步提升員工的工作生活品質，本集團實施了一系列補貼政策，包括：交通補貼、午餐補貼、通訊補貼及節假日特別津貼等，以減輕員工在生活成本上的負擔。免費年度體檢和供暖補貼則關注員工的健康與舒適，確保員工在職期間的身心健康。

在社會保障方面，公司嚴格遵守法律規定，為員工繳納全面的社會保險，涵蓋基本養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金等。我們構建了一個穩固的社會保障網路，以保障員工在各種社會風險面前的安全感。

5.3 員工需求與福祉

本集團充分認識到員工回饋和建議的價值，並以此為基礎建立了健全的內部溝通機制。通過多樣化的溝通渠道，我們激勵員工分享他們的見解和觀點，確保了管理層能夠及時瞭解並回應員工的需求和擔憂。這種雙向溝通的文化不僅有助於及時發現並解決問題，而且還增強了員工的歸屬感、尊重和認同感。

此外，本集團致力於支援員工在工作與生活之間找到平衡，認識到員工的身心健康對於提升工作效率至關重要。為此，本集團各業務板塊舉辦各種文娛活動，豐富員工的業餘生活，這不僅提升了員工的生活品質，也增強了團隊之間的凝聚力。



Hiking activity organised by Chengtong Financial Leasing
誠通融資租賃組織的遠足活動



Employee forum with general manager held by Huandao Travel Investment
寰島旅游投資舉辦的總經理座談會



Birthday party for employees organised by Huandao Travel Investment
寰島旅游投資舉辦的員工生日會

The Company's Hong Kong headquarter organised employees' visiting of the handover celebration
本公司香港總部組織員工參觀回歸慶典



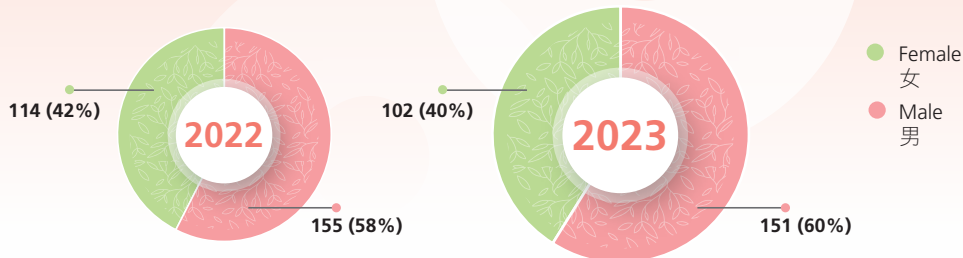
5.4 EMPLOYEE DATA

Employee statistical data as at 31 December

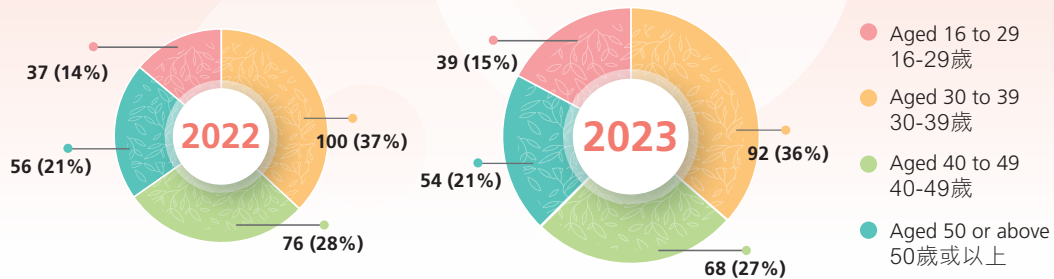
5.4 員工數據

於12月31日的員工統計數字

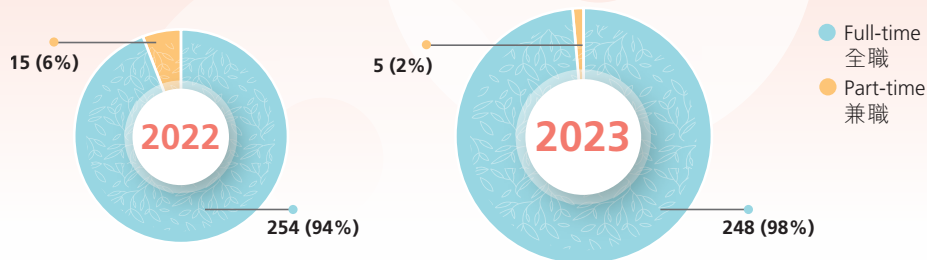
The number and percentage of employees by gender
按性別劃分的員工人數及百分比



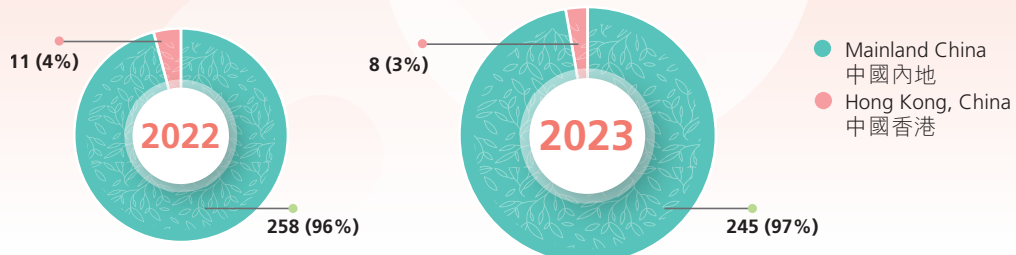
The number and percentage of employees by age group
按年齡組別劃分的員工人數及百分比



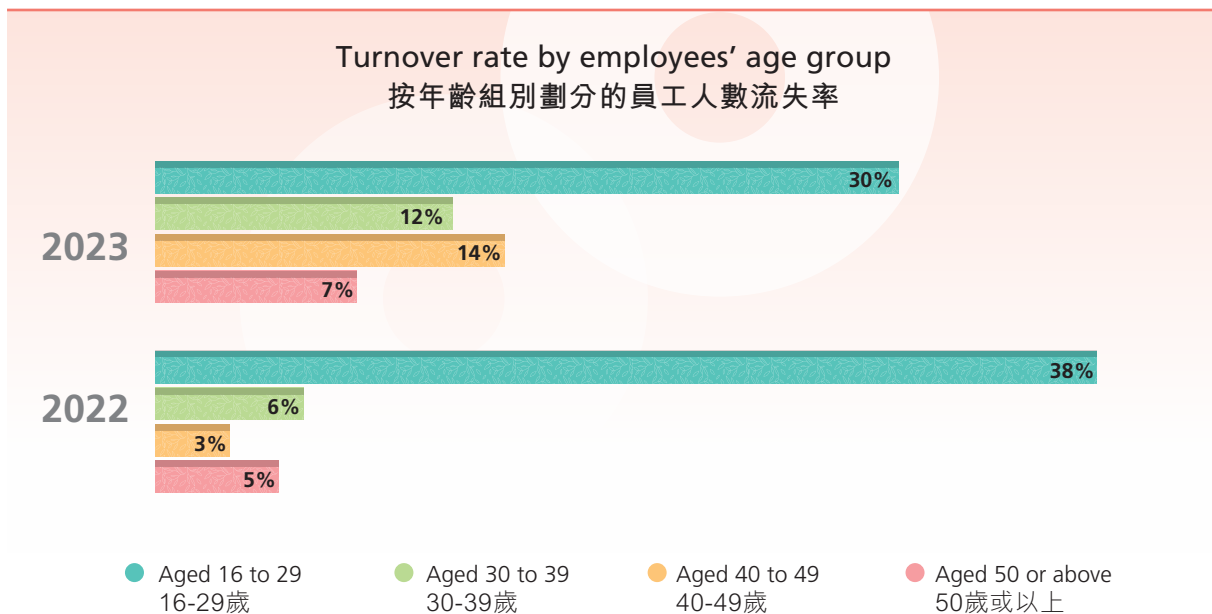
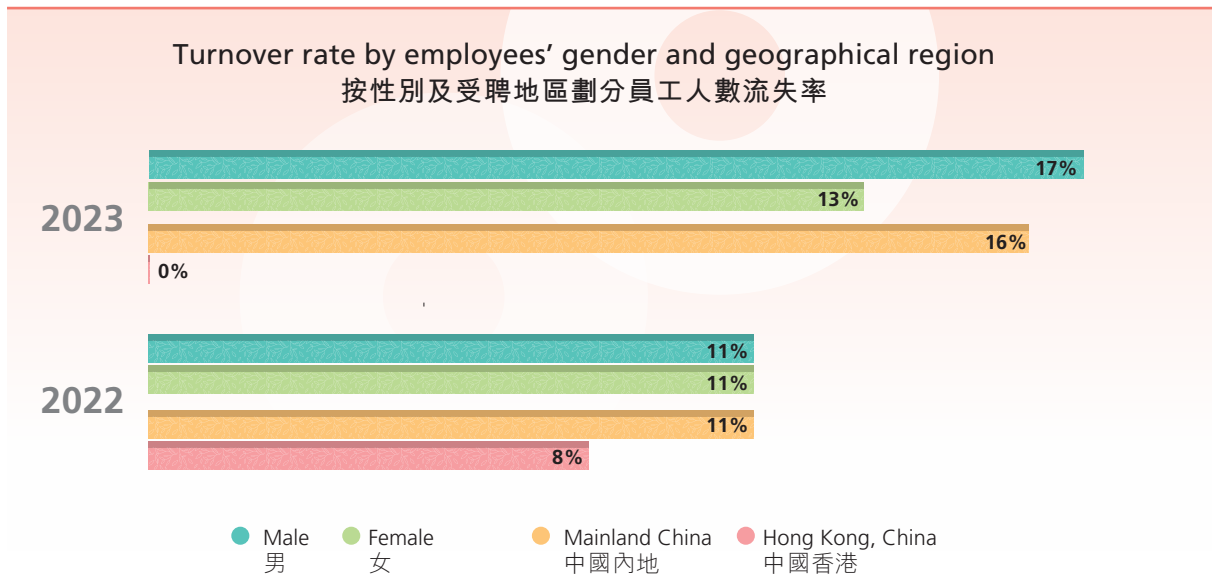
The number and percentage of employees by employment type
按僱傭類型劃分的員工人數及百分比



The number and percentage of employees by geographical region
按受聘地區劃分的員工人數及百分比



Employee turnover rate¹
員工流失比率¹



Note:

- The formula for calculating the employee turnover rate in the relevant category: the total number of employees who left the employment in the relevant category during the Reporting Period/(the total number of employees who left the employment in the relevant category during the Reporting Period + the total number of employees in that category as at the end of the Reporting Period) x 100%
- Employee statistical data is calculated using a rounding method, hence there is a margin of error in the total figures.

附註：

- 各類別的員工流失率計算公式為：該類別員工於本報告期內的離職人數 / (該類別員工於本報告期內的離職人數 + 該類別截至報告期末的員工總數) x 100%
- 員工統計數據採用四捨五入的方法進行計算，故總數存在誤差。

5.5 EMPLOYEE DEVELOPMENT AND TRAINING

Promotion and Performance Appraisal

The Group has established a performance appraisal system to affirm employees' work contributions through annual reviews. It not only evaluates staff performance but also provides high performers with promotion opportunities to reward dedication and further maintain talent career development channels. Huandao Travel Investment formulated the "Performance Appraisal System" to standardise business management and boost frontline enthusiasm, demonstrating importance placed on staff incentives and fair performance assessment. We also continue to optimise our remuneration system based on business attributes and position responsibilities to ensure that it reflects business characteristics and job responsibilities.

A systematic employee promotion system is in place supporting career growth through stringent orderly management measures:

5.5 員工發展與培訓

晉升與績效評核

本集團已建立員工績效考核制度，旨在通過年度績效回顧來肯定員工的工作貢獻。該制度不僅評估員工的業績，還為工作表現出色的員工提供晉升機會，以表彰他們的辛勤付出，進一步維護人才職業發展通道。寰島旅游投資制定了《績效考核制度》，旨在規範業務管理並增強業務人員的積極性，體現了對員工激勵的重視和對業績貢獻的公正評價。我們也持續根據業務屬性和崗位職責優化薪酬體系，確保其反映業務特性和職位職責。

本集團設立了系統性的員工晉升制度，通過實施嚴密有序的管理措施，支持員工的職業成長：



Employee Training

The Group recognises the importance of talent training in meeting constantly changing market demands. Comprehensive training and development programs are designed to cultivate potential and expertise at all levels, ensuring staff can continuously update skills to adapt to market changes.

By implementing internal policies such as the “Management Measures for Employees’ Training”, we have created individual learning and training profiles for each employee, which include a minimum requirement for cumulative days of training. These policies not only boost the professional and managerial skills of our employees but also establish clear advancement objectives for the management team, which are beneficial for driving the development of the Group and aiding employees in realising their personal value.

Moreover, subsidiaries formulate and implement annual training plans based on employee roles and business lines. During the Reporting Period, we provided professional training to our employees by inviting external experts to conduct sharing sessions, lectures and other means, covering a wide range of topics such as operations management training (for staff of mid-level and above), service etiquette, infectious disease prevention, first aid knowledge, fraud prevention, firefighting skills and more. Various trainings help staff understand professional knowledge, broaden industry horizons and improve comprehensive abilities to meet the evolving needs from business development. We also encourage our staff to actively improve themselves by taking external examinations and other means.

員工培訓

本集團認識到人才培訓在滿足不斷變化的市場需求中的重要性，並設計了全面的培訓和人才發展計劃。這些計劃旨在開發各層級人才的潛力和專業知識，確保員工能夠隨時更新他們的技能以適應市場變化。

通過制定《員工培訓管理辦法》等內部制度，我們為每位員工建立了各自的學習培訓檔案，設立了累計培訓天數的最低要求。這些政策不僅提升員工的專業和管理技能，而且還為管理層的提升方向設定了目標，有利於推動本集團的發展並幫助員工實現個人價值。

此外，各附屬公司會根據員工崗位和業務線制定和實施年度培訓計劃。在本報告期內，公司通過邀請外部專家舉辦分享會和講座等方式對本集團員工進行專業培訓，主題涵蓋經營管理培訓（中層以上員工）、服務禮儀、傳染病預防、急救知識、防詐騙、消防技能等多個方面。各類培訓助力員工瞭解專業知識、拓展行業視野並提升綜合能力，以滿足業務發展不斷變化的需求。我們也鼓勵員工通過參加外部考試等方式積極提升自我。

In 2023, we made significant progress in employee training across various categories. For anti-corruption, we have provided necessary training to employees in key departments such as procurement and finance, while a substantial number of employees received extensive training in laws and compliance, totalling nearly 3,000 hours. Environment protection, company product knowledge, and information security were also critical training areas, ensuring our team is well-equipped to meet our sustainability goals and protect customer data. Technical knowledge and occupational health and safety were also covered. These efforts underscore our proactive approach to ESG commitments through targeted employee education and engagement.

2023年，我們在各個類別的員工培訓方面取得了重大進展。在反腐敗方面，我們對採購、財務等重點部門的員工進行了必要的培訓，同時對大量員工進行了法律合規方面的廣泛培訓，總計近3,000小時。環境保護、公司產品知識和資訊安全也是重要的培訓領域，確保我們的團隊有能力實現我們的可持續發展目標並保護客戶資料。涵蓋了技術知識和職業健康與安全。這些努力凸顯了我們通過有針對性的員工教育和參與，積極主動地履行ESG承諾。



Marine Environment Training organised by Yalong Bay Underwater World

亞龍灣海底世界進行的海洋環境培訓

Fraud Prevention Training organised by Yalong Bay Underwater World

亞龍灣海底世界進行的防詐騙培訓





Chengtong Financial Leasing's Battery Industry Training Seminar
誠通融資租賃開展的電池行業培訓座談會

To enhance the strategic partnership, Chengtong Financial Leasing invited relevant personnel from Tianjin Lishen Battery Joint-Stock Co., Ltd. to conduct a battery industry-themed training session for all staff. The aim was to enhance employees' understanding of the current state of the domestic power battery market, future development trends, and an overview of the consumer battery sector, exploring new avenues for business collaboration.

為加強戰略合作夥伴關係誠通融資租賃邀請天津力神電池股份有限公司的相關人員為全員舉辦電池行業主題培訓旨在令員工更加瞭解國內動力電池市場的現狀未來的發展趨勢及消費類電池領域的行業概況探索業務協同新途徑。



Chengtong Financial Leasing's Specialised Legal Affairs Training
誠通融資租賃開展法律事務專項培訓

Chengtong Financial Leasing also invited staff from relevant internal departments to provide training on the legal risks and controls associated with accounts receivable pledges. The training analysed over 20 judicial cases and provided practical operational guidelines. It not only enhanced employees' legal awareness and operational capabilities in the field of accounts receivable pledges but also laid a compliant foundation for practical business operations, strengthening the company's overall risk management and legal compliance culture.

誠通融資租賃還邀請內部相關部門員工提供有關應收賬款質押的法律風險與管控培訓，此次培訓分析了20餘個司法案例，提供了實際操作指引。不僅增強了員工在應收賬款質押領域的法律意識和操作能力，還為業務實際操作奠定了合規的基礎，加強了公司整體的風險管理和法律合規文化。



Employee Training Data

員工培訓數據

		2022				2023			
		Number of employees trained	Training hours	Average training hours ² 平均 培訓時長	Ratio ¹ 比例 ¹	Number of employees trained	Training hours	Average training hours ² 平均 培訓時長	Ratio ¹ 比例 ¹
		培訓員工 人數	培訓時長 (小時)	培訓時長 (小時) ²	比例 ¹	培訓員工 人數	培訓時長 (小時)	培訓時長 (小時) ²	比例 ¹
Total	合計	268	4,797	17.9	/	236	3,948	16.7	/
By Gender	Male	157	2,827	18.0	59%	146	2,170	14.9	62%
	Female	111	1,970	17.7	41%	90	1,778	19.8	38%
By Employment Category	Senior Management	16	1,430	89.4	6%	15	410	27.3	6%
	Mid-level Management	37	1,003	27.1	14%	36	1,232	34.2	15%
	Professional	120	1,738	14.5	45%	97	1,816	18.7	41%
	General Employees	95	626	6.6	35%	88	491	5.6	37%

Notes:

1. The formula for calculating the employee training rate in the relevant category: total number of trained employees in the corresponding category/total number of trained employees x 100%
2. The formula for calculating the average training hours of employees in relevant category: total number of training hours of employees in the corresponding category/ total number of employees undergoing training in the corresponding category.
3. Training data is calculated using a rounding method, hence there is a margin of error in the total figures.

附註：

1. 各類別員工培訓率計算公式：相應類別受訓員工總數／受訓員工總數 × 100%
2. 各關類別員工平均培訓時數計算公式：相應類別員工培訓總時數／相應類別接受培訓員工總數。
3. 培訓數據採用四捨五入的方法進行計算，故總數存在誤差。

5.6 HEALTH AND SAFETY

Safety Management

The Group is committed to creating a safe and comfortable working environment for all employees. By implementing safety management policies, management systems, and adopting best practices and initiatives, we aim to protect employees from occupational risks. The Group also has a comprehensive safety production education and training system, providing employees with education and training in aspects such as safety production laws and regulations, safety production knowledge, and operation skills, to enhance their awareness of safety production, operational skills, and the ability to prevent accidents. For example, all new employees in the engineering department must undergo mandatory construction safety training to familiarise themselves with relevant construction safety regulations and safe operating procedures, and they can only start work after passing an examination.

Policies

Our Group strictly follows various laws and regulations related to maintaining a safe working environment and protecting employees from occupational injuries, including the “Production Safety Law of the People’s Republic of China”, the “Regulation on Work-Related Injury Insurances”, and the “Occupational Safety and Health Ordinance”. To implement the spirit of the law and prevent accidents due to violations of safety production standards, we have developed the “Production Safety Administrative Measures” which regulate the management of safety production and prevent accidents due to violations of safety production regulations.

These management measures not only clearly set out the Group’s safety management organisational structure and job responsibilities of safety management positions but also clearly explain the management systems for six major areas: education and training, troubleshooting, work safety cost management, emergency relief, information delivery, and incident investigation and handling. In addition, each subsidiary in the Group has further established its own safety management system according to the specific situation of its business activities to ensure the implementation of safety management. Taking the Yalong Bay Underwater World as an example, it has formulated the “Occupational Health Work Environment Standards” and the “Occupational Health Examination System” to ensure the company’s safe operation and the occupational safety and health of its employees.

5.6 健康與安全

安全管理

本集團致力於為全體員工創造一個安全及舒適的工作環境。通過執行安全管理政策、管理系統以及採納最佳的實踐和舉措，我們旨在保障員工遠離職業風險。本集團還設有健全的安全生產教育和培訓制度，為員工提供有關安全生產法律法規、安全生產知識和操作技能等方面的教育和培訓，提高他們對安全生產的意識、操作技能及防範事故的能力。例如，工程部門所有新入職的員工，必須進行施工安全強制性培訓，熟悉有關安全建造規章制度和安全操作規程，並在考試合格後方可上崗作業。

政策

本集團嚴格遵循與維護安全工作環境及保障員工免遭職業傷害相關的各項法律法規，包括《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《工傷保險條例》和《職業安全及健康條例》。為落實法令精神並防止安全生產規範違規事故的發生，我們制定《安全生產管理辦法》，規範安全生產的管理工作，預防因違反安全生產規定而發生事故。

此管理辦法除了明確列出本集團的安全管理組織架構、安全管理崗位職責，亦清楚說明教育培訓、隱患排查、安全工作費用管理、應急救援、資訊報送、事故調查和處理六大範疇的管理制度。此外，本集團旗下各個子公司根據其經營活動的具體情況，進一步構建了各自的安全管理體系，以確保安全管理的落地實施。以亞龍灣海底世界為例，其分別制定了《職業健康工作環境標準》及《職業健康檢查制度》來保證公司安全經營和從業人員的職業安全與健康。

For example, the “Occupational Health Work Environment Standards” include, but are not limited to, the following measures:

- Implementing enclosed, semi-enclosed, or source isolation measures to limit the scope of operations that generate dust, reducing dust dispersion.
- Equipping special operation personnel such as mechanics and wheelwright with personal protective equipment.
- Conducting regular health checks for personnel engaged in toxic and harmful operations and establishing health examination archives.
- Setting up noise monitoring points to measure the volume generated in specific work environment.

The “Occupational Health Examination System” includes:

- Conducting regular occupational health examinations for employees exposed to occupational disease hazards.
- Bearing the cost of the workers’ occupational health examinations.
- Promptly transferring employees who are found to have occupational contraindications or health damage related to their occupation from their original work positions and properly resettling them.

Huandao Travel Investment has also implemented a safety production assessment system, assessing the personnel responsible for safety production each year, and linking performance bonuses to their safety management performance.

例如，《職業健康工作環境標準》包括但不限於以下措施：

- 採取密閉、半密閉、隔離源等措施限制產生粉塵作業項目的範圍，減少粉塵擴散。
- 向機修工、輪機工等特殊作業人員配備個人防護設備。
- 對從事有毒有害作業的人員進行定期身體健康檢查，並建立體檢檔案。
- 設立噪音監測點對特定工作環境產生的音量進行測量。

《職業健康檢查制度》則包括：

- 對接觸職業病危害因素的員工進行定期職業健康檢查。
- 承擔勞動者職業健康檢查的費用。
- 對發現有職業禁忌症或者有與所從事職業相關的健康損害的員工，及時調離原工作崗位，並妥善安置。

寰島旅游投資也已實施安全生產考核制度，每年對安全生產的負責人員進行考核，並將績效獎金與其安全管理工作表現掛鉤。

Safety Management Organisational Structure
安全管理組織架構

Leadership Level
領導層

- Production Safety Management Committee
- 安全生產管理委員會

Management and Execution Level
管理及執行層級

- Production Safety Office
- 安全生產辦公室

Primary Responsible Person at the Group Level
本集團第一責任人

- General Manager of the Company
- 本公司總經理

Primary Responsible Persons at the Subsidiaries Level
附屬公司第一責任人

- General Managers of the subsidiaries
- 附屬公司的總經理



Safety Production Month Training Series

安全生產活動月系列培訓

June is the National Safety Production Month, and to further reinforce the enforcement of corporate safety production responsibilities and implement the investigation and management of major accident hazards, our Hong Kong Headquarter and Huandao Travel Investment have launched "Safety Production Month" activities around the theme "Safety is Everyone's Business, Emergency Response is Everyone's Skill".

Huandao Travel Investment conducted targeted accident prevention and warning education training. They utilised specific case studies for education to caution all employees, helping them deeply understand the lessons from accidents and thus reflect on and prevent similar incidents from happening. This educational approach is intended to implant the concept of safe development, eliminate any sense of blind luck, and enhance the consciousness and initiative of employees regarding safety production.

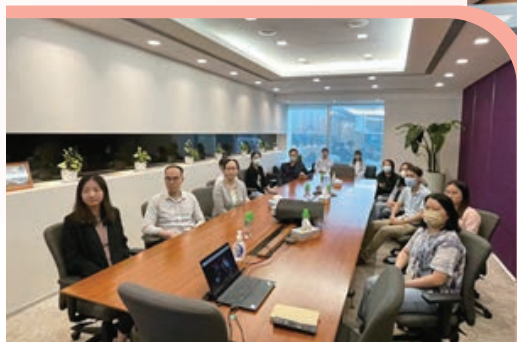
Hong Kong Headquarter organised activities for employees in Hong Kong such as the "Safety is Everyone's Business, Emergency Response is Everyone's Skill" online knowledge quiz and an online "Escape Drill Training Camp." These activities aim to further enhance employees' awareness of the importance of safety development and to firmly establish the awareness of the safety red line.

6月是全國安全生產月，為進一步強化企業安全生產責任落實，落實重大事故隱患排查治理，香港總部和寰島旅游投資緊緊圍繞「人人講安全，個個會應急」主題開展了「安全生產月」活動。

寰島旅游投資通過開展針對性的事故警示教育培訓，利用具體案例進行教育，警示全體員工深刻理解事故的教訓，從而反思和預防類似事件的發生。這種教育方式旨在根植安全發展的理念，消除僥倖心理，並增強員工在安全生產方面的自覺性和主動性。

香港總部則組織在港員工參加「人人講安全個個會應急」網路知識競賽及線上「逃生演練訓練營」等活動，進一步增強員工對安全發展重要性的認識，牢固樹立安全紅線意識。

Huandao Travel Investment's Safety Production Month Activities
寰島旅游投資的安全生產月活動



Hong Kong Headquarter organises employee safety training
香港總部組織員工參加安全培訓

During the Reporting Period, two employees of Huandao Travel Investment were injured, which involved fracture of the metatarsal bone of the left foot and a laceration of the scalp respectively, with a total of 114 lost working days. We have ensured that the injured employees receive appropriate treatment and have adequate time to recuperate. The following table shows the Group's occupational safety performance.

Year 年份	2021	2022	2023
Number of work-related fatalities (persons) 因公亡故人數(人)	0	0	0
Rate of work-related fatalities (%) 因公亡故比率(%)	0	0	0
Lost days due to work injury (days) 因工傷損失工作日數(天)	17 ¹	60 ¹	114

Note:

1. In this Report, we have recalculated and revised our occupational safety performance for FY2021 and FY2022.

Emergency Management

The Group has developed a comprehensive "Emergency Plan for Production Safety Accidents" and has put in place a robust system for managing emergencies related to production safety. We have set up a central command centre equipped to handle a variety of situations including, but not limited to, construction-related mishaps, specialised equipment failures, maritime incidents, fires, public health emergencies, transportation accidents, and other unique public crises. Should an emergency arises, our protocol is to promptly initiate the response plan and swiftly undertake rescue operations to mitigate the severity of the situation, with the utmost priority on preventing loss of life. During the Reporting Period, the Group responded to the "Notice on Comprehensive Conduct of Safety Risk Assessments and Emergency Drills for China Chengtong's Overseas Projects." The Group focused on enhancing the safety risk management and emergency response capabilities of its overseas projects. It organised concentrated viewing and learning sessions for overseas employees on various courses. These courses covered safety policies and the current safety situation, overseas safety management, safety protection skills, response to emergencies, personal comprehensive quality, and emergency avoidance for disasters such as floods and earthquakes. By learning emergency safety protection skills and safety management knowledge, the employees improved their awareness of safety risk prevention. They gained an understanding and mastery of the methods to deal with emergencies, ensuring a firm grip on the safety baseline.

於本報告期內，寰島旅游投資共有兩名員工受傷，分別為左足蹠骨斷裂以及頭部頭皮裂傷，累計損失工作天數共114天。我們已確保受傷員工得到妥善治療，擁有充足的休養時間。下表為本集團職業安全績效：

附註：

1. 在本報告中，我們重新統計了2021、2022年度的職業安全績效並作出修訂。

應急管理

本集團制定了《生產安全事故應急預案》，建立完善的安全生產應急管理體系。我們成立了應急指揮中心，應對不同類型的事故，如建築施工意外、特種設備事故、海上旅遊意外、火災、公共衛生、交通及特殊公共突發事件等。一旦發生突發事件，我們會立刻啟動應急預案，迅速採取有效措施，防止事故蔓延，以盡量避免人員傷亡。在本報告期內，本集團回應《關於全面開展中國誠通境外專案安全風險評估及應急演練工作的通知》，著力提升境外專案的安全風險管理和應急處置能力，組織境外員工集中觀看學習了安全政策與安全形勢、境外安全管理、安全防護技能、突發事件應對、個人綜合素質、洪澇災害和地震災害應急避險等課程，學習應急安全防護技能和安全管理知識，提升了員工安全風險防範意識，瞭解掌握遭遇緊急情況的應對辦法，牢牢守住安全底線。

Hong Kong Headquarter organised staff to watch "Safety Class" themed training video

香港總部組織員工觀看「平安課堂」主題視頻教學



Hong Kong Headquarter organised emergency response courses for staff
香港總部組織境外員工集中學習應急課程



During the Reporting Period, the Group did not receive any reports of illegal and unlawful acts in relation to the working environment and occupational disease hazards that had a significant impact on the Group, and there were no significant safety-related accidents or fatalities.

本集團於本報告期內未收到對本集團有重大影響的工作環境及職業病危害等違法違規行為的舉報，並沒有發生與安全相關的重大事故或死亡。

The Group prioritises poverty alleviation, caring for the needs of vulnerable communities, and is committed to leveraging its resources and expertise to make a positive impact on the local community.

本集團將扶貧工作放在首位，關注弱勢群體的需求，並致力於利用自身的資源和專長，為當地社區帶來積極影響。

6.1 RURAL REVITALISATION

In our practice of social responsibility, we place special emphasis on supporting agriculture and assisting farmers. To this end, Zhucheng Phoenix has actively participated in state-owned enterprise initiatives to help farmers, purchasing agricultural products directly from local farmers and small agricultural cooperatives. This ensures that farmers benefit directly and promotes the development of local agriculture. These procurement policies not only help to enhance the economic well-being of farmers but also contribute to environmental sustainability and food safety.

During the Reporting Period, Chengtong Financial Leasing organised a clothing donation event to support the China Charities Aid Foundation for Children. This donation event aims to provide warmth, care, and support to children in need.

6.1 振興鄉村

在我們的社會責任實踐中，特別重視對農業的支持和農民的幫助。為此，諸城鳳凰特別參開展了央企助農活動，從當地農民和小型農業合作社採購農產品，以確保農民能夠直接受益，並促進當地農業的發展。這些採購政策不僅有助於提升農民的經濟福祉，也有助於促進環境的永續性和食品的安全性。

誠通融資租賃在本報告期間內舉辦了一場愛心衣物捐贈活動，支援了中華少年兒童慈善救助基金會。這項捐贈活動旨在為需要幫助的兒童提供溫暖，帶去關懷與支援。



In addition, same as in the previous reporting period, we continued our series of in-depth field trips and volunteer activities, totalling more than 2,700 hours of commitment, which not only deepened our staff's understanding of the challenges of the local community, such as economic pressures and educational needs, but also fostered interactions and connections between our staff and community members.

此外，與前報告期相同，我們繼續開展了一系列深入的實地考察和義工活動，總計超過2,700小時的投入，這些活動不僅加深了員工對當地社區挑戰的理解，例如經濟壓力和教育需求，也促進了員工與社區成員之間的互動和聯繫。

6.2 SOCIAL RESPONSIBILITY

In the past year, Huandao Travel Investment has actively responded to the call from the Sanya Maritime Search and Rescue Centre, demonstrating the company's profound commitment to humanitarianism. Our employees have not only received professional maritime search and rescue training but have also participated in multiple emergency search and rescue operations, making positive contributions to maritime safety.

In 2023, Huandao Travel Investment was honoured with the title of "Advanced Maritime Search and Rescue Unit of 2022" and a provincial-level search and rescue reward of RMB10,000. This recognition is not only an acknowledgment of our past contributions but also serves as an encouragement for us to continue to fulfil our social responsibilities and actively participate in humanitarian rescue efforts in the future.



6.2 社會責任

在過去的一年中，寰島旅游投資公司積極回應三亞海事海上搜救中心的號召，展現出公司對人道主義的深厚承諾。我們的員工不僅接受了專業的海上搜救培訓，而且還多次參與到緊急搜救行動中，為確保海上安全作出了積極貢獻。

2023年寰島旅游投資被授予「2022年度海上搜救先進單位」的榮譽稱號以及省級搜救獎勵金1萬元，這不僅是對我們過去貢獻的認可，也鼓勵我們在未來繼續承擔起公司的社會責任，積極參與人道主義救援工作。

6.3 ENVIRONMENTAL PROTECTION

During the Reporting Period, employees of Yalong Bay Underwater World actively participated in cleaning the beaches and tidying up the shallow reef areas within the tourist zones. By promptly clearing litter and debris, the risk of injury to tourists and staff during activities was reduced. Providing a clean and orderly recreational environment not only ensures the safety of water activities but also enhances the quality of the tourist experience.

6.3 環境保護

於本報告期內，亞龍灣海底世界員工積極參與沙灘的清潔工作和對旅游區域淺灘礁石的清理工作，及時清理垃圾和雜物降低了遊客及工作人員在活動時受傷的風險，為遊客提供了一個乾淨整潔的休閒環境的同時也確保了水域活動的安全，提升了旅遊體驗的品質。



Beach cleaning activities
沙灘清潔工作

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
A. Environment 環境		
A1 Emissions 排放物		
A1 Emissions A1 排放物	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	4 Green Development 4 綠色發展
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
KPI A1.2 關鍵績效指標 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). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
KPI A1.6 關鍵績效指標 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. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
A2 Use of Resources 資源使用		
A2 Use of Resources A2 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源（包括能源、水及其他原材料）的政策。	4 Green Development 4 綠色發展
KPI A2.1 關鍵績效指標 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). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
KPI A2.4 關鍵績效指標 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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Not applicable to the Group's business 不適用於本集團業務

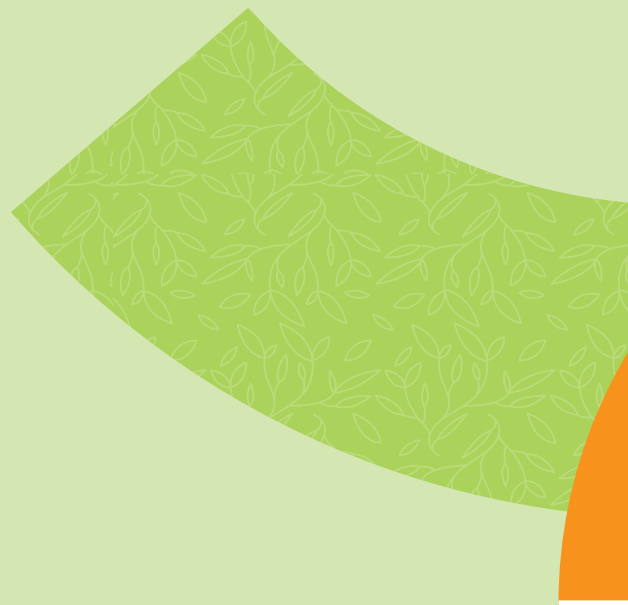
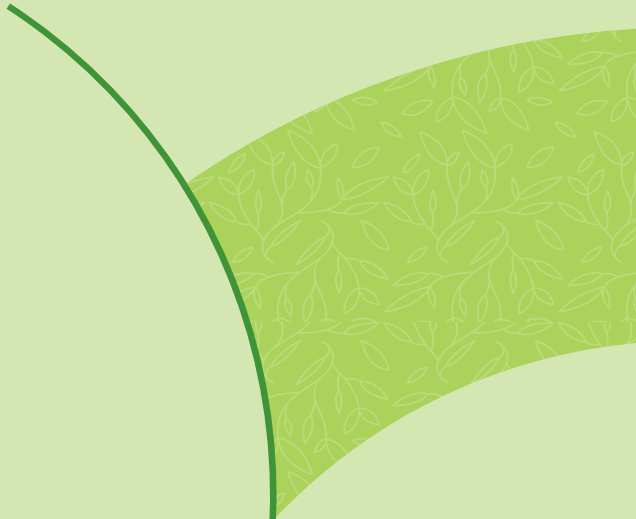
“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
A3 The Environment and Natural Resources 環境及天然資源		
A3 The Environment and Natural Resources A3 環境及天然資源	General Disclosure Policies on minimising the issuer’s significant impacts on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	4 Green Development 4 綠色發展
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
A4 Climate Change 氣候變化		
A4 Climate Change A4 氣候變化	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	4 Green Development 4 綠色發展
KPI A4.1 關鍵績效指標 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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
B. Social 社會		
B1 Employment 僱傭		
B1 Employment B1 僱傭	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, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5 People-Oriented 5 以人為本
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
B2 Health and Safety 健康及安全		
B2 Health and Safety B2 健康及安全	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. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5 People-Oriented 5 以人為本
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
B3 Development and Training 發展及培訓		
B3 Development and Training B3 發展及培訓	General Disclosure Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	5 People-Oriented 5 以人為本
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
B4 Labour Standards 勞工準則		
B4 Labour Standards B4 勞工準則	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. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5 People-Oriented 5 以人為本
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
B5 Supply Chain Management 供應鏈管理		
B5 Supply Chain Management B5 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	3 QUALITY FIRST 3 質量至上
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
B6 Product Responsibility 產品責任		
B6 Product Responsibility B6 產品責任	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. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3 QUALITY FIRST 3 質量至上
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not applicable to the Group's business 不適用於本集團業務
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	3 QUALITY FIRST 3 質量至上
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	3 QUALITY FIRST 3 質量至上 Product recall procedures not applicable to the Group's business 產品回收程序不適用於本集團業務
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	3 QUALITY FIRST 3 質量至上

“Comply or explain” Provisions 「不遵守就解釋」條文	Description 描述	Relevant Section or Remarks 章節／說明
B7 Anti-corruption 反貪污		
B7 Anti-corruption B7 反貪污	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. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	2 GOVERNANCE AND COMPLIANCE 2 管治為要
KPI B7.1 關鍵績效指標 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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	
B8 Community 社區		
B8 Community Investment B8 社區投資	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. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	6 Community Engagement 6 社區營造
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	



中國誠通發展集團有限公司
China Chengtong Development Group Limited