



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



2024

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

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## ABOUT THIS REPORT

### 關於本報告

China Chengtong Development Group Limited is pleased to present its Environmental, Social and Governance Report (“**ESG Report**” or “**Report**”) for the year. This Report demonstrates how the Group integrates its 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. Except for ESG ratings related statements, this Report outlines the Group’s performance in environmental, social and governance (“**ESG**”) aspects for the financial year ended 31 December 2024 (“**the Reporting Period**”).

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. These operations are managed and/or operated by the Company and its principal subsidiaries, including\*:

- Chengtong Financial Leasing Company Limited (“**Chengtong Financial Leasing**”);
- Hainan Huandao Travel Investment Group Limited (“**Huandao Travel Investment**”) and its subsidiaries; and
- Zhucheng Phoenix Landmark Company Limited (“**Zhucheng Phoenix**”).

### Sources of Information

The data and information presented in this Report is derived from the following sources: internal data collection of the Group and cases of social responsibility practice submitted by the principal subsidiaries.

中國誠通發展集團有限公司欣然提呈我們的年度環境、社會及管治報告(「**ESG報告**」或「**本報告**」)。本報告展示了本集團如何將可持續發展策略融入業務，並提供有關管理方法、措施、績效指標及對本集團主要持份者關注的可持續發展問題的回應的詳細信息。除ESG評級相關表述外，本報告概述了本集團截至2024年12月31日止財政年度(「**報告期**」)在環境、社會及管治(「**ESG**」)方面的表現。

除非另有說明，本報告的範圍涵蓋本集團的主要業務，包括租賃、物業發展及投資、海上旅遊服務及酒店經營。這些業務由本公司及其主要附屬公司管理及／或經營，包括\*：

- 誠通融資租賃有限公司(「**誠通融資租賃**」)；
- 海南寰島旅遊投資集團有限公司(「**寰島旅遊投資**」)及其附屬公司；及
- 諸城鳳凰置地有限公司(「**諸城鳳凰**」)。

### 信息來源

本報告中呈現的數據與信息來自以下來源：本集團的內部數據收集與主要附屬公司提交的社會責任實踐案例。

\* During the year ended 31 December 2023, the Group has suspended the bulk commodity trade business. Chengtong World Trade Limited and Chengtong Development Trading Company Limited, which engaged in bulk commodity trade, was therefore excluded from the scope of this Report.

截至2023年12月31日止年度，本集團已暫停大宗商品貿易業務。因此，從事大宗商品貿易的誠通世亞有限公司與誠通發展貿易有限公司不在本報告的範圍之內。

## ABOUT THIS REPORT

### 關於本報告

#### Basis of Reporting

This Report is prepared based on the “mandatory disclosure requirements” and “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (“**ESG Guide**”) (renamed as Environmental, Social and Governance Reporting Code with effect from 1 January 2025, applicable for financial year commencing on 1 January 2025) set out in Appendix C2 to the Rules Governing the Listing of Securities (“**Listing Rules**”) of The Stock Exchange of Hong Kong Limited (“**Stock Exchange**”). It also considers the 2030 Agenda for Sustainable Development by the United Nations (“**UN SDGs**”) and the relevant disclosure recommendations of the Task Force on Climate-Related Financial Disclosure (“**TCFD**”).

This Report complies with all the “mandatory disclosure requirements” and “comply or explain” provisions of the ESG Guide, which follows the four reporting principles:

**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 the verification of important issues by the management. Details of the materiality assessment are explained in the “Materiality Assessment” section in this Report.

**Quantification:** To comprehensively evaluate the Group’s ESG performance during the Reporting Period, the Group discloses the relevant quantitative key performance indicator(s) (“**KPI(s)**”) 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 its selections, omissions or presentation formats that may inappropriately influence a decision or judgment by the reader.

#### 報告基礎

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則（「**上市規則**」）附錄C2中所列的《環境、社會及管治報告指引》（「**ESG指引**」）（自2025年1月1日起更名為《環境、社會及管治報告守則》，適用於2025年1月1日起開始的財政年度）的「強制披露要求」及「不遵守就解釋」條文編製。還考慮了聯合國的2030年可持續發展議程（「**聯合國可持續發展目標**」）與氣候相關財務信息披露工作組（「**TCFD**」）的相關披露建議。

本報告遵循ESG指引的所有「強制披露要求」與「不遵守就解釋」條文，並遵循四個報告原則：

**重要性：**本集團通過持份者參與與重要性評估來識別與本集團相關的重要ESG議題。持份者的詳情載於本報告的「持份者參與」部分。重要性評估涉及邀請持份者對可持續發展議題的相對重要性進行優次排列，再由管理層核實重要性議題。重要性評估的詳情在本報告的「重要性評估」部分中解釋。

**量化：**為全面評估本集團在報告期內的ESG表現，本集團披露了ESG指引中列出的相關量化關鍵績效指標（「**KPI**」），並指明量化KPI的標準、方法、假設及／或計算參考，包括主要換算因數的來源。詳情請參閱本報告的相關部分。

**一致性：**本報告採用的編製方法與上一報告期一致，以便讀者對本報告中的ESG信息進行有意義的比較。任何方法或KPI的變更或其他影響有意義比較的因素均在本報告中披露。

**平衡：**本報告客觀地呈現本集團的環境、社會及管治表現，並避免了可能不當地影響讀者決策或判斷的選擇、遺漏或展示格式。

## ABOUT THIS REPORT

### 關於本報告

#### Abbreviations

For the convenience of presentation and reading, China Chengtong Development Group Limited is also represented by the “Company” itself, and the “Group” or “we” together with its subsidiaries in this Report.

#### Report Availability

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

#### 縮寫

為方便展示與閱讀，中國誠通發展集團有限公司在本報告中亦以「本公司」，及與其附屬公司，以「本集團」或「我們」表示。

#### 報告可用性

本報告提供中英文版本。可於本公司及聯交所網站上查閱。如中英文版本有差異，概以英文版本為準。



## ESG STATEMENT FROM THE BOARD OF DIRECTORS 董事會的ESG聲明

The Group maintains its commitment to sustainable development practices, placing great importance on sustainable development and striving to create long-term stable social, environmental and corporate values.

The board (“**Board**”) of directors (“**Directors**”) of the Company is the highest decision-making body for ESG issues and assumes full responsibility for the Company’s ESG strategy-making and reporting. To effectively fulfil the management and supervision responsibilities of the Board for ESG issues, the ESG Committee of the Board is assigned with the specific responsibilities of implementing various ESG resolutions of the Board, reviewing ESG risks, pressing ahead with ESG tasks, and regularly reporting on ESG progress to the Board. Please refer to the “ESG Governance Framework” section in this Report for details.

The Group values all stakeholders’ suggestions and opinions and ensures sufficient communication channels with key stakeholders to discuss and determine its key ESG issues and potential ESG risks, whilst continuously improving its ESG-related strategies and policy framework. We have enhanced our stakeholder participation and communication mechanisms, identified, evaluated and addressed key ESG issues, and summarised the Company’s primary analysis outcomes and main issues during the Reporting Period. The Board has reviewed the major ESG issues during the Reporting Period and approved proposed adjustments to the materiality 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. Furthermore, we emphasise ESG-related information disclosure, requiring the Board to supervise the ESG report preparation process and review the annual ESG report to ensure authentic and effective information disclosure.

The Group has established an ESG target management structure encompassing indicators such as pollutant emissions, energy consumption, and water resources management. The Board conducts an annual review of the progress towards achieving these targets and assesses the need for any adjustments or improvements to ensure the Group’s continued advancement in attaining its ESG objectives. For further details, please refer to the “Green Development, Low-Carbon Transformation” section of this Report.

本集團堅持可持續發展的實踐，將可持續發展視為重中之重，並努力創造長期穩定的社會、環境及企業價值。

本公司董事（「**董事**」）會（「**董事會**」）是ESG議題的最高決策機構，全面負責本公司的ESG策略制定及報告。為有效履行董事會對ESG問題的管理與監督責任，董事會ESG委員會被賦予責任以執行董事會的各項ESG決議、審核ESG風險、推進ESG工作，並定期向董事會報告ESG進展。詳情請參閱本報告中的「ESG管治框架」部分。

本集團重視所有持份者的建議與意見，並確保與主要持份者有足夠的溝通渠道，以討論與確定集團主要的ESG議題與潛在的ESG風險，持續完善集團ESG相關策略與政策框架。我們已加強持份者的參與與溝通機制，識別、評估與處理主要的ESG議題，並總結本公司在報告期內的主要分析結果與議題。董事會已檢討報告期內的主要ESG議題，並批准對各種ESG議題的重要性進行調整，以確保重要性矩陣的及時性與合理性。詳情請參閱報告中的「重要性評估」部分。此外，我們強調ESG相關信息披露，要求董事會監督ESG報告的編製過程並審閱年度ESG報告，以確保信息披露的真實性與有效性。

本集團已建立涵蓋污染物排放、能源消耗與水資源管理等指標的ESG目標管理架構。董事會每年審查實現這些目標的進展情況，並評估是否需要進行任何調整或改進，以確保本集團在實現其ESG目標方面持續進步。如需進一步詳情，請參閱本報告的「綠色發展，低碳轉型」部分。



## ESG STATEMENT FROM THE BOARD OF DIRECTORS

### 董事會的ESG聲明

The Group recognises the importance of setting quantitative targets. However, given the relatively recent implementation of our ESG initiatives, we have prioritised establishing a robust foundation and understanding the impacts of various actions before committing to specific numerical targets. Moreover, certain aspects of ESG present challenges in quantification due to their intricate and qualitative nature. Moving forward, the Group will strengthen its ESG framework by refining data collection methods, enhancing the precision of its calculations, and increasing reporting transparency. These efforts will support our commitment to setting and achieving well-defined, quantitative ESG targets in the near future.

This Report fully discloses the progress and effectiveness of the Group's ESG work in 2024, which was approved by the Board on 3 March 2025.

本集團認識到設定量化目標的重要性。然而，鑒於我們的ESG倡議實施時間相對較短，我們優先建立穩固的基礎，並了解各種行動的影響，然後再承諾具體的量化目標。此外，ESG的某些領域，由於其複雜性與定性，使得量化面臨挑戰。展望未來，本集團將通過改進數據收集方法、提高計算精確性與增加報告透明度來加強其ESG框架。這些努力將支持我們在不久的將來設定與實現明確的量化ESG目標的承諾。

本報告全面披露了本集團2024年ESG工作的進展與成效，並已於2025年3月3日獲得董事會批准。



# RESPONSE TO UN SDGs

## 響應聯合國可持續發展目標



### UN SDGs

聯合國 可持續發展目標	Our Response 我們的回應	Covered Sections 涵蓋部分
	<ul style="list-style-type: none"> <li>“Spring Breeze Perennial” donation 「春風常駐」捐款</li> </ul>	Taking Responsibility, Supporting Community Development 承擔責任，支持社區發展
	<ul style="list-style-type: none"> <li>Competitive remuneration packages 具有競爭力的薪酬方案</li> <li>Comprehensive benefits, including paid leave and social insurances 包括帶薪假期與社會保險的全面福利</li> <li>Free annual health check-ups 免費年度健康檢查</li> </ul>	Putting People-Oriented, Growing Together 以人為本，共同成長
	<ul style="list-style-type: none"> <li>Comprehensive training and talent development programs 全面的培訓與人才發展計劃</li> <li>Aligning training with career progression and integrating job-specific training with professional development 將培訓與職業發展相結合，並將職位專業培訓與專業發展整合</li> <li>Annual training plans tailored to employees' positions and business lines 根據員工的職位與業務線量身定製的年度培訓計劃</li> </ul>	Putting People-Oriented, Growing Together 以人為本，共同成長
	<ul style="list-style-type: none"> <li>Ensuring that recruitment, promotions, training, and other employment decisions do not involve unfair treatment or discrimination based on personal characteristics such as age, gender, race, ethnicity, religion, pregnancy, disability, or illness 確保招聘、晉升、培訓及其他僱傭決策不涉及基於個人特徵如年齡、性別、種族、民族、宗教、懷孕、殘疾或疾病的不公平待遇或歧視</li> </ul>	Putting People-Oriented, Growing Together 以人為本，共同成長
	<ul style="list-style-type: none"> <li>Promoting green office measures and water-saving methods to reduce freshwater usage 推廣綠色辦公措施與節水方法以減少淡水使用</li> <li>Conducting regular monthly inspections and recording water usage for analysis and quantitative management 進行定期每月檢查並記錄用水量以進行分析與量化管理</li> </ul>	Green Development, Low-Carbon Transformation 綠色發展，低碳轉型
	<ul style="list-style-type: none"> <li>Responding to the national “dual carbon” policy and promoting sustainable energy projects through financing 響應國家「雙碳」政策，通過融資推動可持續能源項目</li> <li>Investing in the development and construction of a self-owned energy storage project in Zhuhai 投資開發與建設珠海自持儲能電站項目</li> </ul>	Quality First, Service Enhancement 質量第一，服務提升



## RESPONSE TO UN SDGs

### 響應聯合國可持續發展目標



UN SDGs 聯合國 可持續發展目標	Our Response 我們的回應	Covered Sections 涵蓋部分
	<ul style="list-style-type: none"> <li>Improving the recruitment and employment system by clarifying recruitment principles, standards, and processes 通過明確招聘原則、標準與流程來改善招聘與就業系統</li> <li>Recruiting new employees through various forms, such as campus recruitment, online recruitment, and social recruitment 通過校園招聘、網上招聘與社會招聘等多種形式招聘新員工</li> </ul>	Putting People-Oriented, Growing Together 以人為本，共同成長
	<ul style="list-style-type: none"> <li>Ensuring that recruitment, promotions, training, and other employment decisions do not involve unfair treatment or discrimination based on personal characteristics such as age, gender, race, ethnicity, religion, pregnancy, disability, or illness 確保招聘、晉升、培訓及其他僱傭決策不涉及基於個人特徵如年齡、性別、種族、民族、宗教、懷孕、殘疾或疾病的不公平待遇或歧視</li> </ul>	Putting People-Oriented, Growing Together 以人為本，共同成長
	<ul style="list-style-type: none"> <li>Investing in the development and construction of a self-owned energy storage project in Zhuhai 投資開發與建設珠海自有儲能項目</li> <li>Co-hosted the “Caring for Marine Ecology, Protecting Coral Habitats” National Coral Day campaign 共同主辦「關愛海洋生態，守護珊瑚家園」全國珊瑚日活動</li> </ul>	Quality First, Service Enhancement 質量第一，服務提升 Taking Responsibility, Supporting Community Development 承擔責任，支持社區發展
	<ul style="list-style-type: none"> <li>Defining monthly electricity consumption quotas, setting uniform air conditioning temperatures, installing independent electricity meters, turning off lighting and air conditioning when not in use, and imposing performance penalties for violations 確定每月用電配額，設定統一的空調溫度，安裝獨立電錶，不使用時關閉照明與空調，並對違規行為處以績效懲罰</li> </ul>	Green Development, Low-Carbon Transformation 綠色發展，低碳轉型
	<ul style="list-style-type: none"> <li>Review climate-related issues and assess their materiality to our business 審查氣候相關問題並評估其對我們業務的重要性</li> <li>Identify climate change risks and take effective mitigation measures 識別氣候變化風險並採取有效緩解措施</li> </ul>	Green Development, Low-Carbon Transformation 綠色發展，低碳轉型
	<ul style="list-style-type: none"> <li>Participate in the training held by Beijing Leasing Association 參加北京租賃協會舉辦的培訓</li> <li>Exchanges with China Aircraft Leasing Group 與中國飛機租賃集團交流</li> </ul>	Quality First, Service Enhancement 質量第一，服務提升

## ABOUT US 關於我們

China Chengtong Development Group Limited (Stock Code: 217) is a listed company whose shares are listed on the Main Board of the 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 ("PRC"). As of the date of this Report, the core business of the Company and its principal subsidiaries encompasses leasing, property development and investment, marine recreation services and hotel business.

In April 2025, the Group received its first ESG rating certificate from China Chengxin Green Finance International Co., Ltd., achieving a BBB rating. This milestone represents the initial recognition of our efforts in ESG areas. Moving forward, the Group will continue to uphold ESG principles, further strengthening the confidence of the public and stakeholders in our sustainable development, while consistently enhancing the Group's long-term investment value and fulfilling the social responsibilities of a state-owned listed company.

中國誠通發展集團有限公司(股票代碼：217)是一家在聯交所主板上市的公司，本公司的最終控股公司，中國誠通控股集團有限公司，由中華人民共和國國務院國有資產監督管理委員會(「國資委」)直接監管。截至本報告日期，本公司及其主要附屬公司涵蓋租賃、物業發展及投資、海上旅遊服務與酒店業務。

2025年4月，本集團首次獲得了中誠信綠金國際有限公司頒發的ESG評級證書，評級為BBB級。這標誌著我們在ESG方面努力的初步肯定。未來，本集團將持續踐行ESG理念，進一步增強公眾和利益相關方對我們可持續發展的信心，不斷提升本集團的長期投資價值，履行國有控股上市公司的社會責任。



## ABOUT US

### 關於我們

#### Leasing

Since 2020, the Group has identified leasing as the primary focus of its business development. By continuously optimising resource allocation, the Company has concentrated on its core leasing business, promoting high-quality development within the Group.

The Group's leasing business is primarily conducted through its wholly-owned subsidiary, Chengtong Financial Leasing, which was established in 2010. Adhering to the principles of "Service Strategies, Synergy Optimisation, Strict Risk Management Control, and Creating Uniqueness", Chengtong Financial Leasing has consistently leveraged the advantages of financial leasing to optimise resource allocation and structural adjustment. Chengtong Financial Leasing has increased efforts to serve the real economy and foster corporate collaboration, thereby enhancing its industry influence and building a strong brand image. Chengtong Financial Leasing maintains a professional leased assets management model and robust risk management capabilities, providing customers with comprehensive finance lease services focusing on five major sectors: energy conservation and environmental protection, logistics and warehousing, infrastructure projects, clean energy, and traditional manufacturing.

Chengtong Financial Leasing has gone through three development stages: "foundation establishment, risk control, and brand building", "scale expansion, cost reduction, and efficiency improvement", and "growth stabilisation, professionalisation, and internationalisation". With a registered capital of RMB2 billion, Chengtong Financial Leasing has secured a position among the mid-tier state-owned leasing companies, signifying a new level of core capital scale. Chengtong Financial Leasing has received a long-term credit rating of AA+ from Lianhe Credit Rating and it is recognised as a "AAA Credit Rating Enterprise of Beijing", establishing a solid foundation for rapidly improving its refinancing capabilities and better performing its financial service functions.

#### 租賃

自2020年以來，本集團已明確租賃為業務發展的主要重點。通過不斷優化資源配置，本公司聚焦核心租賃業務，促進本集團內高質量發展。

本集團的租賃業務主要通過其全資附屬公司誠通融資租賃進行，誠通融資租賃成立於2010年，秉承「服務戰略、協同優化、嚴控風險、做出特色」的原則，持續發揮融資租賃的優勢，優化資源配置與結構調整。誠通融資租賃加大力度服務實體經濟，促進企業合作，從而提升其行業影響力並建立強大的品牌形象。誠通融資租賃始終堅持專業的租賃資產管理模式與強大的風險管理能力，為客戶提供專注於五大領域的綜合融資租賃服務：節能環保、物流倉儲、基建工程、清潔能源及傳統製造業。

誠通融資租賃經歷了三個發展階段：「打基礎、控風險、樹品牌」、「擴規模、降成本、增效益」以及「穩增長、拓專業、國際化」。誠通融資租賃註冊資本達人民幣20億元，已在中等規模的國有租賃公司中佔據一席之地，標誌著核心資本規模的新水平。誠通融資租賃目前已獲得聯合信用評級的長期信用評級AA+並獲評「北京AAA信用評級企業」，為迅速提升再融資能力，更好地履行金融服務職能，奠定堅實基礎。

## ABOUT US

### 關於我們

#### Property Development and Investment

In the property development and investment sector, the Group's revenue from property development derives solely from its wholly owned CCT-Champs-Elysees project located in Zhucheng City, Shandong Province, the PRC.

#### Marine Recreation Services and Hotel Business

Regarding marine recreation services and hotel business, the Group operated the business in Hainan Province, the PRC. The Group continually adopts various measures such as strengthening marketing strategies, enhancing the development of new businesses and improving the quality and efficiency of operations to improve our operating profits.

#### 物業發展及投資

物業發展及投資方面，本集團物業發展的收入僅來自其全資擁有位於中國山東省諸城市的誠通香榭里項目。

#### 海上旅遊服務及酒店業務

海上旅遊服務與酒店業務方面，本集團於中國海南省從事該等業務。本集團不斷採取各種措施，如加強營銷策略、加強新業務開拓以及提高運營的質量與效率，以提高我們的運營收入。



Looking ahead, Chengtong Financial Leasing will insist on returning to the origin of leasing, closely following industry regulatory policies and striving to achieve distinctive operations in market segments. Chengtong Financial Leasing will actively explore and invest in innovative product portfolios and service models, and forge ahead to realise its corporate vision of “building an industry-leading finance leasing company with capital operation characteristics”. We are dedicated to expanding the scale of our leasing business and have completed numerous new leasing projects related to energy conservation and environmental protection, logistics and warehousing, and infrastructure during the Reporting Period.

展望未來，誠通融資租賃將堅持回歸租賃本源，緊跟行業監管政策，努力在市場細分領域實現特色化運營。誠通融資租賃將積極探索與投資創新產品組合與服務模式，奮力實現其「打造具有資本運營特色的行業領先融資租賃公司」的企業願景。我們致力擴大租賃業務的規模，並於報告期內完成多個與節能環保、物流倉儲及基礎設施相關的新租賃項目。

# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

In 2024, the Group continued to improve its sustainable development management, including incorporating ESG philosophy into major decision-making and business practices and participating in community activities. Consequently, our ESG performance improved across all aspects. Furthermore, the Company maintained regular stakeholder communication through multiple channels and responded promptly to their opinions and demands to advance mutual sustainable development.

### ESG Governance Framework

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

To ensure the effectiveness of ESG management within the Group and guarantee the smooth operation of our management mechanisms, we continuously enhance our ESG governance standards. By establishing a four-tier sustainable development management framework, we have established a solid foundation for setting goals, strategies, regular assessments, and managing related risks in sustainable development. This framework enables us to coordinate and implement corporate governance, environmental protection, and social responsibility in our daily production and life, thereby improving the overall performance of the Group in sustainable development.

### The Board

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

在2024年，本集團持續完善可持續發展管理，包括將ESG理念融入重大決策與業務實踐，同時積極參與社區活動。因此，我們的ESG表現在各個層面均有所提升。此外，本公司通過多渠道與持份者進行定期交流，及時回應他們的意見與需求，推進共同的可持續發展。

### ESG管治框架

本集團相信，健全而高效的ESG管治架構能夠加強ESG管理，並在推動ESG理念貫穿整個業務鏈，從而促進可持續發展。

為確保本集團內部ESG管理的有效性及管理機制的順利運行，我們不斷提升ESG治理標準，並通過建立四層可持續發展管理框架，為設定目標、策略、定期評估及相關風險管理奠定了堅實基礎。此框架使我們能夠在日常生產與生活中協調並實施企業管治、環境保護及社會責任，從而提升本集團在可持續發展方面的整體表現。

### 董事會

作為本集團ESG管治的最高決策機構，董事會負責監督整體ESG戰略，審閱與本集團業務相關的風險與機遇，定期評估ESG目標，並批准ESG報告披露。

# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

### ESG Committee

The Board has authorised the ESG Committee to participate in the Group's ESG-related work. It 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; coordinating the implementation and execution of all ESG-related work by the functional departments of the Group.

### ESG Working Group

The ESG working group promotes and communicates the Group's ESG governance strategy and measures, collects necessary information from subsidiaries and functional departments for ESG reporting, and evaluates ESG-related management measures and performance through peer benchmarking before 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.

### ESG委員會

董事會已授權ESG委員會參與本集團的ESG相關工作。委員會主要負責協調與監督本集團的ESG事務；制定ESG管理政策與策略，包括評估、優次排序與管理重要的ESG議題；識別與評估與本集團相關的ESG風險，並確保本集團建立適當且有效的ESG風險管理與內部控制系統；設定ESG相關目標，審核ESG目標的進展，並向董事會匯報；協調本集團各職能部門的所有ESG相關工作的實施與執行。

### ESG工作組

ESG工作組推動與傳達本集團的ESG管治策略與措施，從附屬公司與職能部門收集ESG報告所需信息，並通過同業基準評估ESG相關的管理措施與績效，並提交給ESG委員會審核。

### 職能部門與附屬公司的ESG人員

職能部門與附屬公司的ESG人員根據ESG管理系統與流程，負責具體的可持續發展問題管理與數據收集。



# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

### The Board 董事會

- The Group's highest decision-making body for ESG governance and is responsible for supervising the overall ESG strategy; ESG治理的最高決策機構，負責監管整體ESG策略；
- Reviewing risks and opportunities related to the Group's business; 審議對本集團業務有關的風險及機遇；
- Regularly reviewing ESG targets; and 定期檢討ESG目標的表現；及
- Approving ESG report disclosures. 審批ESG報告內的披露資料。

### ESG Committee ESG委員會

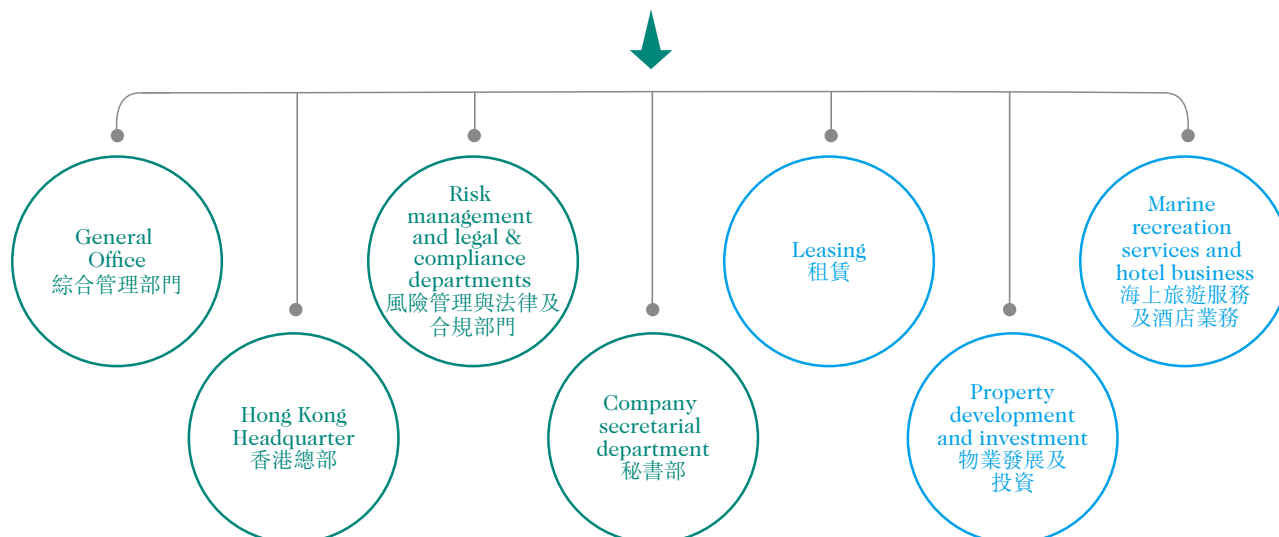
- Coordinating and overseeing the Group's ESG matters; 統籌及監督本集團ESG相關的事宜；
- Formulating ESG management policies and strategies; 訂立ESG管理方針及策略；
- Identifying and assessing ESG risks related to the Group and ensuring that the Group establishes appropriate and effective ESG risk management and internal control systems; 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；
- Setting ESG-related targets, reviewing the progress of ESG targets and reporting to the Board on the progress of achieving relevant ESG targets; and 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；及
- Coordinating the implementation and execution of all ESG-related work. 統籌及協調集團各職能部門落實及執行所有ESG相關工作。

### ESG Working Group ESG工作組

- Promoting and communicating the Group's ESG governance strategy and measures; 負責推動和溝通本集團在ESG管治方面的戰略和具體舉措；
- Collecting information for ESG reporting; and 收集ESG報告所需的必要資訊；及
- Peer benchmarking. 對標同業表現。

### Functional departments and subsidiaries' ESG personnel 職能部門、附屬公司的ESG相關負責人

Specific sustainable development issues management and data collection according to the ESG management system and processes.  
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. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

### Stakeholder Engagement

The Group places great importance on communication with stakeholders and maintains cooperative relationships based on mutual benefit, equality, and harmony. We have established regular communication mechanisms to work together and inject long-term momentum into our corporate transformation and development. To deeply understand the opinions, demands, and expectations of stakeholders and all sectors of society regarding corporate governance, environmental protection, and social welfare, we integrate stakeholders' suggestions and focal points into our production, operations, and decision-making processes based on our business scope and nature of operations.

The categories of essential stakeholders of the Group, the stakeholders' issues of concern related to the Group's business operations, and the communication channels of the Group are shown in the table below:

### 持份者參與

本集團高度重視與持份者的溝通，並維持基於互惠、平等及與諧的合作關係。我們已建立定期溝通機制，與持份者攜手合作，為企業轉型與發展注入長期動力。為深入了解持份者及社會各界對企業管治、環境保護及社會福利的意見、需求及期望，我們根據業務範疇及運營性質，將持份者的建議及重點融入我們的生產、運營及決策過程中。

下表展示了本集團主要持份者的類別、其關注本集團的業務運營相關議題及溝通渠道：

Stakeholders 持份者	Demands and Expectations 需求及期望	Major Communication Channels 主要溝通渠道
<b>Employees</b> 員工 	<ul style="list-style-type: none"> <li>Employee rights and interests protection 員工權益保障</li> <li>Remuneration and benefits 薪酬及福利</li> <li>Occupational health and safety 職業健康與安全</li> <li>Professional development 專業發展</li> <li>Employee care 員工關懷</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings and communication 定期會議及溝通</li> <li>Questionnaires and intranet 問卷調查及內聯網</li> <li>Employee training and activities 員工培訓及活動</li> <li>Opinion collection 意見收集</li> </ul>
<b>Shareholders/ Investors</b> 股東／投資者 	<ul style="list-style-type: none"> <li>Business development 業務發展</li> <li>Investment returns 投資回報</li> <li>Transparent and timely information disclosure 透明及及時的信息披露</li> </ul>	<ul style="list-style-type: none"> <li>E-mail and calls 電郵及電話</li> <li>General meetings 股東大會</li> <li>Company's official website and public disclosure 公司官方網站及公開披露</li> </ul>



# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計



Stakeholders 持份者	Demands and Expectations 需求及期望	Major Communication Channels 主要溝通渠道
<p>Regulators and Government Authorities 監管機構及政府部門</p> 	<ul style="list-style-type: none"> <li>Compliance with national and local laws, rules, and regulations 遵守國家及地方法律、規則及法規</li> <li>Tax obligations 稅務責任</li> </ul>	<ul style="list-style-type: none"> <li>Inspection and supervision 檢查及監督</li> <li>Regular report disclosure 定期報告披露</li> <li>Communication with regulatory authorities 與監管機構溝通</li> </ul>
<p>Customers 客戶</p> 	<ul style="list-style-type: none"> <li>Services of high quality 高質量的服務</li> <li>Privacy protection 私隱保護</li> <li>Health and safety 健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>Customer communication, complaint channels 客戶溝通、投訴渠道</li> <li>Customer engagement activities 客戶參與活動</li> <li>E-mail, hotline, and social media 電郵、熱線及社交媒體</li> </ul>
<p>Suppliers and Service Providers 供應商及服務提供者</p> 	<ul style="list-style-type: none"> <li>Business integrity and fair competition 商業誠信與公平競爭</li> <li>Win-win collaboration 互利共贏合作</li> </ul>	<ul style="list-style-type: none"> <li>Procurement and tendering 採購及招標</li> <li>Supplier selection, monitoring and assessment 供應商選擇、監控及評估</li> </ul>
<p>Communities 社區</p> 	<ul style="list-style-type: none"> <li>Local development 本地發展</li> </ul>	<ul style="list-style-type: none"> <li>Charitable activities 慈善活動</li> <li>Community services 社區服務</li> </ul>
<p>Industry Associations 行業協會</p> 	<ul style="list-style-type: none"> <li>Innovation 創新</li> <li>Leading industry development 引領行業發展</li> <li>Improvement in product and service quality 提升產品及服務質量</li> </ul>	<ul style="list-style-type: none"> <li>Industry exchanges 行業交流</li> <li>Industry cooperation 行業合作</li> </ul>

# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

### Materiality Assessment

By identifying material ESG issues, the Group integrates the stakeholders and their concerns into its ESG strategic planning, operations, and decision-making processes, thereby aligning ESG with daily operations to drive a virtuous development cycle.

In 2024, the Group organised a stakeholder survey in the form of an online questionnaire to gain a deep understanding of the concerns and expectations of different stakeholder groups for the Company in fields such as corporate governance, employee management, green development, supply chain management, product responsibility, and community responsibility. An ESG materiality matrix was generated by analysing the results of the questionnaire.

#### 1. Identification

During the Reporting Period, 19 potential material ESG issues were identified from disclosure guidelines by regulatory authorities, capital markets, rating agencies, international reporting standard bodies and peer companies.

#### 2. Evaluation

Develop a stakeholder communication plan and conduct a comprehensive and detailed questionnaire survey.

#### 3. Materiality Ranking

Use questionnaires to identify priority issues that concern various stakeholders:

- Rank ESG issues in terms of materiality using a matrix
- Based on the dimensions of “Impact on the Group’s Business” and “Impact on Stakeholders”, material ESG issues for the Group were identified in a matrix analysis

#### 4. Review and Approval

Continue to review and approve materiality issues: After review by the ESG Committee, the Board will assess its consistency with the Group’s planning and make the final approval on ESG materiality issues.

### 重要性分析

透過識別重要ESG議題，本集團將持份者及其關注點融入ESG戰略規劃、運營及決策過程中，從而將ESG與日常運營緊密結合，促進良性發展循環。

2024年，本集團組織了一次以網上問卷形式進行的持份者調查，以深入了解不同持份者團體對本公司在企業管治、員工管理、綠色發展、供應鏈管理、產品責任及社區責任等領域的關注與期望。透過分析問卷結果，我們製作了ESG重要性矩陣。

#### 1. 識別

在報告期內，我們從監管機構、資本市場、評級機構、國際報告標準機構及同行公司披露指引中識別出19個潛在重要性ESG議題。

#### 2. 評估

制定持份者溝通計劃，並進行全面而詳細的問卷調查。

#### 3. 重要性排序

使用問卷調查以統計各持份者關注的優先議題：

- 使用矩陣對ESG議題的重要性進行排序
- 根據「對集團業務的影響」與「對持份者的影響」這兩個維度，通過矩陣分析識別出集團的重要ESG議題

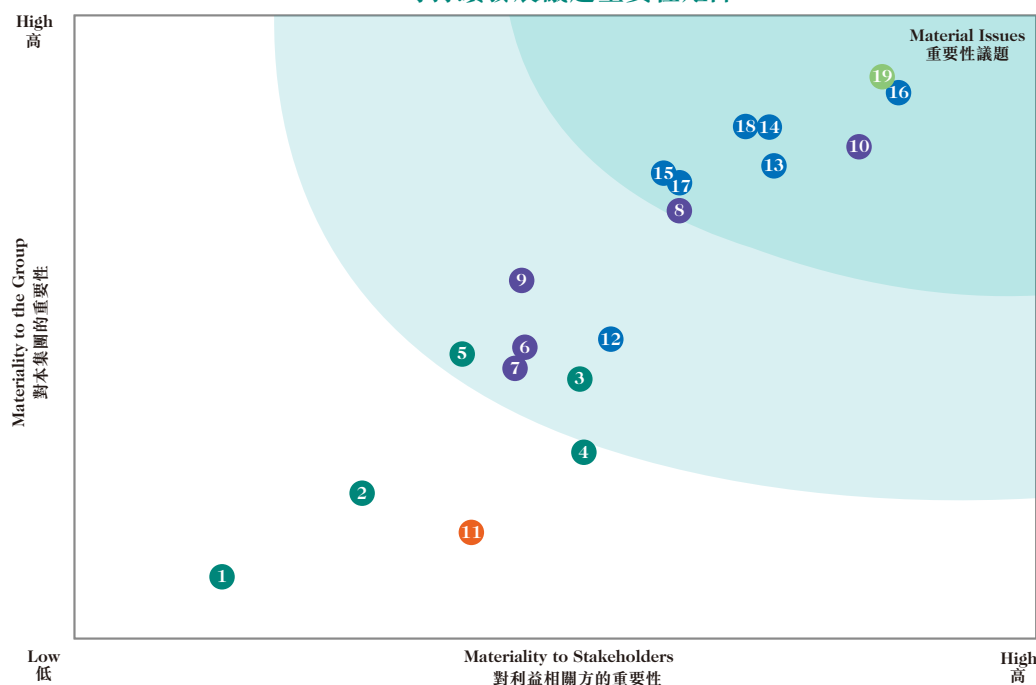
#### 4. 審查與批准

持續審查與批准重要性議題：經ESG委員會審查後，董事會將評估其與本集團規劃的一致性，並對ESG重要性議題作出最終批准。

# 1. TOP LEVEL DESIGN FOR SUSTAINABLE DEVELOPMENT MANAGEMENT

## 可持續發展管理的頂層設計

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



### Environment 環境

- 1 Air pollutant and greenhouse gas (“GHG”) emissions  
空氣污染物與溫室氣體排放
- 2 Energy management  
能源管理
- 3 Water resources and wastewater management  
水資源與廢水管理
- 4 Waste management  
廢棄物管理
- 5 Climate change mitigation  
氣候變化應對

### Product & Service 產品及服務

- 12 Service quality  
服務質量
- 13 Customer health and safety  
客戶健康與安全
- 14 Privacy protection and information security  
隱私保護及信息安全
- 15 Customer communication and satisfaction  
客戶溝通與滿意度
- 16 Compliance management  
合規管理
- 17 Intellectual property management  
知識產權管理
- 18 Sustainable supply chain  
可持續供應鏈

### Employee 員工

- 6 Employee diversity and equality  
員工多元化與平等
- 7 Employee training and development  
員工培訓與發展
- 8 Occupational health and safety for employees  
員工的職業健康與安全
- 9 Employee compensation and benefits  
員工薪酬與福利
- 10 Labour standards  
勞工標準

### Governance 管治

- 19 Business ethics and anti-corruption  
商業道德及反腐敗

### Community 社區

- 11 Philanthropy and community service  
慈善及社區服務

During the analysis of material issues in 2024, it was observed that the Group’s assessment and positioning of the importance of the material issues had undergone some changes during the Reporting Period. We commit 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2024年的重要議題分析中，我們觀察到本集團對重要議題的評估與定位在報告期內發生了一些變化。我們承諾持續改進與提高透明度，展示我們如何適應動態的商業環境，並致力於實現長期可持續發展目標。

## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE

### 管治為先，合規前行

The Group recognises corporate governance as fundamental to its operations. We are committed to building a governance structure with clearly defined rights and responsibilities and standardised management. By maintaining strict legal compliance, we continuously work to foster a culture of integrity and ensure robust corporate operations.

#### Improve the Governance System

The Group has been actively establishing a scientific and efficient corporate governance system in strict compliance with relevant laws and regulations and relevant listing rules, such as “the Company Law of the PRC”, “the Securities Law of the PRC”, and “the Listing Rules”. Our institutional framework is built on a solid foundation and adheres to stringent standards, meeting both state-owned assets and securities regulations, as well as Hong Kong listing rules requirements.

#### Compliance Management

The Group has established a compliance management system led by the Legal and Compliance Department, which works in collaboration with the Risk Management Department. The focus is on compliance review and control in contract management, internal control, risk management, procurement, and litigation cases. Through measures such as legal review, legal training, information system construction, assessment and accountability, the Group promotes the implementation of compliance management requirements in corporate governance and business processes, striving to comply with external regulatory requirements from the SASAC and the Stock Exchange.

#### Fostering a Compliance Culture

During the Reporting Period, the Group regularly organised various types of legal compliance training sessions, including the study and promotion of the interpretation of the mutual recognition system of laws between Mainland China and Hong Kong. The Group also launched a contract review system to strengthen contract management through information technology. Compliance work has been linked to the Group’s performance appraisal mechanism, and any losses caused by violations will be subject to point deductions and accountability in accordance with relevant regulations.

本集團將企業管治視為運營的基石，致力於建立一個權責分明、管理規範的管治架構。我們以嚴格的法律合規為基礎，持續努力培養誠信文化，確保穩健的企業運營。

#### 完善管治體系

本集團嚴格依據相關法律法規及相關上市規則，如《中華人民共和國公司法》、《中華人民共和國證券法》及《上市規則》，建立科學高效的企業管治體系。我們的制度框架堅實穩固，標準嚴格，全面符合國有資產和證券法規要求以及香港上市規則要求。

#### 合規管理

本集團已建立由法務及合規部牽頭、風險管理部協同的合規管理體系。重點覆蓋合同管理、內部控制、風險管理、採購及訴訟案件中的合規審查與控制。通過法律審查、法律培訓、信息系統建設、評估與問責等措施，本集團推動合規管理要求在企業管治與業務流程中的落實，確保滿足國資委與聯交所的外部監管要求。

#### 培養合規文化

在報告期內，本集團定期組織各類型的法律合規培訓，包括憲法的學習與推廣，以及中國內地與香港法律互認制度的解讀。本集團亦啓用了合同審查系統，通過信息化手段加強合同管理。合規工作已與本集團的績效評估機制掛鉤，任何因違規造成的損失將根據相關規定扣分並追究責任。



## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

### Improve Relevant Rules and Regulations

We attach great importance to compliance review work and regard it as an important tool to promote law-abiding and compliant operations. The Group strictly follows the regulatory requirements of the SASAC and internal compliance management regulations. We conduct comprehensive and systematic compliance reviews on key matters, including rules and regulations, economic contracts, and major decisions, to ensure that compliance requirements are implemented in all aspects of our operations and management. The Group has achieved 100% legal review coverage of the above three types of matters, effectively preventing compliance risks and improving the standardisation of corporate governance and business activities.



100% legal review coverage of rules and regulations, economic contracts, and major decisions  
規章制度、經濟合同與重大決策的法律審查覆蓋率達

100%

### Comprehensive Law-based Corporate Governance

#### Legal Risk Management

The Group closely monitors relevant changes in laws, regulations, and policies through external professionals. This enables us to obtain more comprehensive and timely information on changes in the legal environment, accurately judge policy trends, and promptly adjust response measures. Additionally, we focus on key areas of regulation, and the Legal and Compliance Department monitors legal changes closely related to the Company's main business, follows up with analysis, and forms targeted compliance response plans. During the Reporting Period, the Group issued 5 legal update memorandums, involving significant legal changes such as the amendment of the new "Company Law of PRC" and the introduction of the new "Foreign Investment Law of PRC". Through written memorandums, the Legal and Compliance Department transmits regulatory requirements to the business frontline promptly, urging standardised operations and preventing the risk of violations.

5 written memorandums about legal changes  
份關於法律變更的書面提醒



### 改善相關規章制度

我們高度重視合規審查工作，並視其為推動合法合規運營的重要工具。本集團嚴格遵循國資委的監管要求與內部合規管理規定，對關鍵事項進行全面與系統的合規審查，包括規章制度、經濟合同與重大決策，以確保合規要求覆蓋運營與管理的各個方面。本集團已實現上述三類事項的100%法律審查覆蓋，有效防範合規風險，並提高企業管治與商業活動的標準化。

### 全面依法治企

#### 法律風險管理

本集團通過外部專業機構密切關注法律、法規與政策的相關變化，以獲得更全面與及時的法律環境變化信息，準確判斷政策趨勢，並及時調整應對措施。此外，我們專注於監管的關鍵領域，法務及合規部密切監察與本公司主營業務相關的法律變更，進行分析並制定針對性的合規應對方案。報告期內，本集團發出了5份法律變更提醒，針對如新《中華人民共和國公司法》修訂及新《中華人民共和國外商投資法》出台等重大法律變化。通過書面提醒，法務及合規部及時將監管要求傳達至業務前線，推動規範運營，防止違規風險。

## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

### Legal Dispute Management

The Group has established a standardised and orderly case-handling mechanism regarding legal dispute management. For cases involving amounts greater than RMB10 million, the Company requires its subsidiaries to fully communicate with the Legal and Compliance Department before initiating litigation and report the basic case information and defence plan in detail. For regular cases involving amounts less than RMB10 million, in order to improve decision-making efficiency, the Company authorises its subsidiaries to handle them independently. However, the Company requires its subsidiaries to regularly report the progress of cases to the Legal and Compliance Department for post-event filing. Once it is found that the direction of the case is unclear or there are major risk hazards, the Legal and Compliance Department will promptly intervene and discuss countermeasures with the subsidiaries, striving to achieve a satisfactory resolution of the case.

During the Reporting Period, in accordance with the requirements of the SASAC, the Group conducted a thorough investigation of legal dispute cases. The Group was not involved in any major legal disputes, and the dispute cases of the Company's subsidiaries did not have a substantial negative impact on our normal production and operations.



100% proper handling of dispute cases  
糾紛案件妥善處理率達

100%

### Focus on Risk Management

The Group places great importance on the risk management system. We comply with risk management requirements in daily management activities and business processes to identify, assess, monitor, and address all kinds of risks in business activities.

### Risk Management Structure

The Risk Management Department oversees internal audit functions and assists the Board in reviewing the Group's risk management and internal control systems on an ongoing basis. Additionally, we have established three lines of defence for risk management and control to further advance the construction of the risk management system and enhance the overall level of risk management.

### 法律糾紛管理

本集團已建立標準化與有序的案件處理機制，以管理法律糾紛。對於涉及金額超過人民幣1,000萬元的案件，本公司要求其附屬公司在提起訴訟前與法務及合規部充分溝通，並詳細報送案件基本信息與應訴方案。對於涉及金額低於人民幣1,000萬元的常規案件，為提高決策效率，公司授權其附屬公司獨立處理。然而，公司要求其附屬公司定期向法務及合規部門報告案件進展，並事後備案。一旦發現案件方向不明朗或存在重大風險隱患，法務及合規部門將及時介入，並與附屬公司商討對策，力求達成令人滿意的案件解決方案。

在報告期內，根據國資委的要求，本集團對法律糾紛案件進行了全面調查。本集團未涉及任何重大法律糾紛，附屬公司的糾紛案件對我們的正常生產與運營沒有造成實質性負面影響。

### 關注風險管理

本集團高度重視風險管理系統。我們在日常管理與業務流程中遵循風險管理要求，以識別、評估、監控與處理業務活動中的各類風險。

### 風險管理架構

風險管理部負責監督內部審計職能，並協助董事會持續審查本集團的風險管理與內部控制系統。此外，我們已建立三道防線進行風險管理與控制，以進一步推進風險管理系統建設，提升整體風險管理水平。

## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

The first line of defence focuses on business risk prevention and control  
第一道防線關注業務風險防控

In specific practice, the Group anchors the first line of defence management in key areas, such as the leasing business of subsidiaries. It builds the first risk prevention and control barrier by strengthening business norms and process control.  
在具體實踐中，本集團將第一道防線管理定位於關鍵領域，如附屬公司的租賃業務。通過加強業務規範與流程管理，建立第一道風險預防與控制屏障。

The second line of defence is led by the Risk Management Department  
第二道防線由風險管理部主導

Based on the existing business risk prevention and control of subsidiaries, the Risk Management Department works together with other departments to further strengthen risk management and control.  
基於附屬公司現有的業務風險預防與控制，風險管理部與其他部門合作，進一步加強風險管理與控制。

The third line of defence is the internal audit function  
第三道防線內部審計功能

The Company's internal audit team strictly performs its independent supervisory duties, regularly conducts internal audits according to the annual audit plan, and comprehensively evaluates and reviews our business units and management processes.  
本公司的內部審計組嚴格履行其獨立監督職責，根據年度審計計劃定期開展內部審計，全面評估與審查我們的業務單元與管理流程。

### Internal Control System

In terms of internal control system construction, we have achieved full coverage of major business and management areas, including asset management, asset disposal, capital management, procurement management and other aspects, achieving extensive coverage of system regulations. In terms of the effectiveness of internal control management, we insist on conducting internal control evaluations every year, sorting out and diagnosing internal control deficiencies, forming a list of problems, clarifying rectification measures, and tracking the implementation of rectification. At present, this working mechanism has been operating routinely, forming a virtuous cycle of problem discovery, cause analysis, and improvement.

During the Reporting Period, Chengtong Financial Leasing conducted a self-assessment and evaluation of its internal control, resulting in the preparation of an Annual Internal Control Evaluation Report. Additionally, Chengtong Financial Leasing also carried out dedicated self-assessments and evaluations of internal control in the field of fund management, resulting in two Fund Management Internal Control Self-Evaluation Reports. The evaluations confirmed that the internal control system of Chengtong Financial Leasing was robust, procedures were functioning effectively, and no significant deficiencies were found.

### 內部控制系統

在內部控制系統建設方面，我們已實現對主要業務與管理領域的全面覆蓋，包括資產管理、資產處置、資金管理、採購管理等方面，實現系統規範高度覆蓋。在內部控制管理的有效性方面，我們堅持每年進行內部控制評估，梳理並診斷內部控制缺陷，形成問題清單，明確整改措施，並跟蹤整改落實情況。目前，這一工作機制已經常態化運行，形成了問題發現、原因分析與改進的良性循環。

在報告期內，誠通融資租賃進行了內控自評估與評價，形成一份年度內部控制評估報告。此外，誠通融資租賃還在資金管理領域進行了專項自評估與評價，並形成了兩份資金管理內部控制自我評估報告。評估顯示誠通融資租賃的內部控制系統健全，運行有效，無重大缺陷。



significant deficiencies  
重大缺陷



## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

### Specific Inspection of Risks

On the one hand, the Company focuses on the key risk points of fund control, and carries out special internal control inspections on major fund controls in all its subsidiaries. It focuses on whether the business related to major funds has undergone legal and compliant approval procedures and whether there are any violations, with a view to ensure the safety of funds. On the other hand, in response to the objective situation of increased financial business risks brought about by changes in the macroeconomic environment, Chengtong Financial Leasing conducts special investigations on financial business risks in a timely manner. It focuses on assessing the risk status of the financial business carried out by the Company's subsidiaries, examining the effectiveness of various systems, and promptly identifying hidden risks and weakness.

## 2

### specific risk inspections 項風險專項檢查

### 專項風險檢查

一方面，本公司專注於資金控制的關鍵風險點，在所有附屬公司中對大額資金控制進行專項內控檢查。重點關注與大額資金相關的業務是否經過合法合規的審批程序，以及是否存在任何違規情況，以期確保資金安全。另一方面，針對宏觀經濟環境變化帶來的金融業務風險增加的情況，誠通融資租賃及時開展金融業務風險的專項調查。重點評估附屬公司金融業務的風險狀況，檢查各系統的有效性，並及時識別風險隱患與薄弱環節。



### 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.

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.

Chengtong Financial Leasing's due diligence includes environmental impact assessments of investment projects, with stringent evaluation of environmental compliance standards. The due diligence report also covers financial and human resources aspects to ensure investment decisions are economically sound while also considering sustainable sourcing and social impacts. Through implementing these standards and protocols, our leasing business aims to meet corporate risk appetite goals with prudent ESG risk evaluation and management.

### ESG風險管理

本集團在其風險管理過程中進一步納入可持續性因素，以應對不斷變化的市場需求並做出適當的業務決策。通過識別、評估與管理運營中可能出現的重大ESG風險（包括氣候相關風險），我們加強風險控制，為可持續發展奠定堅實基礎。

董事會全面負責評估與確定本集團的重大ESG風險，確保適當與有效的風險管理與內控系統。ESG委員會向董事會報告實現相關ESG目標的進展，以供審閱。

誠通融資租賃的盡職調查包括對投資項目的環境影響評估，並嚴格評估環境合規標準。盡職調查報告還涵蓋財務與人力資源方面，以確保投資決策經濟合理性的同時，也考慮可持續採購與社會影響。通過實施這些標準與協定，我們的租賃業務旨在通過謹慎的ESG風險評估與管理來達到企業風險偏好目標。

## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

### Adherence to Business Ethics

The Group strictly adheres to business ethics, continuously deepens the fight against corruption, and comprehensively strengthens discipline construction, with a “zero-tolerance” approach towards any violations of business ethics. Additionally, we regularly conduct internal anti-corruption discipline reviews and provide integrity training to our employees, ensuring that relevant regulations are implemented throughout the Group’s operational management.

### Business Ethics Policy

Through our “Staff Code of Conduct” and training for new hires, we prohibit corrupt behaviour and uphold principles of integrity. All employees must sign compliance agreements and adhere to strict ethical and compliance requirements to ensure our high ethical standards. The code clearly prohibits acts including corruption, bribery, private commission, gifts, or misappropriation of funds. Policies also govern use of official vehicles and business expenses to ensure rational use of public resources. Business partners must commit to cooperation agreements to jointly uphold commercial integrity. We strictly comply with all laws and regulations that have a significant impact on the Group related to bribery, extortion, fraud and money laundering, such as the Criminal Law of the PRC, the Anti-Unfair Competition Law of the PRC, and the Anti-Money Laundering Law of the PRC. During the Reporting Period, we received no reports of violations and no employees faced corruption-related lawsuits.



reports of violations and corruption-related lawsuits  
違規報告及貪污相關訴訟



### Whistleblowing

We have established whistleblowing channels for employees and others to report any misconduct or violations confidentially via hotlines and emails. All 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 based on severity. The Group does not tolerate any form of corruption. If an employee is found to be involved in corruption or other criminal offenses, we will hand over any criminal matters like bribery cases to disciplinary agencies, courts, or other government authorities.

### 堅守商業道德

本集團堅守商業道德，持續加強反貪污工作，全面加強紀律建設，對任何商業道德違規行為採取「零容忍」態度。此外，我們定期進行內部反腐敗紀律審查，並為員工提供廉潔培訓，確保相關規定在本集團的運營管理中得到落實。

### 商業道德政策

通過我們的《員工行為守則》與新員工培訓，我們禁止貪污行為並堅持廉潔原則。所有員工必須簽署合規協議，並遵守嚴格的道德與合規要求，以確保我們的高道德標準。該守則明確禁止包括貪污、賄賂、私人佣金、禮物或挪用資金等行為。政策亦規範公務車輛及商務開支的使用，以確保公共資源的合理使用。商業夥伴必須承諾合作協議，共同維護商業誠信。我們嚴格遵守與賄賂、勒索、敲詐和洗錢有關的對本集團有重大影響的所有法律法規，例如《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》與《中華人民共和國反洗錢法》。在報告期內，我們沒有收到任何違規報告，亦無員工面臨與貪污相關的訴訟。

### 舉報

我們已建立舉報渠道，讓員工及其他人士可以通過熱線與電郵秘密地舉報任何不當行為或違規行為。所有報告均按照相關政策與程序，經過適當程序進行保密處理。員工如違反公司守則，將根據嚴重程度面臨警告、降職或解僱。本集團不容忍任何形式的貪污。如果發現員工涉及貪污或其他刑事罪行，我們將把任何如賄賂案件的刑事事項交給紀律機構、法院或其他政府當局處理。



## 2. GOVERNANCE AS A PRIORITY, MOVING FORWARD WITH COMPLIANCE 管治為先，合規前行

### Anti-corruption Training

To further implement the internal integrity supervision and management system of the Group and thoroughly prevent the potential crisis brought by corruption and fraud, we actively ensure that relevant rules and regulations are truly implemented at all levels of the Group's operation and management, creating an atmosphere of fairness, integrity, and sustainable development within the Group. During the Reporting Period, the Group conducted integrity education and training through various methods such as watching thematic warning educational videos, sending integrity education-related notifications and attending online anti-corruption class.

### 反貪污培訓

為進一步落實本集團內部廉潔監督與管理制度，徹底防範貪污與欺詐帶來的潛在危機，我們積極確保相關規章制度在本集團的運營與管理各個層面得到真正落實，營造公平、誠信與可持續發展的氛圍。在報告期內，本集團通過觀看主題警示教育影片、發送廉潔教育相關通知及參加線上反貪污課程等多種方式進行廉潔教育與培訓。



Offer anti-corruption training for  
提供反貪污培訓總時長**312**小時

**312** hours in total



▶ Zhucheng Phoenix's representatives attended the anti-corruption warning education base  
諸城鳳凰的代表參加了反貪污警示教育基地



▶ Huandao Travel Investment's signing ceremony of the integrity commitment  
寰島旅遊投資的廉潔承諾簽署儀式



### 3. QUALITY FIRST, SERVICE ENHANCEMENT 質量第一，服務提升

The Group has established a sound customer service system based on customer needs. We continuously deliver to customers high-quality products and services. At the same time, we remain committed to sustainable development while working to unite upstream and downstream suppliers to jointly create a green and sustainable industrial chain and build a good brand reputation.

#### Response to National Strategies

During the Reporting Period, Chengtong Financial Leasing proactively responded to the national “dual carbon” policy and fully leveraged the service function of “promoting production through financing”.

In Zhuhai City, Guangdong Province, the PRC, Chengtong Financial Leasing invested about RMB32 million to develop and construct the first demonstrative self-owned energy storage project. The project has an installed capacity of 12MW/24MWh. Taking into account the local time-of-use electricity price policy and the power load characteristics of the owner unit, it adopts an operating strategy of 1.5 charge and discharge cycles per day. The annual charge and discharge volume is estimated to reach 20 million kWh, realising an annual electricity saving income of about RMB5 million. As the owner, Chengtong Finance Leasing will earn about RMB4.25 million per year, and the cooperative unit will also receive an average of RMB750,000 per year in shared revenue. The project has effectively improved the cooperative unit’s backup power supply guarantee capability and intelligent control level of power load, ensuring safe and stable production.



**RMB 32 million** investment, **RMB 5 million** electricity saving  
income annually  
投資人民幣3,200萬元，年節電收益人民幣500萬元

During the Reporting Period, Chengtong Financial Leasing entered into a sale and leaseback arrangement, which involved a 100MW wind power project of a lessee in Xinjiang. The project is equipped with a 15MW/30MWh energy storage facility, with an annual equivalent full-load utilisation hours of up to 2,100 hours, an annual power generation of about 293.08 million kWh, and an estimated annual on-grid power of about 210 million kWh. Compared with

本集團已建立以客戶需求為導向的完善客戶服務體系，持續向客戶提供高品質的產品與服務。同時，我們秉持可持續發展理念，攜手上下游供應商，共同打造綠色可持續的產業鏈，並致力於建立卓越的品牌聲譽。

#### 響應國家戰略

在報告期內，誠通融資租賃積極響應國家「雙碳」政策，充分發揮「以融促產」的服務功能。

在中國廣東省珠海市，誠通融資租賃投資約人民幣3,200萬元，開發與建設首個示範性自持儲能電站項目。該項目裝機容量為12MW/24MWh。考慮到當地的峰谷電價政策與業主單位的電力負荷特性，採用每日1.5次充放電循環的運營策略。預計年充放電量可達2,000萬千瓦時，實現年節電賺取約人民幣500萬元。作為業主方，誠通融資租賃年節電收益約人民幣425萬元，合作單位亦可獲得平均每年人民幣75萬元的共用收益。該項目有效提升了合作單位的備用電源保障能力與電力負荷的智能控制水平，確保安全穩定生產。

於報告期內，誠通融資租賃訂立了一項售後回租安排，其涉及承租人一個位於新疆的100MW風電項目。該項目配備了一個15MW/30MWh的儲能設施，年等效滿負荷利用時數高達2,100小時，年發電量約為2.9308億千瓦時，預計年上網電量約為2.1億千瓦

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

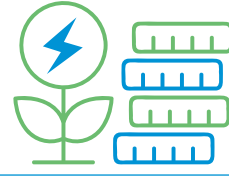
#### 質量第一，服務提升

traditional coal-fired power plants, the project can save 63,700 tons of standard coal every year and reduce emissions of various air pollutants and ash residue, which has significant environmental benefits.

時。與傳統燃煤電廠相比，該項目每年可節省63,700噸標準煤，並減少各種空氣污染物與灰渣的排放，具有顯著的環境效益。

One of our power generation projects (leasing)

reduces consumption of **63,700** tons standard coal annually  
我們其中一個發電(租賃)項目減少每年  
**63,700**噸標準煤的消耗



#### Facilitating Industry Exchanges

Chengtong Financial Leasing actively participates in industry exchanges and shares experiences with industry partners to jointly promote the healthy development of the industry. During the Reporting Period, Chengtong Financial Leasing collaborated with the Beijing Leasing Association and organised employees to participate in a specialist training on “Legal Interpretation of Administrative Compliance and Asset Recovery of Financial Leasing under the Background of the New Company Law”. The training aimed to help financial leasing companies cope with compliance challenges and properly carry out asset recovery work under the new regulatory environment. The Group will, as always, adhere to the concept of openness and cooperation, work hand in hand with industry peers, and contribute to promoting the high-quality development of the industry.

#### 促進行業交流

誠通融資租賃積極參與行業交流，並與業界夥伴分享經驗，共同推動行業健康發展。在報告期內，誠通融資租賃與北京租賃協會合作，組織員工參加了「新公司法背景下融資租賃進行政治合規及資產清收的法律解讀」專題培訓。該培訓旨在幫助融資租賃公司應對合規挑戰，並在新的監管環境下妥善開展資產清收工作。本集團將一如既往地堅持開放合作的理念，與行業同仁攜手並進，為推動行業高質量發展作出貢獻。



Chengtong Financial Leasing participated in the training held by Beijing Leasing Association  
誠通融資租賃參加由北京租賃協會舉辦的培訓

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

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##### CASE: Exchange with China Aircraft Leasing Group

Chengtong Financial Leasing invited relevant representatives of China Aircraft Leasing Group to exchange views on aviation leasing business. Both parties had in-depth discussions on topics such as the condition of the aviation leasing market, development trends, and risk management, and shared valuable experiences in business development, customer service, asset management and other aspects. Through the exchange, Chengtong Financial Leasing further deepened its understanding of the aviation leasing business, laying a good foundation for future business development.

##### 案例：與中國飛機租賃集團的交流

誠通融資租賃邀請中國飛機租賃集團的相關代表就航空租賃業務進行交流。雙方就航空租賃市場的現狀、發展趨勢及風險管理等主題進行了深入討論，並在業務發展、客戶服務、資產管理等方面分享了寶貴經驗。通過此次交流，誠通融資租賃進一步加深了對航空租賃業務的了解，為未來業務發展奠定了良好基礎。



Exchanges with China Aircraft Leasing Group  
與中國飛機租賃集團的交流

#### Pursuing Excellent Quality

Quality is the “lifeline” of a company’s survival and development. The Group has always adhered to the principle of quality first, continuously implemented quality management requirements, ensuring product quality by conforming to high standards and strict requirements, while focusing on customer needs, committing to providing customers with high-quality products and services.

We have developed rigorous and effective product and service quality management policies for different business segments to uphold the tailored and customer-oriented services standard and maintain good brand image and reputation. Due to the nature of the Group’s business, the number and percentage of total products sold or shipped subject to recalls for safety and health reasons and respective recall procedures are not applicable to the Group. During the Reporting Period, the Group has complied with the relevant laws and regulations that have a significant impact on the Group which are relating to health and safety, advertising, labelling and privacy

#### 追求卓越品質

品質是企業生存與發展的「生命線」。本集團始終堅持質量第一的原則，全面落實質量管理要求，以高標準和嚴要求確保產品質量，同時聚焦客戶需求，致力於為客戶提供高品質的產品與服務。

我們針對不同業務板塊制定了嚴格且行之有效的產品和服務質量管理政策，以維持量身定制且以客戶為中心的服務標準，並保持良好的品牌形象與聲譽。由於本集團業務的性質，產品因安全與健康原因召回的數量及比例，以及相關召回程序並不適用於本集團。在報告期內，本集團已全面遵守所有與產品

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

#### 質量第一，服務提升

matters relating to products and services provided. The Group was not aware of any litigation case against the Group related to the aforesaid laws and regulations.

#### Leasing Business

Chengtong Financial Leasing has developed the “Operating Procedures for Due Diligence of Leasing Projects” to better minimise potential risks in the leasing business. These procedures outline a standardised process for conducting due diligence assessments before entering into lease contracts and verifying the financial abilities and stability of potential clients.

By adhering to the principles of impartiality, prudence, and practicality, Chengtong Financial Leasing ensures that a systematic analysis is conducted prior to engaging in new leasing projects. This analysis encompasses a comprehensive evaluation of economic, environmental, and credit risks, enabling Chengtong Financial Leasing to make informed decisions and minimise exposure to potential hazards. Through the implementation of these rigorous due diligence procedures, Chengtong Financial Leasing demonstrates its commitment to responsible and sustainable business practices in the leasing industry.

與服務的健康與安全、廣告、標籤及隱私相關的法律法規，未發現任何相關訴訟案件。

#### 租賃業務

誠通融資租賃已制定《租賃項目盡職調查操作規程》，以更有效地降低租賃業務中的潛在風險。該規程規範了在簽訂租賃合同前開展盡職調查評估的標準化程序，並驗證潛在客戶的財務能力與穩定性。

通過遵循公正、謹慎和務實的原則，誠通融資租賃確保在參與新的租賃項目之前進行系統化分析。這些分析涵蓋經濟、環境和信用風險的綜合評估，使誠通融資租賃能夠做出明智決策，並將潛在風險降至最低。通過實施這些嚴格的盡職調查程序，誠通融資租賃展示了其在租賃行業中對負責任與可持續經營實踐的承諾。



Chengtong Financial Leasing won the “Best Innovative Financing Structure Design Award 2023”  
誠通融資租賃有限公司榮獲「2023年度最佳創新融資結構設計獎」

#### Property Development and Investment Business

Zhucheng Phoenix has formulated a comprehensive “Marketing Management System” that clearly defines the roles and responsibilities of each position and department, as well as establishes standard business processes. This system ensures that property sale services are conducted in an orderly manner,

#### 物業發展及投資業務

諸城鳳凰制定了完善的《營銷管理制度》，明確規範了各崗位及部門的職責，並建立了標準的業務流程。該制度保障了物業銷售服務有序開展，為客戶提供高質量的購房體驗。為了保證卓越的物業管理服務，諸城鳳凰還



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providing customers with a high-quality purchasing experience. To guarantee excellent property management services, Zhucheng Phoenix has created a “Property Management System” that offers detailed guidelines for daily property management tasks, including parking spaces, vehicle entry and exit, equipment operation, heating, cleaning services, and greenery maintenance. This manual aims to maintain the quality of property services and ensure that property owners receive exceptional support.

The property management team strictly supervises and manages in accordance with the relevant property service standards and conducts daily on-site inspections and records the findings in the “Property Management Log” for proper documentation. In the event that a service issue is identified, the relevant teams are promptly notified and tasked with following up and/or implementing necessary rectifications within a specified timeframe. This proactive approach to problem-solving ensures the uninterrupted provision of normal services and demonstrates Zhucheng Phoenix’s commitment to maintaining a high standard of property management.

#### Marine Recreation Services and Hotel Business

Huandao Travel Investment is committed to providing a satisfactory and safe environment for customers. To achieve this, Huandao Travel Investment has established comprehensive management policies, such as the “Management Regulations on Office Order and Service Quality Inspection,” which cover various aspects of customer service, from daily greetings and etiquette to customer care. Additionally, Huandao Travel Investment has developed rules and regulations on safety management and emergency response for marine recreation activities, facility maintenance, fire safety, security, and hotel food safety.

In the marine recreation sector, Huandao Travel Investment prioritises the safety and functionality of its equipment through regular inspections and maintenance. Crew members shall undergo periodic emergency training to ensure they are well-versed in escape routes and the location of safety devices, enabling them to respond quickly and effectively in emergencies. Tourists are required to read safety guidelines on notice boards and wear personal protective equipment when necessary to minimise potential risks associated with marine recreation activities. During the Reporting Period, Huandao Travel Investment hired external professional institutions to carry out the revision and improvement of emergency response

制定了《物業管理制度》，該制度為日常物業管理工作提供了詳細指引，涵蓋車位、車輛進出、設備操作、供暖、清潔服務與綠化維護等。該制度旨在保持物業服務的質素，確保業主獲得優質的支持。

物業管理團隊嚴格按照相關物業服務標準進行監督管理，每天進行現場巡檢，並將檢查結果記錄在物業管理日誌，確保妥善存檔。一旦發現服務問題，相關團隊會立即獲悉並負責在指定時間內跟進及／或實施必要的整改措施。這種主動式的問題解決機制確保正常服務的連續性，並展現了諸城鳳凰對高標準物業管理的承諾。

#### 海上旅遊服務及酒店業務

寰島旅遊投資致力於為顧客提供滿意與安全的環境。為此，寰島旅遊投資建立了完善的管理政策，例如《辦公秩序及服務質量檢查管理規定》，涵蓋從日常問候與禮儀到顧客服務的各個方面。此外，寰島旅遊投資已制定有關海上旅遊活動的安全管理與應急響應、設施維護、消防安全、保安及酒店食品安全的規章制度。

在海上旅遊業務方面，寰島旅遊投資通過定期檢查與維護，優先確保其設備的安全性與功能性。船員需接受定期應急訓練，以確保他們熟悉逃生路線與安全設備的位置，使其能夠在緊急情況下迅速有效應對。遊客必須閱讀告示板上的安全指引，並在必要時穿戴個人防護裝備，以海上旅遊活動相關的潛在風險。在報告期內，寰島旅遊投資聘請外部專業機構進行應急響應計劃的修訂與改進。此次修訂主要集中在兩個核心領域：首先，針對海洋旅遊項目的特點，重點關注海洋環

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

#### 質量第一，服務提升

plans. This revision mainly focuses on two core areas: first, in view of the characteristics of marine tourism projects, the focus is on the preparation of marine environmental emergency plans, analysing and predicting various types of emergencies that may occur, and formulating practical response measures and handling procedures; second, organising and carrying out comprehensive safety hazard investigation work, systematically sorting out the safety risks existing in the operation of the scenic area, identifying weak links, and proposing targeted rectification suggestions.

For the hotel operation business, we have taken a range of measures to safeguard customer safety and service quality. Security personnel patrol hotel premises, and the relevant person in charge conducts regular inspections of kitchen and fire safety equipment. Huandao Travel Investment collaborates closely with local police and fire departments to stay up to date on safety information and continuously improve its safety management measures. Food and beverage operations, the core of our hotel business, undergo stringent quality control procedures overseen by a dedicated service quality supervision and inspection team. These procedures integrate food safety assurance, service quality enhancement, and inspection systems. Huandao Travel Investment regularly examines its kitchens and carefully controls the source of food ingredients to prevent the entry of expired, spoiled, or contaminated items into the supply chain, thus minimising the risk of food poisoning incidents.

#### Advertising and Intellectual Property Protection

The Group maintains strict compliance with laws and regulations related to advertising and promotional activities, with a particular focus on those that significantly impact our operations. These include the “Advertising Law of the PRC”, the “Tourism Law of the PRC”, the “Regulations on the Publication of Real Estate Advertisements”, and 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 that all content in our advertisements complies with the relevant policies and meets government and industry requirements, without any concealment, misleading, or fraudulent components, to protect consumer and public interests.

境應急預案的制定，分析並預測可能發生的各類緊急情況，制定切實可行的應對措施與處理程序；其次，組織與開展全面的安全隱患調查工作，系統梳理出景區運營中存在的各類安全風險，識別薄弱環節，並提出有針對性的整改建議。

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。安保人員定期巡邏酒店區域，相關負責人定期檢查廚房和消防安全設備。寰島旅遊投資與當地警方與消防部門緊密合作，以掌握最新的安全資訊，並不斷改善其安全管理措施。食品和飲料業務作為我們酒店業務的核心，需通過嚴格的質量控制程序，並由專業的服務質量監督與檢查團隊進行監管。這些流程整合了食品安全保障、服務質量提升和檢查機制。寰島旅遊投資定期檢查其廚房，並嚴格控制食品原料的來源，以防止過期、變質或受污染的物品進入供應鏈，從而將食物中毒事件的風險降至最低。

#### 廣告宣傳及知識產權保護

本集團嚴格遵守與廣告及推廣活動相關的法律法規，特別關注對我們運營影響重大的法律法規。包括《中華人民共和國廣告法》、《中華人民共和國旅遊法》、《房地產廣告發布規定》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》。我們確保廣告中的所有內容均符合相關政策，滿足政府與行業要求，沒有任何隱瞞、誤導或欺詐性成分，以保護消費者與公眾利益。



### 3. QUALITY FIRST, SERVICE ENHANCEMENT

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Regarding intellectual property, the Group strictly abides by laws such as the “Trademark Law of the PRC”, the “Patent Law of the PRC”, and the “Copyright Law of the PRC”, demonstrating our commitment to protecting intellectual property rights. We commit to use only licensed software and strictly managing the use of various intellectual property rights. As at the date of this Report, the Group holds 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.

 **5** trademarks  
個商標

 **1** patent  
項專利

關於知識產權，本集團嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》與《中華人民共和國著作權法》等法律，彰顯我們對保護知識產權的承諾。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，本集團共擁有5個商標與1項專利。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。

#### Customers' Rights Protection

The Group is dedicated to delivering exceptional customer experiences to maintain our competitive edge in the market. Our subsidiaries actively seek customer feedback through various channels, including hotlines, official websites, and social media platforms. By leveraging this valuable feedback, we continuously enhance our products and services to align with customer expectations and needs. Each subsidiary has developed tailored management measures to effectively handle customer complaints, taking into account the specific nature of their business.

Zhucheng Phoenix has established the “Owner Complaint Handling Process”, which allows property owners to raise issues regarding project quality, sales management, property management, owner services, and other issues via a dedicated complaint hotline. The customer service staff promptly address these concerns and provide feedback in accordance with the principles of timeliness, honesty, openness, professionalism, and a personalised approach.

Similarly, Huandao Travel Investment has implemented the “Guest Complaint Management Measures” and the “Visitor Complaint Handling System”. These initiatives provide clear complaint-handling processes and response measures for frontline staff, empowering them to effectively resolve customers' issues. Its Operations Management Department is specifically responsible for accepting, recording, handling, and providing feedback on customer complaints. For each complaint received, whether through online or offline channels, responsible staff will immediately record it in detail in the complaint registration book and promptly forward to the relevant department for handling. In addition, Huandao

#### 客戶權益保護

本集團致力於提供卓越的客戶體驗，以保持我們在市場上的競爭優勢。我們的各附屬公司通過電話熱綫、官方網站與社交媒體平台等多種渠道積極收集客戶反饋。憑藉這些寶貴的反饋，我們不斷優化產品與服務，以更好地滿足客戶的期望與需求。每個附屬公司均根據其業務特點制定了專門的管理措施，以有效處理客戶投訴。

諸城鳳凰已建立《業主投訴處理流程》，允許業主透過專用的投訴熱綫，針對項目質量、銷售管理、物業管理、業主服務及其他問題提出意見。客戶服務人員會根據「及時性、誠信公開、專業和人性化」及時處理這些問題並提供反饋。

同樣地，寰島旅遊投資已實施《賓客投訴處理管理辦法》及《遊客投訴處理制度》。這些措施為前線員工提供明確的投訴處理流程與應對措施，以便他們有效地解決顧客的問題。其運營管理部門負責受理、記錄、處理並反饋客戶投訴。對於每一宗收到的投訴，無論是透過線上或線下渠道，相關負責人均會第一時間詳細記錄於投訴登記簿，並迅速轉交至相關部門處理。此外，遊客體驗海上旅遊項目後，寰島旅遊投資會主動提供服務滿意度評分表，從服務態度、項目體驗、安全措施

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

#### 質量第一，服務提升

Travel Investment will proactively provide tourists with a service satisfaction rating form after they have experienced the marine tourism activities, scoring on multiple dimensions such as service attitude, activity experience and safety measures in order to objectively and comprehensively evaluate the service quality. Through satisfaction surveys, Huandao Travel Investment can identify service shortcomings more accurately and makes targeted improvements and enhancements.

During the Reporting Period, the Group appropriately handled all customer complaints related to products or services, reflecting our unwavering commitment to delivering high-quality customer service. This achievement underscores our ability to meet and exceed customer expectations, further solidifying our position as a customer-centric organisation.



All customer complaints are handled appropriately  
所有客戶投訴均被妥善處理

等多個維度進行評分，以客觀全面地評估服務質量。透過滿意度調查，寰島旅遊投資能夠更準確地識別服務不足之處，並有針對性地進行改進與提升。

在報告期內，本集團妥善處理了所有與產品或服務相關的客戶投訴，充分體現了我們對優質客戶服務的堅定承諾。這一成就進一步證明了我們能夠滿足並超越客戶期望，鞏固了本集團作為以客戶為中心的企業定位。

#### Cybersecurity and Privacy Protection

The Group strictly complies with laws and regulations related to privacy protection including the “Law of the PRC on Resident Identity Cards”, the “Civil Code of the PRC”, the “Law of the PRC on the Protection of Personal Information”, and the “Law of the PRC on Network Security”, and is committed to safeguarding the privacy rights of our customers.

The Group has developed a comprehensive set of privacy security policies and implementation programs to emphasise the importance of data confidentiality to all employees. Access to customer personal data is granted on a “need-to-use” basis, ensuring that only authorised personnel can access this information while performing their duties. Our Hong Kong headquarter and Huandao Travel Investment have established robust “Employees’ Code of Conduct” and “File Management System” respectively, which clearly require employees to maintain strict confidentiality of all customer data. Furthermore, every employee’s contract includes stringent confidentiality clauses and mandates employees to comply with data protection and confidentiality requirements regarding company information, including but not limited to business policies, accounting records, client data, and other information, both during their employment and after their resignation.

#### 網絡安全與隱私保護

本集團嚴格遵守與隱私保護相關的法律法規，包括《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信息保護法》與《中華人民共和國網絡安全法》，並致力於保障客戶的隱私權益。

本集團已制定全面的隱私安全政策與實施方案，對所有員工強調數據保密性的重要性。客戶個人數據的訪問權限採取「必要使用」原則，確保只有授權人員在履行職責時方可訪問這些信息。我們的香港總部與寰島旅遊投資分別建立了健全的《員工行為守則》與《檔案管理制度》政策，明確要求員工對所有客戶數據嚴格保密。此外，每位員工的勞動合同中均包含嚴格的保密條款，規定員工在任職期間及離職後，均須遵守數據保護與保密規定，包括但不限於商業政策、財務記錄、客戶數據及其他公司信息。

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

#### 質量第一，服務提升

To ensure the security of customer personal data, the Group continuously strengthens its management measures in accordance with local regulations and regulatory requirements. Employees seeking access to customer private information must first obtain clearance from their superiors to prevent unauthorised or improper use of data. We also organise regular data privacy protection training to enhance employees' understanding and awareness of their responsibilities concerning data privacy. In the event that an employee is found to have intentionally disclosed data, the Group will impose disciplinary actions, such as written warnings or demotions, in accordance with the established procedures to enforce our commitment to customer privacy protection.

For example, Chengtong Financial Leasing officially released and implemented the "Information Security Management Measure" during the Reporting Period. It establishes a robust framework covering server room security, computer and network security, office system application security, and monitoring system management. The measure specifies employee responsibilities, defines the role of responsible department and system administrators, and introduces strict access controls, emergency response mechanisms, and data protection measures. Additionally, it also emphasises compliance with relevant laws and regulations, safeguarding sensitive information, and fostering a culture of security awareness among all employees.

By implementing these stringent policies and practices, the Group demonstrates its unwavering dedication to safeguarding customer data and maintaining the trust of its clients. Through the combination of clear guidelines, regular training and disciplinary measures, we ensure that all employees understand and adhere to the highest standards of data privacy and confidentiality, ultimately strengthening the Group's image as a reliable and trustworthy organisation.

#### Building a Win-Win Supply Chain

The Group attaches great importance to supply chain management and insists on maintaining a commitment to mutual benefit and seeking common growth with partners. The Group relies on a sound supplier management system to ensure product quality and supply stability, continue to optimise its supply chain, focus on enhancing the competitiveness of its partners, and jointly promotes the prosperity and sustainable development of both parties through resource sharing, to achieve a win-win situation.

為確保客戶個人數據的安全，本集團根據當地法規與監管要求不斷加強其管理措施。員工如需查閱客戶私人信息，必須先獲得上級批准，以防止數據的未經授權或不當使用。我們還定期進開展數據隱私保護培訓，以提高員工對其在數據私隱方面責任的理解與意識。倘若發現員工故意洩露數據，本集團將根據既定程序採取紀律處分，例如書面警告或降職，以確保我們對客戶私隱保護的承諾。

例如，誠通融資租賃在報告期內正式發布並實施了《信息安全管理辦法》，建立了涵蓋機房安全、計算機與網絡安全、辦公系統應用安全及監控系統管理的穩健框架。該管理辦法明確了員工的責任，界定了負責部門及系統管理人員的職能，並引入嚴格的訪問控制、應急響應機制與數據保護措施。此外，該措施還強調遵守相關法律法規，保護敏感信息，並在所有員工中培養安全意識文化。

通過實施這些嚴格的政策與措施，本集團展示了其對保護客戶數據與維持客戶信任的堅定承諾。通過明確的指導方針、定期培訓及紀律監管相結合，我們確保全體員工理解並遵守最高標準的數據隱私與保密規範，進一步鞏固本集團作為可靠、值得信賴的企業形象。

#### 建立雙贏供應鏈

本集團高度重視供應鏈管理，堅持與合作夥伴互利共贏、共同成長。本集團依托完善的供應商管理體系，確保產品質量與供應穩定性，持續優化供應鏈，專注於提升合作夥伴的競爭力，並通過資源共享共同推動雙方的繁榮與可持續發展，以達致雙贏局面。

### 3. QUALITY FIRST, SERVICE ENHANCEMENT

#### 質量第一，服務提升

Huandao Travel Investment attaches great importance to procurement management and has formulated strict green procurement standards. During the Reporting Period, Huandao Travel Investment adopts the latest “Procurement Management Measures”. The Procurement Department formulates reasonable procurement plans based on actual needs, follows the principle of “order quantity according to demand”, and prevents excessive procurement and waste of resources. In terms of food procurement, Huandao Travel Investment requires suppliers to provide relevant food inspection and qualification certificates to ensure food safety and hygiene. For bulk agricultural and sideline products and fresh aquatic products, Huandao Travel Investment gives priority to sentinel procurement, and strictly reviews the qualifications and product quality of suppliers to eliminate risks such as pesticide residues. Huandao Travel Investment has put forward strict hygiene standards for chemical products such as detergents and disinfectants used in food processing. For the procurement of engineering safety-critical equipment and devices, Huandao Travel Investment requires that suppliers must obtain safety certification from authoritative organisations, and equipment or devices that have not been certified are not allowed to be procured.

Chengtong Financial Leasing has implemented the “Asset Management Measures” and “Procurement Management Measures”, which specify the requirements for the procurement management process, including the scope of procurement and applicable and non-applicable situations. These measures also outline the principles to be followed during procurement, such as legal compliance, openness and fairness, ensuring a fair and transparent supplier selection process.

The Group holds all suppliers to high standards, expecting them to adhere to our ESG requirements. We have established a rigorous supplier management and performance evaluation system, including regular performance evaluations and comprehensive review of all supplier’s environmental protection, social responsibility, economic efficiency and other aspects to identify and mitigate potential environmental and social risks across the supply chain. To promote shared responsibility for sustainable development throughout the supply chain, the Group has incorporated relevant clauses and provisions into supplier contracts. Where appropriate and subject to applicable laws and regulations, the Group prioritises the procurement of green materials for use in its projects. Huandao Travel Investment has signed an “Environmental Protection Agreement” with all suppliers, requiring them to strictly adhere to the environmental protection clauses in the agreement. Huandao Travel Investment regularly evaluates the environmental performance of suppliers and gives priority to high-quality suppliers with outstanding environmental performance.

寰島旅遊投資高度重視採購管理並制定了嚴格的綠色採購標準。在報告期內，寰島旅遊投資採用了最新的《採購管理辦法》。採購部門根據實際需要制定合理的採購計劃，遵循「按需定量」的原則，防止過度採購與資源浪費。在食品採購方面，寰島旅遊投資要求供應商提供相關的食品檢驗與資質證書，以確保食品安全與衛生。對於大宗農副產品與新鮮水產品，寰島旅遊投資優先考慮定點採購，並嚴格審核供應商的資格與產品質量，杜絕農藥殘留等風險。寰島旅遊投資已對食品加工中使用的清潔劑與消毒劑等化學產品提出嚴格的衛生標準。對於工程安全關鍵設備與裝置的採購，寰島旅遊投資要求供應商必須獲得權威機構的安全認證，未經認證的裝置或設備不允許採購。

誠通融資租賃已實施《資產管理辦法》與《採購管理辦法》，明確規範了採購管理過程的要求，包括採購範圍，適用與不適用的情況。這些措施還闡述了採購過程中應遵循的原則，如合法合規、公開公平，確保供應商選擇過程的公平與透明。

本集團對所有供應商保持高標準，期望他們在履行合同義務時遵守我們的ESG要求。我們建立了嚴格的供應商管理和績效評估系統，包括對所有供應商的環境保護、社會責任、經濟效益及其他方面的定期評估和全面審查，以識別並緩解供應鏈中的潛在環境與社會風險。為推動整個供應鏈的可持續發展共同責任，本集團已將相關條款納入供應商合同。在適當並遵守適用的法律與法規的情況下，本集團優先採購綠色材料以用於其項目。寰島旅遊投資已與所有供應商簽署《環保協約》，要求他們嚴格遵守協議中的環保條款。寰島旅遊投資定期評估供應商的環保績效，並優先選擇環保表現優秀的優質供應商。



## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

The Group actively responds to the national strategic objectives of carbon dioxide peaking and carbon neutrality, takes practical measures to promote green, low-carbon and high-quality development and continuously strengthen our environmental protection efforts.

- **Emission Reduction Targets**  
To reduce GHG emissions and other air pollution emissions from the Group's operating venues, office areas, hotels, and tourist attractions.
- **Waste Reduction Targets**  
To reduce waste generated from the Group's operating venues, office areas, hotels, and tourist attractions.
- **Energy Saving Targets**  
To gradually optimise the energy consumption structure and improve the efficiency of energy use, gradually reduce the overall energy consumption of the Group.
- **Water Saving Targets**  
To improve the efficiency of water resources utilisation and gradually reduce the consumption of water resources.

#### Promoting Low Emissions Operation

Our main operating sites are offices, hotels, and marine recreation service facilities. 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 GHG emissions, discharges into water and land, as well as generation of hazardous and non-hazardous waste.

#### Exhaust Gas Management

The Group's main air pollutant emissions come from exhaust emissions from vehicles and vessels. We strictly comply with the "Law of the PRC 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 business vehicles.

本集團積極響應國家「碳達峰、碳中和」戰略目標，採取切實措施推動綠色、低碳及高質量發展，並持續加強環境保護工作。

- **減排目標**  
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。
- **減廢目標**  
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。
- **節能目標**  
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。
- **節水目標**  
提高水資源利用效率，逐步降低水資源的消耗。

#### 推動低排放運營

我們的主要營運場所包括辦公室、酒店及海上旅遊服務設施。在報告期內，本集團並不知悉任何與大氣和溫室氣體排放、向水及土地排放、有害及無害廢棄物產生相關的對本集團運營造成重大影響的環境法規違規情況。

#### 廢氣管理

本集團的主要大氣污染物排放來自車輛與船舶的尾氣排放。我們嚴格遵守《中華人民共和國大氣污染防治法》，並已制定內部政策及採取相應措施來管理本集團公務車輛的尾氣排放與燃料使用。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### 1. Measures taken to reduce vehicle emissions

- Strictly adhere to internal vehicle usage regulations, implementing centralised scheduling and arrangement for business travel and external procurement, minimising the number of vehicle trips, reducing fuel consumption, and decreasing pollutant emissions.
- Establish a vehicle fuel consumption budget, strictly control fuel usage, and conduct monthly statistics.
- Gradually select electric vehicles to replace fuel-powered vehicles based on business characteristics and needs, thereby reducing atmospheric pollutant emissions.

#### 2. Measures taken to reduce emissions from vessel operations

- Strictly control the number of ship departures according to passenger flow, merging departures when possible; for example, using small speedboats instead of large ships when there are fewer tourists.
- Strengthen the daily maintenance and upkeep of ships, replacing fuel injectors; regularly dry-dock ships for maintenance and remove hull attachments.
- Require crew members to strictly comply with ship navigation operation procedures.
- Enhance fuel procurement management, implement strict supervision and management, ensure that procurement channels are legitimate and quality meets standards, and avoid loopholes in management.

### 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 PRC” and the “Solid Waste Pollution Prevention and Control Law of the PRC”. We continue to improve waste disposal procedures and systems, have formulated internal management measures such as “Regulations on Measures for Solid Waste Reduction at Source”, “Waste Room Management Policy” and “Solid Waste Classification and Treatment Policy” to achieve the goal of “reduction, recycling, and safe disposal” of solid waste.

#### 1. 減少車輛排放的措施

- 嚴格遵守內部車輛使用規定，實施公務出行與外部採購的集中調度與安排，盡量減少車輛出行次數，降低燃料消耗，減少污染物排放。
- 制定車輛燃油消耗預算，嚴格控制燃油使用，並進行每月統計。
- 根據業務特點與需求，逐步選擇電動車輛替代燃油車輛，從而減少大氣污染物排放。

#### 2. 減少船舶運營排放的措施

- 根據客流量嚴格控制船舶出航次數，盡可能合併發班；例如，當遊客較少時，使用小型快艇代替大型船舶。
- 加強船舶的日常維護與保養，更換噴油嘴；定期進行船舶乾塢檢修，並清除船體附著物。
- 要求船員嚴格遵守船舶航行操作規程。
- 加強燃油採購管理，施嚴格監管，確保燃油採購渠道合規、品質達標，杜絕管理漏洞。

### 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法規，包括但不限於《中華人民共和國環境保護法》與《中華人民共和國固體廢棄物污染環境防治法》。我們不斷改善廢棄物處理程序與體系，制定《固體廢棄物源頭減量措施規範》、《垃圾房管理制度》與《固體廢棄物分類及處理制度》等內部管理措施，以實現固體廢棄物的「減量化、資源化、無害化」目標。



## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

During the Reporting Period, the Group's wastes were mainly non-hazardous waste generated from office and hotel operation activities, which mainly include wastepaper, domestic waste and food waste. All waste has been removed, recycled and disposed of by a qualified unit to ensure that the removal and disposal are in compliance with laws and regulations.

#### 1. Office waste reduction measures

- Reduce waste from origin, reduce use of disposables like disposable cutlery and plastic bottles.
- Promote waste recycling, provide recycling facilities to have clean waste separation and recycling of wastepaper and other recyclables.
- Promote paperless office with double-sided printing to reduce paper usage.
- Properly collect and store waste fluorescent tubes and waste ink cartridges, ensure that hazardous waste is handled and recycled by the professionals.

#### 2. Waste reduction measures for our hotel operations and marine recreation business

- Provide reusable shopping bags and tourist wristbands.
- Paperless electronic scenic area promotion and digital restaurant menus.
- Completely ban non-degradable plastic items in hotel catering services.

#### CASE: Huandao Travel Investment's Practice on Waste Reduction

For our hotel business, Huandao Travel Investment vigorously promotes the "Clean Plate Campaign", covering multiple aspects such as consumer guidance, food material management and dining environment to minimise food waste. By establishing and improving the "Clean Plate Campaign Guidance System" and widely publicising the concept of "Clean Plate", Huandao Travel Investment guides customers to order moderately and consume rationally. For leftover dishes, service staff proactively offer takeaway services to reduce waste. Additionally, the restaurant actively promotes electronic ordering systems, reducing the use of paper menus. The restaurant also actively implements waste sorting and kitchen waste is handled by the professionals to enhance the level of resource utilisation.

在報告期內，本集團產生的廢棄物主要為辦公及酒店運營活動產生的無害廢棄物，包括廢紙、生活垃圾及廚餘垃圾。所有廢棄物均由合資格單位清除、回收與處置，以確保清除與處置符合法律法規。

#### 1. 辦公室廢棄物減量措施

- 實行源頭減廢，減少使用即棄用品，如即棄餐具及塑膠瓶。
- 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。
- 推廣辦公無紙化，採用雙面列印，減少紙張使用。
- 妥善收集和存放廢棄熒光燈管和廢墨水匣，確保有害廢棄物由專業人員處理回收。

#### 2. 酒店運營與海上旅遊業務的廢棄物減少措施

- 提供可重複使用的購物袋和觀光腕帶。
- 無紙化電子景區宣傳，餐廳使用電子菜單。
- 酒店餐飲業務完全禁止不可降解塑膠物品。

#### 案例：寰島旅遊投資在減少浪費方面的實踐

對於我們的酒店業務，寰島旅遊投資大力推廣「光盤行動」，其涵蓋消費者引導、食材管理及用餐環境等多個方面，以減少食物浪費。通過建立與完善《光盤行動指引制度》並廣泛宣傳「光盤」的理念，寰島旅遊投資引導顧客適量點餐，理性消費。對於剩餘的菜餚，服務人員主動提供打包服務以減少浪費。此外，餐廳積極推廣電子點餐系統，減少紙質菜單的使用。餐廳還積極實行垃圾分類，由專業機構處理廚餘，以提高資源利用水平。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

In hotel rooms and office spaces, Huandao Travel Investment strongly advocates for reducing the use of disposable items and promotes eco-friendly and reusable items. The application of eco-friendly garbage bags, eco-friendly tableware and reusable slippers has effectively reduced the consumption of disposable plastic products.

在酒店客房與辦公區域，寰島旅遊投資大力倡導減少使用一次性用品，並推廣環保與可重複使用的物品。環保垃圾袋、環保餐具與可重複使用拖鞋的應用，有效減少了一次性塑膠產品的消耗。



Huandao Travel Investment's Clean Plate Campaign  
寰島旅遊投資的光盤行動



Huandao Travel Investment's electronic ordering systems  
寰島旅遊投資的電子點餐系統

### Energy Conservation and Consumption Reduction

#### Energy Consumption

The main energy consumed by the Group is electricity. In compliance with the “Energy Conservation Law of the PRC” and other relevant regulations, we have proactively implemented multiple measures to reduce energy usage in our operations and further lower GHG emissions. We work closely with employees across our subsidiaries to enhance the energy-saving efficiency of our offices and promote green operations concepts. Through these actions, we aim to improve energy efficiency and contribute to environmental protection.

### 節能減耗

#### 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。我們與各附屬公司的員工緊密合作，提高辦公室的節能效率，推廣綠色運營理念。通過這些舉措，我們旨在提高能源效率，為環境保護作出貢獻。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

The Group has established annual energy management budget plans and implements performance measures to optimise energy use with effective control and incentives. 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 are using new air systems and intelligent sensor lighting that consume less energy. Key measures to reduce energy consumption include:

- Clearly define the monthly electricity consumption quota and responsible persons for each area, make dynamic adjustments according to the season, and raise employees’ awareness of electricity conservation.
  - Set a uniform air conditioning temperature in office areas and staff areas and install independent electricity meters to record electricity consumption information.
  - Strictly implement the principle of “lights off when leaving”, eliminate the phenomenon of long-term lighting, and deduct performance bonuses for violations.
  - Promptly turn off lighting and air conditioning in business premises during non-business hours or when there are no customers to avoid waste.
  - Refine the air conditioning turn-on times for public areas such as staff canteens and changing rooms, with responsible persons in control to ensure efficient equipment operation.
  - Impose performance penalties for violations of electricity management regulations to strengthen the implementation of the system and the effectiveness of management.
- 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。寰島旅遊投資已制定《消防水池管理規定》、《關於加強水電管理工作的方案》、《承包方水電管理規定》等計劃，以提高運營中的能源利用效率。此外，所有酒店客房均採用能耗更低的新風系統與智能感應照明設備。減少能源消耗的主要措施包括：
- 明確各區域的月度電力消耗配額及負責人，根據季節變化進行動態調整，提高員工節電意識。
  - 在辦公區域及員工區域設置統一的空調溫度，並安裝獨立電錶，以記錄電力消耗信息。
  - 嚴格執行「人走燈熄」的原則，消除長明燈的現象，對違規行為扣除績效獎金。
  - 在非營業時間或沒有顧客時，及時關閉營業場所的照明與空調，以避免浪費。
  - 細化員工餐廳與更衣室等公共區域的空調開啟時間，由負責人監管，確保設備高效運行。
  - 對違反用電管理規定的行為施加績效懲罰，以加強制度的執行與管理的有效性。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### Water Management

In strict compliance with the “Water Law of the PRC”, the Group recognises the importance of water conservation for sustainable development and is committed to promoting water-saving measures 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 at each of our premises 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 water flow to reduce 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 in operations.

#### 水管理

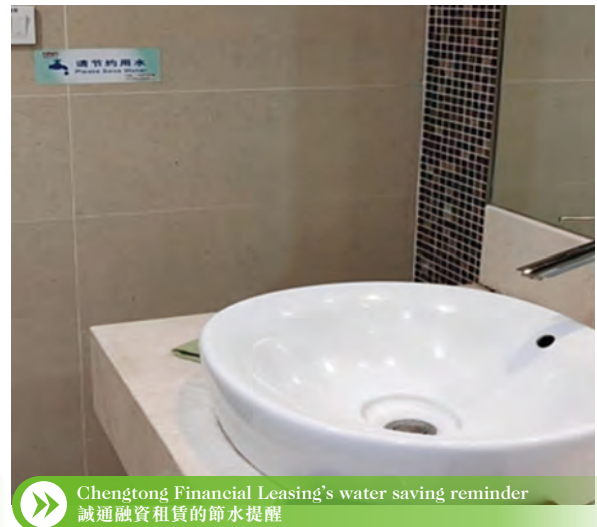
本集團嚴格遵守《中華人民共和國水法》，認識到水資源保護對可持續發展的重要性，致力於推動節水措施以減少淡水使用。我們所有營運場地的供水來源均為市政供水系統，在獲取水資源時均未遇到任何困難。與此同時，我們的營運活動產生的污水會透過建築物、酒店等的連接管道流入市政污水系統，並在市政污水處理設施中接受集中處理。

為了監測與管理我們的水資源使用量，我們每月定期進行檢查並記錄不同區域的用水量以進行分析。我們也在各個場所安裝了自有的水錶，以便直接監測到用水量。此外，專責人員根據各部門的水資源使用量每月進行定量管理。以我們的酒店業務為例，寰島旅遊投資制定了《關於加強水電管理工作的方案》與《承包方水電管理規定》等規章制度，以促進節水。酒店的洗手間及所有公共區域均安裝了具備感應器的節水水龍頭。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，用於景觀灌溉，以減少淡水的使用量。

通過這些措施，我們有效地監控與管理運營中的水資源使用。



Huandao Travel Investment's fabric washing reminder  
寰島旅遊投資的布草清洗提醒



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



## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### Environmental and Natural Resources

Our marine recreation services and hotel business are located in Sanya Yalong Bay Coral Reef National Nature Reserve, providing diversified recreation activities. We fully recognise the impact of business activities on the fragile local ecosystem and will never pursue economic growth at the cost of environmental destruction.

#### Coral Reef Conservation

To maintain marine biodiversity and habitat, Huandao Travel Investment strictly complies with the Hainan provincial government's regulations and restrictions on marine tourism to protect marine resources, including but not limited to "Provisions on the Protection of Coral Reefs and Giant Clams in Hainan Province", strives 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. Some examples of measures taken include:

- Actively promote the significance and importance of protecting coral reefs.
- The staff supervise each other at work and strictly prohibit the excavation and trampling of coral reefs, causing damage.
- When navigating and sightseeing within coral reef protected areas, vessels must maintain proper draft depth. Contact between the hull and coral reefs is strictly prohibited.
- Before snorkelling, the staff should explain to tourists the importance of coral reefs conservation. Snorkelling must be carried out in waters with a depth of more than 2 metres to prevent stepping on coral reefs. It is strictly forbidden to pick coral reefs or catch marine life.
- When anchoring ships or boats, careful observation is required to avoid anchors touching coral reefs.

#### 環境及自然資源

我們的海上旅遊服務與酒店業務位於三亞亞龍灣珊瑚礁國家級自然保護區，提供多元化的旅遊活動。我們充分認識到商業活動對脆弱的當地生態系統的影響，絕不會以環境破壞為代價追求經濟增長。

#### 珊瑚礁保育

為了維持海洋生物多樣性與棲息地，寰島旅遊投資嚴格遵守海南省政府對海洋旅遊的規定與限制，以保護海洋資源，包括但不限於《海南省珊瑚礁和碑礫保護規定》，致力於實現棲息地保護與旅遊活動的協調發展。寰島旅遊投資已制定《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與貝類，並提供相關指引以減少旅遊活動對海洋生態的負面影響。採取的一些措施包括：

- 積極宣傳保護珊瑚礁的重要性與意義。
- 員工在工作中互相監督，嚴禁挖掘、踐踏珊瑚礁，造成破壞。
- 在珊瑚礁保護區內航行與觀光時，船舶必須保持適當的吃水深度。嚴禁船體與珊瑚礁接觸。
- 在浮潛前，工作人員應向遊客解釋保護珊瑚礁的重要性。浮潛必須在水深超過2米的水域進行，以防止踐踏珊瑚礁。嚴禁採摘珊瑚礁或捕捉海洋生物。
- 船舶或小艇拋錨時，應仔細觀察以避免錨具觸碰珊瑚礁。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### CASE: Huandao Travel Investment's National Coral Day Campaign

During the Reporting Period, Huandao Travel Investment proudly co-hosted the “Caring for Marine Ecology, Protecting Coral Habitats” National Coral Day campaign, which is an initiative to raise awareness about marine conservation and promote the protection of coral ecosystems.

As part of the campaign, Huandao Travel Investment worked closely with environmental organisations, academic institutions, and local government to organise various activities. These included public education sessions, coral reef restoration workshops, and volunteer programmes for coral planting and marine clean-up efforts. Through its involvement, Huandao Travel Investment demonstrated its dedication to protecting marine biodiversity and encouraged more active public participation in ecological preservation.

#### 案例：寰島旅遊投資的全國珊瑚日活動

在報告期內，寰島旅遊投資榮幸聯合主辦了「關愛海洋生態，守護珊瑚家園」全國珊瑚日活動，這是一項提高海洋保育意識並促進珊瑚生態系統保護的倡議。

作為活動的一部分，寰島旅遊投資與環保組織、學術機構及地方政府緊密合作，組織了多項活動。包括公眾教育講座、珊瑚礁修復工作坊，以及珊瑚種植與海洋清理的志願者計劃。通過參與該活動，寰島旅遊投資展示了其對海洋生物多樣性保護的承諾，並鼓勵更多公眾積極參與生態保育。



#### Marine Pollution Management

In order to improve the anti-pollution management level, safeguard each ship, diving platform and floating dock at sea, prevent ships from polluting the waters and protect the marine environment of the operating sites, Huandao Travel Investment established the “Anti-pollution Management Regulations” according to “the Law of the PRC on the Use of Sea Areas”, “the Law of the PRC on Marine Environmental Protection”, “the Regulations of the PRC on Natural Reserves” and “the Regulations of the PRC on the Management of the Safety and Anti-Pollution of Shipping Companies”.

#### 海洋污染管理

為了提高防污染管理水平，確保每艘船舶、潛水平台及海上浮碼頭的安全，防止船舶污染水域，保護作業地點的海洋環境，寰島旅遊投資根據《中華人民共和國海域使用管理法》、《中華人民共和國海洋環境保護法》、《中華人民共和國自然保護區條例》及《中華人民共和國航運公司安全與防污染管理條例》制定了《防污染管理規定》。



## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

The “Anti-pollution Management Regulations” set out measures which include:

- Vessels are required to strictly implement regulations such as centralised collection of oil pollutants and garbage, along with proper recording in the relevant logbooks. It is strictly forbidden to discharge and dump pollutants into the sea area without authorisation.
  - Vessels should be equipped with complete marine pollution prevention equipment, and oil pollution treatment boxes should be set up at the wharf to promptly collect and sort out sewage and oil pollution from the vessels.
  - Select vessels that have passed the pollution prevention inspection, and new vessels are required to be equipped with oil-water separators in accordance with relevant regulations.
  - Strictly implement legal provisions to ensure safe navigation and operation. In the event of a maritime traffic accident or water pollution accident, it should be reported to the maritime authority immediately, and active measures should be taken to prevent the pollution from expanding.
  - Through daily publicity efforts, on-the-job training, psychological education and other means, improve the crew's awareness of pollution prevention, safety awareness and environmental protection awareness, strengthen the ability to respond to emergencies, and reduce marine pollution caused by human accidents.
  - Impose heavy penalties on vessels and staff that cause pollution, and investigate thoroughly. At the same time, establish an incentive mechanism to implement a reward system for whistleblowers and those who make significant contributions to pollution control.
- 《防污染管理規定》設定了以下措施：
  - 船舶需嚴格執行各類規定，如集中收集油污與垃圾，同時在相關日誌中做好記錄。嚴禁未經授權向海域排放與傾倒污染物。
  - 船舶應配備完善的海洋污染防治設備，並在碼頭設置油污處理箱，以便及時收集與分類船舶的污水與油污。
  - 選用通過污染防治檢驗的船舶，且新購船舶須按照相關規定配備油水分離器。
  - 嚴格執行法律規定，以確保航行及作業安全。如發生海上交通事故或水污染事故，應立即向海事部門報告，並採取積極措施防止污染擴大。
  - 通過日常宣傳、在職培訓、心理教育等方式，提高船員的防污染意識、安全意識與環保意識，加強應對緊急情況的能力，減少人為事故造成的海洋污染。
  - 對造成污染的船舶與員工施加重罰，並進行徹底調查。同時，建立激勵機制，實施獎勵制度，對舉報者與對污染控制作出重大貢獻的人進行獎勵。

#### Near-shore Beach Pollution Management

Huandao Travel Investment attaches great importance to the environmental sanitation management of near-shore beaches, regarding it as an essential part of its environmental responsibility. To maintain the beach ecology and provide a high-quality tourism environment, Huandao Travel Investment has formulated and strictly implemented a series of beach cleaning management systems.

#### 近岸海灘污染管理

寰島旅遊投資高度重視近岸海灘的環境衛生管理，將其視為企業環境責任的重要組成部分。為維護海灘生態，並提供高品質的旅遊環境，寰島旅遊投資制定並嚴格執行了一系列海灘清潔管理制度。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

Huandao Travel Investment has established an Environmental Sanitation Leading Group to perform supervisory and management responsibilities. The Environmental Sanitation Leading Group is headed by the senior leaders of Huandao Travel Investment, with persons from relevant departments as members, and is fully responsible for organising, coordinating, and supervising the beach's environmental sanitation work. At the same time, Huandao Travel Investment has established a reward and punishment mechanism to hold employees accountable for behaviours that violate management systems and cause adverse effects. It also rewards outstanding performers to mobilise employee enthusiasm. In addition, Huandao Travel Investment has also standardised stall-keeper business behaviour, requiring them to comply with sanitation standards strictly, maintain personal hygiene and stall sanitation, standardise garbage disposal, and eliminate behaviours that pollute beaches and the marine environment.

### Response to Climate Change

#### Climate Change Governance Structure

The Group adopts a four-tier ESG management structure as its climate change governance structure and integrates climate-related risks into the reporting scope of the ESG Committee in order to facilitate the identification and analysis of climate change risks, guide concrete practices in dealing with climate change, and ensure the successful implementation of climate change governance.

#### Strategy

The Group pays attention to the changes in climate-related policies and regulations, regularly reviews climate-related issues and assesses their relevance and materiality to the Group's business. In the light of business operation, we identified climate change risks and took effective measures to address those that have a significant impact on business development. We strived to promote the implementation, inspection and evaluation of measures within the Group, and seized opportunities embedded in climate risks to drive business forward.

寰島旅遊投資成立了環境衛生領導小組履行監督與管理職責。環境衛生領導小組由寰島旅遊投資的高級領導擔任組長，並由相關部門人員組成，全面負責組織、協調與監督海灘的環境衛生工作。同時，寰島旅遊投資建立了獎懲機制，對違反管理制度並造成不良影響的員工進行問責。此外，本集團亦獎勵表現優秀的員工，以激發員工的積極性。寰島旅遊投資亦已規範攤販經營行為，要求他們嚴格遵守衛生標準，保持個人衛生與攤位清潔，規範垃圾處理，並杜絕污染海灘與海洋環境的行為。

### 應對氣候變化

#### 氣候變化管治架構

本集團採用四層ESG管理架構作為其氣候變化管治架構，並將氣候相關風險納入ESG委員會的報告範圍，以促進氣候變化風險的識別與分析，指導應對氣候變化的具體實踐，並確保氣候變化管治的成功實施。

#### 策略

本集團關注氣候相關政策與法規的變化，定期檢討氣候相關問題，並評估其對本集團業務的相關性與重要性。在業務運營方面，我們識別了氣候變化風險，並採取有效措施應對對業務發展有重大影響的風險。我們努力推動公司內措施的實施、檢查與評估，並抓住氣候風險中蘊含的機遇，推動業務向前發展。

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### Identifying and Coping with Climate Change Risks

#### 識別與應對氣候變化風險



Risk Categories 風險類別	Terms 影響時間	Potential Impacts to the Group 對本集團的潛在影響	Mitigation Measures 緩解措施
Physical risks 物理風險			
Extreme weather events 極端天氣事件	Short-term 短期	<ul style="list-style-type: none"> <li>Staff safety issues caused by extreme weather 極端天氣引致的員工安全問題</li> <li>Floods and droughts may directly impact leasing business and property investments, resulting in property losses or increased insurance costs 洪水與乾旱可能直接影響租賃業務與物業投資，導致財產損失或保險成本增加</li> <li>Marine recreation and hotel operations may be affected by storms or sea level rise, leading to significant revenue declines 海上旅遊與酒店業務可能因風暴或海平面上升而受到影響，導致收入大幅下降</li> </ul>	<ul style="list-style-type: none"> <li>Implement preventive measures for staff such as work from home allowances during typhoons and heavy rain 為員工實施應對措施，例如在颱風與大雨期間提供在家工作津貼</li> <li>Monitor weather forecasts and implement safety measures in advance 監測天氣預報並提前實施安全措施</li> <li>Increase flood prevention standards in construction and use more durable materials 提高建築的防洪標準並使用更耐用的材料</li> </ul>
Chronic natural disasters 慢性自然災害	Long-term 長期	<ul style="list-style-type: none"> <li>Changes in working environment and impacts on production due to rising global temperatures 全球氣溫上升導致工作環境變化及對生產力的影響</li> <li>Increased cooling demands, leading to a rise in related costs 降溫需求增加，導致相關成本上升</li> <li>Changes in rainfall and extreme weather conditions may lead to equipment damage, resulting in higher maintenance and repair costs 降雨與極端天氣條件的變化可能導致設備損壞，從而增加維護和修復成本</li> <li>Changes in rainfall and rising sea levels may damage ships and dockyards, resulting in higher maintenance costs 暴雨與海平面上升可能損壞船舶和船塢，導致維護成本增加</li> </ul>	<ul style="list-style-type: none"> <li>Provide more cooling measures for staff 為員工提供更多冷卻措施</li> <li>Reduce outdoor working hours 減少戶外工作時間</li> <li>Promote energy saving and environmental protection, improve energy and water efficiency to reduce the environmental impact of our business operation 推廣節能與環保，提高能源與水的效率，以減少業務運營對環境的影響</li> <li>Increase the frequency of maintenance of facilities and vessels 提高設施與船舶的維護頻率</li> </ul>

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型



Risk Categories 風險類別	Terms 影響時間	Potential Impacts to the Group 對本集團的潛在影響	Mitigation Measures 緩解措施
Transition risks 轉型風險			
Policy and regulatory risks 政策與監管風險	Short-term 短期	<ul style="list-style-type: none"> <li>Legal issues and financial burden from non-compliance with latest disclosure requirements 未能符合最新披露要求，可能帶來法律與財務負擔</li> </ul>	<ul style="list-style-type: none"> <li>Monitor regulatory trends to ensure compliance with latest legal requirements 監控監管趨勢以確保符合最新法律要求</li> <li>Continuously update and improve the standards for products 不斷更新與改進產品標準</li> <li>Set long-term zero carbon targets 設定長期零碳目標</li> </ul>
Technological risks 技術風險	Mid-term 中期	<ul style="list-style-type: none"> <li>Products/services may be replaced by low-carbon substitutes if technological advancements lag behind market demand for energy efficiency and sustainability, thereby impacting profits and market share 若技術進步未能滿足市場對能源效率與可持續性的需求，產品／服務可能被低碳替代品取代，從而影響盈利與市場份額</li> </ul>	<ul style="list-style-type: none"> <li>Actively develop green energy power generation 積極發展綠色能源發電</li> <li>Expand application of low-carbon technologies in the leasing business and observe the latest development 擴大低碳技術於租賃業務的應用，並關注最新發展。</li> <li>Reinforce project feasibility analysis 加強項目可行性分析</li> </ul>
Market risks 市場風險	Mid-term 中期	<ul style="list-style-type: none"> <li>Investors and customers more inclined towards low-carbon products and services, affecting demand for traditional products 投資者與客戶更傾向於低碳產品與服務，影響對傳統產品的需求</li> </ul>	<ul style="list-style-type: none"> <li>Keep abreast of market trends and customer needs, provide relevant green products such as new energy vessels and vehicles 緊貼市場趨勢與客戶需求，提供相關綠色產品，如新能源船舶與車輛</li> </ul>
Reputational risks 聲譽風險	Long-term 長期	<ul style="list-style-type: none"> <li>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關注度提升，氣候相關行為可能影響品牌與市場定位</li> </ul>	<ul style="list-style-type: none"> <li>Enhance transparency, disclose and promote contributions to ESG 提高透明度，披露並推廣對ESG的貢獻</li> </ul>

## 4. GREEN DEVELOPMENT, LOW-CARBON TRANSFORMATION

### 綠色發展，低碳轉型

#### Metrics and Targets

During the Reporting Period, the Group has newly identified and calculated several scope 3 emission categories, further expanding the boundaries of carbon emission accounting and improving the comprehensiveness and accuracy of GHG management. Through conducting a supply chain data collection, the Group has also identified other scope 3 emission sources such as upstream transportation and distribution, as well as purchased goods and services, laying the foundation for developing targeted emission reduction measures.

Considering economic development and social changes, the Group will consider the extent of the climate-related impact of its different business operations, set quantitative targets, and maintain performance tracking to improve emission reduction and optimise resource efficiency.

#### 指標與目標

在報告期內，本集團新識別並計算了多個範疇的範圍3排放，進一步擴展碳排放核算的邊界，並提高了溫室氣體管理的全面性與準確性。通過進行供應鏈數據收集，本集團還識別了其他範疇3的排放來源，如上游運輸與分銷，以及購買的商品與服務，為制定針對性的減排措施奠定了基礎。

考慮到經濟發展與社會變化，本集團將考慮其不同業務運營的氣候相關影響程度，設置量化目標，並保持績效追蹤，以改善減排與優化資源效率。

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER 以人為本，共同成長

### Protecting Employees' Rights and Interests

During the Reporting Period, the Group strictly complies with “the Labour Law of the PRC”, “the Labour Contract Law of the PRC and its Implementation Regulations”, “the Employment Promotion Law of the PRC”, “the Law of the PRC on the Protection of Minors”, “the Rules on Prohibiting the use of Child Labour” and other employment-related laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. By making necessary employment policies, we have built a fair and equitable employment environment to respect and protect the rights and interests of employees.

### Labour Practices

The Group is dedicated to complying with all laws and regulations related to preventing child labour and forced labour that significantly affect our operations. In line with our employment policies, the Human Resources Department oversees the recruitment process to ensure that no child or forced labour is employed. All personal information of new hires is verified to confirm that candidates meet the legal working age and any required work permits before being offered a position.

We are committed to respecting and protecting our employees' rights in the workplace. 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 must be approved by their supervisors and the Human Resources Department. We regularly review and update our recruitment practices to ensure compliance with current corporate standards and to protect our employees' legal rights.

During the Reporting Period, we received no reports or allegations of non-compliance with laws against child or forced labour.

### Talent Recruitment and Dismissal

The Group improves the recruitment and employment system, further clarifies recruitment principles, standards, and recruitment implementation process, standardises the management of each recruitment process. We recruit new employees through campus recruitment, online recruitment, social recruitment, and other recruitment forms, and strive to ensure a high degree of matching and high-quality talent delivery through the principles of fairness and impartiality, merit-based selection, and suitability in talent selection.

### 保障僱員的權利與利益

在報告期內，本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法及其實施條例》、《中華人民共和國就業促進法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》等與僱傭相關的對本集團有重大影響的有關薪酬及解僱、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法律法規。透過制定必要的僱傭政策，我們構建了一個公平公正的僱傭環境，以尊重與保障僱員的權利與利益。

### 勞工實踐

本集團致力於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。根據我們的僱傭政策，人力資源部門負責監督招聘流程，以確保不會僱用童工或強迫勞動。所有新聘員工的個人信息均經過審核，以確認應聘者符合法定就業年齡，並在正式聘用前獲得必要的工作許可。

我們致力於尊重與保護員工在工作場所的權利。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。需要調整工作時間的員工可以提交自願申請，並需得到其主管與人力資源部的批准。我們定期檢討與更新招聘實踐，以確保符合現行企業標準並保護員工的合法權利。

在報告期內，我們沒有收到任何有關違反禁止童工或強迫勞動法律的報告或指控。

### 人才招聘與解僱

本集團持續完善招聘與僱傭制度，進一步明確招聘原則、標準與招聘實施流程，規範各招聘環節的管理。我們通過校園招聘、網上招聘、社會招聘及其他招聘形式招聘新員工，並堅持公平公正、任人唯賢、適才適用的原則，確保人才高度匹配與高質量輸送。



## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

To further optimise the allocation of human resources, improve the effectiveness of personnel recruitment and hiring, and continuously deliver 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 “Recruitment and Employment Procedures” of Chengtong Financial Leasing. 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 work opportunity.

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，如寰島旅遊投資的《勞動合同管理辦法》與誠通融資租賃的《人員招聘錄用操作規程》。為了滿足我們的臨時業務需求並與大專院校保持緊密聯絡，誠通融資租賃特別制定了《實習生招聘與管理辦法》，為學生提供平等、多元的工作機會。

#### 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. 用人部門根據實際運營需要提出招聘人員的要求。經管理層與人力資源部批准人數後，用人部門與人力資源部溝通崗位職責與要求。

#### Recruitment Process 招聘流程

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 interviews, written tests and/or aptitude tests.

人力資源部通過適當的招聘渠道發布職位信息，並根據職位要求為用人部門篩選出潛在合格的候選人。在用人部門選擇合適的候選人後，候選人需進行面試、筆試及／或能力測試。

#### Employment 聘用

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

公司與通過甄選決定聘請之人仕訂立僱傭合約，其內詳細載明僱傭條款。新聘員工需通過試用期評估方可成為正式員工。

#### 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. All 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.

本集團的僱傭合同對合同的訂立、解除及補償進行了詳細規範，確保解聘程序符合法律標準，並保護雙方權益，避免勞資糾紛。所有合同條款均嚴格遵守當地勞動法，並於適用的法律框架內運作。若員工在受僱期間發生違規、欺詐或瀆職行為，其可能依據當地法律被解僱。我們相信所有員工應尊重並遵守我們的價值觀與制度，並對自身行為負責。

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### CASE: Huandao Travel Investment's Recruitment Event

During the Reporting Period, Huandao Travel Investment conducted campus recruitment activities by visiting several regional universities. These initiatives aimed to attract graduates, strengthen the talent pipeline, and promote its brand as an employer of choice. Huandao Travel Investment introduced its business strategy, organisational culture, and career development opportunities through a series of presentations and interactive sessions. Recruitment teams also engaged directly with students, answering relevant questions and sharing insights about the industry and potential career paths.



#### 案例：寰島旅遊投資的招聘活動

在報告期內，寰島旅遊投資開展了校園招聘活動，走訪多所區域性高校，旨在吸引優秀畢業生，強化人才儲備，並提升公司作為理想僱主的品牌形象。寰島旅遊投資透過系列宣講與互動環節介紹其業務策略、組織文化及職業發展機會。招聘團隊還直接與學生交流，回答相關問題，分享有關行業見解及潛在職業發展路徑。

#### Equal Opportunities, Diversity and Non-discrimination

The Group follows a merit-based hiring principle and is dedicated to offering equal employment opportunities. We ensure that recruitment, promotions, training, and other employment decisions do not involve unfair treatment or discrimination based on any personal characteristics such as age, gender, race, ethnicity, religion, pregnancy, disability, or illness.

We respect and value the uniqueness of each of our employees, recognising that their uniqueness is vital to our success. A diverse and inclusive workplace fosters innovation, enhances decision-making, and improves operational efficiency and productivity.

We encourage employees to share their feedback and insights to advance our commitment to diversity and inclusion. We believe that every employee plays a crucial role in the Group, and their views are essential to our success.

#### 平等機會、多元化及非歧視

本集團秉承唯才是用的僱傭原則，致力於提供平等的就業機會。我們確保招聘、晉升、培訓及其他僱傭決策不涉及任何基於個人特徵的不公平待遇或歧視，包括但不限於年齡、性別、種族、民族、宗教、懷孕、殘疾及健康狀況。

我們尊重並珍視每位員工的獨特性，認識到這種獨特性對我們的成功至關重要。多元化與包容性的工作環境有助於激發創新，提升決策能力，並改善運營效率與生產力。

我們鼓勵員工分享反饋與見解，以進一步推動我們對多元化與包容性的承諾。我們相信，每位員工都是本集團不可或缺的一部分，他們的聲音對於我們的成功至關重要。

 **32** ethnic minority employees  
少數族裔員工

 **2** disabled employees  
殘疾員工

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### Compensation and Benefits

The Company 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, the “Salary and Benefits Management System” of Chengtong Financial Leasing and the “Remuneration Management Provisions” of Huandao Travel Investment. We review and benchmark the employee remuneration package against the prevailing market trends, remuneration offered by industry peers and annual employee appraisal to ensure that competitive remuneration packages are offered.

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 tailored for family roles, demonstrating respect and support for employees’ family life. We strictly adhere to national laws and regulations, pay statutory social insurances and housing provident fund for all employees, and ensure that the rights and interests of employees in medical care, pension, unemployment, work-related injury and maternity benefits are fully protected. We actively build a comprehensive employee welfare system, so that every employee can feel the care and support from the Group.

To enhance employees’ work-life quality, the Group has implemented various subsidy measures. These include transportation, meal, communication, and special holiday allowances, all designed to ease their financial burden of their living expenses. Furthermore, the Group offers free annual health check-ups and heating subsidies, emphasising employees’ health and comfort to help them maintain a positive physical and mental well-being during employment.

#### 薪酬及福利

本公司已制定《薪酬及福利制度》，其附屬公司亦制定了薪酬管理制度，包括諸城鳳凰的《薪酬管理制度》、誠通融資租賃的《薪資福利管理制度》及寰島旅遊投資的《薪酬管理規定》。我們將根據當前市場趨勢、同行業薪酬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。

我們關心員工的整體福祉，確保全職員工享有各種福利及補償措施。員工的基本權益得到充分保障，包括但不限於法定休息日及節假日。此外，本集團提供帶薪年假，以及針對家庭角色的帶薪產假和陪產假，以示對員工家庭生活的尊重與支持。我們嚴格遵守國家法律法規，為所有員工繳納社會保險和住房公積金，確保員工在醫療、養老、失業、工傷、生育福利的權益得到充分保障。我們積極建立全面的員工福利體系，讓每位員工都能感受到來自本集團的關懷與支持。

為了提高員工的工作與生活品質，本集團實施了各種補貼措施，包括交通、用餐、通訊及節日特別津貼，旨在減輕他們生活費用的經濟負擔。此外，本集團提供免費的年度健康體檢與取暖補貼，強調員工的健康與舒適，以幫助他們在工作期間保持積極的身心狀態。

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### Boosting Talent Development

##### Promotion and Performance Appraisal

The Group has established a comprehensive employee performance appraisal system aimed at fully recognising employees' contributions and efforts at work through regular performance reviews. This system not only focuses on employees' performance results but also specifically provides promotion opportunities for those who excel in their work, acknowledging their hard work and outstanding achievements. This initiative not only motivates employees to continue striving for excellence but also enhances the overall morale and cohesion of the team.

Huandao Travel Investment has established the "Performance Appraisal System", which sets a review committee that combines quarterly assessments with annual summary evaluations to conduct both quantitative and qualitative evaluations of employees. This system aims to standardise business management and boost frontline employee enthusiasm, reflecting the 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 accurately reflects business characteristics and job responsibilities.

#### 提升人才發展

##### 晉升與績效評估

本集團建立了全面的員工績效考核制度，旨在通過定期績效考核，充分肯定員工的工作貢獻與努力。該制度不僅關注員工的績效結果，還特別為表現優異的員工提供晉升機會，以表彰其辛勤付出與卓越成就。這一舉措不僅能夠激勵員工持續追求卓越，還能提升整體團隊士氣與凝聚力。

寰島旅遊投資已建立《績效考核制度》，其設立考核委員會，通過季度評估與年度總結考核相結合的方式，對員工進行定量與定性評估。該制度旨在標準化業務管理並提升前線員工的積極性，反映了對員工激勵與公平績效評估的強調。我們亦持續優化薪酬體系，根據業務特性與職位職責進行調整，確保薪酬體系能夠準確反映業務特點與崗位要求。



**A systematic employee promotion system has been established by the Group to support career growth through stringent orderly management measures**

**本集團已建立系統化的員工晉升體系，通過嚴格且有序的管理措施，支持員工職業發展**

- Work performance reviews  
工作績效考核
- Nomination for promotion  
晉升提名
- Submit the nominee list to the Human Resources Department for assessment and ensure compliance with the Group's policies  
將提名名單提交至人力資源部進行評估，確保符合本集團政策
- Submit review results to management for approval  
將審核結果提交管理層批准
- Issue promotion notices to staff detailing rank adjustments  
發出晉升通知予員工，詳述職級調整

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### Employee Training

The Group deeply recognises the importance of talent training in meeting the ever-changing market demands. To this end we have specially designed a comprehensive training and talent development program. These programs aim to fully tap into the potential and expertise of talent at all levels, ensuring that employees can continually update and enhance their skills to adapt to the rapid changes in the market.

By formulating the “Employee Training Management Measures”, comprehensive pre-employment training, vocational education, and ongoing professional development are provided for all employees. The training encompasses knowledge enhancement, skills development, and attitude adjustment. Training methods include self-directed learning, internal training, and external placements. Internal training covers new employee orientation, job skills training, transition training, departmental training, and other relevant programs. Our goal is to consistently improve employees’ professional competencies, knowledge levels, work effectiveness and initiative, thereby aligning the Group’s training efforts with employees’ career progression and integrating job-specific training with professional development.

In addition, each subsidiary will develop and implement an annual training plan based on the employees’ positions and business lines. During the Reporting Period, Chengtong Financial Leasing has implemented a 2024 Training Plan which includes 12 distinct projects. This plan encompasses not only specialised training such as finance lease industry, legal policy interpretation and financial management, but also includes industry exchange training. The plan provides customised training tailored to the needs of different participating employees. The training formats are diverse and flexible, designed according to specific needs, including both online and offline training, as well as internal and external training opportunities. Finally, the total training duration for the entire year reached approximately 3,097 hours.

Through regular training and development activities, employees not only enhance their own work capabilities but also strengthen the overall competitiveness of the team. This reflects our commitment to actively fulfilling our ESG obligations. We firmly believe that investing in talent training will lay a solid foundation for the Group’s sustainable development, allowing us to maintain competitiveness in a fast-evolving market.

#### 員工培訓

本集團深切認識到人才培訓在應對不斷變化的市場需求中的重要性，因此我們特別設計了全面的培訓與人才發展計劃。這些計劃旨在充分挖掘各級人才的潛力與專業知識，確保員工能夠不斷更新與提升技能，以適應市場的快速變化。

透過制定《員工培訓管理措施》，我們為所有員工提供全面的入職培訓、職業教育以及持續專業發展。培訓內容涵蓋知識提升、技能發展與態度調整。培訓方法包括自主學習、內部培訓與外部進修。內部培訓涵蓋新員工入職培訓、崗位技能培訓、轉崗培訓、部門培訓及其他相關課程。我們的目標是持續提升員工的專業能力、知識水平、工作效率與主動性，從而使本集團的培訓措施與員工的職業發展相結合，並促進崗位培訓與專業成長的融合。

此外，各附屬公司將根據員工的職位與業務線制定並實施年度培訓計劃。在報告期內，誠通融資租賃已實施2024年培訓計劃，其中包括12個不同的項目。這個計劃不僅涵蓋專業培訓，如融資租賃行業、法律政策解讀及財務管理，還包括行業交流培訓。以及針對不同參與員工需求的定製培訓。培訓形式靈活多樣，根據實際需求設計，包括線上與線下培訓，以及內部與外部培訓機會。全年總培訓時長達約3,097小時。

通過定期的培訓與發展活動，員工不僅提升了自身的工作能力，還增強了團隊的整體競爭力。展現了我們積極履行ESG責任的承諾。我們堅信，對人才培訓的投入將為本集團的可持續發展奠定堅實基礎，使我們能在飛速發展的市場中保持競爭力。



## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### CASE: Lifesaving Skills Competition

In December 2024, Huandao Travel Investment organised its employees to participate in a lifesaving skills competition. The event aimed to enhance water rescue capabilities, improve safety awareness, and strengthen emergency response skills while showcasing the team's spirit of cooperation and a proactive, healthy approach to challenges.

#### 案例：救生技能比賽

2024年12月，寰島旅遊投資組織員工參加了一場救生技能比賽。該活動旨在提升水上救援能力，增強安全意識，並強化應急處置技能，同時展示團隊的協作精神與積極健康的挑戰態度。



### Employee Care

The Group upholds the “people-oriented” management philosophy and puts employee care at the core of its development. We have actively built an open communication platform to encourage employees to express their opinions and suggestions, ensuring that management decisions align closely with their needs.

#### Care for Employees

The Group considers employee well-being a core responsibility and demonstrates its people-centric values through diverse incentives, comprehensive benefits, professional development, support for employees in need, and cultural activities. By focusing on these details, we enhance employees' happiness and sense of belonging. Various activities are organised across businesses to enrich staff leisure time and improve their quality of life while strengthening team cohesion beyond work.

### 員工關懷

本集團秉持「以人為本」的管理理念，將員工關懷置於發展的核心。我們積極建立開放的溝通平台，鼓勵員工表達意見與建議，確保管理層決策緊密符合他們的需求。

#### 關懷員工

本集團視員工福祉為己任，並透過多元化的激勵措施、完善的福利、專業發展、困難員工幫扶以及文化活動，展現以人為本的價值觀。透過關注這些細節，提升員工的幸福感和歸屬感。各業務板塊組織多樣活動，豐富員工的閒暇時間，提高生活品質，同時在工作之外加強團隊凝聚力。

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長



Huangdao Travel Investment's Employee Fun Sports Day  
寰島旅遊投資的員工趣味運動會



Chengtong Financial Leasing's May Fourth Youth Day Thematic Activities  
誠通融資租賃的五四青年節主題活動



Hong Kong headquarters' Sports Meeting of the Chinese Enterprises Association in Hong Kong  
香港總部的香港中國企業協會運動會

### Employees Engagement

The Group recognises the importance of employee feedback and has established a robust internal communication system. We regularly gather employee opinions through general manager meetings, staff meetings and departmental discussions, ensuring that management can promptly address employees' needs and concerns.

Department heads keep employees informed about the Group's development and goals. We also provide growth opportunities and career advancement, encouraging employees to maximise their potential. Each year, we conduct a democratic evaluation to assess employees' view on management performance, collaboration among colleagues and work engagement. The results guide our operations and management.

By promoting a two-way communication culture through diverse channels, we not only address issues promptly but also enhance employees' sense of belonging, respect and identity.

### 員工參與

本集團認識到員工反饋的重要性，並已建立健全的內部溝通機制。我們定期通過總經理會議、員工大會與部門討論收集員工意見，確保管理層能夠及時解決員工的需求與關注。

各部門主管會向員工及時傳達本集團的發展動向與目標。我們還提供成長機會與職業發展，鼓勵員工充分發揮自身潛力。每年，我們進行民主評議，以評估員工對管理層表現、同事間協作及工作投入度的看法，並根據評估結果指導業務運營與管理決策。

透過多元化的溝通渠道推動雙向交流文化，我們不僅能夠及時解決問題，還能夠增強員工的歸屬感、尊重感與認同感，進一步促進企業與員工的共同發展。

## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### Health and Safety

##### Health and Safety Management

The Group is committed to providing all employees with a safe and comfortable work environment. This is not just our responsibility but a promise to our staff. We understand that a good working environment enhances employee efficiency and satisfaction, driving our overall growth.

We strictly adhere to laws and regulations related to safety and occupational injury protection, including the “Production Safety Law of the PRC”, the “Regulation on Work-Related Injury Insurances”, and the “Occupational Safety and Health Ordinance”. To implement these laws and prevent safety violations, we have established the “Production Safety Administrative Measures” to standardise safety management and accident prevention. These measures outline our safety management structure and responsibilities, covering six major areas such as education and training, troubleshooting, work safety cost management, emergency relief, information delivery, and incident investigation and handling. Additionally, our subsidiaries have developed their safety management systems tailored to their specific operations to ensure effective implementation. At the same time, the Group has established a comprehensive safety education and training system to provide employees with training on safety regulations, safety knowledge and operational skills. These measures aim to enhance employees’ awareness of safety production, improve their operational skills, and increase their ability to prevent accidents.

#### 健康與安全

##### 健康與安全管理

本集團致力於為所有員工提供安全舒適的工作環境。這不僅是我們的責任，也是對我們員工的承諾。我們深知，良好的工作環境能夠提升員工效率與滿意度，從而推動我們的整體增長。

我們嚴格遵守與安全與職業傷害保護相關的法律法規，包括《中華人民共和國安全生產法》、《工傷保險條例》與《職業安全及健康條例》。為了貫徹落實這些法律並防範安全違規行為，我們制定了《安全生產管理辦法》以規範安全管理與事故預防。該辦法詳細規定了安全管理架構與責任分工，涵蓋了教育培訓、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領域。此外，我們的附屬公司已根據其具體自身業務特點制定了安全管理體系，以確保有效落實。同時，本集團已建立了完善的安全教育與培訓體系，為員工提供有關安全法規、安全知識與操作技能的培訓，以提高員工的安全生產意識、提升操作技能，並增強事故預防能力。



## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

Taking Huandao Travel Investment as an example, it has established a safety production assessment system that evaluates the responsible personnel annually and ties performance bonuses to their safety management effectiveness. The Safety Committee of Huandao Travel Investment conducts monthly training sessions for all employees, strictly following the relevant regulations. Before each training, the committee administers a quiz on the knowledge previously covered to ensure that safety awareness is effectively instilled. This not only enhances employees' safety consciousness but also ensures the effectiveness of our safety management practices. Its subsidiary, Hainan Yalong Bay Underwater World Travel CO. Ltd. (“**Underwater World**”), has created the “Occupational Health Environment Standards” and the “Occupational Health Examination System” to ensure safe operations and employee well-being.

Through these efforts, we achieved our goal of zero employee fatalities for three consecutive years. 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:

以寰島旅遊投資為例，其已建立了一個安全生產評估系統，每年對負責人進行評估，並將安全管理成效與績效獎金掛鉤。寰島旅遊投資的安全委員會每月為全體員工組織安全培訓，嚴格遵循相關規定。在每次培訓之前，委員會會測試之前培訓所覆蓋的知識，以確保安全意識得到有效灌輸。這不僅提高了員工的安全意識，還確保了我們安全管理措施的有效性。其附屬公司，海南亞龍灣海底世界旅遊有限公司（「**海底世界**」），分別制定了《職業健康工作環境標準》及《職業健康檢查制度》，以確保安全運營與員工福祉。

透過這些措施，我們已連續三年實現了零員工死亡的目標。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：

		Year 年份		
		2022	2023	2024
Number of work-related fatalities (persons)	因工亡故人數(人)	0	0	0
Rate of work-related fatalities (%)	因工亡故比率(%)	0	0	0
Lost days due to work injury (days)	因工傷損失工作日數(天)	60	114	2



## 5. PUTTING PEOPLE-ORIENTED, GROWING TOGETHER

### 以人為本，共同成長

#### Emergency Management

The Group places great importance on emergency management and has established a comprehensive safety production emergency management system, including the “Emergency Response Plan for Production Safety Incidents”. We have set up an emergency command centre to handle various incidents, such as construction accidents, specialised equipment failures, maritime tourism incidents, fires, public health crises, traffic accidents, and other emergencies. We conduct annual training on the emergency response plan and organise 1 to 2 emergency rescue drills each year. In an emergency, we will promptly activate the emergency response plan and take adequate measures to prevent the incident from spreading and minimise casualties.



Huandao Travel Investment's fire drill  
寰島旅遊投資的消防演習



Huandao Travel Investment's first aid drill  
寰島旅遊投資的急救演習

#### 應急管理

本集團高度重視應急管理，並建立了完善的安全生產應急管理體系，包括《生產安全事故應急預案》。我們設立了應急指揮中心，以處理各類事件，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。我們每年開展應急預案培訓，並組織一至兩次應急救援演練。在突發事件發生時，我們將迅速啟動應急響應預案，採取有效措施，防止事故進一步擴大，並最大程度減少人員傷亡。

During the Reporting Period, Underwater World undertook two revisions to its “Typhoon Emergency Response Plan”. These updates were based on regulations from the Maritime Authority and aimed at refining the previous system to ensure compliance with current laws and industry standards. These revisions not only strengthened the effectiveness of the emergency plan but also enhanced our preparedness and response capabilities for typhoons, ultimately ensuring better safety for both employees and tourists.

在報告期內，海底世界對其《颱風應急預案》進行了兩次修訂。此次更新依據海事局的規定要求，對原有應急體系進行了進一步優化，以確保符合最新法律法規及行業標準。這些修訂不僅加強了應急計劃的有效性，還提升了我們對颱風的準備與應對能力，最終確保了員工與遊客的安全。



## 6. TAKING RESPONSIBILITY, SUPPORTING COMMUNITY DEVELOPMENT

### 承擔責任，支持社區發展

The Group prioritises poverty alleviation, fully utilising resources and expertise to participate in public welfare activities actively, supporting rural revitalization and promoting sustainable community development. We believe that social progress relies on everyone's efforts, thus we encourage employees and all sectors of society to engage in volunteer activities to expand our social impact. Ultimately, we hope that through these actions, we can bring about a positive and lasting influence on local communities, fostering social harmony and prosperity.

#### Support Local Communities

Similar to the previous reporting period, we continued participating in farmer assistance activities and charitable donations.

We actively participate in farmer assistance activities, purchasing agricultural products through targeted support to help local farmers with their production and livelihood. In this process, we not only buy fresh agricultural products but also ensure that farmers receive fair prices so as to increase their income levels, and further promote the sustainable development of local agriculture.

During the Reporting Period, Chengtong Financial Leasing organised a donation to support the "Spring Breeze Perennial" fund in Hangzhou, held by Hangzhou Gongshu Charity Federation. We aim to alleviate the hardships faced by the local underprivileged population.

Our Group encourages employees to actively participate in community services, and play a vital role in the community activities, reinforcing our sense of social responsibility. Through these activities, we fostered interaction and connections between our employees and community members and strengthened our team's cohesion and sense of social responsibility. These practices reflect our commitment to society as we strive to contribute to creating better communities.

本集團高度重視扶貧濟困，充分利用自身資源與專業優勢，積極參與公益活動，支持鄉村振興，促進可持續的社區發展。我們深信，社會進步依賴於每個人的努力，因此我們鼓勵員工及社會各界參與志願服務，以擴大我們的社會影響力。最終，我們希望通過這些行動，為當地社區帶來積極且持久的影響，促進社會和諧與繁榮。

#### 支持當地社區

與上一報告期相同，我們持續參與助農活動及慈善捐贈，以實際行動回饋社會。

我們積極參與助農行動，透過定向採購的方式購買農產品，以幫助當地農戶提升生產與生活。在這個過程中，我們不僅購買新鮮的農產品，還確保農戶獲得公平的價格從而提高他們的收入水平，進一步促進當地農業的可持續發展。

在報告期內，誠通融資租賃組織捐款，以支持拱墅區慈善總會舉辦的「春風常駐」基金，旨在減輕當地弱勢群體所面臨的困難。

本集團鼓勵員工積極參與社區志願服務，並在各類公益活動中發揮關鍵作用，進一步強化我們的社會責任感。這些活動促進了員工與社區的互動與聯繫，同時提升了團隊凝聚力與社會責任意識，充分展現我們對社會的承諾，為構建更美好的社區貢獻力量。



Zhucheng Phoenix's farmer assistance activity  
諸城鳳凰的助農活動



Chengtong Financial Leasing's Donation Certification  
誠通融資租賃的捐贈證書

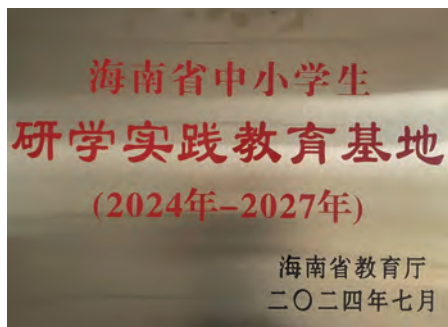
## 6. TAKING RESPONSIBILITY, SUPPORTING COMMUNITY DEVELOPMENT 承擔責任，支持社區發展

### Youth Development

We are committed to community development, with a particular focus on the growth and education of young people, aiming to provide them with opportunities to reach their full potential. During the Reporting Period, Huandao Travel investment was recognised as a pilot base for middle and primary school students' study tours in Hainan Province, becoming an important platform for promoting social practice among young students. Through organising various study tour activities, we offer opportunities for students to engage in practical experiences, helping them cultivate innovative thinking, teamwork, and social responsibility.

### 青少年發展

我們致力於社區發展，特別關注青少年的成長與教育，為其提供發揮潛力的機會。在報告期內，寰島旅遊投資被授予海南省中小學生研學旅行的試點基地，成為促進青少年社會實踐的重要平台。我們透過舉辦多樣化研學活動，讓學生參與實踐體驗，培養創新思維、團隊合作與社會責任感。



### Environmental Protection

During the Reporting Period, Huandao Travel Investment actively participated in beach and marine cleanup efforts. This action not only improved environmental cleanliness but also ensured the safety of water activities, effectively reducing the risk of injury for both visitors and staff. These measures significantly enhanced visitors' sense of safety and comfort, thereby improving the overall quality of the tourism experience.

### 環境保護

在報告期內，寰島旅遊投資積極參與海灘與海洋清理行動。這項行動不僅改善了環境衛生，還確保了水上活動的安全，有效降低了遊客與員工受傷的風險。這些措施顯著提升了遊客的安全感與舒適度，從而改善了整體旅遊體驗的質量。



# ESG KEY PERFORMANCE INDICATORS SUMMARY

## ESG關鍵績效指標

### Environmental

### 環境



	Unit 單位	2023	2024
<b>Air Pollution Emissions</b>			
<b>大氣污染排放</b>			
Nitrogen Oxides (“NO <sub>x</sub> ”) 氮氧化物(「NO <sub>x</sub> 」)	kg 千克	7,811.1	<b>7,164.1</b>
Sulphur Oxides (“SO <sub>x</sub> ”) 硫氧化物(「SO <sub>x</sub> 」)	kg 千克	57.8	<b>52.6</b>
Particulate Matter (“PM”) 懸浮粒子(「PM」)	kg 千克	1,211.6	<b>1,111.0</b>
Carbon Oxide (“CO”) 一氧化碳(「CO」)	kg 千克	4,021.7	<b>3,655.6</b>
<b>GHG Emissions</b>			
<b>溫室氣體排放</b>			
Scope 1 – Direct GHG Emission <sup>1</sup> 範圍1 – 直接溫室氣體排放 <sup>1</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	583.2	<b>606.1</b>
Scope 2 – Indirect GHG Emissions <sup>2</sup> 範圍2 – 能源間接溫室氣體排放 <sup>2</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	6,333.3	<b>701.0</b>
Scope 3 – Other Indirect Emissions <sup>3</sup> 範圍3 – 其他間接排放 <sup>3</sup>	tCO <sub>2</sub> e 噸二氧化碳當量	94.1	<b>56,763.2</b>
Purchased Goods and Services 購買的商品和服務	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>7.3</b>
Capital Goods 資本貨物	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>6.7</b>
Fuel & Energy Related 與燃料和能源相關的活動	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>103.5</b>
Upstream Transportation & Distribution 上游運輸和配送	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>1.4</b>
Waste Generated in Operations 運營中產生的廢棄物	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>52.1</b>

<sup>1</sup> The Group’s Scope 1 data for 2024 includes the Group’s own vehicle and vessel fuel consumption, refrigerant use, stationary source fuel consumption, natural gas use and tree plantation neutralisation.  
本集團2024年的範圍1數據包括集團自有車輛及船舶燃料消耗，製冷劑使用，固定源燃料消耗，天然氣使用及樹木栽種中和。

<sup>2</sup> Indirect emissions are calculated with reference to the “How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX. Emission factors are updated yearly according to the annual report of Hongkong Electric Company (“**HK**”) and the Database of National Greenhouse Gas Emission Factor.  
間接排放量的計算參考了香港交易所頒佈的《如何編製ESG報告? – 附錄二：環境關鍵指標報告指引》計算。排放因子根據中華電力有限公司(「**中電**」)的年報及國家溫室氣體排放因子數據庫每年更新。

<sup>3</sup> The emission factors for Scope 3 were obtained from internationally recognised emission databases, including but not limited to EPA, BEIS, etc.  
範圍3的排放因子取自國際認可的排放數據庫，包括但不限於EPA, BEIS等。

## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標



	Unit 單位	2023	2024
		94.1	<b>136.2</b>
Upstream Leased Assets 上游租賃資產	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>13.5</b>
Downstream Leased Assets 下游租賃資產	tCO <sub>2</sub> e 噸二氧化碳當量	/	<b>56,442.7</b>
Total GHG Emissions 溫室氣體排放總量	tCO <sub>2</sub> e 噸二氧化碳當量	7,010.6	<b>58,070.3</b>
Intensity of Total GHG Emissions 溫室氣體排放總量強度	tCO <sub>2</sub> e/m <sup>2</sup> floor area <sup>5</sup> 噸二氧化碳當量/建築面積 <sup>5</sup>	0.5	<b>4.4</b>
Business Travel <sup>4</sup> 商務差旅 <sup>4</sup>	tCO <sub>2</sub> e 噸二氧化碳當量		
<b>Hazardous Waste</b> 有害廢棄物			
Hazardous Waste Produced 產生的有害廢物	kg 千克	59.5	<b>98.3</b>
Intensity of Hazardous Waste Produced 產生的有害廢物強度	kg/m <sup>2</sup> floor area 千克/建築面積	0.0045	<b>0.0074</b>
<b>Non-Hazardous Waste</b> 無害廢棄物			
Wastepaper 廢紙	kg 千克	1,948.7	<b>1,478.6</b>
Domestic Waste 生活垃圾	kg 千克	24,268.0 <sup>6</sup>	<b>109,369.0</b>
Other Non-hazardous Waste (waste plastics, stationery, etc.) 其他無害廢棄物(廢塑料, 文具等)	kg 千克	5.0 <sup>7</sup>	<b>509.5</b>
Intensity of Non-Hazardous Waste Produced 無害廢棄物產生強度	kg/m <sup>2</sup> floor area 千克/建築面積	2.0	<b>8.4</b>

<sup>4</sup> Business travel data mainly represents data from air travel and high-speed railway travel. The CO<sub>2</sub> emission is calculated with reference to International Civil Aviation Organization (ICAO) data and the "Study on carbon emission factors and their influencing factors in high-speed railway and civil aviation passenger transport in China".  
商務旅行數據主要為航空和高鐵旅行數據。CO<sub>2</sub>排放量是參考國際民用航空組織(ICAO)資料與《我國高速鐵路與民航客運碳排放因數及其影響因素研究》一文進行計算。

<sup>5</sup> The intensities of the Group's environmental data in 2024 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 13,289.96m<sup>2</sup>.  
本集團2024年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。

<sup>6</sup> In 2024, to enhance transparency, the Group expanded the scope of data collection and disclosure for non-hazardous waste and restated the domestic waste data for 2023.  
在2024年, 為提高透明度, 本集團擴大了無害廢棄物的數據統計和披露範圍, 並對2023年的生活垃圾數據進行重報。

<sup>7</sup> In 2024, to enhance transparency, the Group expanded the scope of data collection and disclosure for non-hazardous waste and restated other non-hazardous waste data for 2023.  
在2024年, 為提高透明度, 本集團擴大了無害廢棄物的數據統計和披露範圍, 並對2023年的其他無害廢棄物數據進行重報。

## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標



	Unit 單位	2023	2024
<b>Energy Consumption</b>			
<b>能源消耗</b>			
Direct Energy Consumption 直接能源消耗	MWh 兆瓦時	2,355.5 <sup>8</sup>	<b>2,130.9</b>
Gasoline 汽油	MWh 兆瓦時	723.5	<b>536.9</b>
Diesel 柴油	MWh 兆瓦時	1,401.6	<b>1,368.7</b>
Natural gas 天然氣	MWh 兆瓦時	230.4	<b>225.3</b>
Indirect Energy Consumption <sup>9</sup> 間接能源消耗 <sup>9</sup>	MWh 兆瓦時	14,725.4	<b>1,312.2</b>
Purchased Electricity <sup>10</sup> 購買電力 <sup>10</sup>	MWh 兆瓦時	2,337.9	<b>1,276.8</b>
Purchased steam heat <sup>11</sup> 外購蒸汽熱量 <sup>11</sup>	MWh 兆瓦時	12,387.5	<b>35.4</b>
Total Energy Consumption 總能源消耗	MWh 兆瓦時	17,080.9	<b>3,443.1</b>
Intensity of Total Energy Consumption 總能源消耗強度	MWh/m <sup>2</sup> floor area 兆瓦時／建築面積	1.3	<b>0.3</b>
<b>Water</b>			
<b>水資源</b>			
Total Water Consumption 總用水量	tonne 公噸	26,429.0	<b>23,303.8</b>
Intensity of Total Water Consumption 總用水強度	tonne/m <sup>2</sup> floor area 公噸／建築面積	2.0	<b>1.8</b>

<sup>8</sup> Restated data.  
重報數據。

<sup>9</sup> Indirect energy consumption is calculated with reference to the “How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX and the “Guide to Greenhouse Gas Accounting and Reporting for Public Building Operators (Trial)”.  
間接能源消耗量參照《如何編製ESG報告?—附錄二：環境關鍵指標報告指引》與《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)》計算。

<sup>10</sup> The decrease in the consumption of electricity in 2024 is due to the exclusion of the portion of electricity consumed by the residents of the neighbourhood in which Zhucheng Phoenix is located.  
因將諸城鳳凰所屬小區居民自用電力部分剔除，2024年電力消耗下降。

<sup>11</sup> In 2023, Zhucheng Phoenix was responsible for the heating and electricity supply of the entire CCT-Champs-Elysees project, and therefore the consumption data of the purchased steam and electricity in 2023 included the consumption of other residents in the project. During the Reporting Period, the responsibility to supply heating and electricity has been transferred to other property companies and therefore the consumption data for 2024 represented the consumption of Zhucheng Phoenix only.  
2023年，諸城鳳凰負責整個誠通香榭里項目的供暖供電，因此2023年外購蒸汽和電力的消耗數據包括該項目其他住戶的消耗。報告期內，供熱供電的責任已轉移給其他物業公司，因此2024年的用電數據僅代表諸城鳳凰的用電量。



## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標

#### Social

#### 社會



Workforce 員工	Unit 單位	2023	2024
<b>Total number of employees</b> 總員工數	person 人	253	<b>230</b>
<b>By Gender</b> 按性別			
Male 男性	person 人	151	<b>137</b>
Female 女性	person 人	102	<b>93</b>
<b>By Age Group</b> 按年齡組別			
Aged below 30 30歲以下	person 人	39	<b>34</b>
Aged 30 to 39 30至39歲	person 人	92	<b>79</b>
Aged 40 to 49 40至49歲	person 人	68	<b>69</b>
Aged 50 or above 50歲或以上	person 人	54	<b>48</b>
<b>By Employee Type</b> 按僱員類型			
Full-Time 全職	person 人	248	<b>228</b>
Part-Time 兼職	person 人	5	<b>2</b>
<b>By Geographical Region</b> 按地理區域			
Mainland China 中國大陸	person 人	245	<b>222</b>
Hong Kong 香港	person 人	8	<b>8</b>

## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標



Workforce 員工	Unit 單位	2023	2024
<b>Turnover Rate<sup>12</sup></b>			
<b>流失率<sup>12</sup></b>			
Overall Turnover Rate 整體流失率	%	16	<b>13</b>
<b>By Gender</b>			
<b>按性別</b>			
Male 男性	%	17	<b>18</b>
Female 女性	%	13	<b>15</b>
<b>By Age Group</b>			
<b>按年齡組別</b>			
Aged below 30 30歲以下	%	30	<b>26</b>
Aged 30 to 39 30至39歲	%	12	<b>13</b>
Aged 40 to 49 40至49歲	%	14	<b>10</b>
Aged 50 or above 50歲或以上	%	7	<b>17</b>
<b>By Geographical Region</b>			
<b>按地理區域</b>			
Mainland China 中國大陸	%	16	<b>14</b>
Hong Kong 香港	%	0	<b>0</b>

<sup>12</sup> 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 hired in the relevant category during the Reporting Period + the total number of employees in that category at the beginning of the Reporting Period) × 100%.  
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入職人數 + 該類別報告期初的員工總數) × 100%。

## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標



Workforce 員工	Unit 單位	2023	2024
<b>Employee Training</b> 員工培訓			
<b>Total Percentage of Employees Trained<sup>13</sup></b> 已培訓員工總百分比 <sup>13</sup>			
	%	93	<b>98</b>
<b>By Gender</b> 按性別			
Male 男性	%	62	<b>62</b>
Female 女性	%	38	<b>38</b>
<b>By Employee Category</b> 按僱員類別			
Senior Management 高級管理層	%	6	<b>6</b>
Mid-level Management 中層管理	%	15	<b>15</b>
General Staff 一般員工	%	78	<b>78</b>
<b>Average Training Hours Completed per Employee<sup>14</sup></b> 每位員工完成的平均培訓時數 <sup>14</sup>			
	hours 小時	16.7	<b>17.4</b>
<b>By Gender</b> 按性別			
Male 男性	hours 小時	14.9	<b>14.7</b>
Female 女性	hours 小時	19.8	<b>21.8</b>

<sup>13</sup> The formula for calculating the employee training rate in the relevant category: total number of trained employees in the corresponding category / total number of employees in the corresponding category × 100%.  
相關類別的員工受訓比率計算公式：相應類別的受訓員工總人數 / 受訓員工總人數 × 100%。

<sup>14</sup> 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 in the corresponding category.  
相關類別員工平均受訓時數計算公式：相關類別員工受訓總時數 / 相關類別員工總人數。

## ESG KEY PERFORMANCE INDICATORS SUMMARY

### ESG關鍵績效指標



<b>Workforce</b> 員工	<b>Unit</b> 單位	2023	<b>2024</b>
<b>By Employee Category</b> 按僱員類別			
Senior Management 高級管理層	hours 小時	27.3	<b>56.9</b>
Mid-level Management 中級管理層	hours 小時	34.2	<b>34.7</b>
General Staff 一般員工	hours 小時	12.5	<b>11.0</b>
<b>Supply Chain</b> 供應鏈			
Total Suppliers 供應商總數	number 個	77	<b>65</b>
<b>By Geographical Region</b> 按地區劃分			
Hong Kong 香港	number 個	1	<b>1</b>
Mainland China 中國內地	number 個	76	<b>64</b>

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#### A. Environmental

##### A. 環境

#### Aspect A1: Emissions

##### 層面A1：排放

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.  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： (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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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。	ESG Key Performance Indicators Summary ESG關鍵績效指標
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG 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)。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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)。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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)。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型



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#### Aspect A2: Use of Resources

##### 層面A2：資源使用

General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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)。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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)。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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 不適用於本集團的業務

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#### Aspect A3: The Environment and Natural Resources

##### 層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型

#### Aspect A4: Climate Change

##### 層面A4：氣候變化

General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型
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。	Green Development, Low-carbon Transformation 綠色發展，低碳轉型



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**Employment and Labour Practices**

**僱傭及勞工慣例**

**Aspect B1: Employment**

**層面B1：僱傭**

General Disclosure 一般披露	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. 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。	Putting People-oriented, Growing Together 以人為本，共同成長
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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。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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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。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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**Aspect B2: Health and Safety**

**層面B2：健康與安全**

General Disclosure 一般披露	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. 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。	Putting People-oriented, Growing Together 以人為本，共同成長
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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。	Putting People-oriented, Growing Together 以人為本，共同成長
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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。	Putting People-oriented, Growing Together 以人為本，共同成長
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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。	Putting People-oriented, Growing Together 以人為本，共同成長
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#### Aspect B3: Development and Training

##### 層面B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Putting People-oriented, Growing Together 以人為本，共同成長
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。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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。	ESG Key Performance Indicators Summary ESG關鍵績效指標

#### Aspect B4: Labour Standards

##### 層面B4：勞工標準

General Disclosure 一般披露	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. 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。	Putting People-oriented, Growing Together 以人為本，共同成長
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。	Putting People-oriented, Growing Together 以人為本，共同成長
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。	Putting People-oriented, Growing Together 以人為本，共同成長

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#### Aspect B5: Supply Chain Management

層面B5：供應鏈管理

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Quality First, Service Enhancement 質量第一，服務提升
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。	ESG Key Performance Indicators Summary ESG關鍵績效指標
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, and 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。	Quality First, Service Enhancement 質量第一，服務提升
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。	Quality First, Service Enhancement 質量第一，服務提升
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。	Quality First, Service Enhancement 質量第一，服務提升





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**Aspect B6: Product Responsibility**

**層面B6：產品責任**

General Disclosure 一般披露	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 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。	Quality First, Service Enhancement 質量第一，服務提升
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 不適用於本集團的業務
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。	Quality First, Service Enhancement 質量第一，服務提升
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。	Quality First, Service Enhancement 質量第一，服務提升
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。	Quality First, Service Enhancement 質量第一，服務提升 Product recall procedures not applicable to the Group's business 產品召回程序不適用於本集團的業務
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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。	Quality First, Service Enhancement 質量第一，服務提升

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#### Aspect B7: Anti-corruption

##### 層面B7：反貪污

General Disclosure 一般披露	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. 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。	Governance as a Priority, Moving Forward with Compliance 以管治為優先，推進合規
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。	Governance as a Priority, Moving Forward with Compliance 以管治為優先，推進合規
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	Governance as a Priority, Moving Forward with Compliance 以管治為優先，推進合規
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。	Governance as a Priority, Moving Forward with Compliance 以管治為優先，推進合規

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### Community

### 社區

#### Aspect B8: Community Investment

#### 層面B8：社區投資

General Disclosure 一般披露	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. 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。	Taking Responsibility, Supporting Community Development 承擔責任，支持社區發展
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)。	Taking Responsibility, Supporting Community Development 承擔責任，支持社區發展
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)。	Taking Responsibility, Supporting Community Development 承擔責任，支持社區發展

## COMMENTS AND FEEDBACKS

### 意見及反饋

Thank you for reading the China Chengtong Development Group Limited 2024 ESG Report. To improve our ESG management capabilities and standards, we sincerely invite you to provide valuable comments and suggestions on this report.

感謝您閱讀中國誠通發展集團有限公司2024 ESG報告。為了提升我們的ESG管理能力與標準，我們誠邀您對本報告提供寶貴的意見與建議。

#### Your overall rating of the China Chengtong Development Group Limited 2024 ESG Report:

您對中國誠通發展集團有限公司2024 ESG報告的整體評價：

Excellent 優秀       Good 良好       Average 一般       Poor 差       Very Poor 非常差

#### Do you think this report can reflect the impact of China Chengtong Development Group Limited's ESG practices on the economy, society, and environment?

您認為這份報告能否反映中國誠通發展集團有限公司的環境、社會及管治實踐對經濟、社會及環境的影響？

Reflects very well 非常好地反映       Reflects well 良好地反映       Reflects moderately 中等程度地反映       Does not reflect well 不太好地反映       Does not reflect at all 完全沒有反映

#### How do you rate the clarity, accuracy, and completeness of the information, data, and indicators disclosed in this report?

您如何評價本報告中披露的信息、數據與指標的清晰度、準確性與完整性？

	Excellent 優秀	Good 良好	Average 一般	Poor 差	Very Poor 非常差
Clarity 清晰度	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accuracy 準確性	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Completeness 完整性	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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#### You can fill in the feedback form and return it to us through any of the following methods:

您可以填寫反饋表，並通過以下任何一種方式將其反饋給我們：

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