



海昌海洋公园控股有限公司

HAICHANG OCEAN PARK HOLDINGS LTD.

(Incorporated in the Cayman Islands with Limited Liability 於開曼群島註冊成立之有限公司)
Stock Code 股份代號：2255

2022

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告

育梦·育爱·育快乐

DREAM LOVE JOY





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

1. ABOUT THIS REPORT

Reporting Scope

Haichang Ocean Park Holding Co., Ltd. (hereinafter referred to as “the Group” or “**Haichang Ocean Park**” or “**Haichang**”) has published Environmental, Social and Governance (“**ESG**”) reports since 2016. This is our seventh ESG report, which covers the ESG performance of the Group for the period from 1 January 2022 to 31 December 2022, and some of the content relates to the period outside such time frame.

The scope of entities of our 2022 ESG (“**scope of entities of our 2022 ESG report**”) report includes the headquarters of the Group and 7 large-scale self-owned theme parks, including Shanghai Haichang Ocean Park, Sanya Haichang Fantasy Town, Zhengzhou Haichang Ocean Park, Dalian Haichang Discoveryland Theme Park, Dalian Laohutan Ocean Park, Chongqing Haichang Caribbean Water Park and Yantai Haichang Ocean Park.

Reporting Standards

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (“**the ESG Reporting Guide**”) under Appendix 27 to the Rules Governing the Listing of Securities (“**the Listing Rules**”) published by The Stock Exchange of Hong Kong Limited (“**HKEX**”), comprising the mandatory disclosure requirements and “comply or explain” provisions. The Report has also complied with the Reporting Principles of Materiality, Quantitative, Balance and Consistency set out in the ESG Reporting Guide.

The report disclosed the details of the progress and effect of ESG work of Haichang Ocean Park Holding Ltd. in 2021 and was reviewed and approved by the Board on 30 March 2023.

1. 關於本報告

報告範圍

海昌海洋公園控股有限公司（以下簡稱「**本集團**」或「**海昌**」）自2016年起開始發佈環境、社會及管治（以下簡稱「**ESG**」）報告。本報告為本集團發佈的第七份ESG報告，涵蓋本集團2022年1月1日至2022年12月31日的ESG表現，部分內容超出上述範圍。

本年度我們的ESG報告主體範圍（以下簡稱「**2022ESG主體報告範圍**」）包括本集團總部及上海海昌海洋公園、三亞海昌夢幻海洋不夜城、鄭州海昌海洋公園、大連海昌發現王國主題公園、大連老虎灘海洋公園、重慶海昌加勒比海水世界、煙台海昌海洋公園7個集團大型自有主題公園。

編製依據

本報告依據香港聯合交易所有限公司（「**香港聯交所**」）刊發的證券上市規則（「**上市規則**」）附錄二十七所載之《環境、社會及管治報告指引》強制披露規定及「不遵守就解釋」條文而編撰，並遵從該指引載列的重要性、量化、平衡及一致性披露原則。

本報告詳盡披露了海昌海洋公園控股有限公司2022年ESG工作的進展與成效，並於2023年3月30日呈報董事會審議通過。

Reporting Principles

Materiality: Haichang Ocean Park aimed to enhance the specificity of reporting, further identify ESG issues and assess their materiality in accordance with the ESG Guide of the Hong Kong Stock Exchange to ensure the comprehensiveness and accuracy of the information disclosure in the report and high connectivity between the issues and the stakeholders.

Quantitative: Haichang Ocean Park regularly compiled statistics on the indicators of key quantified disclosures of all “Environmental” areas and certain “Social” areas stated in the ESG Reporting Guide. Such statistics were collected during the year for the preparation of this final report for public disclosure. Details of the quantified ESG data are presented in the “KPIs of The HKEX ESG Reporting Guide” section of the report.

Consistency: The information disclosed in the report were summarized based on the collective information gathering procedure and working mechanism set up by the Group to ensure consistency and comparability. The scope of this report does not include Qingdao Haichang Polar Ocean Park, Chengdu Haichang Polar Ocean Park, Wuhan Haichang Polar Ocean Park and Tianjin Haichang Polar Ocean Park that have been disposed in 2021. There was no change in other reporting scope.

Access to the Report

This report is available in both Traditional Chinese and English, which can be accessed on the HKEX website and the Group’s website at <https://www.haichangoceanpark.com/>.

匯報原則

重要性原則：海昌海洋公園旨在提升報告針對性，依據聯交所《環境、社會及管治報告指引》要求，識別ESG重要性議題，保證報告披露的全面性、準確性，以及議題和利益相關方的高度關聯性。

量化原則：海昌海洋公園對包括ESG報告指引中所有「環境」範疇及部分「社會」範疇的量化關鍵披露指標進行定期統計，並於年內進行匯總，最終形成本報告對外披露。ESG量化數據詳見本報告「香港聯合交易所ESG指引關鍵績效指標」章節。

一致性原則：本報告中披露的數據均根據集團建立的統一信息收集流程、工作機制進行統計，以保證數據連年可比。2022年度報告範圍不包括已於2021年完成出售的青島極地海洋公園、成都極地海洋公園、武漢極地海洋公園、天津極地海洋公園，其餘報告範圍保持不變。

獲取方式

本報告具備中文及英文版本，並刊載於香港聯交所網站及本集團網站<https://www.haichangoceanpark.com/>。



Feedback

In addition to fulfilling the responsibilities of non-financial reporting, this report is also committed to becoming a communication platform that can strengthen our understanding with various stakeholders and provide informative guidance on the sustainable development of the Group. We welcome people from all walks of life to provide valuable comments and suggestions on the content of this report, the way it is presented and our sustainable development performance. You can contact us at investor@haichangoceanpark.com.

2. STATEMENT OF THE BOARD

The purpose of the statement is to explain the Board's governance on the work relating to environment, social and governance and its supervisory responsibility on those work.

Haichang Ocean Park regards its Environment, Social and Governance (ESG) initiatives as a pillar in support of a long-term, healthy and sustainable development of the Company. We have been leading other industry players by actively commencing social responsibility activities as well as vigorously promoting animal welfare, conservation and rescue. We also focus on protecting ecological environment, implementing green and low-carbon operation, safeguarding legal rights and interests of employees, contributing to rural revitalization, caring for autistic children and bringing health and joy to the disadvantaged. In 2022, Haichang Ocean Park strengthened the daily ESG management and implemented ESG projects so as to constantly improve the ESG performance.

意見反饋

本報告在履行有關非財務報告的責任之外，更致力於成為一個能加強我們與各持份者瞭解的溝通平台，為本集團可持續發展提供具參考價值的指引。我們歡迎各界人士就本報告內容、報告方式及我們的可持續發展表現提供寶貴的意見及建議，並通過 investor@haichangoceanpark.com 與我們聯繫。

2. 董事會聲明

本聲明旨在闡述海昌海洋公園董事會對環境、社會及管治相關工作的治理和監督責任。

海昌海洋公園始終將環境、社會及管治(ESG)工作視為公司長期穩健發展的重要因素，積極發揮業內領軍者作用，開展社會履責活動，大力推行動物福利、動物保育及動物救助等工作。同時，我們重視生態環境保護，踐行綠色低碳運營，保障員工合法權益，積極助力鄉村振興，關愛自閉症兒童，為弱勢群體帶來健康與歡樂。2022年海昌海洋公園持續強化ESG日常管理，開展ESG項目，持續提升ESG表現。

Haichang Ocean Park Holding Co., Ltd. is well aware of the importance of sound corporate governance, risk management procedures and management on environment, social and governance which is indispensable to the Company's sustainable development. The Group is dedicated to establishing a comprehensive ESG governing mechanism for better ESG management, striving for the goal of becoming a "World-class, top-notch in China, innovative and practical" think tank for the research and development ("R&D") of cultural tourism, pursuing green development for harmony between environment and society as well as stable environmental, social and corporate values in the long term.

Haichang Ocean Park has engaged ERM, an internationally renowned ESG consultancy, to conduct a review and analysis of the Group's ESG efforts for FY2022, on the basis of which this ESG report has been developed. Haichang Ocean Park and ERM will also continue to discuss the ESG strategic framework for the Group's future development and ERM will provide guidance for the Group's sustainability path.

The Group has developed its own corporate governance code (the "CG Code") in accordance with the principles set out in the Corporate Governance Code and the Corporate Governance Report as set out in Appendix 14 of the Listing Rules. The CG Code sets out the corporate governance principles applied by the Group and is constantly reviewed to ensure transparency, accountability and independence. For more information about the Group's corporate governance, please refer to the "Corporate Governance Report" section of the Group's 2022 Annual Report.

海昌海洋公園控股有限公司深知良好的公司治理和風險管理流程的重要性，包括對公司可持續發展至關重要的環境、社會及管治事項管理。本集團致力於打造健全的ESG管治機制，提高ESG管理水平，以成為「國際水準、中國一流、銳意創新、精於實踐」的文旅產業研發智庫機構為ESG戰略目標，堅持綠色發展，努力與環境和社會和諧相融，以創造長期穩定的環境、社會以及企業價值。

海昌海洋公園聘請了國際知名ESG諮詢機構ERM 伊爾姆就本集團2022年度的ESG工作進行了梳理分析，並在此基礎上形成本報告。同時雙方也將繼續就本集團未來發展的ESG戰略框架進行探討，為本集團的可持續發展路徑提供指引。

本集團已根據上市規則附錄十四所載《企業管治守則》及《企業管治報告》所載原則，制定自身的企業管治守則（「企業管治守則」）企業管治守則載列本集團所應用的企業管治原則，並不斷進行檢視以確保透明度、問責性及獨立性。如欲瞭解更多有關本集團的企業管治資訊，請參閱本集團2022年度報告「企業管治報告」部分。



In the year 2022, in view of the internal and external environment, the Group regarded energy conservation, animal conservation, customer services and guarantees of employees' interests as important parts of ESG management. The Group attaches great importance to environmental protection and is committed to becoming an environment-friendly enterprise, reducing energy and resource consumption, and reducing waste water and waste discharge. The Group actively advocates the concept of animal protection, devotes itself to animal research and popular science protection, and improves animal welfare. Starting from the customer experience, the Group also emphasized the importance of customer services and focused on improving customer services and developing innovative cultural and tourism products during the reporting year and further strengthened resource integration and mutual empowerment in leisure consumption. The Group also took active steps to safeguard the interests of employees and enhance their welfare, and guaranteed the safety and health of employees through multiple measures. The ESG Information Working Group of the Group will regularly assess the progress of the above objectives and report to the ESG Committee of Directors to ensure the accomplishment of ESG strategic goals.

3 ABOUT US

Company Profile

Haichang Ocean Park Holdings Ltd. is a leading ocean park developer, commercial supporting property developer and operator in China. Since the establishment of the Pole Aquarium in Dalian Laohutan Ocean Park in 2002, which mainly displays animals from the North and South Poles, after 20 years of development, we have gradually extended our business model to core cities with our industry-leading polar marine animal conservation technology and launched Haichang Ocean Park's strategy layout across the country. At present, Haichang Ocean Park operates 7 self-owned large-scale ocean theme parks with Shanghai, Sanya and Zhengzhou as the core.

2022年，本集團結合內外部環境，將節約能源資源、動物保育、客戶服務和員工權益保護作為ESG管理的重要工作內容。海昌海洋集團重視環境保護，致力於成為環境友好型企業，降低能源資源消耗，減少廢水和廢棄物排放；積極倡導動物保護理念，投身動物研究和科普保護事業，提升動物福利；從客戶體驗出發，將提升客戶服務、開發創新文旅產品作為年度工作重心，結合品牌實力和運營優勢，進一步加強休閒消費領域的資源整合和相互賦能；積極維護員工權益，通過多元措施保障員工的安全與健康，提升員工福利。集團ESG信息工作小組將定期評估相關目標管理進度，並匯報集團ESG董事委員會，以確保ESG戰略目標的實現。

3. 關於我們

公司簡介

海昌海洋公園控股有限公司是中國領先的主題公園開發商和運營商。自2002年建成以展示南北極動物為主的大連老虎灘海洋公園極地館，我們經過二十年發展，憑藉行業優秀的極地海洋動物保育技術，將業務模式逐步推廣到核心城市，展開了海昌海洋公園在全國的戰略佈局。目前海昌海洋公園在全國範圍內經營有以上海、三亞、鄭州為核心的7大自有大型海洋主題樂園。



On March 13, 2014, Haichang Ocean Park Holdings Ltd. was successfully listed as the first theme park operator on the Main Board of the Hong Kong Stock Exchange. After entering the international capital market, Haichang Ocean Park has deepened its brand building and continued to build a leading brand in the theme park industry with ocean park as the core. Adhering to its brand image of “brave innovation, optimism and good faith” and its pursuit of “dream, love, joy”, Haichang will continue to offer one-stop international-class service in sightseeing, catering, shopping and accommodation.

Brand Vision:

Forging the No. 1 Ocean Culture and Travelling Entertainment Brand in China. Building a Travelling Entertainment Platform Featured International Ocean Culture.

2014年3月13日，海昌海洋公園在香港聯交所成功上市，成為首家在香港聯交所主板上市的主題公園運營商。進入國際資本市場後，海昌海洋公園深化品牌建設，持續打造以海洋公園為核心的主題公園行業內領導品牌，倡導「勇於創新、陽光健康、真誠可靠」的品牌個性和「有夢•有愛•有快樂」的品牌主張，為遊客提供集公園遊覽、餐飲、購物、住宿等為一體的一站式綜合服務體驗。

公司願景：

成為中國文旅行業最有價值的公司，打造一個「有夢•有愛•有快樂」的樂園，不斷滿足消費者日益增長的對高質量文旅消費產品的需求。



4. ESG AWARDS AND HONORS

4. ESG 獎項與榮譽

Award Name 獎項名稱	Award Winners 獲獎單位	Issuing Institution 頒發機構
Social Responsibility Benchmark Cultural Tourism Enterprise in 2022 2022 社會責任標桿文旅企業	Haichang Ocean Park 海昌海洋公園	2022 China Culture & Tourism Tendency Leaders 2022 文旅風尚榜
Cultural Tourism Innovation Benchmark Enterprise in 2022 2022 文旅創新標桿企業	Haichang Ocean Park 海昌海洋公園	2022 China Culture & Tourism Tendency Leaders 2022 文旅風尚榜
Innovation and Communication Award – Brand Value Award in 2022 2022 年度創新傳播獎—品牌價值獎	Haichang Ocean Park 海昌海洋公園	2022-2023 Future Release Summit 2022-2023 未來發佈峰會
2022 Cultural Tourism and Theme Park Innovation Enterprise 2022 文旅與主題公園創新企業	Haichang Ocean Park 海昌海洋公園	China Theme Park Development Summit Forum 中國主題公園發展高峰論壇
Best Theme Park in China in 2022 2022 中國最佳主題公園	Shanghai Haichang Ocean Park 上海海昌海洋公園	China Theme Park Development Summit Forum 中國主題公園發展高峰論壇
China Theme Park Excellent Experience and Artistic Project in 2022 2022 中國主題公園優秀體驗、 演藝項目	Shanghai Haichang Ocean Park 上海海昌海洋公園	China Theme Park Development Summit Forum 中國主題公園發展高峰論壇
Top Ten Entrepreneurship & Innovation Cases for China Tourism Group 旅遊集團十大創業創新精選案例	Ultraman-themed Entertainment Zone of Shanghai Haichang Ocean Park 海昌海洋公園奧特曼主題娛樂區	2022 China Tourism Group Development Forum 2022 中國旅遊集團化發展論壇



5. ESG MANAGEMENT

5.1 ESG Management Framework

Haichang Ocean Park has established a cross-divisional ESG operational structure to integrate the work content and functions of various departments and promote the comprehensive development of the Group's ESG affairs. The Group has set up a ESG Information Working Group comprising the Group's core departments such as the Human Resources and Administration Department, Operation Center, Haichang Cultural Tourism Research Institute, Costs and Procurement Department, and Capital and Finance Department. The Group's ESG Information Working Group is responsible for organizing and formulating ESG action plans, collecting and collating ESG information, arranging the preparation and preliminary review of ESG reports and coordinating the presentation of ESG reports to the Board. ESG information management officers are designated in each department and project company to regularly collect, report and review ESG information and ensure that the data and information are comprehensive and accurate.

In 2022, the Group sorted out, diagnosed and optimized the existing ESG governance structure, and improved the work content and division of functions related to ESG in each department. We plan to further establish a dedicated ESG working group, which will be responsible for executing all ESG-related resolutions of the Board, regularly communicating with the relevant stakeholders, identifying significant ESG risks and opportunities in the process of the Group's business development, and reporting to the Board and the management on a timely basis.

5. ESG管理

5.1 ESG管理架構

海昌海洋公園建立了跨部門的ESG工作組織架構，綜合各部門的工作內容和職能，促進集團ESG事務的全面開展。我們在集團總部層面建立了ESG信息工作小組，由企業發展中心、經營中心、成本採購部、人力行政部、監察審計部、財務部及上海海昌極地海洋生物科技有限公司、海昌文旅研究院等集團中心部門／附屬公司構成，負責組織編製ESG行動計劃、收集和整理ESG信息、委託編製和初審ESG報告，並配合董事會ESG報告的匯報；在各部門及項目公司層面，設置了ESG信息管理專員，負責定期收集、上報與審核各項目公司的ESG信息，並確保相關數據和信息的準確性。

2022年，本集團對現有ESG管治架構進行了梳理診斷和優化，完善了各部門與ESG相關的工作內容和職能劃分。我們計劃進一步成立專門的ESG工作組，負責落實董事會ESG各項決議，與利益相關方溝通對話，識別集團在經營發展過程中的重要ESG風險及機遇，及時向董事會及管理層傳達。



5.2 Stakeholder Engagement and Materiality Assessment

Haichang Ocean Park maintains communication with different stakeholders in order to fully understand their expectations and requirements and establish effective and long-term close relationships. We set up various channels to actively engage with stakeholders through daily business communication, forums, meetings, shareholders' meetings, training, etc. We integrate stakeholders' demands into our business strategies and business operations to seek sustainable development of the Group.

5.2 持份者溝通與實質性評估

海昌海洋公園與不同利益相關方保持溝通，以充分了解利益相關方的期望和要求，建立有效且長遠的密切關係。我們通過日常業務交流、論壇、會議、股東大會、培訓等方式，設立多種渠道與利益相關方積極接觸，將利益相關方的訴求融入到經營戰略和業務運營中，尋求集團的可持續發展。

Chart 1 Key Stakeholders, Concerns and Communication Methods

圖表1：主要持份者、關注重點與溝通方式

Key Stakeholders 主要持份者	Key Concerns/Issues 主要關注點／關鍵議題	Communication Channels 溝通方式
Government and regulatory authorities	Legal operation Risk management Social responsibility Information disclosure Driving local economic development Employment promotion Operation safety	Paying taxes proactively Publishing reports Providing employment opportunities Inspecting recreation facilities regularly Government exchanges and cooperation
政府及監管機構	合法經營 風險管理 社會責任 信息披露 推動地區經濟發展 促進就業 安全管理	主動納稅 報告發佈 提供就業崗位 定期檢查遊樂設施 政府交流及合作



Key Stakeholders 主要持份者	Key Concerns/Issues 主要關注點／關鍵議題	Communication Channels 溝通方式
Shareholders and investors 股東及投資者	Earnings returns Compliant operation Information disclosure Corporate governance Involvement in decision-making process 收益回報 合規運營 信息披露 企業管治 參與決策程序	Compliance operation Shareholders' general meeting Annual or periodic reports Group announcement update Special report Roadshow and seminar 合規管理 股東大會 年度或定期報告 更新集團公告 專題匯報 路演和研討會
Employees 員工	Legal rights and interests Health and safety Remuneration and benefits Staff care Career development 合法權益 健康安全 薪酬福利 員工關懷 職業發展	Staff communication meeting Staff physical examination Salary and benefit system Professional training Staff activities 員工溝通交流會 員工體檢 薪資福利體系 專業培訓 團建活動
Customers 客戶	Quality services Legal rights and interests Continuous communication Privacy protection 優質服務 合法權益 持續溝通 隱私保護	Complaint mechanism Hotline Customer feedback Customer satisfaction survey 投訴機制 熱線電話 顧客反饋 客戶滿意度調查
Suppliers 供應商	Openness and fairness Honesty and trustworthiness Performance of contracts 公開公正 誠實守信 合同履約	Open tendering Equal consultation Periodic evaluation 公開招標 公平磋商 定期審查



Key Stakeholders 主要持份者	Key Concerns/Issues 主要關注點／關鍵議題	Communication Channels 溝通方式
Community 社區	Organizing community and charity services Caring for special groups 開展社區公益 關愛特殊群體	Staff volunteer service Charity donation Caring for autistic children 員工志願者服務 公益慈善捐贈 關愛孤獨症兒童
Industry associations 行業組織	Peer interaction Compliance with standards Reaching consensus 行業互動 遵循標準 樹立共識	Formulation of industry standards Participation in industry forums Inspection and mutual visits 制定行業標準 參與行業論壇 考察互訪
Social organizations 社會組織	Animal protection Energy conservation Waste disposal Green office 動物保護 能源節約 廢棄物處置 綠色辦公	Saving wildlife Promoting animal protection Energy saving and emission reduction measures 救助野生動物 宣傳動物保護 節能減排措施



Materiality Matrix

Haichang Ocean Park has based on the clear implementation of ESG and information disclosure and taken into account the Group's development history and future development trend, invited eight stakeholders groups including customers, shareholders and investors, government and regulatory authorities, employees, suppliers, industrial organisations, social organisations and the community to take part in a questionnaire survey to determine the real and effective priority of the ESG issues. We concentrated on the suggestions and concerns about the Group's ESG issues through questionnaire to further understand the sustainability issues of concern to internal and external stakeholders. Based on the identifications and assessment on those issues, the Group determines the disclosure extent and boundary of material issues to ensure the comprehensiveness and compliance of the information disclosure. Set out below were the main factors taken into account in such assessment:

- Values, policies, strategies, operating management system, and long-term and short-term objectives of the Company.
- Relevant laws, regulations, international treaties or voluntary agreements which have strategic implications on the Company and its stakeholders.
- Judgment results of the materiality of environmental, social and governance information disclosure by peers and competitors.
- Requirements and expectations clearly specified by stakeholders.
- Opinions from the management members and management teams.

實質性矩陣

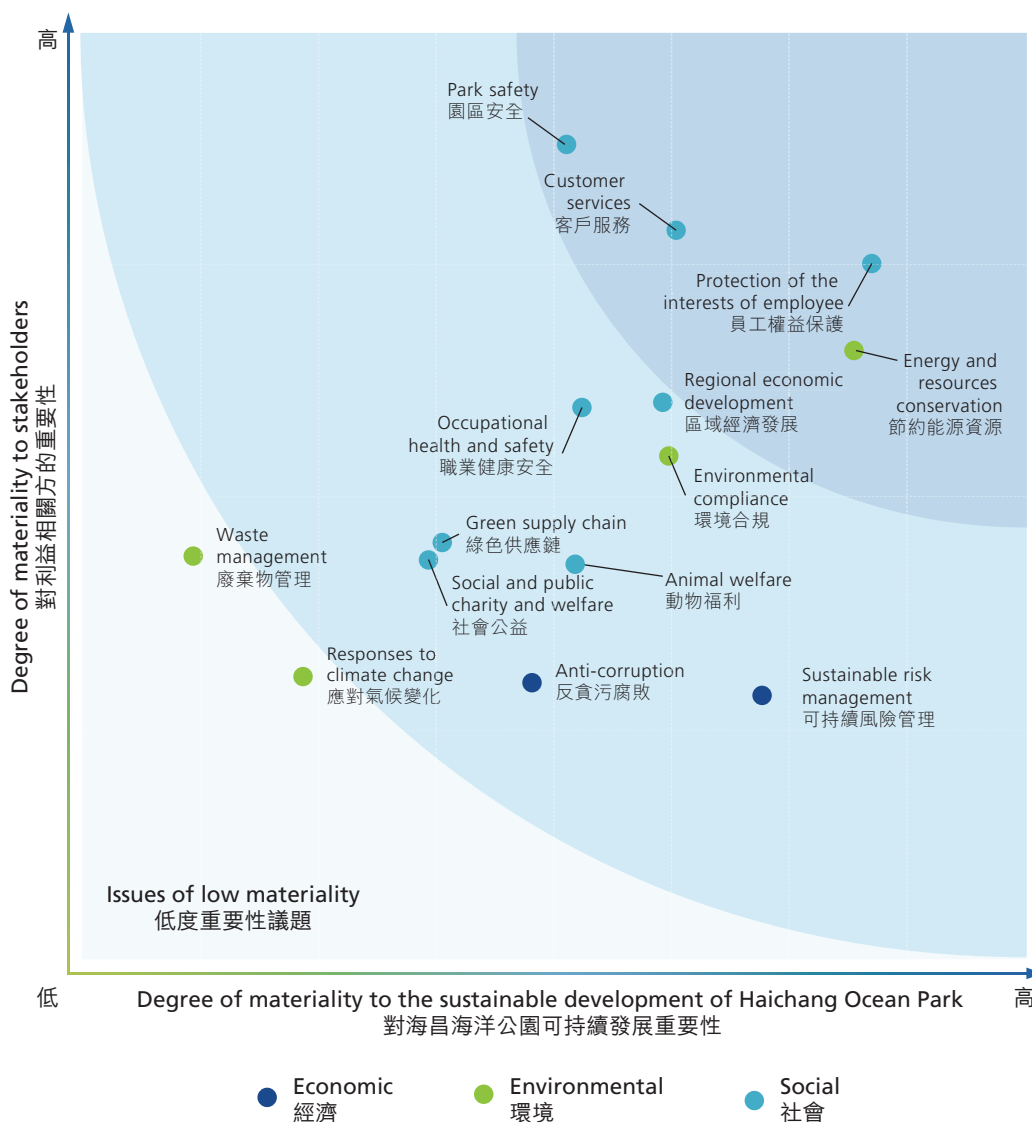
海昌海洋公園以明確ESG實踐及信息披露為出發點，結合本集團發展歷程和未來發展趨勢，邀請客戶、股東和投資者、政府和監管機構、員工、供應商、行業組織、社會組織及小區在內的八大利益相關方參與訪談或問卷調查，以識別出公司與利益相關方共同關注的ESG議題優先級。本集團通過問卷調研，認真聆聽利益相關方對集團環境、社會及管治議題的建議和訴求，進一步了解集團內部和外部利益相關方關注的可持續發展議題，依據對利益相關方關注的議題識別和判定，最終確定重大性議題披露程度和邊界，以保證信息披露完整、合規。判斷因素主要參考：

- 公司價值觀、政策、戰略、經營管理系統、長期和短期目標
- 對公司及其利益相關方具有戰略意義的相關法律、法規、國際協議或自願協議
- 同行和競爭者環境、社會及管治信息披露的重大性判定結果
- 利益相關方明確表達的需求及期望
- 管理層及管理團隊意見



The Group has summarized and analyzed the issues in view of their materiality to stakeholders and Haichang Ocean Park and arranged the important issues into matrix. In 2022, the Group will update the ESG materiality matrix through interviews to understand the opinions of the management and the main management team and use it as an important reference of future strategy forming, target setting and ongoing information disclosure.

本集團從各議題對各利益相關方的重要性和對海昌海洋公園的重要性兩個維度，對議題做出統計及分析，將重要議題以矩陣展現。2022年，本集團通過訪談瞭解管理層和主要管理團隊的意見，對ESG實質性矩陣進行更新，並將其作為今後戰略制定、目標設置與持續信息披露的重要參考。





6. IMPROVING CORPORATE GOVERNANCE

6.1. Corporate Governance Framework

The Group actively promotes responsible business conduct and has developed a comprehensive risk organization framework to help enterprises continuously strengthen compliance construction and strictly meet regulatory and compliance requirements. We have identified and assessed ESG risks in the process of corporate operation and development, formulated strategies to deal with relevant risks, and continuously improved and enhanced the corporate risk management and control system. The content of this section can be referred to together with the "Corporate Governance Report" section of Haichang Ocean Park's 2022 Annual Report.

6.2. Anti-Corruption and Anti-Bribery

Compliant operation and business ethics are crucial to realize corporate sustainable development. Haichang Ocean Group attached great importance to operating in accordance with the laws and continuously improving corporate risk identification, control and management. At the same time, the Group strictly complied with the Company Law of People's Republic of China, the Securities Law of the People's Republic of China and the Anti-corruption and Bribery Law of the People's Republic of China and other laws and regulations and strives to push the steady development of the whole industry through action.

6. 完善公司治理

6.1. 公司治理架構

本集團積極推進負責任的商業行為，並制定了一套完整的風險組織框架，以幫助企業持續強化合規建設，嚴格滿足監管及合規要求。我們針對企業運營及發展過程中存在的ESG風險進行識別與評估，制定了相關風險的應對策略，持續完善和提升企業風險管理控制體系。本章節內容可與海昌海洋公園2022年報「企業管治報告」部分一併參考。

6.2. 反腐敗與反賄賂

合規運營及商業道德是企業實現可持續發展的關鍵，海昌海洋公園集團高度重視依法經營，持續提升企業風險識別、監控和管理。與此同時，本集團嚴格遵守《中華人民共和國公司法》《中華人民共和國證券法》《中華人民共和國反貪污賄賂法》等法律法規，力求以實際行動幫助整個行業穩步發展。



Haichang Ocean Park was dedicated to creating a clean, justified, open and transparent business cooperative environment and forbidding any corruption, bribery and cheating behaviors. The Group has established the Supervisory and Monitoring Department to identify risks related to corruption, bribery and fraud, as well as to strengthen the implementation of risk control and prevention. The Group has set up a comprehensive reporting mechanism including email and phone lines to encourage employees to report any improper and illegal behaviors. With a zero-tolerance attitude towards any violations of laws and disciplines, the charged person will receive serious penalty once the reporting is confirmed, and the reporting person will also be granted appropriate awards. During the reporting period, the Group was not aware of any major illegal or improper events or any litigation relating to corruption.

The supervision and audit department of Haichang Ocean Park was entrusted to handle the following complaints relating to the misconducts of employees:

- 1 Accept any form of bribery or other undue benefits including kickback, bribery, and gifts, banquets, travel and other improper benefits for personal interests or lead to infringement of the Company's interests;
- 2 Implement bribery or introduce bribery out of improper purposes;
- 3 Embezzlement, theft, misappropriation of funds, misappropriation of assets of the Company, favoritism which is detrimental to the interests of the Company, and other illegal behaviours or misconducts;
- 4 Collude with some suppliers to rig in bid invitation;
- 5 Collude with some distributors on bad debts;

海昌海洋公園集團致力於打造廉潔、公平公正、開放、透明化的經營環境，嚴厲打擊和反對任何腐敗、賄賂及舞弊的行為。本集團設立了監察審計部以識別腐敗、賄賂及舞弊等相關風險，同時強化風險管控及防範的落實工作；建立了完善的舉報機制包括郵箱和舉報電話等，同時鼓勵員工積極舉報一切違法違規行為，一經核實，對任何違法違紀行為採取零容忍態度，對違法違規人員進行嚴肅處理並對舉報者給予獎勵。報告期內，本集團未發生重大違法違規事件以及任何貪污腐敗相關的訴訟案件。

以下涉及員工違紀的舉報由海昌海洋公園監察審計部受理：

1. 謀取個人利益或損害公司利益，如接受供應商以及其他合作夥伴任何形式的賄賂或回扣、索賄、禮品、饋贈、宴請、旅遊等不正當利益；
2. 為不適當的目的支付賄賂或介紹賄賂等行為；
3. 職務侵佔、盜竊、挪用資金、侵佔公司資產以及徇私舞弊損害公司利益等違法違紀行為；
4. 與某些供應商勾結進行操縱招標等行為；
5. 與某些渠道商勾結進行倒票等行為；



- | | |
|---|---|
| <p>6 Abuse power and use the position convenience for undue personal interests or interests for interest-related persons or others;</p> <p>7 Leak confidential businesses or technologies;</p> <p>8 Conduct connected transactions or breach the terms of conflict of interest; and</p> <p>9 Breach management rules or other behaviours or other corruption that would cause damage to the Company's economy or result in operational risks.</p> | <p>6. 濫用職權，利用職務之便為自己、利害關係人或他人謀取不正當利益；</p> <p>7. 洩露公司的商業方案或技術秘密；</p> <p>8. 實施關聯方交易或違反利益衝突條款實；及</p> <p>9. 違反公司各項管理規定、其他損害公司經濟利益、致使公司存在經營風險的行為或其他腐敗舞弊行為。</p> |
|---|---|

Haichang Ocean Group responded to the mobilisation of integrity construction, carried out anti-corruption trainings and corporate integrity promotion, enhanced the integrity awareness of senior management and employees, and created a clean and fair internal corporate environment to continuously improve the level of corporate compliance. During the reporting period, the number of management staff and employees participated in anti-corruption and other relevant training is 1,137 person-time.

為了持續提升企業合規水平，海昌集團積極響應開展反腐敗、反貪污的相關培訓，有序地推進廉政宣傳工作，提升高層和員工的廉潔意識，塑造廉潔公平的企業內部環境。報告期內，海昌海洋公園集團共有1,137人次的管理工作者及員工參與了反腐敗等相關培訓。

		Employees 員工	Management 管理層
The number of people participated in anti-corruption training (person-time)	參加反貪腐培訓人數 (人次)	1,057	80
The hours of anti-corruption training (hour)	參加反貪腐培訓時長 (小時)	1,850	133



6.3. Intellectual Property (“IP”) Protection

In order to protect the Haichang Group’s intellectual property rights, enhance the intellectual property management and improve the level of creation, utilization, management and protection of intelligent properties, the Group formulated Intellectual Property Management System in accordance with the requirements of the country’s relevant laws and regulations, such as the Patents Law, the Copyright Law, the Trade Marks Law, and the Anti-Unfair Competition Law, including patents right, trademarks right and copyright, etc.

Continued efforts have been made to strengthen the management and protection of intellectual property rights of Haichang Ocean Park, step up safeguards for intellectual property rights ranging from trademarks to images with the aim of protecting its own intellectual property rights while avoiding infringing upon rights of others. We put in place the Measures Concerning the Supervisory Regime for the Development of IPs of Haichang Ocean Park to govern the applications for and the process of IP research and development as well as the workflow of trademark and copyright registration. Also, the Measures Concerning the Regulation and Management of the Application of IPs of Haichang Ocean Park and the Principles and Measures Concerning the licensing Management of IPs of Haichang Ocean Park were also introduced to set out the regulations over the licensing, marketing and commercial cooperation in respect of IPs so as to promote the realization of their value in accordance with laws and regulations.

6.3. 知識產權保護

為保護海昌集團持有的知識產權，強化知識產權管理，提升知識產權創造、運用、管理和保護的水平，本集團根據國家有關法律法規的要求制定了《知識產權管理制度》，包括《專利法》《著作權法》《商標法》《反不正當競爭法》等有關法律所規定的權利，包括專利權、商標權、著作權等。

海昌持續加強從商標到形象的知識產權保護力度，在保護自身知識產權的同時避免侵犯他人權益。我們通過《關於海昌海洋公園IP開發管理制度的辦法》，規範IP研發申請和開發、商標權和著作權註冊的流程；通過《關於海昌海洋公園IP應用規範管理的辦法》《關於海昌海洋公園IP授權管理原則和辦法》，明確IP對外授權輸出和市場商業合作的實施規範，力求在合法合規的基礎上推動價值變現。



The Group's Corporate Development Center is responsible for coordinating and managing the use and maintenance of intellectual property rights, guiding the Human Resources and Administration Department to establish the "Intellectual Property Rights Classification Ledger", classifying and archiving intellectual property rights, and implementing dynamic daily tracking and management. The marketing center, cultural tourism business department, derivative consumption center and other relevant departments are responsible for paying close attention to the markets around the world. If they find any information suspected of infringing on the company's intellectual property rights, they will promptly feed back to the enterprise development center and work together with the enterprise development center to collect evidence of the infringement facts and carry out rights protection actions.

7. PROTECTING ECOLOGICAL ENVIRONMENT

Since the beginning of the 21st century, environmental and ecological issues such as climate change, environmental pollution, and biodiversity destruction have become increasingly prominent, forcing us to rethink the relationship between man and nature. In this context, more and more countries and industry-leading business units have taken positive actions to help slow down the process of climate change from different perspectives, such as policies and regulations and technological upgrading.

As the largest marine theme park operator in China, Haichang Ocean Park is committed to environmental and ecological protection, establishing a systematic environmental management system, strengthening waste management and minimizing the environmental impact of daily operations. At the same time, we actively carry out environmental and ecological protection advocacy and enhance the environmental protection awareness of employees and business partners, so as to penetrate the purpose of environmental protection into all aspects of our business and help the country achieve the "dual carbon" goal.

集團的企業發展中心負責統籌管理知識產權的使用和維護，指導人力行政部建立《知識產權分類台賬》，對知識產權進行分類存檔，實行動態日常跟蹤管理。營銷中心、文旅事業部、衍生消費中心等各相關部門負責密切關注各地市場，如發現涉嫌侵犯公司知識產權的信息，將及時反饋至企業發展中心，並與企業發展中心共同收集侵權事實的證據，開展維權行動。

7. 保護生態環境

進入21世紀以來，氣候變化、環境污染、生物多樣性破壞等環境與生態問題日益突出，讓我們不得不重新思考人與自然的關係。在此背景下，越來越多的國家、行業領頭企業單位相繼採取積極行動，從政策法規、技術升級等不同的角度，助力減緩氣候變化的進程。

作為中國最大的海洋主題公園運營商，海昌海洋公園積極承擔環境與生態保護的責任，建立系統的環境管理體系，加強廢棄物治理，致力於將日常運營的環境影響降至最低。同時，我們積極開展環境與生態保護倡導，提升員工與公司業務夥伴的環保意識，將保護環境的宗旨深入到公司業務的各個層面，助力國家實現「雙碳」目標。



7.1. Environmental Management

Haichang Ocean Park has acknowledged the importance of environmental protection and tried its best to reduce the impacts of its operations on environment by adhering to the management philosophy of “green development”. Starting from the management and technical levels, we have established and improved relevant policies and systems in the fields of waste management, energy conservation, and water resources utilization, and carried out energy conservation and emission reduction innovations and practices. We strived to promote energy conservation and emission reduction with our regional project companies and partners, improve energy efficiency, reduce pollution emissions, and actively fulfill the environmental responsibilities undertaken by the industry.

In order to better implement environmental management actions, Haichang Ocean Park has set environmental management objectives to help standardize and institutionalize the management of environmental goals and ensure that our environmental objectives are decomposed and implemented from top to bottom. For 2022, the wastewater reduction target is 16,785 tons, the energy saving target is 166.2 tons of standard coal, and the water conservation target is 23,500.5 tons.

7.1.1. Emissions Management

In strict compliance with the relevant laws and regulations such as the Law of the People’s Republic of China on Environmental Protection and the Law of the People’s Republic of China on Prevention and Control of Environmental Protection by Solid Wastes, Haichang Ocean Park has actively reminded the importance of environmental protection management at the Group level, guided companies to utilize resources more cautiously and reduce the production of emissions, continued to optimize the control and management, and ensured that solid wastes and wastewater are passed the review by the environmental protection sector and fulfilled the requirements of the national and local environmental standards.

7.1. 環境管理

海昌海洋公園意識到保護生態環境的重要性，積極踐行「綠色發展」的管理理念，盡可能降低企業自身運營對環境所造成的影響。我們從管理和技術層面入手，在廢棄物管理、能源節約、水資源利用等領域建立健全相關政策制度並開展節能減排創新與實踐，努力聯合各地區項目公司與合作夥伴共同推動節能減排，提升能源使用效率，減少污染排放，積極踐行行業內所承擔的環境責任。

為了更好地落實環境管理行動，海昌海洋公園制定了相關環境管理目標，幫助公司環境目標管理規範化和制度化，確保公司環境目標自上而下得到分解與落實。其中，2022年廢水減排目標16,785噸，節約能耗目標166.2噸標準煤，節約用水目標23,500.5噸。

7.1.1. 排放物管理

海昌海洋公園嚴格遵守《中華人民共和國環境保護法》《中華人民共和國固體廢棄物污染環境防治法》等相關法律法規，在集團層面積極倡導環保管理的重要性，引導各地方項目公司嚴格使用及控制排放物的產生，持續優化管理監測並切實確保產生的廢水和固體廢棄物均通過環保部門審核，滿足國家和地方環境標準要求。



During the operation of Haichang Ocean Park, the major sources of solid wastes are construction wastes and household refuse. We have formulated the robust procedures and requirements for the disposal and transportation of wastes, which are compliant with the relevant national laws and regulations as well as the requirements of the administrative authorities for environmental hygiene of the local governments. We collected and transported to the designated refuse transfer stations in time every day to ensure the clearness of the park; divided the wastes into recyclables and non-recyclables with the recyclable waste being used for secondary use; the non-recyclables were loaded into a compactor for compression; and the compressed non-recyclable waste was loaded into a special waste removal vehicle and transported to a government-designated landfill to be detoxified and landfilled to avoid polluting environment. During the peak season, we promoted environmental protection knowledge to tourists in the park, increased cleaning efforts, and cleaned up garbage in time to protect the environmental quality of the park. Other recyclable wastes such as retired equipment and facilities were dismantled and collected the recyclable resources by the facilities operation and repairing department for the purpose of saving maintenance resources.

The sources of sewage produced by the Group mainly included husbandry and domestic consumption. The water used in husbandry was recirculated and filtered through the life-support system and then injected in the sedimentation tank for settlement before emission, whilst the domestic sewage was collected in the septic tank and then flew into the corporate sewage pipeline system. In 2022, the Group produced a total of 4,930,183.8 tons of sewage.

海昌海洋公園在運營過程中所產生的固體廢棄物類型主要為建築垃圾和生活垃圾，我們依據國家相關法律法規的規定和當地政府環境衛生管理部門的要求，編製垃圾清運管理的相關程序和規定。我們每天及時將園區所有的垃圾進行收集、運送到指定的垃圾中轉站，保證園區的衛生清潔；將可回收和不可回收垃圾進行分揀，可回收垃圾進行二次利用，不可回收垃圾裝入壓縮器內進行壓縮處理；將壓縮後的不可回收垃圾裝入專用的垃圾清理袋內，運送到政府指定的垃圾填埋場進行無害化處理和填埋。同時，我們在旺季期間對園區內遊客進行環保知識宣傳，加大保潔力度，做到對垃圾的及時清理，充分保障園區環境品質。其他處理廢棄物例如報廢的設備設施，設施運維部進行拆解，回收可利用資源，有效節約維修資源。

我們在運營過程中產生的廢水類型主要為飼養用水和生活用水。飼養用水經過維生系統循環過濾後，注入沉澱池沉澱後排放；生活用水經過化糞池後注入市政管網排放。2022年，本集團共產生廢水4,930,183.8噸。



We have been actively advocating the concept of sustainable development. Regarding the packaging materials used by the Group in its products such as plastic and paper, we collected and reused them in active response to the national call for the purposes of minimizing the impacts on the environment.

7.1.2. Energy Conservation

In strict compliance with the relevant laws and regulations such as the Law of the People's Republic of China on Energy Conservation, the Group accordingly developed a series of internal regimes such as the Management Regime for Energy Conservation Initiatives, the Energy Management Regime, the Management Regime for Electricity Conservation, Management Regime for Gas Conservation and the Management Regime for Petroleum Conservation in order to reduce waste of resources and pollutants emissions.

The Group has set up energy conservation committees to organize all of the Group's existing projects. We have established energy conservation performance management system, integrated energy conservation and emission reduction into the enterprise operation and development goals, further improved energy use efficiency from energy use personnel management, energy use equipment transformation, and systematically implemented energy conservation and emission reduction by starting from the management of energy-using personnel and energy-using equipment. To further enhance the effectiveness of energy consumption and reduce waste, the company conducted energy conservation and consumption reduction training for all department employees to help each department establish awareness of energy conservation.

我們倡導可持續發展的理念，針對塑料、紙張等對環境可能造成一定影響的包裝材料，積極響應國家號召，將其回收再利用，減少對環境的影響。

7.1.2. 能源節約

在能源使用上，海昌海洋公園嚴格遵守《中華人民共和國節約能源法》等國家法律法規，內部制定了《節能工作管理制度》《能源管理制度》《節電管理制度》《節氣管理制度》等規章制度，旨在減少資源浪費，降低污染排放。

本集團全部存量項目公司均成立節能委員會統籌節能管理，建立節能績效管理體系，將節能減排融於企業運營發展目標，從能源使用人員管理、能源使用設備上入手，進一步提升能源使用效率，系統性地落實節能減排。此外，為了進一步實現能源高效利用並減少浪費，公司面向全體部門員工開展節能降耗培訓，幫助各部門樹立節能意識。



**Energy conservation
and consumption
reduction measures**
節能降耗措施

Specific actions
具體行動

Central air conditioning system

Central air conditioning is a major power consumer in the hotel. Electricity consumption in summer accounts for about 50% of the park's total electricity consumption, which is a key project for energy conservation and consumption reduction. In this regard, we controlled and adjusted the operation of the central air conditioning system according to the changes in outdoor weather conditions. The measures mainly include:

- Set the chilled water outlet temperature at 8°C-9°C, and the return water temperature to 11°C-13°C. The equipment automatically turns on the cooling mode according to the temperature setting. Close the circulation valve in the non-passenger area to reduce the temperature loss of the system, and control the doors and windows in the area to reduce air circulation.
- Set the switching time according to the weather temperature of the day and the situation of tourists entering the park, for example: 10:30-14:00 at noon, 17:30-24:00 in the evening. According to the outdoor, indoor and biological water temperature, the unit displays the temperature, and turns on the cooling tower and fan at any time.
- According to the power of the equipment and the temperature at that time to decide whether to start the centrifugal unit. Pay attention to the passenger flow, grasp the operating temperature of each area and biological water temperature, and reasonably turn on the number of circulation pumps.
- Regularly clean the air-conditioning pipes to enhance heat transfer efficiency.

中央空調系統

中央空調是酒店的耗電大戶，夏季用電約佔園區總電量的50%，是節能降耗的重點項目。對此，我們根據室外氣象條件的變化，對中央空調系統運行情況進行控制與調整，措施主要包括：

- 設定冷凍水出口溫度8°C-9°C，回水溫度11°C-13°C，設備根據溫度設定自動開啟製冷，關閉無客區域的循環閥門，減小系統溫度損失，控制區域門窗減小空氣流通。
- 根據當天的天氣溫度和遊客入園情況制動開關機時間，例如：中午10:30-14:00，晚上17:30-24:00。根據室外、室內及生物水體溫度，機組進行溫度顯示，隨時開啟冷卻塔和風扇。
- 根據設備功率和當時溫度決定是否開啟離心機組，並注重客流情況，掌握各區使用溫度及生物水體溫度，合理開啟循環泵台數。
- 對空調管進行定期清洗，增強傳熱效率。



**Energy conservation
and consumption
reduction measures**
節能降耗措施

Specific actions
具體行動

Power supply and
lighting system

- Replace LED energy-saving lamps in public areas and conference rooms to help save electricity by more than 50%.
- The public areas such as aisles and restrooms in each area are controlled by dedicated personnel to avoid energy waste caused by no one turning off the lights.
- According to seasonal changes, adjust the opening time of outdoor landscape lights and lighting in time.

供電、照明系統

- 對公區及會議室進行LED節能燈具更換，幫助節電效率達50%以上。
- 對各區域的走道、洗手間等公共區域實行分區域專人管控，避免無人關燈造成的能源浪費。
- 根據季節變化，及時調整室外景觀燈、照明燈的開啟時間。

Gas saving measures
for natural gas

- Actively cooperate with indoor air conditioning heating in winter to ensure the opening and stopping time of the gas supply, and make full use of the waste heat to achieve the maximum efficiency of gas consumption.
- Regularly inspect and maintain the vacuum boiler and perform descaling and cleaning. Carry out water quality treatment to ensure that the equipment is in good condition and can save up to 20% of natural gas.
- The kitchen utensils are changed to gas-saving ones, which can be automatically controlled to save about 20% of natural gas.
- The boiler in the dormitory building should set the hot water consumption time for employees according to the actual hot water consumption rules to avoid turning on the boiler 24 hours a day.

天然氣節氣措施

- 積極配合冬季室內空調供熱做好供氣的開停時間，充分利用餘熱達到用氣的最大效能。
- 定期對真空鍋爐進行檢測維護、除垢清潔，並做好水質處理，保證設備運行良好的狀態下可節約天然氣達20%。
- 廚房廚具改為節氣爐具，可自動控制節約天然氣達20%左右。
- 宿舍樓鍋爐應根據實際用熱水規律規定員工的用熱水時間，避免每天24小時開啟鍋爐。



**Energy conservation
and consumption
reduction measures**
節能降耗措施

Specific actions
具體行動

Equipment modification 設備改造	<ul style="list-style-type: none"> According to the current status of facilities and equipment in the park, carry out rationalized energy-saving transformation, and eliminate aging equipment with high energy consumption and poor efficiency. 根據園區設施設備現狀，進行合理化節能改造，淘汰耗能高、效益差的老化設備。
Recycling 回收利用	<ul style="list-style-type: none"> Advocate repairing old things and reusing the waste. 提倡修舊利廢，廢物利用。
Reduce material consumption 降低物耗	<ul style="list-style-type: none"> Reduce material consumption. During the repair and maintenance process, only when it is confirmed that the parts are damaged or cannot be repaired can they be replaced. 降低物耗，在維修、保養過程中要確認配件已損壞或無法維修時才可以更換。

Based on these, Haichang Ocean Park adopted the staggering and off-peak modes of operation for the high-energy consuming equipment and systems in aquariums and stadiums and took advantages of energy storage characteristics of large bodies of water to optimize storage operation and minimize energy consumption. During the reporting period, we further optimized the temperature range of biological life by conducting demonstration and experiments on the temperature of each type of biological life, implemented a staggered electricity consumption plan for the life support system in the park, and set reasonable opening and closing control requirements for life support equipment based on animal habits, the difference in electricity prices between peak and trough cycles and water conditions. At the same time, we reasonably regulated the number of air-conditioning units, running time and temperature according to the big data of visitors to each venue at different times of the day, so as to save electricity as much as possible.

在此基礎上，海昌海洋公園針對館區內的高能耗設備及系統，採取錯峰、躲峰運行的方式，同時利用大水體蓄能的特性優化蓄能，最大限度地降低能源消耗。報告期內，我們通過對各類型生物需求維生溫度進行論證及實驗，進一步合理優化生物維生溫度區間，對園區內的維生系統執行錯峰用電計劃，依據動物習性、峰平谷周期電價差及水體情況制定維生設備合理開閉管控要求。同時，我們根據每天不同時段各場館遊客量大數據，合理調控空調開啟台數、運行時間及溫度，盡可能節約用電量。



Through all these measures, Haichang Ocean Park has effectively reduced its energy usage. In 2022, the integrated energy consumption of the Group amounted to 141,941.12 MWh with the energy consumption intensity being approximately 1.79 MWh/RMB10,000. The Group's greenhouse gas emissions totalled 87,239.11 tons.

7.1.3. Water Conservation

Water is an important resource that supports Haichang Ocean Park, and the refined and scientific management of it is a key factor for the Group to achieve sustainable development. The Group mainly sources water from the tap water supplied by the municipal utility network and seawater. In order to minimize water consumption, the Group has taken measures to further enhance the management of water consumption in venues and daily office operations by strengthening water patrols, using water-conservation equipment, and practicing recycling and reuse to improve the use efficiency. In 2022, the Group's annual water consumption was 5,304,100 tons, with a water intensity of 66.89 tons/RMB10,000 and an annual water saved of 34,300 tons.

We reasonably control water consumption based on visitor flows and consultation with relevant competent departments. We recorded, documented, and compared the readings of all water sub-meters regularly so as to determine whether water consumption was within the reasonable scope of usage. If an unusual issue is identified, the relevant department will be notified to conduct and follow up on rectifications on a timely basis. Furthermore, the Group enhanced the inspection of key checkpoints so as to avoid any occurrence of water running, dripping and leaking, and identify and address potential issues as early as possible. At the same time, we promoted the concept of water conservation all over the park. We posted the water conservation signs around the parks to promote the concept of water conservation and remind staff members, tourists, and visitors of the importance of water conservation.

通過以上各項措施，海昌海洋公園有效降低了能源使用量。2022年，本集團綜合能源消耗量為141,941.12兆瓦時，能耗密度約1.79兆瓦時／萬元，本集團共排放溫室氣體87,239.11噸。

7.1.3. 水資源節約

水資源是支撐海昌海洋公園可持續運營的重要資源，水資源的使用管理精細化、科學化是本集團實現可持續發展的關鍵因素。我們的水資源主要來源為市政網絡的自來水和原生海水。為了盡可能減少用水量，本集團採取加強用水巡查、使用節水設備、進行水循環二次利用等措施，進一步加強對場館和日常辦公運營用水量的管理，提高用水效率。2022年，本集團全年用水量為530.41萬噸，水資源使用密度為66.89噸／萬元，全年節水量3.43萬噸。

我們基於客流量及與相關部門協商，合理控制用水量，定期對各水錶進行抄表記錄、填寫比對等工作，判斷用水是否在合理使用範圍內。若發現異常問題點，則立即通知相關部門進行整改並及時跟進整改情況。此外，我們加強關鍵點位巡查，避免跑、冒、漏等現象的出現，做到早發現、早處理。同時，我們在全園區內提高節約用水宣傳力度，在園區內張貼節水標識，宣傳節約用水理念，積極鼓勵員工與遊客節約用水。



Key water saving measures (example):

1. Control the water consumption for cleaning, do not use excessive amount of detergents and reduce the number of rinses;
2. Reasonably adjust the hot and cold water mixing valves to reduce excessive use of hot water;
3. During the cleaning period, fire-fighting water shall not be used, and the rainwater collection system of the park shall be used when flushing the road surface of the park to make full use of recycled water resources;
4. The kitchen water should be turned on only when it is in use, and the phenomenon of long running water is strictly prohibited;
5. Leakage and damage to faucets, sanitary ware, pipes, etc. should be reported in time for maintenance;
6. Regularly record the water meter conditions in each area of the park, and check whether there are running, bubbling, dripping, and leaking phenomena according to the municipal main water meter;
7. Adjust the water pressure of the main water supply pipelines in each area in time to ensure normal water supply and avoid the waste of water resources caused by excessive pressure.

重點節水措施(示例):

1. 控制保潔用水量，不得超量使用清潔劑，減少沖洗次數；
2. 合理調整冷熱水混合閥，減少過量使用熱水；
3. 保潔期間，不得使用消防水，沖洗園區路面時應使用園區雨水收集系統，充分利用回收水資源；
4. 廚房用水做到隨用隨開，嚴禁長流水現象；
5. 發現水龍頭、潔具、管道等出現洩露與損壞現象，及時上報維修；
6. 定期記錄園區各區域水錶情況，對照市政總水錶查看是否存在跑、冒、滴、漏水現象；
7. 對各區域主供水管道及時進行水壓力調整，保證正常供水，避免壓力過高造成水資源浪費。



7.2. Response to Climate Change

Addressing climate change represents the general direction of global green and low-carbon transformation. In order to achieve the goal of addressing climate change, China has firmly navigated the headwinds and actively responded to climate change, thus promoting the country to make new progress in addressing climate change in practices. As an outstanding enterprise in the industry, Haichang Ocean Park actively responded to the national call, and we have identified the profiles of climate change risks and opportunities in the context of our own current situation and incorporated them into our risk management system to strengthen our ability to respond to climate change risks and opportunities.

In 2022, we conducted research on climate change-related impacts in accordance with the recommendations of the TCFD (Task Force on Climate – related Financial Disclosures). We followed the climate change risk and opportunity identification process and improved targeted response initiatives based on the list of climate change risks and opportunities identified in 2021.

7.2. 應對氣候變化

應對氣候變化代表了全球綠色低碳轉型的大方向。為實現應對氣候變化目標，中國迎難而上，積極因對氣候變化，推動國家應對氣候變化實踐並不斷取得進步。海昌海洋公園作為行業優秀企業，積極響應國家號召。我們結合自身現狀，識別出氣候變化風險及機遇內容，並將其融入風險管理體系，強化氣候變化風險和機遇的應對能力。

2022年，我們基於TCFD(Task Force on Climate-related Financial Disclosures，氣候相關財務披露工作小組)的建議，開展氣候變化相關影響的研究工作。我們遵循氣候變化風險和機遇識別過程，在2021年已識別出的氣候變化風險與機遇清單的基礎上，進一步完善了針對性的應對舉措。



Climate change risk and opportunity identification process

氣候變化風險和機遇識別過程

Information Collection	Preliminary identification of climate-related topics
資料收集	<ul style="list-style-type: none"> • Government Planning • Policy • Historical records of extreme weather events 氣候相關議題初步確定 <ul style="list-style-type: none"> • 政府規劃 • 政策 • 極端天氣事件的歷史記錄
Risk Identification	Identification of relevant climate risks and opportunities
風險識別	<ul style="list-style-type: none"> • Identify and determine the climate change-related issues involved at both the physical risk and transition risk aspects, taking into account industry best practices and the Group’s business 相關氣候風險和機遇識別 <ul style="list-style-type: none"> • 從物理風險、轉型風險兩個層面，結合行業最佳實踐和本集團業務識別並確定涉及到的與氣候變化相關的議題
Data Collection and Risk Assessment	Related Climate Risk and Opportunity Assessment
數據收集與風險評估	<ul style="list-style-type: none"> • Assess the Group’s climate change risks based on RCP8.5 scenarios using databases and tools • Generate a list of the Group’s climate change risks and opportunities 相關氣候風險和機遇評估 <ul style="list-style-type: none"> • 利用數據庫和工具，基於RCP8.5情景評估本集團的氣候變化風險生成本集團氣候變化風險與機遇清單



The List of Climate Change Risks of Haichang Ocean Park

海昌海洋公園氣候變化風險清單

Transition Risks		Description of the Risks
轉型風險		風險描述
Policy and Legal	Increase in pricing of GHG emissions Government authorization and supervision on current products and services	Some government departments in some countries (e.g., France and Mexico) has rolled out taxes that encourages reduction in GHG emission and energy consumption Haichang Ocean Park needs to bear compliance costs, operating costs, and shoulder the potential responsibilities as required by laws and requirements in respect of environment, health, and safety such as fines due to the lack of relevant permits
政策和法律	上漲的溫室氣體排放定價 現有產品和服務的強制要求和監管	一些國家的政府部門已設置旨在鼓勵公司減少溫室氣體排放和能源消耗的稅種(如法國和墨西哥) 海昌海洋公園需承擔某些國家環境、健康和安全方面法律法規要求的合規成本、運營成本和潛在責任。如：缺少相關許可證導致的罰款
Market	Changes in Customer Behaviors	Haichang Ocean Park needs to respond to changing market demand given the increasing knowledge on environment protection of the public and as the public and stakeholders are concerned about the Company's carbon footprint. For example, theme parks need to live up to the international admission of green building, including energy conservation, water conservation and pollution reducing.
市場	不斷變化的消費者行為	大眾環保知識的提升與大眾和利益相關方對公司減少碳足跡的關注，海昌海洋公園需要響應市場逐漸改變的需求。如：主題公園符合且擁有各項國際認可的綠色建築認證，涉及節能、節水、減廢等方面
Reputation	Higher attention from stakeholders/negative feedback	Changes in ownership/management methods, accidents or injury incidents, natural disasters, crimes, negative incidents of customers and similar circumstances may jeopardize the reputation of Haichang Ocean Park while relevant adverse publicity may result in loss of confidence from our customers. Haichang Ocean Park needs to show its business sustainability when encounters the above material events.
聲譽	利益相關方的擔憂增加或負面反饋	所有權或管理方式變更、事故或傷害事件、自然災害、犯罪、客人的負面事件等類似情況可能會損害海昌海洋公園的聲譽，相關不利宣傳將導致客戶對其喪失信心。海昌海洋公園需展現其遭遇如上重大事件時的商業可持續性



Physical Risks 物理風險		Risk Description 風險描述
Acute 短期	Typhoon 颶風	Typhoons with heightened frequency and severity will raise the risk of financial losses (such as facility and equipment) and cause higher insurance expenses and even the unavailability of insurance. In addition, suspended operation of theme parks may cause shrinking income in the long term. 更頻繁和更嚴重的颶風將增加財產損失的風險（如設施設備），並且可能增加相關的保險費用或使保險難以獲得。同時，長期關閉主題公園會減少收入
	Flood 洪水	Floods with heightened frequency and severity will raise the risk of financial losses and cause higher insurance expenses and even the unavailability of insurance. In addition, suspended operation of theme parks may cause shrinking income in the long term. 更頻繁和更嚴重的洪水的發生將增加財產損失的風險，並可能增加相關的保險費用或使保險難以獲得。同時，長期關閉主題公園會減少收入
Chronic 長期	Extreme fluctuations in rainfall and weather pattern 降雨和氣候模式的極端波動	Changes in rainfall precipitation will have an impact on fire incidents and biodiversity. Continuous rainfall/drought may disrupt the food supply chain and further the capability to provide services to customers. 降雨量的變化會對火災和生物多樣性產生影響，同時長期的降雨／乾旱可能會擾亂食品供應鏈，影響為客戶提供服務的能力



Climate Change Opportunities and Response Initiatives at Haichang Ocean Park

海昌海洋公園氣候變化機遇及應對舉措

Climate Change

Opportunities

Response initiatives

氣候變化機遇

應對舉措

Resource Efficiency

- Transformation into a more efficient building: obtaining internationally/nationally recognised green building-related certifications and developing and following internal standards for such certifications. The sustainability/efficiency of a building that meets the relevant certification standards will continue to effectively reduce operating costs
- Haichang Ocean Park will be able to reduce waste generation through waste recycling mechanisms, thereby reducing CO2 emissions from landfills and land/water pollution.

資源效率

- 轉型成為更高效的建築物：通過國際或國家認可的綠色建築相關認證並制定且遵循相關認證的內部標準。擁有符合相關認證標準的建築物，其可持續性／高效率能夠持續有效降低運營成本
- 通過廢棄物的循環利用機制，海昌海洋公園可有效減少廢棄物產生，並由此減少填埋產生的二氧化碳排放與土地及水環境污染

Energy Source

- Setting targets to increase the use of renewable energy and reducing its dependence on fossil fuels
- Purchasing certified renewable energy sources
- Equipping theme parks with photovoltaic panels, solar thermal panels, heat and cold recovery units, heat pumps, etc.

能源來源

- 設立增加可再生能源使用量、減少自身對化石燃料依賴的目標
- 購買有認證的可再生能源
- 為主題公園配備光伏面闆、太陽能面闆、冷熱回收裝置、熱泵等

Products/Services

- Innovative low-emission products and services: continuously exploring and using advanced technologies and equipment to provide innovative solutions, such as providing digital solutions and management systems to effectively reduce operating costs

產品和服務

- 創新低排放產品和服務：持續探索並使用先進的技術和設備，來提供創新型解決方案，如提供數字化解決方案及管理系統等，有效降低運營成本



Climate Change

Opportunities

氣候變化機遇

Response initiatives

應對舉措

Markets

- Upgrading strategic cooperation and expanding tourism market: combining market changes and changes in consumption habits, Haichang Ocean Park will strengthen the ties between the two parties based on the existing school-enterprise cooperation, and will not only restrain the cooperation to the domestic market, but also launch combined marketing to develop the overseas market and create economic benefits

市場

- 升級戰略合作和拓展旅遊市場：結合市場變化和消費習慣的轉變，海昌海洋公園在原有校企合作的基礎上加強雙方的聯繫，將合作不僅限於國內，開展聯合營銷，開發境外市場，創造經濟收益

Resilience

- Strengthening infrastructure development: actively integrating climate change elements into the design, construction, and operation process of theme parks, especially in operating locations vulnerable to climate risks, in order to recover quickly from extreme weather such as floods and hurricanes, to further enhance the stability of the Company's operations and avoid loss of economic value
- Empowering the value of new products and services: integrating climate change elements into the product development and service process to enhance the ability of new products and services to respond to climate risks, and enhance brand value and operating revenue through new products and services

韌性

- 加強基礎設施建設：積極將氣候變化要素融入主題公園的設計、建造、運營過程，特別是在易受氣候風險影響的運營所在地，以便從洪水、颶風等極端氣候中快速恢復，進一步提升公司運營穩定性，避免經濟價值損失
- 賦能新產品和新服務價值：將氣候變化要素融入產品開發和服務過程，提升新產品和新服務對氣候風險的應對能力，並通過新產品和服務提升品牌價值和經營收入



8. OPTIMIZING PARK OPERATIONS AND SERVICES

With the implementation of the 14th Five-Year Plan, dual circulation and the increasing demand for high-quality development of the industry, Haichang Ocean Park has actively adopted a dual driver strategy that seeks to achieve an optimal mix of asset-light and asset-heavy business to build operation and explore new structure. Haichang has leveraged on its rich experience in culture and recreation, its operating and managing ability in all industry chain and advantages in talent, technology and sales to enhance the resource integration and mutual empowerment in the leisure consumption industry. Haichang continued to enhance its advantages in scene, content, space, visitors and platforms to extend the time value and space value of theme parks. Haichang has established leisure recreational platform with oceanic features and actively built up digitalized full-chain cultural tourism circle of Haichang Ocean Park and pushed the high-quality sustainable development of the corporate.

In 2022, while staying persistent to compliant operation and safeguarding park safety, Haichang Ocean Park embraced reform, optimized the Group's strategy layout, continued to improve the asset structure and upgraded the optimization and innovation of the products and services including the creation of new theme entertainment zones and cross-border events, enriching and supplementing the existing content and IP matrix of Haichang Group which further enhanced the sustainability of the content of Haichang which plays a significant part in the sustainable development of the corporate.

8. 優化園區運營和服務

隨著「十四五」規劃正式落地實施，雙循環時代背景和行業高質量發展的需求愈發提升，海昌海洋公園積極開展「輕重並舉，雙輪驅動」的戰略佈局，傾力打造運營、開拓新架構，發揮多年來積累的文娛經驗、全產業鏈運營管理能力和人才技術與營銷能力優勢，加強休閒消費領域的資源整合和相互賦能，持續強化海昌在場景、內容、空間、流量和平台多層次優勢，延展主題公園的時間價值與空間價值，打造以海洋文化為特色的生活休閒娛樂平台，積極構建海昌海洋公園數字化全鏈條文旅生態圈，助力企業實現高質量的可持續發展。

2022年，海昌海洋公園在堅守合規經營、保障園區安全、積極參與行業交流的同時，擁抱變革，優化集團戰略佈局，持續改善公司資產結構，提升產品及服務的優化和創新—包括打造全新主題娛樂區、舉辦跨界活動，豐富和補充了海昌集團原有的內容與IP矩陣，進一步增強海昌文化內容的可持續生長能力與落地產品的豐富度，對於企業的可持續發展具有重要意義。

8.1. Park Security

Safety is the cornerstone of the corporate's operation and harmony. Haichang Ocean Park has given top priority to maintaining park safety on operation. By consistently upholding the three major principles, namely "consistent adoption of safety management", "level-by-level decomposition of safety responsibility" and "formalization of procedures and standardization", Haichang Ocean Park built up the SHE (Safety, Health, Environment) management system and strived to form a comprehensive management mechanism for park safety. In 2022, Haichang Ocean Park invested a total of RMB9,378,600 in safety. As of 31 December 2022, the Group did not record any case of death at work for the last three years. During the reporting period, the number of days lost for injury at work was 1,617 days.

8.1.1. Management System Promotion

Haichang Ocean Park developed the Safety Management Measures and the Operation Safety Management System of Haichang Ocean Park Holdings Ltd. to standardize the management of amusement facilities and the responsive measures for contingent events in the parks. Meanwhile, the Group continued to improve the overall structure and took the responsibility of existing safety supervisory department into the operation management department of all project companies and formulated Working System of the Safety Management Committee and requested all project companies to establish Safety Management Committee in accordance with relevant requirements of the Work Safety Law to ensure the consistency and continuity of the safety of project to the greatest extent.

8.1. 保障園區安全

運營安全是企業的經營之本，和諧之基。海昌海洋公園始終將園區安全放在運營工作的首位。海昌海洋公園堅持「安全管理全程貫徹」、「安全責任逐級分解」、「流程化、標準化」三大原則，搭建SHE(Safety, Health & Environment)管理體系，積極打造完善的園區安全管理機制。2022年，海昌海洋公園安全相關投入達937.86萬元。截至2022年12月31日，集團近3年內未發生任何因工死亡事故。報告期內，海昌海洋公園因工傷損失工作日數為1,617天。

8.1.1. 完善管理制度

本集團制定了《安全管理制度》和《海昌海洋集團控股有限公司安全管理體系》，對園區內所有設施設備和突發事件的應對進行規範化管理。同時，集團還不斷優化整體架構，將原安全監督部職能納入各項目公司的運營管理部門，並結合《安全生產法》中的相關要求，制定了《安全管理委員會工作制度》，要求各項目公司成立安全管理委員會，從最大程度上保障各項目安全不斷檔、不掉檔。



The revised Work Safety Law was officially adopted and implemented which clearly referred to the primary responsible person of safety management as the main responsible person of production and operation units. Furthermore, the Group also instructed production and operation entities to implement an accountability system on safety production and dual system of safety risk classification and control and potential risk investigation for the construction of standardized and high-quality safety production.

During the reporting period, Haichang Ocean Park made active response on the work relating to pandemic prevention and control including personnel check, project management, visitor restriction on holidays, provision of supplies and daily disinfection and efficiently completed the prevention and control work. In response to repeated epidemics throughout the year, the Group communicated with subsidiaries located in cities one by one in time, requiring them to ensure the storage of supplies which could satisfy the demand for at least a week. The Group also actively carried out emergency drills for epidemic prevention and ensure the daily disinfection.

8.1.2. Safety Surveys and Inspections

Haichang Ocean Park has been adhering to the policy of “placing safety first, prevention as core, and implementing comprehensive management”, and firmly built a concept of safety development, laid a solid foundation, refined responsibilities, enhanced onsite supervision, deepened the potential hazard mitigation, and further improved the SHE system. We promoted safety inspections in the way of regime, standards and regulations to continuously improve the enterprise-level safety operation.

新版安全生產法正式頒佈實施，明確了生產經營單位的主要負責人是本單位的安全生產第一責任人，同時要求各類生產經營單位落實全員的安全生產責任制、安全風險分級管控和隱患排查治理雙重預防機制，加強安全生產標準化建設，切實提高安全生產水平。

報告期間，海昌海洋公園嚴格落實疫情防控制度，積極反饋各地人員排查、項目管控、節日限流、物資準備、日常消毒等防控防疫工作進展情況，高效地做好了疫情管控工作。針對全年多次疫情反覆的情況，本集團實時同涉及城市子公司逐一溝通，要求各項目公司做好防疫物資的儲備，確保物資能夠滿足至少一周的需求量，並積極開展防疫應急演練，確保現場每日完成消毒保障。

8.1.2. 安全調研與檢查

海昌海洋公園始終堅持「安全第一、預防為主、綜合治理」的方針，牢固樹立安全發展的理念，夯實基礎、細化責任，強化現場監督監管，深化隱患排查處理，進一步完善安全、健康與環境體系。我們以制度化、標準化、規範化、系統化的方式推進安全檢查，不斷提高企業本質化安全運營水平。

In order to better consolidate the foundation of the overall safety of Haichang Ocean Park, the Group required the project companies to communicate with the local emergency management authorities, to grasp and understand the local government safety management policies, and to conduct surveys of assessment unit about "Safety Production Standardization" (Level 3). Among them, Dalian Haichang Discoveryland Theme Park completed the assessment and obtained the certificate in March 2022. In the future, Haichang Ocean Park will continue to improve the safety production prevention work mechanism to further reduce the safety risks of the Group.

為進一步穩固海昌海洋公園整體安全的基礎，集團要求各項目公司與當地應急管理局進行業務溝通，掌握了解當地政府安全管理政策，組織開展《安全生產標準化》(三級)評審單位的調研。其中，大連海昌發現王國主題公園已在2022年3月完成評審並取得證書。未來，海昌海洋公園將繼續完善安全生產預防工作機制，進一步降低集團安全風險。

Case: Shanghai Haichang Ocean Park Safety Inspection

案例：上海海昌海洋公園安全檢查

Shanghai Haichang Ocean Park hosted 39 government safety inspections during the reporting period, with a total of 285 visitors, and no administrative penalties were issued. The safety management work was recognized by the Nanhuixin City Market Supervision and Administration Office with a "commendation letter", and was also awarded the "Advanced Collective for Fire Safety Work" by the Lingang New Area Management Committee.

報告期內，上海海昌海洋公園接待共39場政府安全檢查，總接待次數達285人，均無行政處罰。其中，安全管理工作榮獲南匯新城市場監督管理所「表揚信」、榮獲臨港新片區管理委員會頒發的「消防安全工作先進集體」表彰。



Shanghai Haichang Ocean Park has been recognized as an exemplary workplace for safety
上海海昌海洋公園獲得安全示範工作點表彰



Case: Dalian Laohutan Ocean Park Safety Inspection

案例：大連老虎灘海洋公園安全檢查



In order to improve the self-inspection of the park's safety, Dalian Laohutan Ocean Park carried out safety inspections during the reporting period, focusing on personnel safety behaviors and environmental safety conditions, promptly investigated and solved various safety hazards and problems, and continued to monitor and implement. In addition, the company pays close attention to on-site service and operation safety, continuously optimizes post work and communicates with relevant employees to ensure that the basic operation work and innovative cooperation business of the park are carried out simultaneously.

為完善園區安全的自檢力度，大連老虎灘海洋公園於報告期內開展安全檢查，重點從人員安全行為、環境安全狀態上切入，及時排查與解決各類安全隱患和問題，並持續監督落實。此外，公司密切關注現場服務與運營安全，持續優化崗位工作並與相關員工開展溝通，保證園區的基本運營工作與創新合作業務同步開展。



Dalian Laohutan Ocean Park Safety Inspection
大連老虎灘海洋公園安全檢查現場

8.1.3. Emergency Drills

To ensure implementation of safety management work, Haichang Ocean Park put in place the Safety Management and Control Standards for Park Operations (Safety Measures for Tourists and Visitors) and the Emergency Plan of Park Operation Safety to guarantee the personal safety of park visitors and staff. Against the backdrop of pandemic control, Haichang Ocean Park conducted emergency drills for various scenarios, such as riots, drowning, extreme weather conditions. In 2022, Shanghai Haichang Ocean Park formulated 536 emergency drill plans.

8.1.3. 應急演練

為了將安全管理工作落到實地，海昌海洋公園制定了《公園運營安全管控標準(遊客安全保證措施)》和《公司運營安全應急預案》，以切實保障園區遊客和員工的人身安全。集團結合疫情防控的背景，開展了多種形式的應急演練，例如防爆恐、設備救援、溺水、惡劣天氣等。2022年，上海海昌海洋公園共制定應急演練計劃536次。

Case: Flood Control Drill of Shanghai Haichang Ocean Park

案例：上海海昌海洋公園防汛演練

On June 14, 2022, the Order and Security Section of Shanghai Haichang Ocean Park organized relevant departments (13 people in total) to conduct a flood control drill. This drill mainly consisted of showing on-site personnel how to use the flood control baffle, quickly carry out flood control treatment and coordinate the evacuation of the on-site personnel, so as to improve the response capability to emergencies. The staff was organized accurately and efficiently, and at the same time, it cooperated effectively with the external fire department and medical rescue department and helped the drill achieve the expected goals. The site general director highlighted the participants for their active cooperation in the drill, pointed out and provided follow-up suggestions for some of the items to be improved (e.g., strengthening familiarity with flood control baffles, etc.).

2022年6月14日，上海海昌海洋公園秩序安保科組織相關部門（共計13人）開展防汛現場演練。本次演練主要包括向現場人員展示如何使用防汛擋板、迅速進行防洪處理並協調現場人員疏散，以提升突發事件的應對能力。員工整體組織準確高效，同時和外部消防部門、醫療救援部門開展有效協作，共同幫助本次演練達成預期目標。現場總指揮對參訓人員的積極配合演練進行了重點表揚，指出並對一部分待提升項目（例如加強熟悉防汛擋板等）提供後續建議。



Practical operation of flood control baffle
防洪擋板實操



Practical operation of flood control sandbags
防洪沙袋實操



Case: Medical Waste Leakage Emergency Treatment Level 3 Drill of Shanghai Haichang Ocean Park

案例：上海海昌海洋公園醫療廢棄物洩露應急處理三級演練



On September 20, 2022, the Institute of Biology of Shanghai Haichang Ocean Park coordinated 12 members of the department to carry out a Level 3 drill on emergency treatment of medical waste leakage, including desktop examples, on-site operation demonstrations, and question and discussion sessions. The drill focused on the daily disposal process of medical waste which includes familiarizing with the classification and treatment methods of various medical wastes, making records of the entry and exit of medical wastes that indicates the date, time, type, weight and signature of the person in charge, and mastering the emergency treatment plan for medical waste leakage.

Through this drill, the participating members realized the hazards of medical waste, and strictly followed the standardized procedures when collecting and processing medical waste, which further strengthened their management and understanding of the classification, collection, and transfer of medical waste. The members of each group cooperated closely and actively, which was positively recognized by the on-site command.

2022年9月20日，上海海昌海洋公園生物研究所協調該部門12名成員開展醫療廢棄物洩露應急處理三級演練，包含桌面示例、現場操作演示和提問討論環節。本次演練著力於醫療廢棄物日常處置流程，內容上主要包括：熟悉掌握各種醫療廢棄物的分類及處理方式；對醫療廢棄物進出庫做好記錄，標明日期時間、醫廢種類、重量及經手人簽字；掌握醫廢洩露應急處理預案。

通過本次演練，參與成員認識到醫療廢棄物的危害，在收集、處理醫療廢棄物時嚴格按照規範流程進行，進一步加強了對醫療廢棄物分類、收集、轉運工作的管理和認識。各組成員緊密協作，積極配合，得到現場指揮的積極認可。



Theoretical knowledge training on medical waste
醫廢相關理論知識培訓



Discharge of medical waste by category
演練現場：醫療廢棄物按類別排放



8.1.4. Safety Training and Activities

Safety training is the fundamental of safety operation as well as the defense line of safety management philosophy and technology of Haichang Ocean Park. In order to improve the safety awareness and literacy, the Group organized the safety training to overall staff in aspect of fire safety, public security, road safety, staff safety, property security, management of hazardous sources, and pandemic prevention and control. It is required that a group-wide training exercise on safety knowledge be organized at least on an annual basis and a project company-wide training exercise on safety knowledge for all employees be conducted on a quarterly basis, and monitoring and inspection must be implemented regularly to ensure the implementation of safety training plans. Various project companies, in accordance with work arrangement of the Group conducted "law on safety in production" one-month training for all staff members to ensure that everyone knows, understands and respects laws.

In 2022, in order to proactively respond to the Group's requirement of safety operation culture construction, various project companies carried out a number of safety training projects, with a total of 266 safety training sessions, 141 participants and safety investment of RMB9,378,600.

8.1.4. 安全培訓與服務

安全培訓是安全運營的重要基礎性工作，也是海昌海洋公園安全管理的思想防線和技術防線。為提升各項目公司員工的安全意識和素養，集團從消防安全、治安安全、交通安全、人員安全、財產安全、危險源管理和防疫防控等方面對全體員工進行安全培訓，要求每年至少組織一次集團層面的安全知識培訓，每季度組織一次項目公司範圍內的全員安全知識培訓，並定期進行監督檢查，以確保安全培訓工作的有效落實。各項目公司依據集團工作安排，開展為期一個月的全員安全生產法培訓，確保人人普法、人人懂法、人人尊法。

2022年，各項目公司積極響應集團安全運營文化建設要求，組織開展了多次安全培訓項目，集團共開展安全演練266次，安全培訓達141人次，安全投入937.86萬元。



Case: Shanghai Haichang Ocean Park Implemented Dual-Prevention System for Risk Management

案例：上海海昌海洋公園開展風險雙預防體系建設



To ensure the safety of the park's operations, Shanghai Haichang Ocean Park combined national and company laws and regulations to customize exclusive safety guidance for 16 departments and create a proprietary safety operation system for Haichang, which places safety risk checkpoints in advance and implements risk prevention measures. This safety system is the first of its kind among theme parks in Shanghai.

為保障園區的安全運營，上海海昌海洋公園結合國家與公司法律法規，為16個部門定制專屬安全輔導並形成海昌專屬安全運營體系，做到將安全風險關卡前置，落實風險預防舉措。該項安全預防體系建設服務在上海主題公園中屬於首例。



Shanghai Haichang Ocean Park Safety Guidance
上海海昌海洋公園安全輔導現場

Case: Chongqing Haichang Caribbean Water Park Safety Training

案例：重慶海昌加勒比海水世界安全培訓



In order to ensure the safe operation of the company, Chongqing Haichang Caribbean Water Park has carried out more than 30 safety education and training in various forms, covering production safety, occupational disease prevention, fire safety, food safety, epidemic prevention safety, and emergency response to accidents, etc. During the reporting period, there were no company-related criminal cases, heavy casualties accidents, fire accidents, financial theft, environmental pollution or epidemics in any project.

為保障公司安全運營，重慶海昌加勒比海水世界開展了多種形式的安全教育培訓共計30餘次，內容涉及安全生產、職業病防治、消防安全、食品安全、防疫安全以及突發事件應急處理等。報告期內，項目均未出現任何公司相關刑事案件、重大傷亡事件、火災和財務被盜事件、環境污染事件及疫情事件。



Chongqing Haichang Caribbean Water Park Safety Training
重慶海昌加勒比海水世界安全培訓現場



8.1.5. Food Safety

Food safety is the most basic legal liability of Haichang Ocean Park, the Group rigorously complies with the Food Quality and Safety Law and the Food Hygiene law, and based on its own situations, constantly refines and updates the internal policy regimes such as Manual on Workflow Management of the Park Catering Department, Catering Development Plan and Management of Research and Development of New Products striving to build a high standard food safeguarding system as well as actively promote park food services standers. The Group has formulated and continuously improved to developing safe and reliable eateries for tourists and visitors by sterilizing cold-chain food in the parks including key management, control and registration in documentation, enhancement of nucleic acid testing of personnel working in the cold chain, goods and materials, and improvement of cold chain food procurement management to ensure the traceability of cold chain food safety.

8.2. Service Experience Improvement

Haichang Ocean Park adheres to the ideology of “customers first forever” and provides customer oriented and truly valuable services based on the actual needs from customers. The Group has formulated the Operation Service Standards of Haichang Ocean Park, implemented quality operation special program, and pushed ahead with the services management based on regime, standards and regulations. Meanwhile, the Group refines various services equipment, perfects complaint handling mechanism and strives to improve the quality of park operation and services.

As for the quality of park operation, the Group has rigorously complied with the Law on Protection of the Rights and Interests of Consumers, the Tourism Law, and the Insurance Law, and actively pushed ahead with the promotion of the Proposal for Operating Performance Appraisal of Haichang Ocean Park and the Operation Service Standards to motivate staff members and improve the standard of operation management of various projects.

8.1.5. 食品安全

確保食品安全是海昌海洋公園最基本的法律責任。集團嚴格遵守國家《食品質量安全法》《食品衛生法》，並結合自身情況，不斷完善和更新《樂園餐飲部流程管理手冊》《餐飲發展規劃》《新品研發管理》等內部政策制度，致力於打造高水準的食品安全保障體系，同時積極提昇園區餐飲服務標準。集團制定並不斷完善《經營公司做好新冠冷鏈食品加工、消毒工作提示》，對冷庫、冷鏈食品外包裝、冷鏈食品餐廚垃圾、冷鏈食品從業人員等關鍵控制點依照政府要求管控、登記建檔，並加強與冷鏈相關人、物、料的核酸檢測，對冷鏈食品採購加強管理，保證冷鏈食品安全可追溯。

8.2. 提升服務體驗

海昌海洋公園秉持「客戶永遠是第一位」的服務理念，以客戶為中心，從客戶的實際需求出發，為客戶提供真正有價值的服務。集團制定了《海昌海洋公園運營服務標準》，開展質量運營專項工作，將服務工作進行制度化、標準化、規範化的管理。同時，完善各類服務設施、健全投訴機制，努力提昇園區運營質量和服務品質。

在園區品質經營方面，本集團嚴格遵守《消費者權益保護法》《旅遊法》《保險法》，並積極推行《海昌海洋公園運營績效考核方案》《運營服務標準》，有效調動員工積極性，提升各經營項目運營管理水平。為進一步提升集團口碑，樹立海昌海洋公園美好的企業形象，集團針對網絡



In order to further enhance the Group's reputation and establish a good corporate image of Haichang Ocean Park, the Group set out the "Regulation of Rectifications of Negative Online Comments" for the negative online comments, formulated the rectification requirements and standards and promoted precise improvement in the quality of customer service.

As for customer privacy protection, the Group enhances standardized operations of data collection and usage from two aspects, namely management measures and technology system constructions. In terms of management, the Group provides customer information security training to business personnel to reinforce their awareness of protecting customer data and prevent any related risk events triggered by personal customer information security. In terms of technology approaches, the Group applies technological instruments to restrict bulk querying and exporting of customer information by business personnel. We also strictly control the access and permissions of IT personnel to back-end systems and databases, especially those responsible for maintaining databases containing customer information, to prevent unauthorized operations or removal of information through technical means.

As for the satisfaction of customers, the Group always fulfils the obligations of honestly operating in accordance with the law, consciously improve the honest operation behavior, accepting consumer evaluation opinions with humility, respecting and protecting consumers' right to supervise, using honesty and trustworthiness to build a brand image to win the trust and recognition of consumers. The Group refers to the "Civil Code", "Advertising Law", "Product Quality Law", "Food Quality and Safety Law", "Price Law" and public liability insurance (clauses) and other laws and regulations, adheres to the principles of "objectivity, fairness, initiative, efficiency, and handling according to regulations", creates diversified channels for smooth complaints, refined the types of complaints, and continuously improve the complaint handling mechanism of Haichang Ocean Park. During the reporting period, Haichang Ocean Park operated efficiently and smoothly, with no safety accidents or major complaints during the peak period, and the official customer service telephone service satisfaction reached 99.2%, far exceeding the industry average.

負面評價出台了《網絡負評整改規範》，制定了整改要求和標準，精準提升客戶服務品質。

在客戶隱私保護方面，本集團從管理手段和技術建設兩方面加強客戶資訊收集和使用的規範操作，在提供先進優質服務的同時有效保障客戶隱私權益。從管理端，集團對業務人員進行客戶資訊安全培訓，強化員工對保護客戶資訊安全的意識，堅決杜絕因個人客戶資訊安全觸發相關風險事件。從技術端，集團對業務人員通過技術手段限制對於資訊的批量查詢，限制信息的導出。對IT人員，特別是對負責維護含有客戶資訊的資料庫的IT人員的後台系統和資料庫許可權進行嚴格控制，防止通過技術手段將資訊進行未經授權操作或將資訊拿走。

在客戶滿意度方面，本集團始終履行依法誠信經營，自覺完善誠信經營行為，虛心接受消費者評價意見，尊重和保護消費者的監督權，用誠實守信打造品牌形象，贏得消費者的信賴和認可。集團參考《民法典》《廣告法》《產品質量法》《食品質量安全法》《價格法》以及公眾責任險(條款)等法律法規條款，秉持「客觀公正、積極主動、效率、按章辦理」的處理原則，打造多元化、多樣化的暢通投訴渠道，細分投訴類型，不斷完善海昌海洋公園投訴處理機制。報告期內，海昌海洋公園運營高效順暢，高峰期內全程無安全事故、無重大投訴，官方客服電話服務滿意度達到99.2%，遠超行業平均水準。



Haichang Ocean Park Multi-Channel Complaint Handling Mechanism: 海昌海洋公園多渠道投訴處理機制：



Shanghai Haichang Ocean Park launched a series of diversified services to improve visitor experience, including organizing theme activities in the queue area to relieve visitors' emotions and improve their queuing experience through interactive methods such as Easter egg hunts, magic shows, and small games; developing parent-child interactive games with festive atmospheres of National Day, Halloween and other holidays; setting workshops to offer diverse and innovative explanatory services such as handicrafts, vocal music, and jigsaw puzzles (More than 164 interactive water painting and stone painting activities were held, attracting more than 6,800 participants); improving the management and operation of the Ultraman Theme Pavilion and the Ice Sealing Theater for visitors to fully experience the unique charm of the theme exhibition halls.

上海海昌海洋公園開展一系列多樣化服務，積極提升遊客入園體驗。公園開展排隊區主題活動，通過彩蛋、魔術、小遊戲等互動方式，緩解遊客排隊等待的情緒，提升遊客排隊體驗；結合國慶節、萬聖節等節日氛圍，開發簡單有趣的親子互動遊戲；開設趣味小課堂，通過手工、聲樂、拼圖等內容，開展「寓教於樂」式的多元化創新講解服務；開設富有海昌特色的互動水畫、石子畫活動共計164餘次，遊客參與人數6,800餘次；加強奧特曼主題館、冰封劇場的運營管理，讓遊客感受到主題展館的獨特魅力。



Shanghai Haichang Ocean Park improved visitors' experience through various measures such as parent-child activities on festive days, interesting workshops, creative stone painting interactions, and optimizing the operation and management of exhibition halls.

上海海昌海洋公園通過節慶日親子活動、趣味小課堂、創意石子畫互動、優化展館運營管理等方式，全方位提升遊客入園體驗。



8.3. Innovation and Development Promotion

The 14th Five-Year Plan proposes the development of smart tourism, innovate tourism products system, and improve tourism consumers' experience. Smart tourism, featured by digitalization, network and smart offerings, are embracing new development opportunities. Haichang Ocean Park actively regards innovation as an important issue in corporate development thinking and practice, and its subsidiary Haichang Culture and Tourism Research Institute adheres to the development concept of "profession-basic, continuous innovation, proficient in practical operation, and operation – oriented", and committing to build a cultural and tourism industry R&D think tank of "international level, China's first-class, keen to innovate, and proficient in practice", starting from the top-level design, to promote the Company's product strategy to continuously look forward and lead the future.

8.3. 推動創新發展

「十四五」規劃綱要提出，深入發展智慧旅遊，創新旅遊產品體系，改善旅遊消費體驗，以數字化、網絡化、智能化為特徵的智慧旅遊正迎來新的發展機遇。海昌海洋積極將創新列入企業發展思考與踐行重要課題，旗下海昌文旅研究院更是秉持「專業為本、持續創新、精於實操、運營為主」的發展理念，致力於打造成為「國際水準、中國一流、銳意創新、精於實踐」的文旅產業研發智庫機構，從頂層設計出發，推動公司產品戰略不斷前瞻，領跑未來。



Under the background of the national strategy of “marine power construction” and “science and technology power construction”, Haichang Ocean Park continues to participate in the research and experimentation of intelligent bionic technology, promotes the technological transformation, product innovation and promotion of intelligent bionic robots, and is committed to creating international leading entertainment products that combine technology and marine culture. In 2022, the Group strengthened the planning and management of bionic products, and completed standardized documents such as “Bionic Whale Shark Standard Operation SOP”, “Bionic Whale Shark Product Planning Report”, and “Research Product Planning Report”. Haichang promoted the production of bionic products, completed the delivery and commissioning of 5 bionic whale sharks throughout the year, completed the design of bionic rays and started the production of parts. The Group also promoted the launch of bionic products and effectively played the role of bionic products in science popularization. Haichang Ocean Park and Yantai Haichang Ocean Park held exhibitions of bionic whale sharks and bionic finless porpoises. In the future, Haichang Ocean Park will continue to build a model platform for the innovation and integration of marine cultural tourism and bionic technology industries and promote the industrial application of intelligent bionic technology in marine-themed interactive entertainment, tourism and leisure fields to a higher level.

在「海洋強國」、「科技強國」的國家戰略背景下，海昌海洋公園持續參與智能仿生科技的研發和試驗，促進智能仿生機器人的技術轉化、產品創新和落地推廣，致力於打造科技和海洋文化相結合的國際領先文娛產品。2022年，集團加強仿生產品的規劃和管理，完成了《仿生鯨鯊規範操作SOP》《仿生鯨鯊產品規劃報告》《研學產品規劃報告》等標準化文件；推動仿生產品的生產，全年累計完成5頭仿生鯨鯊交付及調試，完成仿生鱈魚設計並開始零件生產；推廣仿生產品的面世，有效發揮仿生產品的科普作用，分別在上海海昌海洋公園和煙台海昌鯨鯊海洋公園進行仿生鯨鯊和仿生江豚的展科普講解展示。未來，海昌海洋公園將持續搭建海洋文旅與仿生技術產業創新融合典範平台，推動智能仿生技術在海洋主題互動娛樂、旅遊休閒領域等方面的產業化應用邁向更高層次。



Case: Actively Create A New Model of “Marine Intelligent Bionics” Industrial Integration, and Enhance the Value of “Marine + Technology” Business Format

案例：積極創造「海洋智能仿生」產業融合新典範，提升「海洋+科技」業態價值



In the field of bionic technology, Haichang faces the domestic and international markets, aims to reach the international leading level in product creation, market development, talent training, brand influence, etc., and continues to act to tell the story of Chinese science and technology and marine culture.

In January 2022, Shanghai Haichang Ocean Park displayed the world’s first intelligent bionic whale shark. This bionic whale shark with a length of 4.7 meters and a weight of 350 kilograms highly simulates the movements of real whale sharks. It can move straight, turn, float, dive, and open and close its mouth in the water. The maximum swimming speed of the bionic whale shark can reach 0.7 meters per second, and it can dive to the deepest water of 10 meters and perform bait throwing tasks. The battery life is not less than 10 hours at a time. It has two operation modes of remote control and autonomous cruising. It not only shows the innovative driving force in the era of artificial intelligence, but also presents the particularity of marine life and its living environment through immersive interactive plots, bringing tourists a cross-cutting experience between nature and technology and receiving positive feedback from the industry and the consumer market. During the period from November 5th to 10th, 2022, this whale shark appeared at the fifth CIIE, adding marine highlights and fully demonstrating the Group’s diversified innovation and high-level development.

On May 8, 2022, Haichang Ocean Park and Shenyang Aerospace Xinguang Group Co., Ltd. signed a cooperation agreement to jointly invest in and develop new products of intelligent bionic robots to promote the market application of intelligent bionic technology. The Group will work with partners to establish and strengthen the global advantages of bionic technology, especially to open a new chapter in the industrial application of themed interactive entertainment, tourism and leisure, and popular science education, and play a leading and exemplary role in industrial integration.

在仿生科技領域，海昌面向國內和國際市場，以在產品打造、市場發展、人才培養、品牌影響等方面達到國際領先水平為目標，為講好中國的科技故事和海洋文化故事持續行動。

2022年1月，上海海昌海洋公園對外展示了全球首條智能仿生鯨鯊。這條身長4.7米、重達350公斤的仿生鯨鯊，高度仿真模擬真實鯨鯊動作，可以在水中完成直線、轉彎、上浮、下潛、嘴部張合等動作，最大遊速可達0.7米每秒，可以下潛到最深10米的水中並執行餌料投擲任務，續航時間單次不小於10小時。它具備遙控和自主巡遊兩種操作方式，不僅展現了人工智能時代的創新驅動力，還通過沉浸式互動劇情，呈現了海洋生物的特殊性及其生存環境，為遊客帶來自然與科技的跨界碰撞，獲得業界及消費者市場的積極反饋。2022年11月5日-10日期間，這條鯨鯊亮相第五屆進博會，增添海洋亮點，充分展現了集團的多元化創新和高層次發展。

2022年5月8日，海昌海洋公園與瀋陽航天新光集團有限公司簽署合作協議，共同投入和聯合研發智能仿生機器人新產品，推動智能仿生技術的市場化應用。集團將與合作夥伴一同錨定建立和強化仿生技術的全球優勢，特別是在主題互動娛樂、旅遊休閒和科普教育等領域的產業化應用開啟新篇章，發揮產業融合的引領示範作用。



The world’s first intelligent bionic whale shark appeared in Shanghai Haichang Ocean Park
全球首條智能仿生鯨鯊亮相上海海昌海洋公園

Case: Launch the First “Ultraman Theme Entertainment Zone” in the World, Inspire the Enthusiasm and Vitality of the Generation

案例：啟動全球首個「奧特曼主題娛樂區」，激發同一代人熱情與活力



On July 15, 2022, the world's first Ultraman theme entertainment zone was set up in Shanghai Haichang Ocean Park. After the opening of the park, a number of Ultraman-themed activities were held in the park, including the opening of the Ultraman-themed pavilion, the screenings of “Ultraman Heroes, Protecting the Light of the Ocean” and “Ultraman Heroes, Ocean Gathering War” in the Frozen Theater. In the Ultraman themed pavilion, the Ultraman social welfare tour continued, and activities such as visiting leukaemia patients were carried out.

Before and after the opening of the theme park, related content and topics accumulated more than 1 billion views on social platforms, and nearly 2,000 news reports were published. Among them, #Ultraman Settled in Shanghai Haichang# ranked No.1 in national Weibo hot search list and #The World's First Ultraman-themed Pavilion Opens in Shanghai# achieved the No.1 in the Douyin city's hot search list. It was jointly reported by Zhengdian Finance on CCTV financial channel, People's Daily Online, Xinhua News Agency, Xinhua Net and other media.

2022年7月15日，全球首個奧特曼主題娛樂區落戶上海海昌海洋公園。開園後，園區內接連舉辦多項奧特曼主題活動，包括正式開放奧特曼主題館，於冰封劇場接連上映劇目《奧特英雄•守護海洋之光》《奧特英雄•海洋集結戰》；於奧特曼主題館內持續開展奧特曼公益行，探望白血病患者等行動。

開園前後，相關內容及話題累積實現社交平台瀏覽量超10億次，各類新聞報導發佈近2,000篇。其中，#奧特曼落戶上海海昌#登入微博全國熱搜第一，#全球首個奧特曼主題館落滬#實現抖音同城熱搜第一，獲得央視財經頻道《正點財經》新聞報導、人民網、新華社、新華網等多家媒體共同報導。



Scenes of the Ultraman theme entertainment zone
奧特曼主題娛樂區部分場景



Case: A Sea and Land Mecha Parade, A New Attempt of Cross-industry

案例：開展海陸機甲大巡遊，實現跨圈行業新嘗試



On August 5, 2022, the sea and land mecha parade made its debut in Shanghai Haichang Ocean Park, and was reported by various media, including “Economic News Network” on CCTV News Channel, “Zhengdian Finance” on Financial Channel and “Evening News” on CCTV News report, Dragon TV news comprehensive channel, etc. In social media, “A 10-meter giant bear in Shanghai” related to the sea and land mecha parade ranked sixth in the national Weibo search list, and “Another bionic mecha landed in Shanghai” achieved the No.2 the Douyin city’s hot search list. On September 10, the Mech Parade was featured on Dragon TV’s Mid-Autumn Festival special program “LANG YUE DONG FANG • Moonlight Camping Party”. Celebrity Luo Yizhou performed On the Moon and Bear Claw Dance on the mecha polar bear. #Dragon TV Moonlight Camping Party#, #Luo Yizhou’s On the Moon performance is so lively#, #Luo Yizhou Singing On the Moon on the Mecha# were on Weibo’s national entertainment list, and the total reading volume of the three topics was over 230 million. Related videos were played over 2.88 million times and the popularity exceeded 7.48 million.

From August 13th, Shanghai Haichang Ocean Park and Bilibili have achieved cross-border cooperation and jointly held a mech cosplay party. More than a thousand cosers gathered in the Ocean Park, successfully breaking the circle of ACG culture and expanding more social scenes.

2022年8月5日，海陸機甲大巡遊於上海海昌海洋公園實現落地首秀，獲得多家媒體報導，包括CCTV新聞頻道《經濟新聞聯播》、財經頻道《正點財經》及央視新聞《晚間新聞》報導、東方衛視新聞綜合頻道等。在社交媒體中，與海陸機甲大巡遊相關的#上海驚現十米巨熊#位列微博全國熱搜榜第六位，#又一仿生機甲登錄上海#登錄抖音同城熱搜榜第二位。9月10日，「機甲大巡遊活動」榮登東方衛視中秋特別節目《關月東方•月光露營會》，明星羅一舟於機甲北極熊上表演《月亮之上》和「熊爪舞」。#東方衛視月光露營會#、#羅一舟月亮之上舞台好熱鬧#、#羅一舟在機甲上唱月亮之上# 於微博全國文娛榜三榜在線、三大話題閱讀總量2.3億+，相關視頻播放量288萬，熱度748萬。

同月8月13日起，上海海昌海洋公園與Bilibili實現跨界合作，聯合舉辦機甲cos派對，千餘名coser於海洋集結，成功實現二次元破圈並拓寬更多的社交場景。



The “Mecha Parade” event in Dragon TV’s Mid-Autumn Festival special program Haichang Ocean Park and Bilibili achieve cross-border cooperation

「機甲巡遊」活動榮登東方衛視中秋特別節目海昌海洋公園與Bilibili實現跨界合作

Case: Create “Haichang Ocean Park Night Economy”, Share the Night Carnival of the Whole Park

案例：開創「海昌海洋公園夜經濟」，共享全園夜遊狂歡



On August 12, 2022, Shanghai Haichang Ocean Park and Ctrip carried out in-depth cooperation around the night economy industry, created a “Ctrip & Haichang Jointly Promote Night Economy 2.0 Product Ecosystem”, jointly held a “Haichang at night” live broadcast press conference, and created nine brand lines including “Hai Tour”, “Hai Show”, “Hai Entertainment”, and “Hai Appreciation”. A total of about 120 media reported, with a total communication volume of nearly 600 million. The BOSS live broadcast drove the growth of GMV, the sales of tickets increased by more than 6 times, and the sales of hotels increased by more than 17 times.

2022年8月12日，上海海昌海洋公園與攜程圍繞夜經濟產業展開深度合作，打造「攜程&海昌共推夜經濟2.0產品生態體系」，聯合舉辦海•夜時光直播發佈會，推出海•夜遊、海•夜秀、海•夜娛、海•夜賞等9大品牌系列。共計約有120家媒體發聲，總傳播量近6億。BOSS直播拉動GMV增長，門票銷量增超6倍，酒店銷量增超17倍。



“Night Economy” Ecosystem in Haichang Ocean Park
海昌海洋公園打造「夜經濟」生態體系



Haichang is actively carrying out cooperation projects with universities, enterprises, and scientific research institutes, and plans to establish an online sustainable development community in the future. Through the development and operation of the online carbon account system, the project will provide community members with content science popularization and related research support on green and low carbon, as well as biodiversity protection, and coordinate external financial institutions to participate in support. Depending on Haichang's business conditions and scenarios, it will develop green and biodiversity insurance products.

The carbon account system is planned to consist of mini programs, WeChat official accounts and video accounts, which are responsible for managing consumer low-carbon behavior records and rewards, low-carbon life and marine animal protection science popularization, and sustainable development brand promotion. By visiting the park and participating in sustainable development offline activities, consumers can earn points from low-carbon behaviours, support animal conservation and exchange the points for prizes from the platform. In this way, Haichang hopes to link different external parties to work together to help consumers entertain and educate, and better practice low-carbon life and animal protection.

In the future, Haichang Ocean Park will continue to focus on raising the core competitiveness of products, enhancing the development of core projects in key areas and pushing the light-asset business towards multi-tier strategic development stage, improve the quality and content through resources introduction and keep on innovating while improving the attractiveness of the products. We believe that the continuous inherent power would definitely push Haichang Ocean Park to provide service to tourists and make contribution to the society with higher quality, more international and diversified comprehensive tourism theme products, and making more contribution to the development of the cultural tourism industry in China.

海昌積極與高校、企業、科研院所開展合作項目，在未來計劃成立線上可持續發展社群。通過開發與運營線上碳賬戶系統，該項目將為社群成員提供綠色低碳、生物多樣性保護方面的內容科普和相關研究支持，並對外協調金融機構參與支持，視海昌業務情況和場景定向開發綠色和生物多樣性保險產品。

碳賬戶系統將計劃由小程序、微信公眾號和視頻號組成，分別負責管理消費者低碳行為記錄與獎勵、低碳生活與海洋動物保護科普、以及可持續發展品牌宣傳。消費者可通過遊覽園區並參加可持續發展線下活動，在低碳行為與支持動物保育上獲得積分，兌換平台獎品。通過此方式，海昌希望鏈接外部不同相關方通力合作，幫助消費者寓教於樂，更好地踐行低碳生活與動物保護。

未來，海昌海洋公園將持續專注整合與提升產品核心競爭力、強化重點區域核心項目、推進輕資產業務邁入多層次戰略發展，投入資源升級品質和內容，在提高產品吸引力的同時實現持續創新。我們相信，源源不斷的內生力量，必然會帶領海昌海洋公園以更高品質、國際化、多元化的旅遊綜合性主題產品服務遊客、回饋社會，為中國文化旅遊產業的發展做出更多貢獻。



9. ENHANCING ANIMAL WELFARE

As the largest marine theme park operator in China, Haichang Ocean Park has been upholding the objective of “Establishing Friendly and Harmonious Relationship with Mother Nature” for many years, and committed to animal research and science protection, continuously strengthening its core competitiveness, and actively advocating the concept of animal protection. Haichang Ocean Park has the largest number of marine animal resources in China and the technical advantage of experience in animal management. Over the years, Haichang Ocean Park has achieved outstanding results in animal husbandry and management, conservation research, and has been actively engaging in industry research and studies to promote the development of China’s marine creature conservation work and aquatic wildlife protection public welfare.

9.1. Animal Management

Haichang Ocean Park conducted management and protection for aquatic animal in strict compliance with relevant national administrative requirements for the industry, such as the Requirements for Aquatic Mammal Husbandry Facilities, the Requirements for Water Quality for Aquatic Mammal Husbandry in Aquariums, the Requirements for the Classification of Aquatic Mammal Domestication Techniques in Aquariums, the Operational Standards for Transportation of Cetaceans, and the Standards for Pedigree Record-keeping of Aquatic Mammals formulated by the National Aquatic Wildlife Conservation Association under the Ministry of Agriculture and Rural Affairs of the People’s Republic of China (MOA). Based on such industry standards, Haichang Ocean Park compiled more stringent internal standards of execution, which are comprised of the Standard Indicators of Biological Environment, the Standards of Biological Nutrition, the Animal Feed Quality Monitoring Standards and the Haichang Animal Management Standards (HAMS), to further standardize animal management.

9. 提升動物福利

作為中國最大的海洋主題公園運營商，海昌海洋公園多年來秉持「與大自然建立友好和諧關係」的宗旨，致力於動物研究和科普保護事業，持續增強核心競爭力，積極倡導動物保護理念。海昌海洋公園擁有全國最多的海洋動物資源和動物管理經驗及技術優勢，多年來在動物飼養管理、保育研究方面取得了卓越的成果，同時積極參與行業交流研究，努力推進中國海洋生物保育工作發展和水生野生動物保護公益事業。

9.1. 動物管理

海昌海洋集團嚴格遵守農業農村部水生野生動物保護分會制定的《水生哺乳動物飼養設施要求》《水族館水生哺乳動物飼養水質要求》《水族館水生哺乳動物馴養技術等級劃分要求》《鯨類動物運輸操作規程》《水生哺乳動物譜系記錄規範》等相關國家行業管理要求，開展水生動物管理與保護工作。同時，在上述行業標準的基礎上，修編完成了要求更高的內部執行標準，包括《生物環境指標標準》《生物營養標準》《生物餌料監測標準》等，進一步規範動物管理工作。



During the reporting period, the Group conducted regular supervisions and inspections of all project companies and offered advice on technological rectification and guidance in order to organize and standardize their management workflows and ensure their strict compliance with administrative and operational requirements, with a view to aligning with the animal management practices with relevant regime, standards and regulations, and guaranteeing the maximum safety of the biological assets.

Haichang Ocean Group Animal Health Management Work Specification:

1. Monitored pinnipeds body weight data in throughout the year, with timely adjustment to animal husbandry management plans based on quantitative analysis of the data;
2. Monitored water temperature of the water bodies of various biological venues in throughout the year and adjusted of biological husbandry plans based on quantitative analysis of the data, according to the water temperature and biological status of the big data analysis could be intuitive understanding of the most suitable biological husbandry standards. Monitored water temperature of the water bodies of various biological venues throughout the year, with timely adjustment to various indicators based on quantitative analysis of the data. Based on the big data analysis on water temperature and biological status, we could get an intuitive understanding of the most suitable biological husbandry standards;
3. Monitored of E. coli and coliform bacteria in the water bodies of various biological venues in throughout the year, with timely adjustment to various indicators based on quantitative analysis of the data;

報告期內，集團定期對各項目公司進行監督和檢查，並進行技術糾正和指導，統籌規範流程管理，嚴格落實管理和操作規定，保證了園區動物管理工作的制度化、標準化和規範化，最大程度地保障了生物資產的安全。

海昌海洋集團生物健康管理工作規範：

1. 全年長期監測鰭腳類生物體重數據，根據數據量化分析後及時調整動物飼養管理方案；
2. 全年長期監測各生物場館水體水溫，根據數據量化分析調整生物飼養方案，根據水溫與生物狀態大數據分析可直觀地了解生物最適宜的飼養標準。全年長期監測各生物場館水體溫度，根據數據量化分析後及時調整各項指標；
3. 全年長期監測各生物場館水體大腸桿菌、大腸菌群，根據數據量化分析後及時調整各項指標；



- | | |
|---|---|
| <p>4. Monitored air quality of various biological venues in throughout the year, and strengthened the ventilation and air disinfection of Cetaceans Aquarium and the human-dolphin interaction square, and compiled statistics based on monthly monitoring;</p> <p>5. In addition to the monitoring of all biological indicators, detailed contingency plans have been formulated for biological emergencies, and relevant trainings have been conducted on a regular basis;</p> <p>6. Established independent file for each creature and recorded relevant records on husbandry, training, medical treatment and breeding, so as to improve documentation and traceability;</p> <p>7. Worked closely with veterinarians to develop specialized medical plans for specific conditions of the organisms and ensured strict implementation of such plans. Prioritizing prevention, combining prevention and cure.</p> | <p>4. 全年長期監測各生物場館空氣質量，同時加強鯨豚館及人豚交流廣場的通風和空氣消毒，根據每月監測做好數據統計；</p> <p>5. 在做好各項生物相關指標監控的同時，針對生物突發狀況制定了各項詳細的應急預案，定期開展員工培訓；</p> <p>6. 對每一頭生物建立獨立檔案，記錄相關飼養、訓練、醫療與繁育記錄，實現有理可依、有據可查；</p> <p>7. 與獸醫實現密切配合，針對生物具體情況制定專項醫療方案並嚴格落實。做到預防為主，防治結合。</p> |
|---|---|



9.2. Animal Conservation

The “14th Five-Year Plan” and the outline of the Long – range Objective Through the Year 2035 clearly stated that China will build a biodiversity protection network, strengthen the protection of rare and endangered national wildlife, guard the safety boundary of natural ecology, and promote the overall improvement in the quality of natural ecosystem. In response to the national strategic philosophy about the development of ecological civilization, Haichang Ocean Park has been actively engaging in the conservation and rescue of aquatic animals. While strictly complying with the management requirements set by the state authorities and the industry, such as the Requirements for Belugas Husbandry and Breeding, the Requirements for Spotted Seals Husbandry, the Requirements for Turtle Husbandry and Rearing, and the Requirements for Sea lions Husbandry and Breeding, and based on the practical work needs of the Group, we have optimized the standardized documents such as the Collection of Biological Conservation Control Systems and the Standardized Operation System of Biological Conservation SOP, thereby effectively governing the technological and management aspects of biological conservation practices and further standardizing all initiatives relating to biological conservation. In 2022, the survival rate of organisms reached 95.18%, and 20 large organisms were bred, completing the annual assessment target.

9.2. 動物保育

「十四五」規劃和2035年遠景目標綱要明確提出，我國將構建生物多樣性保護網絡，加強國家重點珍惜瀕危野生動植物保護，守住自然生態的安全邊界，促進自然生態系統質量整體改善。海昌海洋公園響應國家生態文明建設的戰略思想，積極開展水生動物保育救助工作。在嚴格遵照國家行業制定的《白鯨飼養繁育規範》《斑海豹飼養規範》《海龜養殖規範》《海獅飼養繁育規範》等管理要求同時，結合集團實際工作需要，對《生物保育管制制度彙編》和《生物保育工作SOP標準操作體系》等標準化文件進行了優化完善，對生物保育工作從技術和管理層面進行了有效約束，進一步規範了生物保育相關工作。2022年，生物存活率達95.18%，繁育20隻大型生物。



In addition, Haichang Ocean Park has cooperated with Hong Kong Ocean Park, Hualien Farglory Ocean Park in Taiwan and many European marine parks, summarizing years of industry experience and technical advantages in biological conservation and related fields, relying on complete technical standards, management manuals and digitalization systems, to form a set of general service system and provide consulting services, technical training and on-site guidance for units or individuals in the same industry. In terms of industry system, we have formed institutional documents such as "Biological Feeding Environment Index Standard System", "Biological Nutrition Standard System", "Biological Conservation Management System Compilation", "Biological Conservation Information Management System", covering marine mammal conservation and breeding research, fish feeding and medical treatment, jellyfish feeding and breeding, design and construction of fish tank in venues, aquatic and pet animal feeding and medical treatment, etc.

Haichang participated in the formulation of 10 industry standards issued by the Ministry of Agriculture, including:

1. SC/T9603-2018 Rearing specification of beluga
2. SC/T9604-2018 Rearing specification of sea turtles
3. SC/T9605-2018 Rearing specification of sea lions
4. SC/T9606-2018 Rearing specification of spotted seal
5. SC/T9608-2018 Procedure for cetacean transportation
6. SC/T9409-2012 Recording requirements for studbook keeping of captive aquatic mammals
7. SC/T6073-2012 Requirements for aquatic mammal rearing facility
8. SC/T6074-2012 Terminology of aquarium

此外，海昌海洋公園與香港海洋公園、台灣花蓮海洋公園以及歐洲多家海洋公園開展合作，匯總多年來在生物保育及相關領域的行業經驗和技術優勢，依託完善的技術標準、管理手冊和數字化系統，形成一整套通用的服務體系，為同行業單位或個人提供就諮詢服務、技術培訓和現場指導工作。在行業制度上，已形成了《生物飼養環境指標標準體系》《生物營養標準體系》《生物保育管理制度彙編》《生物保育信息化管理系統》等制度文件，覆蓋海洋哺乳動物保育繁育研究、魚類飼養醫療、水母飼養繁殖、場館魚缸設計建造、水生和萌寵動物飼養醫療等領域。

海昌參與農業部發佈的行業標準10項制定工作，包括：

1. SC/T9603-2018白鯨飼養規範
2. SC/T9604-2018海龜飼養規範
3. SC/T9605-2018海獅飼養規範
4. SC/T9606-2018斑海豹飼養規範
5. SC/T9608-2018鯨類運輸操作規範
6. SC/T9409-2012水生哺乳動物譜系記錄規範
7. SC/T6073-2012水生哺乳動物飼養設施要求
8. SC/T6074-2012水族館術語



- 9. SC/T9411-2012 Water quality for aquatic mammals in aquariums
- 10. SC/T9410-2012 Grade of aquatic mammal rearing techniques in aquariums

- 9. SC/T9411-2012水族館水生哺乳動物飼養水質
- 10. SC/T9410-2012水族館水生哺乳動物馴養技術等級劃分要求

In 2022, Haichang Ocean Park established an independent company in the biological conservation sector. The company adheres to the management philosophy of the Group. While implementing the management system of the Group, it has established and improved the relevant management regulations, standards and processes of the company, and continuously improved various infrastructure work to ensure biological safety and health. The main work achievements are as follows:

2022年，海昌海洋公園在生物保育板塊成立獨立公司，公司堅持集團的管理理念，在執行集團管理制度的同時，建立健全公司相關管理規定、標準與流程，不斷完善各項基礎建設工作，確保生物健康的安全，主要工作成果如下：

Work Achievements 工作成果	Content 具體內容
Improvement of management system 完善管理制度	<ul style="list-style-type: none"> • Improve 15 various management system according to the actual business situation • 根據業務實際情況，完善各項管理制度15個
Optimization of management process 優化管理流程	<ul style="list-style-type: none"> • Optimize 12 management processes and established 7 SOPs for new business lines • 在編管理流程優化12個，建立新業務條線SOP7個
Development of management system 開發管理系統	<ul style="list-style-type: none"> • Complete more than 30 basic documents and templates for biological asset management system modeling • 完成生物資產管理系統建模基礎文件與模板30個以上
Application of Management Tools 應用管理工具	<ul style="list-style-type: none"> • Build 13 company operation templates by using the OA platform • 利用OA平台，搭建公司運營模板13個
Management approach update 提升管理辦法	<ul style="list-style-type: none"> • Execute plan operation management, assess annual work achievement by week, execute budget control mechanism, and inform budget execution by month • 執行計劃運營管理，按週考核年度工作達成情況，執行預算管控機制，按月通報預算執行情況



Work Achievements 工作成果	Content 具體內容
Increased work efficiency 提高工作效能	<ul style="list-style-type: none"> Carry out meeting plan management, improve the level of on-site meetings and meeting efficiency Make basic work preparations one month before business promotion to ensure completion efficiency 開展會議計劃管理，提升現場會議等級，提高會議效能 業務推進前置1個月做好基礎工作準備，確保完成效率
Implementation of management rules 落實管理細則	<ul style="list-style-type: none"> 12 professional trainings and more than 10 science training sessions were organized throughout the year 60 contracts were signed and more than 100 files were included 38 people were dispatched to the boutique aquarium, with a total of 463 days on site 全年組織專業培訓12次，科普培訓10餘次 簽署合同60份、收錄檔案百餘件 外派精品海洋館支援38人，累計駐場463天

9.2.1. Animal Induction

Haichang Ocean Park has nearly 1,000 professional conservation talents and has also introduced highly sophisticated equipment from home and abroad to create an experienced and skilled animal breeding, medical and scientific research team, and has set up breeding teams for penguins, cetaceans, polar bears and pinnipeds according to different species. During the reporting period, the Group continued to protect endangered species and treat sick and vulnerable animals by means of animal introduction, environmental enrichment and medical treatments, etc.

9.2.1. 動物引育

海昌海洋公園擁有近千人的專業保育人才，同時引進國內外高精尖設備，打造了一支經驗豐富、技術精湛的飼養、醫療和科研隊伍，並根據不同物種成立了企鵝、鯨豚類、北極熊、鰭腳類動物繁育小組。報告期內，集團繼續通過動物引語、環境豐榮、改進醫療等方式，保護瀕危物種，救治病弱動物。



By 2022, Haichang has established animal relocation conservation and breeding bases in different project parks, mainly including:

截至2022年，海昌分別在不同項目園區建立了動物遷地保護和繁殖基地，主要包括：

National base for conservation and breeding of sea turtle species 全國海龜保種繁育基地	Yantai Haichang Whale Shark Aquarium, Haitang Bay of Sanya Haichang Fantasy Town 煙台海昌鯨鯊館、海棠灣三亞海昌不夜城
Institutional member of the National Spotted Seal Conservation Alliance 斑海豹保護聯盟成員單位	Dalian Laohutan Ocean Park, Shanghai Haichang Ocean Park 大連老虎灘極地海洋公園、上海海昌海洋公園
Institutional member of the National Chinese Sturgeon Conservation Alliance 中華鱘保護聯盟成員單位	Shanghai Haichang Ocean Park 上海海昌海洋公園
Yangtze finless porpoise relocation site and popular science education base 長江江豚人工繁育和科普教育基地	Shanghai Haichang Ocean Park 上海海昌海洋公園

In 2022, the Group continued to invest in breeding research and expanded its breeding results, breeding a total of 68 animals, including 15 pinnipeds of four species, 5 penguins of three species, 5 cute animals of two species, 43 sharks and rays of three species. Besides that, the Group bred a total of 57,019 animals, including 2,000 small fishes, 819 corals, 54,000 jellyfish of eleven species. Magellanic penguins and reindeer were the first species bred and brought to life by the Group. In addition, we completed the set targets of the killer whale breeding project, guaranteed the healthy growth of breeding killer whale juveniles, and safely exported 41 animals of 8 species to 7 boutique oceanariums. At the same time, the protection and breeding of corals reflects Haichang Ocean Park's concern and responsibility for the natural ecology. Under the background of climate change threatening the survival of corals, it has laid the foundation for realizing population rescue and value-added in the wild.

2022年，集團持續投入繁殖研究，不斷擴大繁殖成果，生物存活率達成95.18%，共繁殖鰭腳類動物4種15頭、企鵝類3種5隻、萌寵類2種5隻，鯊魚&鰻魚類3種43尾，共計68頭／隻／尾。除此之外，也包含小型魚類2,000尾、珊瑚819株、水母11個品種5.4萬個，共計57,019尾／個／株。其中，麥哲倫企鵝、馴鹿為集團首次繁育成活的品種。除此之外，完成虎鯨繁育項目的既定目標，保障了繁殖幼體的健康生長，並為7個精品海洋館安全輸出8個品種41頭／隻動物。同時，對珊瑚開展保護與繁育，體現出海昌海洋公園對自然生態的關切與負責，在氣候變化危及珊瑚生存的背景，幫助其實現種群救助和野外增值奠定了基礎。

9.2.2. Environmental Enrichment

A comfortable and healthy living environment is the foundation for the long-term survival of aquatic animals. The Group attached great importance to the conditions of supporting facilities for animals in the parks and actively took measures to improve the layout. The Group implemented measures in terms of living environment, nutrition and health care, as well as medical treatment to improve the welfare of animals and achieve sustainable development for animals in the park.

As far as environmental enrichment is concerned, the Group issued the quantitative management tools such as the Environmental Enrichment Report Sheet, the Explanatory Notes on Environmental Enrichment Actions and the Environmental Enrichment Journal, and based on such tools as well as optimized environmental indicators, all project companies conducted comprehensive detection and analysis of all animal living environments indicators throughout the year, and corrected some long-term unqualified projects. After the renovation, there were significant improvements in water quality, air and lighting in all biological venues, as well as notable enhancements in animal health conditions. During the reporting period, Haichang Ocean Park completed more than 20 biological environment modification projects.

9.2.2. 環境豐容

舒適健康的生活環境是水生動物長續生存的基礎，集團高度重視園區動物的各項配套設施條件，積極著手佈局改善措施，從生活環境、營養保健、動物醫療等方面大力提高動物福利待遇，實現園區動物的可持續發展。

在環境豐容方面，集團下發了《豐容報告表》《豐容工作說明單》和《豐容日誌》等量化管理工具，結合優化後的環境指標標準，各項目公司全年對全部動物生活環境指標進行了全面檢測分析，並對長期不合格項目進行了整改。整改後的各個生物場館在水質、空氣、照明等各個方面都得到了大幅度改善，動物健康狀況得到了較大改善。報告期內，海昌海洋公園完成旗下共20餘項生物環境改造項目。



9.2.3. Medical and Healthcare Treatment

Haichang Ocean Park is the industry leader in terms of breeding and medical care of marine and polar animals in China. The number of animals kept by the Group ranks the first among domestic peers. The Group has over 20 years of experience in the care of polar and marine animals, a sound biological management system and a professional animal care team of over 1,000 people, most of whom have many years of nursing experience. We have formulated a comprehensive system and work procedure in terms of breeding animals: establish separate file for animals, and regularly analyze data to reflect trends and identify the existing problems immediately; monitor the entire breeding process from feed acquisition, inspection and storage to processing and feeding; develop detailed disease prevention measures for animals and continue to invest in improving medical technology and facilities.

The Shanghai Animal Research Centre the Shanghai Animal Research Centre is the world's premier medical research center which are equipped with the most advanced facilities and devices in China, and has set up animal surgical operation rooms, medical examination and experiment rooms, water quality physical and chemical analysis rooms, microbes experiment rooms, molecular biology experiment rooms, ultra-low temperature freezer, central pharmacy, equipped with more than 70 sets of equipment, comprising 50 types of devices, including DR, endoscopy, color ultrasound, various blood analysis, environmental analysis and molecular biology experiment rooms, etc. Its animal examination and diagnosis function and the coverage of environmental monitoring is in the leading position in China. During the reporting period, all 19 technical staff of the Center have a bachelor's degree or above, including one doctoral student and six master's students (including those who are studying).

9.2.3. 醫療保健

海昌海洋公園在中國海洋和極地動物的飼養及醫療護理等方面處於行業領先地位，生物保有量居國內行業之首。集團擁有超過20年的極地、海洋生物養護經驗，擁有完善的生物管理體系，以及超過千人組成的專業動物養護團隊，其中大部分擁有多年護理經驗。我們就飼養動物制定了一套完善的系統及工作程序：為動物建立個體檔案，定期進行數據分析以反映走勢和並早發現存在問題；監察由飼料收購、檢查、儲存到加工及餵養的整個飼養流程；為動物制定詳細的疾病預防措施，並持續增加在提高醫療技術和醫療設施方面的投入。

上海動物研究中心是中國內地配置最高、國際同行業領先的醫療研究中心，設有動物手術室、醫學檢驗實驗室、水質理化分析室、微生物實驗室、分子生物學實驗室、超低溫冷藏室、中心藥房；配備了包括DR、內窺鏡、彩超、各種血液分析、環境分析、分子生物學實驗等設備共計50餘種70餘台；生物體驗診療功能以及環境監測功能覆蓋面居國內領先。報告期內，中心19名技術人員全部擁有本科以上學歷，其中博士研究生1人，碩士研究生6人(含在讀)。

Case: Haichang Actively Invested in the Research and Development Of Biopharmaceuticals and Produced Many Excellent Results

案例：海昌積極投入生物製藥研發，多次產出優秀成果



Haichang Ocean Park is committed to the development of biopharmaceutical technology and health products. Based on the cooperation with many universities and research institutes, Haichang has completed the research and development of three nutrition “Jianrutie”, “Yushenghong” and “Zaotianxue” and successfully marketed in 2022. In addition, after years of research and practice, the “Haichang Weilan” series of nutritional additives have passed the audit of the national trademark administration, becoming biological nutritional additives of Haichang with completely independent intellectual property rights. Among them, “Haichang Weilan No. 1”, “Haichang Weilan No. 2”, “Haichang Weilan No. 3”, Jianrutie, Yushenghong, and Zaotianxue products have passed the public announcement on the enterprise standard information public service platform and entered the market. As stable customers, 50 ocean parks (oceanarium) and zoos across the country use the “Weilan” series products, and it is expected to establish an integrated storage, supply, sales and after-sales service system in the future.

海昌海洋公園致力於生物製藥技術保健品開發，在同多家高校、科研院所合作的基礎上，於2022年完成「健如鐵」、「羽生紅」、「藻添雪」3個營養保健品的研發並成功上市。除此之外，經過多年研究和實踐，「海昌蔚藍」系列營養添加劑已經通過了國家商標管理部門的審核，成為海昌擁有完全自主知識產權的生物營養添加劑。其中「海昌蔚藍1號」、「海昌蔚藍2號」、「海昌蔚藍3號」、健如鐵、羽生紅、藻添雪產品已經通過了企業標準信息公共服務平台公示，進入市場流通，穩定客戶全國50家海洋公園（館）、動物園使用蔚藍系列產品，今後將有望建立一體化倉儲、供貨、銷售及售後服務體系。

Case: Provide Online Pet Medical Inquiry Services, Enhance the Brand Influence of Animal Breeding and Conservation

案例：提供線上寵物問診服務，提升生育保育品牌影響力



In July 2022, Haichang cooperated with Jingdong pet veterinarian to provide cute pet veterinarian business and aquatic exotic pet veterinarian business, integrate internal resources, accumulate experience in Internet diagnosis and treatment, assist JD to solve the medical inquiry needs of aquatic exotic pets, and build the brand of Haichang pet veterinarian. By the end of December 2022, more than 300 inquiries were received, with a comprehensive positive feedback rate of 96% and a brand reputation score of 5. The follow-up plan is to expand new businesses, internally transform and improve value-added services for project members on the basis of ensuring the maintenance of JD cute pet business, so as to enhance the brand influence of Haichang’s animal breeding and conservation.

2022年7月，海昌與京東萌寵醫生合作業務上線，先後提供萌寵醫生業務和水族異寵醫生業務，整合內部資源，積累互聯網診療經驗，協助京東解決水族異寵問診需求，打造海昌寵物醫生品牌。截至2022年12月底，共接診300餘單，綜合好評率96%，品牌口碑5分。後續計劃在保證京東萌寵業務穩定輸出的基礎上，拓展新業務，為項目會員增值服務進行內部轉化與完善，進而提升海昌的生育保育品牌影響力。



9.3. Animal Research

Haichang Ocean Park has been committed to animal science research, and actively engaged in industrial exchange while endeavouring to the field of animal management, to improve its animal conservation and aquatic animal rescue capabilities.

In order to further play the role of an aquatic wildlife protection base, Haichang Ocean Park was invited by the Ministry of Agriculture and Rural Affairs, the Chinese Academy of Fisheries, the Institute of Hydrobiology of the Chinese Academy of Sciences and other competent authorities to participate in the “Yangtze River Finless Porpoise Protection Plan”, and dispatched dozens of technicians including veterinarians, trainers to participate in the protection and health management of Yangtze finless porpoises at relocation sites throughout the year, and have been approved by the Aquatic Wildlife Conservation Association of the Ministry of Agriculture and Rural Affairs, the Yangtze River Basin Fisheries Supervision and Administration Office and other institutions, becoming one of the two domestic Yangtze finless porpoise relocation sites and popular science education bases, and making strong contributions to the protection and popular science education of endangered and rare aquatic wild animals.

9.3. 動物研究

海昌海洋公園始終致力於開展動物科學研究，在深耕動物管理領域的同時，積極參與行業交流，不斷提升動物保育水平和水生動物救助能力。

為進一步發揮水生野生動物保護基地的作用，海昌海洋公園應農業農村部、中國水產科學院、中科院水生生物研究所等主管部門的邀請，參加「長江江豚保護計劃」，全年派出包括獸醫、馴養師等在內的技術人員數十人次參與長江江豚的遷地保護和健康管理，並獲得農業農村部水生野生動物保護分會、長江流域漁政監督管理辦公室等機構的批准，成為國內僅有的兩個長江江豚遷地保護和科普教育基地之一，為瀕危珍稀水生野生動物的保護和科普教育工作做出了有力貢獻。

In 2022, research projects undertaken by SeaChange Marine Park in collaboration with external entities include:

2022年，海昌海洋公園與外部單位合作開展的研究項目包括：

Cooperative Entities 合作單位	Cooperative Content 合作內容	Cooperation Period 合作週期	Achievement and Significance 成果及意義
Institute of Hydrobiology of the Chinese Academy of Sciences 中科院水生生物研究所	Cetaceans artificial breeding project 豢養鯨豚類人工繁育項目	Five years 五年	Expand the breeding capacity of rare cetaceans, reduce wild capture, increase the number of cetaceans 擴大珍稀鯨豚類繁育能力，降低野外捕捉，增殖放流
National Laboratory for Marine Science 國家海洋實驗室	Marine Biomimetics Research Project 海洋生物仿生學研究項目	Medium/long term 中長期	The first oceanarium to participate in national scientific research and military projects in China. The results will be used in high-end scientific research and national defense. 中國首個參與國家級科研和軍事項目的海洋館，成果將用於高端科研和國防領域
Freshwater Fishery Research Center of Chinese Academy of Fisheries 中國水產科學院淡水漁業研究中心	Yangtze finless porpoise conservation research project 長江江豚保育研究項目	Long term 長期	Protect the "giant panda of the water"—Yangtze finless porpoise 保護「水中大熊貓」—瀕危長江江豚
Pacific Society of China 中國太平洋學會	Environmental protection, biological conservation and cultural studies in Pacific region 太平洋區域環境保護、生物保育和文化研究	Three years 三年	Cooperate in environmental investigation, environmental management and protection activities in the Pacific Ocean, and jointly promote the sustainable development of marine resources in the Pacific Ocean 雙方將合作開展太平洋的環境考察和環境管理以及保護活動，共同促進太平洋區域海洋資源的可持續發展
Hainan Academy of Ocean and Fisheries Sciences 海南省海洋與漁業科學院	Research collaboration on wildlife conservation 野生動物保護研究合作	Three years 三年	Carry out a series of cooperation around wildlife protection, research and public science 圍繞野生動物保護、研究及公眾科普開展系列合作
Institute of Deep Sea Research in Chinese Academy of Sciences 中科院深海所	Experiment on marine mammals and marine bioacoustics 海洋哺乳動物與海洋生物聲學實驗	Five years 五年	Jointly build a marine bioacoustics laboratory and carry out research on related topics 雙方將共同打造海洋生物聲學實驗室，並開展相關課題研究



9.4. Protecting Marine Ecosystem

Haichang Ocean Park has actively responded to the national strategic thought on environmental protection, focused on improving the level of environmental management and has been dedicated to building a harmonious home through joint efforts. We protected marine ecosystem and improved the quality of marine ecosystem by means of popular science and conducting marine animal rescue activities. Haichang Ocean Park continued to refine the environmental management system and implemented strictly, promoted the concept of energy conservation and consumption reduction, reduced environmental impact, and strived for green development.

9.4.1. Public Science Education

Haichang Ocean Park has been striving to fulfill the duty of polar and marine life conservation and public science education for many years, actively committed to creating a better living environment for creatures and enabling more public groups to gain a deeper understanding of polar marine life. We make full use of the advantages of the national, provincial and municipal public science education bases of our ocean theme parks to carry out public science education work.

Haichang Ocean Park is a tourism complex featuring marine cultural characteristics, and a national base for marine education. No matter from the aspects of customer service or logistics or to the marine environment protection, or the understanding and application of marine popular science knowledge, are indispensable skills to each employee. We provided the public with rich and diverse biological science knowledge and fulfilled the social responsibility of a public science education base while promoting marine culture and raising awareness of marine conservation. The science popularization system of the park is constantly maturing. Various public science exhibitions are held throughout the year, and a wealth of online and offline themed activities continue to be carried out to disseminate public science knowledge.

9.4. 保護海洋生態環境

海昌海洋公園積極響應國家環境保護的戰略思想，注重提升環境管理水平，攜手共建和諧家園。我們通過科普教育以及開展救助海洋動物行動的方式來保護海域生態環境，改善海洋生態環境質量。海昌海洋公園不斷完善環境管理體系並落實到位，倡導節能降耗理念，降低環境影響，努力尋求綠色發展。

9.4.1. 科普教育

海昌海洋公園多年來一直努力踐行極地、海洋生物保護及科普教育職能，積極致力於為生物創造更好的生活環境，讓更多公眾群體能夠深入了解極地海洋生物。我們充分利用旗下海洋主題公園的國家、省、市級科普教育基地優勢，開展科普教育工作。

海昌海洋公園作為主打海洋文化特色的旅遊綜合體，同時作為全國海洋意識和科普教育基地，無論從客戶服務方面、後勤保障、海洋環境保護抑或海洋科普知識的了解和運用，都是每一位員工不可或缺的一項技能。我們為社會大眾提供豐富多樣的生物科普知識，在弘揚海洋文化、提升海洋保護意識中，踐行科普教育基地的社會責任。公園科普體系不斷成熟，全年有各類科普展陳落地並持續開展豐富的線上線下主題活動傳播科普知識。

Case: Education Base, Extending the Service of Haichang Oceanarium

案例：教育基地，延伸海昌海洋館服務半徑



With rich marine biological resources and high-quality marine cultural atmosphere, Haichang provides the public with quality marine cultural leisure and entertainment experience. At the same time, Haichang gives full play to its own platform advantages to provide social services for many fields of society, such as diversified scientific research, educational practice, etc.

In 2022, the Yibin Fire Brigade entered the Yibin Haichang Ocean Exploration Park to check the emergency rescue route, familiarize themselves with the rescue environment through visits, inspections, and learning, etc., and authorized the Yibin Haichang Ocean Exploration Park as a training base for fire underwater rescue.

海昌以豐富的海洋生物資源及優質的海洋文化氛圍，為大眾提供品質化海洋文化休閒娛樂體驗，同時充分發揮自身平台優勢，面向社會諸多領域提供多元化科普研學、教育實踐等社會服務。

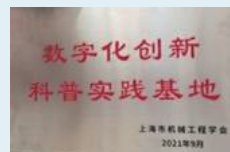
2022年，宜賓市聯動消防大隊走進宜賓海昌海洋探索館，現場查看應急救援路線，以參觀、檢查、學習等環節熟悉救援環境工作，並授權宜賓海昌海洋探索館為消防水下救援培訓基地。



Yibin Haichang Ocean Exploration Park was awarded the Fire Underwater Rescue Training Base by Yibin Fire Brigade
宜賓海昌海洋探索館被宜賓市消防大隊授予消防水下救援培訓基地

Over the years, Haichang has won five public science education base certifications, including “National Marine Public Science Education Base”, “Life Yangtze River Research and Public Science Base”, “National Marine Awareness Education Base”, “Pudong Public Science Base” and “Digital Innovation Public Science Practice Base”.

多年來，在堅持不懈推進科普教育的進程下，海昌共榮獲5項科普教育基地認證，包括「全國海洋科普教育基地」「生命長江研究和科普基地」「全國海洋意識教育基地」「浦東新區科普基地」，以及「數字化創新科普實踐基地」。





Case: Popular science and research, implementing the spirit of ocean exploration and innovation

案例：科普研學，貫徹海洋探索創新精神



In 2022, Shanghai Haichang Ocean Park held science lectures on killer whale juveniles, science popularization research and exploration camps, overnight marine science popularization explorations, special medical and medical staff special meeting for small killer whales, penguin science popularization flash events, screaming marine life search and other popular science education activities. More than 6,700 offline activities were held, covering 140,000 people; more than 100 online science popularization activities were held, covering more than 1.3 million people; nearly 10 co-organized activities were held, covering more than 1 million people in total.

2022年，上海海昌海洋公園通過線上、線下及承辦、協辦和參與的形式舉辦了小虎鯨科普講堂、科普研學探索營、夜宿海洋科普探索、醫護專場小虎鯨見面會、企鵝科普快閃、尋找尖叫海洋生物等多場科普教育活動。其中，線下活動舉辦超過6,700次，覆蓋14萬人次；線上科普活動超過100次，覆蓋超過130萬人次；協辦活動近10次，覆蓋共超過100萬人次。



Haichang Ocean Park organized various popular science activities for children
海昌海洋公園為兒童舉辦多種形式的科普活動



Case: Plant research helps children cultivate environmental awareness

案例：植物研學，幫助兒童培養環保意識



In 2022, Dalian Haichang Discoveryland Theme Park held a plant research activity themed “Magical Microcosm” and used a miniature magnifying glass for the first time to lead children to observe plants in the microcosm and discover the neglected beauty. The botanical research course used more than 100 kinds of plant resources in the Discoveryland and invited plant experts to develop relevant courseware. The purpose is to let the youth experience nature, love the plant world, cultivate environmental awareness, and pay attention to everything in life while teaching and entertaining.

2022年，大連海昌發現王國舉辦「神奇的微觀世界」主題植物研學活動，首次利用微型放大鏡，帶領小朋友觀察微觀世界的植物，發現那些被我們忽略的美。植物研學課程利用發現王國園區內百餘種植物資源，邀請植物專家開發相關課程課件，目的在於讓青少年寓教於樂的同時，感受大自然，熱愛植物世界，培養環保意識，留心生活中的點點滴滴。



Dalian Haichang Discoveryland Theme Park held a botanical research activity with the theme of “Magical Microcosm”
大連海昌發現王國舉辦「神奇的微觀世界」主題植物研學活動



9.4.2. Protective Action

As a leader in marine and polar life conservation, Haichang Ocean Park has been committed to marine life conservation and protection research for many years, and actively fulfilling its corporate social responsibility by assisting local authorities in rescue and release of aquatic wildlife. As aquatic wildlife rescue bases and member units of the Endangered Species Rescue Alliance, Many projects under Haichang have been launched to carry out effective biological rescue, rehabilitation and domestication work under the guidance of local authorities. For now, Haichang has assisted the authorities in rescuing more than 100 aquatic organisms in total. During the reporting period, Haichang has cooperated with the related authorities to carry out field rescue for 5 times and participated in the rescue of *Stenella attenuata*, salamanders, green sea turtles and other precious aquatic wild animals with a total of 4XX animals. The project in Shanghai has assisted the Yangtze River Basin Fishery Administration Office – Freshwater Fisheries Research Center to go to Poyang Lake to implement the ex situ conservation of the Yangtze finless porpoises, and transferred more than 110 stranded finless porpoises, which was highly recognized by the relevant authorities.

9.4.2. 保護行動

作為海洋及極地生物保育的領導者，海昌海洋公園多年來持續致力於海洋生物保育及保護研究，並積極履行企業社會責任，協助國家地方主管部門開展水生野生動物救助及放生工作。海昌旗下多個項目作為水生野生動物救治基地、瀕危物種救護聯盟成員單位，在當地主管部門的指導下開展卓有成效的生物救護和康復馴化工作，目前已累計協助主管部門救助水生生物100餘頭／隻。報告期內，共配合主管部門實施野外救助共計5次，參與救助點斑原海豚、娃娃魚、綠海龜等珍惜水生野生動物共計4頭／隻。上海項目協助長江辦淡水漁業中心，前往鄱陽湖實施長江江豚遷地保護行動，共轉運擱淺江豚110餘頭，得到相關主管部門的高度認可。

Case: Haichang Ocean Park participated in the joint construction of marine animal rescue defense

案例：海昌海洋公園攜手共築海洋動物救助防線



In November 2022, the Yangtze River Basin encountered an extreme drought, and Poyang Lake experienced an extremely dry water level that was rare in history, posing a serious threat to the Yangtze finless porpoise in this water area. Haichang Ocean Park participated in the emergency rescue operation for the Yangtze finless porpoise in Poyang Lake organized by the Jiangxi Provincial Department of Agriculture and Rural Affairs and rescued more than 100 finless porpoises. Haichang Ocean Park has made important contributions to the safe migration of finless porpoises with professional conservation knowledge and medical technology.

2022年11月，長江流域遭遇極端旱情，鄱陽湖出現歷史罕見的極枯水位，對該水域長江江豚產生了嚴重威脅。海昌海洋公園全程參與了由江西省農業農村廳組織的鄱陽湖長江江豚應急救護行動，累計參與救助百餘頭江豚，用專業的保育知識和醫療技術為江豚的安全遷移做出重要貢獻。



Haichang Ocean Park Emergency Rescue for Poyang Lake Yangtze Finless Porpoise
海昌海洋公園應急救護鄱陽湖長江江豚



The staff of Sanya Haichang Biological Conservation Center rescued the injured green sea turtle
三亞海昌生物保育中心工作人員現場救助受傷綠海龜

On September 9, 2022, an injured green sea turtle, a second-class national protected animal, appeared in the back sea area of Sanya. The staff of Sanya Haichang Biological Conservation Center arrived at the scene immediately. After inspection, it was confirmed that the sea turtle was a green sea turtle. It was about 97 cm long and 60 cm wide. Its hind legs were slightly injured, and its body was relatively weak. It was rescued and treated by Sanya Haichang Biological Conservation Center.

2022年9月9日，一隻受傷的國家二級保護動物綠海龜出現在三亞後海海域，三亞市公安局後海海岸派出所民警聯合轄區群眾開展及時救助。三亞海昌生物保育中心工作人員第一時間抵達現場，經檢查確認，該海龜是一隻國家二級保護動物綠海龜，長約97厘米，寬約60厘米，後肢有輕微受傷，且身體較為虛弱，後由三亞海昌生物保育中心進行救助治療。



10. GROWING TOGETHER WITH EMPLOYEES

Haichang Ocean Park supports the group spirit of sincerity and openness, recognizing that every employee is a member of our Group family. We are well aware that the development and growth of the Group cannot be achieved without the joint efforts of all employees, and committed to providing an equal, caring, and safe working environment for our employees. The long-term career competitiveness of employees is an important part of the Group's value, and we strive to grow up together with employees towards the Group's high-quality, international, and diversified future.

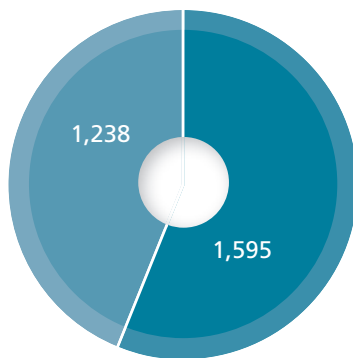
During the reporting period, among the scope of entities of our 2022 ESG report, we had a total of 2,833 employees, of which 1,238 were female, accounting for 44% of the total number of employees.

10. 攜手員工成長

海昌海洋公園倡導真誠開放的團隊精神，將每位員工視為集團大家庭中的一份子。我們明白集團的發展壯大離不開所有員工共同的努力，致力於為員工提供平等、關懷、安全的工作環境，將員工的長期職業競爭力作為集團整體價值的重要組成部分，向集團的高品質、國際化和多元化之路共同前進。

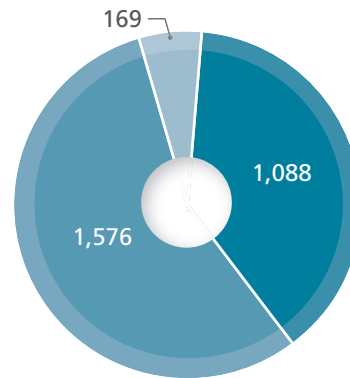
報告期內，2022ESG主體報告範圍內共有員工2,833人，其中女性員工1,238人，佔總人數的44%。

Number of Staff by Gender
按性別劃分員工數量



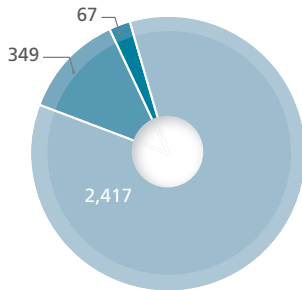
● Male 男員工
● Female 女員工

Number of Staff by Age
按年齡劃分員工數量

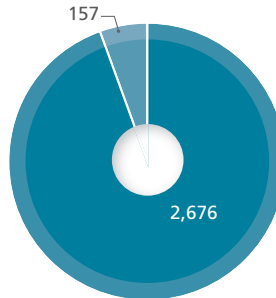


● Aged 30 and below 30歲及以下
● Aged 31-50 31-50歲
● Aged 51 and above 51歲及以上

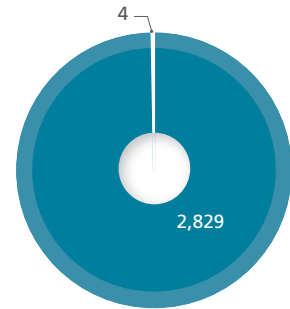
Number of Employees by Employee Category
按層級劃分員工數量



Number of Employees by Employment Type
按僱傭類型劃分員工數量



Number of Employees by Region
按地區劃分員工數量



- Senior management (高級管理人員)
- Mid-level management (中層管理人員)
- General Employees (普通員工)

- Full-time (全職)
- Part-time (兼職)

- China Mainland (中國內地)
- Hong Kong, Macau, Taiwan, and Overseas (港澳台及海外地區)

10.1. Employee Rights and Benefits

Haichang Ocean Park strictly prohibits and boycotts any employment of child labor or forced labor, and fully safeguards the legitimate rights and interests of employees in recruitment, promotion, working hours, compensation and benefits in compliance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the Requirements on the Prohibition of Child Labor, and the relevant local laws and regulations at operational sites. The Group conducts trainings and activities to emphasize the prohibition of child labor and illegal labor, equip park managers with the knowledge and the awareness of relevant laws and regulations, and increase inspections of all parks through daily and specific on-site checks. Adhering to the principle of fairness and equality in labor management, we do not treat employees unfairly because of their ethnicity, race, gender, position, family origin, religious beliefs, education or other backgrounds. While protecting the basic rights and interests of employees such as housing funds, pension funds, unemployment insurance, medical insurance, work injury insurance and pregnancy insurance, we have established a scientific and standardized performance and incentive system, to set up qualitative and quantitative performance goals for employees and drive a positive working mindset.

10.1. 員工權益

海昌海洋公園堅決抵制任何使用童工或強迫用工的情況，按照《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》及各運營地當地的相關法律法規，在招聘、晉升、工作時間、薪酬福利等方面充分尊重和保護員工的合法權益。本集團開展禁止使用童工、非法用工的宣教，提高各公園管理者對相關法律法規的認知水準和法律意識，並結合日常巡查和專項檢查等工作，對各公園加強檢查力度。我們在員工管理中貫徹公平公正的原則，不因民族、種族、性別、職位、家庭出身、宗教信仰、教育程度或其它情形而使員工受到不公平的對待。在切實保障員工五險一金等基本權益的基礎上，我們還建立科學規範的績效和激勵管理體系，設置定性和定量相結合的績效管理目標，營造積極向上的工作氛圍。



10.2. Training and Development of Employees

The Group continues to strengthen internal and external training to enhance the competence and skills of employees, in accordance with the internal management systems such as the Management System of Employee Development and the Management System of Employee Training. The Human Resources and Administration Department is responsible for collecting and analyzing the needs from different departments, and correspondingly organize sharing by experienced managers and professional technicians within the Group pertaining to targeted aspects, e.g., management skills, professional skills, and comprehensive ability, etc. We have established a mature team of internal trainers divided into four levels with different qualifications and experience. The team of internal trainers across the Group has expanded to nearly 400 people, covering the training for all professional positions. Meanwhile, the Group cooperates with excellent external training companies or peer companies, inviting external training instructors to conduct courses within the Group or organizing onsite learning in external companies. The outcomes of external learning can be further absorbed within the Group, refined and transferred as internal training resources.

In 2022, the Group has launched the self-developed training software, which provides a total of approximately 120 internal and external courses to all subsidiaries nationwide and will be always updated based on business development and employees' needs. During the onboarding training for the headquarter new joiners in 2022, the newly launched training platform was applied to illustrate the Group's strategy, product matrix, culture, business competitiveness and other contents vividly. In addition, we encourage employees to pursue part-time academic qualifications or professional certifications that are relevant to their jobs and recognized by the authorities, and provide a certain amount of subsidy for employees' education expenses if they complete the obtain the qualifications or certifications.

10.2. 員工培訓與發展

本集團根據《員工發展管理制度》《員工培訓管理制度》等內部管理制度，繼續強化開展內部和外部培訓，以提升員工的整體素質和工作技能。人力行政部負責收集和分析各部門的培訓需求，進而邀請集團內經驗豐富的管理人員和專業技術人員，針對性地從管理技能、專業技能、個人綜合素質等方面分享經驗。我們已建立了成熟的內訓師梯隊，將不同資歷和經驗的內訓師分為4個級別。目前全集團內訓師團隊發展至近400人，覆蓋全部專業崗位培訓工作。同時，海昌也與外部優秀的培訓公司或同行企業合作，組織外部培訓講師在集團內開展課程，或者派遣員工前往外部公司參加學習。外部學習成果可在集團內部進一步吸收，整理提煉為內部培訓資源。

2022年，集團總部自主開發的培訓軟件正式上線，現有內外部共計約120門課程向全國各分公司和子公司開放，並根據業務發展和員工需求不斷持續豐富完善。2022年集團總部新員工入職培訓期間，我們通過使用新上線的培訓平台，以生動形式向新入職員工提供集團戰略、產品矩陣、員工文化、核心競爭力等多方面內容。此外，我們鼓勵員工在職進修，或積極參加與本職工作相關且國家相關部門認可的專業技能資質培訓。對完成在職進修或取得與工作崗位相關的專業資格證書的員工，集團可提供一定額度的教育費用補貼。

Haichang Ocean Park demonstrates the Group's clear promotion path in the Management System of Employee Development, and develops the talent management model accommodated to the Group's characteristics. We support each employee to explore career development plans based on their strengths and maximize their potential. Through our talent assessment in different aspects such as collaborative relationships, team roles and deliverable functions, employees can better understand their areas of expertise and areas to be improved, and further make plans in line with their own development.

海昌在《員工發展管理制度》中說明了集團清晰的晉升管理路徑，並持續開發適合集團特點的人才管理模式，幫助每位員工根據自身優勢探索職業發展計劃，發揮最大潛能。通過協作關係、團隊角色、產出功能等不同方面的人才測評，員工可更加了解自身在工作中的擅長領域和待提升空間，制定和實施符合自身發展的提升計劃。



Haichang Ocean Park conducted a management trainee training program in the summer of 2022 to improve the overall ability of the Group's reserve talents.

海昌海洋公園在2022年夏季開展了管理培訓生培訓，提升集團後備中堅力量的全面素質。



Haichang Ocean Park has formulated the Management System of Performance Incentive, stimulating the potential of our talents and motivating the rapid growth of employees in various forms of incentives, including incentive KPIs for different positions (such as marketing, operation, taming, etc.), awards for positive and outstanding behavior such as protecting the safety of visitors and the park from danger.

海昌海洋公園制定了《績效激勵管理制度》，並通過多種激勵形式，促進員工發揮潛能和快速成長，例如對營銷、運營、馴養等不同崗位均設置激勵指標，對保障遊客和園區安全等事項設立獎勵基金等。

Measures of Employee Career Incentives

員工職業發展激勵措施

The position-specific skills competition	The skills competition is mainly planned and organized within each department. The rules were set up according to the differences in nature and profile of the positions for the purpose of enhancing position-specific skills. The competition shall be reasonably scheduled during the business hours without increasing the pressure on employees. The human resources department would finally report the competition results and the rewards.
崗位技能大賽	技能大賽主要在各部門內制定計劃和組織開展，各部門根據本部門的崗位特徵設計賽制，以不增加員工壓力、促進員工學習提升為主要宗旨。技能大賽可於經營期間自行合理安排，比賽結果和獎勵最後由人事科進行上報。
Incentive Card System	The cards were issued to the management members, trainers and visitors to collect their feedbacks on the performance of employees. The incentive card regime is a crucial part of training feedback which helps evaluate the effects of training. Also, the training feedback measures can collect reasonable suggestions and provide reference for improvement.
激勵卡片制度	激勵卡片的發放主體包括管理層、培訓者和遊客，通過發放卡片體現對員工表現的評價。激勵卡片制度能夠衡量培訓的效果，是培訓反饋環節的組成部分。同時，培訓反饋環節也將合理聽取員工的建議，為改進培訓內容和形式提供參考。



Shanghai Haichang Ocean Park focuses on team motivation and development, and honors employees who have accomplished operational goals and made outstanding contributions. In 2022, the annual commendation conference was held with 230 participants, awarding 89 outstanding employees and 43 outstanding teams; the semi-annual staff conference was held with 200 participants, awarding 64 employees for pandemic prevention and 283 employees for their diligence during the pandemic. 上海海昌海洋公園注重團隊激勵和發展，對完成運營目標和突出貢獻的員工進行表彰。2022年，年度表彰大會參與人次230人，優秀員工89人、優秀團隊43個；半年度員工大會參與人次200人，戰疫勇士64人，堅守勇士283人。



10.3. Occupational Health and Safety

The health and safety of our employees is the basis for the Group's value creation and the focus of our attention in employee management. Haichang Ocean Park complies with the Work Safety Law of the People's Republic of China, the Technical Specification for Occupational Health Surveillance (GBZ 188-2014), and other relevant laws and regulations and is committed to ensuring the health and safety of every employee at work. Shanghai Haichang Ocean Park has formulated a series of occupational health management systems, special equipment and operation systems, including the notification of occupational hazard factors, distribution of personal protective supplies, safety management of special equipment, and qualifications of special equipment operators, etc., to ensure the safety and health of operating employees. During the reporting period, Dalian Haichang Discoveryland Theme Park completed the Level 3 enterprise evaluation of Safety Production Standardization, establishing a solid foundation for the management system. There was no work-related fatalities occurred in each of the past three years including the 2022. In 2022, there was no significant violations of laws and regulations related to occupational health and safety occurred.

10.3. 職業健康與安全

員工的健康安全是集團創造價值的基礎，也是我們在員工管理中關注的重點。海昌海洋公園遵守《中華人民共和國安全生產法》《職業健康監護技術規範》(GBZ 188-2014)等法律法規要求，致力於保障每位員工在工作崗位上的健康安全。上海海昌海洋公園制定了一系列職業健康管理制、特種設備和作業制，包括職業危害因素告知、勞保用品配置和發放、特種設備安全管理、特種設備操作人員上崗資質等，確保操作員工的人身安全。本報告期內，大連海昌發現王國主題公園完成了安全生產標準化三級企業評估，建立了管理體系層面的堅實基礎。2020年-2022年，集團因工傷死亡人數為0，未發生重大違反職業健康安全相關法律及規例的事件。



Haichang takes multiple measures to protect the physical and mental health of employees

海昌多措並舉保障員工身心健康

Employee medical examination	The Group provides free regular medical examinations for its employees. In 2022, the Group focused on the accuracy and the service experience of employees' physical examination as the two major directions of improvement, striving for more accurate and high-quality medical examination services for all employees.
員工體檢	集團為在職員工提供免費定期體檢。2022年，集團繼續將體檢套餐精準度、員工體檢體驗感作為優化的兩大方向，為全體員工爭取更加精準、更加優質的體檢服務。
Occupational Health	Regular health care and decompression therapy are offered every year for the staff working in the water of the animal trainer position. In addition, measures of heating and cooling are strengthened during the winter and summer seasons respectively, and high temperature allowances are paid according to regulations in Summer.
職業健康	集團為動物部門馴養師崗位的下水員工提供定期保健減壓治療。另外，在寒暑季節分別加強保溫和防暑降溫措施，並按照勞動法規要求，向高溫天氣的工作人員發放防暑降溫補貼。
Labor Protection	A management system related to labor protective equipment has been formulated to clarify the types of labor protective equipment (e.g., work clothes, gloves, safety helmets, safety shoes, etc.), set the standard distribution for different work positions, and establish the record procedures for application and distribution.
勞動防護	制定了勞動防護用品相關的管理制度，明確勞動防護用品的種類（例如工作服、手套、安全帽、安全鞋等），設置不同工作崗位的配置標準，並建立申領和發放的記錄程序。
Pandemic prevention	The requirement of proactive cooperation with the unified management measures for the prevention and control of infectious diseases is clearly stated in the employee handbook. As the impact of the COVID-19 continued in 2022, the on-the-job employees have been distributed a mask every day, and protective clothing and other protective kit have been provided based on the needs of special positions.
疫情防務	在員工手冊中明確積極主動配合針對防治傳染性疾病方面的統一管理要求。2022年新冠疫情影響持續，集團對在崗員工每天發放口罩一枚，對特殊崗位發放防護服等防護用具。



10.4. Care For Employees

Haichang Ocean Park insists on implementing a people-oriented philosophy. We care about the physical and mental health of our employees, welcome and listen to their opinions and suggestions, and convey care to employees through a variety of activities to enhance the belonging and connection between employees and the Group. In addition to the statutory pension insurance, unemployment insurance, work injury insurance, maternity insurance, and medical insurance, we provide employees with additional subsidies and allowances, such as transportation subsidies, rental subsidies, holiday subsidies and gifts, etc.

In 2022, we conducted a satisfaction survey among 1,746 employees via questionnaires, covering the headquarters of the Group and its subsidiaries, with questions targeted at key areas of concern to the Group's central departments and project companies. The survey questions of the group headquarters focused on strategies, systems, work support, etc., with an average score of 4.92 (out of 5), an increase of about 4% compared to 2021; the survey questions of the subsidiaries included employee canteens, dormitories, welfare, employee activities and other aspects, and each of the average score is above 4.5 (out of 5).

10.4. 員工關愛

「以人為本」是海昌海洋公園始終貫徹的理念。我們關注員工的身心健康，歡迎和傾聽員工的意見和建議，並通過豐富多彩的活動向員工傳遞關懷，增強員工與集團的歸屬和聯結。除法定的養老保險、失業保險、工傷保險、生育保險、醫療保險之外，我們向員工提供額外補助和津貼，如交通補貼、租房補貼、節假日補貼和禮品等。

2022年，我們通過問卷的形式向1,746名員工開展了滿意度調查，涵蓋集團總部及下屬各公司，針對集團中心部門和各項目公司分別關心的重點領域設計調查問題。集團總部的調查問題側重戰略、制度、工作支持等方面，總平均分為4.92分（滿分5分），比2021年提高了約4%；下屬各公司的調查問題包括員工食堂、宿舍、福利、活動等方面，各分項的平均分均在4.5分以上（滿分5分）。



The Group holds birthday parties for employees to enhance team cohesion and sense of belonging.
組織開展慶祝員工生日的「員工生日會」活動，增強團隊的凝聚力和歸屬感。



During the Women's Day, the group organized lectures on women's health to popularize relevant knowledge to female employees and help them better understand themselves physiologically, and prepared holiday gifts for female employees to appreciate their work and dedication.

「三八婦女節」期間，集團組織了女性健康講座，向女性員工普及相關知識，幫助女性員工更好地了解自我；為女性員工準備了節日禮物，感謝她們的工作和付出。



11. CREATING A SUSTAINABLE SUPPLY CHAIN

The stable supply of suppliers is indispensable to the robust business and operation of Haichang Ocean Park. We attach great importance to the selection and management of suppliers, comply with laws and regulations such as the Law of the People's Republic of China on Work Safety, Environmental Protection Law of the People's Republic of China, etc., and develop partnerships with suppliers in a responsible attitude. The Group conducts supplier management with the goal of "selecting, cooperating with, and managing suppliers properly". During the reporting period, the Group had 1,988 suppliers in total, including 1,982 domestic suppliers and 6 overseas suppliers.

11.1. Suppliers' Management System

Haichang Ocean Park has formulated the Suppliers' Management System of the Group, which clarifies the content of supplier classification, supplier inspection, supplier management, supplier rights, etc., and defines the assessment mechanism before and after supplier entry to strictly safeguard the quality of the supply chain. In 2022, we reviewed and updated some details, and released and implemented the Suppliers' Management System 3.0. As the Group's supplier management practice matures, we will continue to improve the internal supplier management system and standards, deepen the cooperations with high-quality suppliers, and promote the creation of a sustainable supply chain. At the same time, we take into consideration factors such as environmental protection, safety and health in procurement, and prioritize the use of raw materials, products or services that are beneficial to resource conservation and efficiency.

11. 打造可持續供應鏈

海昌海洋公園的業務和運營離不開供應商夥伴的穩健保障。我們重視供應商的篩選和管理，遵守《中華人民共和國安全生產法》《中華人民共和國環境保護法》等法律法規，以負責任的態度與供應商開展合作夥伴關係，以「選好供應商、用好供應商、管好供應商」為目標開展各項供應商管理工作。報告期內，集團供應商共1,988家，其中國內地供應商共計1,982家，海外供應商6家。

11.1. 供應鏈管理制度

海昌海洋公園制定了集團《供應商管理制度》，明確了供應商分類、供應商考察、供應商管理、供應商權益等方面的內容，建立了供應商在准入前和准入後的評估機制，嚴格把控供應鏈質量。2022年，我們完善了原有供應商管理制度的部分細節，發佈並實施《供應商管理制度》(3.0版)。隨著集團供應商管理實踐成熟，我們將持續健全和改進內部的供應商管理體系和標準，深入與優質供應商的穩健合作，推動打造可持續的供應鏈。同時，我們在採購中納入環境保護、安全健康等考慮因素，優先使用有利於資源節約和效率的原材料、產品或服務。

Suppliers' Management System of Haichang Ocean Group

海昌海洋集團供應商管理體系

Bidding requirements

招標要求

- The Requirements of Bid Invitation for Suppliers and Approval Process for Bid Invitation were formulated to govern the management of suppliers and require suppliers to provide documents regarding three major aspects, namely quality, environment and occupational health
- Anti-corruption Agreements were entered into with suppliers to regulate their conduct, prevent corruptions from occurring during the course of bid invitation and procurement, and eliminate the acts of seeking illicit interests during the implementation of projects
- 制定《供應商招標要求》《招標審批流程》，規範供應商管理工作，要求供應商提供質量、環境、職業健康等方面的管理體系文件
- 與供應商簽定《廉政協議》，約束供應商行為，防止招標採購中滋生腐敗案件，杜絕項目開展過程中發生各種謀取不正當利益的行為

Initial inspection

前期考察

- The scope of company inspection covers the qualification grade of the Company, management model of the project department, mode of organization of labor and technological capacity, etc.
- The scope of onsite project inspection covers the scale, complexity and quality of construction, onsite safety and civilization level and progress control of projects, etc.
- For suppliers who need to conduct on-site inspections, the results of the on-site inspections are an important part of the shortlisting review
- The bidding and purchasing departments of the Group and subsidiaries are responsible for establishing and improving its own supplier database, where companies that have not won the bid but passed the inspection are also included in the list and archived with relevant inspection and evaluation materials
- 對公司的考察包括：公司資質等級、項目部管理模式、勞務組織模式、技術力量等
- 對項目現場的考察包括：建築規模、施工進度、施工質量情況、現場安全文明狀況、工程進度控制情況等
- 對需要開展實地考察的供應商，將實地考察結果作為入圍審查的重要組成部分
- 集團和各公司招標採購部負責建立和完善自有的供應商庫，其中未中標但考察合格的單位也納入名單並存檔相關的考察評估資料

Subsequent assessment

後期評價

- With the Supplier Evaluation Form and other documents, we have established a scoring system for various types of suppliers such as design companies, construction companies, material and equipment suppliers, entertainment service suppliers, and bait suppliers
- Construction companies are also assessed with factors such as measures and trainings of on-site safety and civilization, protection of workers' rights and interests, and project quality
- 編製《供應商評價表》等文件，建立對設計單位、施工單位、材料和設備供應商、演藝服務供應商、餌料供應商等各種類別供應商的打分體系
- 針對施工單位，納入對供應商現場安全文明措施和培訓情況、工人權益保障情況、工程質量情況等考量因素



11.2. Supplier Classification and Management

According to the Suppliers' Management System, Haichang Ocean Park conducts classified and hierarchical management of suppliers. After the supplier completes the delivery of contracted work, the relevant business departments and the Costs and Procurement Department are responsible for evaluating and scoring the supplier with reference to the "Supplier Evaluation Form", report to the Group for approval, and finally determine the category of the supplier. We divide suppliers into 4 categories according to the evaluation results, and actively carry out long-term and in-depth cooperation with high-quality suppliers.

11.2. 供應商分類分級管理

根據《供應商管理制度》，海昌海洋公園對供應商進行分類分級管理。在供應商完成合同履約後，業務相關部門和成本採購部負責參照《供應商評價表》對供應商進行評估打分，並向集團匯報審批，最終確定對供應商類別的判定。我們根據評估結果將供應商分為4類，積極與優質供應商開展長期和深度合作。

Supplier Classification Criteria of Haichang Ocean Park 海昌海洋公園供應商分類標準

Trial suppliers 可試用供應商	Suppliers are qualified to provide construction, products or services to the company after qualification review, with no previous records of cooperation or no serious issues in the first contracted work. If the evaluation result of the trial supplier fails after trial, elimination measures will be taken. 供應商經資質審查合格，具備向公司提供施工、產品或服務的資格，尚未合作或首次合作存在問題但不嚴重。若試用供應商經試用後評估結果不合格，採取淘汰措施。
Qualified suppliers 合格供應商	The supplier has performed well in the previous cooperations with the Group, with a comprehensive evaluation score greater than 60 and less than 80. 供應商在與集團的以往合作過程中表現良好，綜合評價得分大於60分、小於80分。
Outstanding suppliers 優秀供應商	The supplier has been involved in several previous projects with an overall evaluation score greater than 80 during the cooperation with the Group. 供應商在集團多個項目的合作過程中，綜合評價得分大於80分。
Unqualified suppliers 不合格供應商	The supplier does not pass the pre-qualification review, or the comprehensive evaluation score after cooperation is less than 60. All suppliers rated as unqualified must be excluded and no further cooperation will be carried out with them. 供應商未通過資質預審，或合作後綜合評價得分小於60分。被評為不合格供應商均必須淘汰，不再與其開展合作。



12. MAKING CONTRIBUTION TO THE SOCIETY

Haichang Ocean Park adheres to the purpose of “dream, love, joy”, shoulders social responsibility and the mission to communicating marine culture, and actively participates in popular science education and social welfare activities. With “a responsibility, a share, a companionship, and a cure”, The Group continues to practice in various aspects, focusing on the development of children and youth, caring for vulnerable groups, and actively contributing to creating a warm and inclusive society. We are committed to exploring diverse approaches for social welfare with the platform of ocean parks and the experience of marine culture.

12.1. Deepening School-Enterprise Cooperation

The Group has signed cooperation agreements with a number of vocational and technical schools through internship programs, joint teaching, and targeted training, to help youth students understand the real working environment and grasp necessary vocational skills, and promote the cultivation of talents for the industry. The list of some universities that have established long-term and in-depth cooperative relations is as follows:

- School of Tourism Management, Shanghai Normal University/Shanghai Institute of Tourism (Undergraduate/Junior College)
- School of Tourism and Hotel Management, Dongbei University of Finance and Economics (Undergraduate)
- Dalian Minzu University (Undergraduate)
- Liaoning Institute of Science and Technology (Undergraduate)
- Shenyang Vocational and Technical College (Junior College)
- Liaoning Vocational and Technical College of Forestry (College)

12. 服務回饋社會

海昌海洋公園始終秉持「有夢•有愛•有快樂」的理念，肩負社會責任感與海洋文化使命感，積極投身科普教育和社會公益活動，以「一份責任、一份分享、一份陪伴、一份治癒」，從不同維度不斷實踐，聚焦兒童和青年發展，關愛弱勢群體，為創造溫暖包容的社會積極貢獻力量，致力以海洋館平台、海洋文化體驗探索更加多元的社會公益之路。

12.1. 深化校企合作

本集團與多家職業技術學校簽署合作協議，通過實習項目、聯合授課、定向培養等方式，幫助在校青年了解真實的職業環境、掌握必備的職業技能，促進建設行業人才隊伍。已建立長期深度合作關係的高校名單部分如下：

- 上海師範大學旅遊管理學院／上海旅遊專科學院（本科／專科）
- 東北財經大學旅遊與酒店管理學院（本科）
- 大連民族大學（本科）
- 遼寧科技學院（本科）
- 瀋陽職業技術學院（大專）
- 遼寧林業職業技術學院（大專）



- Liaoning Vocational and Technical College of Modern Service (Junior College)
- Dalian University of Finance and Economics (Undergraduate)
- Dalian Maple Leaf Vocational and Technical College (Junior College)
- Liaoning Medical University (Undergraduate)
- Zhejiang Tourism College (Junior College)
- 遼寧現代服務職業技術學院 (大專)
- 大連財經學院 (本科)
- 大連楓葉職業技術學院 (大專)
- 遼寧醫科大學 (本科)
- 浙江旅遊職業學院 (大專)

12.2. Caring For the Underprivileged

Haichang Ocean Park continuously focuses on the physical and mental health of sick children and appeals to the whole society to create a warm and loving environment for them, helping the growth of angels with broken wings by love and healing more people by the power of marine and light. We continue to focus on autistic children and have established every April as the “Theme Month for Caring for Autistic Children” since 2015 with successful theme events for consecutive 7 years, to raise attention for autism children and their families in the society.

In 2022, Haichang Ocean Park launched online activities such as “Posters of Underwater Creative Charity ” and “Posters of Inclusive All with Love ” based on the theme of “Shining with Stars, Embracing All with Love”, and implemented a free admission policy for all autistic families around the world from April to June. The Group actively promotes and conveys positive spirits, hoping that the children of the stars will no longer shine alone, and the love of social charity will continue.

12.2. 關愛特殊群體

海昌海洋公園持續關注患病兒童的身心健康，力所能及地呼籲全社會共同營造溫馨有愛的環境，用愛助力折翼天使們茁壯成長，以海洋和光之力量治愈更多人。海昌持續關注孤獨症兒童群體，自2015年起將4月份設立為孤獨症兒童主題月，至今已連續7年成功舉辦相關主題活動，增強全社會對孤獨症兒童和家庭的關注。

2022年，海昌基於「用愛包容所有與星星同閃爍」的主題，開展了「水下創意公益海報」「用愛包容所有海報」等線上接力活動，並在4月-6月期間對全球所有孤獨症家庭實行免費入園政策。海昌積極發揚和傳遞正能量，希望讓星星的孩子不再獨自閃爍，讓社會公益之愛生生不息。

Case: Conveying the Healing Impacts of Marine Culture with Love and Charity

案例：愛心公益，傳遞海洋文化治癒能量



On April 1, 2022, Haichang Ocean Park officially launched the 8th Theme Month for Caring for Autistic Families with the theme of “Shining with Stars, Embracing All with Love “ and offered free admission for all autistic families around the world. This themed caring month started on April 1, 2022 and ended on June 30, 2022. Families with autism children can choose a time for free admission to the parks and avoid peak hours. The Group’s parks carried out online activities one after another, including “Posters of Underwater Creative Charity Public Welfare Posters”, “Posters of Inclusive All with Love Posters with Love”, etc., to fulfill our social responsibilities, arouse people’s attention to autistic families, and help the children of the stars to grow with love.

海昌海洋公園於2022年4月1日，正式啟動「用愛包容所有 與星星同閃爍」為主題的第八屆孤獨症家庭關愛月，旗下公園面向全球孤獨症家庭實行免費入園政策。本屆關愛月自2022年4月1日開啟，至2022年6月30日結束，孤獨症家庭可錯峰選擇免費入園時間。海昌旗下公園陸續開展「水下創意公益海報」「用愛包容所有海報」等線上接力活動，持續履行社會責任，喚起人們對孤獨症家庭的關注，用愛助力星星的孩子茁壯成長。



The 8th Theme Month for Caring for Autistic Families of Haichang Ocean Park
第八屆海昌海洋公園孤獨症家庭關愛月



Anyang Haichang Ocean Exploration Park cares for and helps disadvantaged children
安陽海昌海洋探索館關愛和幫助弱勢兒童



On July 25, 2022, as Shanghai Haichang Ocean Park officially opened the world's first Ultraman-themed entertainment zone, it launched the "Infusing the Power of Light, Going Along with Love" charity activity for caring for disabled children. Within the year of 2022, the Group's parks were open to disabled children across the country for free, and has received more than 1,000 visitors. In the future, Shanghai Haichang Ocean Park will make a long-term cooperation with Shanghai Xinchuanghua Cultural Development Co., Ltd., the general copyright agent of Ultraman in mainland China, and continue to carry out a series of social charity activities around Ultraman's themes, bringing the "Power of Light" to more people in need.

2022年7月25日，上海海昌海洋公園在正式開放全球首個奧特曼主題娛樂區的同時，啟動了「灌注光能，與愛同行」關愛殘障兒童公益活動，2022年內面向全國殘障兒童免費開放，已累計接待超千人。未來，上海海昌海洋公園將長期與奧特曼中國大陸地區版權總代理－上海新創華文化發展有限公司共同合作，圍繞奧特曼主題持續落地一系列公益活動，將「光之力量」帶給更多有需要的人。

Case: Shanghai Haichang Ocean Park Held Ultraman Charity Activities

案例：上海海昌海洋公園舉辦奧特曼公益活動



In October 2022, Shanghai Haichang Ocean Park and Xinchuanghua jointly held the "Sunshine Children Realize Dreams in Shanghai Haichang Ocean Park" Ultraman-themed public welfare activity. Accompanied by their parents and therapists, more than ten children from Yangzhi Rehabilitation Hospital, Tongji University walked out of the ward, visited the sea world park and the Ultraman themed pavilion, and watched the limited-edition original drama "Ultraman Heroes, Ocean Gathering War" to feel the "Power of Light" closely.

在2022年10月，上海海昌海洋公園與新創華聯合舉辦「陽光寶寶圓夢上海海昌海洋公園」奧特英雄公益活動。在家長及治療師的陪伴下，十餘位來自同濟大學附屬養誌康復醫院的小朋友走出病房，參觀海洋世界，打卡奧特曼主題館，觀看限定原創劇目《奧特英雄：海洋集結戰》，近距離感受「光之能量」。



In addition, Haichang Ocean Park is committed to creating the power of love and joy through theme parks, and continues to introduce a series of policies to provide free admission to medical staff, athletes of the Winter Paralympic Games, disabled children, etc., conveying warmth and love, embodying social care and practicing social responsibility.

此外，海昌海洋公園致力於通過主題公園創造愛與歡樂的力量，持續推出一系列免費開放政策，向醫護人員、冬殘奧會體育健兒、殘障兒童等群體提供免費入園，傳遞溫暖和愛心，體現社會關懷，踐行社會責任。



Case: Continuing Implementation of the Free Admission Policy for Social Charity

案例：持續推行公益免費政策

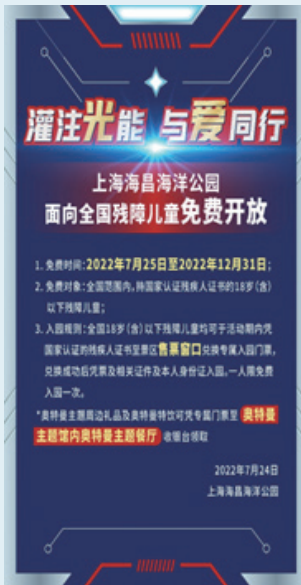
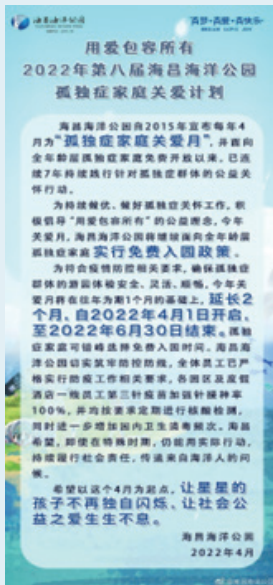


Haichang Ocean Park is open to special groups for free, delivering happiness and love to them without barriers. The cumulative number of people entering the park freely in an individual year exceeds 150,000. The social charity free admission policies implemented in 2022 include:

- From 2020 to 2022, all the Group's parks were open to medical staff for free.
- From April to June, all the Group's parks were open to autistic families for free.
- From March 11th, all the Group's parks are free of charge for life for the sports delegation of the Winter Paralympic Games.
- From July 25th to December 31st, Shanghai Haichang Ocean Park was open to disabled children aged 18 and below for free.
- From November 16th to November 30th, Shanghai Haichang Ocean Park was open to the elderly aged 60 and above free of charge.

海昌海洋公園向特殊群體實行免費開放，將快樂和愛心無障礙地傳遞到他們身邊，累計單年免費人群入園人次逾15萬。2022年推行的公益免費政策包括：

- 自2020年至2022年全年，海昌旗下所有公園面向醫護人員免費開放。
- 4月-6月，海昌旗下所有公園面向孤獨症家庭免費開放。
- 3月11日起，海昌旗下所有公園面向冬殘奧會體育代表團終身免票入園。
- 7月25日-12月31日，上海海昌海洋公園面向全國18歲及以下殘障兒童免費開放。
- 11月16日-11月30日，上海海昌海洋公園面向60周歲及以上長者免費開放。





12.3. Fighting the Pandemic Together

Haichang Ocean Park actively advocates the spirit of conveying care and contributing to society, not only carrying out public welfare practices in our business activities, but also widely practicing in our employees' daily life. During the epidemic in 2022, many outstanding employees became volunteers in the community, providing support for the community in disinfection, testing, and supplies, solving practical problems in the neighborhood and enhancing social cohesion.

12.3. 共同抗擊疫情

海昌海洋公園積極倡導傳遞關愛、貢獻社會的精神，不僅在我們的經營活動中開展公益實踐，並且通過我們的員工在日常生活中廣泛踐行。2022年疫情期間，許多優秀員工成為社區的志願者，為社區提供消毒、檢測、物資供應和保障等方面的支持，解決社區鄰里的切實問題，增強社會的凝聚力。



Group employees volunteered to become "Big White" in the community to contribute to the fight against the epidemic
集團員工主動報名成為社區「大白」，為抗擊疫情貢獻力量

13. KPIS OF THE HKEX ESG REPORTING GUIDE

13. 香港聯合交易所ESG指引關鍵績效指標

KPIs 指標	Environmental KPIs 環境指標		
	Unit 單位	2022 2022	2021 2021
Direct GHG emissions (Scope 1) 直接排放(範圍1)	tCO ₂ e 噸二氧化碳當量	9,517.60	11,647.17
Indirect GHG emissions (Scope 2) 間接排放(範圍2)	tCO ₂ e 噸二氧化碳當量	77,422.09	124,312.82
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	86,939.69	135,960.00
GHG intensity 溫室氣體排放密度	tCO ₂ e/RMB ten thousand 噸二氧化碳當量／萬元	1.10	0.50
Medical wastes 醫療廢棄物	Tons 噸	1.006	0.618
Biological solid wastes 生物固廢	Tons 噸	0.00	0.00
Waste machine oil 廢機油	Tons 噸	0.41	0.66
Waste chemical containers 廢化學品容器	Tons 噸	0.00	1.92
Ink boxes 墨盒	Units 個	61	326
Toner cartridges 硒鼓	Units 個	44	248
Waste light tubes 廢燈管	Units 支	148	10
Total hazardous wastes 有害廢棄物總量	Tons 噸	1.47	3.39
Hazardous waste intensity 有害廢棄物密度	Tons/RMB ten thousand 噸／萬元	0.00002	0.00001
Dead animals 死亡動物	Tons 噸	0.30	4.73
Construction wastes 建築垃圾	Tons 噸	1,481.50	4,062.00
Administrative wastes 辦公垃圾	Tons 噸	1.44	32.18



KPIs 指標	Environmental KPIs 環境指標		
	Unit 單位	2022 2022	2021 2021
Household refuse 生活垃圾	Tons 噸	1,291.26	2,936.90
Food wastes 餐廳垃圾	Tons 噸	1,522.72	2,360.56
Total non-hazardous wastes 無害廢棄物總量	Tons 噸	4,297.22	15,028.87
Non-hazardous waste intensity 無害廢棄物密度	Tons/RMB ten thousand 噸／萬元	0.05	0.06
Gasoline 汽油	MWh 兆瓦時	4,870.65	458.74
Diesel 柴油	MWh 兆瓦時	1,005.28	573.09
Natural Gas 天然氣	MWh 兆瓦時	25,899.21	43,255.68
Purchased Electricity 外購電力	MWh 兆瓦時	109,042.14	180,688.24
Liquefied Petroleum Gas 液化石油氣	MWh 兆瓦時	1,123.84	425.09
Integrated Energy Consumption 能源消耗總量	MWh 兆瓦時	141,941.12	225,400.84
Energy consumption intensity 能源消耗密度	KWh/RMB ten thousand 兆瓦時／萬元	1.79	0.92
Total water consumption 耗水總量	Tons 萬噸	530.41	605.00
Water consumption intensity 耗水密度	Tons/RMB ten thousand 噸／萬元	66.89	22.12
Total packaging materials 包裝材料總量	Tons 噸	4	87.34
Packaging material intensity 包裝材料密度	Tons/RMB ten thousand 噸／萬元	0.00005	0.00036



Note:

1. The statistical scope of environmental data in 2022 includes Shanghai Haichang Ocean Park, Sanya Haichang Fantasy Town, Zhengzhou Haichang Ocean Park, Dalian Haichang Discoveryland Theme Park, Dalian Laohutan Ocean Park, Chongqing Haichang Caribbean Water Park, Yantai Haichang Ocean Park.
2. GHG Scope 1 (Direct emissions) includes GHG emissions from operations directly controlled or managed by the Group, while Scope 2 (indirect emissions) includes indirect emissions from purchased electricity outside of the Group.
3. Scope 1 Greenhouse Gas emissions are calculated based on the *Greenhouse Emission Accounting Methodology and Reporting Guidelines for Other Industrial Enterprises*, converted from gasoline, diesel, natural gas, LPG, and coal; Scope 2 Greenhouse Gas emissions are calculated based on the *2012 China Regional Grid Baseline Emission Factors* and the *SEHK ESG Environmental Performance Indicator Reporting Guidelines*, converted from purchased electricity.
4. The estimation of non-hazardous domestic waste is two-fold. Method one: domestic waste is divided food waste and office waste. Food waste is estimated by the daily generation of food waste × total number of days. The part of office waste sold to third party is based on the weight, and the part not sold to third party is estimated by the daily generation × total number of days. Method two: the generation of domestic waste = total number of staff × domestic waste generation and emission coefficient of residents × number of days (the average number of working days per quarter is taken as 65.25), and emission coefficient is calculated according to the *Manual of Urban Domestic Source Production and Discharge Coefficient (2008)*. For hazardous waste, the weight of ink cartridges, toner cartridges, and discarded light bulbs were calculated based on the average weight of products available on the market.
5. Energy consumption is calculated by converting various energy based on the standard coal reference coefficient according to *General Principles of Comprehensive Energy Consumption Calculation GBT2589-2008*.
6. The change in gasoline and LPG consumption of 2022 was mainly due to business growth of the Zhengzhou Haichang Ocean Park.

註：

1. 2022年度環境數據統計範圍包括上海海昌海洋公園、三亞海昌夢幻海洋不夜城、鄭州海昌海洋公園、大連海昌發現王國主題公園、大連老虎灘海洋公園、重慶海昌加勒比海水世界、煙台海昌海洋公園。
2. 溫室氣體範圍一（直接排放）包含由本集團直接控制或管理的業務所產生的溫室氣體排放，範圍二（間接排放）包含本集團外購電力所產生的間接排放。
3. 範疇一溫室氣體排放量計算依據《其他工業企業溫室氣體排放核算方法與報告指南》，由汽油、柴油、天然氣、液化石油氣換算得出；範疇二溫室氣體排放量計算依據《2012年中國區域電網基準線排放因子》及《聯交所ESG環境績效指標匯報指引》，由外購電量換算得出。
4. 生活垃圾含兩種估算方式。方式一：生活垃圾含廚餘垃圾、辦公垃圾兩類，廚餘垃圾由每日產生廚餘垃圾×總日數匯總估算，辦公垃圾中對外出售部分以售賣重量為準，非對外售賣部分按每日產生量乘以總日數估算。方式二：生活垃圾產生量=員工數量×居民生活垃圾產生和排放係數×天數（每季度平均工作天數取65.25），居民生活垃圾產生和排放係數根據《城鎮生活源產排污係數手冊》(2008)計算。有害廢棄物中，墨盒、硒鼓和廢燈管的重量取市面產品中的平均值分別計算得出。
5. 能源消耗量根據《綜合能耗計算通則GBT2589-2008》各種能源折標準煤係數計算得出。
6. 2022年汽油和液化石油氣消耗量變化主要由於鄭州海昌海洋公園運營業務增長。



KPIs 指標	Social KPIs 社會指標		
	Unit 單位	2022 2022	2021 2021
Total employees 員工總數	Person 人	2,833	4,192
Classified by gender 按性別劃分			
Female 女性	Person 人	1,238	1,820
Male 男性	Person 人	1,595	2,372
Classified by age 按年齡劃分			
≤ 30 30歲及以下	Person 人	1,088	1,620
31-50 31-50歲	Person 人	1,576	2,311
≥ 51 51歲及以上	Person 人	169	261
Classified by employment type 按僱傭類型劃分			
Full-time 全職	Person 人	2,676	–
Part-time 兼職	Person 人	157	–
Classified by geographical region 按地區劃分			
Mainland China 中國大陸	Person 人	2,829	–
Hong Kong, Macau, Taiwan Region and Overseas 港澳台及海外地區	Person 人	4	–

KPIs 指標	Social KPIs 社會指標		2022	2021
	Unit 單位		2022	2021
Total number of employee turnover 員工流失總數	Person 人		624	1,396
Employee turnover rate by gender – Female 員工流失比例 – 女性	%		22.62	24.54
Employee turnover rate by gender – Male 員工流失比例 – 男性	%		21.57	24.67
Employee turnover rate by age – ≤ 30 years old 員工流失比例 – 30歲及以下	%		34.47	33.36
Employee turnover rate by age – 31-50 years old 員工流失比例 – 31-50歲	%		14.72	18.28
Employee turnover rate by age – ≥ 51 years old 員工流失比例 – 51歲及以上	%		10.06	13.58
Employee turnover rate by region – Mainland China 員工流失比例 – 中國大陸	%		22.06	24.62
Employee turnover rate by region – Hong Kong, Macau, Taiwan Region and Overseas 員工流失比例 – 港澳台及海外地區	%		0	20
Total number of work-related fatalities 因工死亡人數 – 總數	Person 人		0	0
Rate of work-related fatalities 因工死亡比例	%		0	0
Lost days due to work injury 因工傷損失工作日數	Day 日		1,617	1,719
Total number of employees trained 總受訓人數	Person 人		2,315	–
Percentage of employees trained by gender – Female 受訓員工比例 – 女性	%		44.88%	43.63%
Percentage of employees trained by gender – Male 受訓員工比例 – 男性	%		55.12%	56.37%



KPIs 指標	Social KPIs 社會指標		
	Unit 單位	2022 2022	2021 2021
Percentage of employees trained by employee category – Senior management 受訓員工比例 – 高級管理人員	%	1.99%	2.24%
Percentage of employees trained by employee category – Middle management 受訓員工比例 – 中層管理人員	%	5.53%	7.16%
Percentage of employees trained by employee category – General employees 受訓員工比例 – 普通員工	%	92.48%	90.60%
Average training hours per employee 平均受訓時數	Hour/person 小時／人	19.08	25.99
Average training hours per employee by gender – Female 平均受訓時數 – 女性	Hour	17.64	27.64
Average training hours per employee by gender – Male 平均受訓時數 – 男性	Hour	20.20	24.73
Average training hours per employee by employee category – Senior management 平均受訓時數 – 高級管理人員	Hour	15.70	–
Average training hours per employee by employee category – Middle management 平均受訓時數 – 中層管理人員	Hour	9.43	–
Average training hours per employee by employee category – General employees 平均受訓時數 – 普通員工	Hour	20.57	23.93
Total number of suppliers 供應商總數	Number 個	1,988	1,569

KPIs 指標	Social KPIs 社會指標		
	Unit 單位	2022 2022	2021 2021
Number of suppliers by geographical region – Mainland China 供應商總數 – 國內	Number 個	1,982	1,566
Number of suppliers by geographical region – Hong Kong, Macau, Taiwan Region and Overseas 供應商總數 – 國外	Number 個	6	3
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	%	0	–
Number of complaints received – Related to the products and services 接獲投訴數目 – 與產品及服務有關	Number 件	187	–
Number of concluded legal cases regarding corrupt practices brought against the Group or the employees 因公司或其員工貪污並已審結的法律訴訟案件數	Number 件	0	–
Number of people participated in anti-corruption training 參加反貪腐培訓人數	person-time 人次	1,137	–

Note:

- Some of the social indicators in the table for 2021 were not collected at the Group level and will be disclosed in 2022 and subsequent reporting periods.

註：

- 表中部分2021年指標未進行全集團口徑的數據統計，將於2022年及之後的報告期開展統一披露。



14. HKEX ESG REPORTING GUIDE CONTENT INDEX

This Report complies with the “Comply or explain” provisions set out in the *Environmental, Social and Governance Reporting Guide*.

14. 香港聯合交易所ESG指引內容索引

本報告已遵守《環境、社會及管治報告指引》載列的「不遵守就解釋」條文。

Aspect 層面	Indicator number 指標編號	Environmental 環境範疇		Chapter 所在章節
		Indicator contents 指標內容		
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous wastes.		Protecting Ecological Environment
A1: 排放物	一般披露項	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。		保護生態環境
	A1.1	The types of emissions and respective emissions data.		Protecting Ecological Environment KPIs of the HKEX ESG Reporting Guide
	A1.1	排放物種類及相關排放數據。		保護生態環境 香港聯合交易所ESG指引關鍵績效指標
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		Protecting Ecological Environment KPIs of the HKEX ESG Reporting Guide
	A1.2	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)。		保護生態環境 香港聯合交易所ESG指引關鍵績效指標
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		KPIs of the HKEX ESG Reporting Guide
	A1.3	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)。		香港聯合交易所ESG指引關鍵績效指標

Environmental			
環境範疇			
Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Chapter 所在章節
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	KPIs of the HKEX ESG Reporting Guide
	A1.4	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)。	香港聯合交易所ESG指引關鍵績效指標
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Protecting Ecological Environment
	A1.5	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。	保護生態環境
	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.	Protecting Ecological Environment
	A1.6	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。	保護生態環境
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Protecting Ecological Environment
A2: 資源使用	一般披露項	有效使用資源(包括能源、水及其他原材料)的政策。	保護生態環境
	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).	KPIs of the HKEX ESG Reporting Guide
	A2.1	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)。	香港聯合交易所ESG指引關鍵績效指標
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	KPIs of the HKEX ESG Reporting Guide
	A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	香港聯合交易所ESG指引關鍵績效指標
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Protecting Ecological Environment
	A2.3	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。	保護生態環境



Environmental			
環境範疇			
Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Chapter 所在章節
	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.	Protecting Ecological Environment
	A2.4	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。	保護生態環境
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	KPIs of the HKEX ESG Reporting Guide
	A2.5	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。	香港聯合交易所ESG指引關鍵績效指標
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Protecting Ecological Environment
A3: 環境及天然資源	一般披露項	減低發行人對環境及天然資源造成重大影響的政策。	保護生態環境
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	ESG Management Protecting Ecological Environment
	A3.1	描述商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。	ESG 管理 保護生態環境
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	ESG Management Statement of the Board Protecting Ecological Environment
A4: 氣候變化	一般披露項	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。	ESG 管理 董事會聲明 保護生態環境
	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.	ESG Management Protecting Ecological Environment
	A4.1	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。	ESG 管理 保護生態環境

Social 社會範疇			
Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Chapter 所在章節
B1: Employment and Labour Practices	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Growing Together with Employees
B1: 僱傭	一般披露項	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:	攜手員工成長
	B1.1	(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。 Total workforce by gender, employment type (for example, full – or part – time), age group and geographical region.	Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B1.1	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。	攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標
	B1.2	Employee turnover rate by gender, age group and geographical region.	Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Growing Together with Employees
B2: 健康與安全	一般披露項	有關提供安全工作環境及保障僱員避免職業性危害的:	攜手員工成長
		(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。	



Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Social 社會範疇	Chapter 所在章節
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.		Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。		攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標
	B2.2	Lost days due to work injury.		Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B2.2	因工傷損失工作日數。		攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.		Growing Together with Employees
	B2.3	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。		攜手員工成長
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		Growing Together with Employees
B3: 發展及培訓	一般披露項	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。		攜手員工成長
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).		Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B3.1	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。		攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標

Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Social 社會範疇	Chapter 所在章節
	B3.2	The average training hours completed per employee by gender and employee category.		Growing Together with Employees KPIs of the HKEX ESG Reporting Guide
	B3.2	按性別及僱員類別劃分, 每名僱員完成受訓的平均時數。		攜手員工成長 香港聯合交易所 ESG 指引 關鍵績效指標
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced Labor.		Growing Together with Employees
B4: 勞工準則	一般披露項	有關防止童工或強制勞工: (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。		攜手員工成長
	B4.1	Description of measures to review employment practices to avoid child and forced labour.		Growing Together with Employees
	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。		攜手員工成長
	B4.2	Description of steps taken to eliminate such practices when discovered.		Growing Together with Employees
	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。		攜手員工成長
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.		Creating A Sustainable Supply Chain
B5: 供應鏈管理	一般披露項	管理供應鏈的環境及社會風險政策。		打造可持續供應鏈
	B5.1	Number of suppliers by geographical region		KPIs of the HKEX ESG Reporting Guide
	B5.1	按地區劃分的供應商數目。		香港聯合交易所 ESG 指引 關鍵績效指標



Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Social 社會範疇	Chapter 所在章節
	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.		Creating A Sustainable Supply Chain
	B5.2	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。		打造可持續供應鏈
	B5.3	Description of practices used to identify the environmental and social risks along the supply chain, and how they are implemented and monitored.		Creating A Sustainable Supply Chain
	B5.3	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。		打造可持續供應鏈
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.		Creating A Sustainable Supply Chain
	B5.4	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。		打造可持續供應鏈
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		Optimizing Park Operations and Services
B6: 產品責任	一般披露項	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。		優化園區運營和服務
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.		KPIs of the HKEX ESG Reporting Guide
	B6.1	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。		香港聯合交易所 ESG 指引 關鍵績效指標

Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Social 社會範疇	Chapter 所在章節
	B6.2	Number of products and services related complaints received and how they are dealt with.		Optimizing Park Operations and Services KPIs of the HKEX ESG Reporting Guide
	B6.2	接獲關於產品及服務的投訴數目以及應對方法。		優化園區運營和服務 香港聯合交易所 ESG 指引 關鍵績效指標
	B6.3	Description of practices relating to observing and protecting intellectual property rights.		Optimizing Park Operations and Services
	B6.3	描述與維護及保障知識產權有關的慣例。		優化園區運營和服務
	B6.4	Description of quality assurance process and recall procedures.		Optimizing Park Operations and Services
	B6.4	描述質量檢定過程及產品回收程序。		優化園區運營和服務
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.		Optimizing Park Operations and Services
	B6.5	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。		優化園區運營和服務
B7: Anti corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		Improving Corporate Governance
B7: 反貪污	一般披露項	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。		完善公司治理



Social 社會範疇			
Aspect 層面	Indicator number 指標編號	Indicator contents 指標內容	Chapter 所在章節
	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.	Improving Corporate Governance KPIs of the HKEX ESG Reporting Guide
	B7.1	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。	完善公司治理 香港聯合交易所 ESG 指引 關鍵績效指標
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Improving Corporate Governance
	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	完善公司治理
	B7.3	Description of anti-corruption training provided to directors and staff	Improving Corporate Governance
	B7.3	描述向董事及員工提供的反貪污培訓。	完善公司治理
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Making Contribution to the Society
B8: 社區投資	一般披露項	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。	服務回饋社會
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Making Contribution to the Society
	B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	服務回饋社會
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Making Contribution to the Society KPIs of the HKEX ESG Reporting Guide
	B8.2	在專注範疇所動用資源(如金錢或時間)。	服務回饋社會 香港聯合交易所 ESG 指引 關鍵績效指標



海昌海洋公园控股有限公司
HAICHANG OCEAN PARK HOLDINGS LTD.