



海昌海洋公园
HAICHANG OCEAN PARK

(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

2024 環境、社會及管治報告
Environmental, Social and Governance Report

有梦。有爱。有快乐
DREAM LOVE JOY



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1 ABOUT THIS REPORT

1.1 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 ninth ESG report, which covers the ESG performance of the Group for the period from 1 January 2024 to 31 December 2024, and some of the content relates to the period outside such time frame.

The scope of entities of our 2024 ESG report (“**scope of entities of 2024 ESG report**”) includes the headquarters of the Group and 7 large-scale self-owned theme parks, including Shanghai Haichang Ocean Park, Zhengzhou Haichang Ocean Resort, Dalian Haichang Discoveryland Theme Park, Sanya Haichang Fantasy Town, Dalian Laohutan Ocean Park, Chongqing Haichang Caribbean Water Park and Yantai Haichang Ocean Park.

1.2 Reporting Standards

This report has been prepared in accordance with *the Environmental, Social and Governance Reporting Guide* (“**the ESG Reporting Code**”) under Appendix C2 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 compiled 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 2024 and was reviewed and approved by the Board on March 28, 2025.

1 關於本報告

1.1 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年起開始發布環境、社會及管治（以下簡稱「**ESG**」）報告。本報告為本集團發布的第九份ESG報告，涵蓋本集團2024年1月1日至2024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「**2024ESG主體報告範圍**」）包括本集團總部及上海海昌海洋公園、鄭州海昌海洋旅遊度假區、大連海昌發現王國主題公園、三亞海昌夢幻海洋不夜城、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。

1.2 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（「**主板上市規則**」）附錄C2所載之《**環境、社會及管治報告守則**》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2024年ESG工作的進展與成效，並於2025年3月28日呈報董事會審議通過。



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1.3 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 Reporting Code 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 Code. 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 Code” section of the report.

Consistency: The information disclosed in the report was summarized based on the collective information gathering procedure and working mechanism set up by the Group to ensure consistency and comparability.

1.4 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/>.

1.5 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.

1.3 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、社會及管治報告守則》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報告守則中所有「環境」範疇及部分「社會」範疇的量化關鍵績效指標進行定期統計，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守則關鍵績效指標」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。

1.4 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/>。

1.5 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。

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2 MESSAGE FROM THE BOARD

In 2024, the world deepened its focus on sustainability, as climate and environmental issues remained shared challenges for humanity. This year we witnessed frequent extreme weather events, with many regions experiencing historic floods and droughts, placing unprecedented pressure on ecosystems. Addressing climate change, protecting biodiversity, and driving the green transition have become collective responsibilities and missions for global society.

Against this backdrop, there is a consensus on implementing low-carbon emission reductions and taking climate action. The EU continued advancing its green policy legislation, such as the *Net-Zero Industry Act*, further solidifying its international leadership in regulatory policies. The 16th Conference of the Parties (COP16) to the Convention on Biological Diversity reached multiple consensus agreements and achieved significant positive outcomes in areas such as biodiversity conservation and communication with indigenous peoples and local communities. Domestically, China's Shanghai, Shenzhen, and Beijing Stock Exchanges released the *Guidelines for Listed Companies' Sustainable Development Reporting*, while the China Securities Regulatory Commission (CSRC) issued the *Measures for the Administration of Information Disclosure by Listed Companies*. These measures provide standards and guidance to regulate corporate disclosures and improve the quality of sustainability-related data and information.

As a leader in China's theme park industry, Haichang Ocean Park has consistently upheld its core philosophy, integrating environmental, social, and governance (ESG) factors into daily management and park operations. Guided by the vision of "forging the No. 1 ocean culture and traveling entertainment brand in China and building a traveling entertainment platform featuring international ocean culture," we recognize our ecological and social responsibilities. In every aspect of our operations, we strive to foster ecological harmony, safeguard the health and safety of employees and consumers, and promote transparent and ethical corporate governance – these principles serve as both our goals and driving force for continuous progress.

2 董事會致辭

2024年，全球加深對可持續發展進程的關注，氣候與環境問題依然作為人類面臨的共同挑戰。這一年，極端天氣事件頻發，多地遭遇歷史性洪澇和乾旱，生態系統承受著前所未有的壓力。應對氣候變化、保護生物多樣性以及推動綠色轉型，已成為全球社會共同的責任與使命。

在此背景下，落實低碳減排、採取氣候行動已達成共識。歐盟在2024年繼續推進《淨零工業法案》等綠色新政立法，進一步提升其在監管政策上的國際領先地位；《生物多樣性公約》第十六次締約方大會(COP16)在生物多樣性保護、土著人民與當地社區溝通等方面達成了諸多一致意見，並形成了重要積極成果。在國內，滬深北三大交易所發佈《上市公司持續監管指引－可持續發展報告》，證監會發佈《上市公司信息披露管理辦法》等，為規範企業開展信息披露，提高可持續發展數據與信息質量提供了規範與指引。

作為國內主題公園行業的領軍者，海昌海洋公園堅持一直以來的核心理念，將環境、社會及管治(ESG)要素融入日常管理與園區運營中。我們秉承「打造中國海洋文化旅遊休閒品牌、國際化海洋文化特色的旅遊休閒平台型企業」的願景，深知自身所肩負的生態與社會責任，在運營的每一環節，營造和諧生態、維護員工與消費者的安全健康、促進公司治理廉潔透明，作為我們不斷前進的目標與動力。



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In 2024, Haichang Ocean Park achieved remarkable accomplishments in the area of ESG. On the environmental front, we have been committed to reducing greenhouse gas (GHG) emissions, conserving energy, and minimizing waste and pollution by optimizing operational processes and improving resource efficiency. Regarding animal conservation, we have been dedicated to protecting polar and marine life, conducting scientific education, and advancing conservation research. We assist competent authorities in rescuing and releasing aquatic wildlife while carrying out public education on animal protection.

In terms of social responsibility, we focus on employee welfare, community development, and public welfare initiatives. We strive to enhance workplace safety and employee benefits while actively supporting the development and improvement of local communities. Through public welfare activities such as the “Autism Care Month” and the establishment of the “Starlight Autism Therapy Center,” we promote progress in education and health. Meanwhile, with a focus on customer experience, we prioritize improving customer service and developing innovative cultural-tourism products. Through diverse activities like the “Orca Splash Music Festival” and “Haichang Discovery Academy Science Outreach,” we continuously provide visitors with novel and joyful experiences.

In governance, we adhere to fairness, transparency, and efficiency, continuously improving our governance structure and systems to ensure stable and compliant operations. We emphasize the independence and oversight functions of the board of directors, strengthen internal controls, audit supervision, and risk management, and value communication and engagement with shareholders and other stakeholders to promote the Group’s long-term development and maximize benefits.

2024年，海昌海洋公園在ESG領域取得了顯著的成績。在環境方面，我們通過優化運營流程、提高資源利用效率的方式，致力於降低溫室氣體排放、節約能源、減少廢棄物和污染。針對動物保育，長期以來我們努力踐行極地、海洋生物保護及科普教育職能，致力於生物保育及保護研究，協助主管部門開展水生野生動物救助、放生以及面向大眾的動物保護科普工作。

在社會責任上，我們關注員工福祉、社區發展、公益慈善等議題。我們致力於提升員工的工作環境安全和福利，積極支持當地社區的發展和改善，通過舉辦「孤獨症關愛月」、成立「星光孤獨症療愈基地」等公益活動，推動教育、健康領域發展。同時，我們從客戶體驗出發，將提升客戶服務、開發創新文旅產品作為年度工作的重心，藉助「虎鯨潑水音樂節」、「海昌探索學院科普行」等多種形式的繽紛活動，不斷為遊客帶來新奇與歡樂體驗。

在管治上，我們堅持公平公正、透明高效，持續健全治理結構和制度，保障公司運作穩健合規。我們重視董事會的獨立性和監督職能，加強內部控制、監察審計和風險管理，重視股東等利益相關方溝通和參與，共同促進集團的長期發展和利益最大化。



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During the reporting period, to further implement ESG management, Haichang Ocean Park engaged ERM, a globally renowned ESG consulting firm, to analyze and provide recommendations on the Group's ESG initiatives, forming the basis of this report. Both parties will continue discussions on improving the Group's sustainability direction, framework, and institutional systems to support the Group's future sustainability efforts.

Haichang Ocean Park is fully aware that it has become a crucial link between people's daily behaviors and marine conservation. Looking to the future, Haichang Ocean Park will continue to communicate with all stakeholders and continuously improve its ESG management standards and practices on the existing foundation. By focusing on multiple dimensions including climate change, low-carbon emission reduction, energy transition, animal welfare, ecological protection, and social participation in its business operations, the Group will fulfill its environmental and social responsibilities. Through concrete actions, we will respond to public concerns, enhance biodiversity conservation and sustainability of polar and marine environments, and contribute our efforts to building a better global homeland.

報告期間，為進一步落實ESG管理工作，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ESG工作進行了梳理分析與建議，並在此基礎上形成本報告。雙方將持續對本集團在可持續發展方向、框架與制度體系完善上進行探討，為集團未來落實可持續發展提供支撐。

海昌海洋公園深知，自身已成為人們日常行為與海洋保護之間的重要紐帶。展望未來，海昌海洋公園將持續與各利益相關方溝通，在現有基礎上不斷提升ESG管理水平與實踐，通過在自身業務和運營中持續關注氣候變化、低碳減排、能源轉型、動物福利、生態保護、社會參與等多維度，踐行企業環境和社會責任，以自身的實際行動回應社會大眾的關切，加強生物多樣性保護極地海洋環境的可持續發展，為構建美好地球家園貢獻自身的力量。



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3 ABOUT US

3.1 Company Profile

Haichang Ocean Park Holdings Ltd. (2255.HK) (the “Company”, together with its subsidiaries, the “Group”) is a leading group in China specialising in providing integrated tourism and leisure services with oceanic culture as its core. The Group owns and operates seven large and medium-scale marine culture-based tourism and leisure projects under the brand name of “Haichang”. While improving visitors’ experience and product offerings in theme parks, the Group gradually diversifies its business to tourism and leisure services and solutions, and IP operation. As the Group continues to deliver its comprehensive tourism and leisure resources and premium IP products across China, more consumers are able to fully enjoy the Group’s wide range of high-quality culture-based tourism and leisure consumer products. The goal of the Group is to become a company helping people to have fun to the fullest by creating a place filled with “Dream, Love, Joy”, which can continue to satisfy consumers’ demand for high-quality tourism and leisure products.

Haichang Ocean Park Holdings Ltd. has successfully been listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) since 13 March 2014. The Group has been selected as a constituent stock of a number of indexes under the Hang Seng Family of Indexes such as the Hang Seng Composite Index, the Hang Seng Composite SmallCap Index, the Hang Seng Consumption Index and the Hang Seng Stock Connect Hong Kong Index, and has been included in multiple indexes in relation to the MSCI emerging market and the FTSE emerging market.

Brand Vision:

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

3 關於我們

3.1 公司簡介

海昌海洋公園控股有限公司(2255.HK)(「本公司」，連同其附屬公司統稱「本集團」)是以海洋主題為基礎的中國領先的綜合性文旅集團。本集團在全國範圍內自持並運營7家以「海昌」為品牌、以海洋文化為主的大中型文旅項目。在提升主題公園遊客體驗和產品的同時，集團逐漸將業務拓展至文旅服務及解決方案業務、IP運營業務，通過持續的將我們的文旅綜合資源和優秀的IP產品輸出到全國各地，本集團讓更多的消費者能夠充分享受到我們豐富且高質量的休閒文旅消費產品。本集團的目標是成為一家讓大家玩得更好的公司，希望能打造一個「有夢•有愛•有快樂」的地方，不斷滿足消費者對高質量文旅消費產品的需求。

2014年3月13日，海昌海洋公園控股有限公司在香港聯合交易所有限公司(「聯交所」)主板成功上市。集團目前已獲選為恒生綜合指數、恒生綜合小型股指數、恒生消費指數、恒生港股通指數等多個恒生指數系列的成分股，且已被納入MSCI新興市場及富時新興市場相關的多個指數。

公司願景：

打造中國海洋文化旅遊休閒品牌、國際化海洋文化特色的旅遊休閒平台型企業。

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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
Greater Bay Area Listed Companies ESG 100 Green Development Award – Corporate Governance Award 大灣區上市公司ESG 100綠色發展 大獎－企業管治獎	Haichang Ocean Park 海昌海洋公園	The Greater Bay Area Association of Listed Companies 粵港澳大灣區上市公司聯合會
2024 China Theme Park Competitiveness Evaluation Report and 6th China Theme Park Development Forum – 2024 China Cultural Tourism Industry Outstanding Charm Award; 2024 China Best Theme Park; 2024 Theme Park Outstanding Project Award 《2024中國主題公園競爭力評價報告》 暨第六屆中國主題公園發展論壇－ 2024中國文旅產業卓越魅力獎、 2024中國最佳主題公園、2024主題公園 卓越項目獎	Haichang Ocean Park 海昌海洋公園	Institute for Theme Park Studies in China Wenlv Media “Beautiful China Journey” Travel Series 中國主題公園研究院 聞旅 《美麗中華行》欄目
2024 Amusement Industry Cultural and Tourism Development Conference and the 9th Golden Crown Awards – 2024 Outstanding Cultural Tourism Brand List (Domestic) 2024遊樂界文旅發展大會暨第九屆 金冠獎頒獎典禮－2024傑出文旅品牌 風雲榜（國內）	Haichang Ocean Park 海昌海洋公園	China Association of Amusement Parks and Attractions 中國遊藝機遊樂園協會



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2024 5th China Cultural Tourism Innovation Summit and Longque Index Release Ceremony/12th Smart Tourism Industry Summit & China Cultural Tourism C-Review Conference – Annual Listed Cultural Tourism Group; Annual Theme Entertainment Operation Group; Preferred Event Marketing2024第五屆中國文旅大消費創新峰會暨龍雀指數發佈盛典／第十二屆智慧旅遊產業高峰論壇暨中國文旅C盤點大會－年度文旅上市集團，年度主題娛樂運營集團，優選節事營銷	Haichang Ocean Park 海昌海洋公園	China Cultural Tourism Longque Award Committee Pinchain Tourism Tourism Behavior Monitoring & Decision Service Center Ministry of Culture and Tourism Technology Innovation Center 中國文旅大消費龍雀獎組委會 品橙旅遊 遊客行為監測與決策服務文化中心 旅遊部技術創新中心
China Cultural Tourism Annual Ceremony and 8th Longque Awards – Annual Best Theme Entertainment Operation Group 中國文旅大消費年度盛典暨第八屆龍雀獎－年度最佳主題娛樂運營集團	Haichang Ocean Park 海昌海洋公園	China Cultural Tourism Innovation Summit Committee 中國文旅大消費創新峰會組委會
7th New Fortune Best IR Hong Kong-listed Company (H-shares) 第七屆新財富最佳IR港股公司(H股)	Haichang Ocean Park 海昌海洋公園	Shenzhen New Fortune Multimedia Co., Ltd. 深圳市新財富多媒體經營有限公司
2024 National Smart Tourism Solutions List – Outstanding Solution 2024年全國智慧旅遊解決方案名單－優秀解決方案	Haichang Ocean Park 海昌海洋公園	Ministry of Culture and Tourism, PRC 文化和旅遊部辦公廳



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Award Name 獎項名稱	Award Winners 獲獎單位	Issuing Institution 頒發機構
2024 Amusement Industry Cultural and Tourism Development Conference and the 9th Golden Crown Awards – Outstanding Theme Park (Land-based); Outstanding Family Park; Outstanding Aquarium 2024遊樂界文旅發展大會暨第九屆金冠獎頒獎典禮 – 傑出主題樂園(陸地) · 傑出親子樂園 · 傑出海洋館	Zhengzhou Haichang Ocean Resort 鄭州海昌海洋旅遊度假區	China Association of Amusement Parks and Attractions 中國遊藝機遊樂園協會
2024 5th China Cultural Tourism Innovation Summit and Longque Index Release Ceremony/12th Smart Tourism Industry Summit & China Cultural Tourism C-Review Conference – Annual Urban Vacation Demonstration Zone 2024第五屆中國文旅大消費創新峰會暨龍雀指數發佈盛典／第十二屆智慧旅遊產業高峰論壇暨中國文旅C盤點大會 – 年度城市度假示範區	Zhengzhou Haichang Ocean Resort 鄭州海昌海洋旅遊度假區	China Cultural Tourism Longque Award Committee Pinchain Tourism Tourism Behavior Monitoring & Decision Service Center Ministry of Culture and Tourism Technology Innovation Center 中國文旅大消費龍雀獎組委會 品橙旅遊 遊客行為監測與決策服務文化中心 旅遊部技術創新中心
2024 5th China Cultural Tourism Innovation Summit and Longque Index Release Ceremony/12th Smart Tourism Industry Summit & China Cultural Tourism C – Best Nighttime Consumption Cluster Demonstration Zone 2024第五屆中國文旅大消費創新峰會暨龍雀指數發佈盛典／第十二屆智慧旅遊產業高峰論壇暨中國文旅C盤點大會 – 最佳夜間消費聚集示範區	Sanya Haichang Fantasy Town 三亞海昌夢幻海洋不夜城	China Cultural Tourism Longque Award Committee Pinchain Tourism Tourism Behavior Monitoring & Decision Service Center Ministry of Culture and Tourism Technology Innovation Center 中國文旅大消費龍雀獎組委會 品橙旅遊 遊客行為監測與決策服務文化中心 旅遊部技術創新中心
2024 Blockbuster Cultural Tourism Product 2024爆款文旅產品	Zhengzhou Haichang Ocean Resort 鄭州海昌海洋旅遊度假區	City Tourism Alliance (CUMTA) 城市旅遊聯盟CUMTA

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5 ESG MANAGEMENT

5.1 ESG Management Framework

Haichang Ocean Park continues to improve the cross-divisional ESG operational structure to promote the implementation of the Group's ESG efforts based on the key responsibilities of each department. We have established an ESG Information Working Group at the corporate level. The group is composed of the Corporate Development Center, Business Center, Cost Procurement Department, Human Resources & Administration Department, Finance Department, as well as central departments/affiliated companies of the Group such as Shanghai Haichang Polar Ocean Biotechnology Co., Ltd. and Haichang Cultural Tourism Research Institute. The working group takes the lead in formulating the ESG action plan, collecting and organizing ESG information, commissioning the preparation of the ESG report and conducting preliminary reviews, and also assists the board of directors in reporting the ESG report. For each department and project company, we have appointed ESG Information Management Specialists. These specialists regularly collect, report on, and review the ESG information of each project company to ensure the accuracy and completeness of the relevant data and information.

During the reporting period, the Group further refined its ESG governance framework by clarifying ESG-related responsibilities across departments. We plan to establish a dedicated ESG Working Group to implement Board resolutions on ESG issues; facilitate stakeholder engagement; identify critical ESG risks and opportunities in business operations; communicate findings promptly to the Board and senior management.

5 ESG管理

5.1 ESG管理架構

海昌海洋公園持續完善跨部門的ESG組織架構，基於各部門的主要職責，推進集團ESG工作得到落實。我們已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、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，牽頭ESG行動計劃編製、ESG信息收集與整理、ESG報告委託編製與初審，並配合董事會匯報ESG報告。針對各部門與項目公司，我們設置了ESG信息管理專員，定期收集、匯報與審核各項目公司ESG信息，確保相關數據和信息的準確性、完整性。

報告期間，本集團進一步完善ESG治理架構，在原有基礎上細分了各部門ESG相關工作職責。我們計劃進一步成立ESG專門工作小組，以落實董事會ESG各項決議，與利益相關方開展溝通，識別集團在經營發展過程中的重要ESG風險及機遇，並及時向董事會與管理層傳達。



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5.2 Stakeholder Engagement and Materiality Assessment

Haichang Ocean Park profoundly recognizes that stakeholder communication and management constitute a critical component in advancing sustainability, underscoring our unwavering commitment to understanding and addressing the diverse expectations and concerns of stakeholders. In practice, Haichang Ocean Park has established a regularized stakeholder communication mechanism through multifaceted channels such as daily business interactions, industry forums, dedicated meetings, shareholder assemblies, and professional training programs. Through this mechanism, Haichang Ocean Park is able to gain timely and in-depth insights into stakeholder demands, respond effectively with agility, and continuously optimize and innovate at both operational and decision-making levels, thereby ensuring alignment with stakeholder interests and sustainability imperatives.

5.2 持份者溝通與實質性評估

海昌海洋公園深刻認識到，持份者溝通與管理是踐行可持續發展的關鍵一環，這彰顯了我們理解並回應不同持份者訴求與關切的堅定承諾。在實際行動中，海昌海洋公園藉助日常業務互動、行業論壇、專項會議、股東大會、專業培訓等多元化渠道，搭建起持份者常態化溝通機制。憑藉這一機制，公司能夠及時、深入地洞察各方訴求，迅速作出有效響應，在運營和決策層面持續優化、持續創新，確保集團運營契合持份者利益和可持續發展要求。

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 政府及監管機構	Legal operation Risk management Social responsibility Information disclosure Driving local economic development Employment promotion Operation safety 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	Paying taxes proactively Conducting regular information disclosure Providing employment opportunities Inspecting recreation facilities regularly to ensure compliance Government exchanges and cooperation 主動納稅 定期開展信息披露 提供就業崗位 定期檢查遊樂設施，確保合規 開展政府交流及合作



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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 舉辦股東大會 披露年度或定期報告 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

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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
Communities 社區	Organizing community and charity services Caring for special groups 關愛社區公益 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 制定行業標準 參與行業論壇
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

5.2.1 Materiality Matrix

Haichang Ocean Park regularly conducts comprehensive and in-depth research and assessment to identify material ESG issues. During the reporting period, based on the Group's developmental trajectory and future strategic direction, we engaged stakeholders – including shareholders and investors, government and regulatory bodies, customers, employees, industry associations, and local communities – in a questionnaire survey. This initiative enabled the identification and prioritization of material ESG issues that align with both the Group's and stakeholders' key focus areas.

5.2.1 實質性矩陣

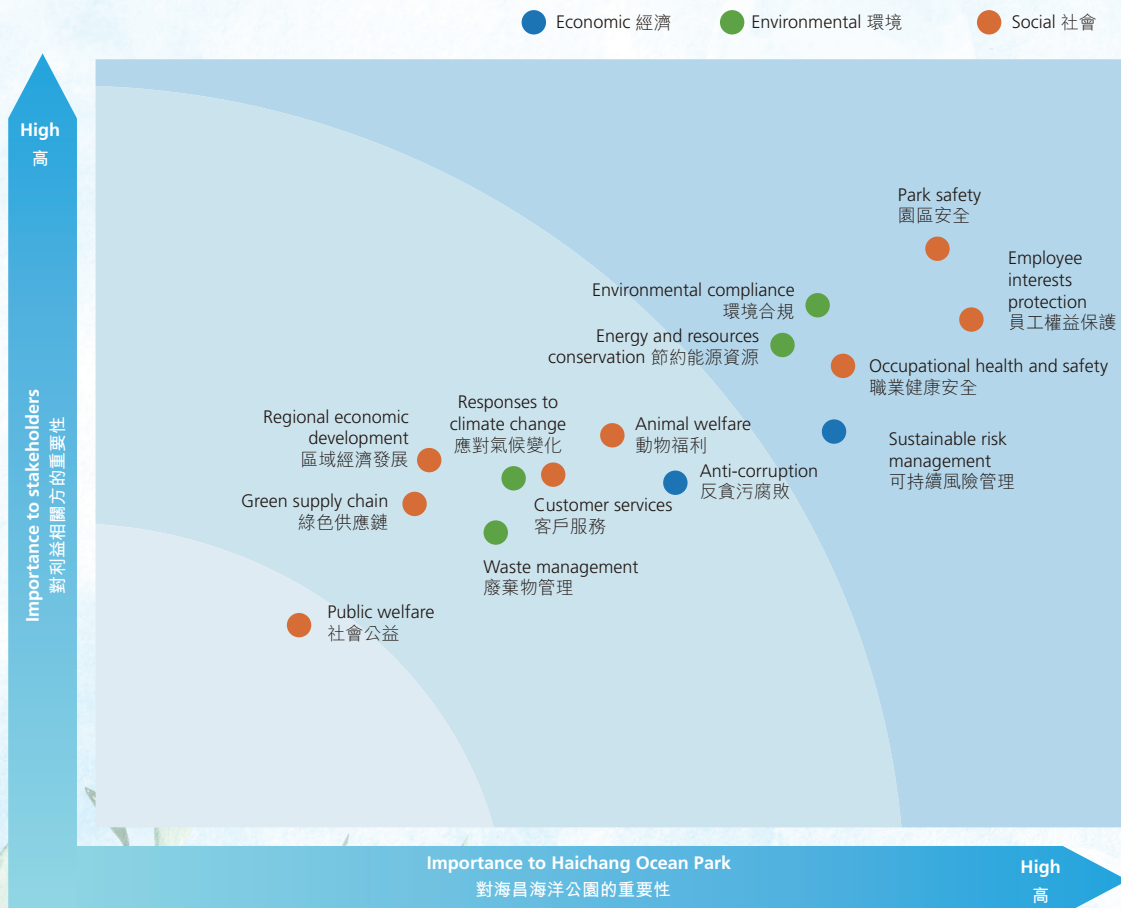
海昌海洋公園會定期針對ESG實質性議題展開全方位、深入的調查研究與判定。在報告期內，我們基於集團的發展歷程，並考量未來的發展走向，邀請包括股東及投資者、政府與監管部門、客戶、員工、行業協會以及社區等持份者參與問卷調查。通過這一舉措，識別出集團與持份者共同聚焦的ESG實質性議題的優先排序。

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The Group has summarized and analyzed the issues and arranged the materiality issues into a matrix in view of their materiality to stakeholders and Haichang Ocean Park. We updated the ESG materiality matrix based on the results of the questionnaire survey. We will use it as an important reference for the future strategy development, target setting and information disclosure of the Group. Moving forward, Haichang plans to implement a double materiality analysis and incorporate financial impact assessments into its ESG issue evaluation framework.

本集團從各ESG實質性議題對持份者的重要性、對海昌海洋公園的重要性兩個維度，對議題進行統計分析，將ESG實質性議題以矩陣的形式呈現。我們已基於問卷調查結果對ESG實質性議題矩陣進行了更新，並將其作為未來海昌海洋公園戰略制定、目標設置與開展信息披露的重要參考。未來，海昌將計劃開展雙重重要性分析，並計劃納入財務相關因素對ESG議題的影響。



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6 IMPROVING CORPORATE GOVERNANCE

6.1 Corporate Governance Framework

The Group steadfastly adheres to responsible business practices, upholds integrity and ethical conduct, and continuously refines its established risk management organizational framework to ensure steady progress in compliance-driven operations. This commitment ultimately aims to safeguard shareholder rights, enhance corporate value, and implement operational accountability.

The Board oversees the Group's overall leadership, supervises strategic decision-making, and monitors business performance. Under the Board, a comprehensive committee structure has been established, including the Audit Committee, Remuneration Committee, Nomination Committee, Risk Management Committee, Corporate Governance Committee, and Independent Directors Committee. In selecting Board members, the Group emphasizes diversity, with all appointments guided by merit-based selection principles. Candidates are evaluated holistically based on factors such as gender, age, cultural and educational background, professional expertise, and technical competencies, ensuring the Board operates effectively with broad and specialized industry experience.

Regarding internal controls and risk management, the Group continuously strengthens its internal audit and oversight mechanisms. By applying scientific methodologies, we systematically identify and quantify critical risks impacting current operations and future development, while actively exploring innovative risk management approaches to elevate governance standards. We have introduced the Supervision and Audit System, which clearly defines the scope of responsibilities for supervision and audit within the Group, the required professional qualifications and professional ethics, as well as the main processes and key points to note when carrying out supervision and audit work. This ensures that practitioners perform their duties in accordance with the International Standards for the Professional Practice of Internal Auditing. It also enables effective analysis and mitigation of business risks based on different risk levels and the formulation of risk response strategies.

The details of this section can be referred together with the "Corporate Governance Report" section of Haichang Ocean Park's 2024 Annual Report.

6 夯實治理根基

6.1 公司治理架構

本集團始終恪守負責任經營的理念，秉持廉潔誠信的作風，不斷精進已搭建的風險管理組織體系，助力企業在合規運營的道路上穩步前行。最終達到保障股東權益、提升企業價值、落實運營問責的目的。

董事會負責本集團的整體領導、監督本集團的策略決策及監控業務與表現。董事會下設審核委員會、薪酬委員會、提名委員會、風險管理委員會、企業管治委員會及獨立董事委員會，形成完整的委員會結構。在董事會成員遴選上，本集團注重董事會成員多元化，所有委任均以用人唯才為原則，在考慮人選時充分考量性別、年齡、文化與教育背景、專業經驗、知識技能等因素，為董事會的高效及有效運行帶來廣泛且專業的業務經驗。

針對內部控制和風險管理，集團不斷健全內部監察審計體系。運用科學方法，全面梳理企業運營及未來發展的主要風險，進行量化評估，積極探索風險管理的新方法，推動企業風險管理水平邁上新台階。我們已出台《監察審計制度》，明確了集團下監察審計的職責範圍、所需專業資質及職業道德、開展監察審計工作的主要流程及注意事項，確保從業人員依照《國際內部審計專業實務標準》執行工作，基於不同風險層級有效分析、規避經營風險，制定風險應對策略。

本章節詳細內容，可與海昌海洋公園2024年度報告「企業管治報告」部分一併參考。

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6.2 Anti-Corruption and Anti-Bribery

Haichang Ocean Park upholds integrity and ethical professionalism as its core principles, maintaining an unequivocal “Zero-tolerance” stance toward any conduct that violates moral standards or legal boundaries. The Group strictly complies with national and local anti-corruption policies and commercial ethics regulations, including the *Company Law of the People’s Republic of China*, the *Securities Law of the People’s Republic of China*, the *Anti-corruption and Bribery Law of the People’s Republic of China*. A comprehensive Code of Business Conduct has been established to govern all employees, explicitly prohibiting any non-compliant activities.

Haichang Ocean Park upholds integrity-driven operational guidelines, deeply embedding anti-fraud mechanisms into its corporate governance framework. The Group strictly adheres to relevant laws and regulations, establishing a systematic integrity management system: a dedicated compliance and audit department conducts regular compliance reviews to systematically identify potential violations across operational processes; meanwhile, diversified reporting channels – including dedicated email and hotline services – have been implemented alongside strictly enforced information confidentiality protocols, categorically prohibiting retaliation against whistleblowers and safeguarding their legal rights. 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. Seek personal gains or damage the Company’s interests, such as accepting any form of bribery or kickbacks from suppliers and other partners, soliciting bribes, receiving gifts, presents, invitations to meals, travel, etc., which are improper benefits;
2. Implement bribery or introduce bribery out of improper purposes;

6.2 反腐敗與反賄賂

海昌海洋公園將誠實守信、廉潔從業奉為核心理念，針對一切背離道德規範、觸犯法律底線的行為，一貫堅持「零容忍」的鮮明立場。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》等國家及地方反腐倡廉、商業道德相關政策法規，制定覆蓋公司全體員工的商業行為準則，杜絕相關違規行為的發生。

海昌海洋公園秉持廉潔營運準則，將反舞弊機制深度嵌入企業治理架構。本集團嚴格遵循相關法規，搭建系統性廉政管理架構：由專職監察審計部門開展常態化合規審查，系統篩查營運環節中的違規隱患；同時設立包含專屬郵箱及熱線電話的多元化舉報通道，並嚴格執行信息保密制度，堅決杜絕對舉報人實施打擊報復，切實維護舉報人的合法權益。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均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；

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| 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 behaviors or misconducts; | 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. Collude with some suppliers to rig in bid invitation; | 4. 與某些供應商勾結進行操縱招標等行為； |
| 5. Collude with some distributors on bad debts; | 5. 與某些渠道商勾結進行倒票等行為； |
| 6. Abuse power and use the position convenience for undue personal interests or interests for interest-related persons or others; | 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； |
| 7. Leak the Company's business plans or technical secrets; | 7. 洩露公司的商業方案或技術秘密； |
| 8. Conduct connected transactions or breach the terms of conflict of interest; and | 8. 實施關聯方交易或違反利益衝突條款實；及 |
| 9. Breach management rules or other behaviors or other corruption that would cause damage to the Company's economy or result in operational risks. | 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。 |

The Group has integrated integrity culture cultivation into its strategic development roadmap, strengthening endogenous compliance mechanisms through institutionalized training systems. By implementing systematic business ethics training programs across all employees, we continuously enhance staff capabilities in corruption risk identification and strive to foster a workplace culture that values integrity and rejects malpractice. During the reporting period, 812 employees and managerial personnel of Haichang Ocean Park participated in anti-corruption and related compliance training sessions.

本集團將廉潔文化培育納入戰略發展路徑，透過制度化培訓體系強化合規內生機制。施覆蓋全員的系統化商業道德培訓，持續增強員工腐敗風險識別能力，著力構建崇廉拒腐的職場文化生態。報告期內，海昌海洋公園共有812人次管理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)	757	55
The hours of anti-corruption training (hour)	1,012	108

參加反貪腐培訓人數(人次)

The number of people participated in anti-corruption training (person-time)

參加反貪腐培訓時長(小時)

The hours of anti-corruption training (hour)

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6.3 Intellectual Property Protection

Intellectual property (IP) constitutes a core asset of Haichang Ocean Park and remains a top priority for the Group. We rigorously comply with laws and regulations including the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China*, and *Copyright Law of the People's Republic of China*. Internally, the Intellectual Property Management Regulations have been established to strengthen the governance of patents, copyrights, trademarks, and other IP rights.

Meanwhile, the Group fully respects the IP rights of others, encourages and supports fair competition, prevents unfair competition and strives to protect its own and others' legitimate rights and interests from infringement. We have regulated the process of IP research and development ("R&D") application and development, trademark and copyright registration in the Measures Concerning the Supervisory Regime for IPs Development of Haichang Ocean Park. We have also clarified the implementation specifications of IP external authorization, including export and market commercial cooperation through the Measures Concerning the Regulation and Management of IPs Application of Haichang Ocean Park and the Principles and Measures Concerning the Licensing Management of IPs of Haichang Ocean Park. These measures were set out according to the regulations over the licensing, marketing and commercial cooperation in respect of IPs to promote the realization of their value in accordance with laws and regulations.

In the maintenance process of IP, the Group's Corporate Development Center is responsible for coordinating the management, the use and maintenance of IP rights, guiding the Human Resources and Administration Department to establish the Intellectual Property Rights Classification Ledger, classifying and archiving IP 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 any information suspected of infringing on the Group's IP rights is found, they will promptly feed back to the Corporate Development Center and work together to collect evidence of the infringement facts and carry out rights protection actions.

6.3 知識產權保護

知識產權是海昌海洋公園的核心財產，持續受到本集團的高度重視。我們嚴格遵守《中華人民共和國專利法》《中華人民共和國商標法》《中華人民共和國著作權法》等一系列法律法規，並於內部制定《知識產權管理制度》，加強對專利權、著作權、商標權等知識產權的管理。

同時，本集團充分尊重他人知識產權，鼓勵和支持公平競爭，制止不正當競爭行為，盡力維護自身與他人自身合法權益不受侵害。我們在《關於海昌海洋公園IP開發管理制度的辦法》中規範了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。

在知識產權維護流程上，集團企業發展中心負責統籌知識產權的管理、使用和維護工作，指導人力行政部建立《知識產權分類台帳》，對知識產權進行分類存檔，並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，併與企業發展中心共同收集侵權事實的證據，開展維權行動。

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7 PROTECTING ECOLOGICAL ENVIRONMENT

With the increase of global consciousness, addressing to climate change, promoting low-carbon emission reduction, and implementing green operations have become a major trend in the industry. COP16 focused on the current status and prospects of global biodiversity conservation, which has prompted the world to further recognize the urgency and significance of biodiversity protection. China has implemented a series of measures in biodiversity conservation, including improving the top-level governance structure and promoting a comprehensive green transition of economic and social development.

As a leading enterprise in China's theme park industry and the largest marine theme park operator in China, Haichang Ocean Park is well-aware of its corporate responsibility as a bridge to connect people and nature. It has integrated environmental responsibility into its corporate DNA. By establishing and improving the environmental management system, reviewing and updating policies and regulations, and promoting environmental optimization projects, we systematically reduces the environmental impact of its daily operations. Based on the concept of ecological community, we have innovatively developed a hierarchical environmental education and publicity system, and customized publicity programs to enhance environmental literacy for employees, tourists, and the public. Thus, it forms a collaborative mechanism between industrial operation and ecological conservation to create a closed-loop ecosystem for sustainability.

7.1 Environmental Management

Haichang Ocean Park has always actively shouldered the significant responsibility of environmental protection. It has spared no effort to establish a comprehensive, multi-level, and effectively operating long-term management system, and carried out environmental management-related work with a systematic, forward-looking, and responsible attitude. The group headquarter takes the lead in overall planning for parks in various regions. In terms of waste management and control, energy conservation, water resource utilization, etc., it continuously improves existing policies, systems, and processes. At the same time, we actively apply innovative technologies and collaborate with industry partners to jointly promote energy conservation and emission reduction. On the one hand, we improve the utilization efficiency of energy and resources. On the other hand, we reduce the generation and emission of waste. Eventually, we achieve green and low-carbon operation within the Haichang Ocean Park system, contributing our part to the development of ecological civilization.

7 保護生態環境

在全球高度關注的背景下，應對氣候變化、推進低碳減排、貫徹綠色運營已成為行業大勢所趨。COP16重點探討了全球生物多樣性保護的現狀和前景，促使全世界進一步認識到生物多樣性保護的緊迫性和重要性。中國在生物多樣性保護方面採取了多項措施，包括完善頂層治理結構、推動經濟社會發展全面綠色轉型等。

作為中國主題公園行業的領軍企業、中國最大的海洋主題公園運營商，海昌海洋公園深知自身作為鏈接人與自然之橋樑的企業重任，將環境責任納入企業基因。通過建立完善環境管理體系、審閱更新政策法規、推進環境優化項目工程，系統性降低日常運營活動的環境影響。基於生態共同體理念，創新開發分層式環保宣教體系，針對員工、遊客及公眾群體定制環境素養提升宣傳方案，形成產業營運與生態保育的協同機制，打造可持續發展生態閉環。

7.1 環境管理

海昌海洋公園自始至終積極肩負起環境保護的重大責任，全力搭建全方位、多層次且運行有效的長效管理體制，以系統化、前瞻性、負責任的態度，開展環境管理相關工作。我們總部主導各地園區進行整體謀劃，在廢棄物管控、能源節約、水資源利用等方面，持續對既有政策和制度流程予以完善。同時，我們積極運用創新技術，聯手行業合作夥伴共同推動節能減排工作：一方面，提高能源和資源的利用效率，另一方面，降低廢棄物的產生量和排放量，最終達成海昌海洋公園體系綠色低碳運營，為生態文明建設獻出一份力量。

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Haichang Ocean Park sets its environmental management goals at the beginning of each year and implements them from the Group's headquarter to local parks to ensure that the Group conducts top-down implementation of specific environmental management tasks. For 2024, our wastewater emission reduction target was 26,057 tons, the energy saving target was 282.5 tons of standard coal, and the water conservation target was 58,650 tons.

7.1.1 Emissions Management

In strict compliance with the relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Environment Pollution by Solid Wastes*, and other national laws and regulations of locations where the parks operate, Haichang Ocean Park conducts unified management, monitoring and follow-up actions on the implementation of the environmental system of the Group and each park. We carry out regular emission monitoring of the "Three Wastes" including waste gas, waste water and solid waste to ensure the normal operation of environmental protection facilities and that relevant indicators are in line with the national and local environment standards and adhere to environmental management compliance.

The major sources of solid wastes are construction wastes and household refuse, while the hazardous waste is mainly from waste engine oil during the operation of Haichang Ocean Park. We have formulated 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

海昌海洋公園於每年年初制定環境管理目標，從集團總部落實到各個園區，確保集團自上而下地執行環境管理具體工作。2024年，我們的廢水減排目標為26,057噸，節約能耗目標為282.5噸標準煤，節約用水目標為58,650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》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢棄物污染環境防治法》等國家及園區運營所在地法律法規，統一管理、監測與跟進集團及各園區的環境制度落實情況，定期開展廢氣、廢水與廢棄物「三廢」排放監測工作，確保環保設施正常運行，相關指標符合國家和地方環境標準，堅守環境管理合規。

海昌海洋公園在運營過程中所產生的一般廢棄物類型主要為建築垃圾和生活垃圾，危險廢棄物主要為廢機油。我們依據國家法律法規、園區運營所在地政策的要求，編製與更新廢棄物清運管理程序及規定。我們每天將園區內所有垃圾進行收集、運送到指定垃圾中轉站，保證園區的衛生清潔；分揀可回收與不可回收垃圾，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

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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. For hazardous waste, we assigned qualified third-party hazardous waste treatment organizations, file joint statements on the transfer of hazardous waste and report them to the national system for filing to ensure the implementation of environmental compliance.

For visitors to the parks, we have launched environmental protection knowledge promotion campaigns, enhanced our efforts in cleaning, and disposed of different types of waste in a timely manner to ensure that the environment of the parks aligns with the policy standards and the needs of our visitors. Other types of waste, such as retired equipment and facilities, were dismantled by the Facilities Operation and Maintenance Department to recover the utilizable resources therein, which will help reduce waste generation and assist in the recycling of 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 2024, the wastewater discharge of the Group was 5,406,333.4 tons.

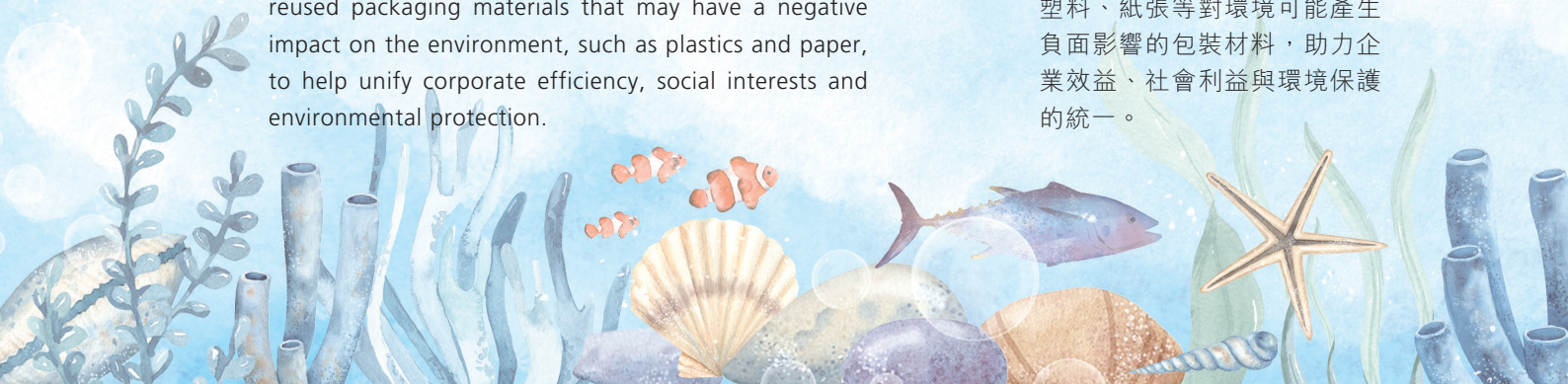
Meanwhile, from the perspective of environmental protection and resource conservation, we recycled and reused packaging materials that may have a negative impact on the environment, such as plastics and paper, to help unify corporate efficiency, social interests and environmental protection.

縮處理；將壓縮後的不可回收垃圾裝入專用垃圾清理袋內，運送到政府指定的垃圾填埋場進行無害化處理和填埋。針對危險廢棄物，我們聘請有資質的第三方危廢處理機構進行處理，存檔危廢轉移聯單並上報國家系統存檔，確保落實環境合規。

面向園區遊客，我們在園區內開展環保知識宣傳活動，加大保潔力度，及時處置不同類型的廢棄物，確保園區環境符合政策標準與遊客的需求。其他類型的廢棄物，例如報廢的設備設施，將由設施運維部進行拆解，回收其中的可利用資源，幫助減少廢棄物的產生，助理資源循環利用。

集團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。2024年，我們共產生廢水5,406,333.4噸。

同時，我們從環境保護和節約資源的角度出發，回收再利用塑料、紙張等對環境可能產生負面影響的包裝材料，助力企業效益、社會利益與環境保護的統一。



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7.1.2 Energy Conservation

Energy management is one of the core aspects of the implementation of low-carbon emission reduction of Haichang Ocean Park, and it is also as the main concern of realizing green operation. We strictly comply with national laws and regulations such as *the Law of the People's Republic of China on Energy Conservation*. In order to supervise our staff to use energy rationally and raise their awareness of energy conservation, consumption reduction and environmental protection, we have internally formulated and updated regulations, systems and processes such as the Energy Management Regime, Energy Consumption Sources and Control Measures Table, and Energy Saving and Closing Operation Management Measures.

We have established a comprehensive energy efficiency governance system to achieve full coverage of energy conservation management organizations: Energy Conservation Committees have been set up in each project company, and a quantitative assessment system that runs through the strategic level to the executive level has been established, incorporating energy efficiency indicators into the operation objectives. Based on multiple dimensions such as energy consumption management, energy metering, energy conservation assessment, rewards and punishments, an energy management plan has been formulated, and a roadmap for improving energy efficiency throughout the entire cycle has been prepared. Meanwhile, special projects for energy-saving transition of technical processes are being promoted, and a dual-track responsibility transmission mechanism between the Group headquarter and regional parks has been established to ensure that the energy conservation and emission reduction strategy is effectively implemented across the entire operation chain.

During the reporting period, from the perspectives of biomass maintenance system, front and rear air conditioning and lighting equipment, hotel operation management, and energy conservation management, inspection and supervision, we implemented the electricity consumption staggering plan, optimized the switch control requirements, adjusted the operating hours of the equipment as well as carried out regular inspections and reports on the systems and equipment in the parks to help achieving energy conservation and consumption reduction.

7.1.2 能源節約

能源管理是海昌海洋公園落實低碳減排的核心之一，也是實現綠色運營的主要抓手。我們嚴格遵守《中華人民共和國節約能源法》等國家法律法規，內部制定並更新《能源管理制度》《能耗源及控制措施表》《能源節降開閉操作管理辦法》等規章制度與流程，以督促員工合理利用能源，提升節能降耗、保護環境的意識。

我們構建全域能效治理體系，實現節能管理組織全覆蓋：各項目公司均設立節能委員會，建立貫穿戰略層至執行層的量化考核體系，將能效指標納入營運目標。基於用能管理、能源計量、節能考核與獎懲等多維度建立能源管理計劃，編製全週期能效提升路線圖。同步推進技術工藝節能改造專項工程，構建集團總部與區域園區的雙軌責任傳導機制，確保節能減排戰略在營運全鏈條實質落地。

報告期內，我們從生物維生系統、前後場空調及照明設備、酒店運營管理、節能管理與巡檢督察的角度，對園區內系統和設備執行錯峰用電計劃、優化開閉管控要求、調整設備運營時間以及定期進行檢查與匯報，助力實現節能降耗。

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Energy Conservation and Emission Reduction Measures of Haichang Ocean Park in 2024
海昌海洋公園2024年節能減排措施

Energy conservation and consumption reduction measures 節能降耗措施	Specific actions 具體內容
Biomass maintenance system adjustment 調整生物維生系統	<ul style="list-style-type: none">Cold water heating: from the original water temperature of 6-8℃ to 12-13℃ , saving one set of centrifugal units every day during cooling season;Cooling storage at night: turned on the cooling unit pools at night to store cold water, lowered the cooling power during the day and reduced the peak electricity use at high prices;Added cooling and heating units: added independent cooling and heating units to some venue pools to avoid large units turned on for heating and cooling in small pools and reduced the consumption of heat and cold sources.冷凍水升溫：由原出水溫度6-8℃ 提升至12-13℃ ，製冷季節每日白天節約一組離心機組；夜間蓄冷：夜間開啟製冷機組水池蓄冷，降低白天製冷功率，減少峰值的高電價用電；增加冷暖機組：部分場館水池增加獨立冷暖機組，避免小水池開大機組製熱與製冷，減少熱源與冷源消耗。

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Energy conservation and
consumption reduction measures
節能降耗措施

Specific actions
具體內容

Front and rear air conditioning and
lighting equipment adjustment
調節前後場空調及照明設備

- Energy consumption conservation: in winter, the air conditioning system was adjusted from the original room temperature of 18℃ to 15℃, the vacuum boiler and lithium bromide unit were reduced to save gas consumption; in summer, the chiller unit was used to lower the temperature;
- Lighting renovation: in 2024, the original high power fluorescent lamps on the 1st to 3rd floors of the parking building and the back area were transformed into LED lamps with low power and high brightness by replacing the transformers and lamps;
- Switch management: outdoor lighting of the park at night after the park is closed has been changed from turning on 1/2 till dawn, to all being turned off after 10 p.m. Power in all back offices, rest areas in the park, and unitary and Varied Refrigerant Volume (VRV) air conditioners in the front area were cut off in non-cooling and heating seasons to avoid extra energy consumption;
- Curtain renewal: all damaged curtains were replaced at the entrances and exits of park venues to prevent hot and cold air from flowing out.
- 節約能耗：冬季由原室溫18度開啟空調製熱，調整至15度開啟，夏季配合冷水機組降溫，冬季減少真空鍋爐及溴化鋰機組開機率，節約燃氣消耗；
- 照明改造：於2024年，原停車樓1-3樓、場館後場區域原高功率熒光燈通過更換變壓器與燈管，改造為功率小亮度高的LED燈；
- 開閉管理：公園夜間室外照明由原閉園後開啟1/2至天亮，變更為夜間十點後全部關閉，公園所有後場辦公、休息區，前場區域單體、可變製冷劑流量(VRV)空調非製冷製熱季全部斷電，避免空調開機耗能；
- 門簾更新：公園場館出入口門簾損壞的全部更換，避免管內冷熱空氣外流。



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Energy conservation and consumption reduction measures 節能降耗措施	Specific actions 具體內容
Hotel operation safeguard improvement 完善酒店運營保障	<ul style="list-style-type: none"> Switch management: lights adjusted from turning off at 12:00 a.m. to 9:30 p.m. for floodlights, and adjusted from the next morning to 12:00 a.m. for all streetlights. 開閉管理：由泛光夜間12點關閉調整至夜間9：30關閉，路燈由次日早晨調整為夜間12點全部關閉。
Follow-up on energy conservation management, inspection and supervision, 跟進節能管理與巡檢督察	<ul style="list-style-type: none"> Energy conservation inspection: An energy consumption inspection was conducted once a week after the park was closed at night during the energy consumption peak season, it mainly focused on the lighting of the work area and the switch of air conditioners. The Group regularly held weekly meetings to promptly report violations of management and operations. 節能巡檢：用能高峰季節期間，每周夜間閉園後進行一次用能巡檢，主要針對工作區照明、空調開閉事項。集團定期舉辦周例會，針對違規管理與操作及時通報。



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Case 案例

Shanghai Haichang Ocean Park Completed 20MWh Energy Storage Project, Leading Green and Low-Carbon Development**上海海昌海洋公園建成20MWh儲能項目，引領綠色低碳發展**

On December 29, 2024, the 20MWh energy storage project at Shanghai Haichang Ocean Park was successfully connected to the grid. This project, invested and constructed by Dian Guanjia Group, represents the park's first commercial energy storage installation and serves as a significant practice for the group in advancing new quality productive forces.

2024年12月29日，上海海昌海洋公園20MWh項目成功併網，該項目由電管家集團投資建設，是海昌海洋公園首個商業儲能項目，也是集團推動新質生產力發展的重要實踐。

As a crucial initiative for optimizing park energy, the project effectively alleviates power supply pressure through its low-valley energy storage and peak-load energy release mechanism. It promotes renewable energy consumption while significantly reducing operational costs. The project was completed in just 50 days from commencement to operation, with high-standard construction management throughout. Leveraging the "Faraday" integrated energy management platform, it enables 24/7 intelligent monitoring to ensure the park's safe and efficient operation. Moreover, the project is connected to the virtual power plant management platform, participating in peak shaving and frequency regulation as a controllable load. This optimizes electricity resource allocation and supports the construction of a new power system, setting a benchmark case for green and low-carbon transformation in the cultural tourism industry.

作為景區能源優化的重要舉措，項目通過低谷儲電、高峰釋電的模式有效緩解供電壓力，促進可再生能源消納，並顯著降低運營成本。項目從開工到投運僅50天，施工全程高標準管控，依託「法拉第」綜合能源管理平台實現24小時智能監控，確保園區的安全與高效運行。同時，該項目接入虛擬電廠管理平台，作為可控負荷參與調峰調頻，優化電力資源配置，助力新型電力系統構建，成為文旅行業綠色低碳轉型的標杆案例。



Aerial view of the 20MWh Energy Storage Project at Shanghai Haichang Ocean Park
上海海昌海洋公園20MWh儲能項目俯瞰圖

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The construction team strictly controlled the project schedule and quality to ensure smooth commissioning
 施工團隊嚴格把控工程進度與質量，確保項目順利投運

The Group has implemented a dual-track promotion mechanism for its energy conservation strategy, establishing an implementation system that combines the implementation of projects with technological empowerment. Special energy conservation training programs have been carried out for employees across all departments. Through a multi-dimensional training system covering aspects such as awareness cultivation, institutional construction, equipment maintenance, and technological optimization, the Group comprehensively enhances employees' low-carbon practical abilities, and promotes the transformation of the energy conservation concept into daily operating norms.

Through the multiple measures, Haichang Ocean Park has optimized the energy allocation within the park, improved energy efficiency, and promoted the achievement of low-carbon emission reduction. In 2024, the integrated energy consumption of the Group amounted to 185,183.57 MWh with the energy consumption intensity being approximately 1.02 MWh/RMB ten thousand. The Group's total greenhouse gas emissions was 89,482.14 tons.

集團實施節能戰略雙軌推進機制，構建項目落實與技術賦能並行的實施體系。面向各部門員工開展節能專項培訓。通過意識培養、制度建設、設備維護、技術優化等多維度培養體系，全面提升員工低碳實踐能力，推動節能理念轉化為日常操作規範。

通過以上多項措施，海昌海洋公園對園區能源進行了優化配置，提升能源效率，促進低碳減排的實現。2024年，集團的綜合能耗量為185,183.57兆瓦時，能耗密度約1.02兆瓦時／萬元，集團溫室氣體排放總量89,482.14噸。

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7.1.3 Water Conservation

Water resources are a core element in the operation of ocean parks. The establishment of a systematic management system and the continuous optimization of water efficiency utilization are important implementation approaches for the Group to advance its green development strategy. Our water resources mainly come from tap water of the municipal network and raw seawater. We continue to strengthen water intake and water management, and effectively improve the utilization rate of water resources by adjusting the water use structure, improving water-consuming equipment, maintaining and managing water pipe networks, strengthening water use supervision and inspections, and promoting the secondary use of water resources. In 2024, the Group's annual water consumption was 6,014,500 tons, with a water intensity of 33.08 tons/RMB ten thousand and an annual water saved of 177,700 tons.

We have implemented the policy on water conservation in our internal management and external park operation. In water management, we have communicated with the corresponding departments to control water consumption based on the data of visitor flows in different periods. We regularly record data from each water meter and perform cross comparisons to ensure that the overall water consumption is within a reasonable range. If an abnormality is found, the relevant departments will be notified immediately to investigate the cause and promote rectification and follow-up work. For some key points, we have strengthened regular inspections of water supply pipe networks, water facilities and appliances to avoid risks caused by leaks, leaks, etc. For employees and tourists, we post water-saving signs in the park and carry out different forms of water-saving publicity activities to help everyone sort out the concepts of water conservation and water recycling.

7.1.3 水資源節約

水資源是海洋公園營運的核心要素。系統化管理體系的構建與水效利用水平的持續優化，是集團推進綠色發展戰略的重要實施路徑。我們的水資源主要來自市政網絡的自來水和原生海水。我們不斷加強取水和用水管理，通過調整用水結構、改善耗水設備、維護與管理水管網、加強用水監督巡查、促進水資源二次利用等方式，有效提高水資源的利用率。2024年，集團全年用水量為601.45萬噸，水資源使用密度為33.08噸／萬元，全年節水量17.77萬噸。

我們在內部管理、外部園區運營上均落實了節約水資源的方針。在管理上，我們根據不同時期的客流量數據，與對應部門溝通控制用水量，定期記錄各水表數據並進行交叉比對，確保用水量整體在合理範圍內。若發現異常，會立即通知相關部門調查原因並推進整改和後續跟進工作。針對部分關鍵點位，我們加強供水管網、用水設施和器具的定期巡查，避免因跑、冒、漏等現象帶來的風險。面向員工與遊客，我們在園區張貼節水標識，開展不同形式的節水宣傳活動，幫助大家梳理節水、循環用水的觀念。



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Water Conservation Measures in Haichang Ocean Park

Key water conservation measures

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.

海昌海洋公園節水措施

重點節水措施

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。



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7.2 Response to Climate Change

Addressing climate change has become an international consensus for promoting green and low-carbon transition and achieving the goal of carbon neutrality. Since China established the “dual carbon” strategic goals, it has been promoting a comprehensive low-carbon transition of the economic and social sectors through policy guidance and market mechanism innovation. As a leading enterprise in the industry, Haichang Ocean Park actively aligns with national strategic deployments. While conforming to the development direction of its own industry and the enterprise itself, it systematically assesses the impact dimensions of climate change on its business segments based on the characteristics of the industry. It establishes a management system that includes a risk early warning model and a mechanism for exploring low-carbon opportunities, promotes the upgrading of adaptive strategies and the layout of innovative businesses, and explores new development opportunities.

In 2024, we have 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 measures based on the list of climate change risks and opportunities identified.

7.2 應對氣候變化

應對氣候變化已成為推動綠色低碳轉型、實現碳中和目標的國際共識。中國自確立「雙碳」戰略目標以來，透過政策引導與市場機制創新，推動經濟社會全面低碳轉型。作為行業領軍企業，海昌海洋公園積極主動對接國家戰略部署，在符合自身所屬行業及企業發展方向的情況下，立足產業特性系統評估氣候變化對業務板塊的影響維度，構建包含風險預警模型與低碳機遇挖掘機制的管理體系，推進適應性戰略升級與創新業務佈局，探索新發展機遇。

2024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研究工作。我們遵循氣候變化風險和機遇識別過程，在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。



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Climate change risk and opportunity identification process 氣候變化風險和機遇識別過程

Information Collection 資料收集	<p>Preliminary identification of climate-related topics</p> <ul style="list-style-type: none"> • Government Planning • Policy • Historical records of extreme weather events <p>氣候相關議題初步確定</p> <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 風險識別	<p>Identification of relevant climate risks and opportunities</p> <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 <p>相關氣候風險和機遇識別</p> <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我們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 數據收集與風險評估	<p>Related climate risk and opportunity assessment</p> <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 <p>相關氣候風險和機遇評估</p> <ul style="list-style-type: none"> • 利用數據庫和工具，基於RCP8.5情景評估我們的氣候變化風險 • 生成我們氣候變化風險與機遇清單



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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 轉型風險	Risk Description 風險描述	
Policy and Legal 政策和法律	Increase in pricing of GHG emissions	Some government departments in some countries (e.g., France and Mexico) have rolled out taxes that encourages the reduction in GHG emission and energy consumption
	Government authorization and supervision on current products and services	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
	上漲的溫室氣體排放定價	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）
市場	現有產品和服務的強制要求和監管	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
	Changes in Customer Behaviors	Haichang Ocean Park needs to respond to the change of market demand given the increasing knowledge on environmental protection of the public and about the concern on the Company's carbon footprint by different stakeholders. For example, theme parks need to live up to the international admission of green building, including energy conservation, water conservation and pollution reducing.
聲譽	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
	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.
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	

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Physical Risks 物理風險		Risk Description 風險描述
Acute 短期	Typhoon	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.
	Flood	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.
	颶風	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
	洪水	更頻繁和更嚴重的洪水的發生將增加財產損失的風險，併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	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.
	降水模式的變化和氣候模式的極端波動	降水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

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8 ADVANCING PARK OPERATIONS AND SERVICES

8.1 Ensuring Park Safety

Haichang Ocean Park pays attention to the development of the cultural industries. By combining the profound heritage of traditional culture with the characteristics of emerging trends in the era, it is committed to creating operation models, continuously expanding new theme thematic assets, and strengthening the sustainable derivative capabilities of IP. Furthermore, Haichang Ocean Park steadily constructs an independent cultural IP ecosystem to achieve the high-quality and long-term development of the Group's cultural industry. The Group firmly adheres to the principle compliance in operations, actively cooperates with routine supervision and inspections, and enhances employee safety awareness and improves service quality by organizing diverse social activities. We have conducted in-depth analyses of past issues and potential risks, and continuously improved the park management system to ensure that the Group can achieve high-quality and sustainable development.

Haichang Ocean Park deeply integrates humanistic care into the safety governance framework, upholds the core of "people-oriented", establishes the guarantee of life safety as the primary principle of operation management, and continuously promotes the upgrading of the safety management system in all parks. Based on the three principles of comprehensive implementation of safety management, "gradual decomposition of safety responsibilities," and "standardization of processes," we have established a Safety, Health & Environment (SHE) management system and developed emergency response plans to contribute to the high-quality and safe development of the park.

In 2024, Haichang Ocean Park made safety-related investments totaling RMB5.6113 million, surpassing the annual safety responsibility targets and achieving zero accidents. During the reporting period, the park incurred 884.5 days of work lost due to occupational injuries, with no major safety production responsibility accidents or work-related fatalities occurring.

8 優化園區運營和服務

8.1 保障園區安全

海昌海洋公園關注文化產業的發展，結合傳統文化的深厚底蘊和新興潮流的時代特徵，致力於打造創新運營模式，不斷拓展新主題資產並強化IP的可持續衍生能力，穩步構建自主文化IP生態體系，以實現我們文化產業的高質量和長遠發展。我們堅定遵循合規經營原則，積極配合常規監督檢查，通過舉辦多樣化的社會活動以增強員工安全運營意識，提升服務質量；我們對以往問題及潛在風險進行了深入剖析，不斷完善園區管理制度，確保我們能夠實現高質量的持續發展。

海昌海洋公園將人文關懷深度融入安全治理架構，堅持「以人為本」的工作核心，確立生命安全保障為營運管理首要準則，持續推進各園區安全管理體系升級。我們基於「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，搭建安全健康環境SHE (Safety, Health & Environment)管理體系、編製應急預案，助力園區的高質量安全發展。

2024年，海昌海洋公園安全相關投入達561.13萬元，超額完成年度安全責任目標，實現安全零事故。報告期內，海昌海洋公園因工傷損失工作日數為884.5天，無任何重大安全生產責任事故及因工死亡事故。

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During the reporting period, Shanghai Haichang Ocean Park reached the annual safety goals:

1. There were 0 instances of non-liability safety accidents throughout the year.
2. The participation rate of new employees in the "Three-level Safety Education" was 100% throughout the year, and the participation rate of all employees in each quarter throughout the year was also 100%.
3. The visitor injury rate (calculated as the number of injured visitors divided by the total number of visitors, where the number of injured visitors refers to the number of those seeking medical treatment) is less than one in two hundred and fifty thousand (0.004%).
4. The participation rate of employees in the fire drills throughout the year was 100% (There were four fire drills conducted throughout the year, covering all employees).
5. There were 0 public health incidents throughout the year, and no incidents occurred that caused damage to the Group's brand due to the absence of control measures or inappropriate control measures.
6. There were 0 fire incidents throughout the year (including those that trigger the fire alarm host linkage, calls for the local fire department to respond, and the appearance of open flames).
7. There were 0 minor incidents throughout the year (referring to cases with one person suffering a minor injury, with the criteria referring to the Standards for the Appraisal of the Degree of Human Injury, or cases where the direct economic loss of equipment and facilities was less than RMB100,000).

報告期內，上海海昌海洋公園達成全年安全目標：

1. 全年無責任性安全事故；
2. 全年新員工「三級安全教育」參訓率100%，全年每季度全員參訓率100%；
3. 遊客受傷率（指受傷人數／遊客量，受傷人數指就醫人數）低於二十五萬分之一（即0.004%）；
4. 全年消防演習參演人數100%（全年四次，全員覆蓋）；
5. 全年發生0起公共衛生事件，未發生無管控措施或管控措施不當導致我們品牌受損的事件；
6. 全年火情事件發生數0起（消防主機報警聯動、當地消防機構出警、出現明火）；
7. 全年微小事件0起（指輕傷1人，標準參考《人體損傷程度鑒定標準》或設備設施的直接經濟損失<10萬元）；



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| 8. The score of the evaluation activity for the "Year of Safety Standard Improvement" is higher than 85 points; | 8. 「安全標準提升年」評比活動得分>85分； |
| 9. The rectification rate of safety hazards throughout the year was 100%; | 9. 全年安全隱患整改率100%； |
| 10. The personnel in special positions and the equipment and facilities have complete certificates and licenses, with a certificate holding rate of 100%; | 10. 特殊崗位人員、設備設施證照齊全，持證率100%； |
| 11. The signing rate of safety responsibility agreements throughout the year was 100%; | 11. 全年安全責任書簽訂率100%； |
| 12. The average score of performance fulfillment throughout the year was not lower than 80 points. | 12. 全年履職得分平均分不低於80分。 |

8.1.1 Improving Management System

Haichang Ocean Park established a Safety Committee at the group level as well as Safety Committees at the subsidiary project company levels. The core members of the committee are the top executives, consisting of middle-level and above executives, with an executive director assisting the committee in implementing and advancing daily work. We developed the Operation Safety Management System of Haichang Ocean Park Holdings Ltd., Safety Management Measures, and Working System of the Safety Management Committee, standardizing the management of all facilities, equipment, and response to emergencies within the parks. During the reporting period, Haichang Ocean Park completed the update of the Standard Operating Procedures (SOP) for safety-related standards. Subsequently, Haichang Ocean Park will continue to follow up and revise corresponding operational systems and standards based on national regulations and changes in departmental business.

8.1.1完善管理制度

海昌海洋公園我們安全委員會及下屬項目公司安全委員會，核心成員為第一負責人，由中層及中層以上幹部組成，另有執行主任協助委員會落實和推進日常工作。我們制定了《海昌海洋集團控股有限公司安全管理體系》《安全管理制度》和《安全管理委員會工作制度》，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。報告期內，海昌海洋公園已完成對安全相關標準作業流程手冊(SOP)的更新，後續將基於國家規範及各部門業務內容的變化，持續跟進與修訂對應運營制度和標準。

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8.1.2 Safety Investigations and Inspections

Haichang Ocean Park adheres to the operation principles of "Safety first, prevention as the main focus, comprehensive control", constructs a park safety governance system. It conducts in-depth identification and investigation of hidden dangers, and optimizes on-site supervision and management processes. By adopting a quality control mode featuring systematic inspections, regulated evaluations, standardized rectifications, and systematic follow-ups, a risk prevention and control closed loop is formed, continuously enhancing the intrinsic safety level. During the reporting period, Shanghai Haichang Ocean Park carried out a total of 45 internal safety inspections, covering multiple special items such as special equipment, safety signs, fire protection systems, food hygiene, typhoon and flood prevention, to ensure that safety hazards are under control and to eliminate and reduce the occurrence of corporate production safety accidents. During the reporting period, Shanghai Haichang Ocean Park cooperated with government enforcement inspections on a daily basis, with a total of 22 inspections conducted and 132 visitors received.

8.1.2 安全調研與檢查

海昌海洋公園堅持「安全優先、預防為本、系統管控」的營運準則，構建園區安全治理體系，深入識別及排查隱患，優化現場監督管理流程。採用制度化巡檢、標準化評估、規範化整改、系統化跟蹤的質控模式，形成風險防控閉環，持續提升本質安全能級。報告期內，上海海昌海洋公園共開展了45場內部安全檢查，涉及特種設備、安全標識、消防系統、食品衛生、防台防汛等多個專項內容，以確保安全隱患處於受控狀態，杜絕與減少企業生產安全事故的發生。報告期內，上海海昌海洋公園日常配合政府執法檢查達22場，總接待人次達132人。



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Shanghai Haichang Ocean Park conducted safety inspections on the equipment within the park
上海海昌海洋公園對園區內設備進行安全檢查



Shanghai Haichang Ocean Park cooperated with the Market Supervision and Administration Bureau to carry out the activity of “Diagnosing and Advicing” on quality and technology
上海海昌海洋公園配合市場監督管理局開展質量技術「把脈問診」活動

During the reporting period, Haichang Ocean Park was honored with safety-related recognitions:

報告期內，海昌海洋公園榮獲安全相關稱號：

Shanghai Haichang Ocean Park
上海海昌海洋公園

“Advanced Unit in Counter-terrorism Prevention and Emergency Response”
by the Pudong New District, Shanghai
上海市浦東新區反恐怖防範應急工作先進單位

Shanghai Haichang Ocean Park
上海海昌海洋公園

First Prize (Team Award) in the “Ecological Safety Comprehensive Legal Popularization and Publicity Knowledge Competition” in Lingang District in 2024
2024年臨港新片區生態安全綜合普法宣傳知識競賽團體一等獎

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8.1.3 Emergency Drills

In accordance with the requirements of the *Safety Production Law of the People's Republic of China*, the *Management Measures for Emergency Plans for Production Safety Accidents*, and the *Guidelines for the Formulation of Emergency Plans for Production Safety Accidents by Production and Business Units*, the Group has formulated the Park Operation Safety Control Standards (Visitor Safety Assurance Measures) and the Company Production Safety Emergency Plan. The Group strives to ensure the safety of visitors and employees in the park. Shanghai Haichang Ocean Park has developed the Emergency Response Plan for Production Safety Incidents. It clearly defines the organizational structure and responsibilities involved in handling emergency incidents, the emergency response mechanism, subsequent processing and support, management of the emergency plans, and the development and execution of specific emergency plans to prevent accidents to the greatest extent possible. Additionally, the Group has developed an annual drill plan to ensure the practical implementation of drills, including drills for summer flood prevention, fire rescue, accidents involving lifting machinery, emergency repairs of vehicle accidents within the park, elevator malfunctions, falls from heights, food poisoning, biological hazards, stampede incidents, and other high-risk accident types. The Yantai Haichang Whale Shark Museum has formulated the Special Emergency Response Plan for Flood and Typhoon Disaster Prevention, which includes the analysis of accident types and hazards, the organization and responsibilities for emergency response, the disaster disposal process, training and drills, etc. During the reporting period, we conducted a total of 502 emergency drills.

8.1.3 應急演練

集團依據《中華人民共和國安全生產法》、《生產安全事故應急預案管理辦法》及《生產經營單位生產安全事故應急預案編製導則》要求，制定了《公園運營安全管控標準（遊客安全保證措施）》和《公司生產安全應急預案》，竭力保障園區內遊客和員工人身及財產安全。其中，上海海昌海洋公園已編製了《生產安全事故應急預案》，明確處理應急事故流程中的組織機構與職責、應急響應機制、後期處理與保障、應急預案管理、專項應急預案制定與執行工作，最大程度預防事故的發生。同時，集團制定年度演練計劃確保演練實際落實，包括夏季防汛、火災撲救、起重機械事故、園內車輛事故搶修、電梯故障、高空墜落、食物中毒、生物傷人、踩踏事件等高風險事故類型。煙台海昌鯨鯊館已編製《防汛、防台災害應急專項預案》，內容包括事故類型與危險分析、應急處置機構與職責、災害處置流程、培訓與演練等。報告期內，我們共開展安全相關演練502場。



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Case 案例

Yantai Haichang Ocean Park Conducted Tabletop Exercise for Flood and Typhoon Disaster Emergency Response Plan

煙台海昌海洋公園舉辦防汛與防台災害應急預案桌面推演活動

On July 14, 2024, Yantai Haichang Ocean Park conducted a tabletop exercise for its flood and typhoon disaster emergency response plan. The one-hour simulation, conducted under the systematic guidance of training instructors, provided comprehensive training to participants on key aspects including organizational structure, division of responsibilities among departments, routine precautionary measures, and emergency response procedures for typhoon and flood preparedness. Participants also gained in-depth understanding of relevant precautions and essential professional knowledge. This exercise effectively validated the feasibility of the emergency plan, enhanced interdepartmental coordination capabilities, and ensured full preparedness for potential emergencies during the typhoon and flood season.

2024年7月14日，煙台海昌海洋公園組織開展防汛防台災害應急預案桌面推演活動。本次推演歷時1小時，在培訓講師的系統指導下，參演人員全面學習了防台防汛工作的組織架構、成員部門職責分工、日常防範準備、應急處置流程等關鍵內容，同時深入掌握了相關注意事項和專業知識要點。本次推演有效驗證了應急預案的可行性，強化了各部門的協同配合能力，為應對颱風汛期可能發生的突發事件做好了充分準備。



Tabletop exercise for flood and typhoon disaster emergency response plan
防汛與防台災害應急預案桌面推演現場

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Case 案例

Shanghai Haichang Ocean Park Conducted Emergency Drills for Amusement Facilities

上海海昌海洋公園開展遊樂設備應急演練

In December 2024, Shanghai Haichang Ocean Park conducted a series of emergency evacuation drills for amusement ride malfunctions, covering 12 key facilities including the Dome Theater, Dolphin Roller Coaster, Time-Space Cable Car, HyperSense 4D Cinema, Pelican Adventure, Turbo Penguin, Flying Giant Fish, Ocean Carousel, Happy Flying Fish, Volcano Rafting, and the Ultraman Theme Pavilion. These drills simulated various emergency scenarios such as equipment failures, passenger falls into water, and accidental injuries. The Operations Service Department participated throughout the exercises and documented a written summary of the process, with all relevant visual materials and attendance records archived for future reference. These emergency drills comprehensively tested and improved the park's emergency response capabilities while enhancing collaboration and communication among team members.

2024年12月，上海海昌海洋公園開展了一系列遊樂設備的故障應急疏散演練，覆蓋天幕影院、海豚過山車、時空纜車、超感4D影院、鵜鶘大冒險、極速企鵝、飛天巨魚、海洋木馬、快樂小飛魚、火山漂流以及奧特曼主題館等12個重點設施，模擬了設備故障、遊客落水、意外傷害等多種突發情況。運營服務部門全程參與演練並對過程進行書面總結，相關影像資料與簽到記錄均存檔備查。此次應急演練全面檢驗並提升了園區的應急響應水平，同時增強了部門同事之間的協作與溝通能力。



On-site emergency drill for amusement rides at Shanghai Haichang Ocean Park

上海海昌海洋公園遊樂設備應急演練現場

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8.1.4 Safety Training and Services

To build a safety literacy system for all employees, Haichang Ocean Park has systematically implemented safety capacity building training, covering areas such as fire management, traffic regulations, special operations, equipment safety, public security prevention and control, property protection, and hazard source control. It deepens the cultivation of safety culture through a standardized training mechanism. The Group requires at least one safety training session per year for the entire group, as well as quarterly safety training sessions for all project companies. Regular inspections are conducted to ensure effective implementation of safety training in all project companies and departments.

The Group collaborates with the local government and relevant law enforcement agencies to jointly ensure emergency response, traffic, and overall safety in and around the park. On October 12, the Zhengzhou Fire Department carried out a live broadcast activity titled "Haichang's Fun, Protected by Firefighting" at Zhengzhou Haichang Ocean Resort. During the live broadcast, explanations were given about various types of venues in the scenic area, such as restaurants and other places with dense crowds, as well as common household fires in autumn. At the same time, the fire safety management personnel of the park shared their work experience in firefighting and called on social units to strengthen practical firefighting training and strive to improve their self-prevention and self-rescue capabilities. On November 8, the Fire Safety Brigade of Zhongmu County, Henan Province held the launching ceremony of the 2024 119 Fire Safety Month at Zhengzhou Haichang Ocean Resort, officially kicking off fire safety publicity activities and a series of blue-themed activities. Shanghai Haichang Ocean Park adhered to the philosophy of "Safety for Everyone, Emergency Response for Each Individual", actively carried out activities related to Safety Production Month. These activities included various types such as safety officer symposiums, fire engine parades, safety lectures, and safety knowledge competitions. Meanwhile, the park has established a new Safety Experience Hall, open to all employees, to help them simulate and experience various safety training content. In 2024, the number of trainees in the Group's safety training programs reached 29,235 person-times, with a safety investment of RMB5.6113 million.

8.1.4 安全培訓與服務

為構建全員安全素養體系，海昌海洋公園系統化實施安全能力建設培訓，覆蓋消防管理、交通規範、特種作業、設備安全、治安防控、財產保障及風險源管控等領域，透過標準化培訓機制深化安全文化培育。集團要求每年至少組織一次集團安全知識培訓，每季度組織一次項目公司全員安全知識培訓，並定期進行監督檢查，以督促各項目公司及部門有效落實安全培訓工作。

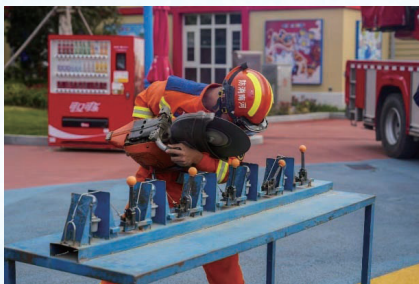
集團聯合當地政府及相應的執法部門，協同保障園區及周邊的應急、交通等安全。10月12日，鄭州消防在鄭州海昌海洋旅遊度假區開展「海昌奇趣，消防守護」直播活動，直播對景區各類場館、餐廳等人員密集場所及秋季家庭常見的火災進行講解，同時園區消防安全管理人員分享了消防工作經驗，並呼籲社會單位單位加強消防實操培訓，努力提升自防自救能力。11月8日，河南省中牟縣消防安全大隊在鄭州海昌海洋旅遊度假區舉行2024年119消防安全月啟動儀式，正式開啓消防安全宣傳活動與一系列藍色主題活動。其中，上海海昌海洋公園堅持「人人講安全，個個會應急」理念，積極開展安全生產月活動，包括舉辦安全衛士座談會、消防戰車入巡遊、安全大講堂、安全知識大比拼等多種類型。同時，上海海昌海洋公園新設立安全體驗館，面嚮全體員工開放，以幫助員工模擬體驗安全培訓相關內容。2024年，本集團安全培訓項目受訓人次達29,235人次，安全投入561.13萬元。

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The live broadcast activity of "Haichang's Fun, Protected by Firefighting"
「海昌奇趣·消防守護」直播活動



The activity of the 119 Fire Safety Month by the Fire Safety Brigade of Zhongmu County
中牟縣消防安全大隊119消防安全月活動

8.1.5 Food Safety

Haichang Ocean Park rigorously complies with the *Food Safety Law of the People's Republic of China* and the *Food Hygiene Law of the People's Republic of China*. Building upon this foundation, internal policies such as the Manual on Food Safety Management System, Workflow Management of the Park Catering Department, Catering Development Plan, and Management of Research and Development of New Products are formulated. Continuous efforts are made to improve the food safety assurance system, and a registration system is implemented for the inspection and acceptance of food and raw materials entering and exiting the warehouse. It maintains cleanliness in the food storage areas and installs insect prevention facilities. Regular health checks and food safety training are conducted for relevant personnel. Furthermore, Haichang Ocean Park also focuses on cold chain food safety, ensuring full traceability of relevant information.

8.1.5 食品安全

海昌海洋公園嚴格遵守國家《食品安全法》《食品衛生法》，在此基礎上制定《食品安全管理制度》《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，持續完善食品安全保障體系，落實進出庫食品及原料驗收登記制度，保持食品存儲區域整潔並安裝防蟲設施。我們定期對相關從業人員進行健康檢查及食品安全知識培訓，關注冷鏈食品安全，確保相關信息全程可追溯。

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★ Shanghai Haichang Ocean Park's Food Safety Management System regulations include: 上海海昌海洋公園食品安全管理制度規範：

1. Strict enforcement of the provisions of the *Food Safety Law of the People's Republic of China*, with legal responsibilities duly assumed.
嚴格執行《中華人民共和國食品安全法》各項規定，並承擔法律責任。
2. Diligent implementation of the food safety responsibility system, maintaining environmental hygiene at business premises and personal hygiene of staff.
認真落實食品安全責任制，做好經營場所環境衛生和工作人員個人衛生。
3. Thorough inspection and registration of food and raw materials during warehousing, with rigorous checks at each level to ensure that toxic, harmful, insect-infested, moldy, or expired foods are neither consumed nor sold.
食品及原料進出庫做好驗收登記、索證索票工作，層層把關，有毒有害、蟲蛀、霉變及超保質期食品不得食用和銷售。
4. The food warehouse is kept clean, with food storage organized by category and shelving, segregated from walls and off the ground, and equipped with pest control facilities.
食品倉庫整潔，食品存放做到分類分架、隔牆離地、設有防蟲害等設施。
5. Food sales tools, dining utensils, work utensils, and containers are strictly managed with a "wash, rinse, disinfect, and clean" regime. Containers for raw and cooked food are stored separately with clear labeling to prevent cross-contamination.
食品銷售工具、餐飲具、工用具和盛器用後嚴格執行「一洗、二過、三消毒、四保潔」制度，生熟容器分開存放並由明顯的區分標誌，防止交叉污染。
6. A designated person is responsible for food sampling and record-keeping.
落實專人，做好食品留樣、登記工作。
7. Personnel who handle food that is directly consumed must undergo annual health checks and food safety training; only those who pass are allowed to operate.
從事接觸直接入口食品工作的從業人員每年必須進行健康檢查及食品安全知識培訓，合格後才可上崗操作。
8. The principal responsible person of the food production and business enterprise must fulfill the main responsibility for food management within the enterprise, taking comprehensive responsibility for food safety.
食品生產經營企業主要負責人應落實企業食品管理主體責任，對本企業食品安全全面負責。
9. Production and operation of food that is beyond the expiration date, spoiled, contains harmful substances, or is adulterated, as prohibited under Article 34 of the *Food Safety Law of the People's Republic of China*, is not allowed.
不生產與經營《中華人民共和國食品安全法》中第三十四條規定的超過保質期、腐敗變質、含有危害健康物質、摻假摻雜等食品。
10. Prevent food safety incidents rigorously; in case of an incident, it must be promptly reported and investigated in cooperation with market regulatory authorities.
嚴防發生食品安全事件，一旦發生，應及時上報，並配合市場監管部門做好調查。

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8.2 Improving Service Experience

Haichang Ocean Park adheres to the ideology of “Customer First” as a core corporate value. Based on the internally established Operational Service Standards of Haichang Park, it has built a three-dimensional management model characterized by institutionalization, standardization, and regulation. Through the mechanism of responding to segmented customer demands and the design of full-scenario services, it implements customized service solutions for different customer groups, continuously improves the quality service ecosystem throughout the entire cycle, and achieves multi-dimensional output of service value.

The Group strictly complies with the *Law on Protection of the Rights and Interests of Consumers*, the *Tourism Law*, and the *Insurance Law*, actively pushing the Operating Performance Appraisal of Haichang Ocean Park and the Operation Service Standards to improve the overall operational management level of the Group. Meanwhile, the Group humbly accepts evaluations and opinions from various channels, adhering to the provisions of the Regulation of Rectifications of Negative Online Comments and promptly formulating rectification plans to ensure effective feedback to customers and enhance the quality of customer service.

The Group always adheres to the principles of “objectivity, fairness, initiative, efficiency, and handling according to regulations” in handling customer complaints, establishing a smooth complaint mechanism. Based on accurate analysis of visitor feedback, while ensuring the timeliness of incident handling, the Group continuously follows up and implements complaint handling results. During the reporting period, the operation of Haichang Ocean Park was efficient and smooth, with no safety accidents and major complaints throughout peak periods., and the satisfaction rate of official customer service phone reached 99.7%, far exceeding the industry average.

8.2 提升服務體驗

海昌海洋公園將「客戶至上」確立為企業核心價值觀，依托內部制定的《海昌海洋公園營運服務標準》，構建制度－標準－規範三維管理架構。透過分眾化需求回應機制與全場景服務設計，實施客群定制化服務解決方案，持續完善全週期品質服務生態，實現服務價值的多維輸出。

集團嚴格遵守《消費者權益保護法》《旅遊法》《保險法》，積極實施《海昌海洋公園運營績效考核方案》《運營服務標準》以改進集團整體運營管理水平。同時，集團虛心接受來自各渠道的評價及意見，踐行《網絡負評整改規範》規定並及時制定整改計劃，確保客戶獲得有效反饋，提升客戶服務品質。

集團始終堅守「客觀公正、積極主動、高效精準、按章辦理」的客訴處理原則，建立通暢的投訴機制，基於遊客反饋準確剖析事件原由，保證事件處理時效性的同時，持續跟進並落實投訴處理結果。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99.7%，遠超行業平均水準。



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Haichang Ocean Park actively communicates with visitors online or offline regarding post-sales and other complaint issues, while also establishing a multi-channel complaint handling mechanism.

海昌海洋公園積極就售後等投訴問題與遊客進行線上或線下溝通，同時建立多渠道的投訴處理機制。

Complaint Channels

投訴渠道

Handling Mechanism

處理程序

Business department handling
業務直屬部門受理

- Received by the direct responsible manager or secretary manager of department;
- During the incident, customers will be taken to an independent reception to understand the situation and follow up to quickly evacuate the site.

- 由部門直屬責任經理、部長接收；
- 在事件發生時迅速撤離現場，隨後將客人帶到獨立會客室了解情況並跟進處理。

Complaint hotline handling with phone
投訴專線電話受理

- The complaint hotline and the switchboard announced to the outside world will answer the complaints received, apologize to the customers, and appease the customers' emotions;
- Understand the reasons, and leave the accurate contact information for a return visit;

- Complaint case will be transferred to the responsible department for processing, follow up the return visit after the event, and feed back to the customer service center to import the complaint summary.

- 對外公示的投訴專線及總接聽收到的投訴案件，向客人致歉，安撫其情緒；
- 了解事因後，留下準備的聯繫方式待回訪；
- 事後將投訴案件轉至責任部門處理，跟進回訪，並反饋客服中心併入投訴匯總。

- 對外公示的投訴專線及總接聽收到的投訴案件，向客人致歉，安撫其情緒；

- 了解事因後，留下準備的聯繫方式待回訪；
- 事後將投訴案件轉至責任部門處理，跟進回訪，並反饋客服中心併入投訴匯總。

Customer service centers handling
客服中心受理

- Complaints arising from unpleasant experiences of tourists in the park will be handled by the customer service center;
- Question-and-answer, talk, and response complaints will be handled by the customer service center first, and then report back to the responsible department;

- Service attitude and related professional complaints will be resolved together with the responsible department.
- 由客服中心處理遊客在園區內不愉快的體驗而引起的投訴；
- 由客服中心先行處理問答諮詢型、傾訴型、反應問題型事件，事後上報至責任部門；

- Service attitude and related professional complaints will be resolved together with the responsible department.

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- 由客服中心先行處理問答諮詢型、傾訴型、反應問題型事件，事後上報至責任部門；

- 針對服務態度類及相關專業性抱怨事件，與責任部門協同解決。

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Complaint Channels

投訴渠道

Group 400 service center
telephone acceptance and transferring
集團400服務中心電話受理轉辦

Administrative supervision
department transferring
行政監管部門轉辦

Handling Mechanism

處理程序

- For non-inquiry incidents received by the Group's 4006016699 phone call, it will be classified by the customer service center after receiving and non-tourist problems will be transferred to relevant functional departments of the Company for processing;
- Tourist-related problems will be dealt with after returning to the customers to understand the situation with a treatment plan to discuss countermeasures and then transferred to other departments for return visits and feedback.
- 集團設置4006016699熱線用以接收非問詢類事件，接收後由客服中心進行分類，將非遊客類問題轉至公司內相關職能部門處理；
- 遊客類問題待與客人回訪了解情況後擬定處理方案，商討對策解決，轉交他部處理完畢後進行回訪及反饋工作。
- Complaints can be handled by hotline of 12345 Citizen Hotline, Market Supervision Administration, 12315 Consumer Protection Committee, Management Committee Urban Transportation Center, Tourism Advisory Hotline;
- The customer service center will complete the feedback in time and the official seal will be affixed to the written document in a unified format to the relevant higher-level supervision department. In the process of handling, it needs to be dealt with by the department responsible.
- 市民可撥打12345市民熱線、市場監督管理局、12315消保委、管委會城運中心、旅遊諮詢熱線等投訴案件；
- 客服中心按時限完成，按統一格式書面文件加蓋公章的形式反饋至相關上級監管部門，處理過程中與責任部門協同處理。

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Regarding the safety and health protection of visitors and employees, the Group focuses on health protection and emergency response within the park, including the provision of medical facilities and comprehensive first aid measures. During the reporting period, Shanghai Haichang Ocean Park conducted a total of 514 consultations and treated 962 individuals, effectively managing various emergencies such as visitor fevers, heatstroke, and accidental falls.

To enhance the visitor experience, Shanghai Haichang Ocean Park has added a new project, "Deep Sea Metaverse Go-Karting". Based on the original park scenarios, by utilizing MR (Mixed Reality) technology and holographic imaging, it provides visitors with an immersive driving experience, enriches the fun and interactivity of the park, improves the operational diversity and vitality of the scenic area, and promotes the transition and upgrading of the cultural and tourism industry.

在保障遊客及員工安全健康方面，本集團聚焦園區遊客與員工健康保障及應急處理，配置醫務室及完善的急救配套措施。報告期內，上海海昌海洋公園共計出診514次，治療人數962人次，有效處理遊客發燒、中暑、意外摔跤等多項緊急狀況。

為提升遊客遊玩體驗，上海海昌海洋公園新增項目「深海元宇宙卡丁車」，在原有公園場景基礎上，利用MR技術、全息影像，為遊客提供沉浸式駕駛體驗，豐富園區趣味性和互動性，提升景區運營多樣性和生命力，促進文旅產業的轉型升級。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case 案例

Haichang Ocean Park Launched Cross-Brand Collaboration to Enhance Member Benefits and Elevate Brand Visibility

海昌海洋公園開展跨界品牌合作，為會員福利賦能並提升品牌知名度

In 2024, Haichang Ocean Park pioneered innovative cross-industry collaborations by launching two major initiatives: the “Ocean Eagle Play Plan” co-branded membership card with Golden Eagle International Group, and the “Ocean Joy•Blue Friends Fest” themed campaign featuring the heartwarming IP “Little Blue and His Friends.” These partnerships not only comprehensively upgraded private domain membership benefits and enabled cross-platform traffic sharing, but also successfully transcended industry boundaries through multidimensional integration of “theme park + commercial real estate + viral IP.” By creating more engaging immersive experiences for young consumers, the park significantly enhanced its market influence and customer satisfaction.

2024年，海昌海洋公園通過創新跨界合作模式，先後與金鷹國際集團推出「海鷹潮玩計劃」聯名會員卡，以及與治愈系IP「小藍和他的朋友」打造「鯨喜海昌•藍友貼貼季」主題活動，不僅實現了私域會員權益的全面升級和流量互通，更通過「主題公園+商業地產+網紅IP」的多維聯動，成功打破行業邊界，為年輕消費群體創造了更具吸引力的沉浸式體驗，有效提升了品牌的市場影響力和用戶滿意度。



Cross-industry brand collaboration
異業品牌合作

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Case 案例

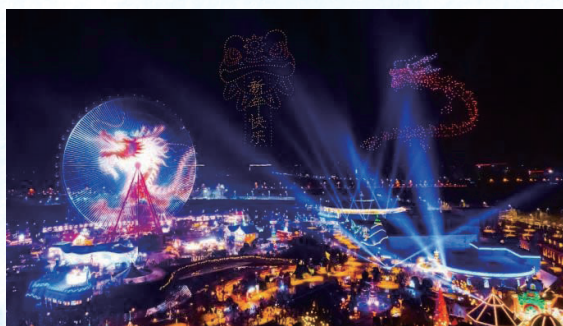
Haichang Ocean Park Integrated Traditional Culture and Intangible Heritage Performances to Launch “Dragon Quest” New Year Celebration**海昌海洋公園融合傳統文化與非遺演藝，打造「尋龍」主題新春活動**

During the 2024 Spring Festival, Haichang Ocean Park innovatively blended traditional Chinese culture with marine themes through its “Dragon Quest” celebration across Shanghai and Zhengzhou locations. The Shanghai park presented a “Marine Deities Festival,” featuring immersive installations like an underwater dragon palace and a colossal land-air-sea dragon, complemented by intangible cultural heritage performances including fire dragon dances and iron-smelting fireworks displays. Meanwhile, Zhengzhou Haichang Ocean Resort staged a breathtaking “Dragon King Show” with 3,000 synchronized drones.

These culturally rich initiatives earned exceptional visitor acclaim and extensive coverage by CCTV and Dragon TV, including features during their Spring Festival Gala broadcasts, demonstrating Haichang Ocean Park’s pioneering capabilities in cultural-tourism integration.

2024年春節，海昌海洋公園創新性地將中國傳統文化與海洋主題相結合，在上海、鄭州兩地同步推出「尋龍」主題新春活動。上海海昌海洋公園打造「海洋神仙節」系列，呈現海底龍宮、海陸空巨龍等特色場景，並融入非遺舞火龍、打鐵花等民俗表演。鄭州海昌海洋旅遊度假區則推出3,000架無人機組成的「龍王秀」，創造震撼視覺盛宴。

這些富有文化創意的活動不僅獲得遊客的高度好評，更受到央視與東方衛視等主流媒體的廣泛報道，彰顯了海昌海洋公園在文旅融合領域的創新實力。



“Dragon Quest” themed lunar new year celebration
「尋龍」主題新春活動

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環境、社會及管治報告

Case 案例

Haichang Ocean Park's "Park Energy Children's Day" Celebration

海昌海洋公園舉辦「園裏元氣兒童節」

During the Children's Day celebrations, Haichang Ocean Park launched its "Park Energy Children's Day" themed event, centering around the creative concept of an "Ocean Kindergarten." The park developed four edutainment experience modules including STEAM research courses, animal naming ceremonies, and parent-child fitness activities, while introducing nine personified marine IP characters such as "Scholarly Whale" and "Great Goose." Through youth-oriented marketing campaigns like TikTok challenges and Xiaohongshu check-ins, the event achieved a 45% year-on-year increase in visitor attendance and generated over 50 million user-generated content impressions. This successfully established a marine cultural festival IP that combines educational value with social engagement.

六一兒童節期間，海昌海洋公園推出「園裏元氣兒童節」主題活動，以「海洋幼兒園」為創意核心，打造了包含STEAM研學課程、動物命名儀式、親子健身操等寓教於樂的四大體驗模塊，並推出「獎學鯨」「好大鵝」等9個擬人化海洋IP形象。活動通過抖音挑戰賽、小紅書打卡等年輕化傳播方式，實現客流同比增長45%，UGC傳播量突破5,000萬次，成功打造了兼具教育意義與社交屬性的海洋文化節慶IP活動。



"Park Energy Children's Day" Celebration in the Park

園裡元氣兒童節

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8.3 Promoting Innovative Development

Haichang Ocean Park closely aligns with national strategic directions. Seizing the development opportunities presented by the “14th Five-Year Plan” and the “Belt and Road”, it has identified the smart tourism development and the customer experience optimization as its strategic priorities. Simultaneously, it constructs a cross-border cooperation network to promote the iteration of its global business layout. Driven by technological innovation, it builds an intelligent service ecosystem matrix, achieving a dual leap in service levels and industrial forms.

The Group collaborates with multiple strategic partners to deepen value co-creation, continuously strengthening its leading role in the industry and shaping a benchmark for the cultural and tourism industry in the new era. During the reporting period, we have successively established strategic partnerships with the Administrative Committee of Fuzhou New District, Ningbo Qianwan Holding Group Co., Ltd., Pinghe Education Group, and Gangcheng Group, aggregating the superior resources of multiple parties to jointly build an international brand for the future.

8.3 推動創新發展

海昌海洋公園深度對接國家戰略導向，以「十四五規劃」「一帶一路」為發展契機，確立智慧文旅開發及用戶體驗優化為戰略重點。同步構建跨境協作網絡，推動全球業務佈局迭代，透過技術創新驅動構建智能服務生態矩陣，實現服務能級與產業形態的雙重躍升。

集團聯動多方戰略夥伴深化價值共創，持續強化行業引領效能，塑造新時代文旅產業標竿。報告期間，我們已依次與福州新區管委會、寧波前灣控股集團有限公司、平和教育集團、港城集團建立戰略合作夥伴關係，聚合多邊優勢資源，共建面向未來的國際化品牌。



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Strategic Cooperation Overview of Haichang Ocean Park in 2024
海昌海洋公園2024年戰略合作一覽表

Cooperation Partner 合作機構	Signing Time 簽署時間	Main Cooperation Content 合作主要內容
Administrative Committee of Fuzhou New District	March 2024	The two parties signed a strategic cooperation framework agreement, aiming to jointly promote the smooth implementation of the “Fuzhou Haichang Ocean Park” project. The agreement clarifies the vision of both parties for achieving greater development in their respective fields. Based on the principles of equality, mutual benefit, honesty and good faith, it establishes a long-term and comprehensive foundation for strategic cooperation.
福州新區管委會	2024年3月	雙方簽署了戰略合作框架協議，旨在共同推進「福州海昌海洋公園」項目的順利落地。協議明確了雙方在各自領域邁向更大發展的願景，並以平等互利、誠實信用為原則，構建了長期、全面的戰略合作基礎。
Ningbo Qianwan Holding Group Co., Ltd.	July 2024	The two parties signed a strategic cooperation framework agreement to jointly promote the planning, development, construction and implementation of the “Qianwan Haichang International IP Amusement Park” project (tentative name). This project will revolve around functional systems such as international IP entertainment experience, themed tourism consumption, themed vacations, and commercial supporting facilities. With first-class international planning, design, construction and operation standards, it will be built into an international IP-themed amusement park that is in line with international standards and leading in Asia.
寧波前灣控股集團有限公司	2024年7月	雙方簽署了戰略合作框架協議，共同推進「前灣海昌國際IP樂園」項目（暫定名）的規劃開發及建設落地。該項目將圍繞國際IP娛樂體驗、主題旅遊消費、主題度假、商業配套等功能體系，以國際一流的策劃、設計、建議和運營標準，打造成為與國際接軌、在亞洲領先的國際IP主題樂園。

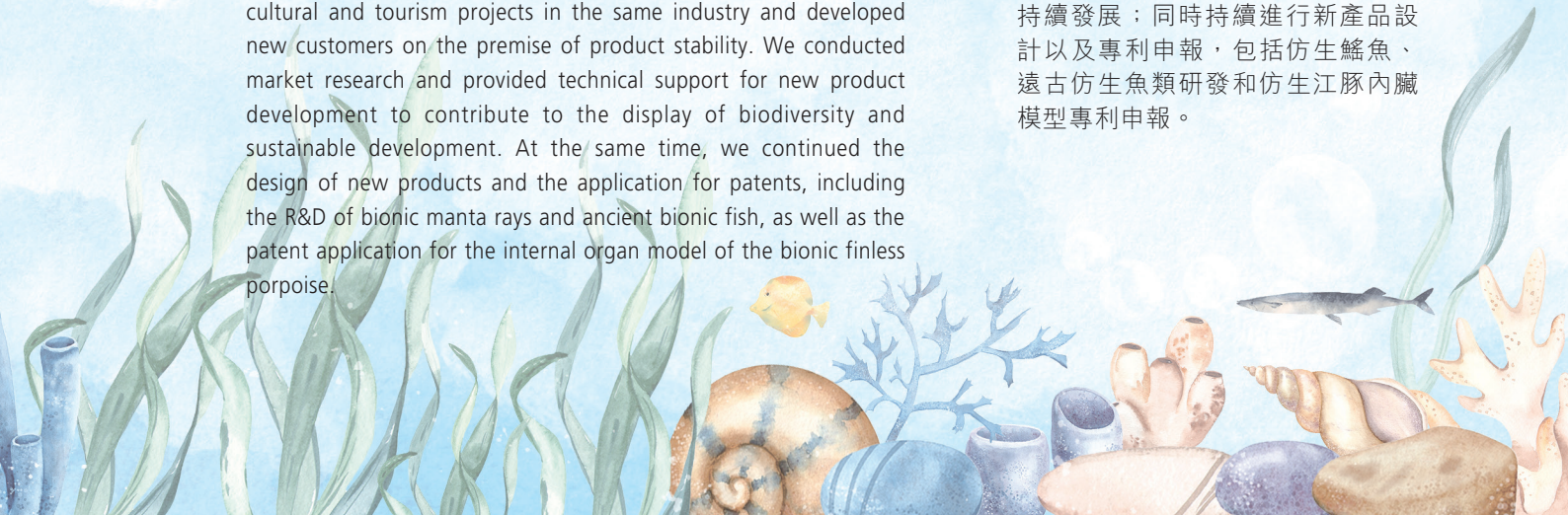
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Cooperation Partner 合作機構	Signing Time 簽署時間	Main Cooperation Content 合作主要內容
Pinghe Education Group 平和教育集團	September 2024 2024年9月	The two parties have officially reached a strategic cooperation. They will integrate their advantageous resources, jointly explore new paths and methods for marine science popularization education, and work hand in hand to promote the development and implementation of marine science popularization courses. They will design diversified teaching contents and vivid and interesting scientific innovation and research study trips, and seek the integration points of nature and technology, so as to provide teenagers with a broader learning platform and practical opportunities. 雙方正式達成戰略合作，將整合優勢資源，共同探索海洋科普教育的新路徑、新方法，攜手推進海洋科普課程的開發與實施，設計多元化的教學內容和生動有趣的科創研學之旅，探尋自然與科技的結合點，從而為青少年提供更加廣闊的學習平臺和實踐機會。

The Group has established a systematic R&D system for intelligent bionic technology, focusing on the full-chain closed loop of technological innovation, product upgrading, and commercial transformation of intelligent bionic human technology. Through the two-way empowerment of cutting-edge technology and marine humanistic values, it reshapes the immersive cultural and entertainment ecosystem and promotes the technological reconstruction of the marine cultural experience. In 2024, we continuously improved the stability of the bionic whale shark equipment and the product display effect, and reduced the failure rate of core components such as the water intake and drainage systems. We coordinated with manufacturers and display projects to organize and coordinate the performance products. We promoted the autonomous patrolling function of the bionic whale shark to the market. We surveyed the potential demands of cultural and tourism projects in the same industry and developed new customers on the premise of product stability. We conducted market research and provided technical support for new product development to contribute to the display of biodiversity and sustainable development. At the same time, we continued the design of new products and the application for patents, including the R&D of bionic manta rays and ancient bionic fish, as well as the patent application for the internal organ model of the bionic finless porpoise.

集團構建智能仿生技術系統化研發體系，聚焦智能仿生人技術創新、產品升級與商業轉化的全鏈閉環，透過尖端科技與海洋人文價值的雙向賦能，重塑沉浸式文娛生態體系，推動海洋文化體驗的科技化重構。2024年，持續提升仿生鯨鯊設備穩定性、產品展示效果，降低吸排水等核心部件故障率；協同廠家、展示項目進行演藝產品組織協同；將仿生鯨鯊自主巡游功能推向市場；調研同行業文旅項目潛在需求，在產品穩定性前提下開發新客戶；做好市場調研及新產品開發技術支持，助力生物多樣性展示及可持續發展；同時持續進行新產品設計以及專利申報，包括仿生鰐魚、遠古仿生魚類研發和仿生江豚內臟模型專利申報。



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We have initiated projects such as the design of bionic models for finless porpoises, bionic darters, and bionic river dolphins. In the future, we will continue to develop bionic combination products and plan to research and develop more bionic products such as ancient extinct bionic organisms. While focusing on changes in the ecological environment, we aim to raise awareness among visitors about biological conservation. We also aim to present bionic representations of endangered species and functionally extinct animals in China, minimizing excessive reliance on natural biological resources.

我們已啟動白鱀豚、仿生鄧氏魚、仿生江豚內臟模型設計等項目。未來，我們將持續開發仿生組合產品，計劃研發遠古滅絕仿生物等更多仿生產品，在關注生態環境變化的同時，提升遊客在生物保護方面的意識，嘗試對國內現存的瀕危物種、功能性滅絕動物進行仿生呈現，最大程度降低對自然生物資源的過度依賴。



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Case 案例

Haichang Ocean Park Displayed Leading Bionic Technology Products at the High-quality Cultural, Sports and Tourism Integration Development Conference in Liaoning Province**海昌海洋公園在遼寧省高質量文體旅融合發展大會上展示領先仿生科技產品**

From May 24th to 25th, 2024, the High-quality Cultural, Sports and Tourism Integration Development Conference in Liaoning Province was successfully held in Dalian City. During the conference, Haichang Ocean Park showcased the world-leading bionic technology product, the "Bionic Manta Ray", to the public. This product is approximately 3.9 meters in length, 2.8 meters in width, and weighs 505 kilograms. Its appearance features a high-tech mecha version design and is equipped with a buoyancy adjustment system. Currently, bionic technology products have been put into use in several aquariums and perform in coordination with the "mermaids" in the ocean parks. While enhancing the ornamental value of the performances, they also achieve the effect of popular science education and publicity of marine life.

2024年5月24日至25日，遼寧省高質量文體旅融合發展大會在大連市成功舉辦。大會期間，海昌海洋公園面向公眾展示了全球領先仿生科技產品「仿生鰐魚」。該產品身長約3.9米，寬2.8米，重達505公斤，外觀採用具有高科技感的機甲版設計，並配有浮力調節系統。目前，仿生科技產品已在多個海洋館投入使用，並與海洋公園內的「美人魚」配合表演，在提升表演觀賞性的同時，也達成了海洋生物科普宣教的效果。



The High-quality Cultural, Sports and Tourism Integration Development Conference in Liaoning Province in 2024

2024年遼寧省高質量文體旅融合發展大會

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Case 案例

Haichang Ocean Park Made an Appearance at the 15th Summer Davos Forum

海昌海洋公園亮相第十五屆夏季達沃斯論壇

From June 25th to 27th, 2024, the 15th Summer Davos Forum was successfully held in Dalian. Invited by the Dalian Bureau of Culture and Tourism, Haichang Ocean Park participated in the exhibition with cutting-edge bionic technology products, the bionic whale shark and the bionic manta ray. These bionic technology products can perform actions such as moving in a straight line, turning, surfacing, diving, maintaining a fixed depth, opening and closing the mouth, etc. in the water, and are equipped with various control methods such as wireless remote control, programmed swimming, and autonomous swimming. Bionic technology has advantages such as sustainable resource development, low operation costs, and flexible product combinations. In the future, it will continue to be promoted in the market, and with the help of cutting-edge technology, it will drive the protection of biodiversity and the sustainable development of the ocean.

2024年6月25日至27日，第十五屆夏季達沃斯論壇在大連順利舉行。受大連市文旅局邀請，海昌海洋公園攜前沿仿生科技產品－仿生鯨鯊和仿生魷魚參展，這些仿生科技產品能在水中完成直線、轉彎、上浮、下潛、定深、嘴部張合等動作，具備無線遙控、程控游動和自主游動等多種控制方式。仿生科技有著資源可持續發展、運行成本低、產品組合靈活等優勢，未來也將持續進行市場推廣，借助前沿科技推動生物多樣性保護和海洋可持續發展。



The 15th Summer Davos Forum
第十五屆夏季達沃斯論壇



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Case 案例

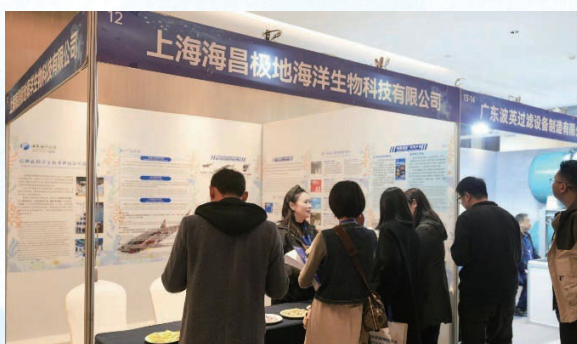
Zhengzhou Haichang Ocean Resort Held 2024 Annual Academic Conference of the Aquarium Professional Committee**鄭州海昌海洋旅遊度假區召開水族館專業委員會2024學術年會**

From November 11-14, 2024, Zhengzhou hosted China's most authoritative aquarium industry event – the 2024 Academic Annual Meeting of the Aquarium Professional Committee. Shanghai Haichang Marine Biotechnology Co., Ltd., a subsidiary of Haichang Ocean Park, showcased its scientific innovations at the conference, featuring its bionic technology product series and the independently developed “Haichang Azure” biological nutritional additives, demonstrating the company's technological achievements in the field.

This participation in the exhibition enabled Haichang to share and exchange with industry experts and scholars from around the world its achievements and experience in biological conservation technology accumulated over more than 20 years of in-depth efforts, as well as its concepts for the innovative development of products in ocean parks. While safeguarding the health of aquatic organism breeding, it also contributes to the innovation and sustainable development of the aquarium industry.

2024年11月11日至14日，中國水族館行業最具權威的盛會——水族館專業委員會2024學術年會在鄭州隆重召開。海昌海洋公園旗下上海海昌海洋生物科技有限公司攜仿生科技系列產品及自主研發的「海昌蔚藍」生物營養添加劑產品亮相展會，充分展示了企業的科技創新成果。

本次參展將海昌深耕20餘年的生物保育技術成果、經驗和對海洋公園產品創新發展的理念同全球範圍行業專家學者進行分享交流，為水生生物飼養健康保駕護航的同時，助力水族館行業的創新和可持續發展。



The 2024 Academic Annual Meeting of the Aquarium Professional Committee
水族館專業委員會2024學術年會

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Haichang Ocean Park is continuously empowering its existing business with digital technology based on its IP system and expanding externally. Currently, the development of its IP business is in the 2.0 stage – independently developing IP merchandise, IP-themed venues and stores. During the reporting period, Haichang Ocean Park achieved the all-round implementation of IP products from the inside out. This includes the opening of the Ultraman-themed hotel in Zhengzhou Haichang Ocean Resort in January 2024, the opening of the exclusive Jinqiao-Haichang Penguin Hotel on July 1st, the opening of the Ultraman Ice and Snow World in Dalian Forest Zoo on July 26th, 2024, and the successful holding of the Toei Animation-themed pop-up event at Beijing Joy City on July 26th. Based on the market foundation and industry influence of Haichang's themed tourism, it constructs an internationally competitive IP operation platform from a high starting point. Shanghai Haichang Ocean Park created interactive dances for simultaneous promotion. During the reporting period, a total of 200 interactive dance events were held.

海昌海洋公園正IP體系持續指數化賦能現有業務，並對外擴展，目前IP業務發張正處於2.0階段——自主開發IP商品、IP主題場館及店鋪。報告期間內，海昌海洋公園實現由內向外IP產品全方位落地，包括2024年1月鄭州海昌海洋旅遊度假區奧特曼主題酒店開業，7月1日金橋—海昌企鵝獨家酒店開業，2024年7月26日大連森林動物園奧特曼冰雪世界開幕，以及7月26日北京大悅城東映動畫主題快閃活動成功舉辦。基於海昌主題旅遊的市場基礎與行業影響力，高起點構建極具競爭力的國際級IP運營平台。上海海昌海洋公園自創互動舞蹈進行同步宣傳，報告期內共開展200場互動舞蹈。



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Case 案例

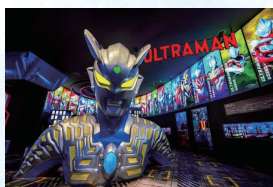
Zhengzhou Haichang Ocean Resort Launched “Ultraman Theme Entertainment Zone 2.0” - Grand Opening of Ultraman Theme Hotel**鄭州海昌海洋旅遊度假區「奧特曼主題娛樂區2.0」——奧特曼主題酒店開業**

On January 27, 2024, Zhengzhou Haichang Ocean Resort officially launched its strategic “Ultraman Theme Entertainment Zone 2.0” upgrade, establishing China’s first comprehensive Ultraman-themed cultural tourism ecosystem. The project innovatively developed an integrated “In-park + Out-of-park” dual-zone model: The external area features China’s first Ultraman-themed town complete with a 105-room concept hotel featuring blind box-themed accommodations, the nation’s first Ultraman restaurant “Monster Shop”, and Central China’s inaugural Ultraman-themed retail stores, beverage outlets and carnival facilities; while inside the park, visitors can experience Central China’s first Ultraman Ice Theater exclusively premiering Tsuburaya Productions’ original show “Ultraman Heroes: Connect! The Power of Light”, creating a fully immersive, closed-loop Ultraman experience that seamlessly integrates accommodation, dining, retail, entertainment and live performances.

This is the fourth “Ultraman IP” themed cultural and tourism project jointly created by Haichang Ocean Park and Shanghai SCLA E&C Co., Ltd. after the projects in Shanghai, Dalian, and Chengdu. The continuous implementation of multiple benchmark IP projects under Haichang provides new ideas for empowering theme parks and cultural and tourism business formats, successfully creates an innovative and healthy tourism ecosystem, and activates new momentum for the cultural and tourism economy.

2024年1月27日，鄭州海昌海洋旅遊度假區正式推出「奧特曼主題娛樂區2.0」戰略升級項目，打造了中國首個完整的奧特曼主題文旅生態圈。該項目創新性地構建了「園內+園外」雙主題區聯動模式：園外區域建成全國首座奧特曼主題小鎮，包含105間盲盒概念主題客房的奧特曼主題酒店、全國首家奧特曼主題餐廳「怪獸店」、中原地區首個奧特曼主題商店、飲品店以及嘉年華等全業態配套；園內則推出中原首個奧特曼冰封劇場，獨家首映圓谷製作株式會社原創劇目《奧特英雄連結吧！光之力量》，形成集住宿、餐飲、零售、娛樂、演藝於一體的沉浸式奧特曼主題體驗閉環。

這是繼上海、大連、成都之後，由海昌海洋公園與上海新創華共同打造的第四座「奧特曼IP」主題文旅項目。海昌海洋公園旗下多個標桿IP項目持續落地，為主題公園和文旅業態賦能提供了新思路，成功營造創新、健康的旅遊生態圈，激活文旅經濟新動力。

**Zhengzhou Haichang Ultraman-themed Hotel****鄭州海昌奧特曼主題酒店**

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The Grand Opening of Jinqiao • Haichang Penguin Resort Hotel on July 1st**金橋•海昌企鵝度假酒店於7月1日盛大開業**

The Jinqiao • Haichang Penguin Resort Hotel is 4.2 kilometers away in a straight line from Shanghai Haichang Ocean Park. The hotel innovatively integrates marine polar culture with tourism and vacation scenarios. It combines the functions of accommodation, interactive entertainment, popular science education, catering services, and business conferences. With 8 uniquely created penguin themes and 372 guest rooms, the hotel features penguin and marine elements throughout all its scenes. It aims to bring customers a brand-new experience of a lively and adorable themed space, allowing them to enjoy a dreamy “polar region” vacation.

The Jinqiao • Haichang Penguin Resort Hotel is another innovative masterpiece of Haichang in its hotel product lineup and has won the Best Themed Hotel Award of the “2023 GBE Hotel Design Award”. On the first day of its official announcement, it attracted a great deal of attention. With the establishment of the Jinqiao • Haichang Penguin Resort Hotel, Shanghai Haichang Ocean Park, along with renowned cultural and tourism projects in the vicinity such as the SNOW51 Ski World, the Shanghai Planetarium, and the China Maritime Museum, further magnifies the aggregation effect, forming an agglomeration pattern of coordinated development and complementary positioning with staggered features.

金橋•海昌企鵝度假酒店與上海海昌海洋公園直線距離4.2公里。酒店創新地將海洋極地文化與旅遊度假場景相融合，集住宿、互動娛樂、科普教育、餐飲服務和商務會議功能於一體，擁有首創8種企鵝主題、372間客房。酒店全場景貫穿企鵝與海洋元素，旨在為顧客帶來活力萌趣的主題空間全新體驗，使其樂享夢幻「極地」度假生活。

金橋•海昌企鵝度假酒店是海昌在酒店產品序列中的又一創新代表作，並榮獲「GBE酒店設計大獎2023」最佳主題酒店獎。官宣首日便引發大批關注，隨著金橋•海昌企鵝度假酒店落地，上海海昌海洋公園與周邊的耀雪冰雪世界、上海天文館、中國航海博物館等知名文旅項目，進一步放大聚合效應，形成協同發展、錯位互補的集聚態勢。



The Jinqiao • Haichang Penguin Resort Hotel

金橋•海昌企鵝度假酒店

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Case 案例

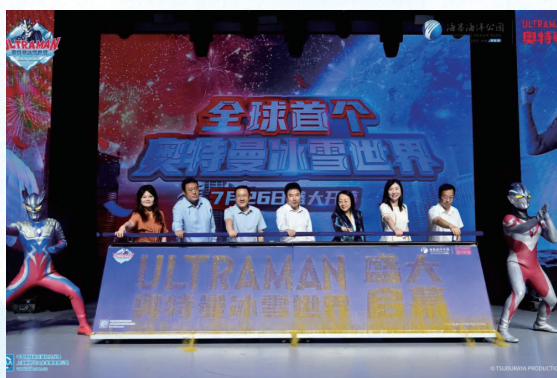
World's First Ultraman Ice & Snow Wonderland Officially Opened

全球首家奥特曼冰雪世界正式開幕

On July 26, 2024, the world's first Ultraman-themed ice and snow park, "Dalian Ultraman Ice & Snow World," officially opened its doors. Jointly developed by Dalian Culture & Tourism Development Group and Haichang Ocean Park, this 10,000-square-meter immersive winter entertainment complex within Dalian Forest Zoo features seven themed areas: Ultraman Boulevard, World of Ultraman, Monster Avenue, Ultraman Ice Rink, Ultraman Light Store, Ultraman-themed Restaurant, and the Ultraman Ice Theater.

The landmark project introduces two global firsts: a multi-level relief stage dedicated to Ultraman and the world premiere of an original stage production *Ultraman Heroes: Defeat the Evil Conspiracy*. By innovatively combining the globally beloved Ultraman IP (symbolizing courage, perseverance, and love) with traditional winter sports, the park creates a year-round destination offering high-engagement entertainment, multidimensional experiences, and emotional resonance through its integrated offerings of themed attractions, retail, dining, and immersive performances.

2024年7月26日，由大連文化旅遊發展集團與海昌海洋公園聯合打造的全球首個奥特曼主題冰雪樂園「大連奥特曼冰雪世界」正式開幕。項目以「冰鋒逐夢，與光同行」為主題，在大連森林動物園內打造了佔地10,000平方米的沉浸式冰雪娛樂綜合體，包含奥特曼大道、奥特曼的世界、怪獸大道、奥特曼滑冰場、奥特曼光之店、奥特曼主題餐廳和奥特曼冰封劇場等7大主題區域。同時，重磅推出全球首個奥特曼錯層浮雕舞台和全球首映原創劇目《奥特英雄擊退極惡的陰謀》，通過將奥特曼IP與冰雪運動創新結合，打造了集娛樂體驗、主題零售、特色餐飲和沉浸演藝於一身的全季節冰雪主題娛樂新地標。



The opening ceremony of the world's first Ultraman Ice and Snow World
全球首家奥特曼冰雪世界開幕儀式

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9 ENHANCING ANIMAL WELFARE

Haichang Ocean Park adheres to the core value of “harmonious coexistence of humans and nature”, and systematically promotes the protection of marine biological resources, the innovation of marine biological conservation technology, and the dynamic upgrading of the animal management system. By building a collaborative platform for scientific research and conservation, it continuously improves the public popular science education system and the wildlife rescue network. It has formed a conservation paradigm with industry demonstration effects in the fields of species breeding and ecological protection, laying the foundation for a model of sustainable development practices in the industry.

9.1 Animal Management

We considers “Safety, Professionalism, and Rigor” as the core value of animal management, strictly adhering to national industry management requirements 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*. We focus on animal welfare guidelines, continuously upgrading and revising internal management standards such as the Biological Information Management System and Biological Data Report Management, checking and improving survival indicators such as water quality, air, light, and nutrition, and conducting regular health checks on park animals. During the reporting period, we actively implemented daily inspections of various project companies, provided reasonable guidance, strictly adhered to various management and operational regulations, and ensured the orderliness and standardization of animal management work to the greatest extent possible.

9 提升動物福利

海昌海洋公園秉承「人類與自然和諧共存」核心價值觀，系統推進海洋生物資源保護、海洋生物保育技術創新與動物管理體系動態升級。透過構建科研保育協同平台，持續完善公眾科普教育體系與野生動物救護網絡，在物種繁育及生態保護領域形成具有行業示範效應的保育範式，奠定業界可持續發展實踐典範。

9.1 動物保育

我們將「安全、專業和嚴謹」視為動物管理的核心，嚴格遵守《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》等國家行業管理要求。我們重點關注動物福利準則，不斷升級修訂《生物輿情管理制度》《生物數據報表管理》等內部管理標準，核查並有針對性地提升水質、空氣、光纖、營養等生存指標，定期對園區動物實施體檢。報告期內，我們積極落實對各項目的日常督察，進行合理指導，嚴格遵守各項管理及操作規定，最大程度上保證動物管理工作的秩序化、規範化。



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During the reporting period, our online animal information management platform is commissioned with significant analytical capabilities, it provides unified data management and real-time analysis of the biological species within the Group's own projects and collaborative projects. The platform consists of master data (species management, animal profiles, business partners, medicines, etc.), statistical reports (animal indicators analysis, assets, breeding, medical, feeding, and environmental reports), the management of breeding, environment, medical, feeding, equipment and standard, etc. It can realize the functions of multi-dimensional technical data statistics and analysis on animal health, environmental upgrading and maintenance, etc.

報告期間，我們已投入使用動物信息在線管理平台並加強系統分析能力，對目前集團自有項目、合作項目及所有海昌管轄範圍內的生物種類進行統一數據管理與實時分析。平台由主數據（品種管理、動物檔案、業務夥伴、藥品等）、統計報表（動物指標分析、資產、繁殖、醫療、飼養和環境報表）、繁殖管理、環境管理、醫療管理、飼養管理、設備和標準管理等版塊組成，可實現對動物健康、環境升級維護等多維度技術數據統計分析的功能。

★ Haichang Ocean Park Animal Health Management Work Specification:

海昌海洋公園生物健康管理工作規範：

1. Monitor pinnipeds body weight data throughout the year, with timely adjustment to animal husbandry management plans based on quantitative analysis of the data;
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. Monitor water temperature of the water bodies in various biological venues throughout the year, adjust biological husbandry plans based on quantitative analysis of the data. Intuitively understand the most suitable feeding standards for organisms through big data analysis of water temperature and biological status. Monitor 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.
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. Monitor the Escherichia coli and coliform bacteria in the water bodies of various biological venues throughout the year, adjust various indicators in a timely manner based on quantitatively analyzed data;
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；
4. Monitor air quality of various biological venues throughout the year, and strengthen the ventilation and air disinfection of Cetaceans Aquarium and the human-dolphin interaction square, and compile statistics based on monthly monitoring;
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；

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5. While monitoring various biological indicators, detailed emergency plans are formulated for sudden biological incidents, and regular staff training is conducted;
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；
6. Establish independent files for each creature and record relevant records on husbandry, training, medical treatment and breeding, so as to improve documentation and traceability;
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；
7. Work closely with veterinarians to develop specialized medical plans for specific conditions of the organisms and ensure strict implementation of such plans. Emphasize prevention as the main approach, and combine prevention with treatment.
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。

9.2 Animal Conservation

Haichang Ocean Park upholds the strategic ideology of national ecological civilization construction by actively engaging in aquatic animal conservation work. The Group strictly follows national industry regulations 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*. Additionally, we upgrade and optimize internal standardization documents such as the Biological Feeding Environment Index Internal Monitoring Standard System and Biological Nutrition Intakes Standard System to enhance the level of biological conservation from both technical and managerial perspectives. The Group and its project companies in various regions closely monitor the relevant national and local policies and new regulations on biological conservation management. They strictly carry out the domestication, breeding, operation and utilization of organisms in accordance with the requirements of the local competent authorities to ensure that there are no violations of regulations. In 2024, the Group achieved 96.2 % internal biological survival rate and bred 39 heads/pcs of large-sized animals.

9.2 動物保育

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工作。集團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，結合集團實際工作需求升級優化《生物飼養環境標準》《生物營養標準》《生物健康標準》等內部標準化文件。集團和各地的項目公司密切關注國家地方相關生物保育管理政策和新規，嚴格按照各地主管部門的要求開展生物馴養繁育和經營利用，確保無違規事項。2024年，集團內生物存活率達到96.2 %，繁育大型生物39頭／隻。



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In terms of industry regulations, the Group compiled documents such as the Collection of Biological Conservation Control System and the Biological Conservation Informatization Management Systems, covering areas such as marine mammal conservation and breeding research, fish breeding and medical care, jellyfish breeding and reproduction, venue fish tank design and construction, as well as aquatic and pet animal breeding and medical care. During the reporting period, there were no incidents of animals suffering injuries due to non-physiological reasons. In 2024, the focus of the Group's animal conservation management system is to supervise the implementation and enforcement of biological conservation safety, on-site performance management, and compliance systems by each project company. The relevant business leaders of the Group have gone deep into the sites to conduct inspections and corrections, ensuring that all biological conservation systems are effectively implemented in specific operations.

9.2.1 Animal Breeding

Our Group systematically integrates global cutting-edge conservation technology and equipment, and establishes a team of conservation experts, forming a cluster of professional capabilities covering the fields of feeding, medical health, and animal research. At the same time, special breeding technology teams have been set up for key conservation targets such as penguins, cetaceans, polar bears, and pinnipeds. During the reporting period, the Group has been committed to protecting endangered species and rescuing sick and weak animals through means such as animal introduction and breeding, environmental enrichment, and medical upgrades.

In 2024, we completed the design work of the polar bear breeding base and carried out the renovation and optimization of the green sea turtle breeding pond at the Dalian Hutun project to meet the breeding needs of green sea turtles.

在行業制度上，集團編製了《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、水生和萌宠動物飼養醫療等領域。報告期內，未出現過動物因非自身生理原因而遭受的傷害事件。2024年集團在動物保育管理制度方面重點是督察各個項目公司在生物保育安全、現場展演管理和合規制度的執行和落實。集團相關業務負責人深入現場開展檢查糾正，保證各項生物保育制度在具體執行中落實有效。

9.2.1 動物引育

集團系統整合全球尖端保育技術裝備，構建保育專家團隊，涵蓋喂養、醫療健康及動物研究領域的專業化能力集群。同時，針對企鵝、鯨豚類、北極熊、鰭腳類等關鍵保育對象，設立專項繁育技術小組。報告期內，集團堅持通過動物引育、環境豐榮、醫療升級等方式，保護瀕危物種，救治病弱動物。

2024年，我們完成了北極熊繁殖基地的設計工作，並對大連虎灘項目綠海龜飼養場池進行了改造與優化，以滿足綠海龜的繁殖需求。



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We continues to invest in breeding research, continuously expands the breeding achievements, and has outstanding results in the biological conservation of core species. Centering around the parks in Dalian, Shanghai, and Zhengzhou, we have stabilized the breeding of the planned populations. We have achieved a breeding breakthrough of harbor seals for the first time, and also made new breakthroughs in the breeding quantities of species such as Adélie penguins and bottlenose dolphins. During the reporting period, we have bred a total of 39 large polar and marine organisms, including 3 cetaceans of 1 species, 17 pinnipeds of 5 species, 7 arctic terrestrial/cute pet species of 2 species, 10 penguins of 3 species, and 2 sharks/rays of 1 species. A total of 34 marine animals of 3 new introduced species were added, including 25 gentoo penguins, 6 bottlenose dolphins, and 3 risso's dolphins. The second killer whale calf born in December 2023 has gradually started the process of weaning and changing its diet, and has successfully integrated into the social group. In addition, we also plan to purchase relevant reserves for species such as polar bears, bottlenose dolphins, African fur seals, and polar penguins.

我們持續投入繁殖研究，不斷擴大繁殖成果，核心物種生物保育成果突出。圍繞大連、上海、鄭州園區，我們穩定繁育規劃種群，首次實現了港海豹的繁育突破，並在阿德利企鵝、寬吻海豚等物種的繁育數量上有了新的突破。報告期內，我們共繁殖大型極地海洋生物共計39隻／尾，包括鯨豚類1種3隻，鰭腳類5種17隻，北極陸生／萌寵類2種7隻，企鵝類3種10隻，鯊魚／鰻魚類1種2尾。新引進3個品種共計34隻海洋動物，包括巴布亞企鵝25隻，寬吻海豚6隻，灰海豚3隻。於2023年12月出生的第二頭虎鯨寶寶，已經逐步開始斷奶轉餌，並順利融入社群。



Haichang Ocean Park breeds species such as bottlenose dolphins, African fur seals, and emperor penguins
海昌海洋公園繁育寬吻海豚、非洲毛皮海獅、帝企鵝等物種



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Case 案例

The Emperor Penguin Baby Successfully Bred for the First Time in Zhengzhou Haichang Ocean Resort Celebrates Its One-Month Birthday**鄭州海昌海洋旅遊度假區首次成功繁育帝企鵝寶寶迎來滿月**

On November 1st, the emperor penguin baby that was successfully bred for the first time in Zhengzhou Haichang Ocean Resort celebrated its one-month birthday. The little emperor penguin nestled in its father's brood pouch and occasionally stuck its head out. Its curious appearance melted the hearts of every tourist present. Zhengzhou Haichang Ocean Resort has the largest emperor penguin family in the Central Plains region, with the number of emperor penguins exceeding 30. Such a large-scale display is very rare in China. This is not only the first newly born emperor penguin welcomed in the first year of the opening of Zhengzhou Haichang Ocean Resort, but also the first emperor penguin baby born in the Central Plains region.

11月1日，鄭州海昌海洋旅遊度假區首次成功繁育的帝企鵝寶寶迎來滿月。小帝企鵝依偎在爸爸育兒袋中，時不時探出腦袋，那充滿好奇的模樣，萌化了在場的每一位遊客。鄭州海昌海洋旅遊度假區擁有中原地區規模最大的帝企鵝家族，帝企鵝數量超過30隻，如此龐大的展示規模，在國內十分罕見。這不僅是鄭州海昌海洋旅遊度假區開業首年迎來的首隻新生帝企鵝，更是中原地區誕生的第一隻帝企鵝寶寶。

Zhengzhou Haichang Ocean Resort is home to more than 50,000 polar marine animals, including polar bears, beluga whales, and dolphins. Relying on the leading marine life protection and conservation research technical team of Haichang Ocean Park, the park continues to make efforts in animal conservation, marine protection, etc., and contributes to the promotion of biodiversity protection and sustainable development.

鄭州海昌海洋旅遊度假區擁有北極熊、白鯨、海豚等超5萬隻海洋極地動物。公園依托海昌海洋公園領先的海洋生物保護及保育研究技術團隊，在動物保育、海洋保護等方面持續發力，為推動生物多樣性保護和可持續發展貢獻自身力量。



The little emperor penguin nestled in its father's brood pouch
小帝企鵝依偎在爸爸育兒袋中

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9.2.2 Environmental Enrichment

Haichang Ocean Park systematically constructs a multi-dimensional guarantee system for marine life. Through the optimization of supporting facilities such as the habitat environment, dietary nutrition management, and animal health management, it creates a healthy, safe, and comfortable living environment for marine organisms, and comprehensively improves the welfare treatment of animals.

The Group has issued the quantitative management tools, such as the Environmental Enrichment Report Sheet, the Explanatory Notes on Environmental Enrichment Actions, and the Environmental Enrichment Journal, requiring all project companies to conduct comprehensive inspections of animal living environments regularly and make timely adjustments. Through the optimization and upgrading of survival indicators such as water quality, air, and lighting, we ensure the health level of the animals, allowing them to live and reproduce in a comfortable environment.

9.2.2 環境豐容

海昌海洋公園系統構建海洋生物多維保障體系，通過棲息環境、膳食營養管理及動物健康管理等配套設施的優化，為海洋生物創造健康、安全、舒適的生活環境，全面提升動物福利待遇。

集團已開發《豐容報告表》《豐容工作說明單》和《豐容日誌》等量化管理工具，要求各項目公司定期對動物生活環境進行全面檢測，及時做出調整。通過對水質、空氣、照明等生存指標的優化升級，保障動物健康水平，讓其在舒適的環境下生活與繁殖。



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9.2.3 Medical and Healthcare Treatment

As a leading enterprise in the conservation of marine and polar wildlife, Haichang Ocean Park has established its benchmark position in the industry with the largest quantity of biological reserves and scale of rare biological populations in China (including more than 50,000 rare polar and marine animals such as killer whales). Relying on more than 20 years of accumulated conservation experience, it has created a full-cycle biological management system, equipped with a team of professional animal caregivers (the core members all have many years of practical experience), and formed a conservation practice paradigm that attaches equal importance to technical standards and humanistic care. We establish independent individual files for animals, conduct regular biological data analysis, and pay close attention to the living dynamics of the animals so as to detect existing problems as early as possible. Additionally, we have developed a set of comprehensive systems and procedures for animal care, tracking the entire animal care process from feed acquisition, inspection, storage, processing to feeding. We continue to invest in improving medical technology and facilities and develop detailed disease prevention measures and plans for the animals.

Within the Group, the Shanghai Animal Research Center is the mainland's highest-equipped and internationally leading medical research center in the industry. It is equipped with an animal surgery room, medical laboratory, water quality and physical analysis laboratory, microbiology laboratory, molecular biology laboratory, ultra-low temperature storage room, and central pharmacy. Additionally, it is equipped with more than 50 types and over 70 pieces of equipment, including DR, endoscopes, color ultrasound, various blood analysis, environmental analysis, molecular biology experiments, etc. The biological experience diagnosis and environmental monitoring functions cover a leading domestic range. During the reporting period, 19 researchers from the Shanghai Animal Research Center were divided into 4 working groups: clinical medicine, laboratory medicine, hydrochemical environment detection, and science popularization education. All of them have a bachelor's degree or above. Among them, there is 1 doctoral student and 5 master's degree students.

9.2.3 醫療保健

作為海洋及極地生物保育領域的領軍企業，海昌海洋公園以國內最大的生物保有量和珍稀生物種群規模（含虎鯨等50,000餘隻珍稀極地及海洋動物）奠定行業標桿地位。依託逾二十載保育經驗積累，打造全週期生物管理體系，配置專業養護團隊（核心成員均具備多年實操經驗），形成技術標準與人文關懷並重的保育實踐範式。我們為動物建立獨立個體檔案，定期進行生物數據分析，密切關注生物生活動態，以早發現存在問題。同時，我們就飼養動物制定了一套完善的系統及工作程序，跟蹤由飼料收購、檢查、儲存到加工及餵養的整條動物飼養流程；持續增加在提高醫療技術和醫療設施方面的投入，並為動物制定詳細的疾病預防措施和計劃。

集團內，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，上海動物研究中心的19名科研人員分成臨床醫學、檢驗醫學、水化環境檢測、科普教育共4個工作小組，全部擁有本科以上學歷。其中博士生1人，碩士研究生5人。

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With the aid of comprehensive medical facilities and talent reserves, we continue to develop biopharmaceuticals focusing on daily vitamin supplements and immune system boosters. In 2024, three new products have been launched on the market. They are Haichang Weilan "Zhengneng"—an immune booster mainly composed of astragalus polysaccharides; Haichang Weilan "Jiliping"—a medicine for soothing the liver and benefiting the gallbladder mainly containing silymarin; and Haichang Weilan "Geliding"—an edible fish gelatin used for making gels that can replenish water and stimulate and strengthen substances. During the reporting period, we conducted internal trials on the new products Haichang Weilan "Zhengneng" and "Jiliping", achieving a cost reduction of 30% on the premise of ensuring the same quality. At the same time, we completed the R&D of the ingredients of deep-sea fish oil and vitamins for cute pets, as well as the initial product trials.

借助完備的醫療設施與人才儲備資源，我們持續開發維他命日常保健類、免疫力提升藥輔類等生物製藥技術保健品，2024年，已有三種新產品面市，分別是海昌蔚藍「正能」—以黃芪多糖為主的免疫增強劑；海昌蔚藍「薊利平」—以水飛薊素為主的疏肝利膽藥；海昌蔚藍「吉利丁」—用於補水及刺激強化物的凝膠製作為食用魚膠。報告期內，我們對新產品海昌蔚藍「正能」、「薊利平」進行內部效果試用，在保證同等質量的前提下實現成本節約30%，同時完成了深海魚油和萌寵類維生素成分研發和產品初試。

9.3 Animal Research

Haichang Ocean Park attaches great importance to the work related to animal conservation and actively engages in the field of animal scientific research. On the one hand, it continues to delve deep into the field of animal management, strengthens management efforts from multiple dimensions, and promotes the continuous optimization of the management mechanism. On the other hand, it takes the initiative to participate in industry exchange activities, sharing experiences and exchanging ideas with peers, and drawing on advanced concepts from various sources.

9.3 動物研究

海昌海洋公園高度重視動物保育相關工作，在動物科學研究領域積極作為。一方面，於動物管理範疇持續深耕，從多個維度加強管理力度，推動管理機制不斷優化。另一方面，主動參與行業交流活動，與同行分享經驗、碰撞思想，汲取多方先進理念。



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In 2024, research projects undertook by Haichang Ocean Park in collaboration with external entities include: 2024年，海昌海洋公園與外部單位合作開展的研究項目包括：

合作單位	合作內容
Freshwater Fisheries Research Center of Chinese Academy of Fishery Sciences 中國水產科學研究院淡水漁業研究中心	Relocation Conservation Research Project of the Yangtze Finless Porpoise 長江江豚遷地保護研究項目。
School of Oceanography, Shanghai Jiao Tong University 上海交通大學海洋學院	The School-Enterprise Joint Course titled “Large and Medium-sized Artificial Marine Ecosystems and Their Engineering Applications in the Conservation of Marine Mammals” (for undergraduate students), and the actual teaching will be launched in 2025. 《大中型人工海洋生態系統及其在海洋哺乳類保育的工程應用》校企聯合課程（面嚮本科生），並於2025年啟動實際教學。
Shanghai Ocean University 上海海洋大學	The plan for the Undergraduate Teaching Practice Base, and carry out practical teaching for undergraduate students every year. 本科生教學實習基地計劃，並每年對本科生進行實踐教學。
Henan Agricultural University 河南農業大學	Research on animal pathological samples. 動物病理樣本的相關研究。
Dr. Hartman, a foreign veterinary expert 外籍獸醫專家哈特曼博士	The special project on killer whale reproduction. A joint paper titled “Exploration of the Content of Immunoglobulins in the Colostrum of Killer Whales” was published, and Dr. Hartman gave a speech at the Congress of the European Association of Aquatic Veterinary Medicine. 虎鯨繁殖專項項目，聯合發表關於《虎鯨初乳中免疫球蛋白的含量探討》論文，並由哈特曼博士在歐洲水生獸醫協會大會上發言。



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9.4 Protecting Marine Ecological Environment

Haichang Ocean Park closely adheres to the national strategic policy on ecological conservation, regards the upgrading of environmental management as an important task, and steadily promotes the construction of a harmonious ecological homeland. Relying on a series of actions such as popular science education and marine animal rescue, the park guides the public to deeply understand the importance of the marine ecosystem, thereby significantly increasing the public's attention to and participation in the protection of the marine ecological environment. At the same time, taking energy conservation and consumption reduction as key measures, the park comprehensively sorts out various operation links within the park, reduces energy consumption and environmental impact from the source, and actively explores and practices the green development model in many aspects such as park planning, facility operation, and tourist service. Through these systematic efforts, the park contributes to creating a good marine ecological environment and promoting the green development of society.

9.4 保護海洋生態環境

海昌海洋公園緊扣國家生態保護戰略方針，把環境管理升級作為重要任務，有條不紊地推進生態和諧家園建設。公園依托科普教育、海洋動物救助等一系列行動，引導公眾深度理解海洋生態的重要性，從而顯著提升大眾對海域生態環境保護的關注度與參與度。同時，將節能降耗作為關鍵舉措，全面梳理園內各項運營環節，從源頭減少能源消耗與環境影響，在園區規劃、設施運營和遊客服務等多方面，積極探索並踐行綠色發展模式。透過這些系統性的努力，公園為營造良好的海洋生態環境、推動社會綠色發展貢獻力量。



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9.4.1 Popular Science Education

The Group encourages the public to actively participate in various types of popular science education activities, including activities such as entering campuses, launching interesting popular science mini-classrooms, popular science exhibitions, popular science experiments, and popular science columns, which are all interactive experience programs for tourists. In 2024, Shanghai Haichang Ocean Park carried out the activities of bringing popular science into campuses and urban areas. Led by teachers from the Shanghai Haichang Biological Research Institute, they entered campuses to give public welfare popular science courses (including 50 schools such as Shanghai Pinghe School, Xuhui Science and Technology Kindergarten, Shanghai Zhuqiao Experimental Primary School, and Pudong Lingang Primary School Affiliated to Shanghai Normal University, etc.). The activities cumulatively covered 12,000 students.



The activity of bringing popular science into campuses
科普進校園活動

9.4.1 科普教育

集團帶動公眾積極參與多種類型的科普教育活動，包括走進校園、開展趣味科普小課堂、科普展、科普實驗、科普專欄等遊客互動體驗項目。2024年，上海海昌海洋公園科普進校園、科普進市區：由上海海昌生物研究所老師帶隊走進校園，進行公益科普課程授課（上海平和學校、徐匯科技幼兒園、上海築橋實驗小學、上海師範大學附屬浦東臨港小學等50所），累計覆蓋學生12000人次。

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Case 案例

Haichang Ocean Park Entered Pinghe Campus to Carry Out Popular Science Activities**海昌海洋公園走進平和校園，開展知識科普活動**

In September 2024, Haichang Ocean Park reached a strategic cooperation with the Pinghe Education Group. During the cooperation process, Haichang Ocean Park entered the Pinghe campus and participated in the school anniversary activities and cultural bazaar in the form of public welfare popular science. During the event, students of all grades were encouraged to go to the “popular science booth” to participate in the marine knowledge quiz, and biological conservation experts were arranged to open interesting mini-popular science classes on marine life.

2024年9月，海昌海洋公園與平和教育集團達成戰略合作。在合作過程中，海昌海洋公園走進平和校園，以公益科普形式參與校慶活動和文化市集。活動期間，鼓勵各年級同學前往「科普攤位」參與海洋知識問答，並安排生物保育專家開設海洋生物趣味科普小課堂。



Popular Science Activities of Knowledge in Pinghe Campus

平和校園知識科普活動



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Case 案例

68 Hours of “Love the Sea” on World Oceans Day

世界海洋日68小時「愛海愛海嘯」

June 8th is World Oceans Day. Haichang Ocean Park launched a 68-hour public welfare action for marine protection named “Love the Sea” on official platforms such as WeChat Official Account, Weibo, and Xiaohongshu. It appealed to the general public to pay attention to the moments of loving the sea in daily life, calling on everyone to notice the little details in daily life, protect the marine ecosystem, and safeguard the polar marine animals. For example, it advocated that people choose low-carbon travel methods, reduce the use of plastic packaging, and bring their own eco-friendly cloth bags when shopping and other lifestyles that are beneficial to environmental protection. As the leading unit of the “Great River Delta Program” of the United Nations Decade of Ocean Science, the State Key Laboratory of Estuarine and Coastal Research of East China Normal University, in conjunction with Shanghai Haichang Ocean Park, jointly organized an activity of the “United Nations Decade of Ocean Science” in the popular science exhibition hall of the Iceberg Arctic Pavilion of the park. Marine science experiments and activities for little docents were displayed on the spot.

6月8日是世界海洋日。海昌海洋公園在官方公眾號、微博、小紅書等平台發起68小時「愛海愛海嘯」海洋保護公益行動，面向社會大眾呼籲，關注日常生活中的愛海時刻，號召大家留意身邊生活點滴，保護海洋生態，守護極地海洋動物。例如，倡導大家選擇低碳出行方式、減少使用塑料包裝，購物時自帶環保布袋等有益於環境保護的生活方式。作為聯合國海洋十年「大河三角洲計劃」的領銜單位，華東師範大學河口海岸學國家重點實驗室聯合上海海昌海洋公園，在公園冰山北極館科普展廳共同組織了「聯合國海洋十年」活動，現場展示了海洋科學實驗、小小講解員活動。



Public Welfare Action for Marine Protection

海洋保護公益行動

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Case 案例

The Interactive Popular Science Column “Poetry Collection of All Things in the Ocean” Launched on National Popular Science Day

全國科普日上線「海洋萬物詩集」互動科普專欄

During the National Popular Science Day from September 15th to September 20th, with the support of the Publicity and Education Center of the Ministry of Natural Resources, Haichang Ocean Park launched a brand-new interactive column named “Poetry Collection of All Things in the Ocean”. With the slogan of “Remember the vastness of all things in science and jointly compose a poetic ocean”, it launched an ocean poetry collection activity, aiming to arouse more people’s love for the ocean and enhance the public’s awareness of marine protection.

9月15日至9月20日全國科普日期間，海昌海洋公園在自然資源部宣傳教育中心支持下，上線全新互動專欄「海洋萬物詩集」，並以「銘科廣袤萬物，共普詩歌海洋」為口號，啟動海洋詩歌徵集活動，旨在喚起更多人對海洋的熱愛，增強大眾的海洋保護意識。

At the same time, Haichang Ocean Park was invited by the Ministry of Natural Resources to participate in the production of the theme MV “We Are Children of Nature”. The MV has achieved a playback volume of over 80 million times across the entire network. Its content integrated the real scenes of the protection of endangered species such as the Yangtze finless porpoise and the Chinese white dolphin, and it also collaborated with public welfare celebrities like Li Jian and Zhou Shen to assist in the promotion. In addition, the “Earth Cinema” popular science exhibition was carried out simultaneously in 10 cities across the country, cumulatively covering more than 100,000 audiences.

與此同時，海昌海洋公園受自然資源部邀請，參與製作主題MV《我們是大自然的孩子》。該MV在全網播放量突破8000萬次，內容融合長江江豚、中華白海豚等瀕危物種的保護實景，並聯動李健、周深等公益明星助力宣傳。此外，「地球影院」科普展在全國10個城市同步開展，累計覆蓋觀眾超過10萬人次。



“Poetry Collection of All Things in the Ocean” Activity
「海洋萬物詩集」活動

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9.4.2 Protective Action

Haichang Ocean Park demonstrates a high sense of social responsibility in the field of wild aquatic biological conservation. It takes the initiative to closely collaborate with local conservation authorities and actively engages in key tasks such as the rescue of aquatic wild animals, the protection of endangered animals, and the rehabilitation, domestication and protection of these creatures. By establishing a professional technical team, complete rescue facilities and standardized work processes, it ensures the efficient implementation of conservation work. Thanks to its outstanding performance and professional capabilities in relevant fields, many projects under Haichang Ocean Park have stood out and have successively been selected as rescue bases for aquatic wild animals, becoming member units of the Alliance for the Protection of Endangered Species. Meanwhile, we have carried out a series of endangered animal rescue operations in Sanya, Hainan, in conjunction with the Blue Ribbon Ocean Conservation Society to raise public awareness of animal and environmental protection. As of the end of the reporting period, Haichang Ocean Park has assisted the competent authorities in rescuing more than 100 large aquatic animals, including Fraser's dolphins, pantropical spotted dolphins, green sea turtles, dwarf sperm whales, harbor seals, East Asian finless porpoises, melon-headed whales, and rough-toothed dolphins, as well as more than 2,000 other small rare aquatic animals.

9.4.2 保護行動

海昌海洋公園在野生水生生物保護領域展現出極高的社會責任感，主動與當地保護主管部門緊密協作，積極投身水生野生動物救治、瀕危動物救護以及康復馴化保護等關鍵工作。透過搭建專業的技術團隊、完善的救護設施與標準化的工作流程，確保保護工作的高效開展。憑藉在相關領域的突出表現和專業能力，海昌海洋公園旗下多個項目脫穎而出，先後被選定為水生野生動物救治基地，成為瀕危物種救護聯盟的成員單位。同時，我們聯合藍絲帶動物組織在海南三亞開展一系列瀕危動物救助行動，提升公眾對動物、環境保護的關注意識。截至報告期末，海昌海洋公園已累計協助主管部門救助大型水生生物100餘頭／隻，包括弗氏海豚、點斑原海豚、綠海龜、侏儒抹香鯨、港海豹、東亞江豚、瓜頭鯨及糙齒海豚等，以及其他小型珍稀水生生物2,000餘隻。



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Case 案例

Haichang Ocean Park Helped with the Successful Rescue of a Stranded Pilot Whale

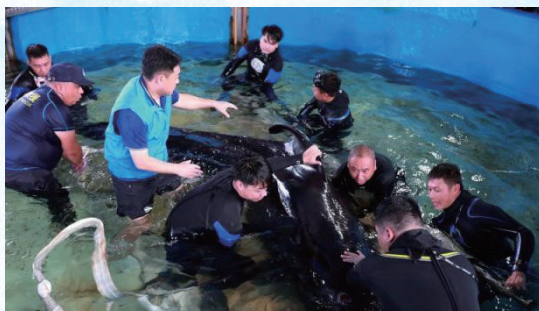
海昌海洋公園助力成功救治擱淺領航鯨

The Sanya Haichang Biological Conservation Center of Haichang Ocean Park, in conjunction with rescue forces such as the Institute of Deep Sea Science and Engineering of the Chinese Academy of Sciences and the Blue Ribbon Ocean Conservation Association, jointly rescued a short-finned pilot whale named "Haitang", a national second-class protected wild animal that was stranded on the beach. This is the first case of successfully rescuing a short-finned pilot whale in China's rescue history, and it is also an important breakthrough in the global rescue field.

海昌海洋公園三亞海昌生物保育中心，聯合中國科學院深海科學與工程研究所、藍絲帶海洋保護協會等救援力量，共同救助在海灘擱淺的國家二級保護野生動物－短肢領航鯨「海棠」。這是中國救助歷史上首例成功救助短肢領航鯨的案例，更是全球救助領域的一項重要突破。

In January 2024, a short-finned pilot whale was found stranded near the coastline of Haitang South Road in Sanya, with several obvious external injuries on its skin. In order to carry out a rapid rescue, the Sanya Haichang Biological Conservation Center immediately organized a medical team to rush to the scene and arranged for transfer and treatment. At the same time, Haichang Ocean Park coordinated with multiple biomedical teams from Shanghai, Dalian, Zhengzhou, etc., as well as internationally renowned cetacean rescue experts, to hold video discussions with Sanya to study solutions, and mobilized the expert team to rush to Sanya quickly to jointly participate in the "Short-finned Pilot Whale Rescue Operation". On May 25th, the team of the Sanya Haichang Marine Biological Conservation Center of Haichang Ocean Park, in collaboration with the Institute of Deep Sea Science and Engineering of the Chinese Academy of Sciences and the Blue Ribbon Ocean Conservation Association, transported the "Short-finned Pilot Whale – Haitang" from the Sanya Haichang Marine Biological Conservation Center to the scientific research vessel "Liyang 358" in Haitang Bay, Sanya. It was released into the sea in the deep sea area 70 nautical miles away from the coast and at a water depth of 500 meters, allowing it to return to its own habitat and giving it a free marine home.

2024年1月，三亞海棠南路海岸綫附近發現一頭「短肢領航鯨」擱淺，皮膚上有多處明顯外傷。為開展快速救援，三亞海昌生物保育中心第一時間組織醫療團隊趕往現場並安排轉移治療，同時海昌海洋公園協同上海、大連、鄭州等多個生物醫療團隊、國際著名鯨豚救助專家與三亞視頻討論研究解決辦法，並調動專家團隊迅速趕往三亞，共同參與「短肢領航鯨救助行動」。5月25日，海昌海洋公園三亞海昌海洋生物保育中心團隊，協同中國科學院深海科學與工程研究所、藍絲帶海洋保護協會，將「短肢領航鯨－海棠」從三亞海昌海洋生物保育中心運送到三亞海棠灣的「利洋358」科考船上，在距離海岸70海里，水深500米處的深海海域處放歸於大海，重回自己的棲息地，還給它們一個自由的海洋家園。



The Rescue Scene of the Short-finned Pilot Whale

短肢領航鯨救助現場

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10 CONTRIBUTING TO EMPLOYEES' GROWTH

Haichang Ocean Park supports the group spirit of sincerity and openness, recognizing the professional development and contributions of each employee. For operations management, we always prioritize the safety and health of our employees, striving to create an equal, comfortable, diverse, and safe working environment. Through systematic trainings and diverse opportunities, we empower our employees to enhance their personal value and professional skills, working together to build a high-quality and internationalized value chain for the Group and enhance its leadership.

During the reporting period, there were a total of 3,788 employees within the scope of this report, among whom 1,692 were female employees, accounting for 44.67%.

10.1 Employee Rights and Benefits

Haichang Ocean Park strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Requirements on the Prohibition of Child Labor*, and the relevant local laws and regulations at operational sites. We firmly oppose any use of child labor or forced labor, strictly control the overtime limit for employees, and fully respect and protect the legitimate rights and interests of employees in recruitment, promotion, salary, and benefits. We encourage employees to communicate with management on operational and managerial issues.

We adhere to the principles of fairness and justice, and have zero tolerance for any unfair treatment of employees based on nationality, race, gender, position, family background, religion, education level, or any other factors. On the basis of ensuring employees' basic rights and benefits such as social insurance and paid annual leave, we establish a scientific and standardized performance and incentive management system, set qualitative and quantitative performance management goals, provide daily subsidies for communication, transportation, and meals, and create a positive and upward working atmosphere.

10 助力員工成長

海昌海洋公園秉持真誠開放理念，積極營造團隊精神，重視員工職業發展，充分肯定其貢獻。運營管理上，公園將員工安全健康放在首位，全力打造平等、舒適、多元且安全的工作環境。借助系統培訓、多元機會，助力員工提升專業技能、實現自我價值。公園引導員工齊心協力，構建高品質、國際化的集團價值鏈，推動集團在行業持續領先。

報告期內，本報告統計範圍內共有員工3,788人，其中女性員工1,692人，佔總人數的44.67%。

10.1 員工權益保護

海昌海洋公園嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》及各運營地當地的相關法律法規，堅決抵制任何使用童工或強迫用工的情況，嚴格控制員工加班加點時限，在招聘、晉升、薪酬福利等方面充分尊重和保護員工的合法權益，鼓勵員工就經營、管理等問題與管理層進行溝通。

我們秉持公平公正的原則，對所有員工在民族、種族、性別、職位、家庭出身、宗教信仰、教育程度或其它情形中受到的不公平待遇零容忍。在保障員工五險一金、帶薪年假等基本權益的基礎上，我們建立科學規範、公平公正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，提供通訊、交通、餐食等日常補助，營造積極向上的工作氛圍。

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10.2 Training and Development

Haichang Ocean Park strengthens internal and external training to enhance the competences 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. Internal training includes comprehensive training on Group's culture, regulations, management skills, professional skills, and overall personal development. For newly hired employees, we conduct a one-week online training program, requiring employees to master basic information such as the group employee handbook, performance management system, group strategy, and group product matrix, and pass corresponding tests.

We focus on personal development and growth of our employees, providing customized career planning guidance to help them achieve their career goals. To encourage employees to make full use of fragmented time to enrich their professional skills, expand their knowledge structure, and enhance their personal competitiveness, during the reporting period, we comprehensively upgraded the online learning platform 「Haichang Academy」.

To expand the industry knowledge and careers of management personnel within the Group, and to keep up with the latest trends, during the reporting period, we invited several industry experts to provide specialized training for management personnel at the Group.

10.2 人才培養與發展

海昌海洋公園根據《員工發展管理制度》《員工培訓管理制度》等內部管理制度，強化開展內部和外部培訓，提升員工的整體素質和工作技能。內部培訓包含集團企業文化、規章制度、管理技能、專業技能和個人綜合素質提升等全方位培訓。針對新入職員工，我們實施為期一週的線上培訓，要求員工掌握集團員工手冊、績效管理制度、集團戰略、集團產品矩陣等基本信息並通過相應測試。

我們關注員工的個人發展和成長，為員工提供個性化的職業規劃指導，幫助員工實現職業目標。為鼓勵員工充分利用碎片時間充盈職業技能，豐富知識結構，提升個人職業競爭力，報告期內，集團全面升級在線學習平台「嗨唱學院」。

為拓展集團管理人員的行業事業，跟進前沿信息，報告期內，我們邀請多位行業專家走進海昌為管理人員進行專題培訓。



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Measures of Employee Career Incentives

表註：員工職業發展激勵措施

Job Skills Competition

The Job 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 on 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 Incentive cards were issued to the management members, trainers, and visitors to collect their feedback 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

激勵卡片的發放對象包括管理層、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。



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10.3 Occupational Health and Safety

Haichang Ocean Park complies with the *Work Safety Law of the People's Republic of China*, the *Technical Specifications 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. We strictly adhere to the *Labor Law of the People's Republic of China* and other national laws and regulations to provide employees with compliant office environments, facilities, supplies, labor safety and health facilities, and labor protection supplies. Shanghai Haichang Ocean Park organizes employees from various departments to conduct drills for high-risk accidents that may endanger occupational health and safety, including cold storage emergency evacuation, sudden kitchen fires, chemical spills, mechanical accidents, falls from heights, emergencies during underwater operations, and animal-related injuries. During the reporting period, Haichang Ocean Park did not experience any significant violations of occupational health and safety laws and regulations.

10.4 Employees' Benefits

Haichang Ocean Park insists on implementing a 「people-oriented」 management philosophy, prioritizing the physical and mental well-being of its employees. We have established a multi-channel feedback collection mechanism and proactively listen to employee opinions and respect their needs. Meanwhile, to safeguard employees' health, Haichang Ocean Park has established an ongoing health management system and organizes regular health check-ups for them. Through a variety of activities, we convey our care for the employees, such as distributing red envelopes during the Chinese New Year and hosting collective birthday parties every quarter. These events include fun games and interactive sessions to create a stress-relieving atmosphere and foster friendships among employees.

10.3 職業健康與安全

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。我們嚴格按照《勞動法》等國家法律法規為員工提供合規的辦公環境、辦公設施、辦公用品、勞動安全衛生設施和勞動防護用品。上海海昌海洋公園組織各部門員工進行冷庫安全逃生、突發廚房火災、化學品洩漏、機械威亞事故、高空墜落、水下作業突發事件、動物傷人等危害職業健康安全的高風險事故演練。報告期內，海昌海洋公園無重大違反職業健康安全法律及規例的事件。

10.4 員工福祉

海昌海洋公園深度貫徹「以人為本」的管理理念，將員工身心健康視作園區發展的重要基石。園方搭建多渠道的意見收集機制，主動關注並傾聽員工的想法，全方位尊重員工訴求。同時，為保障員工身體健康，園方建立常態化的健康管理體系，定期安排員工進行全面體檢，以便及時發現健康隱患，切實為員工的身體健康保駕護航。我們通過豐富多彩的活動向員工傳遞關懷之心，為員工發放開年紅包，定期在每季度為員工舉辦集體生日會，通過有趣的遊戲和互動環節，給予員工釋放壓力的氛圍，促進員工之間的友誼。



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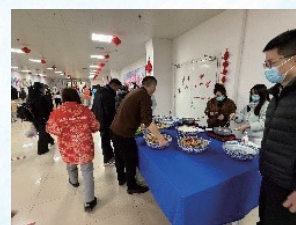
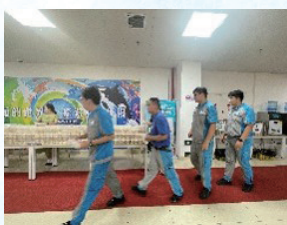
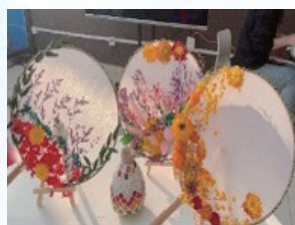
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During the reporting period, Haichang Ocean Park held various grand festival celebrations, including group matches and other entertaining activities. We prepared interesting games and gifts for employees to add to the festive atmosphere, aiming to enhance the sense of belonging among employees towards the Group.

報告期內，海昌海洋公園舉辦多場盛大的節日慶祝、團體比賽與娛樂活動，為員工準備有趣的互動環節與豐富的禮物，增加活動趣味性，努力提升員工對集團的歸屬感。



Teacher's Day Special Event
歡樂王國教師節特別活動



Activities on Chinese New Year's Eve, Lantern Festival, Dragon Boat Festival and Mid-Autumn Festival
除夕、元宵、端午及中秋活動現場



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Activities organized by Soccer Club, Balloon Club, Clay Club and Shrinky Dink Club
足球社團、氣球社團、黏土社團和熱縮片社團活動現場



Annual Commendation Ceremony, Staff Conference and Anniversary Celebration Event
年度表彰大會、員工大會和週年慶活動現場

We provide regular health check-up services for employees and have established an Employee Assistance Program to offer support such as psychological counselling and legal aid, to help them resolve issues encountered in work and life.

我們為員工提供定期體檢服務，同時設立員工幫助計劃，為員工提供心理諮詢、法律援助等支持，幫助其解決在工作和生活中遇到的問題。



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11 PARTNERING FOR MUTUAL SUCCESS

Haichang Ocean Park upholds a green, open, transparent, and harmonious industrial ecology concept, with the goal of “selecting, cooperating with, and managing suppliers properly”. During supply chain management, the Group collaborates closely with suppliers and continuously optimizes management processes to improve operational efficiency and quality. The Group incentivizes partners to fulfill environmental and social responsibilities, and to align products and services with sustainability principles and standards. On top of that, Haichang Ocean Park is committed to building a sustainable supply chain system, contributing to a better ecological and culturally caring environment through the synergistic operation of various sectors in the supply chain. During the reporting period, we had a total of 630 suppliers, including 623 domestic suppliers and 7 overseas suppliers.

11.1 Supply Chain Management System

Haichang Ocean Park strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Environmental Protection Law of the People's Republic of China*. Based on the internally established the Suppliers' Management System, the Group elaborates on management processes and conducts assessments, aiming to build a stable, high-quality, efficient, and mutually beneficial ecosystem for park products and services.

11 攜手夥伴共贏

海昌海洋公園篤定秉持綠色、公開、透明、和諧的產業生態理念，將「選好供應商、用好供應商、管好供應商」作為核心工作目標。在供應鏈管理過程中，公園與供應商建立了深度互信的合作關係，借助不斷優化管理流程，提升整個供應鏈運作的效率和品質。公園鼓勵合作夥伴積極履行環境與社會責任，促使自身產品與服務契合可持續發展的理念和標準。此外，海昌海洋公園全力搭建可持續的供應鏈體系，通過供應鏈各環節的協同運作，為構建兼具美好生態環境與人文關懷的社會貢獻力量。報告期內，我們的供應商共有630家，其中國內供應商共計623家，海外供應商共計7家。

11.1 供應鏈管理制度

海昌海洋公園嚴格遵守《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，並基於集團內部制定的《供應商管理制度》，細化管理流程與開展評估的內容，打造穩定、優質、高效、共贏的園區產品與服務生態圈。



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At the management level, we adhere to lawful and compliant operations. We have developed and refined guidelines for supplier inspections, non-engineering procurement processes, and established internal procurement assessment indicators. We implement strict control measures throughout the supplier access, selection, and evaluation processes. Furthermore, we classify suppliers and compile evaluation management forms, performance evaluation forms, and inspection reports to facilitate regular reviews of supplier performance and ratings, ensuring follow-up on their implementation of sustainability rectification work. The Group assesses and manages environmental and social risks of headquarters, project companies, and each stage of the supply chain, ensuring that suppliers' products and services align with our principles and vision for sustainability.

To regulate the management of suppliers at Haichang Ocean Park and enhance standards in integrity and sustainability, we released the Supplier Code of Conduct White Book in June 2024. The document outlines the principles that must be adhered to in supplier management and refines the supplier behavior risk assessment list and integrity agreements, further advancing the long-term development of Haichang Ocean Park's supply chain management.

We have internally compiled a *Supplier Classification Master List* which identifies 250 types of suppliers categorized as service, engineering, and goods providers for coding purposes. Additionally, based on the *Supplier Information Summary Table*, we collect names, grades, and basic operational information of different suppliers. During the supplier access and regular assessment processes, we develop inspection items according to the categories of different suppliers and conduct reviews to ensure that suppliers' products and services meet the requirements of Haichang Ocean Park.

在管理層面，我們堅持守法合規經營，編製與完善了供應商考察工作指引、非工程類採購流程圖並制定了內部採購考核指標，從供應商准入、選擇、評估等流程採取嚴格的管控措施。對於供應商，我們進一步對供應商進行分類，編製了供應商評估管理表、履約過程評估表以及考察報告，便於定期審核供應商的表現與評分，跟進其落實的可持續發展整改工作。集團管理與評估總部、各園區以及供應鏈的每一階段的环境及社會風險，確保供應商的產品、服務原則與我們可持續發展的願景一致。

為了規範海昌海洋公園的供應商管理，提高在誠信、可持續發展上的標準，我們於2024年6月發佈了《供應商行為準則白皮書》，規定了供應商管理領域需堅持的原則、並完善了供應商行為風險等級評估清單和廉潔協議，進一步推進海昌海洋公園在供應鏈管理上的長遠發展。

我們於內部編製了《供應商分類總表》，按照服務類、工程類、貨物類共識別出250種供應商類別進行編碼操作。同時，我們根據《供貨類供應商信息匯總表》收集不同供應商的名稱、等級以及基本經營信息，並在供應商准入與定期考核的過程中，按照不同供應商的類別分別制定考察項並進行審核，保證供應商的產品與服務能夠滿足海昌海洋公園的要求。



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Supplier Classification Management Measures at Haichang Ocean Park

表註：海昌海洋公園供應商分類管理措施

Supplier Evaluation Management Requirements 供應商評估管理要求

- The requirements cover various areas such as consulting services, engineering construction cooperation, supervision units, design units, clothing and linen cleaning, material and equipment supply, sea salt supply, on-site security, on-site cleaning, on-site performance services, on-site greening maintenance, catering ingredients, and feed supply.
- 涵蓋諮詢服務單位、工程施工合作單位、監理單位、設計單位、服裝及布草清洗、材料設備供應、海鹽供應、現場保安、現場保潔、現場演藝服務、現場綠化養護、餐飲食材、餌料供應等領域。
- The inspection scope is mainly divided into the contract stage and cooperation phase. For specific suppliers, the inspection focuses on their performance in areas such as food safety, delivery timeliness, product and management quality, and occupational health and safety levels.
- 考察範圍主要分成簽約階段、合作配合，針對部分特定供應商將考察食品安全、配送時效性、產品與管理質量、職業健康安全水平等領域的表現。

Preliminary Inspection 前期考察

- Preliminary inspection forms are prepared separately for construction suppliers, supervision companies, design units, goods suppliers, animal suppliers, feed suppliers, and marketing suppliers.
- 按照施工類供應商、監理商、設計單位、貨物供應商、動物供應商、餌料供應商、營銷供應商分別編製前期考察表。
- For construction, supervision, and goods suppliers, a comprehensive assessment is conducted based on the Group's basic inspection and on-site inspection, evaluating aspects such as business qualifications, performance, management structure, labor organization, technical strength, on-site work environment, and employee occupational health and safety. For animal and feed suppliers, the focus is mainly on on-site inspections to ascertain the source and safety of the corresponding animals/feed, channels, venue facilities, transportation, and quarantine systems, ensuring compliance with national and Haichang Ocean Park regulations concerning animal welfare and feed quality and safety.
- 針對施工、監理及貨物供應商，將結合集團基本考察與現場實際考察情況，綜合評估企業經營資質與業績、企業管理架構與模式、勞務組織、企業技術力量、現場工作環境、員工職業健康安全等情況；針對動物與餌料供應商，將主要通過現場考察，明確相應的動物物種／餌料來源與供應安全程度、渠道、場地設施、運輸與檢疫體系等，確保在動物福利、餌料質量安全上符合國家與海昌海洋公園的法規要求。

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Subsequent Assessment
後期評價

- The subsequent assessment mainly covers construction, trade, manufacturing, design and supply, and consulting service companies. In addition to inspecting the companies' business qualifications, system construction, major achievements, and production and office environment, the inspection for construction companies focuses on aspects such as occupational health and safety, quality management, material supply, labor cooperation, internal assessment, and audit systems, to comprehensively evaluate whether they can be listed as suppliers for Haichang Ocean Park.
- 主要涵蓋施工類、貿易類、製造類、設計供貨一體、諮詢服務類公司，除了對公司的經營資質、制度建設、主要業績以及生產辦公環境進行考察外，針對施工類公司將著重考察職業健康安全、質量管理、物料供應、勞務合作、內部考核與審核等制度體系與落實措施，綜合評估是否可被列為海昌海洋公園的供應商。

11.2 Supplier Classification and Management

Haichang Ocean Park has formulated the Guidelines for Supplier Performance Evaluation and Rating, which establish different evaluation criteria and processes for group-level and company-level suppliers. For suppliers found to violate Group's regulations, depending on the severity of the violation, we will impose penalties ranging from a three-year to permanent termination of cooperation, ensuring full compliance from suppliers throughout the process.

Based on the requirements from the Suppliers' Management System, after suppliers complete their contract obligations, relevant business departments and the Cost Procurement Department will assess and score suppliers according to the Supplier Evaluation Form. They will report to the Group for approval, ultimately determining the classification of suppliers. Based on the evaluation results, suppliers are categorized into four types, the Group then establishes long-term and in-depth cooperation with active and high-quality suppliers.

11.2 供應商分類分級管理

海昌海洋公園制定了《供應商履約評估及定級工作指引》，分別對集團級供應商、公司級供應商制定了不同的評估標準與流程。針對違背集團規定的不合格供應商，我們將依據違規行為的嚴重程度給予取消合作三年至永久取消合作的處罰，確保供應商全程合規。

基於《供應商管理制度》相關要求，在供應商完成合同履約後，業務相關部門和成本採購部將參照《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。集團根據評估結果將供應商分為四類，積極與優質供應商開展長期和深度合作。



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Supplier Classification Criteria of Haichang Ocean Park

表註：海昌海洋公園供應商分類標準

Trial Suppliers	Suppliers are qualified to provide construction, products or services to the Group 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.
可試用供應商	供應商經資質審查合格，具備向集團提供施工、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	The supplier has performed well in the previous cooperations with the Group, with a comprehensive evaluation score greater than 60 and less than 80.
合格供應商	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	The supplier has been involved in several previous projects with an overall evaluation score greater than 80 during the cooperation with the Group.
優秀供應商	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	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.
不合格供應商	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。



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12 PROMOTING SOCIAL INCLUSION

Haichang Ocean Park adheres to the principle of “Dream, Love, Joy”, bearing social responsibility and the mission to communicate marine culture. Based on the concept of “One Responsibility, One Sharing, One Companion, One Healing”, we actively create and support popular science education and social welfare activities. On the one hand, we focus on the popularization of marine culture and integrate marine culture into grassroots communities, so that more people can better understand the charm of marine culture; on the other hand, we provide care and support for vulnerable groups. We actively contribute to creating a warm and inclusive society through a series of actions.

12.1 Deepening Collaboration Between Schools and Enterprises

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)

12 促進社會共融

海昌海洋公園自始至終篤行「有夢•有愛•有快樂」的核心理念，勇挑社會責任與海洋文化傳承的重擔。園方以「一份責任、一份分享、一份陪伴、一份治癒」作為行動指引，積極投身科普教育、社會公益活動的創立和支持工作。一方面，我們聚焦海洋文化普及，推動海洋文化資源向社區下沉，使更多群眾深入了解海洋文化魅力；另一方面，對特殊群體展開全方位關懷與幫扶。我們通過一系列紮實舉措，為構建溫暖包容、和諧共融的社會，貢獻不可或缺的力量。

12.1 深化校企合作

海昌海洋公園已與多家職業技術學校（學院）簽署合作協議，旨在通過實習項目、聯合教學、專業培養等多元化方式，支持在校青年掌握基本職業技能、瞭解真實的就業環境，有利於組織行業優秀人才團隊。我們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）



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- Shenyang Polytechnic College (Junior College)
- Liaoning Forestry Vocation-Technical College (Junior College)
- Liaoning Vocational Technical College of Modern Service (Junior College)
- Dalian University of Finance and Economics (Undergraduate)
- Dalian Maple Leaf College of Technology (Junior College)
- Liaoning Medical University (Undergraduate)
- Tourism College of Zhejiang (Junior College)
- Guangxi Light Industry Technician College (Technical Secondary School)
- Henan University of Animal Husbandry and Economy (Undergraduate)
- Sichuan Changning Vocational School (Technical Secondary School)
- Luohe Vocational Technology College (Junior College)
- Kaifeng Vocational College (Junior College)
- Shangrao Vocational and Technical College (Junior College)
- Ya'an Polytechnic College (Junior College)
- Shanggao Vocational Technical School (Technical Secondary School)
- Jiangxi College of Applied Technology (Junior College)
- 瀋陽職業技術學院 (大專)
- 遼寧林業職業技術學院 (大專)
- 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)
- 廣西輕工技師學院 (中專)
- 河南牧業經濟學院 (本科)
- 四川省長寧縣職業技術學校 (中專)
- 漯河職業技術學院 (大專)
- 開封職業技術學院 (大專)
- 上饒職業技術學院 (大專)
- 雅安職業技術學院 (大專)
- 上高縣職業技術學院 (中專)
- 江西應用技術職業學院 (大專)



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Case 案例

Shanghai Haichang Ocean Park Successfully Launched First Offline School-Enterprise Cooperation Class

上海海昌海洋公園校企合作訂單班首次線下課順利開課

In May 2024, Shanghai Haichang Ocean Park successfully launched its first offline course for the school-enterprise cooperation class. This initiative was jointly conducted by the Human Resources and Administration Department of Shanghai Haichang Ocean Park and senior lecturers. The professional courses offered included "What is a Theme Park" and "Theme Park 'Play Methods'". This program aimed to deepen industry-education integration and school-enterprise cooperation, cultivating more outstanding tourism management talents to support the Group's operations and the industry ecosystem.

2024年5月，上海海昌海洋公園校企合作訂單班首次線下課順利開課，由上海海昌海洋公園人力行政部和資深講師共同開展專業課程《甚麼是主題樂園》和《主題樂園「玩法」》。上海海昌海洋公園訂單班旨在透過深化產教融合校企合作，培養出更多優秀的旅遊管理人才，為公園運營以及行業生態提供更加專業規範的人力。



On-Site Teaching of School-Enterprise Class
校企合作訂單班講授現場



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Case 案例

Haichang Ocean Park Zhengzhou Campus Conducted Marine-Themed Knowledge Lecture Series

海昌海洋公園鄭州園區開展海洋專題知識講座

In 2024, Zhengzhou Haichang Ocean Resort established long-term strategic partnerships with Zhengzhou Tourism College and Zhengzhou Academy of Fine Arts to cultivate high-quality, industry-ready professionals for the marine tourism sector. The collaboration featured three key components: delivering marine science lecture series at Zhengzhou Tourism College, co-creating penguin-themed graduation projects with fine arts students, and jointly developing a comprehensive marine theme park management resource library containing video courses and practical training modules. By the end of the reporting period, the program had provided internship opportunities for over 200 students, with approximately 20% of graduates securing full-time positions at Zhengzhou Haichang upon completion of their studies. This industry-academia partnership successfully created a sustainable talent pipeline while enhancing the resort's educational offerings and workforce development initiatives.

2024年，鄭州海昌海洋旅遊度假區與鄭州旅遊職業學院、鄭州美術學院等高校建立長期友好的合作關係。合作主要包括：在鄭州旅遊職業學院開展海洋專題知識講座；邀請鄭州美術學院以企鵝為專題進行畢業設計共同創作；共建包含視頻課程、項目實訓等內容的海洋主題公園管理資源庫，致力為海洋文旅產業培養高質量應用型人才等。截至報告期末，鄭州海昌已為超過200名實習生提供就業機會，其中約20%畢業生在畢業後順利進入鄭州海昌海洋旅遊度假區工作。



Site of Marine-Themed Knowledge Lecture

海洋專題知識講座舉辦現場

12.2 Volunteer Activities

The parks within the Group have carried out a variety of public welfare activities around different themes, including welfare month, special events on World Autism Awareness Day, welfare study programs etc. Among them, Dalian Haichang Discoveryland Theme Park has established a "Starlight Autism Healing Base" to support rehabilitation of autistic children.

12.2 志願者活動

集團內各地園區圍繞不同主題開展了多樣的公益活動，包括開展公益月、國際自閉症日特別活動、公益研學活動等。其中，大連海昌發現王國主題公園成立了「星光孤獨症療愈基地」，幫助孤獨症兒童實施康復治療。

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Case 案例

Haichang Ocean Park Celebrated 10th Anniversary of Public Welfare Month

海昌海洋公園舉辦公益月十週年活動

2024 marked the 10th anniversary of Haichang Ocean Park's Welfare Month. The event, themed "Spring Encounter in the Flower Sea, Spring Healing for You and Me", focused on caring for autism families and special groups. During the Welfare Month, theme parks and aquariums offered free entry to autistic families worldwide and launched the "Ocean Healing Arts Festival". Olympic champions were invited to lead Welfare Run, and healing activities such as "Drawing with Stars", "Guarding Starlight Together", "Embracing Autism", and "Starlight Healing Salon" with organizations like ZCOOL were hosted. Through music, art, and interaction, these activities provided emotional support for autism families.

2024年是海昌海洋公園公益月十週年，活動以「春遇花海，春愈你我」為主題，聚焦孤獨症家庭及特殊群體的關懷與支持。公益月期間，旗下主題公園及海洋館向全球孤獨症家庭免費開放，並推出「海洋治癒藝術節」。期間邀請奧運冠軍領跑公益融合跑，聯合站酷等機構舉辦「與星星對畫」公益畫展、「益起守護星光」互動活動、融化孤獨－擁抱行動、「星輝療愈沙龍」等治癒系活動，透過音樂、藝術、互動等形式，為孤獨症家庭提供情感支持。

To commemorate the 10th anniversary, Haichang Ocean Park engaged music producer Jianqiang Xu to create the theme song "Accompanying Stars in the Sea" and released the "Guardian Star Project" interview series. The interviews focus on autism families and related organizations, sharing their stories and reviewing the Group's welfare efforts in the past decade. Additionally, Haichang Ocean Park used Blue V collaboration, celebrity ID recordings, and membership card collections to expand outreach, encouraging societal focus on autism and public participation in welfare activities.

為紀念公益月10週年，海昌海洋公園同時邀請音樂製作人許建強創作主題曲《星海相伴》，並出品《守護星企劃》系列採訪。採訪內容聚焦孤獨症家庭及相關機構，講述孤獨症家庭背後的故事，回顧海昌十年公益歷程。此外，海昌海洋公園還透過藍V聯動、名人ID錄製、會員集卡等方式擴大傳播，呼籲社會關注孤獨症群體，吸引更多公眾參與公益事業。



The Site for the 10th Anniversary of Welfare Month

公益月十週年活動現場

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

Case 案例

Haichang Ocean Park Held “Drawing with Stars” Special Event on World Autism Awareness Day**海昌海洋公園在國際自閉症日發起「與星星對畫」特別活動**

Haichang Ocean Park has consistently demonstrated deep commitment to supporting children with autism. On April 2, 2024 (World Autism Awareness Day), the park partnered with ZCOOL to launch the heartwarming “Drawing with Stars” campaign, harnessing the power of art to bring love, warmth and joy to “children from the stars”. The two-week call for submissions received an overwhelming response, collecting 170+ touching artworks. Seventeen exceptional pieces were selected for the “Not Alone” charity art exhibition displayed across six Haichang parks in Shanghai, Sanya, Dalian, Yantai, and Zhengzhou.

一直以來，海昌海洋公園高度關注對自閉症兒童的關心與愛護，在2024年4月2日「國際自閉症日」期間攜手站酷共同發起「與星星對畫」特別活動，通過藝術的力量，為「星星的孩子」帶來更多的愛、溫暖和快樂。經過2週的徵集，共收集到了170餘組溫暖的作品。其中17幅優秀作品在上海、三亞、大連、煙台、鄭州五座城市中的六個海昌園區參與不孤獨公益畫展。

The initiative featured multiple engagement channels: An online gallery allowed visitors to make 1-yuan donations toward the China Social Welfare Foundation’s “Starlight Autism Care Packages”, while four standout designs were transformed into limited-edition charity card faces for Haichang parks – effectively amplifying autism awareness through multiple touchpoints. This integrated approach successfully mobilized public participation in supporting children with autism while creatively expanding the reach of charitable messaging.

同時，活動設置了線上畫展，用戶可在活動頁面以一元錢捐助中國社會福利基金會「星光益彩自閉症禮包」，為自閉症兒童籌集善款。此外，4幅優秀作品成功上線海昌海洋公園的限定公益卡卡面，有效促進了公益傳播，從更多渠道呼籲公眾關注自閉症兒童。



“Drawing with Stars” Special Event
「與星星對畫」活動

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case 案例

Zhengzhou Haichang Ocean Resort Host “Childlike Dreams, Ocean Love” Initiative for Underprivileged Youth

鄭州海昌海洋旅遊度假區舉辦「童心築夢，愛在海洋」活動，與困境兒童共同探索蔚藍世界

On August 15, 2024, a welfare study tour event was held at Zhengzhou Haichang Ocean Resort. It was jointly organized by Mr. Tian's Volunteer Mutual Assistance Center, the Henan Province Volunteer Association, and the Zhengzhou Minor Protection Center. Volunteers and over a hundred underprivileged children explored the marine world together, integrating textbook knowledge with real-life experiences. In an environment filled with love and hope, they were able to experience the charm and wonders of the ocean from inland China.

2024年8月15日，由鄭州華夏田先生志願互助中心組織發起，聯合河南省省直志願者聯合會、鄭州市未成年人保護中心共同舉辦的公益研學活動在鄭州海昌海洋旅遊度假區展開。志願者們和百餘名困境兒童共同攜手走進海洋世界，將書本知識與生活實踐融合，在愛與希望的滋養下，感受中原之海的魅力與精彩。

During the event, volunteers accompanied the children to the Polar Animals Pavilion, where they got a close look at various polar marine creatures such as polar bears, beluga whales, sea lions, and seals. The boundless underwater viewing window in the Wonderful Ocean Pavilion transported the children to a magical underwater world. The heroic dolphins, once only seen on TV, performed feats like walking upright and leaping through the air, fulfilling the children's dreams. The energetic foam water gun battle allowed the children to enjoy the coolness of summer together. The evening's dreamlike drone light show was a feast of technology and art. The science knowledge imparted by the staff and the warm companionship of the volunteers sparked the children's strong interest in and desire to explore the ocean world. This experience allowed the children to appreciate the joy of learning and the richness of life.

活動當天，志願者陪着孩子們在極地動物館近距離觀看了北極熊、白鯨、海獅、海豹等不同種類的極地海洋生物；奇妙海洋館的無邊際海底視窗，也將孩子們帶到了神奇的海底世界。曾經出現在電視裡的英雄海豚，以直立行走、凌空跳躍等多種絕技，圓了孩子們心中的夢想；活力四射的泡沫水槍大作戰，讓孩子們一同享受夏日的酷爽；晚上的夢幻無人機星空秀，更是讓孩子們見證了科技與藝術的盛宴。工作人員的耐心科普，以及志願者的溫暖陪伴，激發了孩子們對海洋世界的濃厚興趣和探索慾，讓孩子們體會到學習的樂趣，感受生活的多彩多姿。



“Building Dreams with Childlike Hearts, Love in the Ocean” Event

「童心築夢，愛在海洋」活動現場

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

Case 案例

Zhengzhou Haichang Ocean Resort Warmed the Hearts of Children with Disabilities**鄭州海昌海洋旅遊度假區用海洋之心與殘疾兒童溫暖同行**

On November 29, 2024, the 33rd International Day of Disabled Persons, Zhengzhou Haichang Ocean Resort, in collaboration with the Henan Province Association for the Intellectually Disabled and their relatives, organized a welfare event called "Ocean Heart, Warm Companion". On the day of the event, over 50 parents and children from Henan Province Disabled Persons Rehabilitation Service Center visited Haichang, embarking on a warm and wonderful ocean journey together. Accompanied by staff and parents, the children successively visited the Antarctic Penguin Pavilion and the Polar Animals Pavilion, and watched the "Beluga Whale Music Show". The staff patiently provided the children with ocean culture and animal protection knowledge. Using humorous and interesting language, they guided the children to learn about the ocean world, helping them to gain knowledge, broaden horizons, and enhance confidence and social skills.

2024年11月29日，在第33個國際殘疾人日，鄭州海昌海洋旅遊度假區與河南省智力殘疾人及親友協會共同舉辦「海洋之心 溫暖同行」公益活動。活動當天，河南省殘疾人康復服務中心的家長、兒童等50餘人來到鄭州海昌，共同開啟一場溫馨、奇妙的海洋之旅。在工作人員和家長老師的陪伴下，孩子們依次參觀了南極企鵝館、極地動物館，觀看了《白鯨音樂秀》，工作人員耐心地為孩子們科普海洋文化和動物保護知識，用幽默風趣的語言帶領孩子們瞭解海洋世界，幫助孩子們增長知識，拓寬視野，增強自信心和社交能力。



The Event Site for "Ocean Heart, Warm Companion"

「海洋之心 溫暖同行」活動現場

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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13 KPIS OF THE HKEX REPORTING GUIDE

13 香港聯合交易所ESG指引關鍵績效指標

KPIs 指標	Environmental Indicators 環境指標		2024	2023	2022
	Units 單位				
Direct GHG emissions (Scope 1)	tCO ₂ e				
直接排放 (範圍1)	噸二氧化碳當量		13,202.25	11,424.51	9,517.60
Indirect GHG emissions (Scope 2)	tCO ₂ e				
間接排放 (範圍2)	噸二氧化碳當量		76,279.89	82,402.49	77,422.09
Total GHG emissions	tCO ₂ e				
溫室氣體排放總量	噸二氧化碳當量		89,482.14	93,827.00	86,939.69
GHG intensity	tCO ₂ e/RMB ten thousand				
溫室氣體排放密度	噸二氧化碳當量／萬元		0.49	0.52	1.10
Medical wastes	Tons				
醫療廢棄物	噸		0.85	1.000	1.006
Biological solid wastes	Tons				
生物固廢	噸		0.00	0.00	0.00
Waste machine oil	Tons				
廢機油	噸		0.50	2.53	0.41
Waste chemical containers	Tons				
廢化學品容器	噸		0.00	0.00	0.00
Ink boxes	Units				
墨盒	個		437	339	61
Toner cartridges	Units				
硒鼓	個		173	149	44
Waste light tubes	Units				
廢燈管	支		20	8	148
Total hazardous wastes	Tons				
有害廢棄物總量	噸		1.35	3.65	1.47
Hazardous waste intensity	Tons/RMB ten thousand				
有害廢棄物密度	噸／萬元		0.00001	0.00002	0.00002
Dead animals	Tons				
死亡動物	噸		0.12	0.10	0.30
Construction wastes	Tons				
建築垃圾	噸		947.5	736.60	1,481.50
Administrative wastes	Tons				
辦公垃圾	噸		183.12	146.60	1.44

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KPIs 指標	Units 單位	2024	2023	2022
Household refuse 生活垃圾	Tons 噸	2,749.92	2,546.60	1,291.26
Food wastes 餐廳垃圾	Tons 噸	775	924.00	1,522.72
Total non-hazardous wastes 無害廢棄物總量	Tons 噸	4,655.97	4,353.90	4,297.22
Non-hazardous waste intensity 無害廢棄物密度	Tons/RMB ten thousand 噸／萬元	0.03	0.02	0.05
Gasoline 汽油	MWh 兆瓦時	783.70	511.00	4,870.65
Diesel 柴油	MWh 兆瓦時	2,134.28	1,382.68	1,005.28
Natural gas 天然氣	MWh 兆瓦時	40,896.00	32,745.94	25,899.21
Purchased electricity 外購電力	MWh 兆瓦時	140,397.44	119,724.41	109,042.14
Liquefied petroleum gas 液化石油氣	MWh 兆瓦時	972.14	1,098.45	1,123.84
Integrated energy consumption 能源消耗總量	MWh 兆瓦時	185,183.57	155,462.49	141,941.12
Energy consumption intensity 能源消耗密度	KWh/RMB ten thousand 兆瓦時／萬元	1.02	0.86	1.79
Total water consumption 耗水總量	Tons 萬噸	601.45	574.07	530.41
Water consumption intensity 耗水密度	Tons/RMB ten thousand 噸／萬元	33.08	31.60	66.89
Total packaging materials 包裝材料總量	Tons 噸	16.25	6.20	4.00
Packaging material intensity 包裝材料密度	Tons/RMB ten thousand 噸／萬元	0.00009	0.00003	0.00005



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Note:

1. The statistical scope of environmental data in 2023 includes Shanghai Haichang Ocean Park, Sanya Haichang Fantasy Town, Zhengzhou Haichang Ocean Resort, 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 *2022 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 \times 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 \times total number of days. Method two: the generation of domestic waste = total number of staff \times domestic waste generation and emission coefficient of residents \times 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*.

註：

1. 2024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、鄭州海昌海洋旅遊度假區、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《2022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 \times 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 \times 居民生活垃圾產生和排放係數 \times 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《城鎮生活源產排污系數手冊》(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》各種能源折標準煤系數計算得出。



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Social Indicators

社會指標

KPIs 指標	Unit 單位	2024	2023	2022
Total employees 員工總數	Person 人	3,788	3,592	2,833
Classified by gender 按性別劃分				
Female 女性	Person 人	1,692	1,655	1,238
Male 男性	Person 人	2,096	1,937	1,595
Classified by age 按年齡劃分				
≤ 30 30歲及以下	Person 人	1,850	1,609	1,088
31-50 31-50歲	Person 人	1,745	1,749	1,576
≥ 51 51歲及以上	Person 人	193	234	169
Classified by employment type 按僱傭類型劃分				
Full-time 全職	Person 人	3,027	3,520	2,676
Part-time 兼職	Person 人	761	72	157
Classified by geographical region 按地區劃分				
Mainland China 中國大陸	Person 人	3,779	3,581	2,829
Hong Kong, Macau, Taiwan Region and Overseas 港澳台及海外地區	Person 人	9	11	4

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KPIs 指標	Unit 單位	2024	2023	2022
Total number of employee turnover	Person			
員工流失總數	人	1,403	824	624
Employee turnover rate by gender – Female	%			
員工流失比例 – 女性		35.40	23.20	22.62
Employee turnover rate by gender – Male	%			
員工流失比例 – 男性		38.36	22.72	21.57
Employee turnover rate by age – ≤30 years old	%			
員工流失比例 – 30歲及以下		58.49	32.19	34.47
Employee turnover rate by age – 31-50 years old	%			
員工流失比例 – 31 – 50歲		16.96	15.89	14.72
Employee turnover rate by age – ≥51 years old	%			
員工流失比例 – 51歲及以上		12.95	11.97	10.06
Employee turnover rate by region – Mainland China	%			
員工流失比例 – 中國大陸		37.07	22.93	22.06
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		22.22	27.27	0
Total number of work-related fatalities	Person			
因工死亡人數 – 總數	人	0	0	0
Rate of work-related fatalities	%			
因工死亡比例		0	0	0
Lost days due to work injury	Day			
因工傷損失工作日數	日	4,410.5	1,427	1,617
Total number of employees trained	Person			
總受訓人數	人	2,753	3,229	2,315
Percentage of employees trained by gender – Female	%			
受訓員工比例 – 女性		45.04	44.66	44.88
Percentage of employees trained by gender – Male	%			
受訓員工比例 – 男性		54.96	55.34	55.12
Percentage of employees trained by employee category – Senior management	%			
受訓員工比例 – 高級管理人員		0.84	1.86	1.99
Percentage of employees trained by employee category – Middle management	%			
受訓員工比例 – 中層管理人員		3.63	9.75	5.53
Percentage of employees trained by employee category – General employees	%			
受訓員工比例 – 普通員工		95.53	88.39	92.48

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KPIs 指標	Unit 單位	2024	2023	2022
Average training hours per employee 平均受訓時數	Hour/person 小時／人	40.48	19.73	19.08
Average training hours per employee by gender – Female 平均受訓時數 — 女性	Hour 小時	39.82	18.15	17.64
Average training hours per employee by gender – Male 平均受訓時數 — 男性	Hour 小時	41.03	18.52	20.20
Average training hours per employee by employee category – Senior management 平均受訓時數 — 高級管理人員	Hour 小時	36.13	18.25	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 小時	49.41	24.46	9.43
Average training hours per employee by employee category – General employees 平均受訓時數 — 普通員工	Hour 小時	40.18	17.07	20.57
Total number of suppliers 供應商總數	Number 個	1,234	1,073	1,988
Number of suppliers by geographical region – Mainland China 供應商總數 — 國內	Number 個	1,228	1,067	1,982
Number of suppliers by geographical region – Hong Kong, Macau, Taiwan Region and Overseas 供應商總數 — 國外	Number 個	6	6	6
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	0	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	56	571	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	0	0
Number of people participated in anti-corruption training 參加反貪腐培訓人數	person-time 次	812	1,023	1,137

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14 HKEX ESG REPORTING CODE CONTENT INDEX

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

14 香港聯合交易所ESG指引內容索引

本報告已遵守《環境、社會及管治報告守則》載列的「不遵守就解釋」條文。

Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
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 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 Reporting Guide
	A1.2	直接（範疇1）及間接能源（範疇2）溫室氣體總排放量（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



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	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 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
	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 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



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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
A2: Use of Resources A2：資源使用	General Disclosure 一般披露項	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Protecting Ecological Environment 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). 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）。	KPIs of the HKEx Reporting Guide 香港聯合交易所ESG指引關鍵績效指標
	A2.1		
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	KPIs of the HKEx Reporting Guide 香港聯合交易所ESG指引關鍵績效指標
	A2.2		
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Protecting Ecological Environment 保護生態環境
	A2.3		
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Protecting Ecological Environment 保護生態環境
	A2.4		
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	KPIs of the HKEx Reporting Guide 香港聯合交易所ESG指引關鍵績效指標
	A2.5		



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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
A3: The Environment and Natural Resources A3：環境及天然資源	General Disclosure 一般披露項	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Protecting Ecological Environment 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. 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 Management Protecting Ecological Environment ESG管理 保護生態環境
A4: Climate Change A4：氣候變化	General Disclosure 一般披露項	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	ESG Management Message from the Board Protecting Ecological Environment ESG管理 董事會致辭 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. 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 Management Protecting Ecological Environment ESG管理 保護生態環境



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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.	Contributing To Employees' Growth
B1: 僱傭	一般披露項	有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	助力員工成長
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Contributing To Employees' Growth KPIs of the HKEx 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。	助力員工成長 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.	Contributing To Employees' Growth KPIs of the HKEx Reporting Guide
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	助力員工成長 香港聯合交易所ESG 指引關鍵績效指標



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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.	Contributing To Employees' Growth
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： (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。	助力員工成長
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Contributing To Employees' Growth KPIs of the HKEx Reporting Guide
	B2.1	過去三年（包括彙報年度）每年因工亡故的人數及比率。	助力員工成長 香港聯合交易所ESG 指引關鍵績效指標
	B2.2	Lost days due to work injury.	Contributing To Employees' Growth KPIs of the HKEx Reporting Guide
	B2.2	因工傷損失工作日數。	助力員工成長 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.	Contributing To Employees' Growth
	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。	助力員工成長



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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Contributing To Employees' Growth
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。	助力員工成長
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Contributing To Employees' Growth KPIs of the HKEx 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。	助力員工成長 香港聯合交易所ESG指引關鍵績效指標
	B3.2	The average training hours completed per employee by gender and employee category.	Contributing To Employees' Growth KPIs of the HKEx 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。	助力員工成長 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.	Contributing To Employees' Growth
B4：勞工準則	一般披露項	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	助力員工成長
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Contributing To Employees' Growth
	B4.1	描述並檢視招聘慣例的措施以避免童工及強制勞工。	助力員工成長
	B4.2	Description of steps taken to eliminate such practices when discovered.	Contributing To Employees' Growth
	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	助力員工成長



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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
B5: Supply Chain Management B5：供應鏈管理	General Disclosure 一般披露項	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Partnering For Mutual Success 攜手夥伴共贏
	B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目。	KPIs of the HKEx Reporting Guide 香港聯合交易所ESG指引關鍵績效指標
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Partnering For Mutual Success 攜手夥伴共贏
	B5.3	Description of practices used to identify the environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Partnering For Mutual Success 攜手夥伴共贏
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Partnering For Mutual Success 攜手夥伴共贏



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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
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.	Advancing 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 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
	B6.2	Number of products and services related complaints received and how they are dealt with.	Advancing Park Operations and Services KPIs of the HKEx 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.	Advancing 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.	Advancing 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.	Advancing 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

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Aspect 層面	Indicator Number 指標編號	Indicator Contents 指標內容	Chapter 所在章節
B7: Anticorruption	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。	夯實治理根基
	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 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。	夯實治理根基 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。	夯實治理根基
	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。	夯實治理根基
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.	Promoting Social Inclusion
B8：社區投資	一般披露項	有關以社區參與來瞭解營運所在社區需要和確保其商務活動會考慮社區利益的政策。	促進社會共融
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Promoting Social Inclusion
	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）。	促進社會共融
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Promoting Social Inclusion KPIs of the HKEx Reporting Guide
	B8.2	在專注範疇所動用資源（如金錢或時間）。	促進社會共融 香港聯合交易所ESG指引關鍵績效指標



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