

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### ABOUT THIS REPORT

This environmental, social and governance (“ESG”) Report (the “Report”) sets out the performance of Hainan Meilan International Airport Company Limited and its subsidiaries on the environmental and social issues in relation to the sustainable development. The Report enables major stakeholders to have a better understanding of the philosophy, measures and related achievements in relation to the sustainable development of the Company. The Report should be read in conjunction with the section headed “Corporate Governance Report” in the 2022 Annual Report of Hainan Meilan International Airport Company Limited in order to have a full understanding on the Group’s relevant performance.

### Reporting Period

The content and data of the Report covers the period from 1 January to 31 December 2022 (the “Reporting Period”).

### Release Cycle

The Report is an annual report. The previous report was released in April 2022.

### Reporting Scope

Unless otherwise stated, the contents of the Report cover Hainan Meilan International Airport Company Limited and its subsidiaries. In the Report, the “Group” shall refer to “Hainan Meilan International Airport Company Limited and its subsidiaries. “Meilan Airport” or the “Company” shall refer to “Hainan Meilan International Airport Company Limited”.

### Basis of Preparation

The Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the latest edition) (the “ESG Reporting Guide”) under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). The contents of the Report were determined and disclosed in accordance with the principles of materiality, quantitative, balance and consistency, and complied with the “comply or explain” provisions set out in the ESG Reporting Guide. When measuring materiality, the Group identified issues relevant to the development of the Company and focused by stakeholders, and made disclosures according to their relative materiality. Unless otherwise stated in the relevant sections, the disclosure statistics or key performance indicators used are generally consistent with those of prior years. The ESG management policies, strategies, relevant importance and goals of the Group during the Reporting Period will be disclosed in the Report.

### Procedures of Preparation

- (1) Project Initiation: to set up a working group to clarify the purpose of reporting and information scope;
- (2) Analysis of Substantive Issues: to collect and analyze internal and external information to determine substantive issues;
- (3) Preparation and Design of the Report: to determine the framework of the report and prepare the first draft of the report;
- (4) Review and Publication of the Report: to consult the Board and various departments of the Company, improve the contents of the report and publish the report through the website of the Company and other channels.

### 關於本報告

本環境、社會及管治(「ESG」)報告(「本報告」)闡述了本年度海南美蘭國際空港股份有限公司及其附屬公司在可持續發展方面環境及社會議題上的績效表現。通過本報告，各主要利益相關方能夠更好地了解本公司可持續發展的理念、措施及相關成果。本報告應與《海南美蘭國際空港股份有限公司二零二二年報》「企業管治報告」章節一併閱覽，以便全面了解本集團的相關表現。

### 時間範圍

本報告的內容及數據涵蓋二零二二年一月一日至十二月三十一日(「報告期」)。

### 發佈週期

本報告為年度報告，上一期報告已於二零二二年四月份發佈。

### 報告範圍

如無另行說明，本報告的組織範圍為海南美蘭國際空港股份有限公司及其附屬公司，本報告中，「本集團」指代「海南美蘭國際空港股份有限公司及其附屬公司」。「美蘭機場」和「本公司」指代「海南美蘭國際空港股份有限公司」。

### 編製依據

本報告按照香港聯合交易所有限公司(「香港聯交所」)發佈的《香港聯交所證券上市規則》(「上市規則」)附錄二十七《環境、社會及管治報告指引》(最新版)(「《ESG報告指引》」)編製。本報告以重要性、量化性、平衡性和一致性原則對本報告的內容進行界定和披露，遵守《ESG報告指引》所載「不遵守就解釋」條文。衡量重要性時，本集團識別了與公司發展相關及利益相關方關注的議題，並按其相對重要性作出披露。除相關部分另有說明外，所使用的披露統計方法或關鍵績效指標與往年基本一致。本集團報告期內的環境、社會及管治管理方針、策略、相關重要性及目標將在本報告的各章節作出披露。

### 編製流程

- (1) 項目啟動：成立工作小組，明確報告目的及信息範圍；
- (2) 實質性議題分析：收集分析內外部資料，確定實質性議題；
- (3) 報告編寫及設計：確定報告框架並編寫完成報告初稿；
- (4) 報告審核及發佈：徵詢董事會及本公司各部門意見，完善報告內容並於本公司網站等渠道發佈。

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### Form of Publication

The Report is published in two language versions, i.e. Traditional Chinese and English. If there is any inconsistency between the two versions, the Traditional Chinese version shall prevail. You are welcome to access the Report in the PDF format through the Company's website at [www.mlairport.com](http://www.mlairport.com) and Hong Kong Stock Exchange's HKEx news website at <https://www.hkexnews.hk/>.

### Data Source

The data disclosed in the Report is mainly derived from the Group's official documents and related statistics.

### Reliability Statement

The Report is published after being reviewed and approved by the Board. The information disclosed in the Report is true, reliable and timely, and there is no false record, misleading statement or material omission in the Report.

### Feedback

If you have any comments on the ESG work of the Group, please contact the Company in the following way:

Email: [mlkgdb@mlairport.com](mailto:mlkgdb@mlairport.com)

### 報告發佈形式

本報告以繁體中文及英文兩個語言版本進行發佈。若在內容理解上存在差異，請以繁體中文版本為準。閣下可在本公司網站主頁 ([www.mlairport.com](http://www.mlairport.com)) 以及香港聯交所披露易網站 (<https://www.hkexnews.hk/>) 獲取本報告的PDF版本。

### 數據來源

本報告所披露的數據主要來源於本集團官方文件及相關統計。

### 可靠性聲明

本報告經董事會審閱及批准後發佈，信息披露真實、可靠且及時，內容不存在任何虛假記載、誤導性陳述或重大遺漏。

### 意見反饋

如閣下對本集團的ESG工作有任何意見，歡迎通過以下方式與本公司聯繫：

電郵：[mlkgdb@mlairport.com](mailto:mlkgdb@mlairport.com)



### Special Topic 專題

#### Further focusing on the principal aviation business to serve the development of Hainan Free Trade Port

深耕航空主業 服務海南自貿港建設

The Company issued H shares and was successfully listed on the Main Board of the Hong Kong Stock Exchange on 18 November 2002, becoming the first enterprise in Hainan Province and the second domestic airport company in mainland listed in Hong Kong.

We braved wind and rain and tided over the times. In 2022, Meilan Airport marked its 20th year of listing. Over the past two decades, Meilan Airport's total assets increased by about 6.38 times, its revenue increased by about 5.66 times, and its revenue from the non-aviation business showed constant increase.

二零零二年十一月十八日，本公司發行H股並在香港聯交所主板成功上市，成為海南省首家在香港上市的企業及全國第二家在香港上市的內地機場公司。

風雨砥礪，春華秋實。二零二二年，美蘭機場迎來上市的第二十年。上市二十年來，美蘭機場總資產增長約6.38倍，收入增長約5.66倍，非航業務收入節節攀升。

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### Company Profile

Meilan Airport is one of the important domestic trunk airports in China, and the first 4F airfield area airport in Hainan. The Phase II Expansion Project of Meilan Airport was officially put into operation on 2 December 2021. In 2022, Meilan Airport recorded 105,700 flights with passenger throughput of 11.1622 million and cargo and mail throughput of 124,400 tons, which ranked 15th in terms of the throughput in the PRC.

### 公司概況

美蘭機場是中國重要的國內幹線機場之一，為海南首個4F等級飛行區機場。美蘭機場二期擴建項目於二零二一年十二月二日正式投運，二零二二年，美蘭機場運送航班10.57萬架次，旅客1,116.22萬人次，貨郵吞吐量達到12.44萬噸。吞吐量排名位居全國第15位。



### Corporate Culture

**Positioning:** To build a regional aviation gateway hub facing the Pacific and Indian Oceans.

**Vision:** To become a new benchmark for international aviation hubs.

**Mission:** Based the positioning of Hainan Free Trade Port, we will build a safe, intelligent, dynamic and sustainable first-class airport, helping Hainan reach the world and the world approach Hainan.

### 企業文化

**定位：** 打造面向太平洋、印度洋的航空區域門戶樞紐。

**願景：** 成為國際航空樞紐的新標桿。

**使命：** 立足於海南自貿港定位，建設安全、智慧、活力、可持續的一流空港，讓海南走向世界、讓世界走進海南。





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### Focus on Main Responsibility and Principal Business to Build an Aviation Gateway Hub

The listing in Hong Kong injected vitality into Meilan Airport in its internationalization process. In March 2003, Hainan became the first pilot province in China to open the third, fourth and fifth freedom of the air, and in July of the same year, with the approval by the Civil Aviation Administration of China, the name of “Haikou Meilan Airport” was officially changed to “Haikou Meilan International Airport”. Adhering to the development strategy of “going global and welcoming in”, Meilan Airport advanced the steady growth of passenger throughput by hosting the forums for regional Asian route development, initiatively participating in development conferences for Asian routes and international routes and other meetings, and forming sister airports with Darwin Airport in Australia and Milan Airport in Italy.

Since its opening two decades ago, Meilan Airport’s annual passenger throughput increased from 5.59 million to 24.21 million at its peak, becoming one of the largest and busiest “20 million passenger throughput clubs” airports in China. The number of originating routes that it operates increased significantly from 129 in 1999 to 297 in 2019, and the number of navigable cities increased from 54 in 1999 to 149 in 2019. It basically constructed its routes layout featuring “as frequent as bus services in the first-tier cities, express routes service in the second-tier cities and reach-out service in the third- and forth-tier cities”. In 2018, its international route service covered all the 10 ASEAN countries, becoming the first airport in Hainan Province with international (regional) passenger throughput volume of over one million.

In recent years, capitalizing on the policy advantage of the Hainan Free Trade Port, Meilan Airport stepped up its efforts in developing international cargo aviation market. In 2021, it successively opened 10 international and regional cargo routes including Russia, Germany and France, hitting a record high. In August 2022, Meilan Airport became the first airport launching the cross-border e-commerce “9610” business in Hainan Province, empowering cross-border e-commerce enterprises to achieve “domestic goods going global” and building a “new bridge in the air” for overseas logistics in the Hainan free trade port.

At the same time, with Meilan Airport Phase II Expansion Project being officially put into operation on 2 December 2021, Meilan Airport ushered in the era of “dual terminals, dual runways” development.

### 聚焦主責主業，打造航空門戶樞紐

在香港上市為美蘭機場注入了國際化活力。二零零三年三月，海南成為全國首個開放第三、四、五航權的試點省份，同年七月，經中國民用航空總局批准，「海口美蘭機場」正式更名為「海口美蘭國際機場」。本著「走出去，請進來」的發展策略，美蘭機場通過舉辦區域亞洲航線發展論壇，積極參加亞洲航線、世界航線發展大會等會議，與澳洲達爾文機場、意大利米蘭機場結為友好機場等形式，促進旅客吞吐量穩步增長。

通航二十年來，美蘭機場年旅客吞吐量由559萬人次增長到高峰期的2,421萬人次，成功躋身「2,000萬級俱樂部」的全國大型繁忙機場行列；運營始發航線從一九九九年的129條大幅增加至二零一九年的297條，通航城市由一九九九年的54個增長至二零一九年的149個，基本構建出「一線城市公交化，二線城市快線化，三四線城市通達性」的航線佈局；國際航線市場於二零一八年實現東盟十國全覆蓋，成為海南省首個國際（地區）旅客吞吐量突破百萬人次的機場。

近年來，美蘭機場發揮海南自貿港政策優勢，發力國際貨運航空市場，二零二一年先後開通俄羅斯、德國、法國等10條國際及地區貨運航線，創歷史新高。二零二二年八月，美蘭機場成為海南省首家開通跨境電商「9610」業務的機場，為廣大跨境電商企業實現「國貨出海」，搭建海南自貿港海外物流「空中新橋樑」。

同時，美蘭機場二期擴建項目於二零二一年十二月二日正式投入運營，自此美蘭機場跨入「雙航站樓，雙跑道」發展時代。



Meilan Airport Phase II Expansion Project commenced operation  
美蘭機場二期投入運營

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### Benchmark First-class Airports and Continuously Improve Quality Services

In order to rapidly improve the service quality, Meilan Airport introduced the Airport Council International (ACI) Airport Service Quality (ASQ) service quality evaluation project and SKYTRAX evaluation mechanism, acquired advanced service concepts and leading service standards, continuously improved infrastructure and accelerated the pace of integration with the international peers to provide excellent travel experience for global travelers.

In April 2017, Meilan Airport was awarded “SKYTRAX Five-Star Airport”, which is the eighth airport in the world and the first airport in China (excluding Hong Kong, Macao and Taiwan) to achieve the title, and has maintained the title since 2017. The Company has been successively granted heavyweight awards in the industry, such as ACI “Best Asia-Pacific Airport Award (15–25 million passengers category)” for many years, and its service quality has been recognized by passengers and professional accreditation bodies. The Company has achieved a virtuous cycle of mutual promotion, mutual achievement and continuous improvement in terms of brand creation and service quality.

### 對標一流機場，持續提升品質服務

為快速提升服務品質，美蘭機場引入國際機場協會 (Airport Council International, ACI) ASQ (Airport Service Quality, 機場服務質量) 服務質量測評項目與 SKYTRAX 評審機制，學習先進的服務理念和領先的服務標準，不斷改進基礎設施，加快與國際接軌步伐，為全球旅客提供卓越旅行體驗。

二零一七年四月，美蘭機場榮膺全球第八家、國內首家(除港澳台地區)「SKYTRAX五星級機場」，並自二零一七年至今年持續保持「SKYTRAX五星級機場」稱號，連續多年獲評ACI「亞太區最佳機場(1,500–2,500萬規模組)」等行業重量級獎項，服務品質獲得旅客及專業評審機構的認可，實現了品牌創建與服務品質互相促進、彼此成就、持續提升的良性循環。

### Share the Development Fruits and Join Hands to Create a Better Society

Meilan Airport regards serving economic and social development as its utmost social responsibility. The Company joined hands with the China Duty Free Group (中國中免集團) to build the largest airport offshore duty-free business area in Meilan Airport Terminal 2, and introduce various brands and businesses, thus creating favorable conditions for further releasing the benefits of Hainan's offshore duty-free policy and building an international tourism and consumption center. The Company established a long-term mechanism to help revitalize the rural areas and effectively consolidate the poverty alleviation achievements. During the Reporting Period, Meilan Airport successfully completed the transport guarantee for major events such as Spring Festival travel rush, Boao Forum for Asia and China International Consumer Products Expo, and shouldered the social responsibility as an aviation hub in Hainan Free Trade Port.

### 共享發展成果，攜手共創美好社會

美蘭機場將服務經濟社會發展作為最大的社會責任。聯手中國中免集團，在美蘭機場T2航站樓內打造全國最大的機場離島免稅商業區，引進眾多品牌商家，為海南離島免稅政策利好進一步釋放和打造國際旅遊消費中心創造有利條件。建立長效幫扶機制，助力鄉村振興，有效鞏固脫貧攻堅成果。報告期內，美蘭機場順利完成民航春運、博鰲亞洲論壇、中國國際消費品博覽會等重大活動航運保障，勇擔海南自貿港航空樞紐社會責任。



Duty-free shops at Meilan Airport was becoming bustling popular  
美蘭機場免稅店人氣「爆棚」

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### Implement Green Development and Help Achieve the “Carbon Peak And Carbon Neutrality” Goal

Meilan Airport has made many achievements in building a green airport. Since the “13th Five-Year” Plan, Meilan Airport made a total investment of about RMB130 million in energy conservation and emission reduction projects. Through more than 10 energy-saving and emission reduction projects, such as reclaimed water reuse, bridge-borne equipment and ground energy equipment replacing aircraft Auxiliary Power Unit (APU) and green Light LED (Light Emitting Diode) renovation, the Company reduced annual carbon dioxide emission by approximately 23,000 tons, and saved annual electricity consumption by more than 13,793,700 kWh, equivalent to 1,695 tons of standard coal. It conserved 942,200 tons of water, with an estimated annual energy reduction of approximately RMB11.6 million.

### 落實綠色發展，助力實現「雙碳」目標

美蘭機場在打造綠色機場方面取得諸多成果。「十三五」以來，美蘭機場節能減排項目總投資約人民幣1.3億元。通過中水回用、橋載設備及地面能源設備替代飛機APU(Auxiliary Power Unit，飛機的輔助動力裝置)、綠色照明LED(Light Emitting Diode)改造等10餘個節能改造項目，每年減少二氧化碳排放約2.3萬噸，實現年節約用電1,379.37多萬度，折合標準煤1,695噸。節水94.22萬噸，預估每年可節約能耗費用約人民幣1,160萬元。





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### Responsibility and Honors

### 責任榮譽

Table: Table of Honors (Partial) in 2022

表：二零二二年榮譽統計表(部分)

#### International level

##### 國際級

February 2022 二零二二年二月	"The Voice of the Customer" granted by ACI 榮獲ACI「旅客之聲」榮譽
March 2022 二零二二年三月	Terminal 2 of Meilan Airport was rated as "Five-star Airport" by SKYTRAX T2航站樓榮獲SKYTRAX「五星機場認證」
March 2022 二零二二年三月	"ASQ Best Airport in the Asia-Pacific Region (15-25 Million Passengers Group)" granted by ACI 榮獲ACI頒發的ASQ亞太區「最佳機場(1,500-2,500萬規模組)」
March 2022 二零二二年三月	"ASQ Best Airport in the Asia-Pacific Region for Hygiene Measures" granted by ACI 榮獲ACI頒發的ASQ亞太區「最佳衛生措施機場」
June 2022 二零二二年六月	"Best Regional Airport in China" and "Best Airport Staff" granted by SKYTRAX 榮獲SKYTRAX「中國區最佳區域機場獎」、「最佳機場員工獎」
September 2022 二零二二年九月	Gold Award, the Top 80 Reports in the Asia-Pacific, the Top 50 Chinese Reports and the Technical Achievement Award granted by the LACP Vision Awards 榮獲美國傳媒專業聯盟年報評選(LACP Vision Awards)頒發的金獎、亞太地區報告八十強、中文報告五十強與技術成就獎

#### National level

##### 國家級

April 2022 二零二二年四月	"2021 Advanced Collective for Major Civil Aviation Transportation Work" granted by the Civil Aviation Administration of China ("CAAC") 榮獲中國民用航空局(「民航局」)「二零二一年民航重大運輸工作先進集體」表彰
June 2022 二零二二年六月	Meilan Airport was awarded the title of "Excellent Airport in Service Quality (for airports with 10 million passengers or more)" in the 2021 Civil Airport Service Quality Evaluation Report jointly released by China Civil Airports Association, the China Academy of Civil Aviation Science and Technology and the China Civil Aviation Newspaper Agency 中國民用機場協會、中國民航科學技術研究院和中國民航報社共同發佈《二零二一年民用機場服務質量評價報告》，美蘭機場獲得1,000萬以上量級機場「服務質量優秀機場」稱號
July 2022 二零二二年七月	"ESG Competitiveness-Customer First" enterprise in the "2022 Golden Bee Corporate Social Responsibility-China List" 在「二零二二年金蜜蜂企業社會責任·中國榜」活動中獲評「ESG競爭力·客戶至上」企業

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### DEDICATED TO CORPORATE GOVERNANCE: COMMITMENT TO SUSTAINABLE DEVELOPMENT

Meilan Airport strengthens modern enterprise management, continuously improves governance efficiency, develops a social responsibility management system with sustainable development as the strategic goal, in order to consolidate the foundation of its development and enhance the Company's development and competitiveness with high-quality and responsible governance.

#### ESG Concept

Social responsibility management has become an important driving force for enterprises to achieve sustainable development. The Company attaches great importance to social responsibility management. By establishing a social responsibility management organization system, identifying and determining substantive issues, and integrating economic, social and environmental responsibilities into the organization's business activities, the social responsibility management level of the Company is further improved.

#### ESG Management

The Company has established a well-organized and well-coordinated social responsibility work organization system with well-defined assignments, which is a four-tier management composed of the Board of Directors, General Office, Brand Management Center and Social Responsibility Post. The Company sets up the ESG targets according to the nature of the industry and the condition of business operation. On the basis of defining the ESG strategy and development direction, the General Office guides the work in its implementation and performance evaluation, regularly reviews and makes decisions on the work goals, disclosures of reports and related major matters, and reports the progress of the work to the Board of Directors. The Board reviews the ESG report annually to understand the setting of targets for energy and water consumption, waste and emissions, and reviewed the achievement of the targets at the Board meeting for the current year. The Social Responsibility Post constantly advances the implementation of relevant projects in accordance with the annual work plan, and reports the progress of the work to the Board of Directors and the Company's management team on a regular basis, so that the social responsibility management level of the Company is further enhanced.

- Board of Directors: the highest decision-making body for social responsibility management, responsible for reviewing and approving the ESG report of the Company and assessing the annual ESG issues at the regular meetings.
- General Office: to ensure that the Company establishes an appropriate and effective social responsibility risk management system, conducts preliminary review of the ESG report and submits it to the Board for review.
- Brand Management Center: responsible for analyzing and identifying risks and opportunities related to social responsibility, establishing social responsibility management policies and implementation paths, and taking the lead in preparing ESG reports.

### 精心治理：永續發展的擔當者

美蘭機場加強現代企業管理，持續提升治理效能，以可持續發展為戰略目標，構建社會責任管理體系，夯實企業發展根基，以高質量責任治理增強公司的發展力和競爭力。

#### ESG理念

社會責任管理已經成為企業實現可持續發展的重要推動力。本公司注重社會責任管理，通過確立社會責任管理組織體系，識別並確定實質性議題，將經濟、社會和環境責任融入組織經營活動，使本公司的社會責任管理水平進一步提升。

#### ESG治理

本公司已形成有條不紊、協作配合、分工明確的社會責任工作組織體系。該體系為董事會、綜合辦公室、品牌管理中心、社會責任崗四級管理體系。本公司根據行業特性及業務運營情況制定ESG目標，在明確企業ESG戰略及發展方向的基礎之上，由綜合辦公室指導工作實施和績效評估，定期對工作目標、報告披露以及相關重大事項進行審議與決策，並向董事會匯報工作進展。董事會每年審閱ESG報告，瞭解能耗和水耗、廢棄物和排放物等目標的設定情況，並於本年度董事會上針對目標達成情況進行檢討。社會責任崗按照年度工作計劃持續推進相關專案的實施，並定期向董事會及本公司經營管理團隊匯報工作進展，使本公司的社會責任管理水平進一步提升。

- 董事會：是社會責任管理的最高決策機構，負責審議及批准本公司ESG報告，於定期會議上對年度ESG議題進行評估。
- 綜合辦公室：確保本公司設立合適及有效的社會責任風險管理系統，對ESG報告進行初審並提交董事會審議。
- 品牌管理中心：負責分析及識別的社會責任相關風險及機遇，建立社會責任管理方針政策及實施路徑，以及牽頭編製ESG報告。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

- Social Responsibility Post: responsible for establishing social responsibility indicator systems and promoting the various departments implementing and improving social responsibility management, implementing the annual work in accordance with the social responsibility management goals, and participating in the preparation of the ESG report.
- 社會責任崗：負責建立社會責任指標體系並推進各部門實施、改進社會責任管理，根據社會責任管理目標落實年度工作內容，以及參與編製ESG報告。



Chart: Social responsibility management system of the Company  
圖：本公司社會責任管理體系

## Risk Management

### (I) Corporate governance structure

## 風險管理

### (一) 公司治理架構

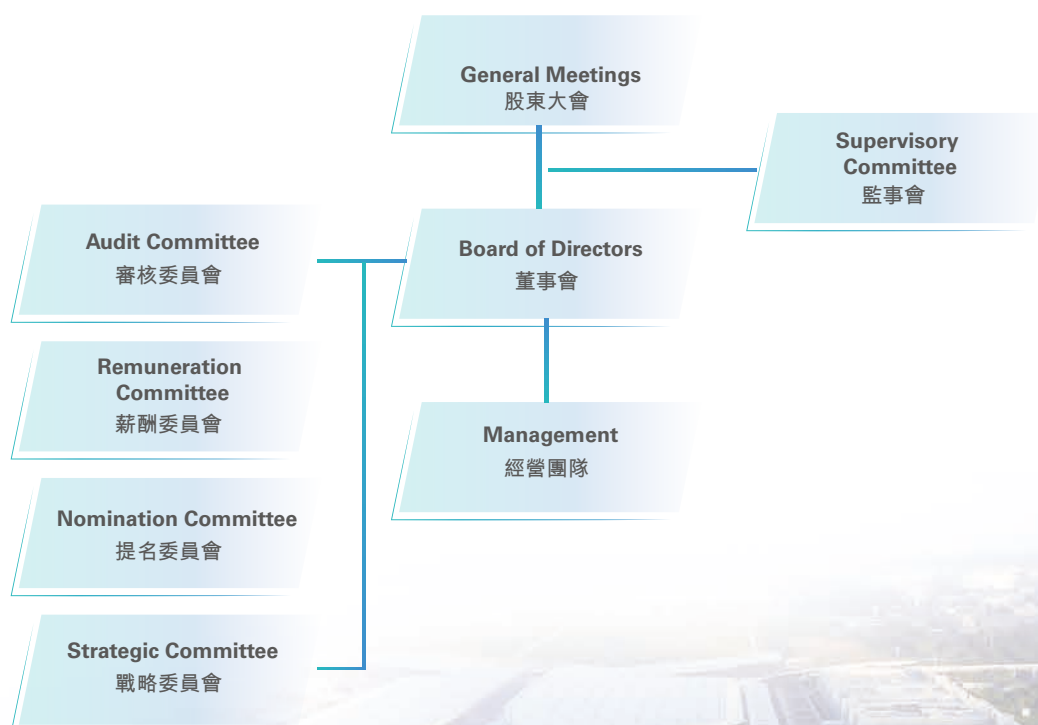


Chart: Corporate governance structure  
圖：公司治理架構

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

The Company conducts risk management of rights and responsibilities according to the top-down management requirements, continuously optimizes the corporate governance system, and forms a corporate governance mechanism covering the general meetings, the Board of Directors, the Supervisory Committee and the management team with statutory and transparent rights and responsibilities, coordinated operation and effective checks and balances. In 2022, the Company carried out the self-inspection special actions on corporate governance according to the revised Listing Rules, revised and adjusted the non-compliant contents, formulated a number of systems to meet the requirements of the Listing Rules, and further standardized the Company's operation.

### (II) Risk management and control system

The Company made great efforts to improve its compliance operation capability according to laws and regulations, strengthened risk control, improved compliance rules and regulations, created a compliance culture, and continuously improved its internal control system. In 2022, the Company put risk control in place, met the expected goal in terms of effect of control, and reached the standard in the annual system integration and optimization rate.

**Compliance review and supervision.** The Company carried out various business in a regulated manner, reviewed more than 1,000 documents on investment promotion, procurement and system throughout the year, and organized key business talents to provide compliance consultation and guidance to various departments, ensuring all work was carried out in compliance with laws and regulations, and no systematic compliance risks occurred throughout the year.

**Rules and systems improvement.** At the beginning of 2022, the Company organized various departments to review and revise the systems, and compiled 1,176 systems into four categories: continued use, proposed revision, proposed abolition and proposed addition. The Company has revised and issued 86 systems, forming a system supervision system with clear red line and bottom line for each system management.

**Compliance system construction.** In 2022, the Company revised and issued relevant management systems, such as Meilan Airport Management Decision-making Authority Table (《美蘭機場經營決策管理權限表》), Meilan Airport Contract Management Measures (《美蘭機場合同管理辦法》), and Business Notice on Strengthening Compliance Risk Management of Project Quality Assurance Issues (《關於加強工程項目質保問題合規風險管理的業務通告》), so as to consolidate the system management foundation.

**Compliance culture publicity.** During the year, the Company conducted two internal examination and approval system trainings to strengthen various departments' understanding of relevant systems and the change of compliance concepts, and to ensure the efficient and standardized deliberation of major issues. The Company conducted training on legal knowledge on the Epidemic prevention and control, as well as prevention of legal risk of accidental passenger injury, and pertinently raised employees' awareness of compliance starting from hot issues. The Company conducted six trainings on compliance culture for new employees, making ongoing publicity of compliance culture a new normal.

本公司按照自上而下的管理要求進行權責風險管理，持續優化公司治理體系，形成了股東大會、董事會、監事會和經營團隊權責法定、權責透明、協調運轉、有效制衡的公司治理機制。二零二二年，本公司根據修訂後上市規則，開展了上市公司治理專項行動自查工作，對存在偏離的內容進行修正調整，完成多項制度制定以滿足上市規則要求，進一步規範公司運作。

### (二) 風險管控體系

本公司着力於提升依法合規經營能力，加強風險管控，完善合規規章制度，打造合規文化，持續完善內控體系，二零二二年風險防控到位，管控效果達到預期目標，全年制度整合優化率合格達標。

**合規審核監督。**各項業務規範開展，全年審核招商採購及制度類文件1,000餘份，並組織業務骨幹對各部門進行合規諮詢指導，確保各項工作依法合規開展，全年未發生系統性合規風險。

**規章制度完善。**二零二二年初，本公司組織各部門開展制度梳理及修訂工作，按繼續使用、擬修訂、擬廢止、擬新增四類共梳理制度1,176項，已完成制度修訂下發86項，形成了各體系管理紅線、底線細化清晰的制度監管體系。

**合規體系建設。**二零二二年修訂並下發《美蘭機場經營決策管理權限表》《美蘭機場合同管理辦法》《關於加強工程項目質保問題合規風險管理的業務通告》等相關管理制度，夯實本體系制度管理基礎。

**合規文化宣貫。**本年度開展兩次內部審批制度相關的培訓宣貫，強化各部門對相關制度的理解及合規理念的轉變，保障重大事項審議的高效規範；開展了疫情防控法律知識培訓、旅客意外傷害法律風險防範培訓，從熱門問題切入，有針對性地提升員工合規工作意識；開展了6次新員工合規文化培訓，讓合規文化宣傳成為新常態。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

**Risk management and control research.** The Company conducted in-depth on-site inspection in front-line departments, carried out special investigation based on the difficult and painful problems of various business departments, and put forward measures such as reasonable improvement suggestions to strengthen risk management and control. The Company organized a total of 6 special investigations throughout the year, put forward 29 suggestions and followed up on rectifications.

**風險管控調研。**通過深入一線部門實地查看，結合各業務部門的難點痛點問題開展專項調研，提出合理化改進建議等措施，強化風險管控，全年共組織開展專項調研6次，提出建議29條並跟進整改落实。

## Integrity Construction

### (I) Integrity System Development

The Company abides by relevant laws and regulations, including but not limited to the laws and regulations on preventing bribery, extortion, fraud and money laundering such as Anti-Money Laundering Law of People's Republic of China (《中華人民共和國反洗黑錢法》), the Criminal Law of People's Republic of China (《中華人民共和國刑法》), the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and other relevant internal rules and regulations, and adopts a zero tolerance attitude towards all forms of bribery and corruption. The Company formulated the Integrity Management and Anti-corruption Policy Provisions of Hainan Meilan International Airport Co., Ltd. (Meilan Airport [2022] No.12), (《海南美蘭國際空港股份有限公司廉政管理及反貪污政策規定》(美蘭空港〔2022〕12號)) in order to establish a good image of the Company and its staff, promote all employees to practice integrity, standardize anti-corruption behavior and culture within the Company, and advocate integrity culture, so as to create a clean and corruption-free corporate ecological environment. The Discipline Inspection Office of the Company is responsible for supervising and managing bribery and other improper acts, taking active spot checks, and implementing corresponding management measures.

### (II) Fostering a corruption-free work style

The Company continued to carry out integrity publicity and education to enhance the awareness of directors and all managers and employees. During the Reporting Period, the Company, together with the legal advisors of the Company, organized training for Directors, including guidelines on directors' duties, the development of whistleblowing and anti-corruption policies. All the Directors of the Company have participated in the training by way of online self-study for a total of two courses, with a participation rate of 100%; and the Company organized party member managers and key business personnel in various departments to watch education video series entitled Anti-corruption at Your Side (《正風反腐就在身邊》). The Company compiled four issues of the Work Style Construction is Always on the Way – Party Constitution and Rules Learning and Education Series Materials (《作風建設永遠在路上 – 黨章黨規學習教育系列材料》) and distributed them to all departments for study, posted the “Ten Prohibitions on Integrity Practice of Project Managers” in the project office and the construction site and disclosed the integrity supervision reporting channels. The Company distributed to the new primary managers the series of “Party Discipline in My Heart”, the 100 Prohibitions of CPC Party Member (《中共黨員的100條禁令》) and 39 Integrity Discipline Negative Lists (《39條廉潔紀律負面清單》), which were published by the Company's Discipline Inspection Commission. Through a combination of daily promotion and education, the Company fosters a clean working environment in the Company. In 2022, the Company received a total of 17 clues reporting, with no corruption litigation cases involved.

## 廉潔建設

### (一) 廉潔制度制定

本公司遵守相關法律法規，包括但不限於《中華人民共和國反洗黑錢法》《中華人民共和國刑法》《防止賄賂條例》(香港法例第201章)等有關防止賄賂、勒索、欺詐及洗黑錢的法律法規以及相關的內部規章制度，對一切形式的賄賂和貪污採取零容忍的態度，制定了《海南美蘭國際空港股份有限公司廉政管理及反貪污政策規定》(美蘭空港〔2022〕12號)，為樹立企業和員工隊伍的良好形象，促進全體員工誠信從業、規範公司內部反貪污行為，推崇廉潔文化，營造風清氣正的企業生態環境。本公司紀檢辦公室負責對賄賂等不正當行為進行監督管理及抽查，並實施相應管理措施。

### (二) 廉潔作風建設

本公司持續開展廉政宣傳教育，提升董事及全體幹部員工廉潔意識。報告期內，本公司協同本公司法律顧問對董事組織開展相關培訓，其中包括董事職責、制定舉報及反貪污政策的相關指引，本公司全體董事均已通過線上自學的方式參與培訓，共計兩個課時，參訓率達100%；組織各部門黨員幹部及關鍵業務崗位人員觀看《正風反腐就在身邊》系列教育片；編寫4期《作風建設永遠在路上 – 黨章黨規學習教育系列材料》，下發各部門學習；在工程項目辦公場所及施工現場張貼「工程管理人員廉潔從業十不準」海報，公佈本公司廉政投訴監督渠道；為新任職中基層管理幹部下發公司紀委編印的《黨紀在我心》系列 – 《中共黨員的100條禁令》《39條廉潔紀律負面清單》。以日常宣傳教育相結合，在公司上下打造風清氣正的良好工作環境。二零二二年，累計收到線索舉報17條，未涉及貪污腐敗訴訟案件。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



Fostering a corruption-free work style  
開展廉潔作風建設活動

### (III) Integrity reporting procedures

In order to establish a good image of the Company and staff, promote the integrity of all employees, standardize the complaint reporting work, strengthen supervision and safeguard the legitimate rights and interests of whistleblowers, the Company has formulated the Interim Provisions on the Work System and Working Procedures for Complaint Reporting of Hainan Meilan International Airport Co., Ltd. (Meilan Airport [2022] No.13) (《海南美蘭國際空港股份有限公司信訪投訴舉報工作制度及工作程序暫行規定》(美蘭空港〔2022〕13號)) in accordance with relevant national laws and regulations, with reference to the Listing Rules and in light of actual situation of the Company, which standardized the reporting channels of general complaint and reporting channels of the Audit Committee under the Board of Directors and the reporting and follow-up system, and improved the integrity reporting procedures.

#### **General complaint reporting channels**

Reporting address: C302 Discipline Inspection Office, Building 4, Meilan International Airport, Haikou City, Hainan Province  
Weekday reporting telephone number: +86 898 69966110  
24-hour reporting Email: mljj@hnaport.com

#### **Reporting channels to the Audit Committee under the Board of Directors as required by the Listing Rules**

All employees and other stakeholders (such as business partners, customers or suppliers involving dealings with the Company) who may be affected by the employees' misconduct may raise any concerns about the Company's misconducts to the Audit Committee by submitting information to the Office of the Board of Directors (secretly or anonymously).

E-mail: mlkgdb@mlairport.com  
Address: Office of the Board of Directors, Meilan International Airport Office Building, Meilan District, Haikou City, Hainan Province  
Postal Code: 571126

### (三) 廉潔舉報程序

為樹立企業和員工隊伍的良好形象，促進公司全體員工誠信從業，規範信訪投訴舉報工作，加大監督力度，維護投訴舉報人合法權益，本公司根據國家相關法律法規，結合上市規則及本公司實際情況，制定《海南美蘭國際空港股份有限公司信訪投訴舉報工作制度及工作程序暫行規定》(美蘭空港〔2022〕13號)，規範了一般信訪投訴舉報渠道和董事會審核委員會舉報渠道以及舉報回訪制度，完善了廉潔舉報程序。

#### **一般信訪投訴舉報渠道**

舉報地址：海南省海口市美蘭國際機場4號樓C302紀檢辦公室  
工作日舉報電話：+86 898 69966110  
24小時舉報電子郵件：mljj@hnaport.com

#### **基於上市規則要求向董事會審核委員會舉報渠道**

本公司全體員工及可能受本公司員工不當行為影響的其他利益相關方(例如與本公司有往來的商業夥伴、客戶或供應商等)，可通過向本公司董事會辦公室提交信息的方式(暗中或以不具名方式)以向審核委員會提出其任何可能關於本公司不當事宜的關注。

電子郵件：mlkgdb@mlairport.com  
聯繫地址：海南省海口市美蘭區美蘭國際機場辦公樓董事會辦公室  
郵政編碼：571126

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### **System for responding to complaints and reports**

After handling real-name letters, visits and calls, the department shall promptly report the investigation and treatment to the complainant in person. If it is not possible to report back in person, it shall report back in written form. After an anonymous report case is settled, the Company can choose the appropriate target and occasion to give feedback according to the impact of the problem reflected. The feedback should be clear and logical.

### **信訪投訴舉報回訪制度**

凡署實名的來信、來訪、來電舉報，辦結後應及時將調查處理情況向投訴舉報人當面反饋，不能當面反饋的，以書面形式反饋。匿名舉報件辦結後，可根據所反映的問題造成的影響大小，選擇適當的對象和場合進行反饋。反饋時做到態度明朗，邏輯嚴密。

### **Stakeholder Engagement**

In order to further understand the expectations and needs of stakeholders and improve the pertinence and responsiveness of this Report, the Company has deeply analyzed the macro policy-oriented trends of sustainable development at home and abroad based on its own development strategy, business policies and stakeholders' expectations and needs, and has identified and screened out the substantive issues that both the Company and stakeholders are concerned about and focused on the needs of market entities and the relevant characteristics of the aviation industry with reference to the ESG Reporting Guide. According to the matrix of substantive issues, the Company has focused on the disclosure of information on the identified substantive issues as a direction for improving social management.

In formulating its operational strategy and ESG measures, the Company takes into account the expectations of stakeholders. In order to understand and address stakeholders' concerns, the Company has established an effective communication and feedback mechanism with stakeholders (including but not limited to employees, governments, investors, customers and suppliers) through different channels (such as conferences, electronic platforms and interviews, etc.).

### **利益相關方參與**

為了進一步了解利益相關方的期望與需求，提高本報告的針對性和回應性，本公司深入分析國內外可持續發展的宏觀政策導向趨勢，以自身發展戰略、經營方針及利益相關方期望與需求為基礎，聚焦市場主體需求，圍繞航空業相關特徵，參照《ESG報告指引》，識別並篩選出本公司和利益相關方都關注的實質性議題，根據實質性議題矩陣，重點圍繞識別出的實質性議題進行報告信息披露，並以此作為社會管理的改進方向。

在制定營運策略以及ESG措施時，本公司會考慮利益相關方的期望。為了解及解決利益相關方關注事項，本公司通過不同渠道(如會議、電子平台及訪談等)與利益相關方(包括但不限於僱員、政府、投資者、客戶及供應商等)建立有效的溝通反饋機制。



Meilan Airport actively connects with stakeholders such as provincial and municipal government agencies and core customers

美蘭機場積極對接各級省市政府單位、核心客戶等利益相關方

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

The management and employees of the Company responsible for major functions are involved in the preparation of ESG reports to assist the Company in reviewing its operations and identifying key ESG issues, and assessing the importance of these matters to the Company's business and stakeholders. The Company has compiled a list based on the identified substantive ESG issues and collected information from the relevant departments and business units of the Company.

本公司負責各主要職能的管理層與僱員均有參與編製ESG報告，協助本公司檢討其運作情況及識別主要ESG事項，並評估相關事項對本公司業務以及利益相關方的重要性。本公司根據已識別的重大ESG事項編製清單，向本公司相關部門及業務單位收集資料。

Stakeholders 利益相關方	Expectations and Demands 期望與要求	Response of the Company 本公司的回應
<b>Government</b>	<ul style="list-style-type: none"> <li>Implementation of national policies and strategies</li> <li>Operation in compliance with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Promote targeted poverty alleviation</li> <li>Payment of taxes according to law</li> <li>Operation by laws, eradication of corruption and bribery</li> </ul>
政府	<ul style="list-style-type: none"> <li>落實國家政策及戰略</li> <li>依法合規經營</li> </ul>	<ul style="list-style-type: none"> <li>推進精準扶貧工作</li> <li>依法納稅</li> <li>依法合規經營，杜絕貪污賄賂行為</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Corporate governance improvement</li> <li>Enhancement of risk management and control</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance structure improvement</li> <li>Disclosure of the Company's information on a regular basis</li> </ul>
投資者	<ul style="list-style-type: none"> <li>完善公司治理</li> <li>強化風險管控</li> </ul>	<ul style="list-style-type: none"> <li>完善法人治理結構</li> <li>定期披露公司信息</li> </ul>
<b>Passengers</b>	<ul style="list-style-type: none"> <li>Service quality improvement</li> <li>Legal rights protection</li> </ul>	<ul style="list-style-type: none"> <li>Provision of the best passenger services</li> <li>Proper handling of customer complaints</li> <li>Customer privacy protection</li> </ul>
旅客	<ul style="list-style-type: none"> <li>提升服務質量</li> <li>保障合法權益</li> </ul>	<ul style="list-style-type: none"> <li>提供最優質旅客服務</li> <li>妥善處理客戶投訴</li> <li>保護客戶隱私</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Win-win cooperation</li> <li>Justice and equity</li> </ul>	<ul style="list-style-type: none"> <li>Fair, just and open supplier selection</li> <li>Improvement of supplier management process</li> <li>Provide training</li> </ul>
供應商	<ul style="list-style-type: none"> <li>合作共贏</li> <li>公平公正</li> </ul>	<ul style="list-style-type: none"> <li>公平、公正、公開遴選供應商</li> <li>完善招標制度、流程</li> <li>提供培訓</li> </ul>



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Stakeholders 利益相關方	Expectations and Demands 期望與要求	Response of the Company 本公司的回應
<b>Employees</b>	<ul style="list-style-type: none"> <li>Protect Rights and Interests of Employees</li> <li>Perfect career development path</li> <li>Health and safety</li> <li>Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of human resource management system</li> <li>Implementation of the work for employees' occupational health and safety</li> <li>Construction of a talent training system</li> <li>Care for female employees and employees with difficulties</li> </ul>
員工	<ul style="list-style-type: none"> <li>保障員工權益</li> <li>完善的職業發展道路</li> <li>健康與安全</li> <li>工作與生活平衡</li> </ul>	<ul style="list-style-type: none"> <li>健全人力資源管理體系</li> <li>落實員工職業健康安全工作</li> <li>構建人才培訓體系</li> <li>關愛女性員工、生活困難員工</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>Ecological environmental protection</li> <li>Resources consumption reduction</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of energy-saving and environmental protection technology</li> <li>Carbon footprint management</li> </ul>
環境	<ul style="list-style-type: none"> <li>保護生態環境</li> <li>減少資源消耗</li> </ul>	<ul style="list-style-type: none"> <li>節能環保技術引入</li> <li>碳足跡管理</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Support community development</li> <li>Volunteer service</li> </ul>	<ul style="list-style-type: none"> <li>One-on-one assistance</li> <li>Volunteer activities</li> </ul>
社區	<ul style="list-style-type: none"> <li>支持社區發展</li> <li>志願者服務</li> </ul>	<ul style="list-style-type: none"> <li>結對幫扶</li> <li>志願者活動</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### SEEKING INNOVATION: PROMOTER OF SMART AIRPORTS

2022 is the “year of transformation” in the construction and management of smart airport. The Company firmly grasped the key opportunities of development and construction. Through the introduction of 5G, big data, cloud computing, Internet of Things, artificial intelligence and other advanced technologies and cutting-edge technologies, the Company accelerated the pace of smart airport construction, and improved the integrated comprehensive service level of Meilan Airport as the gateway of Hainan Free Trade Port.

#### Strengthening Innovation-driven Leadership

The Company attaches importance to strengthening innovation-driven leadership, increasing investment in scientific and technological innovation and cultivation of scientific research projects, and vigorously introducing core talents. Focusing on strengthening project architecture design, independent research and development of small and medium-sized systems, innovation and data governance planning, self-management of core business, security and internal control management improvement, etc., we restructured our organization and recruited professionals to strengthen our innovation-driven leadership capabilities. Through innovative test projects, the pilot of new technology application was strengthened, and a total of 4 projects were launched, which solved the information needs of CAAC such as the “safety whistleblower” action information management, the intelligent identification and control of “two-illegal” personnel (i.e. illegal solicitation and illegal passenger carrying), and the WeChat mini program of the employee service platform. In 2022, the total investment in scientific and technological innovation amounted to RMB52,924,700, and 9 new projects were established.

#### Improving Infrastructure

**Full coverage of 5G networks.** Meilan Airport has carried out strategic cooperation with the three major network operators on a new 5G smart airport, combining 5G technology with cutting-edge technologies such as the Internet of Things, cloud computing, big data, and VR. Both Terminal 1 and Terminal 2 of Meilan Airport have achieved 5G network coverage, effectively improving the service quality and safety management.

**Self-service customs clearance.** Equipped with 41 self-service check-in machines (12 of which have already been in use), 5 sets of self-service baggage check-in machines, 15 self-service gates for pre-security inspection, 10 self-service security gates, 2 millimeter-wave security gates, and 2 sets of intelligent basket return systems, Terminal 2 of Meilan Airport has realized the whole process of self-service check-in. In addition, four advanced baggage sorting systems have been built, and the baggage sorting speed can reach 4,000 pieces per hour, and it only takes 5 minutes for passengers’ baggage to arrive at the chute from check-in.

### 新益求新：智慧機場的推動者

二零二二年是智慧機場建設和管理的「轉變年」，本公司緊緊抓住發展建設關鍵機遇，通過引入5G、大數據、雲計算、物聯網、人工智能等先進技術和前沿科技，加快智慧機場建設步伐，提升美蘭機場作為海南自貿港門戶一體化綜合服務能級。

#### 加強創新驅動引領

本公司重視加強創新驅動引領，加大科技創新投入和科研項目培育力度，大力引進核心人才。圍繞強化項目架構設計、中小型系統自主研發、創新與數據治理規劃、核心業務自管、安全與內控管理提升等幾個方面能力提升，重構組織架構，招聘專業人才，加強創新驅動引領能力。通過創新測試項目方式加強新技術應用試點，共上線4個項目，解決了民航局「安全吹哨人」行動信息化管理、「兩非」人員（即非法拉客、非法載客）智能化識別管控、員工服務平台微信小程序等信息化需求。二零二二年，科技創新投入總計人民幣5,292.47萬元，年度新立項目9項。

#### 完善基礎設施建設

**5G網絡全覆蓋。**美蘭機場與三大網絡運營商開展新型5G智慧機場戰略合作，將5G技術與物聯網、雲計算、大數據、VR等前沿技術相結合。美蘭機場T1航站樓、T2航站樓均已實現5G網絡覆蓋，有效提升服務質量與安全管理。

**自助通關。**美蘭機場T2航站樓實現了全流程自助通關，配備41台自助值機設備（已啓用12台）、5套自助行李托運設備、15台預安檢自助開機、10台自助安檢開機、2台毫米波安檢門、2套智能回筐系統。另外，還建設了4條先進的行李分揀系統，行李分揀速度每小時可達到4,000件，旅客的行李從辦理完值機至到達滑槽只需5分鐘。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會和管治報告



Self-service customs clearance equipment  
自助通關設備

**Full process tracking service for baggage.** The baggage tracking system of Meilan Airport was officially put into trial operation on 25 June 2022, realizing the real-time transmission of baggage data to the CAAC. Up to now, the system equipment is running well, and the basic node identification rate has reached more than 99.4%, which meets the requirements of more than 90% of the CAAC identification rate.

**行李全流程跟蹤服務。**美蘭機場行李全流程跟蹤系統於二零二二年六月二十五日正式上線試運行，實現了行李數據對民航局的實時回傳。截至目前，系統設備運行良好，基本節點識別率達到99.4%以上，滿足民航局識別率90%以上的要求。



Self-service baggage check-in machines  
自助行李托運設備

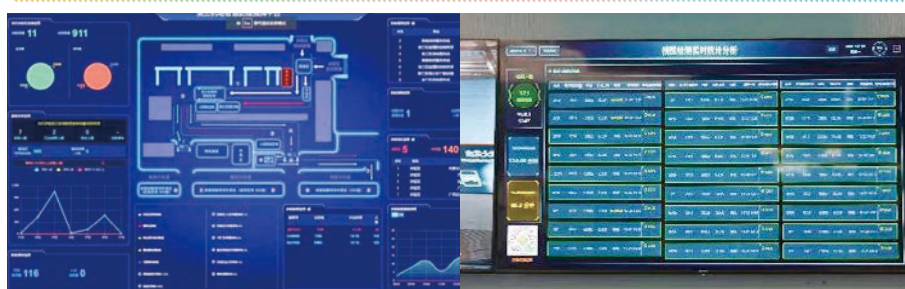
**Smart epidemic prevention.** Meilan Airport introduced “big data + artificial intelligence technology” to build a smart epidemic prevention system, and combined with its big data to create a passenger intelligent inspection system. Passengers and employees can use artificial intelligence technologies such as face recognition and AI to verify identity and epidemic prevention information while wearing masks. In 2022, Meilan Airport deployed a total of 8 AI verification devices in Terminal 1 and Terminal 2, greatly improving the safety, accuracy and efficiency of verification.

**智慧防疫。**美蘭機場引入「大數據+人工智能技術」，建設智慧防疫系統。結合美蘭機場大數據，打造旅客智慧查驗系統。旅客及員工可在佩戴口罩的情況下，通過人臉識別、AI等人工智能技術，實現身份及防疫信息的查驗。二零二二年，美蘭機場在T1航站樓和T2航站樓共部署了8台AI驗證設備，極大地提升核驗的安全性、準確性及通行效率。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



Smart epidemic prevention command platform  
智慧防疫指揮平台

**Smart parking and trolley system.** Meilan Airport has set up 3,441 mechanical parking lots in the parking building of Terminal 2, including 297 charging parking lots, and is equipped with intelligent parking management system with parking guidance, reverse car search and other functions (such as plate identification, vehicle guidance, etc.), which can provide passengers with more convenient and humanized parking services. At the same time, Meilan Airport has introduced nearly 500 uGO smart trolleys in Terminal 2, integrating flight reminders, indoor navigation, film and television information, mobile charging, destination strategy and other functions, which is lighter than traditional trolleys and has a more technological shape, providing solutions for passengers' flight waiting needs.

**智能停車推車系統。**美蘭機場在T2停車樓設置3,441個機動停車位，包含297個充電車位，並配有泊車引導、反向尋車等功能的智能停車管理系統，具備車牌識別、車輛引導等功能，可為旅客提供更加便捷、人性化的停車服務。同時，美蘭機場在T2航站樓引進了近500輛uGO智能手推車，集航班提醒、室內導航、影視資訊、移動充電、目的地攻略等功能於一體，較之傳統手推車更輕便，造型更具科技感，解決旅客的航旅候機需求。



Smart parking and trolley system of Meilan Airport  
美蘭機場智能停車推車系統

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Smart epidemic prevention turnstiles assist passengers with self-service customs clearance 智慧防疫閘機助旅客自助通關

On 27 May 2022, the smart epidemic prevention turnstiles at Gate 4 of the departure hall on the 2nd floor of Terminal 1 and Gate 5 of the departure hall on the 3rd floor of Terminal 2 of Meilan Airport were officially put into testing. Passengers can use their ID cards to realize the comparison of face and ID card, temperature measurement and check of health code and other epidemic prevention data when passing through the turnstiles. When all the inspection data of passengers meet the requirements, the gate door will automatically open, passengers can achieve self-service contactless passage. If a passenger's check information is suspicious or does not meet the requirements, the passenger can conduct the information review through the reserved manual channel.

二零二二年五月二十七日，美蘭機場T1航站樓2層出發廳4號門及T2航站樓3層出發廳5號門的智慧防疫閘機正式投入測試，旅客可使用身份證在通過閘機時實現人臉與身份證的比對、測溫以及健康碼等防疫數據的查驗，當旅客所有查驗數據都符合要求時則閘機門自動開啓，旅客可實現自助式無接觸通行；如旅客查驗信息存疑或不符合要求，旅客可通過預留的人工通道進行信息覆核。



Smart epidemic prevention turnstiles  
智慧防疫閘機

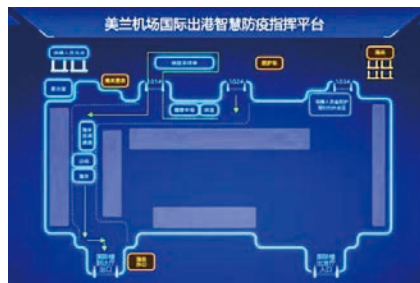


### Case 案例

#### Meilan Airport international port of entry and exit smart epidemic prevention command platform 美蘭機場國際進出港智慧防疫指揮平台

In order to gain a comprehensive insight into the on-site operation support and epidemic prevention and control, Meilan Airport has established international port of entry and exit epidemic prevention command platform. Staffs can use such platform to obtain real-time information on inbound and outbound flight data, passenger traffic efficiency, landing nucleic acid testing progress and special passenger handling status etc. So that the instructions of the comprehensive background study and judgement are accurately pushed to the support site, realizing the integration of on-site and background command and handling.

為全面洞察現場運行保障及疫情防控指揮聯動處置工作，美蘭機場建立了國際進出港防疫指揮平台，工作人員可藉助此平台，實時獲取進出港航班數據、旅客通行效率、落地核酸檢測進程、特殊旅客處置情況等信息，從而將後台綜合研判的處置指令精準推送到保障現場，真正實現現場和後台指揮處置一體化。



Smart epidemic prevention command platform  
智慧防疫指揮平台

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### QUALITY IMPROVEMENT: QUALITY AIRPORT BUILDER

Adhering to the commitment of “Warm Meilan • A Perfect Ten” (星馨美蘭 • 十全十美) to serve customers, the Group always keeps in mind that “safety is the lifeline of the civil aviation industry (安全是民航業的生命線)”, puts safety first, consolidates the foundation of the safety system, and strengthens safety management. The Group also attaches importance to the rights and interests of customers, improves service levels, develops passenger transport resources, improves cargo ecology, so as to build an excellent airport brand with outstanding service quality, and contribute to the construction of Hainan Free Trade Port.

#### Construction of Security System

The Company actively practices the concept of “zero tolerance for potential safety hazards (安全隱患零容忍)”, strictly abides by the Civil Aviation Law of the People’s Republic of China (《中華人民共和國民用航空法》), the Safety Management Manual of the International Civil Aviation Organization, the Regulations on the Operation Safety Management of Civil Airports (《民用機場運行安全管理規定》) and the Construction Guidelines for the Safety Management System (SMS) of Transport Airports (《運輸機場安全管理體系(SMS)建設指南》) of the CAAC and other domestic and foreign civil aviation safety regulations. Starting from the establishment of organizations and systems, the Company has strengthened the construction of safety awareness and the prevention of security risks, improved the ability to handle airport security incidents, and established a relatively complete security system and management mode adapted to its own characteristics, creating a safe travel environment for passengers.

### 品質提升：質量空港的鑄造者

本集團秉持「星馨美蘭•十全十美」的服務客戶承諾，時刻牢記「安全是民航業的生命線」，將安全置於首位，夯實安全體系根基，強化安全管理，重視客戶權益，提升服務水平，開拓客運資源，完善貨運生態，以優秀的服務品質打造卓越的機場品牌，助力海南自貿港建設。

#### 安全體系建設

本公司積極踐行「安全隱患零容忍」理念，嚴格遵守《中華人民共和國民用航空法》、國際民航組織《安全管理手冊》、民航局《民用機場運行安全管理規定》《運輸機場安全管理體系(SMS)建設指南》等國內外民航業安全規定，從組建機構、整章建制入手，強化安全意識建設，加強安全風險防範，提升機場安全事件處置能力，已建立了一套適應自身特點的較為完整的安全體系和管理模式，為廣大旅客營造安全出行環境。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

By learning from the management concepts and methods of civil aviation SMS (Safety Management System), Meilan Airport has established and improved the long-term mechanism of public safety management, formed a working pattern of "unified leadership of the party committee, supervision and management of the trade union, and conscientious performance and active participation of responsible departments (黨委統一領導、工會監督管理、責任部門認真履責、積極參與)", improved the relevant operating mechanism, and realized the standardization and normalization of safety management.

### Safe Operation Guarantee

#### (I) Safety assessment indicators

The control of security service assessment indicators is good, no security service errors and above incidents have occurred, and the overall number of complaints recorded in the indicators decreased by 65.28% compared with the same period last year, which is in line with the annual benchmark value setting.

In 2022, Meilan Airport had 0 incident of waiting level or above, and 2 unsafe incidents due to responsibility reasons.

#### (II) Operation safety

Meilan Airport attaches great importance to operation safety, continuously improves construction safety, air defense safety and runway safety capabilities to protect passengers' travel safety.

**Construction safety.** In terms of construction safety, the Regulations on the Management of Construction Safety of Construction Projects (《建設項目施工安全管理規定》) have been formulated, the management of potential safety hazards has been further promoted, the risk management of the whole process of construction projects has been continuously carried out, and the risk assessment before construction of all projects and the risk control measures during construction have been effectively implemented by 100%. We inspect the clearance height limit of the working equipment of the constructors of the projects under construction around the airport, require that all constructors must strictly abide by the clearance height limit requirements and the relevant regulations of the civil aviation industry, cautiously perform clearance height safety precautions and management, improve the construction procedures in the process, arrange special personnel to supervise the temporary aerial working machinery on site in risk control, strictly prohibit all illegal construction operations, and conduct return visits and spot checks on each constructor from time to time to eliminate the causes of related unsafe incidents from the source.

**Air defense safety.** We solidly carry out hierarchical management and control of operational risks and hidden danger investigation and governance, during which a total of 22 key risks have been investigated, 102 hidden dangers have been sorted out, and 103 regulatory measures have been formulated; we apply the TOC (Terminal Operation Center) system to strengthen video patrols in important areas of passenger boarding nodes, and to ensure the air defense safety; and we conduct visits and surveys to nearby villages and carry out air defense safety knowledge education, so as to effectively improve the air defense safety margin around the airport.

美蘭機場借鑒民航SMS (Safety Management System, 安全管理體系) 的管理理念和方法, 建立健全機場公共安全管理長效機制, 形成「黨委統一領導、工會監督管理、責任部門認真履責、積極參與」的工作格局, 完善相關工作機制, 實現安全管理的標準化、常態化。

### 安全運營保障

#### (一) 安全考核指標

安全服務考核指標控制情況良好, 未發生安全服務差錯及以上事件, 整體計入指標投訴量較去年同期數據下降65.28%, 符合年度標桿值設定。

二零二二年, 美蘭機場做候等級及以上事件發生0起, 責任原因不安全事件發生2起。

#### (二) 運行安全

美蘭機場高度重視運行安全, 持續提升施工安全、空防安全及跑道安全能力, 守護旅客出行安全。

**施工安全。**針對施工安全方面, 制定《建設項目施工安全管理規定》, 深入推進安全隱患管理, 持續開展建設項目全流程風險管理, 督促所有項目施工前的風險評估和施工過程中風險管控措施執行率100%。對機場週邊在建項目施工單位的作業機具淨空限高情況進行巡查, 要求各施工單位必須嚴格遵守淨空限高要求及民航行業相關規定, 做好淨空安全防範及管理工作, 流程上完善施工手續, 風險管控上安排專人現場監督臨時高空作業機械, 嚴禁一切違規施工操作, 並將不定期對各施工單位進行回訪抽查, 從源頭上杜絕相關不安全事件的誘因。

**空防安全。**紮實開展運行風險分級管控及隱患排查治理, 共排查22項重點風險, 梳理隱患102項, 制定103項監管措施; 應用TOC系統(Terminal Operation Center, 航站樓運行管理中心), 加強旅客乘機節點重要區域視頻巡視, 保障機場空防安全監管; 對附近村莊開展走訪調查, 開展空防安全知識宣教, 有效提升機場週邊空防安全裕度。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

**Runway safety.** We continue to strengthen runway safety management. In the early stage of dual-runway operation, we innovatively built a “three-member” exchange platform with pilots, dispatchers and controllers as the core for in-depth business exchanges, solved 18 problems raised by air traffic control, airlines and airports, and effectively prevented aircraft intrusion and incorrect taxiing by the crew. At the same time, combined with the local weather characteristics of frequent thunderstorms in summer and autumn, we organized emergency drills for the closure of wet and polluted runways, further standardized the opening and closing procedures of wet and polluted runways at Meilan Airport, and optimized the runway surface condition assessment and information notification process. Since April 2022, we have carried out a three-month special rectification work for runway safety, with a total of 2 special work plans and business tips, 4 special trainings, 3 special assessments, and 1 runway safety inspection.

### (III) Information security

Information security management has been included in the key part of the Group's security management. Driven by the pace of construction of “smart airport”, in order to continuously enhance employees' awareness of information security precautions and consolidate the foundation of network security management, we have formulated the Regulations on Confidentiality of Passenger Information (《旅客信息保密規定》), which has regulated the management requirements of passenger information security at Meilan Airport, protecting the privacy and security of passengers in terms of their itinerary, personal information, preferences, words and actions, and restraining the relevant staff through work account management and work instructions to ensure the security of passenger information. At the same time, the Regulations can improve the specifications for the use of office terminals and reduce the risk of information leakage. During the Reporting Period, there were no cases of complaints due to the leakage of passenger information. At the same time, the Group actively promotes the construction of informatization and operation and maintenance business standard system, continues to improve data governance, smoothly realizes the self-operation and maintenance of the back-end core such as systems and networks, completes the transformation of core network hidden dangers, firmly grasps the core security in its own hands, and has achieved zero major failures in core business systems and networks throughout the year, and successfully completed civil aviation network security assurance in 13 major events, including the 100th anniversary of the founding of the Party, the 2022 Beijing Winter Olympics and Winter Paralympics, the National Games, the Consumer Expo, the National “Two Sessions” and the Boao Forum for Asia 2022.

**跑道安全。**持續加強跑道安全管理，在雙跑道運行初期，創新搭建以飛行員、簽派員、管制員為核心的「三員」交流平台進行深度業務交流，解決空管、航空公司、機場提出的各類問題18項，有效防止航空器侵入及機組誤滑，同時，結合本場夏秋季節雷雨多發特點，組織開展濕跑道和污染跑道關閉應急演練，進一步規範美蘭機場濕跑道和污染跑道開放、關閉工作程序，優化跑道表面狀況評估及信息通報流程。二零二二年四月起，開展了為期三個月的跑道安全專項整治工作，共制發專項工作方案及業務提示2次、組織開展專題培訓4次、開展專項評估3次、實施跑道安全監察1次。

### (三) 信息安全

信息安全已被納入本集團安全管理重點環節，在「智慧機場」建設步伐的推動下，持續提升員工信息安全防範意識，夯實網絡安全管理基礎，制定《旅客信息保密規定》，制度規範了美蘭機場對於旅客信息安全管理要求，從旅客的行程、個人信息、喜好、言行等方面保護他們的隱私安全，通過工作賬號管理和工作指示對相關工作人員加以約束，以確保旅客信息安全。同時，完善辦公終端使用規範，降低信息泄露風險。報告期內，沒有發生因泄露旅客信息導致的投訴案件。同時，本集團積極推進信息化建設和運維業務標準體系建設，持續完善數據治理工作，平穩實現系統及網絡等後段核心自運維，完成核心網絡隱患改造，將核心安全牢牢掌握在自己手中，取得全年核心業務系統及網絡零重大故障的成績，先後順利完成建黨100週年、二零二二年北京冬奧會和冬殘奧會、全運會、消博會、全國「兩會」、二零二二年博鰲亞洲論壇等13個重大活動民航網絡安全保障工作。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

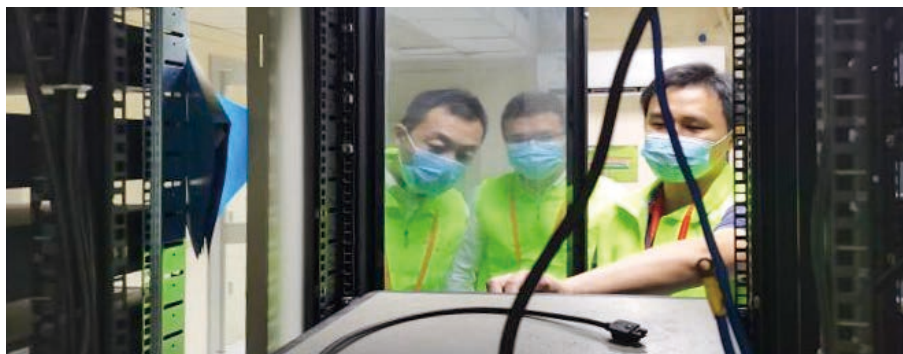
## 環境、社會和管治報告

### Key achievements in information security in 2022:

- In terms of network and information system operation guarantee, we have established 5 core operation and maintenance management processes for events, changes, closed loops, problems and assets, formulated and issued 15 management specifications, and improved 23 supplementary emergency SOP (Standard Operation Procedure) handling documents;
- In terms of technical research, we independently completed the disaster recovery environment construction process of 5 sets of core systems, which can shorten the troubleshooting time for downs and failures from 24 hours to 30 minutes, saving production costs of more than RMB1.8 million, and completed the localization of core network equipment;
- In terms of data governance, we have achieved preliminary results. According to the data governance planning, we took lead in the establishment of a working group, carried out the data asset sorting and inventory work, and completed the summary of data assets/indicator assets with a total of 4,344 data items and 200 indicator items, laying the foundation for the digital transformation of Meilan Airport.

### 二零二二年信息安全主要成效：

- 網絡與信息系統運行保障方面，建立了事件、變更、閉環、問題、資產5大核心運維管理流程，制定下發管理規範15個，完善補充應急SOP(Standard Operation Procedure，標準作業程)處置文檔23個；
- 技術攻關方面，自主完成5套核心系統的災備環境搭建工作進程，宕機故障處置時間從24小時縮減至30分鐘，節省生產成本超人民幣180萬元，並完成核心網絡設備國產化替代；
- 數據治理方面，已取得初步成果，根據數據治理規劃，牽頭成立工作組，開展本場數據資產梳理和盤點工作，已完成數據資產／指標資產匯總共計數據項4,344項，指標項200項，為美蘭機場數字化轉型奠定基礎。



Information security rectification work in progress  
開展信息安全整治工作

#### (IV) Intellectual property rights

The Group has registered trademarks to protect intellectual property rights. In case of infringement of the Group's intellectual property rights by external parties, the Group will simultaneously collect evidence and contact the Trademark Office of China National Intellectual Property Administration for intellectual property protection. In terms of advertising, the Group strictly manages the advertising resources of Meilan Airport. All advertising and advertising cooperation business within the scope of Meilan Airport must be submitted for approval in advance in accordance with the compliance review and business process. If advertising is carried out without permission, Meilan Airport will handle it in accordance with the management regulations of the Group.

#### (四) 知識產權

本集團已通過註冊商標保護知識產權，如外部單位侵犯本集團知識產權，本集團會同步收集證據並聯繫國家知識產權局商標局維護知識產權。廣告方面，本集團對美蘭機場廣告資源進行嚴格管理。美蘭機場範圍內所有的廣告投放及廣告合作業務須按照合規審核及業務流程提前報批後推進，如未經許可擅自進行廣告投放，美蘭機場將依照本集團管理規定進行處置。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (V) Emergency rescue

The Group strictly implemented the requirements of the Administrative Rules for Emergency Rescue of Civil Transport Airports(《民用運輸機場突發事件應急救援管理規則》) and the Civil Aviation Emergency Management Regulations of China(《中國民用航空應急管理規定》), and promoted the construction of “emergency management system standardization, emergency plan standardization, emergency training normalization, and comprehensive emergency response capabilities” with “Three Respects” (i.e. respect for life, respect for rules and regulations, and respect for responsibilities) as the core, so as to fully improve the emergency response capabilities.



Meilan Airport organized emergency rescue drills for multiple times  
美蘭機場多次組織開展應急救援演練活動

#### **Constructing the emergency rescue management system**

The Company focused on the construction of emergency rescue management system, took emergency organization management, emergency operation management and emergency resource guarantee as the core, and clarified the general idea of Meilan Airport emergency rescue management system construction, in combination with organizational structure adjustment to reconstruct the emergency rescue organization system. The Company strengthened the emergency response and linkage response mechanism, established itself on the “dual-terminal, dual-area and dual-runway” operation mode, and reinforced the emergency linkage mechanism. The Company also incorporated the overall epidemic situation in Hainan Province to establish an emergency response team for passenger charter flights, found an epidemic prevention material management system, and comprehensively improve the emergency resource management efficiency.

#### **Rebuilding the fire safety management system**

With the Fire Prevention Safety Committee as coordinating unit, the Company revised and issued the Hot Work Safety Management Regulations in Haikou Meilan International Airport (《海口美蘭國際機場動火作業安全管理規定》), the Regulations on Secondary Fire Prevention Renovation Management in Haikou Meilan International Airport (《海口美蘭國際機場二次裝修消防改造管理規定》), the Detailed Safety Assessment Rules of Haikou Meilan International Airport Safety Management Committee (《美蘭機場安全管理委員會安全考核細則》), etc. The Company took the committee as the starting point to standardize fire safety management, eliminate potential safety hazards, carry out fire inspection and effectively implement fire safety responsibilities in accordance with the working guidelines of “prevention first, and combining prevention with firefighting”.

### (五) 應急救援

本集團嚴格落實《民用運輸機場突發事件應急救援管理規則》《中國民用航空應急管理規定》等要求，以「三個敬畏」（即敬畏生命、敬畏規章、敬畏職責）為內核，推進「應急管理體系化、應急預案規範化、應急訓練常態化、應急能力全面化」建設，全面提升應急處置能力。

#### **構建應急救援管理體系**

以應急救援管理體系建設為中心，以應急組織管理、應急運行管理、應急資源保障為核心，明確美蘭機場應急救援管理體系建設總體思路，並結合組織架構調整，重新構建應急救援組織體系；強化應急處置與聯動響應機制，立足「雙樓雙區雙跑道」運行模式，強化應急聯動機制，並結合海南省整體疫情情況，建立美蘭機場旅客包機保障安保應急處突隊伍，建立防疫物資管理制度，全面提升應急資源管理效能。

#### **重塑消防安全管理體系**

以消防安全委員會為統籌單位，結合實際重新修訂並下發《海口美蘭國際機場動火作業安全管理規定》《海口美蘭國際機場二次裝修消防改造管理規定》《美蘭機場安全管理委員會安全考核細則》等內容，以委員會為抓手，規範消防安全管理，依照「預防為主、防消結合」的工作方針，消除安全隱患，開展防火巡查工作，切實落實消防安全責任。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Organizing emergency drills

During the Reporting Period, Meilan Airport organized and carried out various types of emergency drills, such as emergency drills for aircraft emergencies, full-process drills for international cargo flight guarantee, and epidemic emergency drills, covering emergency rescue, security, natural disasters, operation guarantees, fire evacuation, transportation of dangerous goods, etc., which effectively strengthened the airport's emergency response and handling capabilities, and improved the comprehensive capabilities in emergency resources, communication contact, rapid handling and coordination to ensure timely and effective handling in the event of emergencies.

In 2022, the emergency drills expenditure was approximately RMB430,000, and a total of nine company-level emergency drills were organized, with a total of more than 1,100 participants.

### 組織開展應急演練

報告期內，美蘭機場組織開展航空器突發事件應急演練、國際貨運航班保障全流程演練、疫情應急演練等多類型應急演練，內容涉及應急救援、安全保衛、自然災害、運行保障、消防疏散、危險品運輸等，有效強化機場應急反應和處置能力，提升應急資源、通信聯絡、快速處置和協同聯動等方面的綜合能力，確保發生突發事件時，處置及時有效。

二零二二年應急演練活動支出人民幣約43萬元，組織開展公司級應急演練9次，參演人數1,100餘人。



### Case 案例

#### Aircraft fire emergency drill

#### 航空器失火應急演練

On 29 June 2022, Meilan Airport held an aircraft fire emergency drill on the boarding apron. The drill took the aircraft fire as the main subject, and seven emergency rescue modules, such as plan start-up, assembly and standby, firefighting and search and rescue, wounded treatment and rehabilitation, were carried out as sub-subjects. In order to improve the real drill conditions, Meilan Airport established a virtual drill flight, and employed one B787-9 aircraft, with nearly 300 people and 50 vehicles from airports, resident units and local rescue forces participating the drill.

二零二二年六月二十九日，美蘭機場在停機坪舉辦航空器失火應急演練。演練以航空器失火為主科目，以預案啟動、集結待命、滅火搜救、傷員救治、善後恢復等7個應急救援模塊為子科目開展。為提高演練的實戰性，美蘭機場建立演練虛擬航班，使用B787-9航空器1架，機場、駐場單位及地方救援力量等近300人、50輛車參演。



Aircraft fire emergency drill  
航空器失火應急演練

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (VI) Safety culture

The Group pays attention to the leading role of safety culture, earnestly implements the core policy of “safety first, prevention foremost, and comprehensive governance”, actively creates a safety culture atmosphere, guides employees to keep safety culture in mind and implement in their actions, and comprehensively enhances Meilan Airport’s safety operation capability.

### (六) 安全文化

本集團注重發揮安全文化引領作用，切實落實「安全第一、預防為主、綜合治理」核心方針，積極營造安全文化氛圍，引導員工將安全文化內化於心、外化於行，全面提升美蘭機場安全運營能力。



Make every effort to create a safety culture atmosphere  
全力打造安全文化氛圍

#### **Establishing a safe work style**

With the work style construction as the starting point and the Special Checklist for the Work Style Construction of Safety Practitioners (《安全從業人員工作作風建設專項檢查單》) as the guidance, we transformed the regulatory requirements into employees’ self-discipline, so as to ensure that employees operate and implement in accordance with regulations, manuals, and regulations, so as to continuously improve the work safety capabilities.

#### **樹立安全工作作風**

以作風建設為抓手，以《安全從業人員工作作風建設專項檢查單》為指導，把規章要求轉化為員工自我約束，確保員工按章操作、按手冊運行、按規章執行，不斷提升安全業務從業能力。

#### **Building a safety talent team**

The Company carried out special training for core personnel, and systematically taught courses on safety, security, incident investigation, training, management tool application, etc., with a total of 300 participants, which effectively promoted the improvement of safety business and built a first-class safety talent team.

#### **建設安全人才隊伍**

對核心崗位人員開展專項培訓，從安全、安保、事件調查、培訓、管理工具運用等方面進行系統性授課，提高安全崗位操作標準，總計參訓300人次，有效促進安全業務提升，打造一流安全人才隊伍。

#### **Strengthening safety promotion and education**

The Company carried out the normal safety culture education development, and conducted safety culture publicity activities in combination with “Safety Culture Year” and “Safety Production Month” to integrate safety culture into daily work and life. The Company carried out special safety culture construction, focused on the creation of safety culture works and new media publicity works, refined excellent safety culture cases, and promoted the deep-rooted safety culture in all directions.

#### **加強安全宣傳教育**

推行安全文化教育常態化發展，結合「安全文化年」、「安全生產月」，開展安全文化宣講活動，讓安全文化融入日常工作與生活。開展安全文化專項建設，注重安全文化作品及新媒體宣教作品創作，提煉優秀安全文化案例，全方位推進安全文化深植。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### “Safe Production Month” Publicity and Mobilization 「安全生產月」宣貫動員

In response to the 21st National “Safe Production Month”, Meilan Airport held a safe production conference in the afternoon on 30 May 2022. At the conference, the Company publicized and mobilized the “Safe Production Month” plan in 2022, and deployed the main activities and key tasks in 2022 in combination with the Meilan Airport annual work arrangement. After the conference, various departments launched internal publicity and mobilization, hung banners and posted posters to create a sound activity atmosphere.

為響應第21個全國「安全生產月」，二零二二年五月三十日下午，美蘭機場召開安全生產會議，會上進行了二零二二年「安全生產月」方案宣貫及動員，結合美蘭機場的年度工作安排，對二零二二年的主要活動安排和重點工作進行部署。會後，美蘭機場各部門紛紛開展內部宣貫動員、懸掛橫幅、張貼海報，營造良好的活動氛圍。



“Safe Production Month” Publicity and Mobilization  
「安全生產月」活動宣貫

## (VII) Epidemic prevention and control

During the third year of epidemic prevention and control, in the face of the normalization of epidemic prevention and control, the Company consolidated the system of “three-level epidemic prevention and control command system in Meilan Airport region and the mechanism of epidemic prevention and control committee in Meilan Airport region”, resumed the first international (regional) scheduled passenger route which had been suspended for two and a half years due to the epidemic, won three victories in sniper battles against sudden epidemic, and completed a series of major security tasks such as the “Two Sessions”, Boao Forum for Asia, chartered flights for stranded passengers, flights for medical teams, and flights for students returning to Qiong (Hainan) universities. In 2022, a total of 670 normalized supervision and inspection problems have been carried out, and more than 80,000 person-times of epidemic prevention training and assessment have been completed. 624 emergency emergencies have been kept active and 5,349 people with overlapping trajectories have been investigated, and 10 international passenger flights with 1,059 person-times as well as 429 international cargo flights with a total cargo volume of 5,108 tons have been guaranteed. The Company has been highly affirmed and praised by the State Council Joint Prevention and Control Mechanism Working Group, the provincial and municipal governments, the competent departments of the civil aviation industry and other higher-level leading units for many times. It has solidly built the epidemic prevention and control barrier at the Meilan Airport, and has made positive contributions to the Hainan Free Trade Port in “managing the customs and freeing the interior areas”.

## (七) 疫情防控

進入疫情防控第三年，面對疫情防控常態化，本公司鞏固「美蘭機場區域三級疫情防控指揮建制、美蘭機場區域疫情防控委員會機制」的體系，恢復了首條因疫情停航達兩年半的國際（地區）定期客運航線，取得了三場突發疫情攻堅戰狙擊戰的勝利，完成了兩會、博鰲亞洲論壇、滯留旅客包機航班、醫療團隊航班、入返瓊高校學生航班等系列重大保障任務。二零二二年已累計開展常態化督導檢查問題670項，完成防疫培訓學習考核8萬餘人次，始終保持激活狀態並順利處置應急突發事件624起、排查軌跡重疊人員5,349人次，保障國際客運航班10架次、1,059人次，國際貨運航班429架次、貨物總量5,108噸，多次獲得國務院聯防聯控機制工作組、省市區政府、民航行業主管部門等上級領導單位的高度肯定與讚許，紮實築牢了美蘭機場空港口岸疫情防控屏障，為海南自貿港「管住關口、放活內部」保駕護航，作出積極貢獻。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Meilan Airport built an epidemic prevention and control barrier 美蘭機場築牢疫情防務關口

In August 2022, with a new round of raging epidemic, tens of thousands of passengers were stranded at the airport. Meilan airport established a “4+1” inspection mode, adding a matching examination between the terminal examination list and the final boarding list, on the basis of the four barriers of airline inspection, on-site inspection, government itinerary cards verification and system inspection. At the same time, Meilan Airport quickly organized staff to carry out training and adjusted the procedures of the intelligent inspection system for outbound passengers according to the policy standards for leaving inspection formulated by the Haikou COVID-19 epidemic prevention and control headquarters, so that passengers can judge whether they meet the leaving inspection requirements by presenting their ID cards, which improved the inspection efficiency and reduced manual inspection and control errors. In addition, Meilan Airport has also upgraded the epidemic control level, implemented a “daily check-up” of nucleic acid testing for all staff, and increased the disinfection frequency in terminal buildings and public areas. The Company required front-line staff to wear N95 masks, implemented the requirements of only commuting between the office space and residence, and reminded employees to ensure personal and family protection.

二零二二年八月，新一輪疫情來勢洶湧，數以萬計離瓊旅客滯留機場。美蘭機場建立起「4+1」查驗模式，在航司查驗、現場查驗、政府核驗行程卡、系統查驗的4道關口基礎上，新增進入航站樓審核名單和最後登機名單匹配審核環節。同時，美蘭機場根據海口市新冠肺炎疫情防控工作指揮部制定的離島查驗政策標準，迅速組織工作人員開展培訓並調整出港旅客智慧查驗系統程序，實現旅客出示身份證即可判斷是否符合離島查驗要求，提升查驗效率的同時減少人工查驗失誤。此外，美蘭機場還提升疫情管控級別，核酸檢測執行全體員工「每日一檢」，並增加候機樓及公共區域消毒頻次，要求一線崗位人員佩戴N95口罩，同時執行辦公場所、居住地點「兩點一線」要求，提醒員工做好個人及家屬防護。



Building an epidemic prevention and control barrier during security inspection  
安檢過程築牢疫情防務關口



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Improving Service Level

Meilan Airport sped up the smart airport construction through advanced and cutting-edge technology, constantly improved the service management system, and used intelligent means to improve service quality and service level to build a smart airport. The Company formulated and issued the 2022 Haikou Meilan International Airport Service Work Plan (《海口美蘭國際機場二零二二年服務工作方案》), and issued the service promise of “Warm Meilan • A Perfect Ten”. Meilan Airport scientifically combined the market development trend and passenger demand, constantly optimized the service mode, improved the service management system, elevated the service quality, and gained the customer and market recognition. The Company continued to optimize airspace and flight procedures, ensured smooth flight operation, enhanced customer travel experience and strived for a first-class service brand. During the Reporting Period, the Group received a total of 178 complaints and suggestions, with a year-on-year decrease of 27%. 100% of complaints were properly handled.

#### (I) Innovative service awareness

In order to implement standardized service management, Meilan Airport has established a set of standards with 1,181 service details by referring to international, national and industrial service standards and combining with the current service situation. The Company standardized the service quality from 12 aspects such as personnel, process, facilities and environment, and ensured that employees are trained to maintain a high service quality level throughout the process. At the same time, Meilan Airport dug deep into the detailed passenger travel service demand, and not only put forward the service concept of “warm and perfect Meilan service”, but also successively launched a number of convenience service measures such as special passenger love stickers, winter clothes deposit, love counters, first aid services, volunteer assistance, and a brand-new customer service hotline of 0898-966114. In 2022, the Company earnestly released the service promise of “Warm Meilan•A Perfect Ten”, covering ten major aspects, such as transportation, check-in security examination and cargo transportation, focusing on the passengers’ travel difficulties, blocking areas and pain points, and comprehensively promoted the service quality and brand improvement.

### 提升服務水平

美蘭機場通過先進技術和前沿科技加快智慧機場建設，不斷完善服務管理制度，利用智慧化手段，提升服務質量和服務水平，打造智慧機場。制定並印發《海口美蘭國際機場二零二二年服務工作方案》，發佈「星馨美蘭•十全十美」服務承諾，科學地結合市場發展趨勢及旅客需求，不斷優化服務模式，完善服務管理體系，提升服務質量，收穫客戶和市場認可。持續推進空域和飛行程序優化工作，保障航班運行順暢，提升客戶出行體驗，爭創一流服務品牌。報告期內，本集團接獲並處理共178起旅客投訴和建議，投訴量同比下降27%，妥善處理投訴比例達100%。

#### (一) 創新服務意識

為實行標準化服務管理，美蘭機場參考國際、國家、行業服務標準，並結合服務工作現狀，建立起了一套多達1,181項服務細則的標準。從人員、流程、設施、環境等12個方面規範服務質量，通過培訓確保員工始終保持高水準的服務品質。同時，美蘭機場深挖旅客出行服務細節需求，不僅提出「星馨美蘭•馨服務」服務理念，還先後推出了特殊旅客愛心貼、冬衣寄存、愛心櫃檯、急救服務、志願者幫扶、0898-966114全新客服熱線等多項便民服務舉措，並在二零二二年向社會鄭重發佈了「星馨美蘭•十全十美」服務承諾，涵蓋交通出行、值機安檢、貨物運輸等十大方面，聚焦旅客出行的難點、堵點和痛點，全面推進服務品質、品牌雙提升。



Meilan Airport quality service  
美蘭機場優質服務

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

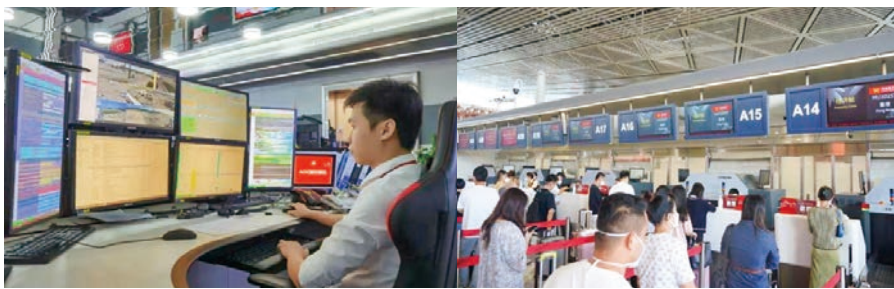
## 環境、社會和管治報告

### (II) Normal flight services

For civil airports, normal flight is the best service. Meilan Airport anchored itself on the construction goal of becoming the window unit and a large hub airport of Hainan Free Trade Port. With the concept of "thorough knowledge, accurate control and coordination", at the end of 2021, the Company re-planned the building of a new Airport Operations Control Centre (AOCC), a new apron tower and a new tower, so as to promote Meilan Airport's two-way circulation and steady improvement in flight operation efficiency and profitability, and ensure passengers' smooth travel. In 2022, the year-on-year increase in normal departure rate, normal release rate and normal take-off rate of airport flights was 3.17%, 5.15% and 8.28% respectively, and the outbound flights taxiing time was 10.74 minutes, representing a year-on-year decrease of 0.26 minutes. The average taxiing efficiency in 2022 was 10.74 minutes, ranking first among 20 airports with two runways or more in China.

### (二) 航班正常服務

對於民用機場而言，航班正常是最好的真情服務，美蘭機場錨定海南自貿港窗口單位和大型樞紐機場的建設目標，以「上下貫通、管控精準、協同一體」為理念，二零二一年底，本公司重新部署規劃建設新AOCC(Airport Operations Control Centre，機場運行控制中心)、新機坪塔台與新塔台，促使美蘭機場在航班運行效率與效益方面得到雙向循環穩步提升，保障旅客順暢出行。二零二二年，機場航班始發正常率、放行正常率、起飛正常率分別同比上升3.17%、5.15%、8.28%，出港航班滑行時間10.74分鐘，同比減少0.26分鐘，二零二二年全年平均出港滑行效率10.74分鐘，在全國20家雙跑道(含)以上機場中排名第一。



Normal flight service assurance  
保障航班正常服務

### (III) Service honors

- "2022 Best Regional Airport in China" granted by SKYTRAX;
- "Best Airport in the Asia-Pacific Region (15-25 Million Passengers, ASQ Asia Pacific)" granted by Airport Council International (ACI);
- Won 10 honors in terms of service standards, service innovation, team building, youth civilization demonstration post, etc., granted by 6 units including Civil Aviation Central South Administration, Hainan Association for Quality, Youth League Committee of Civil Aviation Central South Administration and CAPSE Innovation Award Organizing Committee; and won 29 honors such as Best Agent, Best Partner and Quality Service for the Year granted by 14 airlines and contracting units;
- Received 324 pennants and 12,259 letters of commendation from passengers, and 144 employees were awarded Service Model Badges.

### (三) 服務榮譽

- 二零二二年SKYTRAX中國區最佳區域機場獎；
- ACI「最佳機場(1,500~2,500萬規模組)」(ASQ亞太區)；
- 獲得民航中南管理局、海南省質量協會、民航中南局團委、CAPSE創新獎組委會等6家單位在內的，涵蓋服務標準、服務創新、班組建設、青年文明示範崗等方面10項榮譽；同時，還獲得14家航空公司及協議單位年度最佳代理人、最佳合作夥伴、品質服務等29項榮譽；
- 收到旅客贈送的錦旗324面、表揚信12,259封；144名員工被授予服務標兵徽章。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### HARMONIOUS SYMBIOSIS: THE ECOLOGICAL CIVILIZATION PRACTITIONER

Meilan Airport adhered to the overall idea of green development, deepened its management comprehensively from the aspects of green building energy saving, electronic equipment energy saving, clean energy utilization and green travel mode, continuously promoted low-carbon energy saving, dug deep in pollution prevention, actively responded to climate change, practiced ecological civilization, created greater environmental and social values, and built an eco-friendly green airport.

#### Practicing Green and Low Carbon Development

Guided by the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Environmental Impact Assessment (《中華人民共和國環境影響評價法》), the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》) and other environmental protection laws and regulations, and relying on the revision of the Energy Management Manual of Haikou Meilan International Airport (《海口美蘭國際機場能源管理手冊》), the Company newly formulated and issued the Meilan Airport Carbon Emission Management Regulations (Trial Implementation) and the Meilan Airport Energy Conservation and Emission Reduction Regulations during the Reporting Period, which systematically improved the Group's energy management level and provided guidance for energy conservation and emission reduction.

#### (I) Emissions management

##### *Exhaust gas emissions*

The Group strictly abided by the Air Pollution Prevention Law of People's Republic of China (《中華人民共和國大氣污染防治法》), the Air Pollution Prevention Action Plan (《大氣污染防治行動計劃》) and other laws and regulations, constantly improved the management of greenhouse gas and exhaust gas emissions, and took various measures to reduce the negative environment impact of business activities. The Company formulated and issued the Meilan Airport Carbon Emission Management Regulations and replaced all infield vehicles (except the exempted vehicles) with new energy vehicles, through the "replacing fuel vehicle with electricity vehicle" project. Meanwhile, the Company sped up the charging piles construction to ensure the realization of the goal of the overall exhaust gas and greenhouse gas emissions reduction by 10%, which is to reduce the total volume of greenhouse gas to approximately 54,498.95 tons by 2025.

### 和諧共生：生態文明的踐行者

美蘭機場堅持綠色發展總體思路，從綠色建築節能、電子設備節能、清潔能源利用、綠色出行方式等全方位深化管理，不斷推進低碳節能、深化污染防治，積極應對氣候變化，踐行生態文明，創造更大的環境價值與社會價值，打造生態友好型綠色空港。

#### 踐行綠色低碳

以《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國固體廢物污染環境防治法》等環保法律法規為指導，修訂《海口美蘭國際機場能源管理手冊》為依托，報告期內新制訂並下發《美蘭機場碳排放管理規定（試行）》《美蘭機場節能減排管理規定》，從制度上提升本集團能源管理水平，為開展節能減排提供指引。

#### (一) 排放物管理

##### *廢氣排放*

本集團嚴格遵守《中華人民共和國大氣污染防治法》《大氣污染防治行動計劃》等法律法規，不斷完善溫室氣體和廢氣排放管理，多措並舉，降低經營活動對環境的負面影響。制訂下發《美蘭機場碳排放管理規定》，並通過車輛「油改電」項目，將除豁免用車外，其他內場車輛更換為新能源車輛。同時，加快充電樁建設，以保障實現廢氣和溫室氣體排放總體下降10%的目標，即至二零二五年，溫室氣體總量約下降至54,498.95噸。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Table: Exhaust emission types and amounts<sup>1</sup>

表：廢氣排放類型及數量<sup>1</sup>

Index 指標	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Nitrogen oxides 氮氧化物	Tons 噸	26.90	26.68	8.09
Sulfur oxides 硫氧化物	Tons 噸	0.11	0.57	0.01
Carbon monoxide 一氧化碳	Tons 噸	7.75	8.72	9.87

Table: Greenhouse gas emissions and density

表：溫室氣體排放量及密度

Index 指標	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Total greenhouse gas emissions 溫室氣體排放總量	Tons 噸	60,554.39	31,650.98	46,066.11
Emission of greenhouse gases (Scope 1: direct emissions) 溫室氣體排放(範圍一：直接排放)	Tons 噸	1,860.92	2,520.23	11,051.70
	kg/person 千克／人次	0.17	0.14	0.67
Emission of greenhouse gases (Scope 2: indirect emissions) 溫室氣體排放(範圍二：間接排放)	Tons 噸	58,693.47	29,130.75	35,014.40
	kg/person 千克／人次	5.26	1.66	2.12

Meilan Airport Phase II had a total of 89 new energy operation support vehicles. The Meilan Airport T2 parking building had introduced 297 charging piles, and it will gradually increase the proportion of new energy vehicles in the future to further reduce greenhouse gas emissions.

美蘭機場二期共有新能源運行保障車輛89輛，美蘭機場T2停車樓內已引入297台充電樁，未來將逐步提升新能源車輛使用比例，進一步減少溫室氣體排放。

<sup>1</sup> Exhaust emissions mainly come from off-road motor vehicles owned by Meilan Airport, and its calculation is based on the Technical Guidelines for the Compilation of Air Pollutant Emissions Inventory of Non-road Motor Vehicles (Trial Implementation) (《非道路機動車大氣污染物排放清單編製技術指南(試行)》).

<sup>1</sup> 廢氣排放主要來源於美蘭機場所擁有的非道路機動車。其計算乃參考《非道路機動車大氣污染物排放清單編製技術指南(試行)》。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Waste management

The Company strictly abides by the Law on the Prevention and Control of Environmental Pollution by Solid Wastes (《固體廢物污染環境防治法》) and other relevant laws and regulations, and actively carries out waste classification and recycling even though its own business does not directly produce waste (most of the waste is generated by inbound flights and passengers in the terminal). For harmless wastes that cannot be reused, a professional third party is entrusted for incineration. For hazardous wastes, the production of tires and other wastes is reduced by routine inspection and renovation at the source. For hazardous wastes that cannot be reused, a professional third party with hazardous waste disposal qualification is entrusted for harmless treatment to avoid adverse effects on the ecological environment. During the Reporting Period, we have realized the goal of overall waste emission reduction by 10%.

### 廢棄物管理

本公司嚴格遵守《固體廢物污染環境防治法》等相關法律法規要求，即使自身經營業務並不直接產生廢棄物（絕大部分廢棄物由到港航班和航站樓內往來人員產生），仍積極開展廢棄物分類回收工作。對於無法再利用的無害廢棄物，委託專業第三方進行焚燒處置。對於有害廢棄物，源頭上通過日常檢查、翻新等操作減少輪胎等廢棄物產生，對於無法重複利用的有害廢棄物，委託具有危險廢棄物處置資質的專業第三方進行無害化處理，避免對生態環境產生不良影響。報告期內，實現廢棄物排放總體下降10%的目標。

Table: Types and Quantity of Hazardous Waste

表：有害廢棄物類型及數量

Type of hazardous waste 有害廢棄物類型	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Used engine oil 廢機油	Liter 升	6,840	15,360	21,548
Tires 輪胎	Piece 個	1,297	1,777	1,566
Storage battery 電瓶	Piece 個	267	559	782
Hazardous waste emission intensity <sup>2</sup> 有害廢棄物排放密度 <sup>2</sup>	Tons/RMB100 million 噸／億元人民幣	1.98	/	/

Table: Types and Quantity of Non-hazardous Waste

表：無害廢棄物類型及數量

Type of non-hazardous waste 無害廢棄物類型	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Solid waste 固體廢棄物	Tons 噸	3,724.59	5,371.56	4,908.71
Domestic garbage in public areas of airport and hotel 機場及酒店公共區域生活垃圾	Tons 噸	5,786.07	8,791.50	7,587.30
Kitchen garbage of airport terminal, canteen and hotel, restaurant canteen 機場航站樓、食堂及酒店餐廳食堂廚餘垃圾	Tons 噸	260.38	243.57	134.32
Non-hazardous waste emissions intensity <sup>3</sup> 無害廢棄物排放密度 <sup>3</sup>	Tons/RMB100 million 噸／億元人民幣	856.36	/	/

<sup>2</sup> This is a new disclosure, 6,840 liters of used engine oil weighed in at 5.92 tons, 267 pieces of storage battery weighed in at 3.71 tons, tires weighed in at approximately 10 KG/piece, and unit of production volume was calculated as annual revenue of RMB1,141,461,624.

<sup>3</sup> This is a new disclosure, and unit of production volume was calculated as annual revenue of RMB1,141,461,624.

<sup>2</sup> 此項為新披露數據，6,840升廢機油過磅稱量為5.92噸，267個電瓶過磅稱量為3.71噸，輪胎重量每個約為10KG，產量單位計算指標為年度營業收入人民幣1,141,461,624元。

<sup>3</sup> 此項為新披露數據，產量單位計算指標為年度營業收入人民幣1,141,461,624元。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Table: Use and Quantity of Packaging Materials

表：包裝材料使用情況及數量

Type of packaging materials 包裝材料類型	Unit 單位	2022 二零二二年	2021 二零二一年	2020 <sup>4</sup> 二零二零年 <sup>4</sup>
Commodity packaging cartons 商品包裝紙箱	Ten thousand Pieces 萬個	26.63	32.07	50.10
Fully degradable food packaging boxes 全降解食品打包盒	Ten thousand Pieces 萬個	12.5	18.2	22.5
Food bags <sup>5</sup> 食品打包袋 <sup>5</sup>	Ten thousand Pieces 萬個	4.3	9.1	11.3
Packaging material usage intensity <sup>6</sup> 包裝材料使用密度 <sup>6</sup>	Tons/RMB100 million 噸／億元人民幣	63.29	/	/

### (II) Energy conservation and efficiency enhancement

#### Energy consumption

The Group strictly complied with the Promotion Law of the People's Republic of China on Cleaner Production(《中華人民共和國清潔生產促進法》) and other laws and regulations, adopted diversified measures to improve energy efficiency, strengthened energy conservation and emission reduction management, and promoted the green airport construction of Meilan Airport. The Group formulated and issued the Energy Conservation and Emission Reduction Management Regulations in Meilan Airport and the Business Notice on Energy Conservation and Consumption Reduction in Meilan Airport, and safeguard the goal of achieving an overall 10% decrease in energy consumption from 2022 to 2025 through the single buildings assessment, reclaimed water reuse projects, high-pole lamps energy-saving renovation, central air conditioners energy conservation and consumption reduction and other projects.

### (二) 節能增效

#### 能源消耗

本集團嚴格遵守《中華人民共和國清潔生產促進法》等法律法規，採取多樣化措施，提升能源使用效率，加強節能減排管理，促進美蘭機場綠色機場建設。本集團制定下發《美蘭機場節能減排管理規定》《關於美蘭機場節能降耗的業務通告》等制度、並通過單體樓考核、中水回用項目、高桿燈節能改造、中央空調節能降耗等項目，以保障二零二二年至二零二五年實現能源使用量總體下降10%的目標。

<sup>4</sup> During the Reporting Period, the range of type of packaging material statistics has been changed to include the Company and its subsidiaries, and the packaging material statistics for 2021 and 2020 have been recalculated and updated based on this range to ensure meaningful comparison. The relevant data for 2021 and 2020 are subject to this report.

<sup>5</sup> Since 2021, the Group has adopted degradable materials in food packaging bags.

<sup>6</sup> This is a new disclosure and the unit of production was calculated as annual revenue of RMB1,141,461,624, packaging cartons weighed in at 722.18 tons, packaging boxes weighed in at 0.00625 tons and packaging bags weighed in at 0.000645 tons.

<sup>4</sup> 報告期內包裝材料類型數據統計範圍有所改動，數據統計範圍包含本公司及其附屬公司，並根據該範圍對二零二一年及二零二零年包裝材料數據進行重新計算及更新，以確保有意義的比較。二零二一年及二零二零年相關數據以本報告為準。

<sup>5</sup> 自二零二一年起，本集團食品打包袋採用可降解材料。

<sup>6</sup> 此項為新披露數據，產量單位計算指標為年度營業收入人民幣1,141,461,624元，包裝紙箱重量為722.18噸，打包盒重量為0.00625噸，打包袋為0.000645噸。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



The terminal promotes the energy saving and carbon reduction concept  
 航站樓宣傳節能降碳理念

Table: Type and Quantity of Energy Consumption

表：能源消耗類型及數量

Type of energy 能源類型	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Direct energy consumption 直接能源消耗	Tons (standard coal) 噸(標準煤)	882.86	1,193.29	746.55
	kg (standard coal)/ person <sup>7</sup> 千克(標準煤)/人次 <sup>7</sup>	0.08	0.07	0.05
Indirect energy consumption 間接能源消耗	Tons (standard coal) 噸(標準煤)	13,685.12	6,792.2	7,053.39
	kg (standard coal)/ person <sup>8</sup> 千克(標準煤)/人次 <sup>8</sup>	1.23	0.39	0.43

<sup>7</sup> The reference value is the annual passenger traffic of Meilan Airport.

<sup>8</sup> The reference value is the annual passenger traffic of Meilan Airport.

<sup>7</sup> 此項參考數值為美蘭機場各年度旅客吞吐量。

<sup>8</sup> 此項參考數值為美蘭機場各年度旅客吞吐量。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Water resources management

Meilan Airport strengthens the water resources utilization management, strictly abides by the relevant regulations on sewage treatment such as the Water Law of the People's Republic of China (《中華人民共和國水法》), the Water Pollution Prevention Law of the People's Republic of China (《中華人民共和國水污染防治法》), the Standards for Comprehensive Wastewater Discharge (《污水綜合排放標準》) and the Quality of Recycled Urban Wastewater for Landscape (《城市污水再生利用景觀環境用水水質》). During the construction process, Meilan Airport adopted reclaimed water treatment system to reuse the reclaimed water that reached the national first-class discharge standard and the urban miscellaneous water quality standard for urban sewage reuse for airport greening irrigation, landscape water system and cleaning water. In 2022, the Company saved a total of 942,100 tons of water resources, have already realized the goal of the volume of water resource usage reduction by 10%. The Group will further reduce the total volume of water resources usage through measures such as improving the utilization rate of water resources subsequently. The Group sourced all of its water sources from the municipal pipe network and had no issues in sourcing water that is fit for purpose in 2022.

### 水資源管理

美蘭機場強化水資源利用管理，嚴格遵守《中華人民共和國水法》《中華人民共和國水污染防治法》《污水綜合排放標準》及《城市污水再生利用景觀環境用水水質》等污水治理相關規定，在美蘭機場建設過程中，採用中水回用處理系統，將經處理達到國家一級排放標準及城市污水再生利用城市雜用水水質標準的中水回用於機場綠化灌溉、景觀水系、清潔洗滌用水。二零二二年節約水資源94.21萬噸，已實現本年度製定的水資源使用量總體下降10%的目標，後續本集團將通過提升水資源利用率等措施，進一步降低水資源使用總量。本集團所用水源均取自市政管網，二零二二年度內，本集團在求取適用水源方面無任何問題。

Table: Statistics of Water Resources Utilization

表：水資源利用情況統計表

Index 指標	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Total water consumption 總耗水	Ten thousand tons 萬噸	290.97	328.48	218.72
Water consumption per capita <sup>9</sup> 人均耗水 <sup>9</sup>	ton/capita 噸/人次	0.26	0.19	0.13
Reclaimed water 中水回收	Ten thousand tons 萬噸	94.21	61.22	51.67



### Case 案例

#### Reclaimed water reuse equipment

#### 美蘭機場中水回用設施

According to the self-built reclaimed water reuse facilities, Meilan Airport Environmental Protection Station will treat and reuse sewage. The Company increased the coverage area and reuse amount of reclaimed water pipe network in 2022, and used reclaimed water for greening irrigation, road flushing and toilet flushing in the site area, with the reclaimed water reuse amount in 2022 of 942,100 tons, and can save cost of nearly RMB2 million.

美蘭機場環保站依據自建的中水回用設施，對污水進行中水處理回用，二零二二年加大中水管網覆蓋面積及回用量，並將中水用於場區的綠化灌溉、道路沖洗及沖廁，二零二二年中水回用量為94.21萬噸，可節支費用近人民幣200萬元。



Meilan Airport reclaimed water system  
美蘭機場中水系統

<sup>9</sup> The reference value is the annual passenger traffic of Meilan Airport.

<sup>9</sup> 此項參考數值為美蘭機場各年度旅客吞吐量。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Green airport construction

Meilan Airport actively responded to the special plan for civil aviation green development under the “14th Five-Year Plan”, focused on improving the green operation management system, and made every effort to build a new benchmark for civil aviation green airport construction through energy-saving renovation projects such as reclaimed water reuse, bridge-borne equipment and ground energy equipment replacing aircraft APU, green lighting LED renovation, central air conditioning energy-saving renovation, high-efficiency wind cabinet renovation, photovoltaic power station and “replacing fuel vehicle with electricity vehicle”. Meilan Airport Terminal 2 Project has obtained the “Three Star Green Building Design Identification Certificate”. In 2022, Meilan Airport won the title of “Demonstration Enterprise” for energy conservation and emission reduction issued by Hainan Energy Conservation and Emission Reduction Association, and successfully passed the energy management system certification and obtained the certificate.

### 綠色機場建設

美蘭機場積極響應「十四五」民航綠色發展專項規劃，圍繞綠色運營管理體系，通過中水回用、橋載設備及地面能源設備替代飛機APU、綠色照明LED改造、中央空調節能改造、高效風櫃改造、光伏電站、車輛「油改電」等節能改造項目，確保機場低碳高效運行，全力打造民航綠色機場建設新標桿。美蘭機場T2航站樓項目已獲得「三星綠色建築設計標識證書」。二零二二年，美蘭機場榮獲海南省節能減排協會頒佈的節能減排「示範企業」稱號，並順利通過能源管理體系認證，取得能源管理體系認證證書。



Energy conservation and emission reduction project in Meilan Airport  
美蘭機場節能減排項目

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Meilan Airport Terminal 2 green and low carbon operation

##### 美蘭機場T2航站樓綠色低碳運行

With the help of roof design, Meilan Airport Terminal 2 introduced natural light, configured the roof with bougainvillea, the Hainan provincial flower and the Haikou municipal flower, so that the main roof light transmittance reaches 60%, which adhered to the ecological harmony concept and effectively saved energy. At the same time, the Company also adopted energy-saving equipment and facilities such as air source heat pump hot water system, heat island intensity reduction technology, high-efficiency refrigeration system, reclaimed water reuse system and pipe network, water-saving irrigation system, air filter system, and indoor air quality monitoring system, which adhered to the economical and intensive use principle and ensured the low-carbon and high-efficiency operation of Meilan Airport Terminal 2.

美蘭機場T2航站樓借助屋面設計引入自然光，屋面以海南省花、海口市花三角梅為構型，巧妙引入自然採光，使主屋面透光度達60%，秉承生態和諧理念，有效節約能源。同時採用空氣源熱泵熱水系統、降低熱島強度技術、高效製冷系統、中水回用系統及管網、節水灌溉系統、空氣過濾器系統、室內空氣質量監控系統等節能設備設施，堅持節約集約使用原則，保障美蘭機場T2航站樓低碳高效運行。



Energy-saving equipment in Terminal 2  
T2航站樓節能設備

Meilan Airport will continue to promote green and low-carbon life, constantly improve its energy management system, and build an eco-friendly and green airport with "economy, environmental protection, technology and humanity" by promoting and implementing green LED lighting, optimizing electromechanical facilities operation monitoring system and central air-conditioning energy-saving management and control system, replacing fuel vehicle with electricity vehicle, accelerating the application of distributed Figurevoltaic power generation and expanding reclaimed water system.

美蘭機場將繼續推廣綠色低碳生活，不斷完善能源管理體系，並且通過推廣、實施綠色LED照明、優化機電設施運營監控系統與中央空調節能管控系統、車輛「油改電」工程、加快應用分佈式光伏發電、擴充中水系統等節能減排項目，持續推進可持續發展戰略，構建「節約、環保、科技、人性化」的生態綠色機場。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Addressing Climate Change

With the global industrialization acceleration and the influence of human activities, global climate change is seriously threatening survival of mankind and has become a challenge across the globe. Various countries signed the Paris Agreement with the aim to significantly reduce global greenhouse gas emissions, and China deeply participated in global climate change governance, and put forward the goal of “carbon peak and carbon neutrality” (“**Double Carbon**”) to deal with climate change.

As the air gateway for the construction of Hainan Free Trade Port, Meilan Airport has thoroughly implemented the “State Council’s Guideline to Accelerate the Development of a Green and Low-carbon Circular Economic Development System (國務院關於加快建立健全綠色低碳循環發展經濟體系的指導意見)”. According to the task of green development of CAAC, Meilan Airport has carried out “Double Carbon” work target of the country, actively adopted a series of energy conservation and emission reduction measures, greatly promoted the construction of green airport, established internal system of evaluation standards of green airport, carried out self-assessment of green airport, established carbon emission working group and carbon emission monitoring system, and formulated carbon emission management working plan, to consistently promote the application of carbon reduction technologies through issuing “Energy Conservation and Emission Reduction Regulations (節能減排管理規定)” and “Carbon Emission Management Regulations (碳排放管理規定)” and other over 20 sets of systems of energy measurement, monitoring and energy conservation and emission reduction. Meanwhile, Meilan Airport strives to improve climate change governance, combining with the climate working mechanism in specific areas in the airport, the Company has comprehensively identified the climate change risks and opportunities, formulated the Haikou Meilan International Airport Flood and Wind Prevention Special Emergency Plan (《海口美蘭國際機場防汛防風專項應急預案》), and set up a climate emergency organization to timely respond to the potential and real threats to the airport caused by extreme weather such as marine climate change, rainstorm, typhoon and fog, so as to scientifically and effectively improve Meilan Airport’s climate change response.

### 應對氣候變化

隨著世界工業化進程加快和人類活動影響，全球氣候變化嚴重威脅人類生存，氣候變化已成為全球性挑戰問題，各國簽署《巴黎協定》旨在大幅減少全球溫室氣體排放，中國深度參與全球性氣候變化治理，為應對氣候變化提出「碳達峰、碳中和」(「**雙碳**」)目標舉措。

美蘭機場作為海南自貿港建設的空中門戶，深入貫徹《國務院關於加快建立健全綠色低碳循環發展經濟體系的指導意見》，按照民航局綠色發展工作任務，落實國家雙碳工作目標，大力推進綠色機場建設，建立了內部的《綠色機場評價標準》制度，開展綠色機場自評工作，成立碳排放工作小組，建立碳排放監測制度，並制定碳排放管理工作計劃，通過下發《節能減排管理規定》《碳排放管理規定》等20餘項能源計量、監測及節能減排制度，不斷推廣應用減碳降碳技術。同時，美蘭機場着力提升氣候變化管治水平，結合機場特定區域氣候工作機制，全面識別氣候變化風險與機遇，制定了《海口美蘭國際機場防汛防風專項應急預案》，設置氣候應急組織機構，及時應對海洋氣候變化、暴雨、颱風和大霧等極端惡劣天氣對機場形成的潛在和現實威脅，科學有效提升美蘭機場應對氣候變化的能力。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Various departments united to respond to Typhoon Chaba

機場各部門齊心應對颱風「暹芭」

Facing the arrival of Typhoon Chaba No.3 in 2022, the staff of various departments in Meilan Airport rushed out to carry out a series of preparations, so as to effectively cope with and reduce the impact of the typhoon. All departments started the early warning mechanism for flood and typhoon prevention from the following aspects: holding a flood and typhoon prevention start-up meeting, overhauling equipment hidden dangers, improving logistics personnel and material arrangements, investigating the risk areas for flood and typhoon prevention and stagnant water, strengthening key equipment such as road guardrails doors and window locks, and enhancing employees' emergency response ability for flood and typhoon prevention, so as to ensure safe operation and smooth passenger travel under special weather.

面對二零二二年第三號颱風「暹芭」的到來，美蘭機場各部門的工作人員緊急出動，開展一系列針對颱風的準備工作，有效應對和降低颱風帶來的影響。機場各部門從召開防汛防風啟動會、檢修設備隱患、完善後勤人員和物資安排、排查防汛防風積水風險區域、加固道路護欄門窗鎖等關鍵設備、強化員工防風防汛應急處置能力等方面入手，啟動防汛防風預警機制，確保特殊天氣下生產運行安全、旅客出行順暢。



Meilan Airport is united in its efforts to cope with Typhoon Chaba  
美蘭機場眾志成城應對颱風「暹芭」

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Ecological Environment Protection

During the airport construction and operation of the Group, the ecological environment will be impacted to a certain extent. For example, noise will be generated during the aircraft take-off, which would impact the birds' living environment. The Group attaches great importance to ecological environmental protection and has taken a series of ecological protection measures to minimize the negative impact on the environment.

#### (I) Rare birds rescue and noise detection

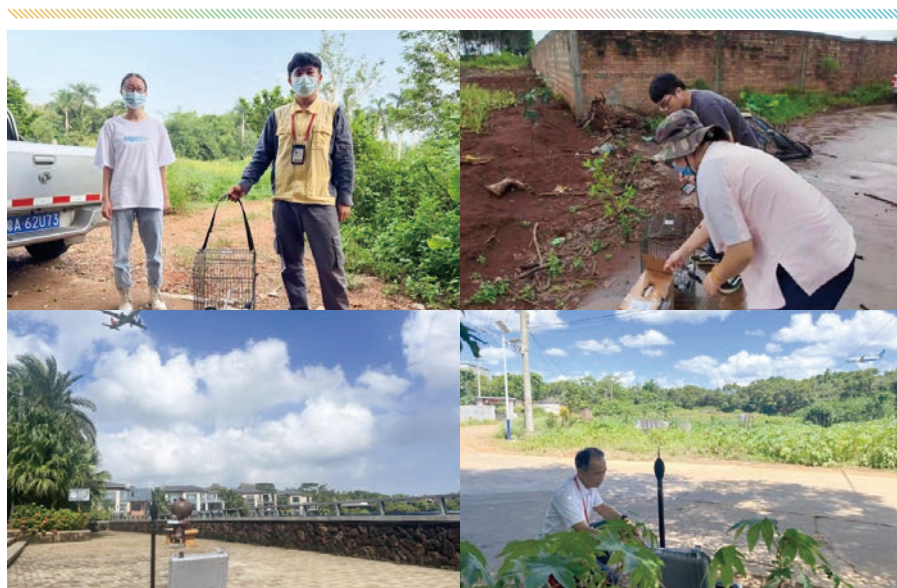
The Group is well aware that while ensuring the civil aviation safety, it will inevitably impact birds in Meilan Airport and eventually the ecological environment. Therefore, on the premise of ensuring flight safety, the Group seeks a balance between civil aviation safety and ecological protection to reduce the harm to birds. During the Reporting Period, the Group continued to cooperate with Hainan Academy of Forestry, Hainan Libo Animal Protection Center and Haikou Swan Lake Animal Base to jointly carry out the precious birds rescue and the endemic birds research in Hainan Island. In addition, according to the requirements of relevant departments, the Group also implemented noise control and carried out noise monitoring around Meilan Airport in order to meet all noise monitoring and flight path monitoring requirements. In 2022, the Company rescued a total of 26 birds under national second-class protection and carried out 52 times of noise monitoring.

### 保護生態環境

本集團在機場建設和運營過程中，會對生態環境產生一定的影響，例如飛機起飛過程中會產生噪聲，會對鳥類生活環境造成一定的影響。本集團十分重視生態環境保護，為最大程度降低對環境的負面影響採取了一系列生態保護措施。

#### (一) 救助珍稀鳥類和噪聲檢測

本集團深明在保證民航安全的同時，不可避免地會對美蘭機場內活動的鳥類，以至生態環境造成影響。為此，本集團在保障航班安全的前提下，尋求民航安全與生態保護的平衡點，以降低對鳥類的傷害。報告期內，本集團持續與海南省林業科學研究所、海南理播動物保護中心、海口天鵝湖動物基地合作，共同開展珍稀鳥類救助及海南島特有鳥類研究工作。此外，本集團亦根據相關部門的要求，落實噪聲控制工作，在美蘭機場週邊開展噪聲監測工作，從而滿足噪聲監測和飛行航跡監測的所有要求。二零二二年全年共計救助國家二級保護鳥類26隻，開展52次噪聲監測。



Birds rescue and noise monitoring  
開展鳥類救助和噪聲監測

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (II) Adhering to green public welfare

Adhering to green public welfare, the Group adopted the grid permeable brick paving material to construct ecological parking lots so as to enable it to have the functions of aesthetic and water conservation, and improved the landscape efficiency of public areas. The landscape renovation uses an environmentally friendly material, i.e. coconut husk, supplemented with roseite to improve the planting base and soil fertility and benefit the ecological environment in the long run. The Group also encouraged more employees to participate in ecological environmental protection and practice the concept of green living through various forms of green publicity and education activities such as tree planting festival activities, garbage classification publicity and promotion, environmental sanitation improvement, vector biological prevention system, sanitation cleaning, and post-typhoon restoration.

### (二) 堅守綠色公益

本集團堅守綠色公益，採用網格透水磚材質鋪地建設生態停車場，使其兼具美觀與涵養水源功能，提高公共區域景觀效益。景觀改造使用環保材料椰糠土，並添加蛭石，改善種植基質，提高土壤肥力，更長久造福生態環境。本集團還通過開展植樹節活動、垃圾分類宣介、環境衛生整治、病媒生物防制、衛生大掃除、颱風過後場區恢復等形式多樣的綠色宣傳教育活動，鼓勵更多員工參與生態環境保護、踐行綠色生活理念。

## FORGING AHEAD IN UNITY: PROTECTOR OF EMPLOYEES' RIGHTS

Employees are the Company's valuable resources and wealth. The Group adheres to the people-oriented management philosophy, creates a diverse, equal and inclusive workplace environment, respects and protects the rights and interests of employees, and regulates their career development path, which implements the care for employees and enhance their sense of belonging and happiness.

## 團結奮進：員工權益的保障者

員工是公司寶貴的資源和財富，本集團秉持以人為本的管理理念，創造多元、平等、包容的職場環境，尊重和保障職工權益，規範職業發展路徑，將對員工的關愛落到實處，提升員工的歸屬感和幸福感。

### Empowering Employee Growth

In order to broaden employees' career development and effectively plan the Group's human resources, the Group has formulated a dual-channel system for employees' career development, and made a development training plan suitable for employees and built a diversified development platform to meet the post demand and post-talent matching. In 2022, the Group conducted 172 trainings, with a total of 9,354 trainees, an average of 7 trainings per capita and a total training duration of 4,137 hours.

### 助力員工成長

本集團為拓寬員工職業發展，有效規劃本集團人力資源，為員工制定了職業發展雙通道制度，並以崗位需求、人崗匹配為目標，為員工制定適合自身的發展培訓計劃，搭建多元化的發展平台。二零二二年，實施培訓172項，受訓總人次9,354人次，人均受訓達7次，總受訓時長4,137小時。

In order to further consolidate the grass-roots talent team construction, combined with the actual operation and management needs of "Double Terminals + Double Runways" in Meilan Airport, in 2022, the Group carried out the theme activity of "Capacity Improvement and Construction Year" within the Company, and regularly organized various skills training related to the daily work scope, so as to ensure smooth development of employees. The Group implemented the system of "open competition and selection of supervisors" to make the career promotion of employees smoother, fairer and more just.

為進一步夯實基層人才隊伍建設，結合美蘭機場「雙航站樓+雙跑道」運營管理實際需要，二零二二年在公司範圍內開展「能力提升建設年」主題活動以及定期組織各種涉及日常工作範圍的技能培訓，致力於員工發展道路暢通。實行「主管公開競聘選拔」制度，讓員工職業晉升道路更加暢通、公平、公正。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Leaders and managers go to the podium

##### 領導幹部上講台

In order to thoroughly study and implement the spirit of the General Secretary Xi Jinping's important exposition on the construction of cadres' ability, give full play to the leading role of leaders and managers, and enhance the comprehensive ability of managers and workers, Meilan Airport organized a series of training activities themed "leaders and managers go to the podium" in 2022, in which company level leaders attended for 4 times and department level leaders attended for 24 times, and more than 1,500 managers and employees participated in the study, further promoting the standardization and normalization of managers' going to the podium, creating a strong atmosphere for improving the managers and workers' ability, and promoting the deep and solid establishment of a learning organization.

為深入學習貫徹習近平總書記關於幹部能力建設的重要論述精神，充分發揮領導幹部示範帶頭作用，提升廣大幹部職工綜合能力，美蘭機場組織二零二二年「領導幹部上講台」系列培訓活動，共開展公司領導上講台4期，部門領導上講台24期，1,500多名幹部員工參與學習，進一步推動管理幹部上講台規範化、常態化，營造幹部員工能力提升建設濃厚氛圍，促進學習型組織創建行動走深踩實。



The training site of leaders and managers go to the podium  
領導幹部上講台培訓現場

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



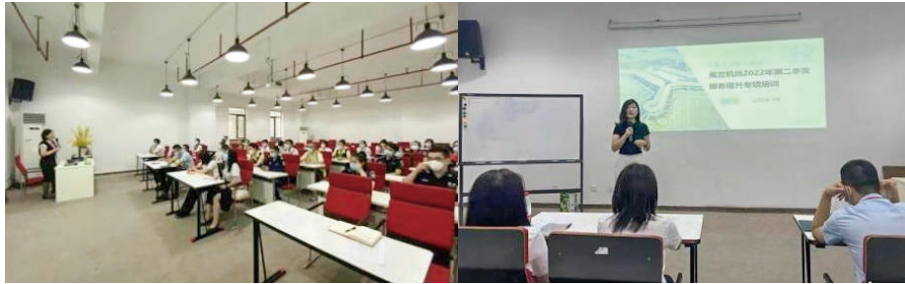
### Case 案例

#### Service improvement special training

##### 服務提升專項培訓

The Company organized four special trainings on service improvement in Meilan Airport, including Service Consciousness and Service Culture Construction, Skills of Effective Communication with Passengers, Service Function Introduction of Terminal Building, Precautions for Airport Epidemic Prevention Guidance, Airport Service Etiquette and Image, Handling Process of Passengers Accidental Injuries, and Handling Skills of Public Opinions and Service Complaints. The company-level trainings had 166 participants and re-trainings for front-line key service personnel had 4,707 participants. The training focused on filling in the employees' service knowledge weaknesses, ability shortcomings and experience blind spots, comprehensively improving employees' overall service ability, and advancing service quality governance efficiency, service soft power and brand influence.

組織開展美蘭機場服務提升專項培訓4班次，培訓內容有《服務意識與服務文化建設》《旅客有效溝通技巧》《航站樓服務功能介紹》《機場防疫引導注意事項》《機場服務禮儀與形象》《旅客意外傷害處置流程》《輿情與服務投訴處理技巧》，公司級培訓參加培訓166人次，二次培訓一線服務骨幹人員4,707人次。培訓着力補齊員工服務知識弱項、能力短板和經驗盲區，全面提升員工服務綜合能力，實現服務質量治理效能、服務軟實力及品牌影響力的提升。



Service improvement special training  
服務提升專項培訓

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Table: Types and Data of Employee Training Indicators<sup>10</sup>

表：員工培訓指標類型和數據<sup>10</sup>

Training indicators 培訓指標	2022 二零二二年	2021 二零二一年	2020 二零二零年
Training rate of male employees (%) 男員工培訓率(%)	100	100	100
Training rate of female employees (%) 女員工培訓率(%)	100	100	100
Training rate of senior management (%) 高級管理層培訓率(%)	100	100	100
Training rate of middle management (%) 中級管理層培訓率(%)	100	100	100
Training rate of staff at grass-roots level (%) 基層員工培訓率(%)	100	100	100
Training hours of male employees (hours) 男員工培訓時數(時)	2,535 3.19 hours/person 3.19小時/人	2,735 3.93 hours/person 3.93小時/人	2,449 3.99 hours/person 3.99小時/人
Training hours of female employees (hours) 女員工培訓時數(時)	1,602 3.19 hours/person 3.19小時/人	1,796 3.93 hours/person 3.93小時/人	1,745 3.99 hours/person 3.99小時/人
Training hours of senior management (hours) 高級管理層培訓時數(時)	342 114 hours/person 114小時/人	118 23.60 hours/person 23.60小時/人	111 18.50 hours/person 18.50小時/人
Training hours of middle management (hours) 中級管理層培訓時數(時)	91 2.94 hours/person 2.94小時/人	28 7.00 hours/person 7.00小時/人	107 3.24 hours/person 3.24小時/人
Training hours of staff at grass-roots level (hours) 基層員工培訓時數(時)	3,704 2.94 hours/person 2.94小時/人	3,755 3.96 hours/person 3.96小時/人	3,976 4.96 hours/person 4.96小時/人

<sup>10</sup> In order to standardize the data, training hours of types and data of employee training indicators table are rounded to the nearest whole number.

<sup>10</sup> 為統一規範數據，員工培訓指標類型和數據表中培訓時數數據取整數。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Protecting Rights and Interests of Employees

#### (I) Equal employment

The Group strictly abides by the Labor Law of the People's Republic of China (《中華人民共和國勞動法》) (the "Labor Law"), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) (the "Labor Contract Law") and the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》) and other relevant laws and regulations. The Company has a perfect employment-related system or work plan, such as recruitment, employment, salary and welfare, promotion, rewards and punishments, and entry and exit, to ensure that the whole process is legal, compliant and rule-based. The documents on formulated system include: Regulations on the Personnel Introduction Management in Meilan Airport (《美蘭機場人員引進管理規定》), Interim Measures for the Labor Contracts Management in Haikou Meilan International Airport (《海口美蘭國際機場勞動合同管理暫行辦法》), Regulations on the Management of Rewards and Punishments in Meilan Airport (《美蘭機場獎懲管理規定》), and the revised documents include Regulations on the Entry and Exit Management in Meilan Airport (《美蘭機場入離職管理規定》).

The Company insists on recruiting employees based on the principles of "timely talent introduction on demand, talent and post matching, and selecting the best candidate", which fully embodies the principles of openness, fairness, impartiality, compliance and competition. The talents introduction is carried out in compliance with the relevant state and industry requirements. If illegal employment is found, the Group will abide by the Labor Law and other relevant laws and regulations for handling illegal labor and employment. If the employment contract needs to be dissolved through consultation, the Group will handle it in accordance with the relevant procedures and provisions of the Labor Contract Law. The Group strictly abides by laws and regulations such as the National Regulations on Prohibiting the Use of Child Labor (《禁止使用童工規定》) and the Regulations on Employees Working Hours of the State Council (《國務院關於職工工作時間的規定》), regularly reviews the existing employment policies and pays attention to relevant laws and regulations in order to update the Group's system and ensure that all the employees recruited are over 18 years old. The Group will strictly verify the personal information provided by the employees and correct the problems found in time. If we discover children below the lawful working age or the occurrence of forced labor, we will take measure to stop their work, and try our best to help the children, their families and employees who are forced to work, to prohibit child labor and forced labor. During the Reporting Period, the Group had no occurrence of using child labor or forced labor.

As at the end of the Reporting Period, the Group had a total of 1,296 employees, of whom 502 were female, accounting for 38.7%. The Group has signed labor contracts with all employees, and the labor contract signing rate is 100%.

As at the end of the Reporting Period, the Group staff turnover rate was 5.97%. In order to continuously improve the employee system management, the Group investigated the reasons for employees' resignation by means of questionnaires and interviews, which include personal career planning, family reasons, statutory retirement, salary and benefits, etc. The Group has continuously strengthened its work in employee career development, salary and welfare, employee care, etc., and formulated dual-channel career development management measures and employee care management system to enhance employee well-being and sense of belonging, so as to retain talents and reduce employee turnover rate.

### 保障員工權益

#### (一) 平等僱傭

本集團嚴格遵守《中華人民共和國勞動法》(《勞動法》)、《中華人民共和國勞動合同法》(《勞動合同法》)、《中華人民共和國未成年人保護法》等有關法律法規，並擁有完善的招聘錄用、勞動用工、薪酬福利、招聘晉升、獎懲及人員入離職等僱傭相關制度或工作方案，確保從人員引進到離職全流程合法合規、有章可循。已制定的制度文件有：《美蘭機場人員引進管理規定》《海口美蘭國際機場勞動合同管理暫行辦法》《美蘭機場獎懲管理規定》，修訂中的文件有《美蘭機場入離職管理規定》。

本公司堅持按照「按需引進、適時引進、人崗相適、擇優錄用」的原則開展員工招聘，充分體現公開、公平、公正、合規、競爭的原則。人員引進均遵守國家及行業的相關要求。如發現違規僱傭，本集團均遵守《勞動法》等相關法律法規處理違法勞動用工；如僱傭合約出現需協商解除的情況，本集團均會按照《勞動合同法》的相關程序及規定處理。本集團嚴格遵守國家《禁止使用童工規定》和《國務院關於職工工作時間的規定》等法律法規，定期審核現有僱傭政策並關注相關法律法規以便更新本集團制度，保證所招聘員工年齡均在18歲以上。本集團將對入職人員提供的個人信息進行嚴格核對，發現問題及時糾正，如果在工作場所發現低於法定工作年齡的兒童或存在強制勞動的行為，將採取措施讓其停止工作，並且盡可能地幫助兒童、其家人及被強制勞動的僱員，以避免童工和強制勞動現象的發生。報告期內，本集團未出現使用童工和強制勞動的情況。

截至報告期末，本集團共有員工1,296人，其中女性員工502名(佔比為38.7%)。本集團與所有員工均簽訂有勞動合同，勞動合同簽訂率達100%。

截至報告期末，本集團員工流失率為5.97%。為持續完善本集團的員工制度管理，本集團採用問卷、訪談等形式對員工離職原因進行調查，當中員工主要離職原因包括員工個人職業生涯規劃、家庭原因、到達法定退休年齡辦理退休、薪酬福利等。本集團不斷加強員工職業發展、薪酬福利、員工關愛等方面的工作，制定職業發展雙通道管理辦法、員工關愛管理制度等，提升員工幸福感和歸屬感，以挽留人才，降低員工流失率。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Table: Statistics of Employees<sup>11</sup>

表：員工情況數據統計表<sup>11</sup>

Name of indicators 指標名稱		2022 二零二二年	2021 二零二一年	2020 二零二零年
Total number of employees (individual) 員工總數(人)		1,296	1,153	1,051
Total number of employees by gender (individual) 按性別劃分的員工總數(人)	Male employees 男員工	794	696	614
	Female employees 女員工	502	457	437
Total number of employees by region (individual) 按地區劃分的員工總數(人)	Hainan Province 海南省	1,296	1,153	1,051
Percentage of female employees in management <sup>12</sup> 管理層中女性員工比例 <sup>12</sup>		39.57%	23.08%	33.93%
Employee turnover rate <sup>13</sup> 員工流失率 <sup>13</sup>		5.97%	9.99%	8.18%
Turnover rate by gender 按性別劃分的員工流失率	Male employees 男員工	5.89%	8.47%	7.33%
	Female employees 女員工	6.10%	12.13%	9.38%
Turnover rate by region 按地區劃分的員工流失率	Hainan Province 海南省	5.97%	9.99%	8.18%
Turnover rate by age 按年齡劃分的員工流失率	Aged under 35 35歲以下	6.91%	12.40%	11.58%
	Aged 36-40 36-40歲	2.94%	8.11%	3.38%
	Aged 41-45 41-45歲	1.40%	3.67%	0.92%
	Aged 46-50 46-50歲	0.76%	3.97%	3.17%
	Aged 51-55 51-55歲	8.06%	7.50%	2.50%
	Aged 56-60 56-60歲	26.09%	33.33%	20.00%
Number of employees with disabilities (individual) 殘疾人僱傭人數(人)		12	10	14
New job offers position (individual) 新提供就業職位(個)		100	198	143
Full-time staff proportion <sup>14</sup> 全職人員比例 <sup>14</sup>		100%	100%	100%

<sup>11</sup> During the Reporting Period, the employee data statistical indicators were expanded, and the 2020 and 2021 employee data were calculated and updated according to this indicator to ensure meaningful comparison.

<sup>12</sup> Management refers to managers at the grass-roots level and above.

<sup>13</sup> The staff turnover rate is calculated according to (the number of turnover staff in the category/the number of staff in the category in the Reporting Period) \*100%.

<sup>14</sup> During the Reporting Period, the employees of the Group are full-time, the total number of employees is 1,296.

<sup>11</sup> 報告期內員工情況數據統計指標有所擴大，並根據該指標對二零二零年及二零二一年員工數據進行計算及更新，以確保有意義的比較。

<sup>12</sup> 管理層指基層及以上幹部。

<sup>13</sup> 員工流失率按照(該類別員工流失人數/於報告期該類別員工人數)\*100%計算。

<sup>14</sup> 報告期內，本集團僱員均為全職人員，人數為1,296人。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (II) Remuneration and benefits

The Company guarantees employees' salary and benefits according to the actual situation to relieve employees' worries. According to national laws and regulations, the Group formulated standardized systems in terms of overtime, attendance, leave, social security and provident fund, and provides "seven social insurances and one provident fund" for employees, including five social insurances (endowment insurance, unemployment insurance, work injury insurance, medical insurance and maternity insurance), commercial supplementary medical insurance, employer's liability insurance and housing provident fund. In combination with the actual implementation of employee care, the Company provides paid annual leave on top of the statutory annual leave as required by the state, as well as other humanized leave benefits. Female employees enjoy maternity leave and breastfeeding leave as stipulated by the state, and ordinary employees enjoy paid leave such as accompanying leave and parental leave. At the same time, employees enjoy a variety of special benefits such as physical examination, birthday activity fund, sick leave visit, wedding gift money and so on. According to the Labor Law, Regulations on Overtime Management in Meilan Airport (《美蘭機場加班管理規定》) and Regulations on Employee Leave in Meilan Airport (《美蘭機場員工請休假管理規定》), the Company combined with the actual production and operation needs, implemented the working-hour system integrating standard working hours with comprehensive working hours. In terms of salary management, the Company has always adhered to the principles of work-based distribution, responsibility-based distribution, contribution-based distribution, post-based salary, salary change based on post change, and equal pay for the same post, and established a salary distribution system and a dynamic salary management mechanism that combined post responsibility with work performance.

### (二) 薪酬福利

本公司根據實際保障員工薪酬福利並減輕員工後顧之憂。根據國家法律法規，從加班、考勤、請休假、社保、公積金等各方面制定規範化制度，為員工辦理「七險一金」，包括五項社會保險（養老保險、失業保險、工傷保險、醫療保險、生育保險）、商業補充醫療保險、僱主責任險及住房公積金；結合本公司實際落實員工關愛，提供優於國家規定的帶薪年休假，以及其他人性化的多種休假福利，女員工依法享有國家規定產假、哺乳假，普通員工享有陪護假、父母育兒假等帶薪假期。同時員工享有員工體檢、生日活動基金、病休探望、結婚禮金等多種特色福利。根據《勞動法》《美蘭機場加班管理規定》《美蘭機場員工請休假管理規定》，結合本公司實際生產運行需要，實行標準工時及綜合工時相結合的工時制度。薪酬管理方面，本公司始終堅持按勞分配、按責分配、按貢獻分配、以崗定薪、崗變薪變、同崗同酬的原則，建立崗位責任和工作績效相結合的薪酬分配制度和動態的薪酬管理機制。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (III) Healthy Meilan

The Company has always been committed to providing employees with a safe working environment. According to its own industry characteristics, the Company has actively promoted the construction of occupational health infrastructure and improved the prevention and control of employees' health risks. The Company formulated the "Special Plan for Improving Employee Care Service in Haikou Meilan International Airport" (《海口美蘭國際機場員工關愛服務提升專項方案》) and set up the "Healthy Meilan" team in Meilan Airport to care for employees' health from the aspects of physical health, mental health and environmental health. At the same time, regular physical examinations are arranged for employees, health classes are set up and occupational disease prevention training is carried out, and emotional management and mental health construction of employees are actively strengthened.

According to the relevant provisions of the Law of People's Republic of China on Safety in Production (《中華人民共和國安全生產法》), the Company purchased labor insurance supplies in strict accordance with the actual needs of various production posts in Meilan Airport, and put in place procedures for the delivery, storage and acquisition of labor insurance supplies. At the same time, the Company appointed a dedicated person to take charge of the collection and distribution of labor insurance supplies, and established an account for the distribution and requisition of labor insurance supplies in this unit. Combined with the Provisions on the Management of Labor Protection Articles in Meilan Airport (《海口美蘭機場勞動保護用品管理規定》), Meilan Airport General Office conducts random checks on the use of labor protection articles from time to time. During the Reporting Period, the physical examination coverage rate of employees of the Company reached 100%, and there were no work-related deaths.

### (三) 健康美蘭

本公司一直致力於為員工提供安全的工作環境，根據自身行業特點，積極推進職業健康基礎建設，完善僱員健康風險防控。本公司制定《海口美蘭國際機場員工關愛服務提升專項方案》，設立美蘭機場「健康美蘭」團隊，從身體健康、心理健康、環境健康等方面呵護員工健康。同時，定期安排員工體檢，開設健康課堂和開展職業病預防培訓，積極加強員工情緒管理和心理健康建設。

根據《中華人民共和國安全生產法》相關規定，本公司嚴格按照美蘭機場各生產崗位實際需求申購勞保用品並落實勞保用品相關物資出、入庫及領料手續流程到位，同時，本公司設置專人負責勞保用品的領取和發放，並建立本單位勞保用品發放、領用台帳。結合《海口美蘭機場勞動保護用品管理規定》，美蘭機場綜合辦公室不定期對勞保用品的使用情況進行抽查。報告期內，本公司員工體檢覆蓋率達100%，未出現因工死亡事件。



The emergency center carried out physical examination activities for employees  
急救中心開展員工體檢活動



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

Table: Types and Data of Employee Health and Safety Indicators

表：員工健康與安全指標類型和數據

Name of indicators 指標名稱	2022 二零二二年	2021 二零二一年	2020 二零二零年
Number of work-related fatalities (person) 因工亡故人數(人)	0	0	0
Rate of work-related fatalities (%) 因工亡故比率(%)	0	0	0
Lost days due to work injury (days) 因工傷損失工作日數(日)	0	0	60



### Case 案例

#### Occupational health education and training

##### 開展職業健康教育培訓

On 29 April 2022, Meilan Airport conducted occupational health education and training combined with daily health knowledge, which included emergency treatment of cardiovascular and cerebrovascular diseases and cardiopulmonary resuscitation. A total of 46 representatives from back office functional departments and front-line employees attended the training.

二零二二年四月二十九日，結合日常健康防範常識等內容，美蘭機場開展職業健康教育培訓，培訓內容包含對心腦血管病突發事件的應急處置以及心肺復甦實操，後台職能部門以及一線員工代表共46人參加培訓。



Carry out occupational health education and training activities  
開展職業健康教育培訓活動

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Purchase labor insurance supplies for apron operators 為機坪作業人員採購勞保用品

According to the relevant requirements of the Provisions on the Management of Labor Protection Articles in Meilan Airport, Meilan Airport timely started the project for the procurement of labor protection articles in 2022, customized and purchased more than 7,200 pieces of reflective clothes and raincoats for apron operators, and purchased nearly 6,000 pairs of gloves for distribution and use according to the daily actual consumption of labor protection articles at airport freight stations. At the same time, during the rainy days in winter, Meilan Airport timely solved the daily cold resistance problem for the employees in the apron vehicle driving position, further strengthened the employees labor protection, and effectively ensured the safety and health of employees.

根據《海口美蘭機場勞動保護用品管理規定》相關要求，美蘭機場按時開展二零二二年度勞保用品立項採購工作，為機坪作業人員定制採購反光衣及雨衣共7,200餘件，並根據機場貨運站坪崗位勞保用品日常實際耗損量增購近6,000雙線手套發放使用；同時在冬季陰雨連綿期間，及時為機坪車輛駕駛崗位員工解決日常作業防寒保暖問題，進一步加強員工的勞動保護工作，切實保障員工的安全和健康。

### Attaching Importance to Employee Care

The Company adheres to the “employees-oriented” principle, gives meticulous care to employees, constantly enriches employees’ recreational activities, promotes the balance between work and rest, improves employees’ life experience, helps and comforts employees in difficulty, and creates a harmonious and happy atmosphere.

#### (I) Promoting work-rest balance

Meilan Airport Trade Union has established 11 cultural and sports associations to provide various interesting cultural and sports activities for employees and enrich their spare time life. The Company carried out employee collective birthday party activities, organizing birthday parties for employees celebrating their birthdays in the current month, and further enhanced employees’ cohesion and sense of belonging.

#### (II) Care for female employees

Meilan Airport encourages all departments to set up maternal and child rooms in terminal buildings and staff rest places, and entrusts professional companies to carry out daily management. By holding lectures on maternal and child care knowledge on a regular basis, pregnant female employees and mother passengers can master the actual practice of infant care. The Company carried out comforting activities on holidays such as Women’s Day on March 8 and Mother’s Day to send care to female employees. For female employees during the menstrual period, they are given a one-day paid leave if they have the corresponding medical certificates.

### 注重員工關愛

本公司堅持「以員工為中心」，給予員工無微不至的關懷，不斷豐富員工文娛活動，促進工休平衡，改善員工生活體驗，幫扶慰問困難員工，打造和諧幸福家園。

#### (一) 促進工休平衡

美蘭機場工會成立了11個文體協會，為員工提供各項趣味文體活動，豐富職工業餘生活；推行員工集體生日會活動，為當月生日員工組織生日會，進一步增強員工的凝聚力和歸屬感。

#### (二) 關愛女性員工

美蘭機場鼓勵各部門在航站樓、員工休息場所設立母嬰室，並委託專業公司進行日常管理，通過定期舉辦母嬰護理知識講座，讓產期女職工及旅客媽媽們掌握育嬰實際操作規範；開展三八婦女節、母親節等節假日慰問活動，給女性員工送去關懷；對於生理期女性員工，持有相應醫療證明，予以帶薪休假一天。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (III) Care for vulnerable groups

The Group has set up a caring foundation to provide assistance to employees suffering from serious illness or family changes. By establishing the files of employees in difficulty, the Group can keep abreast of their family status, timely activate the employee assistance channel, and actively solve the urgent needs of current and retired employees with difficulties through insurance claims, mutual aid funds and internal donations.

### (IV) Festival visits

The Group organized visits to employees on major holidays, sent gifts to employees working in front-line posts, and extended holiday wishes and greetings to them, thanking them for their diligence and selfless dedication.

### (三) 關愛弱勢群體

本集團成立愛心基金會，為患重病或是家庭遭受變故的困難員工提供幫扶；通過建立困難員工檔案，及時掌握困難員工家庭狀況，及時啟動員工幫扶通道，積極通過保險理賠、互助基金、內部捐款等方式為困難在職員工、困難退休員工解決燃眉之急。

### (四) 開展節日慰問

本集團在各大節假日組織慰問員工活動，給奮鬥在一線崗位的職工送上慰問品，並致以節日祝福和問候，對他們的勤於職守和無私奉獻表示感謝。



#### Case 案例

#### Visited female workers on “March 8 Women’s Day”

#### 「三八婦女節」慰問女職工活動

On the morning of 8th March 2022, the President of Meilan Airport Trade Union and the Director of the Women’s Working Committee went to the airport emergency center, the information desk in the departure hall, the security check passage, the VIP room, the freight hall and the epidemic prevention post to express their thanks to nearly 200 women worker representatives, and sent them flowers and chocolates with festive wishes. They gained a cordial understanding of the women workers’ working and living conditions and called on them to stand firm on their posts, make contributions and strive to be the most beautiful women fighters during the epidemic prevention and control period.

二零二二年三月八日上午，美蘭機場工會主席及女工委主任一同前往機場急救中心、出發廳問詢台、安檢通道、貴賓室、貨運大廳及防疫崗位等慰問女職工代表近200人，向她們送去鮮花和巧克力並致以節日的祝福，親切了解女職工的工作生活情況，號召女職工在疫情防控期間要立足崗位、建功立業，爭當最美巾幗奮鬥者。



“March 8 Women’s Day” visits to female workers  
「三八婦女節」慰問女職工

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### Case 案例

#### Meilan Airport cultural and sports associations 美蘭機場文體協會

Since mid-August 2022, the 11 cultural and sports associations, such as basketball, volleyball, football, badminton, table tennis, billiards, calligraphy, painting and figuregraphy, music and dance, hiking, debate and chess and card and electronic games competition, which are established by Meilan Airport Trade Union, have started to recruit new members. By the end of 2022, the associations have recruited nearly 1,000 members, and a total of over 1,100 employees have joined the cultural and sports associations. The associations have effectively helped employees to balance their work and life and promoted the healthy development of their bodies and minds.

從二零二二年八月中旬開始，美蘭機場工會成立的籃球、排球、足球、羽毛球、乒乓球、檯球、書畫攝影、音樂舞蹈、徒步、辯論、棋牌電競等11個文體協會開始招收新會員。截至二零二二年底，招新吸收了近千名各類協會成員，參加文體協會的職工已經達到1,100餘人，文體協會的成立有效幫助員工平衡工作和生活，促進員工身心健康發展。



Meilan Airport cultural and sports associations carried out activities  
美蘭機場文體協會開展活動

## COMMITMENT TO GOODNESS: BE A BUILDER OF A BETTER SOCIETY

While focusing on business development, the Group actively fulfilled its social responsibilities, responded to and implemented national policies, gave back to the society with practical actions, deeply integrated into community construction with a high sense of mission, helped rural revitalization, and was keen on charity to jointly promote local harmonious development.

## 奉獻至善：美好社會的建設者

本集團在關注業務發展的同時，積極履行社會責任，響應並落實國家政策，用實際行動回饋社會，以高度的使命感深度融入社區建設，助力鄉村振興，熱衷慈善公益，共同促進地方和諧發展。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Prosperity with Society

Meilan Airport actively participated in social welfare undertakings, and was awarded the National Civilized Unit for six consecutive years, and the social responsibility practices continued to heat up.

#### (I) Helping rural revitalization

In response to the national strategy of fully promoting rural revitalization and consolidating the poverty alleviation achievements, the Company arranged a number of employees to form a revitalization team to help rural poverty alleviation since 2022. According to the work requirements of the Party Committee and the government of Dongge Town, Wenchang City, and in combination with the duties and tasks of “grasping ten things and doing ten things well” (十抓十好), the rural revitalization team worked around “industrial prosperity, ecological livability, civilized rural customs, effective governance and affluent life” (產業興旺、生態宜居、鄉風文明、治理有效、生活富裕), helped Liangfeng Village in Dongge Town solve the difficult problems of the people in need, promoted the payment of medical insurance, carried out epidemic prevention work, and helped alleviate the poverty of poor households and kept monitoring their poverty situation. The team actively planned village-level collective economic income, improved village infrastructure construction, and carried out environmental remediation work, doing practical things and solving many practical difficulties for the villagers.

### 與社會共繁榮

美蘭機場積極參與社會公益事業，連續6屆獲評全國文明單位，社會責任踐行持續升溫。

#### (一) 助力鄉村振興

本公司響應國家全面推進鄉村振興戰略，鞏固脫貧攻堅成果，二零二二年以來，先後安排多名職工組成振興工作隊進行下鄉扶貧。鄉村振興工作隊按照文昌市東閣鎮黨委、政府的工作要求，並且結合「十抓十好」職責任務，圍繞鄉村振興「產業興旺、生態宜居、鄉風文明、治理有效、生活富裕」開展工作，為幫扶村東閣鎮良豐村解決困難群眾難點問題，推進醫療保險繳納，執行防疫工作，幫扶貧困戶脫貧和監測返貧狀況，積極謀劃村級集體經濟收入，改善村基礎設施建設，開展環境整治工作等，真正為村民辦了實事，解決了諸多實際困難。



#### Case 案例

美蘭機場振興工作隊助力文昌市東閣鎮良豐村基礎設施建設

#### Meilan Airport Revitalization Task Force helped infrastructure construction in Liangfeng Village, Dongge Town, Wenchang City

Due to the Typhoon Nesat on 18th October 2022, several roads heading to the sea and field were washed away by continuous torrential rains, which affected the villagers' travel and production. In order to repair the roads and facilitate the villagers, Meilan Airport Revitalization Task Force coordinated with the main leaders of the town government, applied for road construction funds and repaired the roads for 200 meters, thus solving practical difficulties for the villagers.

受二零二二年十月十八日颱風「納沙」影響，連日暴雨造成多條出海路、出田路被沖垮，影響了村民出行和生產，為了修復道路，方便村民，美蘭機場振興工作隊向鎮政府主要分管領導協調，申請修路資金，維修道路200米，為村民解決了實際困難。



Road repair  
道路修復

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### (II) Enthusiastic volunteer service

The Group vigorously promotes the volunteer service spirit, and actively participates in the community's volunteer work such as voluntary blood donation, love tickets and materials donation, visiting the needy, and care for special children, attracting the extensive participation of caring people from all walks of life and employees. At the same time, the Group carried out volunteer service regularly in the terminal building, providing inquiries, guidance, translation and other services for passengers, delivering all-staff volunteer service for urgent and special passengers, and launching services such as "urgent passenger", "love stickers" and "winter clothes storage" to practice social responsibility with actions. In 2022, Meilan Airport terminals conducted 9,472 person-times of volunteer service, including 4,380 person-times of normal passenger service volunteers, 396 person-times of large-scale security volunteers for events such as Boao Forum for Asia and Consumer Expo, and 4,696 person-times of epidemic prevention volunteers, with a total cost of RMB1,479,600.

### (二) 熱心志願服務

本集團大力弘揚志願服務精神，積極投身無償獻血、捐贈愛心機票及物資、慰問困難群眾、關愛特殊兒童等社區志願服務活動，吸引社會各界愛心人士及員工廣泛參與。同時，在候機樓內常態化開展志願服務，為過往旅客提供問詢、引導、外語翻譯等服務，針對急客及特殊旅客開展全員志願服務，推出「急客」服務、「愛心貼」、「冬衣寄存」等，以實際行動踐行社會責任。二零二二年全年，美蘭機場航站樓投入志願服務9,472人次，其中常態化旅客服務志願者4,380人次、博鰲亞洲論壇、消博會等大型保障志願者396人次、防疫志願者4,696人次，費用合計人民幣147.96萬元。



#### Case 案例

#### Normalized volunteer service

#### 常態化志願服務

In August 2022, the local epidemic stranded many tourists in Hainan. In order to ensure the evacuation of stranded passengers, Meilan Airport set up 27 party member pioneer posts at key points for travelers, five party member commandos, and a volunteer special service class, calling on 169 party member managers from the middle and back office departments to actively help elderly passengers, disabled passengers and unaccompanied children.

二零二二年八月，海南本土疫情造成多地來瓊旅客滯留。為做好滯留旅客的疏散工作，美蘭機場在旅客出行的關鍵點位上設立27個黨員先鋒崗、成立5個黨員突擊隊，還成立了志願者特服專班，號召中後台職能部門169名黨員幹部積極加入，對老年旅客、殘疾旅客、無陪兒童進行幫扶。



Volunteers serve passengers

志願者為旅客服務

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會和管治報告



#### Case 案例

##### Carried out voluntary blood donation activities for 24 consecutive years 連續24年開展無償獻血活動

In July 2022, in order to fully meet the clinical blood demand in the blood donation off-season in Hainan Province, Meilan Airport launched a voluntary blood donation activity, which was positively responded by the employees. According to statistics, 403 employees from various departments participated in this activity, with a total blood donation of more than 100,000 milliliters. Over the years, Meilan Airport has been adhering to the tenet of “humanity, fraternity and dedication” and actively organized employees to participate in voluntary blood donation activities. Since 1998, the Company has organized voluntary blood donation activities for 24 years, during which a large number of volunteers who are enthusiastic about public welfare have emerged and the Company has been awarded “Hainan Province Advanced Blood Donation Unit” for multiple years.

二零二二年七月，為充分保障海南省獻血淡季臨床用血需求，美蘭機場開展無償獻血活動，並得到了廣大員工的積極響應，據統計，本次活動共有來自各部門403名員工參與，總獻血量10萬餘毫升。多年來，美蘭機場一直秉承著「人道、博愛、奉獻」的宗旨，積極組織員工參加無償獻血活動。自一九九八年開始，美蘭機場組織無償獻血活動至今已有二十四年，期間湧現出了一大批熱心公益的無償獻血志願者，連續多年被評為「海南省無償獻血先進單位」。



Voluntary blood donation activities  
無償獻血活動



#### Case 案例

##### Visited the needy 慰問困難群眾

In November 2022, Meilan Airport launched a Party Day with the theme of “Visiting the needy, caring for the people with sincerity”, and organized 19 party member managers and activists to go to Yongxing Town, Hanxiang Village of Longquan Town and Dalin Village of Lingshan Town in Haikou City to visit the needy, go deep into their homes, talk about everyday matters to learn about their production and life after poverty alleviation, encourage them to strengthen their beliefs, build up their confidence, and send them rice, cooking oil and quilts. Some party members volunteered to send consolation money to the needy.

二零二二年十一月，美蘭機場開展「走訪慰問困難群眾，真情關愛暖民心」主題黨日活動，組織黨員幹部及入黨積極分子共19人趕赴海口市永興鎮、龍泉鎮翰香村、靈山鎮大林村，慰問困難群眾，深入困難群眾家中，以拉家常的方式了解他們脫貧後的生產生活情況，鼓勵他們要堅定信念，樹立信心，並送上了米、油、被子等生活用品，部分黨員同志自發為困難群眾送去慰問金。



Visited the needy  
慰問困難群眾

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### Growth with Partners

The sustainable development of an enterprise is inseparable from the collaborative creation and joint efforts of partners. The Company actively pursues pragmatic cooperation with all parties, continuously expands the “circle of friends”, and continues to grow and develop its strength.

#### (I) Building a sustainable supply chain

The Group carries out procurement work in strict accordance with relevant national laws and regulations, adheres to the principles of integrity, fair competition and fair trade, and maintains the order of market competition. The Group continues to improve the supplier management system, promote the annual assessment of suppliers, help suppliers improve their performance level, promote the management system construction of sustainable supply chain, and help the healthy development of the upstream and downstream of the industry.

The Company adheres to eight principles (the principles of competition, fairness, quality priority, maximum price limit, maximum value acquisition, confidentiality, integrity and efficiency, document integrity). Based on ensuring the healthy and orderly development of the enterprise, we formulated and issued the Regulations on the Procurement of Engineering, Goods and Services of Meilan Airport (《美蘭機場工程、貨物及服務採購管理規定》), the Implementation Measures on the Procurement of Engineering, Goods and Services of Meilan Airport (《美蘭機場工程、貨物及服務採購實施辦法》), the Management Implementation Rules on Procurement Management Committee of Meilan Airport (《美蘭機場採購管理委員會管理實施細則》) and other relevant system. In addition, the Group has carried out closed-loop management of the whole process of procurement, to reduce procurement risks, and ensure the sustainable and healthy development of procurement. In 2022, the number of suppliers who were eliminated as a result of not fulfilling the procurement requirements of the Company was four.

### 與夥伴共發展

企業的可持續發展離不開夥伴同行的協同共創、攜手奮進。本公司積極追求與各方的務實合作，不斷擴大事業「朋友圈」，持續壯大發展實力。

#### (一) 打造可持續供應鏈

本集團嚴格按照國家相關法律法規開展採購工作，堅持誠信、公平競爭與公平貿易原則，維護市場競爭秩序。持續完善供應商管理制度，推進供應商年度評價工作，並幫助供應商提升履責水平，促進可持續供應鏈管理體系建設，助力行業上下游健康發展。

本公司堅持八項原則（競爭原則、公平原則、質量優先原則、最高限價原則、獲取最大價值原則、保密原則、廉潔高效原則、文件完整性原則），立足於保障企業健康有序發展，制定並下發了《美蘭機場工程、貨物及服務採購管理規定》《美蘭機場工程、貨物及服務採購實施辦法》《美蘭機場採購管理委員會管理實施細則》等相關制度，對企業採購全環節進行閉環管理，降低採購風險，確保採購工作持續健康發展。二零二二年度內，因未滿足公司採購要求而遭淘汰的供應商數目為4個。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告



### The supervision on suppliers in the procurement process is as follows:

採購環節對供應商的監督如下：

- Bid-rigging management: After the bidding of each procurement project is opened, the project leader shall verify the mutual shareholding relationship, IP of the bidding, MAC of the bidding and contact person of the bidding (relevant information can be viewed through the National Enterprise Credit Information Publicity System at <http://gsxt.saic.gov.cn/>), fill in the Description of the Mutual Shareholding of Supplier(s) in Procurement Project of Meilan Airport (《美蘭機場採購項目供應商相互持股情況說明》) and notify the project assessment team of the investigation results. If there is a mutual shareholding relationship between suppliers or IP of the bidding, MAC of the bidding and contact person are consistent, the project needs to be suspended, the team leader shall be reported after understanding the relevant situation, and the verification results shall be reported as an annex. If after investigation, it is confirmed that different suppliers entrust the same entity or individual to handle bidding, it will be regarded as bid-rigging by supplier and will be dealt with in accordance with the provisions of supplier violations.

串標、圍標管理：各採購項目開標後，項目負責人需對應標的供應商相互持股關係、應標IP、應標MAC及聯繫人情況進行核查(可登陸全國企業信用信息公示系統<http://gsxt.saic.gov.cn/>)，填寫《美蘭機場採購項目供應商相互持股情況說明》後將清查結果通報項目評標小組。如出現供應商相互持股關係或應標IP、應標MAC及聯繫人一致情況，需暫停此項目，了解相關情況後向小組組長匯報，並將核查情況作為附件形式一併呈報。如調查後確認存在不同供應商委託同一單位或個人辦理投標的情況，則視為供應商串標，將按照供應商不良案例規定處理。

- Supplier prohibitions: Suppliers that have been established for less than 1 year and have no relevant performance support, suppliers with poor integrity records, suppliers who fail the audit, and suppliers who provide incomplete qualifications.

供應商禁止入庫的情況：成立時間未達1年且無相關業績支持的供應商、誠信記錄不良的供應商、審核不合格的供應商、提供資質不全的供應商。

- Performance assessment: Performance assessment refers to the comprehensive assessment on the supplier's performance after entering the site for construction, after supply or after service delivery. Led by the Procurement Management Center under the General Office, each department is responsible for organizing the performance assessment of cooperative suppliers through daily performance assessment and annual assessment, and the final assessment results will be applied after internal approval.

履約評價：履約評價指供應商進場施工後、供貨後或提供服務後，對其履約情況進行的綜合評價。由綜合辦公室採購管理中心牽頭，各部門分別負責，通過日常履約評價、年度考核評估，針對本年度正在推進的項目組織開展合作供應商履約評估工作，最終評價結果經內部審批後應用。

- Establishing corporate credit record mechanism. The Procurement Management Center keeps a credit history of the Company's bidding activities. Bidders (offerors) and affiliated entities with the following bad behaviors may be disqualified from the bidding, and after being reviewed and approved by the Company's procurement management committee, they will be included in the list of bad credit records, and they will be prohibited from participating in the Company's projects for two years.

建立公司信用記錄機制。採購管理中心對本公司的招標活動進行信用記錄。對存在不良行為的投標(報價)人和關聯單位，可取消其投標資格，並經本公司採購管理委員會審核通過後，列入不良信用記錄名單，兩年內禁止參與公司的項目。

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- Supplier's environmental and social risk analysis. For various suppliers that may have a negative impact on environmental and social contents, the Company will strictly assess them in accordance with the Management Measures on Integrity File and Manual of Construction Enterprises of Hainan Province (《海南省建築企業誠信檔案手冊管理辦法》) and the inquiry results on the "Credit China" website (www.creditchina.gov.cn), and strictly eliminates suppliers who do not meet the Company's requirements.

供應商環境和社會風險分析。對於各種可能對環境及社會內容造成不良影響的供應商，本公司嚴格依據《海南省建築企業誠信檔案手冊管理辦法》、「信用中國」網站(www.creditchina.gov.cn)查詢情況進行評定，對於不滿足本公司要求的供應商嚴格淘汰。

- Adopting green procurement standards. We strictly comply with the state's relevant policies and mandatory standards on energy conservation and environmental protection, include the indicators of energy consumption (energy efficiency) into the procurement techniques documents, and actively procure products complying with the State's policies on energy conservation and environmental protection.

實行綠色化採購標準。嚴格遵守國家節能環保的有關政策要求和強制標準，將能耗(能效)等指標明確到採購技術文件中，積極採購符合國家節能環保政策的產品。

Table: Number of Suppliers by Region in 2022

表：二零二二年按地區劃分的供應商數量

Province/Municipality	省／市	Number of suppliers (individual) 供應商數量(個)
Hainan	海南省	164
Guangdong	廣東省	21
Beijing	北京市	28
Jiangsu	江蘇省	8
Shanghai	上海市	5
Hong Kong, PRC	中國香港	4
Chongqing	重慶市	4
Zhejiang	浙江省	4
Tianjin	天津市	3
Shandong	山東省	3
Hunan	湖南省	2
Hebei	河北省	1
Sichuan	四川省	1
Jiangxi	江西省	1
Heilongjiang	黑龍江省	1
Jilin	吉林省	1
Total	合計	251

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### (II) Promote coordinated development of the industry

Based on its own reality, the Group has explored the integrated development of aviation resources, and established partnerships with governments, schools, enterprises and other entities to promote the complementarity of advantageous resources, win-win results through cooperation, and the development of society and the industry.

### (二) 促進行業協同發展

本集團立足自身實際，探索航空資源融合發展，與政府、學校、企業等單位建立合作夥伴關係，促進優勢資源互補，以合作促共贏，推動社會和行業發展。



#### Case 案例

##### Signed a strategic cooperation agreement with Juneyao Airlines 與吉祥航空簽署戰略合作協議

In November 2022, Meilan Airport and Juneyao Airlines signed a strategic cooperation agreement in Shanghai, and the two parties reached a broad consensus on increasing capacity investment, improving Haikou's route network, optimizing ground support services, promoting the establishment of Hainan branch in a timely manner, and promoting airport industry cooperation. Through this cooperation, the Group will further enhance the accessibility of flights of Meilan Airport with the Yangtze River Delta region, southwest region and third- and fourth-tier cities in China, expand the international market in Japan and South Korea, and consolidate Southeast Asian routes, which helps Meilan Airport gradually build a competitive international route network and accelerate the construction of an international aviation hub in Hainan Free Trade Port.

二零二二年十一月，美蘭機場與吉祥航空在上海簽署《戰略合作協議》，雙方共同就加大運力投入、完善海口航線網絡、優化地面保障服務、適時推動成立海南分公司、推進臨空產業合作等方面達成廣泛共識。此次合作，將對進一步提升美蘭機場航班與國內長三角地區、西南地區以及三四線城市通達性，拓展日韓國際市場、夯實東南亞航線，助力美蘭機場逐步構建具有競爭力的國際航線網絡，加快海南自貿港國際航空樞紐建設，都具有重大意義。



Signing ceremony of the cooperation agreement between Meilan Airport and Juneyao Airlines  
美蘭機場與吉祥航空簽署合作協議

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### Case 案例

#### Held talks with the School of Computer Science of Hainan University and the Hainan Research Institute of China Engineering Science and Technology Development Strategy

與海南大學計算機學院及中國工程科技發展戰略海南研究院舉行會談

In May 2022, Meilan Airport, the School of Computer Science of Hainan University and the Hainan Research Institute of China Engineering Science and Technology Development Strategy held talks in Haikou, focusing on the joint innovation lab as an opportunity to discuss and exchange on cooperation in smart airport construction, strengthening school-enterprise cooperation, and research directions on the implementation of free trade port policies. Through school-enterprise cooperation, Meilan Airport can obtain talents, students can obtain skills, and the school can develop, so as to achieve the win-win results of “complementary advantages, resource sharing, mutual benefit and common development (優勢互補、資源分享、互惠互利、共同發展)” between Hainan University and Meilan Airport.

二零二二年五月，美蘭機場與海南大學計算機學院及中國工程科技發展戰略海南研究院在海口舉行會談，雙方圍繞以聯合創新實驗室為契機，就智慧機場建設方面的合作、加強校企合作、自貿港政策落地研究方向等進行探討交流。通過校企合作使美蘭機場得到人才、學生得到技能、學校得到發展，從而實現海南大學與美蘭機場「優勢互補、資源共享、互惠互利、共同發展」的雙贏結果。



Held talks with the School of Computer Science of Hainan University  
美蘭機場與海南大學計算機學院舉行會談



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### ESG CONTENT INDEX

### ESG指標索引表

#### ESG Reporting Guide 《ESG報告指引》

#### Chapter(s) in the Report 所在本報告章節

#### Subject Area A. Environmental

#### 主要範疇 A.環境

#### Aspect A1: Emissions

#### 層面A1：排放物

#### General Disclosure

A1	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 non hazardous waste.	Emissions Management
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#### KPI

A1.1	The types of gas emissions and respective emissions data (including ozone-depleting substances and major air pollutants).	Emissions Management
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).	Emissions Management
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions Management
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.	Emissions Management

#### 一般披露

A1	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。	排放物管理
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#### 關鍵績效指標

A1.1	氣體排放物種類及相關排放數據(包括臭氧消耗物質和主要空氣污染物)。	排放物管理
A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	排放物管理
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)。	排放物管理
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)。	排放物管理
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。	排放物管理
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。	排放物管理

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#### Aspect A2: Use of Resources

#### 層面A2：資源使用

##### General Disclosure

A2	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Conservation and Efficiency Enhancement
<b>KPI</b>		
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).	Energy Conservation and Efficiency Enhancement
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Energy Conservation and Efficiency Enhancement
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Conservation and Efficiency Enhancement
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.	Energy Conservation and Efficiency Enhancement
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Emissions Management

##### 一般披露

A2	有效使用資源(包括能源、水及其他原材料)的政策。	節能增效
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##### 關鍵績效指標

A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	節能增效
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	節能增效
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	節能增效
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	節能增效
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	排放物管理

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#### Aspect A3: Environment and Natural Resources

##### 層面A3：環境及天然資源

#### General Disclosure

A3	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Ecological Environment Protection
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#### KPI

A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Ecological Environment Protection
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#### 一般披露

A3	減低發行人對環境及天然資源造成重大影響的政策。	保護生態環境
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#### 關鍵績效指標

A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	保護生態環境
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#### Aspect A4: Climate Change

##### 層面A4：氣候變化

#### General Disclosure

A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Addressing climate change
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#### KPI

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.	Addressing climate change/ Energy Conservation and Efficiency Enhancement
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#### 一般披露

A4	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。	應對氣候變化
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#### 關鍵績效指標

A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	應對氣候變化／節能增效
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#### Subject Area B. Social

#### 主要範疇 B. 社會

#### Employment and labor practices

#### 僱傭及勞工常規

#### Aspect B1: Employment

#### 層面B1：僱傭

#### General Disclosure

B1	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.	Protecting Rights and Interests of Employees
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#### KPI

B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Protecting Rights and Interests of Employees
B1.2	Employee turnover rate by gender, age group and geographical region.	Protecting Rights and Interests of Employees

#### 一般披露

B1	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	保障員工權益
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#### 關鍵績效指標

B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	保障員工權益
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	保障員工權益



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#### Aspect B2: Health and Safety

##### 層面B2：健康與安全

##### General Disclosure

B2	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.	Protecting Rights and Interests of Employees
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##### KPI

B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Protecting Rights and Interests of Employees
B2.2	Lost days due to work injury.	Protecting Rights and Interests of Employees
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Protecting Rights and Interests of Employees

##### 一般披露

B2	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。	保障員工權益
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##### 關鍵績效指標

B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	保障員工權益
B2.2	因工傷損失工作日數。	保障員工權益
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	保障員工權益

#### Aspect B3: Development and Training

##### 層面B3：發展及培訓

##### General Disclosure

B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Training means vocational training and may include internal and external courses paid for by the employer.	Empowering Employee Growth
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##### KPI

B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Empowering Employee Growth
B3.2	The average training hours completed per employee by gender and employee category.	Empowering Employee Growth

##### 一般披露

B3	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。培訓指職業培訓，可包括由僱主付費的內外部課程。	助力員工成長
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##### 關鍵績效指標

B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	助力員工成長
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

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#### Aspect B4: Labor Standards

##### 層面B4：勞工準則

##### General Disclosure

B4	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.	Protecting Rights and Interests of Employees
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##### KPI

B4.1	Description of measures to review employment practices to avoid child and forced labor.	Protecting Rights and Interests of Employees
B4.2	Description of steps taken to eliminate such practices when discovered.	Protecting Rights and Interests of Employees

##### 一般披露

B4	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。	保障員工權益
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##### 關鍵績效指標

B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	保障員工權益
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	保障員工權益

#### Aspect B5: Supply Chain Management

##### 層面B5：供應鏈管理

##### General Disclosure

B5	Policies on managing environmental and social risks of the supply chain.	
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##### KPI

B5.1	Number of suppliers by geographical region.	Growth with Partners
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.	Grow with Partners
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Growth with Partners
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Growth with Partners

##### 一般披露

B5	管理供應鏈的環境及社會風險政策。	
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##### 關鍵績效指標

B5.1	按地區劃分的供應商數目。	與夥伴共發展
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	與夥伴共發展
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	與夥伴共發展
B5.4	描述在挑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。	與夥伴共發展

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#### Aspect B6: Product Responsibility

#### 層面B6：產品責任

##### General Disclosure

B6	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.	Safe Operation and Guarantee
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##### KPI

B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not Applicable
B6.2	Number of products and service related complaints received and how they are dealt with.	Improving Service Levels
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property
B6.4	Description of quality assurance process and recall procedures.	Not Applicable
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Safe Operation and Guarantee

##### 一般披露

B6	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：	安全運營保障
	(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。	

##### 關鍵績效指標

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。	不適用
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	提升服務水平
B6.3	描述與維護及保障知識產權有關的慣例。	知識產權
B6.4	描述質量檢定過程及產品回收程序。	不適用
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。	安全運營保障

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會和管治報告

### ESG Reporting Guide 《ESG報告指引》

### Chapter(s) in the Report 所在本報告章節

#### Aspect B7: Anti-corruption

##### 層面B7：反貪污

#### General Disclosure

B7	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.	Integrity Construction
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#### KPI

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.	Integrity Construction
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Integrity Construction
B7.3	Description of anti-corruption training provided to directors and staff.	Integrity Construction

#### 一般披露

B7	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。	廉潔建設
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#### 關鍵績效指標

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。	廉潔建設
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	廉潔建設
B7.3	描述向董事及員工提供的反貪污培訓。	廉潔建設

#### Community

##### 社區

#### Aspect B8: Community Investment

##### 層面B8：社區投資

#### General Disclosure

B8	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.	Prosperity with Society
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#### KPI

B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Prosperity with Society
B8.2	Resources contributed (e.g. money or time) to the focus area.	Prosperity with Society

#### 一般披露

B8	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	與社會共繁榮
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#### 關鍵績效指標

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)。	與社會共繁榮
B8.2	在專注範疇所動用資源(如金錢或時間)。	與社會共繁榮



# CORPORATE CULTURE

## 企業文化

### CORPORATE MISSION

#### 企業使命

Leveraging on the positioning of Hainan Free Trade Port, we will build a safe, intelligent, dynamic and sustainable first-class airport, helping Hainan reach the world and the world approach Hainan.

立足於海南自貿港，建設安全、智慧、活力、可持續的一流空港，讓海南走向世界、讓世界走近海南。

### CORPORATE VISION

#### 企業願景

Our vision is to become a regional aviation gateway to the Pacific Ocean and the Indian Ocean.

成為面向太平洋、印度洋的航空區域門戶樞紐。

### CORPORATE CONCEPT

#### 企業理念

**Safety-oriented:** Establish the concept of “people first, life first”, resolutely implement “zero tolerance for potential safety hazards”, and take “respect for life, rules and regulations, and duties” as the bottom line of civil aviation safety development.

**Star and warm service:** “star” stands for Meilan Airport as the eighth SKYTRAX Five-star airport in the world and the first in China (except Hong Kong, Macao and Taiwan), and “warm” means providing warm services to passengers. Ten outstanding and perfect services are offered: easy arrival and departure, enjoy touring in Meilan; sincere inquiry, quality service in Meilan; brilliant check-in, happy experience in Meilan; friendly safety inspection, warmth in Meilan; worry-free luggage check-in, safety in Meilan; featured businesses, fun in Meilan; heartfelt companionship, care in Meilan; travel with ease, affection in Meilan; civilized cargo shipping, courtesy in Meilan; and immediate response, sincerity in Meilan.

**Employee achievements:** Talents are the most important resources of the Company, and employees are our most valuable wealth of the Company. We are committed to creating a harbor for employees' growth and a platform for realizing their own value. We always put the development of employees in the first place, treat every employee well, thus realizing the common growth of employees and Meilan Airport.

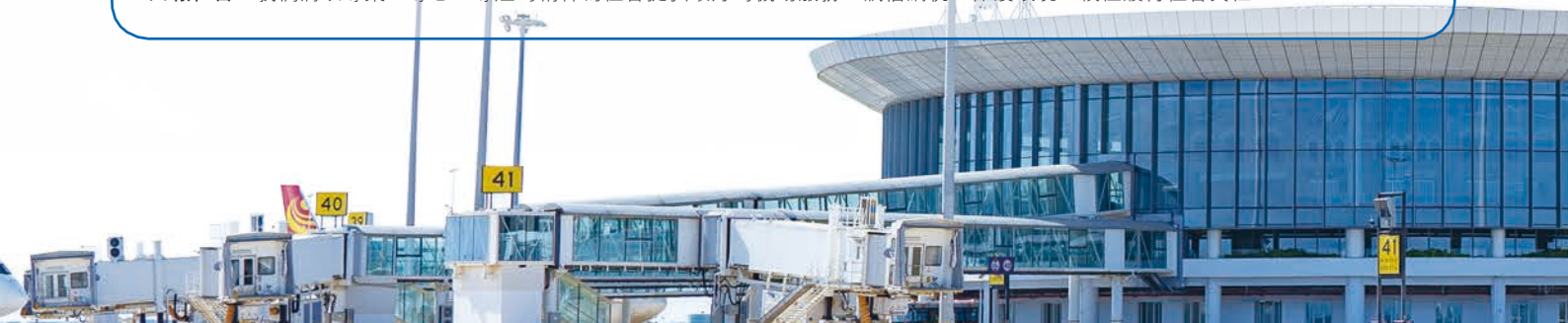
**Giving back to society:** We will provide the best airport services for the community with professionalism, concentration, and focus, pay taxes in good faith, protect the environment, and actively fulfil our social responsibilities.

**安全為本：**樹立「人民至上、生命至上」理念，堅決執行「安全隱患零容忍」，將「敬畏生命、敬畏規章、敬畏職責」作為民航安全發展底線。

**星馨服務：**「星」代表着美蘭機場作為全球第八家、國內首家(除港澳台地區)SKYTRAX五星級機場，「馨」即給旅客提供溫馨服務。踐行「十全十美」服務理念：輕鬆抵離，暢享美蘭；陽光問詢，優享美蘭；亮麗值機，悅享美蘭；親情安檢，馨享美蘭；行李無憂，安享美蘭；特色商業，樂在美蘭；傾心相伴，暖在美蘭；安心出行，愛在美蘭；文明貨運，禮在美蘭；即刻響應，誠在美蘭。

**成就員工：**人才是公司最重要的資源，員工是公司最寶貴的財富，致力於成為員工成長的港灣、實現自身價值的舞台，始終將員工的發展放在第一位，善待每一位員工，實現員工與美蘭機場共同成長。

**回報社會：**我們將以專業、專心、專注的精神為社會提供最好的機場服務，誠信納稅，保護環境，積極履行社會責任。



# CORPORATE VALUES

## 企業價值觀

**Loyalty and commitment:** be loyal and committed, take responsibility as an important part of our lives, and feel it with our hearts and operate it with our minds.

**Integrity and law-abiding:** comply with the law, honesty and integrity, make a firm awareness of law-abiding compliance, and let honesty become the spiritual label and beautiful business card of Meilan people.

**Solidarity and innovation:** Be united to help each other and keep up with the times, bear the bigger picture in mind when working, and innovate our thinking, service awareness and processes to continue to meet the ever-changing needs of our customers.

**Integrity and efficiency:** Work with integrity and vigor, combining our culture of integrity and execution with our corporate development strategy and production operations to promote sustainable, rapid and healthy development.

**忠誠擔當：**堅守忠誠、主動擔當，把責任作為生命的重要組成部分，用心去感悟，用心去經營。

**誠信守法：**遵紀守法、誠信為本，樹牢守法合規意識，讓誠信成為美蘭人的精神標籤、靚麗名片。

**團結創新：**團結互助、與時俱進，在工作中以大局為重，創新思維能力、服務意識及流程方法，持續滿足客戶不斷變化的新需求。

**廉潔高效：**廉潔從業、雷厲風行，將廉潔文化及執行力文化與企業的發展戰略、生產經營有機結合，促進企業持續、快速、健康發展。



# DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

## 董事、監事及高級管理層簡介

### EXECUTIVE DIRECTORS

**Mr. Wang Hong**, aged 55, obtained a bachelor's degree from Central China Normal University (華中師範大學) in human resources in July 2007. He is currently the Chairman, President and an Executive Director of the Company. From August 1985 to January 2003, he successively worked as a wireless correspondent at Yichang Station of Civil Aviation (民航宜昌站), the project leader of construction headquarters of Yichang Sanxia Airport (宜昌三峽機場), the deputy director and then the director of the command center of Yichang Sanxia Airport (宜昌三峽機場), the manager of Ground Service Branch of Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司地勤服務分公司) and the director of the command center of Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司). He also successively held various positions in Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司), as the assistant to the general manager, the deputy general manager, the general manager and then the chairman of the board from January 2003 to July 2017. From July 2017 to March 2018, he successively served as the president of Sanya Phoenix International Airport Co., Ltd. (三亞鳳凰國際機場有限責任公司) and the deputy head of the South China Sea modern logistics preparation working group of HNA Modern Logistics Group Co., Ltd. (海航現代物流集團有限公司). He worked as the deputy general manager of the Parent Company from March 2018 to July 2019, and has served as the general manager of the Parent Company from July 2019 to June 2022 and the chairman of the Parent Company since 27 June 2022. He has been re-appointed as the President of the Company since 25 March 2022, an Executive Director of the Company since 25 May 2022 and the Chairman of the Company since 6 June 2022.

### 執行董事

**王宏先生**，55歲，於二零零七年七月於華中師範大學取得學士學位，主修人力資源專業。彼現任本公司董事長、總裁兼執行董事。彼曾自一九八五年八月至二零零三年一月先後擔任民航宜昌站無線通信員，宜昌三峽機場建設指揮部項目負責人，宜昌三峽機場指揮中心副主任、主任，宜昌三峽機場有限責任公司地勤服務分公司經理以及宜昌三峽機場有限責任公司指揮中心主任。彼曾自二零零三年一月至二零一七年七月先後擔任宜昌三峽機場有限責任公司總經理助理、副總經理、總經理、董事長。彼自二零一七年七月至二零一八年三月先後擔任三亞鳳凰國際機場有限責任公司總裁，海航現代物流集團有限公司南海現代物流籌備工作組副組長。彼自二零一八年三月至二零一九年七月擔任母公司副總經理，自二零一九年七月至二零二二年六月擔任母公司總經理，自二零二二年六月二十七日起擔任母公司董事長。彼自二零二二年三月二十五日獲重新委任為本公司總裁，自二零二二年五月二十五日獲重新委任為本公司執行董事及自二零二二年六月六日獲重新委任為本公司董事長。



## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Wang Zhen**, aged 60, obtained a master's degree from Dalian University of Technology (大連理工大學) in December 2009, majoring in software engineering. Mr. Wang was re-appointed as an Executive Director in October 2021, and is a member of the Nomination Committee and a member of the Strategic Committee. From July 1983 to October 1992, he worked for Xinjiang Airlines Aircraft Repair Plant (新疆航空公司飛機維修廠) consecutively as the mechanic staff, the machinist, the maintenance leader, and the deputy workshop director. From March 1993 to December 2002, he worked for Hainan Airlines Co., Ltd. (海南航空股份有限公司) consecutively as the mechanic staff and the vice captain of the engineering department, the manager, the assistant to the department general manager and the branch department manager of the maintenance department, the vice general manager of the human resources department, the chief of the production operation center, vice executive president and the assistant of the executive president. From December 2002 to May 2003, he served as the president of Sanya Phoenix International Airport Co., Ltd. (三亞鳳凰國際機場有限責任公司). From March 2003 to November 2006, he consecutively served as the chief executive officer and the general manager of the Company. From November 2006 to January 2007, he served as the vice executive president of HNA Airport Group Limited (海航機場集團有限公司) ("HNA Airport Group"). From January 2007 to September 2008, he served as the vice executive president of HNA Airport Group Holdings Limited (海航機場控股集團有限公司). From September 2008 to July 2012, he worked for Sanya Phoenix International Airport Co., Ltd. (三亞鳳凰國際機場有限責任公司) consecutively as the president, the deputy commander of the construction management department, the executive chairman of the board and the chairman of the board. From July 2012 to May 2013, he served as the deputy leader of the Meilan Airport aviation industrial park project promotion group of the airport management division of HNA Industry Holdings (Group) Co., Ltd. (海航實業控股(集團)有限公司). He served as the vice chairman of the Company from May 2013 to May 2014 and as the chairman of the Company from May 2014 to January 2018. He also served as the leader of Xinjiang modern logistics preparation group of HNA Modern Logistics Group Co., Ltd. (海航現代物流集團有限公司) from January 2018 to March 2018. He served as the vice chairman of the board of Hong Kong Air Cargo Carrier Limited (香港貨運航空有限公司) from March 2018 to August 2018. He served as the chairman of the Company from October 2018 to October 2021. He is currently the commander in chief of commander department of Meilan Airport Phase II Expansion Project.

王貞先生，60歲，於二零零九年十二月於大連理工大學取得碩士學位，主修軟件工程專業。王先生於二零零一年十月獲重新委任為執行董事，並擔任提名委員會和戰略委員會委員。彼曾自一九八三年七月至一九九二年十月先後擔任新疆航空公司飛機維修廠機械員、機械師、維護組長及車間副主任。彼曾自一九九三年三月至二零零二年十二月先後擔任海南航空股份有限公司工程部機械員、副中隊長、維修分部經理、部門總經理助理、分部經理、人事部副總經理、生產運行中心主任、執行副總裁及執行總裁助理。彼曾自二零零二年十二月至二零零三年五月擔任三亞鳳凰國際機場有限責任公司總裁。彼自二零零三年三月至二零零六年十一月先後擔任本公司首席執行官及總經理。彼自二零零六年十一月至二零零七年一月擔任海航機場集團有限公司(「海航機場集團」)執行副總裁。彼自二零零七年一月至二零零八年九月，擔任海航機場控股集團有限公司擔任執行副總裁。彼自二零零八年九月至二零一二年七月先後擔任三亞鳳凰國際機場有限責任公司總裁、基建管理部副總指揮、執行董事長及董事長。彼自二零一二年七月至二零一三年五月，擔任海航實業控股(集團)有限公司機場管理事業部海口美蘭機場臨空產業園項目推進工作組副組長。彼自二零一三年五月至二零一四年五月擔任本公司副董事長，並於二零一四年五月至二零一八年一月擔任本公司董事長。彼自二零一八年一月至二零一八年三月擔任海航現代物流集團有限公司新疆現代物流籌備工作組組長。彼自二零一八年三月至二零一八年八月擔任香港貨運航空有限公司副董事長。彼自二零一八年十月至二零二一年十月擔任本公司董事長。現任美蘭機場二期擴建指揮部總指揮。



## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Ren Kai**, aged 38, obtained a bachelor's degree from Hainan University (海南大學) in July 2009, majoring in accountancy. He is currently an Executive Director and the chief financial officer of the Company, and members of the Remuneration Committee and the Strategic Committee. From July 2009 to July 2011, he successively served as the audit assistant and the manager of PricewaterhouseCoopers. From July 2011 to January 2013, he served as the deputy financial manager of China Great Land Holdings Ltd. (Hainan Company) (新加坡華地控股有限公司(海南公司)). From January 2013 to March 2016, he served as the head of the finance department of Hainan Yangpu Development and Construction Holdings Co., Ltd. (海南省洋浦開發建設控股有限公司). From March 2016 to August 2019, he served as the head of and the section chief assistant of the finance department of Hainan Development Holdings Co., Ltd. (海南省發展控股有限公司) ("**Hainan Development Holdings**"). From August 2019 to July 2020, he served as the chief financial officer (section chief assistant level) of Hainan Holdings Energy Co., Ltd. (海南海控能源股份有限公司) (formerly known as "HaiNan Tihierg Co., Ltd. (海南天匯能源股份有限公司)", listed on the National Equities Exchange and Quotations, stock code: 833042). From May 2020 to May 2021, he also served as a director and chief accountant (section chief assistant level) of Hainan Development Holdings Nanhai Co., Ltd. (海控南海發展股份有限公司) (listed on the Shenzhen Stock Exchange, stock code: 002163.SZ). From May 2021 to June 2022, he successively served as the section chief assistant of the finance department of Hainan Development Holdings, the director of Hainan Development Holding Real Estate Group Co., Ltd. (海南發展控股置業集團有限公司), the director and chief financial officer of Haikou Airport Aircraft Maintenance Engineering Co., Ltd. (海口空港飛機維修工程有限公司) and the director of Hainan Basuo Port Limited (海南八所港務有限責任公司). Since June 2022, he has been serving as the chief financial officer of the Parent Company. Since September 2022, he has been serving as a director of Hainan Ruigang Logistics Co., Ltd. (海南瑞港物流有限公司). He has been serving as the chief financial officer of the Company since September 2022, and an Executive Director of the Company since November 2022.

任凱先生，38歲，於二零零九年七月獲得海南大學學士學位，主修會計學專業。彼現任本公司執行董事及財務總監，並擔任薪酬委員會和戰略委員會委員。彼曾自二零零九年七月至二零一一年七月先後擔任普華永道會計師事務所項目審計助理、經理。彼曾自二零一一年七月至二零一三年一月擔任新加坡華地控股有限公司(海南公司)財務副經理。彼曾自二零一三年一月至二零一六年三月擔任海南省洋浦開發建設控股有限公司財務部主管。彼曾自二零一六年三月至二零一九年八月擔任海南省發展控股有限公司(「**海南發展控股**」)財務部主管、部長助理。彼曾自二零一九年八月至二零二零年七月擔任海南海控能源股份有限公司(前稱為「海南天匯能源股份有限公司」，於全國中小企業股份轉讓系統上市，股票代碼：833042)財務總監(部長助理級)。彼亦曾自二零二零年五月至二零二一年五月擔任海控南海發展股份有限公司(於深圳證券交易所上市，股票代碼：002163.SZ)董事、總會計師(部長助理級)。彼曾自二零二一年五月至二零二二年六月先後擔任海南發展控股財務部部長助理，海南發展控股置業集團有限公司董事，海口空港飛機維修工程有限公司董事、財務總監，海南八所港務有限責任公司董事。彼自二零二二年六月起擔任母公司財務總監。彼自二零二二年九月起擔任海南瑞港物流有限公司董事。彼自二零二二年九月起擔任本公司財務總監，自二零二二年十一月起擔任本公司執行董事。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Xing Zhoujin**, aged 57, graduated from the Anhui Normal University (安徽師範大學), in Wuhu, Anhui Province, the PRC, majoring in financial management in July 1985. He also has a bachelor degree in laws and a title of economist. Mr. Xing has served as the company secretary of the Company since 25 August 2009. He was also re-appointed as an Executive Director of the Company in October 2021. Mr. Xing served as the section chief of personnel division and office director of Sanya Phoenix International Airport (三亞鳳凰國際機場) and Haikou Meilan International Airport (海口美蘭國際機場). He has been engaged in the management and operation of the Company since 2002 and fully participated in the listing of H shares of the Company and worked as the secretary to the board of directors of the Parent Company. He has also been responsible for handling the results disclosure and daily affairs of the Board after the listing of the Company.

### NON-EXECUTIVE DIRECTORS

**Mr. Li Zhiguo**, aged 35, obtained a master's degree from Renmin University of China (中國人民大學) in June 2011, majoring in public policy. He is currently the deputy general manager and a director of the Parent Company. From July 2011 to March 2016, he served successively as the text conference secretary of the office text conference unit, the file seal manager of the file security centre and the director of the text secretary centre of HNA Group. From March 2016 to July 2016, he served as the deputy director of the office of the board of directors of HNA Tourism Group Co., Ltd. (海航旅遊集團有限公司). From July 2016 to December 2018, he served successively as the office deputy director, the deputy general manager of the social responsibility department, the executive deputy director of the board of directors office and the committee office director of office of Party and Mass affairs of the human resources department, and the office executive deputy director of HNA Group. From December 2018 to June 2020, he served as the office director of HNA Group. He has been serving as the deputy general manager of the Parent Company since September 2020 and a director of the Parent Company since June 2022. He has been serving as a Non-executive Director of the Company since March 2022.

**邢周金先生**，57歲，於一九八五年七月畢業於位於中國安徽省蕪湖的安徽師範大學經濟管理專業。彼亦擁有法學學士學位和經濟師職稱。邢先生自二零零九年八月二十五日起擔任本公司之公司秘書，及於二零二一年十月獲重新委任為執行董事。邢先生曾擔任三亞鳳凰國際機場和海口美蘭國際機場人事處處長、辦公室主任等職務，自二零零二年起即開始從事本公司的治理和運作工作，並全程參與了本公司的H股上市發行工作，同時還擔任了母公司的董事會秘書。彼亦於本公司上市後負責業績披露及董事會日常事務的處理工作。

### 非執行董事

**李志國先生**，35歲，於二零一一年六月於中國人民大學取得碩士學位，主修公共政策。彼現任母公司副總經理和董事。彼曾自二零一一年七月至二零一六年三月先後擔任海航集團辦公室文字會務單元文字會務秘書、檔案保密中心檔案印鑒經理及文字秘書中心主任。彼曾自二零一六年三月至二零一六年七月擔任海航旅遊集團有限公司董事會辦公室副主任。彼曾自二零一六年七月至二零一八年十二月先後擔任海航集團辦公室副主任、社會責任部副總經理、董事局辦公室常務副主任兼人力資源部黨群工作室團委辦公室主任以及辦公室常務副主任。彼曾自二零一八年十二月至二零二零年六月擔任海航集團辦公室主任。彼自二零二零年九月起擔任母公司副總經理，自二零二二年六月起擔任母公司董事。彼自二零二二年三月起擔任本公司非執行董事。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Wu Jian**, aged 45, obtained a master's degree from Beihang University (北京航空航天大學) in June 2016, majoring in software engineering. He is currently the assistant to the president of the Parent Company. From July 1999 to August 2000, he served as the technical engineer of the Parent Company. From April 2001 to July 2008, he served successively as the system maintainer of the customer service department, the development engineer of the application development department, the system engineer of the operation guarantee department, the configuration administrator of the technical support expert group, the service planning administrator of the service planning centre and the service support manager etc. of Hainan HNA Aviation Information System Co., Ltd. (海南海航航空信息系統有限公司) ("Hainan HNA Information"). From July 2008 to May 2009, he served successively as the manager of the service support centre of the service operation department and the manager of the service operation department of Hainan HNA Information. From May 2009 to November 2010, he served as the general manager of IT service business department of Hainan HNA Information. From November 2010 to July 2011, he served as the general manager of the information management department of HNA Airport Group. Concurrently, from November 2010 to December 2011, he also served as the assistant to the executive officer of Hainan HNA Information. From July 2011 to February 2012, he served as the deputy leader of the HNA Smart Airport leading group and the standing office director of HNA Airport Group. From February 2012 to July 2012, he served as the general manager of the operation management department of HNA Airport Group. From July 2012 to November 2012, he served as the deputy general manager of the airport business department of HNA Infrastructure Industry. From November 2012 to March 2013, he served as the manager of the intelligent construction centre of airport management business department of HNA Industry Holdings (Group) Co., Ltd. (海航實業控股(集團)有限公司). From March 2013 to January 2018, he served as the vice president of the Company. From October 2017 to March 2018, he served as the executive Director of the Company. From September 2017 to April 2018, he served as the vice president of Hainan Traffic & Service Co. Ltd. (海南航旅交通服務有限公司) (formerly known as "Hainan HNA Airport Management Co., Ltd. (海南海航機場管理有限公司)"). From April 2018 to July 2020, he served as the vice president and the general manager of the smart airport management department of HNA Airport Group from July 2020 to December 2021, he has been serving as the assistant to the president of HNA Airport Group. He has been serving as the assistant to the president of the Company since December 2021 and a Non-executive Director of the Company since March 2022.

**吳健先生**，45歲，於二零一六年六月於北京航空航天大學取得碩士學位，主修軟件工程。彼現任母公司總裁助理。彼曾自一九九九年七月至二零零零年八月擔任母公司技術工程師。彼曾自二零零一年四月至二零零八年七月先後擔任海南海航航空信息系統有限公司（「海南海航信息」）客戶服務部系統維護員、應用開發部開發工程師、運行保障部系統工程員、技術支持專家組配置管理員、服務規劃中心服務規劃管理員及服務支持經理等。彼曾自二零零八年七月至二零零九年五月先後擔任海南海航信息服務運營部服務支持中心經理及服務運營部經理。彼曾自二零零九年五月至二零一零年十一月擔任海南海航信息IT服務事業部總經理。彼曾自二零一零年十一月至二零一一年七月擔任海航機場集團信息管理部總經理。同時，彼亦曾自二零一零年十一月至二零一一年十二月擔任海南海航信息總裁助理。彼曾自二零一一年七月至二零一二年二月擔任海航機場集團海航智能機場領導小組副組長兼常設辦公室主任。彼曾自二零一二年二月至二零一二年七月擔任海航機場集團運營管理部總經理。彼曾自二零一二年七月至二零一二年十一月擔任海航基礎產業機場事業部副總經理。彼曾自二零一二年十一月至二零一三年三月擔任海航實業控股(集團)有限公司機場管理事業部智能化建設中心經理。彼曾自二零一三年三月至二零一八年一月擔任本公司副總裁。彼曾自二零一七年十月至二零一八年三月擔任本公司執行董事。彼曾自二零一七年九月至二零一八年四月擔任海南航旅交通服務有限公司(前稱「海南海航機場管理有限公司」)副總裁。彼曾自二零一八年四月至二零二零年七月擔任海航機場集團副總裁兼智慧機場管理部總經理。彼自二零二零年七月至二零二一年十二月擔任海航機場集團總裁助理。彼自二零二一年十二月起擔任母公司總裁助理。彼自二零二二年三月起擔任本公司非執行董事。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

#### INDEPENDENT NON-EXECUTIVE DIRECTORS

**Mr. Fung Ching, Simon**, aged 54, graduated from the Queensland University of Technology in Australia with a bachelor's degree, majoring in accountancy. Mr. Fung is currently residing in Hong Kong. He is a fellow member of the CPA Australia and a fellow member of the Hong Kong Institute of Certified Public Accountants. Mr. Fung was re-appointed as an Independent Non-executive Director in December 2020. He has also served as the chairman of the Strategic Committee, the chairman of the Audit Committee, and members of the Nomination Committee and the Remuneration Committee. Mr. Fung worked at PricewaterhouseCoopers from 1994 to 2004, and he served as the chief financial officer and secretary to the board of directors of Baoye Group Company Limited (寶業集團股份有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 2355.HK), from 2004 to 2010. Mr. Fung has served in Greentown China Holdings Limited (綠城中國控股有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 3900.HK), as the chief financial officer and company secretary from August 2010 to December 2019, and served as the chief financial officer of Logan Property Holdings Company Limited (龍光地產控股有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 3380.HK), from January 2020 to March 2021. Mr. Fung has served as the chief financial officer of Chow Tai Fook Enterprises Limited (周大福企業有限公司) since April 2021. Mr. Fung has over 15 years of experience in managing finance and accounting functions, mergers and acquisitions, fund raising and investor relations for PRC companies listed in Hong Kong, and has over 10 years of experience in auditing, accounting and business advisory with "Big-4" international accounting firms. Mr. Fung is currently also a non-executive director of Baoye Group Company Limited, and he served as an independent non-executive director of China Logistics Property Holdings Co., Ltd (中國物流資產控股有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 1589.HK), from July 2016 to March 2022. Mr. Fung has served as an independent non-executive director of China Medical System Holdings Limited (康哲藥業控股有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 0867.HK), since October 2021. Mr. Fung has been serving as the chairman of the Audit Committee of the Company since May 2022.

#### 獨立非執行董事

馮征先生，54歲，畢業於澳洲昆士蘭科技大學，主修會計並獲得學士學位，現居於香港，是澳洲會計師公會資深會員及香港會計師公會資深會員。馮先生於二零二零年十二月獲重新委任為本公司獨立非執行董事，並擔任戰略委員會主席、審核委員會主席、提名委員會主席以及薪酬委員會委員。馮先生從一九九四年至二零零四年於普華永道會計師事務所工作，二零零四年至二零一零年於寶業集團股份有限公司（於香港聯交所主板上市，股票代碼：2355.HK）擔任財務總監及董事會秘書，二零一零年八月至二零一九年十二月擔任綠城中國控股有限公司（於香港聯交所主板上市，股票代碼：3900.HK）首席財務官及公司秘書，二零二零年一月至二零二一年三月擔任龍光地產控股有限公司（於香港聯交所主板上市，股票代碼：3380.HK）首席財務官。馮先生自二零二一年四月起擔任周大福企業有限公司首席財務官。馮先生擁有逾十五年於香港上市的中國公司從事財務及會計管理、併購、融資及投資者關係的經驗，以及逾十年於一家「四大」國際會計師事務所從事有關審計、會計及商業諮詢的經驗。馮先生現亦擔任寶業集團股份有限公司的非執行董事，並自二零一六年七月至二零二二年三月，擔任中國物流資產控股有限公司（於香港聯交所主板上市，股票代碼：1589.HK）獨立非執行董事。馮先生自二零二一年十月起擔任康哲藥業控股有限公司（於香港聯交所主板上市，股票代碼：0867.HK）的獨立非執行董事。馮先生自二零二二年五月起擔任本公司審核委員會主席。



## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Deng Tianlin**, aged 74, was re-appointed as an Independent Non-executive Director of the Company in December 2020. He also acts as the chairman of the Remuneration Committee and members of the Nomination Committee and the Strategic Committee. Mr. Deng is a certified public accountant, a senior member of the Chinese Institute of Certified Public Accountants, a senior accountant and was a guest professor of Hainan University (海南大學). Mr. Deng has extensive experience in the field of finance and accounting. He previously served, among others, as the section chief in the personnel division of Hubei Provincial Department of Finance (湖北省財政廳), a deputy director of Fang County Tax Bureau in Hubei Province (湖北省房縣稅務局), the chief of the loan section of the World Bank Group and a deputy director of the Department of Agricultural Tax (農業稅處). Mr. Deng was appointed by the Organization Department of the CPC Central Committee (中央組織部) to Hainan Provincial Department of Finance (海南省財政廳) as a director of the accounting department and the secretary general of Hainan Provincial Institute of Certified Public Accountants (海南省註冊會計師協會) in 1990. Mr. Deng had been an independent director of HNA, from April 2012 to October 2019. He ceased to be the chairman and a member of the Audit Committee with effect from May 2022.

**Mr. George F Meng**, aged 80, graduated from Civil Aviation University of China (中國民航學院) in 1966, majoring in radio communication and English language. In 1972, he entered into Tianjin Foreign Studies University (天津外國語大學) for further study in English language. From 1984 to 1991, he studied the FAA Aircraft Dispatcher Training Courses in Aviation Training School, Long Island, New York, the United States, the Advanced Training in Aviation Course with Ansett Airlines, and MBA course at Oklahoma City University. From 1966 to 1988, Mr. Meng served various positions including the radio station master of communication department of CAAC Chengdu Administration (中國民航成都管理局), the dean of the technical English department of Civil Aviation University of China (中國民航學院), and the deputy director of CAAC Training Center (中國民航訓練中心). Since 1991, he has been a director and the general manager of China Resource Ltd., USA (中國物產有限公司 (美國)). Since 2000, Mr. Meng has been the president of Soaring Eagle Industrial LLC., USA (美國飛鷹工業公司). Since September 2010, he has been the principal (three terms) of Northern New Jersey Huaxia Chinese School (美國華夏中文學校北部分校) (nonprofit organization). He served as the general manager (United States) of Hua Ling Consultant Inc. (華玲諮詢公司) in Toronto, Canada, from January 2012 to January 2020. He is currently a freelancer, and is a certified translator (United States). Mr. Meng was re-appointed as an Independent Non-executive Director in December 2020. He also serves as a member of the Audit Committee of the Company.

**鄧天林先生**，74歲，於二零二零年十二月獲重新委任為本公司獨立非執行董事，並擔任薪酬委員會主席、提名委員會委員以及戰略委員會委員。鄧先生為註冊會計師、中國註冊會計師協會資深會員、高級會計師、曾任海南大學客座教授。鄧先生於財務及會計領域有著豐富經驗。彼曾任(其中包括)湖北省財政廳人事處科長、湖北省房縣稅務局副局長、世界銀行集團貸款科科長及農業稅處副處長。鄧先生於一九九零年經中共中央組織部調派至海南省財政廳，任會計處處長、海南省註冊會計師協會秘書長。鄧先生自二零一二年四月至二零一九年十月出任海航控股獨立董事。彼自二零二二年五月起停止擔任本公司審核委員會主席及委員。

**孟繁臣先生**，80歲，於一九六六年畢業於中國民航學院無線電通訊和英語專業，並於一九七二年進入天津外國語大學英語進修班深造。一九八四年至一九九一年，先後在美國紐約長島航空培訓學校學習FAA飛機簽派員課程、澳大利亞安塞特航空公司學習高級航空管理課程、美國阿克拉荷馬市大學學習企業管理課程並獲得MBA學位。孟先生一九六六年至一九八八年先後任職於中國民航成都管理局通訊處電台台長、中國民航學院外語系專業英語教研室主任及中國民航訓練中心副主任。一九九一年起，擔任中國物產有限公司(美國)董事兼總經理。自二零零零年起，孟先生擔任美國飛鷹工業公司總裁。自二零一零年九月起，彼擔任美國華夏中文學校北部分校(非盈利機構)校長(連任三屆)。彼自二零一二年一月至二零二零年一月，擔任加拿大多倫多華玲諮詢公司美國總經理。現為自由職業者，美國認證翻譯員。孟先生於二零二零年十二月獲重新委任為本公司獨立非執行董事，並擔任本公司審核委員會委員。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Ye Zheng**, aged 58, obtained a bachelor's degree in accounting and finance from California State University, Long Beach in the United States in May 1993 and a master's degree in business administration in December 1994. Mr. Ye became a member of the American Institute of Certified Public Accountants in September 1998 and a member of the Hong Kong Institute of Certified Public Accountants in May 2003. He worked in Shanghai Municipal Finance Bureau (上海市財政局) from October 1982 to January 1989. Mr. Ye has over 25 years of experience in audit, internal control and consultancy. He served as an auditor in Ernst & Young (安永會計師事務所) from October 1995 to April 2000; an audit manager in KPMG (畢馬威會計師事務所) from May 2000 to December 2001; a senior audit manager in Grant Thornton (香港均富會計師事務所) from January 2002 to July 2005; a director in Ernst & Young (安永會計師事務所) from August 2005 to October 2006; and a practicing director of Mazars CPA Limited from November 2006 to April 2021. Mr. Ye was a consulting expert for the third session of the committee for enterprise internal control standards appointed by the Ministry of Finance from 1 November 2014 to 31 October 2016. Mr. Ye has served as an independent non-executive director of SINOPEC Engineering (Group) Co., Ltd. (中石化煉化工程(集團)股份有限公司), which is listed on the main board of the Hong Kong Stock Exchange (Stock Code: 2386.HK) since April 2013 and has served as a director of Ace Sustainability & Risk Advisors Limited (傑思可持續發展與風險諮詢有限公司) since April 2021. Mr. Ye was appointed as an Independent Non-executive Director of the Company in October 2021 and has been serving as a member of the Strategy Committee of the Company since December 2021 and a member of the Audit Committee of the Company since May 2022.

**葉政先生**，58歲，於一九九三年五月取得美國加州州立大學長灘分校會計和金融學學士學位及於一九九四年十二月取得工商管理碩士學位。葉先生自一九九八年九月起成為美國註冊會計師協會會員；及自二零零三年五月起成為香港會計師公會會員。葉先生於一九八二年十月至一九八九年一月期間在上海市財政局工作。葉先生在審計、內部控制及諮詢領域擁有逾二十五年工作經驗。葉先生於一九九五年十月至二零零零年四月期間在安永會計師事務所任審計師；於二零零零年五月至二零零一年十二月期間在畢馬威會計師事務所任審計經理；於二零零二年一月至二零零五年七月期間在香港均富會計師事務所任高級審計經理；於二零零五年八月至二零零六年十月期間在安永會計師事務所任總監；於二零零六年十一月至二零二一年四月期間任Mazars CPA Limited執業董事。葉先生自二零一四年十一月一日至二零一六年十月三十一日受財政部聘請為第三屆企業內部控制標準委員會諮詢專家。葉先生自二零一三年四月起擔任中石化煉化工程(集團)股份有限公司(於香港聯交所主板上市，股票代碼：2386.HK)的獨立非執行董事，並自二零二一年四月起擔任傑思可持續發展與風險諮詢有限公司董事。葉先生於二零二一年十月獲委任為本公司獨立非執行董事，自二零二一年十二月起擔任本公司戰略委員會委員，並自二零二二年五月起擔任本公司審核委員會委員。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

#### SUPERVISORS

**Mr. Liao Hongyu**, aged 44, obtained a bachelor's degree majoring in economic law from Southwest University of Political Science & Law (西南政法大學) in Chongqing City, the PRC in July 2001. Mr. Liao successively served as various roles in HNA Group. He served as a legal assistant from October 2001 to May 2004, as a senior legal counsel from May 2004 to October 2007 and as the legal manager from October 2007 to October 2009. He also served as the deputy general manager of comprehensive management department and the deputy general manager of risk control department of HNA Tourism Management Holding Co., Ltd. (海航旅遊管理控股有限公司) from October 2009 to January 2010 and from January 2010 to August 2010, respectively. From July 2010 to April 2012, Mr. Liao served as the deputy general manager of compliance department of HNA. Mr. Liao successively held various positions in HNA Tourism Group Co., Ltd. (海航旅遊集團有限公司), including as the assistant to president from April 2012 to April 2015, as the chief risk control officer from April 2015 to December 2015 and as the risk control director from December 2015 to January 2016. Mr. Liao also worked as the president of HNA Innovation Co., Ltd. (海航創新股份有限公司) ("HNA Innovation"), which is listed on the Shanghai Stock Exchange (stock code: 600555.SH), from January 2016 to February 2017 and as the chairman of the board and the president of Sanya Phoenix International Airport Co., Ltd. (三亞鳳凰國際機場有限責任公司) from February 2017 to April 2017. He also served as the chairman of the board and the president of HNA Airport Group from April 2017 to January 2018. Mr. Liao served as the chairman of the Company, an Executive Director and a member of the Nomination Committee from January 2018 to October 2018. He also served as a member of the Strategic Committee of the Company from January 2018 to March 2019, the vice chairman of the Company from October 2018 to March 2019, and a Non-executive Director from October 2018 to June 2019. He has served as an independent representative Supervisor of the Company and the chairman of the Supervisory Committee since June 2019. He has served as a director of HNA Innovation since August 2020. He worked as the chairman of the board of HNA Innovation from August 2020 to October 2022. He has been serving as the secretary of the party committee of the Hainan HNA No. 2 Trust Management Service Co., Ltd. (海南海航二號信管服務有限公司) since March 2022.

#### 監事會成員

**廖虹宇先生**，44歲，於二零零一年七月於中國重慶市西南政法大學取得學士學位，主修經濟法。廖先生曾先後擔任海航集團內不同職位。彼自二零零一年十月至二零零四年五月擔任法務助理，自二零零四年五月至二零零七年十月為高級法務員，以及自二零零七年十月至二零零九年十月為法務經理。彼亦自二零零九年十月至二零一零年一月及自二零一零年一月至二零一零年八月分別擔任海航旅遊管理控股有限公司綜合管理部及風險控制部副總經理。自二零一零年七月至二零一二年四月，廖先生曾任海航控股合規部副總經理。廖先生先後於海航旅遊集團有限公司任職多項職務，包括自二零一二年四月至二零一五年四月擔任總裁助理，自二零一五年四月至二零一五年十二月為首席風控官，以及自二零一五年十二月至二零一六年一月擔任風控總監。廖先生亦自二零一六年一月至二零一七年二月擔任海航創新股份有限公司（「海航創新」）（於上交所上市，股票代碼：600555.SH）之總裁，自二零一七年二月至二零一七年四月擔任三亞鳳凰國際機場有限責任公司董事長及總裁，自二零一七年四月至二零一八年一月擔任海航機場集團董事長及總裁，自二零一八年一月至二零一八年十月擔任本公司董事長、執行董事及提名委員會成員。彼亦於二零一八年一月至二零一九年三月擔任本公司戰略委員會成員，於二零一八年十月至二零一九年三月擔任本公司副董事長，並自二零一八年十月至二零一九年六月擔任非執行董事。自二零一九年六月起擔任本公司獨立代表監事及監事會主席。自二零二零年八月起擔任海航創新董事，並自二零二零年八月至二零二二年十月擔任海航創新董事長職務。自二零二二年三月起擔任海南海航二號信管服務有限公司黨委書記。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

**Mr. Hu Yunyun**, aged 36, obtained a bachelor's degree from Nanjing Audit University (南京審計大學) (formerly known as Nanjing Audit College (南京審計學院)), majoring in auditing in July 2010. He successively served in HNA Group North Headquarters (Tianjin) Co., Ltd. (海航集團北方總部(天津)有限公司) as a personnel administrator, a labor relations and community administrator and an administrative assistant in the comprehensive management department from October 2010 to August 2011. Mr. Hu served as an auditor of the audit room of the compliance department of HNA Commercial Holdings Co., Ltd. (海航商業控股有限公司) from August 2011 to October 2011. He also successively held several positions in HNA Holding Group Co., Ltd. (海航實業集團有限公司), as the audit head and then the senior audit manager of the compliance and audit department from October 2011 to November 2012, and as the senior auditor of the audit practice center of the compliance management department from January 2014 to May 2015. He served as the audit manager of the audit and legal department of HNA Infrastructure Holdings (Group) Co., Ltd. (海航實業控股(集團)有限公司) from November 2012 to January 2014. From May 2015 to December 2016, Mr. Hu served as the manager of the airport compliance and audit center of HNA Infrastructure Industry. From December 2016 to June 2018, he served as the deputy general manager of the risk control department of HNA Airport Group. Mr. Hu also served as the deputy general manager of the risk control department of the Company from June 2018 to November 2018. He has served as the deputy general manager of the compliance and legal department of HNA Airport Group since November 2018. He has served as an independent representative Supervisor of the Company since December 2020.

**Mr. Zheng Yabo**, aged 36, obtained a master's degree from Renmin University of China (中國人民大學), majoring in business administration in June 2020, and currently serves as the general manager of the Company's smart airport management department. Mr. Zheng worked for HNA from February 2011 to August 2011 as a system support engineer in the e-commerce centre of the marketing and sales department. He also successively held several positions including the head of corporate performance in the compensation and performance management centre and the business manager in the planning and policy support centre of the human resources department of HNA Group from July 2011 to June 2016. From September 2017 to February 2018, he was the general manager of the human resources and administration department of Ccoop Field Group CO., Limited (中國集集團有限公司). From August 2018 to September 2019, he was successively the deputy general manager of the social responsibility department and the general manager of the human resources and administration department of Hainan Airport Infrastructure Co., Limited (海南機場設施股份有限公司) (formerly known as "HNA Infrastructure Investment Group Co., Limited (海航基礎設施投資集團股份有限公司)", listed on the Shanghai Stock Exchange, stock code: 600515.SH). From September 2019 to December 2021, he successively served as the general manager of the human resources and administration department and the general manager of the party building department of HNA Airport Group. He has been serving as the general manager of the Company's smart airport management department since December 2021 and an employee representative supervisor of the Company since July 2022.

**胡運運先生**，36歲，於二零一零年七月於南京審計大學(原南京審計學院)取得學士學位，主修審計。彼自二零一零年十月至二零一一年八月先後擔任海航集團北方總部(天津)有限公司綜合管理部人事行政管理員、勞動關係及社群管理員以及行政事務助理。胡先生自二零一一年八月至二零一一年十月擔任海航商業控股有限公司合規部審計室審計員。彼亦先後擔任海航實業集團有限公司不同職位，自二零一一年十月至二零一二年十一月擔任合規與審計部審計主管及隨後為高級審計經理，以及自二零一四年一月至二零一五年五月擔任合規管理部審計實務中心高級審計員。彼自二零一二年十一月至二零一四年一月擔任海航實業控股(集團)有限公司審計法務部審計經理。自二零一五年五月至二零一六年十二月，胡先生擔任海航基礎產業機場合規審計中心經理。自二零一六年十二月至二零一八年六月，彼擔任海航機場集團風險控制部副總經理。胡先生亦自二零一八年六月至二零一八年十一月擔任本公司風險控制部副總經理。彼自二零一八年十一月起擔任海航機場集團合規法務部副總經理。自二零二零年十二月起擔任本公司獨立代表監事。

**鄭亞波先生**，36歲，於二零二零年六月於中國人民大學取得碩士學位，主修工商管理專業，目前擔任本公司智慧機場管理部總經理。鄭先生自二零一一年二月至二零一一年八月於海航控股市場銷售部電子商務中心擔任系統支持工程師。彼亦自二零一一年七月至二零一六年六月先後擔任海航集團人力資源部薪酬與績效管理中心企業績效主管、規劃與政策支持中心業務經理等職務。自二零一七年九月至二零一八年二月擔任中國集集團有限公司人資行政部總經理。自二零一八年八月至二零一九年九月先後擔任海南機場設施股份有限公司(原「海航基礎設施投資集團股份有限公司」，於上海證券交易所上市，股票代碼：600515.SH)社會責任部副總經理、人資行政部總經理。自二零一九年九月至二零二一年十二月先後擔任海航機場集團人資行政部總經理、黨建工作部總經理。彼自二零二一年十二月起擔任本公司智慧機場管理部總經理，自二零二二年七月起擔任本公司職工代表監事。



# DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

## 董事、監事及高級管理層簡介

### SENIOR MANAGEMENT

**Mr. Wang Hong**, aged 55, obtained a bachelor's degree from Central China Normal University (華中師範大學) in human resources in July 2007. He is currently the chairman, president and Executive Director of the Company. From August 1985 to January 2003, he successively worked as a wireless correspondent at Yichang Station of Civil Aviation (民航宜昌站), the project leader of construction headquarters of Yichang Sanxia Airport (宜昌三峽機場), the deputy director and then the director of the command center of Yichang Sanxia Airport (宜昌三峽機場), the manager of Ground Service Branch of Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司地勤服務分公司) and the director of the command center of Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司). He also successively held various positions in Yichang Sanxia Airport Co., Ltd. (宜昌三峽機場有限責任公司), as the assistant to the general manager, the deputy general manager, the general manager and then the chairman of the board from January 2003 to July 2017. From July 2017 to March 2018, he successively served as the president of Sanya Phoenix International Airport Co., Ltd. (三亞鳳凰國際機場有限責任公司) and the deputy head of the South China Sea modern logistics preparation working group of HNA Modern Logistics Group Co., Ltd. (海航現代物流集團有限公司). He worked as the deputy general manager of the Parent Company from March 2018 to July 2019, and has served as the general manager of the Parent Company from July 2019 to June 2022 and the chairman of the Parent Company since 27 June 2022. He has been re-appointed as the President of the Company since 25 March 2022, an Executive Director of the Company since 25 May 2022 and the chairman of the Company since 6 June 2022.

**Mr. Ren Kai**, aged 38, obtained a bachelor's degree from Hainan University (海南大學) in July 2009, majoring in accountancy. He is currently an Executive Director and the chief financial officer of the Company, and members of the Remuneration Committee and the Strategic Committee. From July 2009 to July 2011, he successively served as the audit assistant and the manager of PricewaterhouseCoopers. From July 2011 to January 2013, he served as the deputy financial manager of China Great Land Holdings Ltd. (Hainan Company) (新加坡華地控股有限公司 (海南公司)). From January 2013 to March 2016, he served as the head of the finance department of Hainan Yangpu Development and Construction Holdings Co., Ltd. (海南省洋浦開發建設控股有限公司). From March 2016 to August 2019, he served as the head of and the section chief assistant of the finance department of Hainan Development Holdings. From August 2019 to July 2020, he served as the chief financial officer (section chief assistant level) of Hainan Holdings Energy Co., Ltd. (海南海控能源股份有限公司) (formerly known as "HaiNan Tihierg Co., Ltd. (海南天匯能源股份有限公司)"), listed on the National Equities Exchange and Quotations, stock code: 833042). From May 2020 to May 2021, he also served as a director and chief accountant (section chief assistant level) of Hainan Development Holdings Nanhai Co., Ltd. (海控南海發展股份有限公司) (listed on the Shenzhen Stock Exchange, stock code: 002163.SZ). From May 2021 to June 2022, he successively served as the section chief assistant of the finance department of Hainan Development Holdings, the director of Hainan Development Holding Real Estate Group Co., Ltd. (海南發展控股置業集團有限公司), the director and chief financial officer of Haikou Airport Aircraft Maintenance Engineering Co., Ltd. (海口空港飛機維修工程有限公司) and the director of Hainan Basuo Port Limited (海南八所港務有限責任公司). Since June 2022, he has been serving as the chief financial officer of the Parent Company. Since September 2022, he has been serving as a director of Hainan Ruigang Logistics Co., Ltd. (海南瑞港物流有限公司). He has been serving as the chief financial officer of the Company since September 2022, and an Executive Director of the Company since November 2022.

### 高級管理人員

**王宏先生**，55歲，於二零零七年七月於華中師範大學取得學士學位，主修人力資源專業。彼現任本公司董事長、總裁兼執行董事。彼曾自一九八五年八月至二零零三年一月先後擔任民航宜昌站無線通信員，宜昌三峽機場建設指揮部項目負責人，宜昌三峽機場指揮中心副主任、主任，宜昌三峽機場有限責任公司地勤服務分公司經理以及宜昌三峽機場有限責任公司指揮中心主任。彼曾自二零零三年一月至二零一七年七月先後擔任宜昌三峽機場有限責任公司總經理助理、副總經理、總經理、董事長。彼自二零一七年七月至二零一八年三月先後擔任三亞鳳凰國際機場有限責任公司總裁，海航現代物流集團有限公司南海現代物流籌備工作組副組長。彼自二零一八年三月至二零一九年七月擔任母公司副總經理，自二零一九年七月至二零二二年六月擔任母公司總經理，自二零二二年六月二十七日起擔任母公司董事長。彼自二零二二年三月二十五日獲重新委任為本公司總裁，自二零二二年五月二十五日獲重新委任為本公司執行董事及自二零二二年六月六日獲重新委任為本公司董事長。

**任凱先生**，38歲，於二零零九年七月獲得海南大學學士學位，主修會計學專業。彼現任本公司執行董事及財務總監，並擔任薪酬委員會和戰略委員會委員。彼曾自二零零九年七月至二零一一年七月先後擔任普華永道會計師事務所項目審計助理、經理。彼曾自二零一一年七月至二零一三年一月擔任新加坡華地控股有限公司(海南公司)財務副經理。彼曾自二零一三年一月至二零一六年三月擔任海南省洋浦開發建設控股有限公司財務部主管。彼曾自二零一六年三月至二零一九年八月擔任海南發展控股財務部主管、部長助理。彼曾自二零一九年八月至二零二零年七月擔任海南海控能源股份有限公司(前稱為「海南天匯能源股份有限公司」)於全國中小企業股份轉讓系統上市，股票代碼：833042)財務總監(部長助理級)。彼亦曾自二零二零年五月至二零二一年五月擔任海控南海發展股份有限公司(於深圳證券交易所上市，股票代碼：002163.SZ)董事、總會計師(部長助理級)。彼曾自二零二一年五月至二零二二年六月先後擔任海南發展控股財務部部長助理，海南發展控股置業集團有限公司董事，海口空港飛機維修工程有限公司董事、財務總監，海南八所港務有限責任公司董事。彼自二零二二年六月起擔任母公司財務總監。彼自二零二二年九月起擔任海南瑞港物流有限公司董事。彼自二零二二年九月起擔任本公司財務總監，自二零二二年十一月起擔任本公司執行董事。

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### 董事、監事及高級管理層簡介

#### COMPANY SECRETARY

**Mr. Xing Zhoujin**, aged 57, graduated from the Anhui Normal University (安徽師範大學), in Wuhu, Anhui Province, the PRC, majoring in financial management in July 1985. He also has a bachelor degree in laws and a title of economist. Mr. Xing has served as the company secretary of the Company since 25 August 2009. He was also re-appointed as an Executive Director of the Company in October 2021. Mr. Xing served as the section chief of personnel division and office director of Sanya Phoenix International Airport (三亞鳳凰國際機場) and Haikou Meilan International Airport (海口美蘭國際機場). He has been engaged in the management and operation of the Company since 2002 and fully participated in the listing of H shares of the Company and worked as the secretary to the board of directors of the Parent Company. He has also been responsible for handling the results disclosure and daily operation of the Board after the listing of the Company.

**Mr. Chen Yingjie**, aged 35, obtained a bachelor's degree from Sichuan University (四川大學) in July 2011, majoring in applied mathematics. He is an intermediate economist certified by the Ministry of Human Resources and Social Security of the PRC, with qualification certificates of secretary for directorate issued by the Shenzhen Stock Exchange and the Shanghai Stock Exchange, respectively. He also holds a securities practitioner qualification certificate issued by the Securities Association of China and a fund practitioner qualification certificate issued by the Asset Management Association of China. From July 2011 to March 2013, he served as the director of listing affairs of the Office of the Board. From March 2013 to November 2016, he has successively served as the assistant director of the Office of the Board, business manager, securities affairs representatives and director of the Office of the Board. Due to his extensive experience in compliance matters of listed companies and capital operation, from November 2016 to October 2019, he has successively served as the general manager of the department of strategic investment of HNA Airport Group and deputy general manager of the department of asset management of HNA Logistics Group (海航物流集團有限公司). During his post, he was mainly responsible for investment and M&A matters, including capital market operation and listed company governance matters. From November 2019 to December 2021, he served as the general manager of the Office of the Board. From December 2021 to February 2023, he served as the deputy general manager of the General Office of the Company and was in charge of the Office of the Board. Since February 2023, he has been acting as the general manager of the department of investment and operation (Office of the Board) of the Company, assisting the Chairman and Mr. Xing Zhoujin, the company secretary of the Company to manage the listing affairs of the Company.

#### 聯席公司秘書

**邢周金先生**，57歲，於一九八五年七月畢業於位於中國安徽省蕪湖的安徽師範大學經濟管理專業。彼亦擁有法學學士學位和經濟師職稱。邢先生自二零零九年八月二十五日起擔任本公司之公司秘書，及於二零二一年十月獲重新委任為執行董事。邢先生曾擔任三亞鳳凰國際機場和海口美蘭國際機場人事處處長、辦公室主任等職務，自二零零二年起即開始從事本公司的治理和運作工作，並全程參與了本公司的H股上市發行工作，同時還擔任了母公司的董事會秘書。彼亦於本公司上市後負責業績披露及董事會日常事務的處理工作。

**陳英杰先生**，35歲，於二零一一年七月獲得四川大學學士學位，主修應用數學。彼為中國人力資源和社會保障部認證的中級經濟師，分別持有深圳證券交易所及上海證券交易所頒發的董事會秘書資格證書。彼亦持有中國證券業協會頒發的證券從業資格證書，以及持有中國證券投資基金業協會頒發的基金從業資格證書。自二零一一年七月至二零一三年三月，彼擔任董事會辦公室上市事務主管。自二零一三年三月至二零一六年十一月，彼先後擔任董事會辦公室主任助理、業務經理、證券事務代表及董事會辦公室主任。由於彼於上市公司合規事宜及資本運作方面擁有豐富經驗，自二零一六年十一月至二零一九年十月，先後擔任海航機場集團有限公司戰略投資部總經理及海航物流集團有限公司資產管理部副總經理，任職期間主要負責有關投資及併購事宜，包括資本市場運作事宜及上市公司治理事宜。自二零一九年十一月至二零二一年十二月，彼擔任董事會辦公室總經理。自二零二一年十二月至二零二三年二月，彼擔任本公司綜合辦公室副總經理，主要分管董事會辦公室。自二零二三年二月起，彼擔任本公司投資運營部(董事會辦公室)總經理，協助董事長及本公司公司秘書邢周金先生管理本公司上市事務。