



上海锦江国际酒店股份有限公司

Shanghai Jin Jiang International Hotels Co., Ltd.

2024

Environmental, Social and Governance Report

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About the Report

Report Introduction

This report is the third Environmental, Social and Governance (ESG) report issued by Shanghai Jin Jiang International Hotels Co., Ltd. Its principles are objectivity, standardization, transparency, and comprehensiveness. This report discloses Jin Jiang Hotels' guiding concepts and progress as it pertains to the environment, society, and governance in 2024.

Since 2016, the Company has been publishing Corporate Social Responsibility (CSR) reports. In 2022, we renamed it the Environmental, Social, and Governance (ESG) Report (referred to as the "ESG Report,") to better reflect our commitment to sustainable development and our dedication to contributing to global sustainable development goals. This marks our eighth consecutive year of issuing CSR/ESG reports.

Scope of the Report

This report covers the period from January 1, 2024, to December 31, 2024. To enhance the completeness of the report's narrative, some content and data may extend beyond this scope where appropriate.

Unless otherwise specified, this report covers Shanghai Jin Jiang International Hotels Co., Ltd., Jin Jiang Hotels China Region, Jin Jiang International Hotels Management Co., Louvre Hotels Group, Shanghai WeHotel Network Technology Co., Ltd., Shanghai Jin Jiang Global Purchasing Platform, and Shanghai Jin Jiang International Catering Investment Co., Ltd.

Important Commitment

The Board of Directors and all directors of Jin Jiang Hotels warrant that there are no misrepresentations, misleading statements, or material omissions contained in this report. They accept responsibility for the authenticity, accuracy, and completeness of the information contained herein.

Basis of Preparation

This report has been prepared in accordance with the following standards:

Guidelines No. 4 of the Shanghai Stock Exchange for Self-regulation of Listed Companies - Guidelines for the Preparation of Sustainability Reports

Guidelines No. 14 of the Shanghai Stock Exchange for Self-regulation of Listed Companies - Sustainability Reporting (Trial) Indicator System on Environmental, Social and Governance (ESG) of Listed Companies Controlled by Shanghai State-owned Assets Supervision and Administration Commission of the State Council (SASAC) (Version 1.0)

Global Reporting Initiative's Sustainability Reporting Standards (2021)

And with reference to:

United Nations Sustainable Development Goals (SDGs)

Morgan Stanley Capital International ESG Ratings (MSCI ESG Ratings)

China Securities Index Co., Ltd. ESG Evaluation System

Report Access

This report is printed in both Chinese and English. If there is any ambiguity in the two language versions, the Chinese version shall prevail. The electronic version of this report is available on the website of the Shanghai Stock Exchange (www.sse.com.cn) and Jin Jiang Hotels' website (www.jinjianghotels.sh.cn).

Jin Jiang Hotels, the Company, We	Refer to	Shanghai Jin Jiang International Hotels Co., Ltd. (renamed upon registration at Shanghai Municipal Administration for Market Regulation on 19 August 2019), formerly named as Shanghai Jin Jiang International Hotels Development Co., Ltd.
Jin Jiang International, the Group	Refers to	Jin Jiang International (Holdings) Co., Ltd., the actual holding company of Jin Jiang Hotels and Jin Jiang Capital
Jin Jiang Hotels China Region, China Region	Refers to	Shenzhen Jin Jiang Hotels Management Co., Ltd., Jinjiang Inn Co., Ltd., Shanghai Jin Jiang International Hotel Investment Co., Ltd., Keystone Lodging Holdings Limited and its subsidiaries, Vienna Hotel Co., Ltd.
Jin Jiang Hotels Management	Refers to	Jin Jiang International Hotels Management Co., Ltd.
Louvre Hotels Group, Louvre Hotels, LHG	Refers to	Louvre Hotels Group, registered in France
WeHotel	Refers to	Shanghai WeHotel Network Technology Co., Ltd
GPP	Refers to	Shanghai Jin Jiang Global Purchasing Platform
Jin Jiang Catering	Refers to	Shanghai Jin Jiang International Catering Investment Co., Ltd
Bai Sui Cun Catering	Refers to	Shenzhen Bai Sui Cun Catering Chain Co., Ltd.

Chairman's Letter



Chairman of Shanghai Jin Jiang International Hotels Co., Ltd.
Zhang Xiaoqiang

2024 marked a critical year for achieving the goals of China's 14th Five-Year Plan, advancing high-quality development, and also a time when multiple variables in the global economy are at play. For Jin Jiang Hotels, it was also a crucial year for accelerating its global expansion and deepening its sustainable development practices. Throughout the year, the Company continued to expand its overseas markets and established a strategic partnership with Malaysia's RIYAZ Group, planning to develop projects under five of its brands across six countries. In this process, the Company has closely integrated its globalization strategy with the support of global sustainable development goals, adhering to its "Engaging All for A Promising Future" ESG blueprint

and actively practicing the principles of sustainability.

We fully recognize the responsibility we bear as a key player in the hospitality industry. Actively aligning ourselves with the global sustainable development agenda, we are advancing a wide range of sustainability initiatives based on our operational realities and adhering to higher standards. We are committed to building a more resilient and sustainable hotel industry ecosystem, contributing Jin Jiang's wisdom and strength to the sustainable development of the global hospitality sector.

Recognizing that its workforce is central to advancing sustainability, Jin Jiang Hotels prioritized ESG education at all levels. In 2024, the Company launched in-house ESG training modules and rolled out comprehensive online programs to ensure every employee understood its core principles and practical applications. By year-end, over 20,000 staff members had completed the courses and passed assessments, deepening their understanding of various issues related to sustainable development, laying a solid foundation for the Company to promote green transformation and implement sustainable development goals.

Committed to environmentally responsible growth and China's carbon peak and carbon neutrality objectives, Jin Jiang Hotels aims to be a global leader in sustainable hospitality. As a founding advocate of the Hotel Sustainability Basics (HSB) by the World Travel & Tourism Council (WTTC) and its key promoter in China, the Company integrated HSB standards into its operations and achieved verification for 4,739 properties both domestically and overseas in 2024—exceeding its annual target. Beyond compliance, Jin Jiang Hotels spearheaded innovative practices in green building, operations, guest services, and biodiversity conservation. It published and implemented an industry-leading Green Hotel Business Manual, becoming an industry pioneer in its execution to better plan and implement green building projects. Jin Jiang Hotels also initiated pilot programs for multi-scenario applications of its energy management

platform, further exploring energy-saving and consumption-reducing measures at the property level. Through the "Green Stay" campaign launched on its Jin Jiang Rewards app, the Company encouraged guests to participate in green travel and adopt low-carbon lifestyles. In reducing food waste, the Company conducted preliminary research on food waste baseline measurements. A total of 277 Louvre Hotels overseas have partnered with TooGoodToGo platform, saving approximately 145,000 breakfast bags from waste. In biodiversity conservation, Jin Jiang Hotels achieved a milestone by establishing its first "Insect Hotel" in Xishuangbanna, Yunnan, marking a significant step forward in its innovative ecological preservation efforts.

Jin Jiang Hotels actively collaborates with upstream and downstream partners to promote green practices and foster a sustainable industrial ecosystem. Through multi-stakeholder partnerships, the Company is building a cooperative environment centered on shared green success. As a critical component of its sustainability strategy, Shanghai Jin Jiang Global Purchasing Platform (GPP) has made steady progress in developing a sustainable supply chain. The platform has preliminarily established the "Shanghai Jin Jiang GPP Sustainability Framework 1.0" and initiated the development of a "Sustainable Supplier Database," introducing ESG audit criteria for ten core product categories. In 2024, 28 suppliers completed sustainable development evaluation review. Simultaneously, Jin Jiang Hotels strengthened communication and management with franchisees by creating an efficient and user-friendly mini-program service platform, ensuring they can swiftly access necessary support resources. The Company also organized annual conferences and investor networking events like the "Investor Friends Gathering" to better understand franchisee needs, continuously optimize services, and enhance satisfaction. These efforts aim to integrate franchisees more effectively into the Jin Jiang ecosystem, uniting them in building an industry-leading brand.

Jin Jiang Hotels consistently upholds its social responsibilities by carrying out diverse public welfare initiatives across multiple fronts. Leveraging its brand influence, resources, and platform advantages, the Company actively contributes to China's rural revitalization strategy, demonstrating its commitment as a state-owned enterprise to drive sustainable and high-quality socioeconomic development. In 2024, various business units of Jin Jiang Hotels launched a rich array of philanthropic projects tailored to their unique characteristics, including initiatives to preserve revolutionary heritage, promote ethnic cultures, practice circular economy principles, and support female travelers. Through these efforts, the Company continues to give back to society in tangible ways. Several Jin Jiang Hotels brands have deepened their engagement in public welfare advocacy by releasing public welfare action initiatives during international public service observances, further amplifying their social impact and reinforcing their sense of corporate responsibility. In bolstering regional economic growth, Jin Jiang Hotels sourced tea products from Guizhou Province through its GPP platform. By the end of 2024, 496 hotels had participated in the procurement program, generating a total purchase volume of 3.52 million yuan RMB, providing concrete support to Guizhou Province's tea industry, local economic development, and farmers' livelihoods.

As we reflect on 2024, it was a year of significant progress in Jin Jiang Hotels' sustainability journey. Moving forward, the Company will continue to advance with a global perspective and a strong sense of responsibility, actively aligning with the United Nations 2030 Agenda for Sustainable Development and integrating sustainability goals into its corporate strategy and operations. Jin Jiang Hotels will stay attuned to industry trends, exploring new approaches and methodologies to advance sustainable hospitality. By setting new benchmarks for green practices in the hotel industry and collaborating with all partners, the Company is committed to driving meaningful transformation—both within the industry and for society at large.

Jin Jiang at a Glance

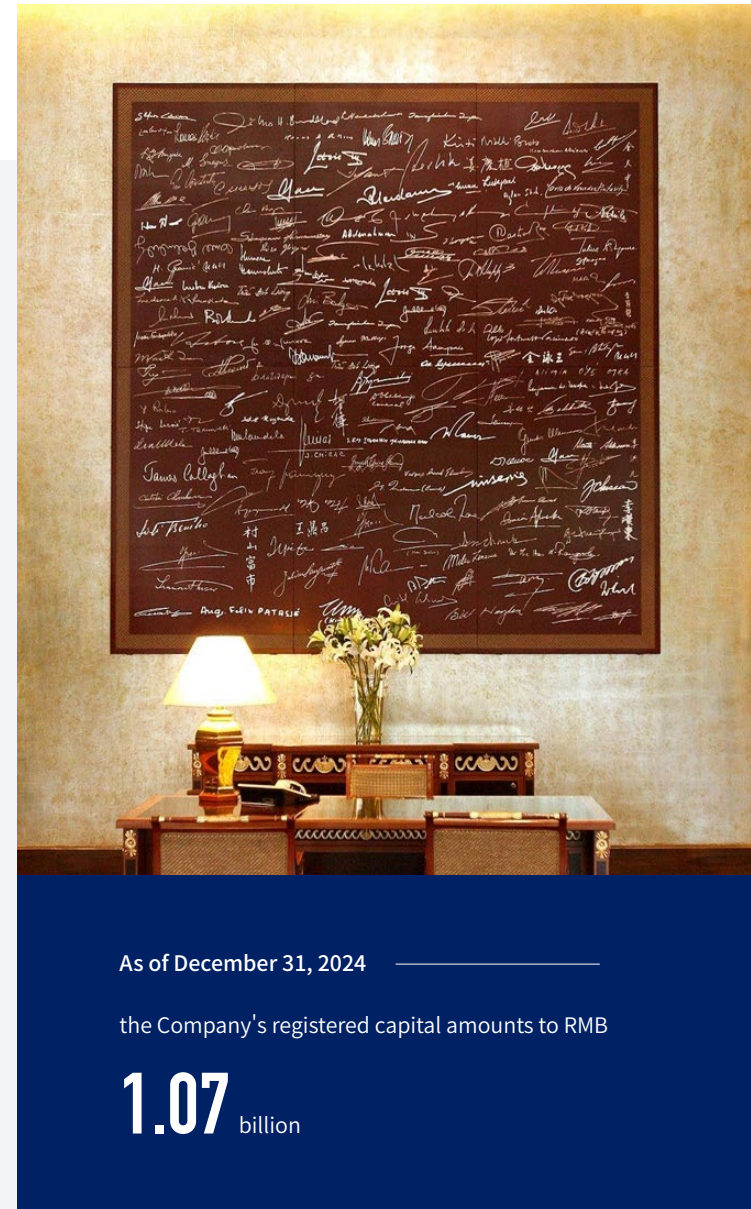
Company profile

Shanghai Jin Jiang International Hotels Co., Ltd. ("Jin Jiang Hotels") was established in June 1993 and listed on the Shanghai Stock Exchange in 1994, with A-share stock code 600754 and B-share stock code 900934. It stands as one of China's leading publicly traded hotel companies. As of December 31, 2024, the Company's registered capital amounts to RMB 1.07 billion. Jin Jiang Hotels principally engages in the full and limited service-oriented hotel operations and management business, and the food and catering business."

Following the strategy of devoting greater efforts to the Chinese market, enhancing its business presence in the international market, and conducting multinational operations, Jin Jiang Hotels acquired the French Louvre Hotels Group in 2015 and Vienna Hotels Group Co., Ltd. and made a strategic investment in the Plateno Group in 2016. Expanding our hotel portfolio, Jin Jiang Hotels has effectively carried out a global expansion of its limited service-oriented hotel business. In November 2023, Jin Jiang Hotels acquired 100% equity of Jin Jiang International Hotels Management Co., Ltd., bolstering our brand matrix and refining our brand structure. This strategic move accommodates customer demands at all levels, covering from economy and mid-range hotels to full-

service and high-end hotels, a diversified brand matrix was established. In 2022 and 2023, we completed the acquisition of 70% of the equity of Jin Jiang Global Purchasing Platform (GPP) and 90% of the equity of Jin Jiang WeHotel Global Shared Hotel Platform (WeHotel). Guided by the strategic principles of branding, asset-light business model, focus on operations, innovative models, and robust platforms, Jin Jiang Hotels established a back-end support system known as the "Three Platforms," comprising WeHotel, GPP, and FSSC. This initiative facilitated comprehensive resource integration, management optimization, and business synergy.

As of December 31, 2024, the Company operated total 13,416 hotels with 1,290,988 hotel rooms and had active contracted with 17,391 hotels with over 1,642,506 rooms. These hotels are located in 338 prefecture-level cities and counties directly under the jurisdiction of 31 provinces, autonomous s, and municipalities in China, as well as 55 countries or regions outside the Chinese mainland, with an effective membership of 204.94 million.



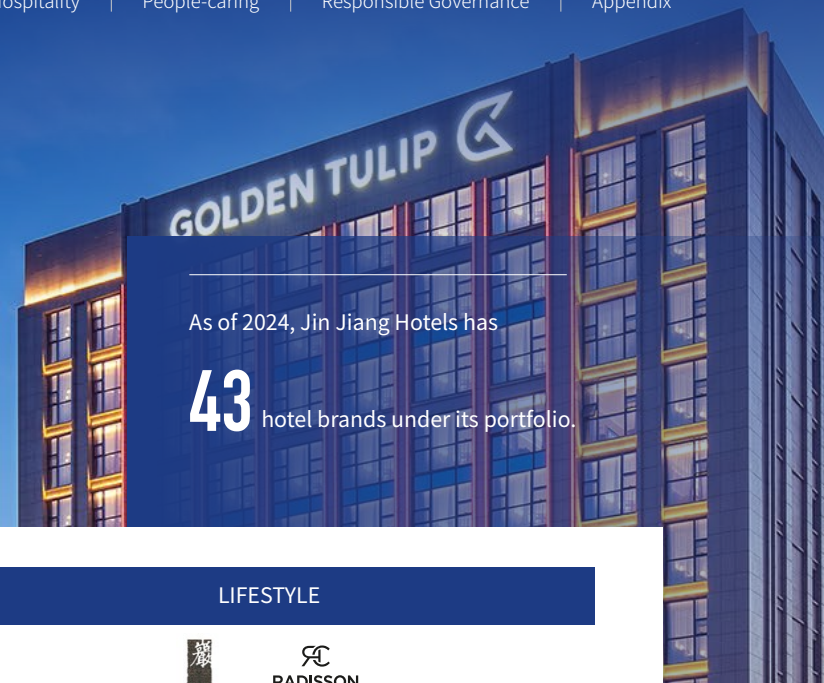
As of December 31, 2024

the Company's registered capital amounts to RMB

1.07 billion

Brand Matrix

Jin Jiang Hotels oversees a portfolio of 43 hotel brands. These brands are categorized into four tiers: "Luxury," "Premium," "Quality," and "Essentials." Within each tier, brands are further divided into "Classic" and "Lifestyle" categories based on their unique characteristic. Classic brands cater to a broad spectrum of business and leisure travelers across different age groups, while Lifestyle brands focus on individuality and creativity, offering immersive lodging experiences. At present, Jin Jiang Hotels offers a diverse range of full-service and select-service hotel brands, covering various market segments. With a blend of different brand offerings, Jin Jiang Hotels has successfully created a brand landscape that caters to the needs of various customer demographics, including those seeking accommodations for business trips and leisure vacations. As of December 31, 2024, **the Company has over 13,000 open hotels with more than 1.2 million rooms.** These hotels are distributed across over 55 countries or regions around the world, **and the Company has over 200 million members.**



As of 2024, Jin Jiang Hotels has
43 hotel brands under its portfolio.

	CLASSIC	LIFESTYLE
LUXURY	  	 
PREMIUM	  	    
QUALITY	  	  
	   	  
	      	   
ESSENTIALS	   	 

Core Concepts



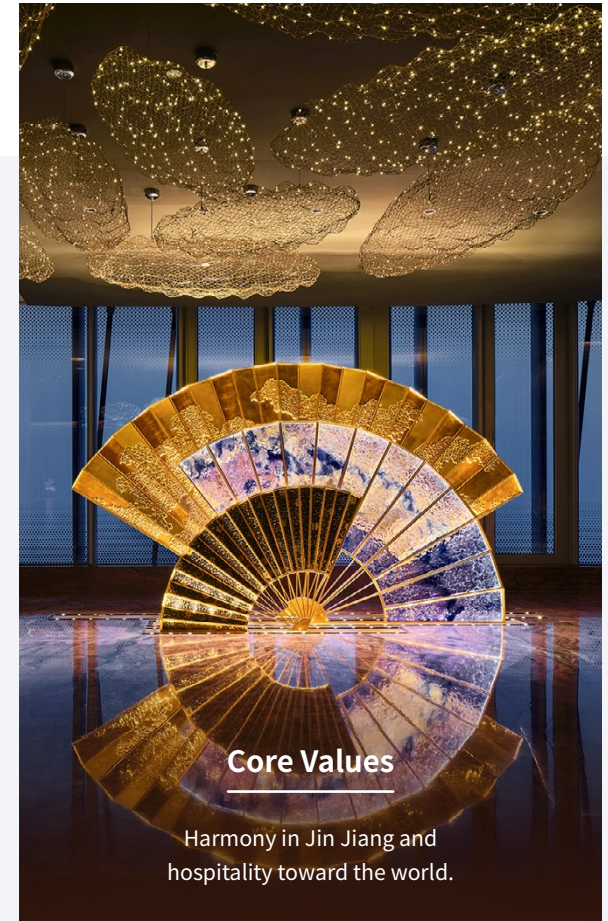
Mission

Optimize services for clients, grow together with staff, contribute values to stockholders and undertake responsibilities for the society.



Vision

To be a world-known hotel brand that is yearned for by clients, taken pride in by staff, satisfied with by stockholders and celebrated by the society.



Core Values

Harmony in Jin Jiang and hospitality toward the world.

Recognition

Company Awards

Shanghai State-owned Assets Supervision and Administration Commission

Selected for inclusion in the 2024 Shanghai State-Owned Enterprises Social Responsibility Blue Book.

Jiemian News

Recognized in the 2024 Golden Medal Awards for Annual ESG Practice Cases.

China Listed Companies Association

Selected for inclusion in the 2024 Summary of Excellent Sustainable Development Practices of Listed Companies - Social Dimension.

Selected for inclusion in the 2024 Summary of Excellent Sustainable Development Practices of Listed Companies - Environmental Dimension.

China Business Network & Green Point China

Recognized as a 2024 Green Point China Annual Case of Sustainable Practices.

Selected for inclusion in the Green Point 2024 Third Annual Sustainable Practices Case Yearbook.

China Securities Journal & Guoxin Consulting

Selected for inclusion in the Second Guoxin Cup ESG Golden Bull Awards.

Jin Jiang Hotels China Region Awards

Future Travel Awards

Contribution to Sustainable Travel Award.

China Hotel Association

2024 ESG Innovation Competition "Recycled Linen Upcycling Project" awarded the Gold Prize.

Cailian Press

The "Innovation and Sustainable Development Award for Central and State-Owned Enterprises".

Jin Jiang Hotels Management Awards

Shanghai United Media Group

2024 Hotel ESG Promotion Case.

THE BANG! Urban Life Awards

2025 Shanghai Sustainable Tourism Contribution Award.

Industry Standard Development and Participation

Initiating Organization	Standard Name	Standard Type
China Electronic Energy-Saving Technology Association	China Electronic Energy-Saving Technology Association	Group Standard
China Hotel Association	ESG Management System and Evaluation Requirements for the Accommodation Industry	National Standard

In addition, the Company participated in the evaluation of the "2024 China Hotel Industry ESG Innovative Solutions".

Blueprint: Engaging All for A Promising Future

ESG Strategy and Path

ESG Governance

ESG Awareness Enhancement

Communication with Stakeholders

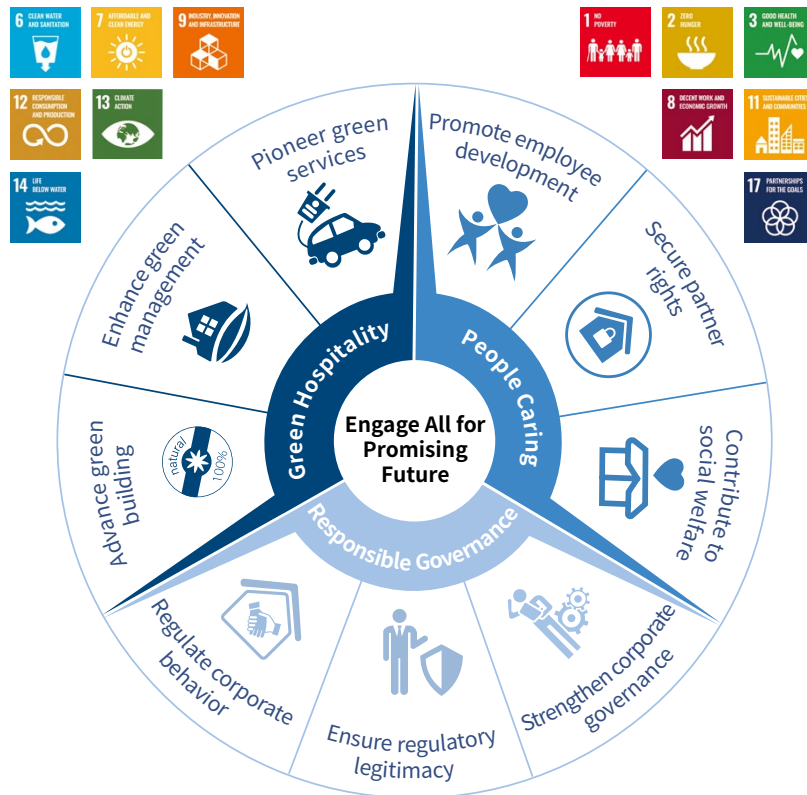
Double Materiality Analysis Results

Key Highlights of ESG in 2024



ESG Strategy and Path

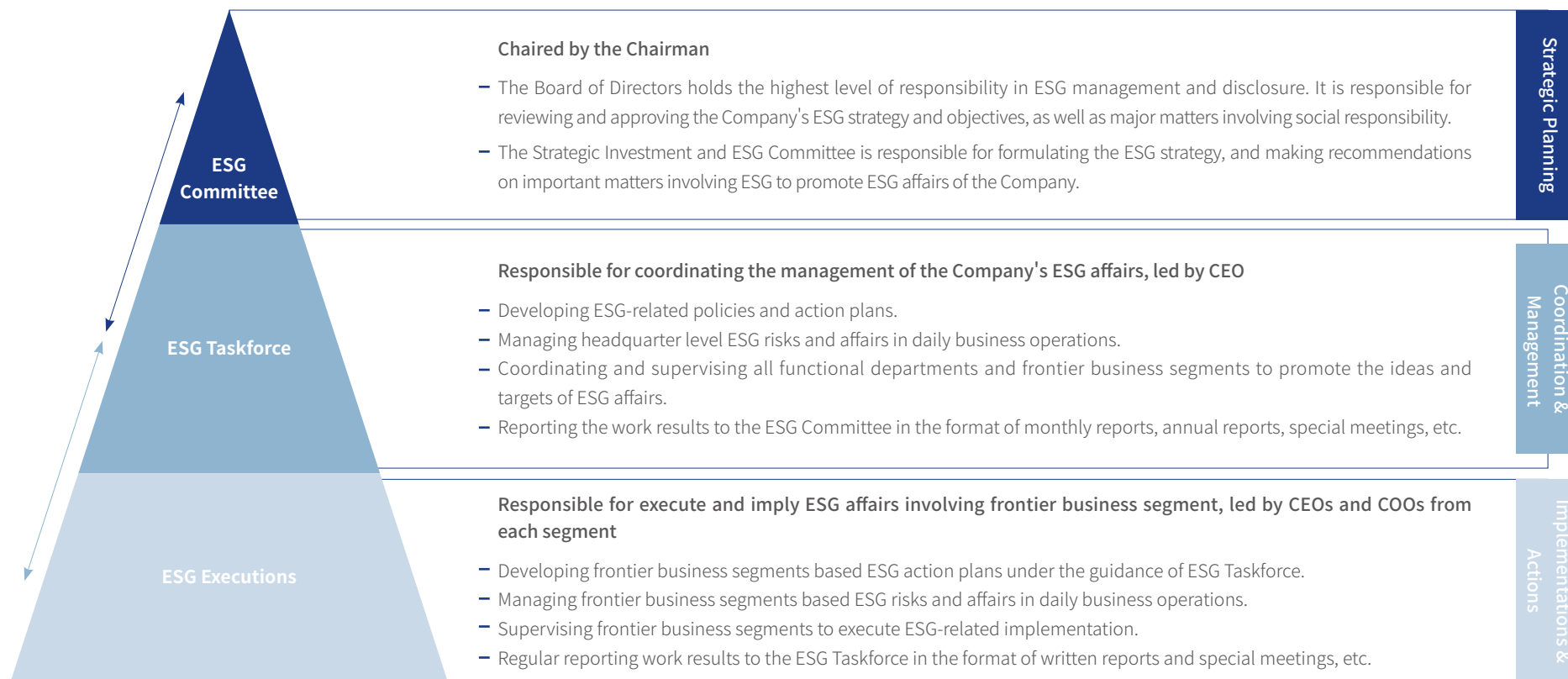
Jin Jiang Hotels has mapped out the "Engaging All for A Promising Future" ESG strategy blueprint, with "Green Hospitality," "People Caring," and "Responsible Governance" as the three ESG pillars of transformation. From an overall perspective, this strategy outlines an innovative, sustainable, and value-oriented development path, laying a solid foundation for the Company's long-term future development.



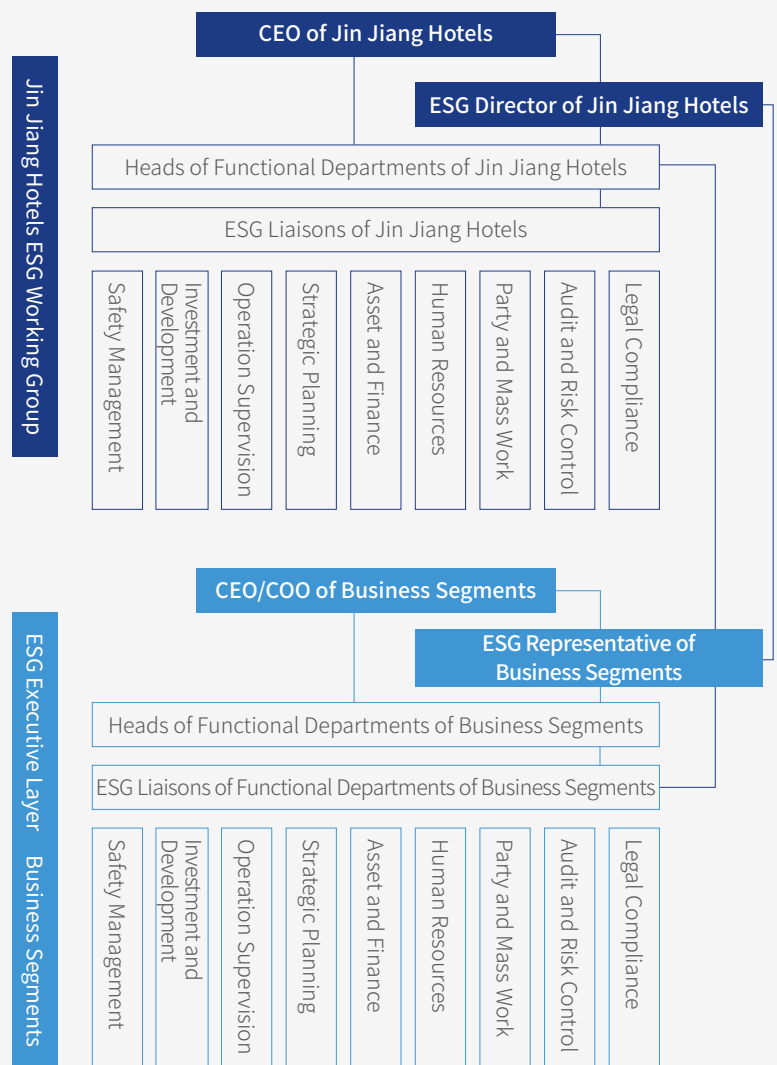
The three pillars of ESG strategy of Jin Jiang Hotels

ESG Governance

Jin Jiang Hotels has been actively practicing the ESG concept, promoting its development to build a unique ESG system and create new core competitiveness. In June 2024, under the guidance of the Board of Directors' Strategic Investment and ESG Committee, Jin Jiang Hotels has integrated its ESG strategy planning into the ESG governance framework. The ESG Working Group and the ESG Executive Layer within the governance structure have refined and deepened ESG governance by forming functional task forces. Departments with strong links to ESG core issues, such as party building, finance, audit and risk control, human resources, legal affairs, and safety management, are required to establish a long-term communication mechanism between the ESG Working Group and the Executive Layer. In 2024, the Company's ESG Executive Layer (i.e., each business segment at the front end) has already followed the group's requirements. Based on their current work status and in alignment with the Company's ESG strategy planning, they have formed ESG functional task force structures that meet their own business development needs and are truly efficient.



ESG Governance Structure Chart



ESG Functional Task Force Personnel and Structure:

Heads of Functional Departments of Jin Jiang Hotels

In line with the Company's ESG strategic goals and ESG annual report disclosure requirements, they review the ESG work outcomes related to their functions to ensure the implementation of the Company's ESG tasks.

ESG Liaisons of Functional Departments of Jin Jiang Hotels (Part-time)

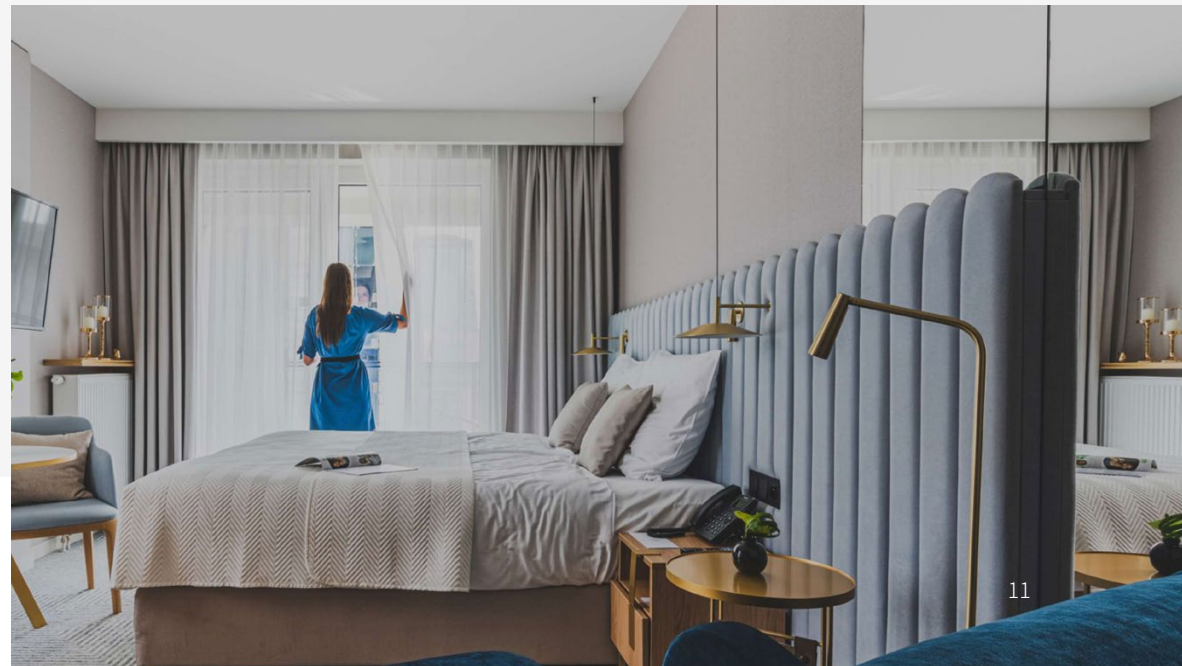
Accurately and efficiently complete the specific ESG construction work related to their functions and establish a long-term communication mechanism with the ESG liaisons of the functional departments of the business segments.

Heads of Functional Departments of Business Segments

In line with the ESG strategic goals and ESG annual report disclosure requirements of their respective segments, they review the ESG work outcomes related to their functions to ensure the implementation of the Company's ESG tasks.

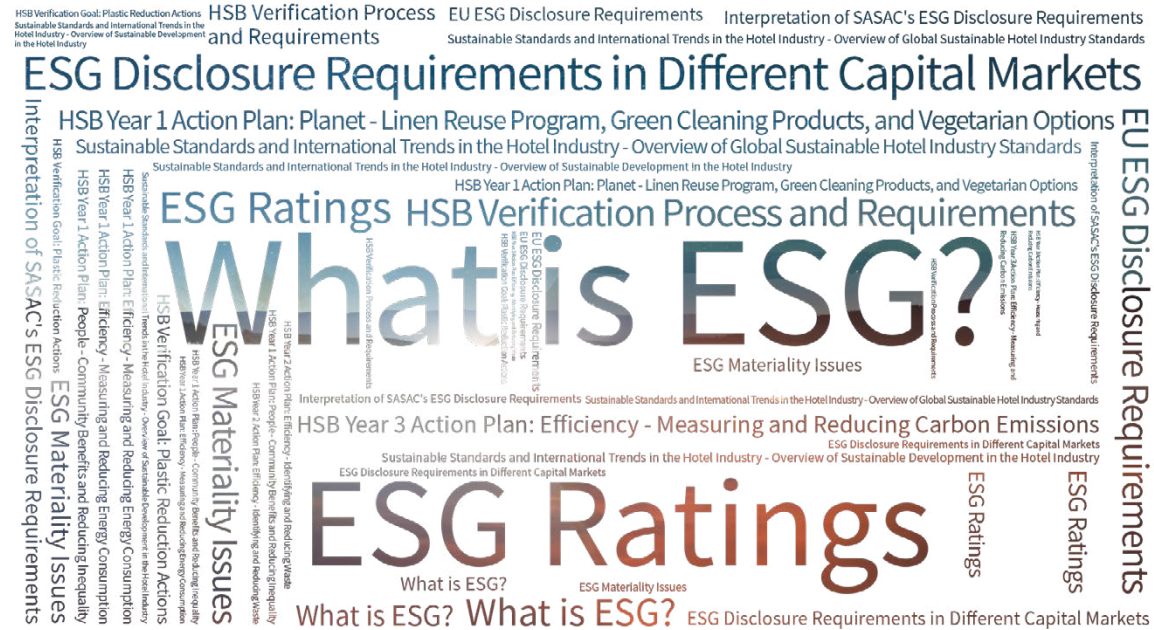
ESG Liaisons of Functional Departments of Business Segments (Part-time)

Accurately and efficiently complete the specific ESG construction work related to their functions and establish a long-term communication mechanism with the ESG liaisons of the functional departments of Jin Jiang Hotels.



ESG Awareness Enhancement

In 2024, Jin Jiang Hotels further strengthened ESG training for all employees, enhancing their awareness and practical capabilities in sustainable development, and integrating ESG principles more deeply into the Company's daily operations. The Company launched a self-paced ESG learning course totaling 18 lessons and 150 minutes in length, providing comprehensive online training for all employees. The course systematically introduces the basic concepts of ESG, combines the HSB (Hotel Sustainability Basics) sustainable management standards with daily operational practices, and offers structured learning content to help employees understand Jin Jiang Hotels' ESG strategy, short-, medium-, and long-term sustainable development goals, as well as specific action plans. In 2024, 21,709 employees of Jin Jiang Hotels had completed the ESG online training and passed the assessment, all the management personnel of the Company have completed the basic ESG awareness improvement program at 100%.



The themes of Jin Jiang Hotels' ESG online training course



Jin Jiang Hotels ESG Online Training Course

In 2024

21,709 employees had

completed the ESG online training and passed the assessment, all the management personnel of the Company have completed the basic ESG awareness improvement program at

100%



Communication with Stakeholders

Jin Jiang Hotels has been actively communicating with all stakeholders. Taking into account the Company's connection with stakeholders as well as Company's own operational circumstances, we have identified government and regulatory authorities, shareholders, customers, industry peers, employees, suppliers, franchisees, and communities as our stakeholders. We fully listen and respond to the appeals of all stakeholders in a timely manner via diverse communication channels.

Stakeholders	Material topics of concern	Communication methods and channels
Government and regulatory authority	<ul style="list-style-type: none"> - Leadership of the Party - Serving major national and regional strategies - Anti-unfair competition - Environmental compliance management 	<ul style="list-style-type: none"> - Consolidating the Party's leadership - Serving the national or Shanghai municipal strategy - Implementation of government and regulatory policies - Regular communication and reporting - Conduct Seminar
Shareholder	<ul style="list-style-type: none"> - Corporate governance - Risk and opportunity management - Corporate compliance - Business ethics and anti-corruption 	<ul style="list-style-type: none"> - Transparency of information disclosure - Stakeholder communication - Innovation-driven
Customers	<ul style="list-style-type: none"> - Data Security and Privacy Protection - Customer Health and Safety 	<ul style="list-style-type: none"> - Sustainable Customer Experience
Industry peer	<ul style="list-style-type: none"> - Climate change and greenhouse gas emissions - Water resource management - Waste management and circular economy - Energy management - Ecosystem and biodiversity conservation 	<ul style="list-style-type: none"> - Participation in industrial cooperation and communications
Employee	<ul style="list-style-type: none"> - Human Rights and Labor Rights Management - Diversity, Inclusion and Equality - Employee Well-being 	<ul style="list-style-type: none"> - Employee Health and Safety - Training and Talent Development
Supplier	<ul style="list-style-type: none"> - Supply chain management - Equal treatment of small and medium-sized enterprises - Sustainable supply chain 	<ul style="list-style-type: none"> - HR Department - Employee training - Employee care events
Franchisee	<ul style="list-style-type: none"> - Franchisee participation and support 	<ul style="list-style-type: none"> - Supplier screening - Supplier communication and training - Bidding progress
Community	<ul style="list-style-type: none"> - Social Contribution - Rural Revitalization 	<ul style="list-style-type: none"> - Daily communications - Franchisee events - Charity events - Volunteer events - Media release

Double Materiality Analysis Results

In 2024, Jin Jiang Hotels updated its ESG materiality issues list in accordance with the Guidelines No. 14 of the Shanghai Stock Exchange for Self-regulation of Listed Companies - Sustainability Reporting (Trial). Through interviews with core departments, stakeholder feedback, surveys, and discussions with senior management, the Company conducted a double materiality analysis on relevant issues. This process identified 17 key issues, which were then mapped onto an ESG materiality matrix. For the identified key issues, the Company will systematically advance their integration into operational management and daily practices. Additionally, Jin Jiang Hotels will use these key issues as a foundation to refine and optimize its ESG governance system, continuously improving sustainability management and disclosure levels to align with stakeholder expectations.

Double Materiality Analysis Steps

Understand the Context of Company Activities and Business Relationships

Thoroughly analyze the Company's core business, external environment, and stakeholder relationships as the basis for issue identification.

Develop a Materiality Issues List

Reference the 21 issues outlined in the Guidelines No. 14 of the Shanghai Stock Exchange for Self-regulation of Listed Companies - Sustainability Reporting (Trial), and combine them with the Company's business characteristics and unique features to compile a materiality issues list.

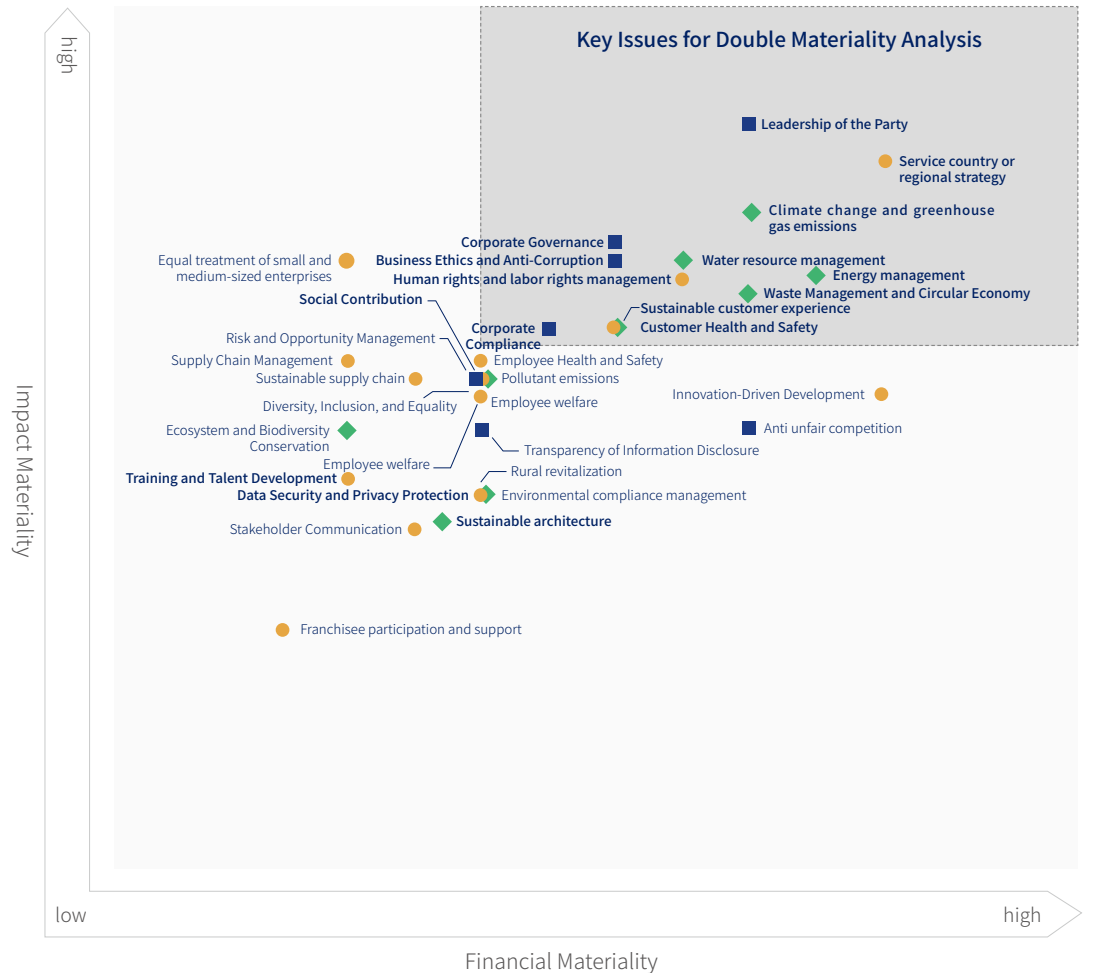
Assess and Confirm Issue Materiality

Evaluate and confirm the Company's priority issues from the perspectives of impact materiality and financial materiality, and create the "Jin Jiang Hotels Dual Materiality Matrix" to clarify issues requiring focused attention and disclosure.

Issue Reporting and Disclosure

Summarize and disclose the issue analysis process and dual materiality assessment results in accordance with the SSE Guidelines.

Matrix of Double Materiality Issues for Jin Jiang Hotels



◆ Environmental Issues ● Social Issues ■ Governance Issues

The highlighted issues are the key issues for Double Materiality Analysis



17 ESG Materiality Topics for Jin Jiang Hotels

Key Highlights of ESG in 2024

E: Green Hospitality

<p>Advance green building</p>	<ul style="list-style-type: none"> - Jin Jiang Hotels China Region established a prefabricated construction R&D and promotion team, covering 7 major hotel brands under its portfolio. - Jin Jiang Hotel Management released <i>the Green Hotel Business Manual</i> and <i>the Green Hotel Technical Manual</i>, providing systematic guidance for the implementation of green building practices and supporting projects in successfully obtaining relevant green building certifications.
<p>Enhance green management</p>	<ul style="list-style-type: none"> - Released its first Energy Consumption and Water Resource Management Benchmarking Analysis Report, providing industry benchmarking insights to support the Company's energy-saving and carbon-reduction initiatives. - Digital energy and carbon management platform "Jinergy" was launched, covering 446 hotels in the China region and 14 hotels in Jin Jiang Hotels Management, collecting data on water, electricity, gas, and other energy sources. - Continued to advance the Hotel Sustainability Basics (HSB) verification program, completing HSB verification for 4,739 hotels in 2024 with 80 properties from Louvre Hotels (overseas) — exceeding its annual target. - All brands under Jin Jiang Hotels China Region have incorporated 100% environmentally friendly single-use guest amenity standards, reducing environmental impact. - 832 hotels in Jin Jiang Hotels China Region participated in the "Circular Fabric" linen recycling program, recovering 2,253.8 kg of used linen and reducing approximately 10,900 kgCO₂e of greenhouse gas emissions. - Jin Jiang Hotels Management became the first Chinese hotel group to join the Soap For Hope™ initiative. In 2024, 18 participating hotels collected 1,739.1 kg of used soap and produced 9,661 new bars, benefiting communities in need. - A total of 277 Louvre Hotels participated in the TooGoodToGo program, collectively reducing waste equivalent to approximately 145,000 breakfast bags. - Jin Jiang Hotels China Region became a member of the Pollinator Protectors Alliance (PPA) and launched the first "Insect Hotel" in Xishuangbanna, Yunnan—pioneering a pollinator-friendly habitat in the hotel industry. - Jin Jiang Hotels launched the "Jin Jiang Cares, Protecting Diverse Life" campaign, including a biodiversity-themed short film series. Actor Hu Ge collaborated with the "Jin Jiang Rewards" app to star in the second episode of the microfilm <i>Journey with Jin Jiang</i>, promoting public awareness of biodiversity conservation.
<p>Pioneer green services</p>	<ul style="list-style-type: none"> - Jin Jiang Hotels China Region launched the "Minimalist Stay" initiative. 7,749 hotels participated—including 100% of directly operated hotels—with 620,000 points issued throughout the year. - The "Jin Jiang Rewards" app added a Sustainable Hotel label to help guests easily identify environmentally friendly properties.

S: People Caring

<p>Promote employee development</p>	<ul style="list-style-type: none"> - Hired 137 employees with disabilities and provided assistance to employees in need 177 times, disbursing a total of RMB 485,000. - Signed the <i>Special Collective Contract for the Protection of Female Employees</i>, ensuring 100% job retention and benefit provision during pregnancy, maternity, and breastfeeding periods. - Held 3 employee representative conferences to enhance employee participation and transparency in corporate governance. - Jin Jiang Hotels China Region built a tiered and systematic learning ecosystem through the "Xiangxuetang" platform; selected 64 high-quality videos and developed 11 specialized training courses. - Officially launched the online learning platform for all Jin Jiang Hotels Management employees. 3,339 learners joined, accumulating a total of 57,033 learning hours. - Achieved 100% signature coverage of the <i>Safety Responsibility Commitment Letter</i> by all hotel managers and employees in the China Region, with 4,677 new signings. - Conducted 838 emergency drills throughout the year, with participation from 5,816 employees across Jin Jiang Hotels and its subsidiaries.
<p>Secure partner rights</p>	<ul style="list-style-type: none"> - Established the GPP Sustainable Supplier Database, with ESG audit criteria covering 10 core product categories; 28 suppliers were reviewed and included. - Developed the "GPP Sustainable Development Framework 1.0", in partnership with third parties to guide green supply chain development, setting clear evaluation standards and improvement pathways. - Launched an ESG Product Section on the B2B platform, using labeling and tagging to help buyers easily identify and select sustainable products. - Launched the "Jin Jiang Investor Service – Morningstar Mini Program", offering an integrated digital service experience; 10,486 franchisees registered and used the platform. - Held extensive investor engagement events, including 11 "Old Friends Gatherings" sessions, 4 Investor Exclusive Summits, and 1 Annual Franchisee Conference, attracting 1,422 investors and facilitating 499 intent-to-sign projects. - Achieved a 90% investor satisfaction rate.

Contribute to social welfare	- Sponsored 28 students and teachers from Xi Zhongxun Red Army Primary School in Huanxian County, Gansu for a Shanghai educational visit, offering free accommodation and tech tours to promote interregional exchange.
	- Jin Jiang Hotels China Region partnered with "From the Mountains" Public Welfare Project, supporting 30+ ethnic minority youths in a cultural summer camp to promote traditional heritage.
	- Xana brand launched the " She • At Ease " initiative, enhancing safety and comfort for female guests and addressing diverse accommodation needs.
	- GPP coordinated emergency response with suppliers during Anhui floods, delivering 1,350 units of bottled water to 27 hotels, aiding stranded guests and local communities.
	- GPP purchased Guizhou's Guicha tea, reaching 496 hotels with an annual procurement value of RMB 3.52 million in 2024, supporting tea farmers and regional economic development.
- Jin Jiang Hotels China Region resort brands set up in-hotel charity stations , collecting books and supplies from employees to support rural students' education and community cultural development.	

G: Responsible Governance

Strengthen corporate governance	<ul style="list-style-type: none"> - Jin Jiang Hotels' Board of Directors consists of 9 members, including 4 independent directors (44.4%) and 1 female director. - Independent directors account for 66.7% of the Audit, Risk & Compliance, Nomination, and Remuneration Committees. - Held 3 earnings calls for periodic reports, answered 400+ investor hotline inquiries, and hosted 72 investor and analyst briefings, reaching 604 institutions.
Ensure regulatory legitimacy	<ul style="list-style-type: none"> - A total of 21,927 employees across Jin Jiang Hotels' business units participated in compliance management training, with a cumulative training duration of 80.2 hours. - Completed 1,000+ store-level internal control audits; conducted regular audits for 252 hotels, strengthening internal control. - Jin Jiang Hotels obtained ISO 27001 Information Security Management System Certification. WeHotel received multiple certifications, including Level 3 for information security protection of its membership booking system and hotel check-in management system. - WeHotel hosted 4 themed activities during its Cybersecurity Awareness Week, engaging 4,495 online participants.
Regulate corporate behavior	<ul style="list-style-type: none"> - Conducted 16 sessions of business ethics training, reaching a total of 21,734 participants.

Green Hospitality

Jin Jiang Hotels adheres to the concept of "Green Hospitality," committing to environmentally friendly development. By promoting green construction, practicing green operations, and innovating green services, the Company continuously innovates in its green transformation journey, striving to create a more environmentally friendly and sustainable operational model. In terms of green construction, the Company strictly follows green building standards and optimizes design and construction processes. For green operations, it continuously improves energy management efficiency and reduces resource consumption. In innovating green services, the Company is dedicated to providing customers with greener, more environmentally friendly, healthier, and more comfortable high-quality service experiences. Through green initiatives, Jin Jiang Hotels creates vibrant hospitality experiences and contributes to the green and sustainable development of the hotel industry.

Promoting Green Construction

Practicing Green Operations

Innovating Green Services



United Nations Sustainable Development Goals supported

Promoting Green Construction

Sustainable Buildings

Jin Jiang Hotels designs its properties in compliance with national, local, and industry green energy-saving standards, establishing green operations from the outset. From design and decoration to operations, the Company adheres to energy-efficient design principles, selecting environmentally friendly and non-polluting materials and products to minimize building pollution and environmental impact. This approach continuously advocates for a greener and more sustainable lifestyle.

During the project design and construction phases, Jin Jiang Hotels actively promotes the implementation of green building design concepts. In the project design and early planning stages, the Company conducts joint on-site assessments, providing technical and economic analyses for energy efficiency. It adopts safe, reliable, and cost-effective green energy-saving equipment, facilities, and materials. The Company widely applies various green technologies to achieve energy savings and reduce consumption, striving to meet green building standards and create a green and livable

environment for guests.

In 2024, Jin Jiang Hotels China Region actively advanced the research and application of prefabricated building technology. It completed the *Jin Jiang Hotels China Region Prefabricated Decoration Technical Manual* and the *Jin Jiang Hotels China Region Construction Process Atlas*, providing detailed technical explanations of prefabricated construction techniques and implementation points. Jin Jiang Hotels China Region also established a green energy-saving and environmental protection research and development team for mechanical and electrical systems. By conducting quarterly training sessions for all design units, the Company strengthened the scientific and rational configuration of green energy-saving equipment during project construction. Additionally, Jin Jiang Hotels Management formulated and released the *Green Hotel Business Manual* and the *Green Hotel Technical Manual*, aiming to standardize implementation plans and better plan and execute green building projects.

Jin Jiang Hotels China Region Actively Promotes the Research and Application of Prefabricated Building Technology

In 2024, Jin Jiang Hotels China Region established a prefabricated research and promotion team for green building products and technology development. The team focused on promoting and implementing the research and development of prefabricated model rooms for seven major hotel brands, including Vienna and Jinjiang Inn, which were rolled out in directly operated stores. Based on research requirements, the prefabricated promotion and research team completed the renovation and upgrading of multiple projects, including 50% guest room upgrades at Shenzhen Airport Jinjiang Inn, 50% guest room upgrades at Zhuhai Jinjiang Inn, 70 guest room upgrades at Dongguan Houlang Vienna, and prefabricated model rooms at Shenzhen Yousong Vienna, Shanghai Huamu Lavande Hotels, Shenzhen Huanggang Jinjiang Inn, Shenzhen Shangmeilin 7 Days Inn, Dongguan Houjie Vienna, Shenzhen Wonde International, and Shenzhen SINOAGRI Country Inn Suites By Radisson. These efforts systematically established a prefabricated buildings technology system suitable for large-scale implementation and application in Jin Jiang Hotels China Region.



Jin Jiang Hotels Management Promotes the Systematic Construction of Green Buildings

Jin Jiang Hotels Management actively responds to China's "carbon peak and carbon neutralization" goals by formulating and releasing the *Green Hotel Business Manual* and the *Green Hotel Technical Manual*, providing essential support resources in the field of green buildings for hotels and their stakeholders. The *Green Hotel Business Manual* comprehensively communicates the significance and value of green buildings for Jin Jiang's hotel brands. Through detailed data analysis and a wealth of case studies, it offers scientific and reliable decision-making support, helping stakeholders reduce investment risks and improve returns. The *Green Hotel Technical Manual* focuses on implementation plans and practical examples, serving as a hands-on guide and reference for investors and hotel management teams to ensure effective execution of green building projects. Additionally, the manuals provide systematic guidance and standard references for hotels to obtain green building certification after construction or renovation, supporting projects in successfully passing related evaluations and certification processes.



For green building renovations of older projects, the Company implemented on-site management for directly operated stores and conducted regular engineering inspections for franchised stores as per contract agreements. In 2024, Jin Jiang Hotels China Region released the *Project Control Item Acceptance Standards (Completion)*, *Model Room Acceptance Standards*, and *Hidden Engineering Acceptance Standards* for all franchised and directly operated projects. These standards clarified quality requirements and acceptance processes for key stages of renovation, further improving the management mechanism for green building renovations. Additionally, the Company actively promoted building information management tools to drive the digitalization of green building management. In 2024, the POM (Project Operation Management) system was widely adopted in the Company's green building renovation projects. Through real-time data queries, process optimization, and multi-party collaboration, the POM system significantly improved project management efficiency, reduced construction costs, and ensured the efficient implementation of green building renovation projects.

Jin Jiang Hotels China Region Completes Multiple Renovations of Older Properties to Meet Green Building Standards and Support Green and Low-Carbon Development

In 2024, Jin Jiang Hotels China Region carried out multiple green building renovation projects for its older hotels, focusing on upgrading to more energy-efficient and environmentally friendly air conditioning, hot water, and heat source facilities. Notable projects included upgrading the chiller unit to an air-cooled modular air conditioning host at Vienna Hotel (Shenzhen Fuhua Road), replacing the gas boiler with an air-source heat pump at Jin Jiang Inn (Jiayuguan), and converting the oil-fired boiler to a gas hot water unit at Magnotel Hotel (Shenyang Army General Hospital), etc. These renovation projects, through technical upgrades and equipment optimization, not only significantly reduced operational energy consumption and achieved energy savings but also effectively avoided environmental and fire safety risks, ensuring better operational quality and safety.



Jin Jiang Hotels Management Conducts Energy-Saving Renovations at Shanghai Hotel and Hua Ting Hotel & Towers

In 2024, Jin Jiang Hotels Management carried out multiple energy-saving renovations at Shanghai Hotel and Hua Ting Hotel & Towers, covering building structure upgrades, HVAC system improvements, electrical system energy-saving modifications, and the installation of energy consumption monitoring systems. After the renovations, the hotels successfully obtained green building certifications, achieving significant results in improving energy efficiency and reducing carbon emissions.

Building Structure Insulation Upgrades

- Added foam glass or glass wool insulation layers to the roof to improve thermal insulation performance and reduce heating and cooling energy consumption.
- Added insulation layers to exterior walls and replaced windows with energy-efficient glass, using metal frames and thermal barriers to significantly enhance thermal isolation, reduce heat loss, and improve overall building energy performance.



HVAC System Improvements

- Selected new chiller units that meet energy-saving standards, improving operational efficiency and enhancing the hotels' overall energy performance.
- Enabled independent control of air conditioning systems in each room after renovation, ensuring energy use based on specific room needs and improving energy utilization efficiency.
- Installed carbon monoxide detectors in underground garages to automatically activate exhaust systems, avoiding energy waste from frequent ventilation and achieving energy-saving effects.



Electrical Efficiency Enhancements

- Adopted new, high-efficiency transformers to effectively reduce load losses and improve the overall efficiency of the hotels' electrical systems.
- Implemented LED lighting in public areas such as corridors, stairwells, and lobbies, which have longer lifespans and lower power consumption compared to traditional lighting, significantly reducing lighting electricity usage. Smart lighting control systems were also integrated to better manage lighting based on demand.
- Added energy consumption monitoring systems to facilitate energy analysis and energy-saving management.



In the development and expansion of new directly operated properties, Jin Jiang Hotels China Region consistently upholds the principles of green and sustainable development. Under comparable commercial terms, Jin Jiang Hotels China Region prioritizes properties that meet green building standards for directly operated stores, favoring those that utilize advanced green and energy-saving technologies such as prefabricated construction, photovoltaic solar power generation, and heat recovery systems. By integrating the promotion of green building technologies with the development of directly operated properties, Jin Jiang Hotels China Region effectively drives the adoption of green building practices in hotel properties, further advancing the industry toward low-carbon and environmentally friendly development.

Practicing Green Operations

Jin Jiang Hotels strictly adheres to local laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and *Regulations on Environmental Protection for Construction Projects*, etc. The Company has established multiple environmental management systems to ensure effective management of environmental matters, minimize environmental pollution, and fulfill its environmental responsibilities.

"Jinergy" Platform Capabilities

Collection and calculation of total and intensity data for energy consumption

Collection and calculation of total and intensity data for water usage

Inventory of Scope 1 and Scope 2 greenhouse gas (GHG) emissions data



Energy Management

Hotels places great emphasis on the efficient use of energy. The Company strictly complies with laws and regulations such as the Energy Conservation Law of the People's Republic of China, continuously optimizes energy management, promotes high-efficiency energy-saving technologies, and reduces carbon emissions from energy use.

Jin Jiang Hotels actively practices a green development philosophy and fully supports China's "carbon peak and carbon neutralization" strategy by continuously improving its energy and carbon emission management systems. Jin Jiang Hotels adopts a scientific and systematic approach to energy and carbon management, focusing on key issues such as energy use, water resources, and carbon emissions to continuously enhance low-carbon operations. The Company conducted a gap analysis between its current ESG disclosure practices and the requirements of the Shanghai Stock Exchange, benchmarking against industry best practices. Based on this research, Jin Jiang Hotels released its first *Energy Consumption and Water Resource Management Benchmarking Analysis Report*, providing directional insights for energy-saving and carbon-reduction efforts. On this basis, the Company launched the construction of a low-carbon energy management system in 2024, exploring core functions such as energy and carbon data monitoring, target setting, and carbon asset management, while formulating relevant internal policies to clarify its management pathway. At the same time, the Company conducted on-site investigations into energy usage patterns and emission facilities, refining energy-saving and carbon-reduction measures and accelerating the transition toward more refined and professional energy management.

The Company continues to advance the collection of energy baseline data, strengthen energy and carbon infrastructure, and has proactively deployed pilot projects for refined energy management to enhance energy data monitoring and management. To scientifically and accurately establish energy baselines, Jin Jiang Hotels developed the "Jinergy" sustainable energy consumption collection platform. This platform collects and tracks key energy consumption data (water, electricity, gas, etc.) from its properties and integrates national and international carbon emission accounting standards such as the Hotel

Carbon Measurement Initiative (HCMI), GHG Protocol, and ISO 14064. This enables accurate calculation and analysis of carbon emissions, providing a scientific basis for green operations and serving as a significant initiative to promote sustainable development in the hotel industry. In 2024, Jin Jiang Hotels China Region completed energy consumption data collection for 446 directly operated properties, and Jin Jiang Hotels Management completed 14 directly operated properties, further enhancing energy efficiency management and laying a solid foundation for future green and low-carbon operations.

In addition, Jin Jiang Hotels regularly conducts specialized training on energy and carbon emission management. The training covers topics such as standardized energy data reporting, carbon accounting methodologies, and energy-saving practices, aiming to enhance the carbon management awareness and professional capabilities of both management teams and front-line staff. At the same time, the Company continuously refines and upgrades the functions of its "Jinergy" energy management platform, drawing on energy consumption and carbon emission analysis results. The platform is being enhanced to support capabilities such as abnormal energy usage alerts and carbon footprint analytics. This evolution positions "Jinergy" not only as a data collection tool but also as a key enabler for developing green operational strategies and improving performance at the hotel level.

In 2024

Jin Jiang Hotels China Region completed energy consumption data collection for

446 directly operated properties



Jin Jiang Hotels Management completed energy consumption data collection for

14 directly operated properties



Jin Jiang Hotels China Region Launches Pilot Projects for Diversified Energy Management Platforms

In 2024, Jin Jiang Hotels China Region initiated pilot projects for diversified energy management platforms, completing hardware and software upgrades at three representative properties: Country Inn & Suites by Radisson (Shanghai Hongkou Football Stadium Chifeng Road Metro Station), Jin Jiang Inn (Shanghai Nanxiang), and Metropolo Jin Jiang Hotels (Shanghai Xintiandi Tianzifang). These upgrades improved energy-saving benefit calculations to better align with actual operational scenarios, enabling more precise and scientific energy management. On the intelligence front, Jin Jiang Hotels China Region optimized the intelligent air conditioning control system in the SaaS platform for pilot properties, enhancing visual operation capabilities, improving convenience for management staff, and strengthening intelligent energy control. These innovative measures not only optimized energy use efficiency but also provided practical experience for future energy-saving upgrades and intelligent management across more properties.

Jin Jiang Hotels strives to increase the use of energy-saving equipment and invest in energy-saving and environmentally friendly renovation projects, optimizing energy structures, improving energy efficiency, and reducing operational costs and carbon emissions. In 2024, Jin Jiang Hotels China Region implemented a series of innovative measures in energy management system design, accelerating the adoption of intelligent energy management in properties. The China Region piloted the installation of BAS (Building Automation System) energy monitoring systems in select properties. By centrally monitoring and optimizing air conditioning, heating, and other energy equipment, the BAS system enables real-time energy data collection, equipment status monitoring, and dynamic adjustment of operational strategies, significantly improving energy efficiency. Additionally, the China Region installed intelligent lighting network systems in some properties and offices, simplifying lighting management and achieving energy savings. This system will gradually be promoted in larger mid-to-high-end hotels. Jin Jiang Hotels Management also implemented energy-saving renovations in multiple properties, further reducing operational energy consumption. In 2024, J Hotel Shanghai Tower, under Jin Jiang Hotels Management, was awarded the EDGE certification (Excellence in Design for Greater Efficiencies). This certification, launched by the International Finance Corporation (IFC), a member of the World Bank Group, aims to promote green buildings, improve living environments, and support

sustainable development. EDGE emphasizes achieving at least a 20% improvement in energy efficiency, water conservation, and the embodied energy of building materials, making it one of the most globally recognized green building certification systems. This achievement signifies Jin Jiang Hotels Management's proactive efforts in green building practices and alignment with international standards.



J Hotel Shanghai Tower EDGE Certificate



Shanghai Kunlun Jing'an Hotel Implements Comprehensive Energy-Saving Renovations

In 2024, Shanghai Kunlun Jing'an Hotel advanced its integrated energy management initiative, achieving notable results in energy efficiency improvement, system automation, and clean energy substitution. The comprehensive renovation is expected to save approximately RMB 230,000 in annual energy costs.

Smart Control System for Chiller Plant

The hotel introduced an intelligent control system to its cooling operations and replaced outdated, low-efficiency cooling pumps with high-efficiency, variable-frequency equipment. This upgrade significantly enhanced the energy performance of the cooling system and reduced overall consumption.



Clean Energy Upgrade for Hot Water System

To optimize hot water supply, the hotel installed new heat pump units to replace the original steam-based heating system. This transition not only lowered energy use but also reduced carbon emissions from daily operations.



Lighting System Efficiency Upgrade

Energy-efficient LED lighting was installed across various areas such as back-office spaces, underground parking, and elevator lobbies. The upgrade improved lighting quality while achieving electricity savings in daily use.



Energy-Saving Renovations at J Hotel Shanghai Tower

J Hotel Shanghai Tower achieved remarkable results in energy efficiency through optimized architectural design and high-efficiency energy-saving equipment. By adopting low window-to-wall ratios and high-performance building envelopes, the hotel reduced heat exchange between indoor and outdoor environments, lowering cooling and heating demands. The hotel also equipped its air conditioning, heating, and lighting systems with high-efficiency energy-saving systems to further optimize energy use. These measures reduced the hotel's energy consumption by 27% compared to baseline buildings of similar scale, saving an estimated 350 MWh of energy intensity annually and reducing carbon emissions by approximately 380 tons per year.



Jin Jiang Hotels actively explores and applies new energy technologies during property leasing, purchasing, and renovation processes. In 2024, Jin Jiang Hotels China Region focused on the application of energy storage systems and the development of solar thermal systems in the Shanghai Hongqiao Hotel renovation project. The energy storage system efficiently stores excess electricity, improving energy utilization and alleviating operational cost pressures during peak demand periods. The solar thermal system provides domestic hot water and auxiliary heating, reducing the use of traditional fossil fuels. These new energy technologies significantly reduce the carbon footprint of properties, decrease energy consumption and emissions, and enhance operational efficiency and environmental sustainability.

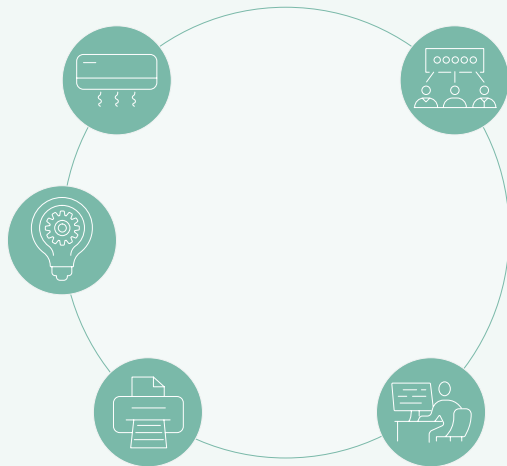
Jin Jiang Hotels places high importance on cultivating employees' environmental awareness and actively practices green office principles in daily operations. Through a series of measures, the Company improves energy and resource efficiency, integrates energy-saving culture into daily management, fosters environmental consciousness among employees, and creates a green and low-carbon office environment.

Jin Jiang Hotels Green Office Initiatives

Air conditioning temperatures are set no lower than 26° C in summer to reduce energy consumption.

Energy-efficient lighting is used in office areas, with lights turned off when not in use. Security personnel conduct regular checks after hours to avoid energy waste.

Card-swiping printing systems are implemented, encouraging on-demand and double-sided printing to reduce paper consumption.



Smart conference screens are used in meeting rooms, encouraging online video meetings to improve efficiency and reduce carbon emissions from business travel.

Online document approval and paperless filing systems are promoted to save resources.



As of December 31, 2024

100% directly operated hotels of Jin Jiang Hotels China Region have completed energy data tracking

Water Resource Management

Jin Jiang Hotels places high importance on water resource management. The primary water source for the Company is municipal water supply. In strict compliance with laws and regulations such as the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*, the Company manages the extraction and use of water resources and ensures that wastewater meets discharge standards. Jin Jiang Hotels China Region has incorporated standards for water supply, drainage, domestic hot water, and reclaimed water systems into the *Mechanical and Electrical Standards Manual*. Additionally, a water resource analysis module has been integrated into the "Jinergy" energy management platform for the collection of water data from individual hotels.

Jin Jiang Hotels China Region has integrated water conservation into its hotels' daily management, actively conducting water resource management training and water-saving promotion work for its hotels. Jin Jiang Hotels China Region also established measures to enhance water use management and reduce unnecessary water waste. The Company has also implemented water-saving retrofitting measures in hotels, including the introduction of high-efficiency water-saving equipment, renovation of aging water supply networks, and promotion of water recycling systems, all aimed at continuously improving water resource utilization efficiency.

Water Conservation Measures at Jin Jiang Hotels China Region

Using more efficient water-saving equipment and methods

- Over a hundred hotels have installed rainwater collection systems and reclaimed water reuse equipment, enabling the recycling of water resources (e.g., using collected rainwater to clean gutters).
- Gradually replacing constant-speed pumps and high-power pumps used in hotels with intelligent variable-frequency pumps, which reduce operational water consumption while ensuring adequate water pressure for hotel operations.
- Equipping restrooms with water-saving fixtures and adjusting toilet water levels and the opening height of faucet valves in guest room bathrooms to save water without compromising guest comfort.
- Thawing ingredients in the kitchen in advance to minimize direct rinsing; using basins or buckets for washing and cleaning to reduce unnecessary high-pressure direct rinsing.

Regularly recording hotel water consumption

- Engineering staff regularly record water usage to promptly identify water-related issues.
- Installing water meters in different zones to compare monthly usage and flow changes, facilitating timely problem identification and adjustments.

Conducting water conservation awareness campaigns

- Posting water-saving signs in hotels to cultivate water-saving habits among employees.
- Placing water-saving reminder signs in guest rooms to enhance guests' water-saving awareness.

Rainwater Collection System at Jin Jiang Hotels China Region Jizhou Renjoy Hotel to Promote Water Recycling

The Jizhou Renjoy Hotel under Jin Jiang Hotels China Region has adopted a rainwater collection system to promote the recycling of water resources. The system effectively collects rainwater, which, after treatment, is widely used for non-potable purposes such as plant irrigation, hotel cleaning, and fountain landscapes. This not only reduces the hotel's water extraction but also conserves a significant amount of water resources and lowers operational costs. Moreover, the rainwater collection system filters and treats pollutants in rainwater, reducing environmental pollution and minimizing negative impacts on the natural environment. It also improves the environment around the hotel, providing a greener and healthier living and working environment for employees and guests.

Climate Change Response

Climate Change Governance

Jin Jiang Hotels fully recognizes the potential impact of climate change on the Company's strategic planning and business operations and integrates climate change governance as an essential part of the overall Environmental, Social, and Governance (ESG) system. The Company has gradually initiated work related to climate risks and opportunities and, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), identifies and discloses climate change risks and opportunities related to its operations, as well as assesses their financial impact. This enhances overall risk management capabilities and optimizes resource allocation and related decision-making.

In 2024, based on the requirements of the HSB standard for energy and carbon emissions, the Company conducted large-scale verification work at the hotel level, emphasizing the importance of energy and carbon emissions management for front-end hotels and franchise investors, laying the foundation for subsequent climate-related work. Additionally, the Company has set clear goals for energy use, carbon emissions, and waste reduction, integrating relevant indicators into daily management checks and promoting the effective implementation of climate change response work through refined management.

Climate Change Strategy

Jin Jiang Hotels actively responds to the national "carbon peak and carbon neutrality" strategic goals and has established its own carbon emissions management targets to genuinely promote green and low-carbon development in the hotel industry. The Company aims to achieve carbon peak by 2030 and carbon neutrality by 2060, while continuously advancing energy conservation and emission reduction efforts.



Carbon Emission Management Goals of Jin Jiang Hotels



Risk and Opportunity Management

Jin Jiang Hotels places great importance on the risks and opportunities brought by climate change, actively identifies and manages climate risks and opportunities, and, in combination with the Company's development strategy, thoroughly studies relevant response strategies. This ensures that while meeting the challenges of climate change, the Company also seizes related green development opportunities.

Transition risk type	Risk description	Risk response	Potential impact
Risks related to policy and law	The release of climate-related laws and policies in China and beyond imposes higher demands on the Company's management. The national/Shanghai municipal strategies have placed stricter requirements on enterprises. Additionally, the management structure, digital platform, monitoring equipment and low-energy equipment/facilities are being updated to gradually improve and lead the sustainable development of the hotel sector. This may increase the Company's operation and management costs.	The Company actively implements the strategic guideline of "deepening domestic operations, global layout, and transnational management," closely monitoring domestic and international policy dynamics and conducting in-depth analysis and interpretation of policy requirements. In terms of overseas layout, the Company places great emphasis on the importance of the EU's CSRD Directive, inviting third-party experts to conduct specialized training on the directive and compliance requirements. This enhances employees' awareness and capabilities, ensuring strict compliance with regulatory requirements in company operations and strengthening the ability to respond to changes in the international market.	May increase the Company's operating cost
Risk related to technology	As the carbon peak and carbon neutrality policy gains momentum and the market demand for low-carbon services in the hotel industry grows, Jin Jiang Hotels needs to increase its investment in green buildings, new materials and innovative technologies. This may increase the annual amortized cost, and technological uncertainty may result in higher annual maintenance costs.	The Company has established a rigorous internal risk control mechanism, conducting comprehensive evaluations of the use of new materials and products from multiple dimensions, including economic viability, feasibility, and safety. At the same time, the Company strengthens supplier management by strictly reviewing supplier qualifications and the safety and reliability of materials and equipment, minimizing potential operational and maintenance risks.	May increase the Company's operating cost

Transition risk type	Risk description	Risk response	Potential impact
Risk related to market	The market pays increasing attention to corporate ESG governance. If the Company's ESG rating fails to meet expectations, its performance in financing and the secondary market may be affected.	<p>Under the established ESG governance framework, the Company steadily advances ESG governance work, continuously optimizing related management measures to enhance ESG rating performance.</p> <p>The Company has established a multi-channel stakeholder communication mechanism, engaging in full and effective communication with stakeholders in compliance with regulations. This enhances transparency and builds trust and confidence.</p>	May increase financing cost
Risk related to reputation	The market pays increasing attention to the environmental protection and sustainability of hotels, which may affect consumers' hotel selection. The inadequate performance of hotels in environmental protection and sustainable development may lead consumers to prefer competing brands with stronger environmental awareness, thereby affecting the Company's market share and brand reputation.	The Company continues to promote the construction of green hotels, improving the environmental performance of stores through the adoption of energy-saving equipment, introduction of green building design, and optimization of operational processes. At the same time, the Company actively promotes HSB verification work to ensure that hotels meet high standards of sustainable development, meeting consumers' expectations for green and environmentally friendly practices, enhancing brand competitiveness, and consolidating market position.	May reduce the main business income, but increase operating expenses
Physical risk type	Risk description	Risk response	Potential impact
Acute physical risk	The impacts of extreme weather such as typhoon or floods may lead to business suspension, casualty, asset loss, etc.	Jin Jiang Hotels has conducted emergency drills and formulated the Emergency Plan for Typhoons and Floods to enhance the Company's safety management. Additionally, the Company regularly organizes emergency drills to enhance employees' ability to respond to unexpected situations, thereby minimizing the impact of extreme weather on hotel operations and personnel safety. This ensures the safety of Company assets and operational stability.	May affect the Company's assets and increase its fixed costs/long-term unamortized expenses
Chronic physical risk	The continuation of high temperatures worldwide may lead to local electricity or water shortages, thus negatively affecting the Company's daily operation. Continuous high temperatures may also have a negative impact on the service life of the Company's assets.	The Company has continuously promoted the green energy transformation, so as to enhance its capability to capitalize on green construction, and to reduce its dependence on traditional energy. Moreover, the Company embraces the concept of green building, improving the energy efficiency of its structures through optimized architectural design and the use of energy-saving facilities. This approach helps mitigate the effects of high temperatures on operations and assets.	May increase the Company's operating cost

Climate Change Indicators and Goals

As a leading multinational hotel group which ranks No.1 in China and No.2 in the world, Jin Jiang Hotels takes on the responsibility of a state-owned enterprise and plays a pivotal role in driving global sustainability efforts in the hotel industry. The Company actively engages in climate change response initiatives, with green building certification for its properties being one of its primary goals. It continues to advance green building practices while scaling up the verification of the Hotel Sustainability Basics (HSB), launched by the World Travel & Tourism Council (WTTC), from the top down. This ensures that the sustainable development of its properties meets international standards, demonstrating the Company's leadership in the global hotel industry's green transformation.



Efficiency	<ol style="list-style-type: none"> 1. Measure and reduce energy use 2. Measure and reduce water use 3. Identify and reduce waste 4. Measure and reduce carbon emissions
Planet	<ol style="list-style-type: none"> 5. Linen reuse program 6. Green cleaning products 7. Vegetarian options 8. No plastic straws or sitrers 9. No SUP water bottles 10. Bulk amenity dispensers
People	<ol style="list-style-type: none"> 11. Community benefit 12. Reduce inequalities

In 2024

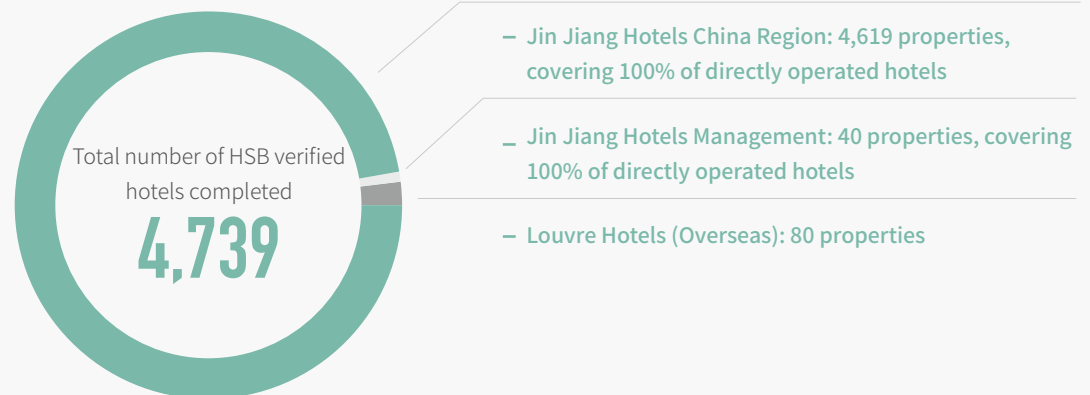
Jin Jiang Hotels surpassed its annual HSB verification goals, completing verification for

4,739 properties



In 2024, Jin Jiang Hotels surpassed its annual HSB verification goals, completing verification for 4,739 properties. This achievement highlights the Company's excellence in addressing climate change, promoting green development, and enhancing green operational capabilities, solidifying Jin Jiang Hotels' role as a key driver and leader in the global hotel industry's green transformation and climate action.

Summary of Year 2024 Jin Jiang Hotels HSB Verification Results



Waste Management and Circular Economy

Waste Management

Jin Jiang Hotels primarily generates non-hazardous waste such as food waste, general solid waste (hereinafter referred to as "solid waste"), and a small amount of hazardous waste (hereinafter referred to as "hazardous waste"). The Company strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, ensuring proper classification and disposal of waste generated by property operations.

The Company continuously optimizes its waste management system, improving waste management in areas such as waste facilities, disposal, cleaning, and disinfection to minimize waste generation. For waste disposal, the Company provides segregated waste storage containers and facilities, avoids mixing waste types, and maintains detailed waste disposal records to track the time, type, quantity, and destination of waste, ensuring compliance with legal and operational requirements. In cleaning and disinfection, the Company uses detergents and disinfectants that meet national food safety standards (e.g., GB14930.1 and GB14930.2) and actively promotes the use of green cleaning products certified by environmental protection standards such as China Environmental Labelling¹. This ensures cleaning safety while reducing the environmental impact of wastewater discharge.

100% Use of Certified Green Cleaning Products with China Environmental Labeling in Jin Jiang Hotels China Region

Jin Jiang Hotels China Region has incorporated the HSB "green cleaning products" verification requirement into its brand standards, advocating for the use of China Environmental Labelling certified cleaning products to enhance product safety and environmental friendliness. This initiative ensures effective cleaning and disinfection while reducing water pollution and waste, as well as minimizing potential environmental and guest health impacts from cleaning product residues.



¹China Environmental Labeling: this certification indicates that the product is not only of qualified quality but also meets specific environmental protection requirements during its production, use, and disposal processes. Compared to similar products, it has environmental advantages such as being less toxic, causing less harm, and conserving resources.

Various Pollution Prevention and Management of Jin Jiang Hotels



Wastewater Management

- Hotels implement wastewater separation to conserve construction water.



Air Pollution Prevention

- Construction site waste is transported using containers to prevent dust from being scattered into the air.
- Construction roads are paved and regularly cleaned and watered to reduce dust.
- Diesel and gasoline machinery used on-site complies with relevant pollutant emission standards, and machinery exceeding emission limits is prohibited.



Noise Pollution Prevention

- Noise is minimized during construction, and excessively noisy equipment is used sparingly or avoided.
- Measures are taken to reduce noise impact, such as enclosing noisy machinery (e.g., mixers, electric saws, grinders) in soundproof sheds.
- Nighttime construction is avoided whenever possible. If necessary, prior approval from environmental authorities is required.

Practicing Circular Economy

Jin Jiang Hotels actively responds to China's "carbon peak and carbon neutrality" goals, advocating for low-carbon circular development in the hotel industry. The Company continues to drive its green transformation, improve policies supporting green development, and develop a circular economy tailored to its unique characteristics.

In 2024, Jin Jiang Hotels China Region conducted a comprehensive waste audit for its Jin Jiang Inn brand, laying the groundwork for targeted solutions and effective waste reduction and management strategies. Simultaneously,

the Company advanced its plastic reduction initiatives by promoting the use of eco-friendly alternatives such as toothbrushes, combs, towels, and shower curtains, collectively known as the Eco-friendly disposable amenities. By 2024, all Jin Jiang Hotels China Region brands have 100% incorporated the brand standard of promoting Eco-friendly disposable amenities. Additionally, the Company replaced small plastic toiletry bottles with larger, more sustainable options, eliminated plastic packaging for slippers, and adopted eco-friendly straw materials and paper bags for disposable guest amenities. These measures significantly reduced plastic waste and minimized environmental impact.

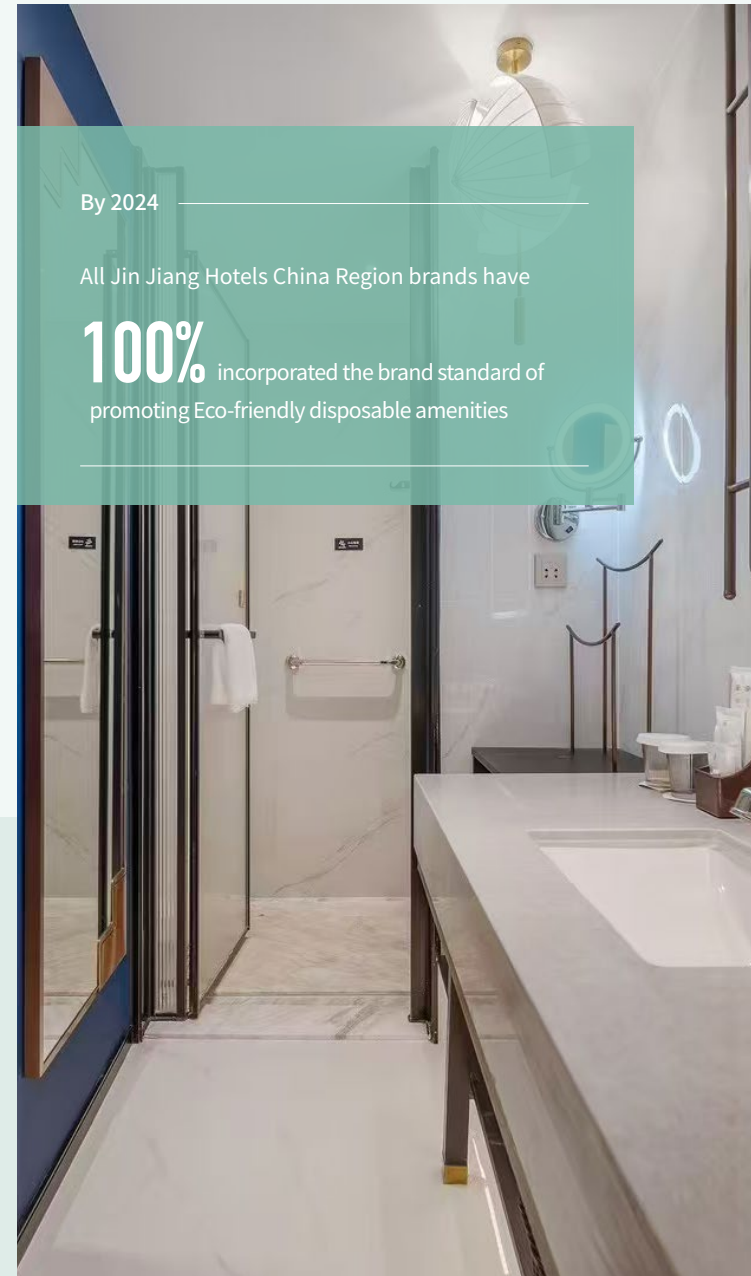
By 2024

All Jin Jiang Hotels China Region brands have

100% incorporated the brand standard of promoting Eco-friendly disposable amenities



Adopting the Eco-friendly disposable amenities to support plastic reduction in hotels.



Furthermore, Jin Jiang Hotels implemented multiple circular economy projects across its brands, including the recycling of used linens and soap. These initiatives not only reduced waste generation and improved resource utilization but also innovatively advanced the practice of circular economy and green operations in the hotel industry, contributing to sustainable development.

Jin Jiang Hotels China Region Scales Up Used Linen Recycling Project

Focusing on the most common operational material in hotels – linens – Jin Jiang Hotels China Region, in collaboration with the Environmental Protection and Resource Conservation Promotion Committee of the China National Textile and Apparel Council, launched the "Hotel Used Linen Resource Utilization Initiative." This project completed a technical analysis of linen recycling pathways and established a closed-loop management model of "collection—recycling—redemption—reporting." In 2024, Jin Jiang Hotels China Region hosted the "Circular Economy Driving New Quality Productivity" forum on hotel linen recycling innovation and practice. The Company partnered with stakeholders to develop the "Circular Fabric" mini-program, initiating large-scale used linen recycling. 832 properties from brands like Jinjiang Inn and Magnotel have joined the program, and a total of 2,253.8 kg of discarded hotel linen was collected and repurposed through integrated resource recycling. This included 714.8 kg of used towels, which were recycled into eco-friendly green fibers, and 1,539 kg of used bed linens, which were processed into regenerated poly-cotton yarn. In 2024, the project resulted in an estimated energy savings of 125,000 MJ and a reduction of 10,900 kg CO₂e in greenhouse gas emissions. Moving forward, the Company will optimize the digital platform, establish standardized linen recycling management systems, and explore market-driven operational models for long-term sustainability.



Jin Jiang Hotels Management Launches Soap Recycling Projects, Giving New Life to Discarded Soap



In 2024, Jin Jiang Hotels Management became the first hotel management company to join the "Soap For Hope™" initiative, launched by Diversey. Starting March 1, 18 of its hotels officially began participating in the program. "Soap For Hope™" collects leftover soap from guest rooms and collaborates with local communities and non-profits to reprocess it into new soap using an innovative cold-press method. This environmentally friendly process requires no additional electricity or water, reduces landfill waste, and creates job opportunities. The newly produced soap is distributed to communities in need, providing free hygiene resources and reducing virus transmission. In 2024, hotels under Jin Jiang Hotels Management participating in the program collected a total of 1,739.1 kilograms of used soap and produced 9,661 newly refined bars of soap. This initiative demonstrates Jin Jiang Hotels' commitment to innovative circular economy practices and its leadership in driving the green transformation of China's hotel industry.

Jin Jiang Hotels places high importance on reducing food waste and has taken active measures to address this challenge. Recognizing the negative environmental and social impacts of food waste, the Company promotes the "Clean Plate Campaign" across its hotels to minimize waste. Additionally, employee training programs emphasize conservation, encouraging staff to guide guests in ordering appropriate portions and avoiding over-ordering to ensure rational food use and portion control.

In 2024, Jin Jiang Hotels conducted preliminary research on food waste baseline measurements and plans to systematically implement food waste assessments across its properties in 2025. By evaluating and analyzing food waste data, the Company aims to identify key areas of waste and establish a foundation for precise waste

management. Jin Jiang Catering actively promotes the "Clean Plate Campaign," encouraging consumers to save food and reduce waste, fostering a green, healthy, and sustainable dining environment. Jin Jiang Catering also optimizes procurement processes to avoid over-purchasing and employs scientific storage techniques to extend ingredient freshness, minimizing waste due to spoilage or expiration. Through these green dining practices, Jin Jiang Catering not only reduces food waste but also enhances consumer environmental awareness.

Moreover, Jin Jiang Hotels collaborates with local communities to facilitate food donation programs, reducing waste while assisting those in need. This reflects the Company's commitment to resource conservation and social responsibility.

Louvre Hotels Partners with TooGoodToGo to Reduce Food Waste

Louvre Hotels partnered with the internationally renowned food waste reduction platform TooGoodToGo, allowing consumers to purchase surplus, still-edible food at discounted prices. Since its launch in January 2022, 277 Louvre Hotels have participated, saving approximately 145,000 breakfast bags from waste while offering customers affordable and eco-friendly dining options. This initiative has significantly reduced operational costs and waste, driving the green transformation of hotel dining services.

Since its launch in January 2022

277 Louvre Hotels have partnered with TooGoodToGo platform

saving approximately

145,000 breakfast bags from waste

Biodiversity Protection

Jin Jiang Hotels places great emphasis on biodiversity protection, particularly focusing on the impact of its resort properties on surrounding ecosystems. In 2024, Jin Jiang Hotels China Region identified risks and opportunities related to biodiversity for its resort brands and proactively implemented biodiversity protection measures. Jin Jiang Hotels China Region's Resort Apartment Division released the *Biodiversity Commitment* and introduced a series of specific measures from the planning to operational stages. From land use and resource management to landscape design, the division adopted practices that protect surrounding ecosystems, ensuring that hotel construction and operations do not negatively impact fragile natural environments. Additionally, the Company strengthened training for employees and partners, organizing activities such as rare species recognition and expert-led biodiversity knowledge-sharing sessions to enhance awareness of biodiversity protection and foster respect and stewardship in daily operations.

Furthermore, Jin Jiang Hotels actively explored biodiversity protection initiatives under the theme "Jin Jiang Cares, Protecting Diverse Life." Through biodiversity-themed short films and on-site experiences, the Company educated consumers on biodiversity protection, promoting public education and innovative approaches to conservation.

Join Hands with Hu Ge, Jin Jiang Rewards to Advocate for Biodiversity Protection

In January 2025, the second episode of the microfilm *Journey with Jin Jiang*, starring Jin Jiang Rewards brand ambassador Hu Ge, was released. In the film, Hu Ge takes viewers to Yunnan province to explore an "Insect Hotel," calling on the public to pay attention to biodiversity protection. Hu Ge also led the second season of the large-scale environmental public welfare program *Moving Forward*, participating in eco-friendly actions such as plastic reduction and food waste reduction. He personally built an "Insect Hotel"

at a Jin Jiang Hotels property in Xishuangbanna, further inspiring public awareness and action for environmental and biodiversity protection.

Jin Jiang Hotels China Region launched the "Most Important Little Things" campaign on the Jin Jiang Rewards platform, encouraging members to participate in green travel and biodiversity protection, contributing to a greener Earth through small, meaningful actions.





Ginco Banshan Hot Spring Hotel in Tengchong, Yunnan, Organizes Regular Forest Hiking Experiences

The Ginco Banshan Hot Spring Hotel in Tengchong, Yunnan, organizes weekly forest hiking experiences, encouraging guests to explore nature and observe rare flora and fauna along the way. These immersive experiences enhance guests' awareness of the natural environment, particularly the protection of rare species, fostering a deep connection with nature and promoting ecological conservation. This initiative is a significant step in the hotel's efforts to advance biodiversity protection and green development.

Jin Jiang Hotels China Region Launches First "Insect Hotel" in Xishuangbanna, Yunnan

In December 2024, Jin Jiang Hotels China Region joined the Pollinator Protectors Alliance (PPA), a biodiversity protection organization, and established its first "Insect Hotel" in Xishuangbanna. This initiative provides a tangible example for the hotel industry in protecting pollinating insects. The "Insect Hotel" supports and protects pollinator diversity by using pollinator-friendly materials such as logs, dead branches, and tiles to create habitats for insects to rest, nest, and lay eggs. Jin Jiang Hotels China Region installed educational signage near the "Insect Hotel" to inform guests about the importance of pollinators and their habitats, encouraging public participation in conservation efforts. Moving forward, Jin Jiang Hotels China Region will deepen its collaboration with PPA, expand awareness channels for pollinator protection, and integrate HSB verification with biodiversity protection efforts across more properties, taking innovative actions to safeguard pollinator diversity and species continuity.



Innovating Green Services

Sustainable Customer Experience

Jin Jiang Hotels is committed to sharing its exploration and philosophy of sustainable accommodation with more consumers. At the property level, Jin Jiang Hotels China Region integrates sustainable concepts into the customer experience during daily operations. Multiple brands, based on HSB verification standards, have uniformly designed ESG promotional cards for guest rooms and public areas to promote sustainable stay concepts and encourage guests to participate in green travel initiatives. We also provide items such as linen change cards and green cleaning product reminders in rooms, allowing guests to enjoy comfortable stays while appreciating Jin Jiang Hotels' commitment to environmental protection. Additionally, the Jin Jiang Rewards app now features a "Sustainable Hotel" label for properties that have passed HSB verification, helping customers easily choose eco-friendly accommodation options and actively creating a greener stay experience.



In March 2024, Jin Jiang Hotels China Region launched the "Minimalist Stay" green accommodation initiative on the Jin Jiang Rewards platform, encouraging hotels and guests to reduce resource and energy consumption and minimize the environmental impact of stays.

Jin Jiang Hotels China Region "Minimalist Stay" Initiative

Through the "Minimalist Stay" initiative, Jin Jiang Hotels China Region encourages consumers to adopt sustainable travel practices and reduce their environmental footprint. By offering membership points on the Jin Jiang Rewards platform, the initiative attracts guests to participate. Members who choose the "Minimalist Stay" option during booking and refrain from using disposable items such as toothbrushes, toothpaste, and combs, or opt not to change linens and towels during consecutive stays, receive 50 membership points after checkout. In 2024, Jin Jiang Hotels China Region promoted the initiative through multiple channels, with 7,749 hotels participating, including 100% of directly operated hotels, and awarded 620,000 membership points. These efforts effectively raised guests' environmental awareness and fostered green accommodation habits.



In 2024

Jin Jiang Hotels China Region has **7,749** hotels participated "Minimalist Stay" Initiative, including **100%** of directly operated hotels, and awarded **620,000** membership points

People caring

Jin Jiang Hotels consistently prioritizes the well-being of every employee, partner, and society. We are committed to providing employees with excellent career development opportunities and a diverse benefits system, helping them grow and advance within the Jin Jiang Hotels platform. At the same time, we collaborate with partners to promote synergistic development across the industry chain, creating a win-win ecosystem. Jin Jiang Hotels also actively engages in social welfare initiatives, fulfills social responsibilities, and contributes to China's rural revitalization strategy, bringing positive energy to societal development. We believe that the Company's success relies on human-centric care, and the shared growth of employees and partners, along with societal harmony and progress, will lay a solid foundation for high-quality sustainable development.

Supporting Employee Development

Strengthening Partner Rights

Commitment to Social Charity



United Nations Sustainable Development Goals supported

Supporting Employee Development

Human Rights and Labor Management

Compliant Employment Management

Jin Jiang Hotels strictly adheres to relevant laws and regulations, including the Labor Law of the People's Republic of China, the *Labor Contract Law of the People's Republic of China*, the *Prohibition of Child Labor Regulations*, and the *Law on the Protection of Women's Rights and Interests*. The Company has established the Shanghai Jin Jiang International Hotels Co., Ltd. Policy and Procedures - Employee Recruitment Approval Process. Each business unit has developed its own policies, such as the *Jin Jiang Hotels China Region Employee Handbook*, the *Shanghai Jin Jiang International Hotels Co., Ltd. First Branch Personnel Management Measures*, the *Baisuicun Recruitment Management Manual*, and the *Jin Jiang Industrial Internet Platform Recruitment Management System*, which standardize human resource allocation, recruitment, job adjustments, labor contract management, employee onboarding and offboarding, and employee records management. In 2024, Jin Jiang Hotels China Region revised personnel management systems, including the *Attendance Management System* and the *Retirement Re-employment Management Measures*, further standardizing human resource management.

Jin Jiang Hotels respects every employee and strives to provide an inclusive, healthy, and diverse work environment. The Company upholds equal pay for equal work and gender equality in employment, prohibits child labor, strictly forbids forced labor and workplace harassment, and opposes all forms of discrimination in recruitment, promotion, and compensation based on race, gender, age, family background, or religion. In 2024, Jin Jiang Hotels issued the Notice on *Employee Personal Information Collection*,

Processing, and Protection and updated the *Applicant Privacy Statement* to better respect the privacy and informed consent of job applicants and employees. Jin Jiang Catering ensures equal treatment in labor practices, guaranteeing that contract workers and dispatched workers, as well as male and female employees, receive equal pay for the same positions, without gender-based pay disparities. The Company pays salaries on time and in full, never withholds or delays payments, and complies with national overtime working hours regulations. The Company arranges employees' working hours reasonably to avoid excessive overtime. For situations where overtime is truly necessary and compensatory leave cannot be arranged, overtime pay is paid in accordance with legal standards to ensure that employees' work achievements are reasonably rewarded.

Jin Jiang Hotels actively promotes inclusive hiring practices, creating fair employment opportunities for employees from diverse backgrounds. Jin Jiang Hotels Management actively hires individuals with disabilities and veterans (military officers transitioning to civilian roles), providing career development platforms for vulnerable groups. In 2024, Jin Jiang Hotels Management recruited 81 employees with disabilities across 28 properties, while hotels in regions like Xinjiang actively hired ethnic minority employees, reflecting the Company's commitment to diversity and inclusion. Jin Jiang Hotels China Region Resort Division practices localized hiring, prioritizing local residents to boost regional economic development and enhance employee belonging and stability.

In 2024

Jin Jiang Hotels recruited

137 employees with disabilities



Standardized Compensation and Evaluation

Jin Jiang Hotels has established a sound and standardized compensation management system to motivate employees and meet talent attraction and retention needs during the Company's development. All business units strictly comply with relevant laws and regulations and Jin Jiang International standards, implementing a "position-based salary, salary follows position" system, with compensation standards categorized by position, function, and responsibilities.

Jin Jiang Hotels places high importance on performance evaluation systems, linking them to compensation incentives to ensure employee performance aligns with company development goals. Jin Jiang Hotels China Region has established a scientific and effective performance evaluation system, with evaluation cycles ranging from monthly to quarterly and annual. The system incorporates business performance metrics and sustainability goals such as HSB verification, ensuring employee work aligns with the Company's strategic and sustainability objectives. In 2024, Jin Jiang Hotels Management fully implemented performance evaluations for leadership, covering dimensions such as operational income and project expansion, comprehensively assessing leadership performance to enhance management capabilities, decision-making, and accountability, providing a solid foundation for the Company's high-quality development.

In order to further improve the Company's long-term incentive mechanism, fully motivate the enthusiasm and creativity of key employees, attract and retain outstanding talents, effectively enhance the cohesion of the core team and the Company's competitiveness, and ensure the realization of the Company's development strategy and business objectives, in 2024, the Company reviewed and approved the 2024 Restricted Stock Incentive Plan (Draft) and related proposals. This stock incentive plan is intended for the Company's directors, senior management and other key personnel, adopting the method of granting restricted stocks. The number of rights to be granted shall not exceed 8 million shares, accounting for approximately 0.748% of the Company's total share capital of 107,004.4063 shares. The implementation of this stock incentive plan is not only a recognition of the long-term contributions made by key personnel to the Company's development, but also an important measure aimed at promoting the Company's sustainable and healthy growth. It fully mobilizes the enthusiasm and creativity of relevant personnel, stimulates team vitality, enhances corporate governance, and achieves a win-win situation for the Company and its stakeholders. For more details, please refer to the announcement: [*2024 Restricted Stock Incentive Plan \(Draft\)*](#).

Employee Welfare and Care

Jin Jiang Hotels continuously optimizes its employee welfare programs to create a warmer, healthier, and more attractive working environment. The Company offers a wide range of benefits, including birthday vouchers, holiday gift packages, supplementary commercial medical insurance, and annual health check-ups. Each business unit also tailors its own personalized welfare initiatives based on specific operational needs. In 2024, Jin Jiang Hotels China Region provided employees with diverse health-focused activities, such as shoulder and neck therapy sessions and wellness seminars, and also launched courses and counseling services to support mental well-being, with plans to introduce an Employee Assistance Program (EAP) in the future. Jin Jiang Hotels Management regularly organizes birthday parties for employees, fostering emotional connection among staff and enhancing team cohesion and a sense of belonging.



Shoulder and neck therapy sessions



Birthday parties for employees

Jin Jiang Hotels actively fosters a culture of solidarity, mutual assistance, and care, striving to support its employees—especially those facing hardship—through challenging times. Upholding a people-oriented philosophy, the Company has established the *Employee Assistance Implementation Measures and the Labor Union Relief Management System of Shanghai Jin Jiang International Hotels Co., Ltd.* to standardize aid criteria, application procedures, and response timelines. These initiatives form part of a comprehensive support system that complements social relief efforts. In 2024, Jin Jiang Hotels provided assistance to 177 employees in need, with total aid amounting to RMB 485,000. In addition, Jin Jiang Hotels strictly adheres to legal requirements for the special protection of female employees. To safeguard their rights and welfare, the Company has signed a *Special Collective Contract for the Protection of Female Employees* in collaboration with the labor union. This agreement ensures that 100% of job positions are retained for female employees during pregnancy, maternity, and breastfeeding periods, along with full salary and benefits as stipulated by law and internal policy. The Company's headquarters is equipped with a range of supportive facilities, including nursing rooms, adjustable desks, and ergonomic chairs—demonstrating our commitment to employee well-being, especially that of female staff.

In 2024

Jin Jiang Hotels provided assistance to **177** employees in

need, with total aid amounting to RMB **485,000**



Jin Jiang Hotels is committed to enhancing employee happiness and satisfaction at work. The Company has established internal communication channels to encourage staff to express concerns or ideas whenever challenges arise. Each year, the Company conducts employee satisfaction and engagement surveys, covering dimensions such as career development opportunities, work-life balance, organizational support, diversity and inclusion, and compensation and rewards, aiming to provide a comprehensive assessment of the employee experience and cultural alignment. Jin Jiang Hotels Management also conducts satisfaction surveys targeting staff at externally managed hotels to ensure all employees' voices are heard and valued. In 2024, survey results revealed high satisfaction in areas such as learning and development, employer branding, and performance management, while aspects like recognition and rewards, work-life balance, and job autonomy showed room for improvement. In response, the Company is developing targeted action plans and will regularly monitor and evaluate outcomes to ensure employees feel supported and cared for in their daily work.

Employee Democratic Management

Jin Jiang Hotels firmly upholds the employee representative congress (hereinafter referred to as the "ERC") as the fundamental form of democratic management. As a key communication bridge between employees and management, the ERC ensures employees' rights to be informed, participate in, and supervise company decisions. It actively promotes democratic decision-making and fair management, enhancing employees' sense of belonging and alignment with the Company's development.

To build harmonious and stable labor relations, the Company also strengthens communication and cooperation with trade unions by organizing regular forums and thematic discussions, effectively boosting employee engagement and satisfaction. In accordance with the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China*, *Trade Union Law of the People's Republic of China*, and *Shanghai Collective Contract Regulations*, Jin Jiang Hotels has formulated the *Collective Contract of Shanghai Jin Jiang International Hotels Co., Ltd.* This contract protects employees' legal rights while promoting a cooperative, mutually beneficial relationship between the Company and its workforce.

In 2024

The Company held a total of

3 ERC sessions

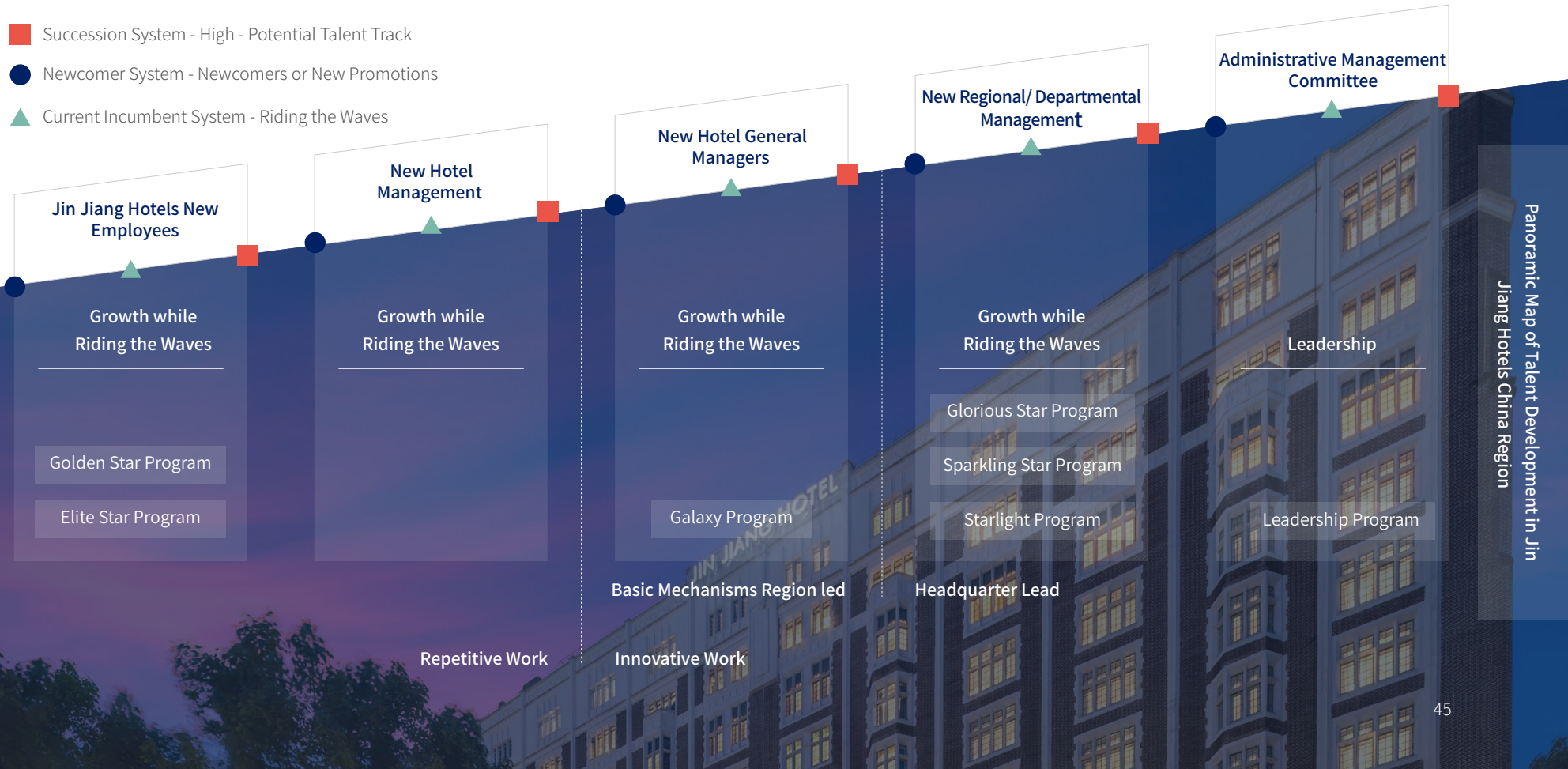


Training and Talent Development

Empowering Talent Growth

Jin Jiang Hotels places great emphasis on the holistic development of its talent, striving to build a robust career development platform that helps employees expand their professional pathways. The Company strictly adheres to legal and regulatory requirements, as well as the Group's career development standards. Each business unit has established a comprehensive talent development management framework, including policies such as the Position and Rank Management System, Employee Promotion Policy, Career Development Pathway Management System, and Talent Management System of Jin Jiang Hotels China Region, all of which ensure strong support for employee growth and empowerment.

Jin Jiang Hotels China Region has developed a precise internal talent development framework tailored to various talent needs, including a panoramic talent map, talent strategies, and career development systems. By implementing differentiated policies for different roles and stages of career progression, the Company ensures that frontline employees, technical professionals, and management personnel all receive targeted career support—enabling sustainable growth across all levels of the workforce.



Jin Jiang Hotels China Region Career Development System

Jin Jiang Hotels China Region adopts a dual-channel career development model, concurrent operating pathways for managerial and professional talent development. Employees receive fair and diversified developing opportunities for either managerial or professional track, in accordance with their inherent strengths and prospective career trajectories. Moreover, these channels are designed to be interchangeable, fostering an environment that nurtures well-rounded talent.



Jin Jiang Hotels Management actively builds flexible talent mobility mechanisms to achieve a win-win situation for employees' personal growth and the Company's development goals. Through internal transfers and promotion mechanisms, the Company provides employees with cross-departmental, cross-functional, and cross-level development opportunities, ensuring career growth within the organization. In 2024, some managers at Jin Jiang Hotels Management successfully transitioned across departments based on career development needs, enriching their professional experience and enhancing talent synergy within the organization. Additionally, some employees from managed hotels joined the headquarters through talent exchange programs, offering grassroots employees opportunities to gain in-depth insights into headquarters operations and broaden their career paths. Furthermore, Jin Jiang Hotels Management has established an open and fair career development system, ensuring that outstanding grassroots employees have opportunities to advance to management roles, cultivating and reserving future leadership talent for the Company.

Jin Jiang Hotels actively attracts talent and continuously expands recruitment channels to meet the Company's talent development

needs. In 2024, various business units conducted diverse recruitment activities, including campus recruitment fairs, dual-selection events, targeted recruitment, and localized hiring. Jin Jiang Hotels China Region conducted recruitment presentations at 101 universities, offering employment opportunities in over 400 cities nationwide to support students in finding local or hometown jobs. The Company also actively engages in university-enterprise collaborations, signing strategic agreements with multiple universities and vocational colleges to explore joint training mechanisms and strengthen professional talent reserves. In 2024, Jin Jiang Hotels China Region signed internship base agreements with 22 institutions, prioritizing internship and employment opportunities for students from partner schools during their internship and graduation periods, helping them transition smoothly from campus to the workplace and enhancing their practical skills and employability. Jin Jiang Hotels Management collaborated with hospitality management institutions such as the College of Shanghai Lausanne Hospitality Management and Chengdu Gingko College of Hospitality Management to conduct 12 campus recruitment events, continuously building a talent pipeline and contributing to the Company's talent cultivation efforts.

University-Enterprise Collaboration Between Jin Jiang Hotels China Region and Guizhou University of Finance and Economics

In March 2024, Jin Jiang Hotels China Region signed a strategic cooperation agreement with Guizhou University of Finance and Economics. The collaboration aims to deepen industry-education integration, with plans for multidimensional and in-depth cooperation in professional internships, social practice, employment recruitment, and talent cultivation, precisely training high-quality applied talent. Moving forward, both parties will further improve collaborative education mechanisms, achieve resource sharing and complementary advantages, and promote the "synchronization" of professional and industrial development, driving high-quality development in university-enterprise partnerships.



Career Development Training

Jin Jiang Hotels has established a comprehensive career development training system to fully leverage its talent resources and enhance core competitiveness. Based on policies such as the Jin Jiang Hotels China Region Mentor Management System, each business unit organizes diverse training and learning activities tailored to its operational needs.

Jin Jiang Hotels China Region has set up an internal online learning platform called "Xiangxuetang" (Enjoy Learning Classroom). The platform combines external course procurement with internal course development and is composed of five major sections: excellent culture, excellent operation, excellent management, excellent support, and excellent workforce. At the same time, "Xiangxuetang" encourages employees to proactively upload their knowledge, transforming valuable individual insights and experiences into collective organizational wisdom. This approach aims to facilitate the Company's legacy of knowledge, sharing of application, innovation, and value enhancement, thus promoting a culture of continuous learning within the Company.

Jin Jiang Hotels China Region "Xiangxuetang" (Enjoy Learning Classroom) Builds a Diversified Learning System

In 2024, Jin Jiang Hotels China Region further developed a systematic training system through the "Xiangxuetang" (Enjoy Learning Classroom) platform to drive employee growth. The Company hosted a service standards short video competition, selecting 64 high-quality videos as "knowledge cans" for employees to learn standardized processes. It also organized lecturer teams to develop and record courses on corporate culture, brand awareness, membership benefits, and other core topics, improving teaching quality through lecturer certification mechanisms. Additionally, the Company adopted a co-creation development model, creating 11 professional courses for functional departments covering revenue, quality, and safety management. Through short video learning, core course training, and professional skill enhancement, the Company built a multi-level learning ecosystem.



In 2024, Jin Jiang Hotels China Region designed three training programs—High Potential, New Hire, and Incumbent—tailored to different roles and career paths to support continuous employee growth and development. Jin Jiang Hotels China Region also introduced a lecturer ranking system, evaluating lecturer based on teaching performance and course development contributions. Those meeting the standards can advance to star lecturer and earn team performance points. This mechanism not only motivates internal experts to share knowledge and empower teams but also enhances internal knowledge retention and training system optimization, further improving organizational learning capabilities and overall competitiveness.

Jin Jiang Hotels China Region Talent Development Program Overview

New Hire Series

Aims to help new employees quickly integrate into teams and excel in their roles. By precisely matching role requirements and optimizing training content, the program motivates employee ability and supports them to reach their KPIs.

Incumbent Series

Focuses on enhancing the professional and managerial skills of existing employees. Tailored to the needs of different business units and functional departments, the program implements gap-filling and excellence-building strategies to enable coordinated growth and facilitate Company culture and strategy implementation.

Succession Series

Targets high-potential talent, creating an "empowerment leap" mechanism. Through cultural guidance and systematic training, the program comprehensively develops future leaders with innovative spirit and leadership potential, reserving core talent for the Company's growth.

In August 2024, Jin Jiang Hotels Management's online learning platform was officially launched, accessible to all employees, further enhancing the convenience and enthusiasm for self-directed learning. Throughout 2024, a total of 3,339 learners utilized the platform, accumulating 57,033 hours of study. Additionally, Jin Jiang Hotels Management has implemented tiered, targeted, and systematic training programs to comprehensively elevate employees' professional capabilities and management levels. For grassroots supervisors, monthly courses on leadership and team management are conducted to solidify foundational management skills. For middle managers, specialized training for marketing and sales directors, as well as professional training in market expansion and sales techniques, are provided to enhance business competitiveness. For senior managers, training for mid-to-senior management talents and general managers is conducted, focusing on strategic thinking,

change management, and financial analysis to improve decision-making abilities. Through these trainings, Jin Jiang Hotels Management ensures that managers at all levels possess professional expertise and leadership capabilities, providing a solid talent guarantee for the Company's efficient operations.

Jin Jiang Catering regularly organizes annual training for head chefs, inviting industry experts to deliver lectures on healthy eating to enhance the team's knowledge of nutrition and food safety. The training includes practical sessions where participants design dishes using specified ingredients and engage in on-site exchanges, fostering innovation and experience sharing. By combining theory and practice, the training not only improves the professional skills of the culinary team but also promotes the implementation of healthy dining concepts in the Company's catering service, thus enabling the overall catering quality improvement.



For grassroots supervisors

monthly courses on leadership and team management are conducted to solidify foundational management skills.



For middle managers

specialized training for marketing and sales directors, as well as professional training in market expansion and sales techniques, are provided to enhance business competitiveness.



For senior managers

training for mid-to-senior management talents and general managers is conducted, focusing on strategic thinking, change management, and financial analysis to improve decision-making abilities.



Employee Health and Safety

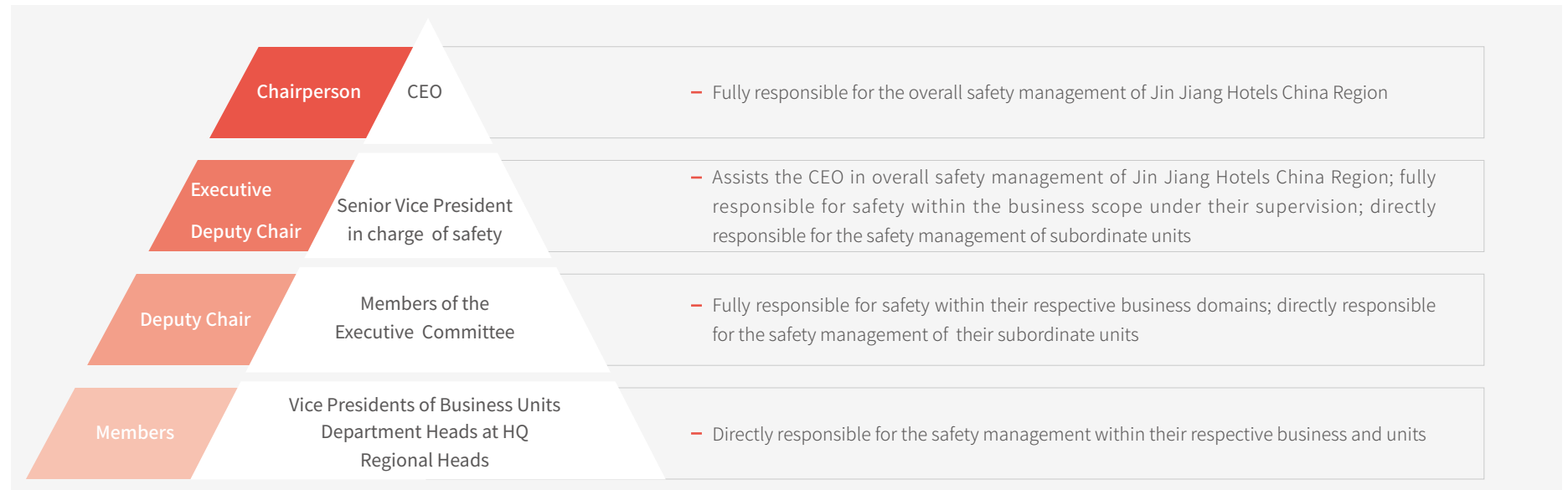
Occupational Health and Safety Management System

Jin Jiang Hotels consistently reinforces the awareness of safety production red lines. The Company has established regulations such as the Shanghai Jin Jiang International Hotels Co., Ltd. Public Security and Fire Safety Management Regulations, the Shanghai Jin Jiang International Hotels Co., Ltd. Safety Production Management Regulations, and the Revised Implementation Rules for the Safety Production Responsibility System of Party and Administrative Leaders of Shanghai Jin Jiang International Hotels Co., Ltd. These regulations strictly inspect and enforce safety production measures, promoting standardized safety production practices across all units. With a focus on preventing major accidents and aiming for zero workplace fatalities, Jin Jiang Hotels continuously strengthens management and supervision, establishing a long-term occupational health and safety mechanism.

To effectively enhance safety production management and firmly establish a safety development philosophy, Jin Jiang Hotels China Region formulated the Jin Jiang Hotels China Region Comprehensive Safety Responsibility Manual and Implementation Measures based on guidance from

Jin Jiang International Group and internal management requirements, and has established a robust safety management system.

Jin Jiang Hotels China Region has established a Work Safety Committee (hereinafter referred to as the "Safety Committee"), chaired by the CEO, with members including executives at the vice president level and above, as well as heads of headquarters departments, regional leaders, and brand leaders. The Senior Vice President in charge of safety management serves as the Executive Deputy Chair, and other members of the Executive Committee serve as Deputy Chairs. A Safety Committee Office (hereinafter referred to as the "Safety Office") has been set up under the Committee as the coordinating body responsible for daily operations. The Safety Office is housed within the Safety Management Department of Jin Jiang Hotels China Region, and is led by the head of the Safety Management Department, who concurrently serves as the Director of the Safety Office.



The Safety Production Management Structure of Jin Jiang Hotels China Region

Responsibilities of the Safety Production Committee of Jin Jiang Hotels China Region



Implement national safety and fire protection laws, regulations, standards, and policies; uphold the safety production principle of "safety first, prevention-oriented, and comprehensive management"; establish and implement a safety responsibility system that ensures shared responsibilities across all levels, dual responsibilities for each position, joint management, and accountability for negligence.



Strengthen the construction of the safety management organization, promptly adjust the leadership team, define safety management responsibilities, assign full-time and part-time safety personnel in accordance with the law, and ensure smooth communication and timely information delivery across the safety network.



Organize, improve, and enforce safety regulations and compliant operating procedures for Jin Jiang Hotels China Region; rely on the safety management team to supervise operations at hotels, offices, and other facilities to ensure compliance with safety standards.



Define annual safety management priorities; develop annual plans for facility and equipment improvements and safety inspections; and ensure effective implementation of safety investments in accordance with legal requirements.



Establish a comprehensive safety supervision archive; promptly supervise, coordinate, and eliminate safety hazards; improve emergency response plans; organize timely handling of emergencies; report major risks and incidents; and strictly enforce the reporting and accountability system for major hazards and accidents.

Occupational Health and Safety Management Measures

Jin Jiang Hotels has consistently upheld the management philosophy of "safety first," closely aligning with the requirements of the National Three-Year Action Plan for Special Safety Rectification. The Company continuously strengthens the identification and rectification of potential safety hazards with a strong focus on effectiveness, ensuring the solid implementation of targeted rectification efforts. Adhering to the principle of "self-inspection and self-correction," Jin Jiang Hotels has reinforced its risk detection and correction mechanisms through daily supervision, comprehensive safety inspections, and special supervisory actions. By targeting key periods, critical areas, and essential operational links, the Company effectively enhances risk prevention and control, ensuring timely issue identification, swift rectification, and eliminating safety vulnerabilities.

Jin Jiang Hotels implements a comprehensive, closed-loop safety inspection system following the principles of "pre-

check, mid-check, re-check, repeated check, and follow-up check," further strengthening the effectiveness of hazard management. In 2024, Jin Jiang Hotels and its subsidiaries organized a total of 1,191 safety inspections, covering 1,244 business units and identifying 1,726 safety hazards. Jin Jiang Hotels China Region issued 16 safety inspection tasks throughout the year, with an average completion rate of 82%, driving continuous improvement and optimization of safety management across its properties. The Company also applies a "rectification-review-follow-up" mechanism to ensure dynamic oversight of hazard remediation progress, guaranteeing that all identified issues are resolved in compliance with relevant requirements.

Jin Jiang Hotel has established a systematic and regular safety management mechanism, effectively enhancing the level of production safety. Based on the *Jin Jiang Hotels China Region Safety Risk Classification Control and Hidden Danger*

Investigation and Management System (Trial) and the *Safety Hazard Identification Standards*, Jin Jiang Hotels China Region requires properties to conduct fire safety inspections and all-hands fire safety training at least once a month and fire drills at least once a quarter. Managers and engineering staff regularly inspect fire safety facilities. Additionally, quality inspection teams conduct regular fire emergency tests to assess employees' knowledge of fire safety and emergency response capabilities. By simulating emergencies, the teams identify potential safety hazards and provide targeted improvement suggestions, ensuring all employees can respond quickly and further enhancing overall property safety management. In 2024, Jin Jiang Hotels and its subsidiaries conducted a total of 838 emergency drills, with 5,816 employees participating. This significantly enhanced the safety awareness and emergency response capabilities of the staff, providing a guarantee for the Company's safe operation.

In 2024

Jin Jiang Hotels and its subsidiaries organized a total of

1,191 safety inspections

Covering

1,244 business units

Identifying

1,726 safety hazards

Jin Jiang Hotels China Region signed a total of

4,677 new *Safety Responsibility Commitment Letter*

Held

21 safety management meetings

Jin Jiang Hotels and its subsidiaries conducted a total of

838 emergency drills **5,816** employees participated

Jin Jiang Hotels China Region Fire Safety Awareness Month

In November 9, 2024, the 33rd National Fire Safety Day, Jin Jiang Hotels China Region actively carried out fire safety awareness month activities in accordance with national and the Group requirements. These activities included fire safety education, comprehensive fire safety inspections, and fire emergency evacuation drills, to fully enhance the fire safety awareness of all employees and strengthen the ability to prevent and control fires.



Additionally, Jin Jiang Hotels leverages smart security systems to promote property self-inspection and self-correction, ensuring timely identification and rectification of safety hazards. Properties can log identified hazards into the system in real-time and implement immediate corrections. Hazards identified during regional and headquarters safety inspections are also logged into the system, with relevant departments overseeing rectification. In 2024, Jin Jiang Hotels China Region logged 2,947 safety hazards into the system, all of which were subject to rectification within a specified time frame, achieving a 100% on-time rectification completion rate, ensuring dynamic hazard resolution and timely problem identification and correction.

Jin Jiang Catering ensures employee health and safety in the workplace by regularly identifying hazards such as lampblack and high temperature and implementing effective protective measures. Additionally, Jin Jiang Catering requires annual health check-ups for new and existing employees and implements a daily morning health check system to ensure employee well-being and reduce occupational diseases.

In 2024

Jin Jiang Hotels China Region logged

2,947 safety hazards into the system

achieving a

100% on-time rectification completion rate



Occupational Health and Safety Management Training

Jin Jiang Hotels actively promotes safety production education and training to continuously enhance employee safety awareness and emergency response capabilities. The Company's safety team communicates national, group, and company safety management requirements through monthly meetings and specialized safety management conferences, tracking implementation through meeting minutes. In 2024, Jin Jiang Hotels and its affiliated enterprises conducted a total of 1,563 safety training sessions, with a total of 24,816 participants. Jin Jiang Hotels China Region held 21 safety management meetings and conducted 3 regional safety training sessions offline, ensuring comprehensive implementation of safety management requirements. Jin Jiang Hotels China Region organizes annual "Safety Production Month" activities at all levels to deepen employees' understanding of occupational safety and health and enforce safety responsibilities at properties. Jin Jiang Catering conducts biannual fire safety training for all employees, covering fire regulations, fire prevention, firefighting, and evacuation procedures, strengthening emergency response capabilities.

Jin Jiang Hotels China Region "Strengthen the Safety Line, Be a Whistleblower" Safety Production Month Training Activities

In June 2024, the 23rd National Safety Production Month, Jin Jiang Hotels China Region Safety Management Department organized a special training event themed "Strengthen the Safety Line, Be a Whistleblower." Subordinate units deployed a series of initiatives to create a strong safety culture centering on the theme of "Everyone Talks Safety, Everyone Can Respond — Ensuring Clear Life Passages". Through on-site safety training, property safety exams, and expert-led case studies on safety incidents, Jin Jiang Hotels China Region further reinforced safety production responsibility awareness and bottom-line thinking, ensuring effective implementation of safety production efforts.



In 2024

Jin Jiang Hotels China Region held

21 safety management meetings

And conducted

3 regional safety training sessions offline

Strengthening Partner Rights

Franchisee Management and Empowerment

Jin Jiang Hotels China Region has established a comprehensive franchisee management and service system, coordinated by the Franchise Service Department and supported by brand and regional leaders. This system, combined with the Company's "Investment, Financing, Construction, Management, Exit" franchisee management framework, ensures that franchisees receive full support and services at every stage. By working closely with franchisees, Jin Jiang Hotels aims to jointly achieve the goal of becoming a leading brand in the hotel industry.

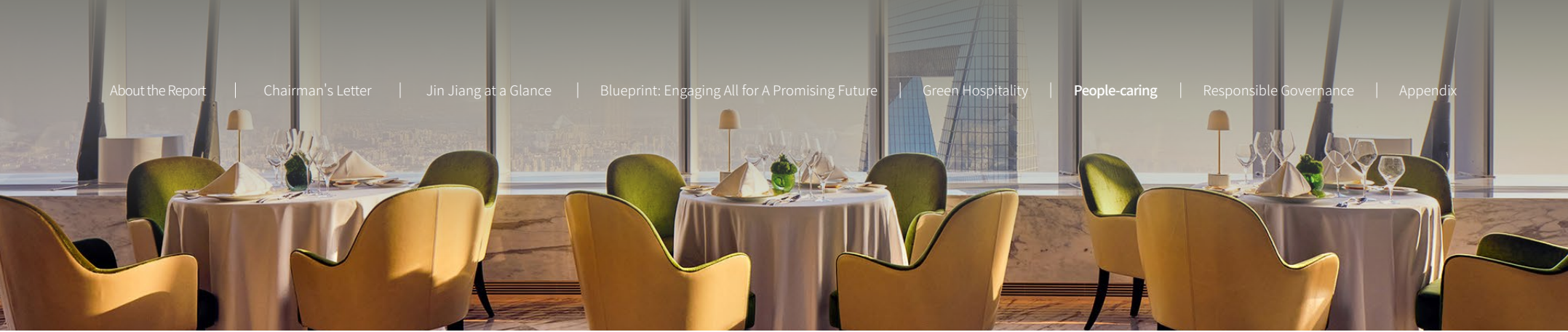
Franchisee- related scenario	Franchisee full-process management system	Specifics
Satisfaction survey	Jin Jiang Hotels China Region Rules for Managing franchisee Satisfaction	To enhance the efficiency of handling investor complaints and demands, Jin Jiang Hotels has standardized its investor satisfaction surveys and complaint handling mechanisms, processes, and evaluation systems. This aims to create value for investors, continuously improve service quality and standards, and strengthen the Company's market competitiveness.
Management of investors based on their respective levels	Jin Jiang Hotels China Region Measures for Managing Investors	A multi-dimensional evaluation system has been implemented across all affiliated brands, consisting of mandatory and comprehensive indicators. Investors are classified into four tiers—Diamond, Platinum, Gold, and VIP—based on their performance. Tailored services and relationship management are provided to each tier by the Franchise Service Department, headquarters, brand
Reinvestment management	Jin Jiang Hotels China Region Measures for Managing Existing Investors' Reinvestment	To strengthen and grow the Company's positive relationships with investors and support the continuous expansion of new projects, preferential policies and varying degrees of support are offered to investors who reinvest in new properties under the Company's brands.
Expiration of investment contracts	Jin Jiang Hotels China Region Rules for Managing Contract Expiration and Renewal	To ensure the healthy development of each brand, retain high-quality franchise projects, and maintain a long-term, mutually beneficial relationship with investors, different levels of renewal incentives are provided to investors of expiring franchise properties. A two-way renovation and upgrade policy has also been introduced.
Upgrading of franchised outlets	Jin Jiang Hotels China Region Rules for Upgrading Existing Franchised Outlets	To help our existing outlets stay fresh and constantly improve, and boost the Company's overall competitiveness, Jin Jiang Hotels offers tiered management fee discounts for investors who complete upgrades. The level of discount is determined by the brand positioning and the scope of renovation—ranging from full, major, moderate, to minor renovations.
Management of dormant outlets	Jin Jiang Hotels China Region Rules for Handling and Managing Dormant Franchised Outlets	To protect the brand image and support its development, the Company is taking steps to clean up and reactivate franchise projects that have not yet begun renovation or have been suspended for various reasons, ensuring risk mitigation and orderly project preparation.
Mechanism of cooperation with strategic franchisees	Managing Strategic Partners	To further drive the Company's long-term and high-quality growth, Jin Jiang Hotels actively fosters close collaboration with strategic partners, encouraging deeper cooperation and creating greater shared value.

Jin Jiang Hotels China Region Franchisee Management System and Regulations

Franchisee Review and Evaluation

Jin Jiang Hotels China Region conducts an annual investor grading assessment in the first quarter of each year, in accordance with the "Jin Jiang Hotels China Region Investor Management Measures." This multi-dimensional evaluation system ensures long-term mutual development between investors and the Company. Jin Jiang Hotels China Region scores investors based on five key metrics: franchise scale, multi-brand participation, annual repayments, hardware quality scores, and special contribution points. Additionally, the front-end operations team evaluates and adjusts scores based on four dimensions: brand loyalty, policy implementation, management team support, and high-quality operational support. The assessment system also includes a "one-vote veto" clause; if an investor commits a major violation, they will not be evaluated the following year, and their related rights will be revoked. Based on the annual scores, investors are categorized into four tiers: Diamond (top 5%), Platinum (top 5-10%), Gold (top 10-20%), and VIP (remaining 80%), with corresponding benefits and support. Moving forward, Jin Jiang Hotels China Region will dynamically adjust the evaluation dimensions according to strategic priorities, increasing the weight of high-quality development and reinvestment, refining comprehensive assessment indicators, and continuously enhancing the scientific rigor and fairness of the evaluation process to provide investors with clear development pathways and benchmarks.





Franchisee Support



Jin Jiang Hotels China Region has established management systems, such as the "Existing Franchise Store Upgrade and Renovation Management System," to provide financial support and preferential policies for franchisees in areas like green renovations and store upgrades, thereby reducing renovation costs. Additionally, Jin Jiang Hotels China Region collaborates with the Shanghai Jin Jiang Global Purchasing Platform (GPP) to offer procurement discounts and recommend high-quality suppliers, ensuring franchisees receive cost-effective products and services during renovations. In 2024, 481 franchise hotels initiated upgrade and renovation projects, with 141 completing final inspections, significantly enhancing overall store quality.

In 2024, the Jin Jiang Hotels China Region Franchise Service Department launched the "Jin Jiang Investor Service - Morning

Star Mini Program," providing online management tools, policy notifications, operational support, and other features tailored to franchisees. This efficient and convenient service platform has been adopted by 10,486 franchisees. The platform facilitates direct B2B communication, improving interaction efficiency between franchisees and headquarters, optimizing operational support processes, and ensuring timely access to resources and support services. Jin Jiang Hotels China Region remains committed to protecting investor interests, delivering tangible benefits, and ensuring franchisees not only benefit from core resources such as the Jin Jiang brand, supply chain, and digital operations but also deeply integrate into the Jin Jiang ecosystem for long-term, stable growth.

In 2024

481 franchise hotels initiated upgrade and renovation projects

with

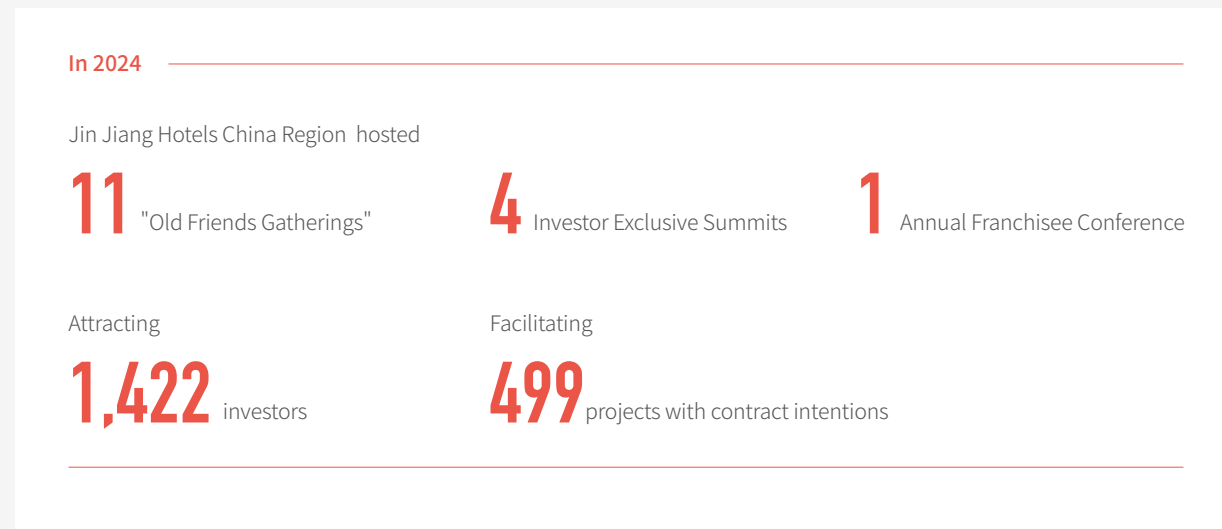
141 completing final inspections, significantly enhancing overall store quality

Franchisee Communication Management

Jin Jiang Hotels China Region places great emphasis on franchisee communication management, establishing efficient and seamless investor interaction mechanisms to ensure timely responses to investor needs. Jin Jiang Hotels China Region has implemented a regional-specific outreach mechanism, where the Franchise Service Department works closely with regional investor relations teams to ensure seamless information flow and coordinated responses to investor demands, enhancing satisfaction while driving core business metrics. Furthermore, Jin Jiang Hotels China Region actively organizes investor exchange events. In 2024, Jin Jiang Hotels China Region hosted 11 "Old Friends Gatherings," 4 Investor Exclusive Summits, and 1 Annual Franchisee Conference, attracting 1,422 investors and facilitating 499

projects with contract intentions, effectively promoting investment cooperation.

To continuously optimize the investor experience, the Jin Jiang Hotels China Region Franchise Service Department conducts quarterly surveys to deeply understand investor priorities, ensuring operational improvements and service upgrades align with franchisee needs. In 2024, the overall investor satisfaction rate reached 90%. Jin Jiang Hotels China Region will continue to strengthen franchisee communication management, expand diverse interaction channels, enhance investor trust and brand loyalty, and jointly drive the high-quality growth of the Jin Jiang Hotels brand.



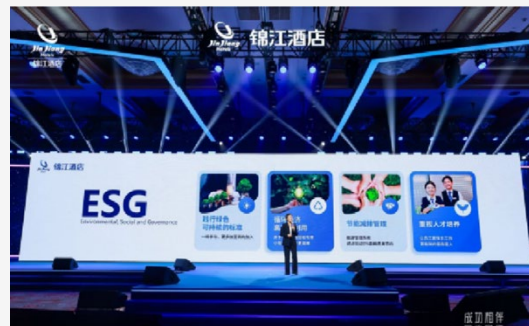


Jin Jiang Hotels China Region Strengthens Franchisee Financial Management to Ensure Compliance

In 2024, Jin Jiang Hotels China Region continued to enhance financial compliance management across franchise properties, assisting franchisees in optimizing working capital and ensuring stable, compliant operations. Leveraging its internal control central warning system, the Company's regional and headquarters teams monitor real-time revenue recognition compliance, proactively identifying risks to safeguard franchisee operations. Additionally, Jin Jiang Hotels China Region disseminates financial control guidelines through its "Xiangxuetang" and conducts regular online and offline training sessions, delivering targeted financial management support—370 sessions were held in 2024. The Company also launched a "Cloud Customer Service" platform, providing instant online assistance with over 2,200 finance-related inquiries resolved efficiently. Through these initiatives, Jin Jiang Hotels China Region continually refines its financial management support framework, driving franchisee compliance and high-quality development.

Jin Jiang Hotels China Region Hosts Investor Summits

In 2024, Jin Jiang Hotels China Region organized multiple investor summits, including "Gathering of Friends, Shaping the Future Together" and the Annual Franchisee Conference, fostering in-depth dialogue and collaboration. Centered on strategic updates, industry trends, ESG best practices, and renewal partnerships, these events equipped investors with market insights and brand development strategies while offering policy guidance and operational support. The summits reinforced partnerships and facilitated investment cooperation.



Sustainable Supply Chain

Supply Chain Management

Jin Jiang Hotels operates an efficient, transparent, and intelligent supplier management system through the Jin Jiang Global Purchasing Platform(GPP), the Company's core procurement arm. GPP integrates corporate resources to deliver end-to-end digitalized procurement and supply chain services, supporting over 40 brands in worldwide, 17,000+ hotels, and 200+ million members.

GPP has implemented a suite of supplier management policies, including the *Procurement Management Measures*, *Supplier Evaluation and Management System*, *Vendor Onboarding and Product Listing Rules*, and *Supplier Performance and Exit Mechanism*, ensuring standardized procurement and transparent operations. In 2024, GPP upgraded its supplier evaluation model and non-compliance management protocols to refine performance metrics, mitigate procurement risks, and enforce brand standards. By prioritizing supplier compliance, sustainable sourcing, process transparency, and data-driven decision-making, GPP enhances supply chain resilience, delivering stable, high-quality support for Jin Jiang Hotels and its franchisees.

GPP maintains a rigorous supplier management system, overseeing the entire lifecycle from onboarding, operational assessment, to dynamic monitoring to ensure compliance and efficiency.

Supporting over

40 brands in worldwide

17,000+ hotels

200+ million members

GPP Supplier Management System (Partial Overview)

Supplier Onboarding

For suppliers submitting accommodation requests on the GPP platform, GPP formulates differentiated qualification criteria for various supplier categories (such as hotel supplies and engineering services) in accordance with the *Shanghai Jin Jiang Group Procurement & Supply Chain Merchant Onboarding and Product Listing Platform Management Regulations*, while considering business needs, product characteristics, and market conditions. GPP collaborates with the qualification review department and third-party monitoring agencies to conduct rigorous supplier vetting based on these regulations, ensuring only platform-compliant suppliers enter the procurement system.

Supplier Violation Management

GPP implements a detailed supplier violation management system that quantifiably assesses both quality-related and non-quality-related infractions through a scoring mechanism. Suppliers accumulating violation points beyond thresholds face warnings or restricted privileges, while severe violations may result in immediate delisting or partnership suspension – ensuring strict supplier compliance with regulatory baselines.

Supplier Evaluation

GPP has established a merchant rating model that conducts daily comprehensive evaluations of suppliers across seven key dimensions: customer acquisition capability, transaction results, consultation experience, product experience, delivery performance, dispute handling, and bonus items. These multi-dimensional scores are displayed on the system interface for clients and stakeholders to review.

Supplier Blacklist Mechanism

GPP maintains a supplier blacklist system. When suppliers engage in bribery, illegal operations, or other activities violating national regulations, relevant departments may submit blacklist assessment requests. Upon verification, blacklisted suppliers face partnership termination, thereby safeguarding supply chain compliance and maintaining an ethical business ecosystem.

Digital Empowerment of the Supply Chain: A New Driver for Management Advancement

In 2024, GPP introduced the Supplier Comprehensive Index (SCI), publicly displaying SCI and star ratings on its B2B portal. This data-driven tool evaluates suppliers holistically across customer acquisition, transactions, consultation, product quality, delivery, payment compliance, and dispute resolution, establishing a transparent, quantifiable benchmark for supplier performance.

GPP Supplier Comprehensive Index (SCI) Six-dimensional Evaluation System

15%

Customer Acquisition Ability

- Number of Newly Closed Customers
- Repurchase Rate (Only Evaluate Customers with Consecutive Purchases)

10%

Transaction Results

- Valid Orders from Merchants

5%

Consultation Experience

- Online Consultation Connection Rate of Merchants
- Satisfaction Evaluation of Online Replies

25%

Product Experience

- Return and Exchange Rate of Merchants
- Product Quality Issues

20%

Delivery Time Experience

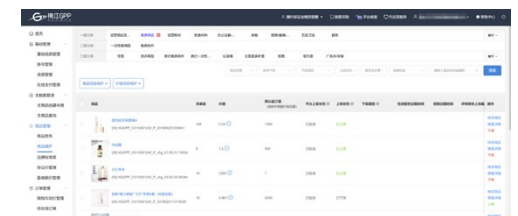
- Merchants' Delivery Fulfillment Rate
- Arrival Fulfillment Rate

25%

Dispute Experience

- Rate of Customer Complaints with Merchant Liability for Orders on the Platform
- Proportion of Disputes Requiring Platform Customer Service Intervention for Resolution

In 2024, GPP further strengthened its digital supply chain management capabilities by comprehensively revamping the merchant Portal, providing suppliers with a more intelligent and intuitive operational environment. This upgrade included UI optimization, improved system performance, streamlined order management processes, and adjusted invoice management logic, significantly enhancing merchants' platform experience. The improvements made procurement, transactions, reconciliation, and other processes more efficient and convenient, further boosting supply chain collaboration efficiency and supporting Jin Jiang Hotels' comprehensive digital procurement management upgrade.



GPP explores DeepSeek to empower intelligent customer service



As of December 31, 2024

A total of

28 suppliers of various

categories have passed the review and were officially included in GPP's Sustainable Supplier Database



Green Products and Supply Chain: Building a New Ecosystem for Sustainable Development

As a state-owned enterprise and a leading player in the hospitality industry, Jin Jiang Hotels continues to explore the path of green transformation and has actively launched pilot programs for sustainable supply chain management. In its procurement decisions, GPP serves as a strong driving force, playing a core role in advancing green supply chain construction. By prioritizing ESG-aligned, green, low-carbon, and environmentally friendly products, Jin Jiang Hotels has set a benchmark for sustainable development in the hotel industry, creating a strong demonstration effect across the sector.

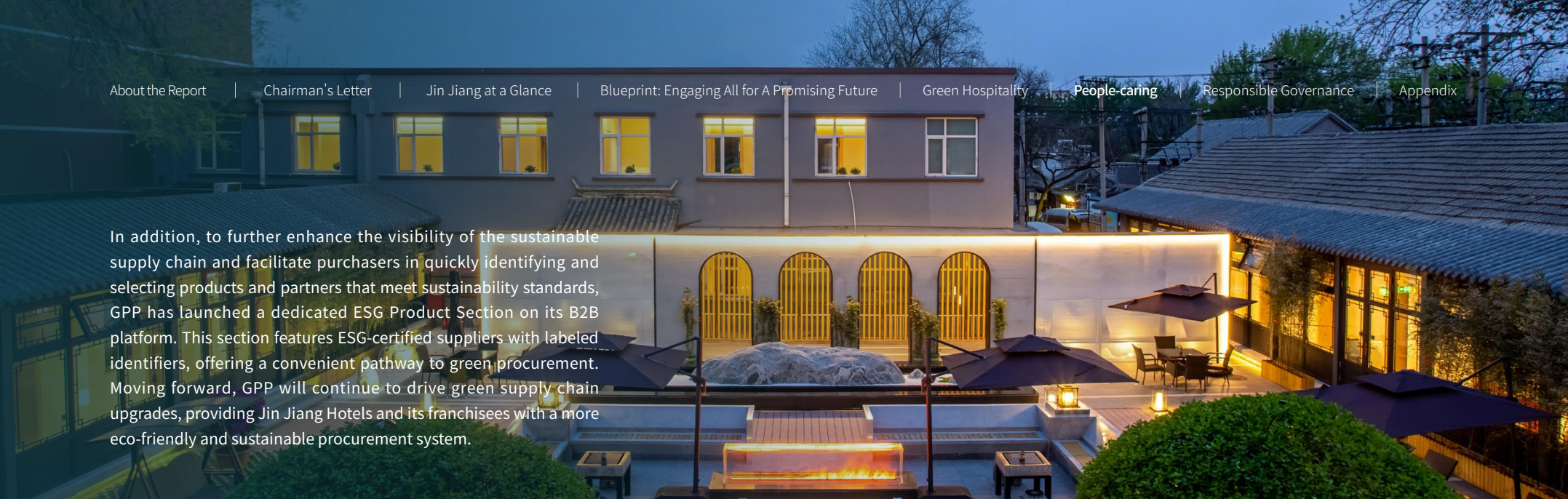


In 2024, GPP partnered with a professional third-party evaluation agency to preliminarily establish the *GPP Sustainable Development Framework 1.0*. Based on international standards, industry sustainability trends, and Jin Jiang Hotels' long-term green development goals, the framework provides systematic and holistic guidance for supply chain sustainability, covering green supplier assessments, supply chain improvement plans and other key dimensions. It sets clear standards and directions for building a sustainable supply chain. As a key implementation measure, GPP launched the "Sustainable Supplier Database" initiative, establishing strict review criteria for 10 core product categories—TVs, hotel supplies, hotel sundries, beverages, guest room consumables, textiles, detergents, flooring, paper products, and mattresses—to ensure suppliers meet ESG and sustainability requirements. As of December 31, 2024, a total of 28 suppliers of various categories have passed the review and were officially included in GPP's Sustainable Supplier Database.

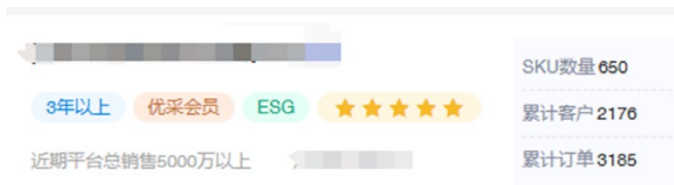


The supplier completes a sustainable development evaluation review jointly issued by GPP and the testing agency

In addition, to further enhance the visibility of the sustainable supply chain and facilitate purchasers in quickly identifying and selecting products and partners that meet sustainability standards, GPP has launched a dedicated ESG Product Section on its B2B platform. This section features ESG-certified suppliers with labeled identifiers, offering a convenient pathway to green procurement. Moving forward, GPP will continue to drive green supply chain upgrades, providing Jin Jiang Hotels and its franchisees with a more eco-friendly and sustainable procurement system.



GPP B2B Platform's New ESG Product Section



Suppliers completed sustainable development evaluation review are eligible for ESG label display

In green procurement practices, GPP has continued to drive product environmental upgrades and has achieved notable results. The platform has completed the full rollout of green cleaning products, all of which now meet the "China Environmental Labeling" certification standards. This allows hotel properties and franchisees to easily source environmentally friendly cleaning supplies, further reducing environmental impact. In the area of single-use guest amenities, GPP actively promotes material innovation by phasing out the use of full plastic materials such as PP and PS in products like toothbrushes and combs, replacing them with renewable, eco-friendly alternatives such as wheat straw. The proportion of biodegradable materials used in packaging has also been significantly increased, accelerating

the shift of hotel consumables toward greener, low-carbon solutions. Additionally, GPP is advancing the "small-to-large bottle" initiative for bath and shower products. Through centralized procurement and promotion, this initiative is expected to reduce plastic usage by approximately 685 tons annually, providing strong support for the hotel industry's efforts to reduce and eliminate plastic waste.



Empowering SMEs: Unlocking New Vitality in Supply Chain Development

GPP is committed to fostering equitable and inclusive cooperation with small and medium-sized enterprises (SMEs), striving to understand their operational needs and real challenges. Through a series of targeted initiatives, GPP supports the sustainable development of SMEs.

One of the key challenges faced by SMEs is cash flow. To alleviate financial pressure, GPP has established a special payment terms application channel. For suppliers experiencing operational difficulties or seeking faster payment cycles, GPP offers more flexible settlement terms and enhanced financial support, helping improve liquidity and operational stability.

In addition, GPP leverages the advantages of its digital supply chain platform to provide comprehensive empowerment to SMEs. Through platform resources, GPP offers supply chain management optimization solutions, helping small suppliers improve operational efficiency. It also actively creates market access opportunities, enhancing their competitiveness and strengthening their awareness and capacity for sustainable development. Through these efforts, GPP is committed to building a long-term, mutually beneficial, and win-win cooperation model, promoting coordinated growth among large, medium, and small enterprises, and jointly shaping a stable, efficient, and sustainable supply chain ecosystem.



The screenshot shows a table titled '产品明细分析' (Product Detailed Analysis). The table lists various products and their performance metrics. Key columns include:

- 产品名称 (Product Name)
- 年度销量 (Annual Sales)
- 年度增长率 (Annual Growth Rate)
- 市场占有率 (Market Share)
- 客户满意度 (Customer Satisfaction)

 The table contains multiple rows of data, with some cells highlighted in red or green to indicate performance trends.



Data Analysis of GPP Platform Suppliers





Supplier Engagement and Training: Building a New Model of Collaborative and Win-Win Partnerships

GPP actively fosters diversified supplier communication mechanisms, maintaining close collaboration through both online and offline channels to enhance supply chain management efficiency and optimize procurement processes.

GPP's Primary Supplier Communication Methods and Channels



Enterprise WeChat Liaison

- GPP has established an official Enterprise WeChat account and connected with suppliers to enable real-time, efficient communication, ensuring timely and accurate business information exchange.



Regular Meetings & Training

- Based on business needs, GPP organizes regular merchant meetings and training sessions (e.g., new merchant onboarding) to help suppliers quickly familiarize themselves with platform operations, procurement processes, and compliance requirements, improving their collaborative capabilities.



Supply Chain Industry Summits

- GPP invites select suppliers to participate in Jin Jiang Hotels' Partner Success Conference, including main sessions, supply chain forums, and contractor training and matchmaking events, providing industry insights, collaboration opportunities, and direct engagement with Jin Jiang Hotels.



Merchant Support System

- GPP has set up a Merchant Help Center where suppliers can access system guides, process documentation, and self-service solutions. Suppliers can also contact customer service via email, hotline, or the "Xiaocai Dingdong" online chat for prompt and professional assistance.

GPP actively promotes supply chain training and empowerment, offering diverse learning and exchange platforms to raise suppliers' ESG awareness and sustainability capabilities. Initiatives such as the GPP Supply Chain Entrepreneurs Workshop & Supply Chain Enterprise Growth Camp, and Premium Procurement Club ESG Salon provide suppliers with broader learning and networking opportunities, fostering experience sharing and ecosystem collaboration to build a high-quality supply chain partnership.



GPP continuously holds the "GPP Industrial Chain Entrepreneurs Workshop & Supply Chain Enterprise Growth Camp" Program

From 2023, GPP has continuously held two sessions of the GPP Industrial Chain Entrepreneurs Workshop & Supply Chain Enterprise Growth Camp. This program integrated planning, curriculum development, teaching collaboration, teaching assistant support, and participant organization to establish a systematic, standardized, and professional supply chain training framework. The curriculum innovatively incorporated sustainability courses, guiding suppliers to adopt green supply chain principles and jointly develop sustainable action guidelines, driving the entire industrial chain toward environmental responsibility, harmony, and accountability. This initiative has not only become an effective empowerment mechanism between GPP and supply chain enterprises but also established a robust platform for supplier collaboration, capability enhancement, and shared development. It has significantly strengthened suppliers' strategic awareness, operational management, and market competitiveness, contributing to the long-term growth of the entire industrial chain.



Guest Health & Safety

End-to-End Safe Stays

Jin Jiang Hotels prioritizes guest health and safety, adhering to a "safety first, prevention-focused" approach with a comprehensive safety management system. The Company has established regulations such as the Shanghai Jin Jiang International Hotels Co., Ltd. Public Security & Fire Safety Management Guidelines and the Shanghai Jin Jiang International Hotels Co., Ltd. Typhoon & Flood Emergency Response Plan, targeting zero major safety incidents. These measures proactively mitigate risks such as fires, extreme weather, food safety issues, and criminal incidents, ensuring hotel operations meet the highest safety standards and providing guests with a secure and comfortable stay.

Jin Jiang Hotels China Region has implemented the *Total Quality Management Regulations*, adopting a multi-tiered, closed-loop quality management system to ensure continuous service optimization. The Company strictly monitors quality control processes, inspection standards, and compliance, guaranteeing that all hotels meet high operational standards and deliver superior guest experiences. Furthermore, Jin Jiang Hotels China Region has set up performance management and incentive mechanisms further motivate hotels to elevate service quality.



Quality Management Process of Jin Jiang Hotels China Region



In 2024, Jin Jiang Hotels China Region enhanced multiple safety and operational standards, including the *Emergency Incident Management Policy and Refrigerator & Electrical Safety Guidelines*, refining incident response, equipment safety, and daily operational protocols. These updates ensure staff at all levels are equipped with more efficient and precise safety management capabilities.

Guest Safety Assurance

Quality Management Inspections

In daily operations, Jin Jiang Hotels' quality inspection team conducts regular safety audits based on the *Total Quality Management Regulations*, with a focus on critical safety compliance issues such as fire safety and operational licensing. The Company employs a multi-tiered inspection system, covering daily checks, new store evaluations, rectification follow-ups, and unannounced audits to ensure comprehensive quality oversight. Inspections are conducted by the Quality Management Department in collaboration with third-party agencies, using standardized procedures to guarantee objectivity, accuracy, and actionable results. This systematic approach continuously enhances property-level safety management.



Jin Jiang Hotels' Safety Compliance Red Lines

Guest Experience

"One Guest, One Change" Strict adherence to linen replacement after each checkout.

"One Guest, One Disinfection" Thorough disinfection of glassware after each use.

Basic Management

Revenue Management No unrecorded offline bookings; mandatory use of designated PMS or third-party accounting systems.

Licensing Compliance Valid business licenses, food service permits, elevator inspection certificates, etc.

Safety Assurance

FoodSafety No expired or unlabeled food; no non-food-grade processing; imported items must have Chinese labeling.

Fire Equipment Functional fire hydrants with adequate pressure; no more than 2 faulty smoke detectors.

Emergency Exits Exit doors must open outward for safe evacuation; no obstructions or locks.

E-bike Charging There are no safety hazards in the charging environment of electric bikes. No charging in evacuation routes, stairwells, or exits.

Advancing Smart Security Systems

In 2024, Jin Jiang Hotels China Region intensified its smart security system deployment, achieving 100% coverage in self-managed hotels and onboarding 3,000 franchised properties by Q4. The system integrates with property servers via a mobile app for real-time incident response, including key features such as 24/7 video surveillance in critical areas (front desk, monitoring rooms), automated alerts for staff absenteeism, fire hazards, and water pressure anomalies; Phase II upgrades will introduce more features including safety task management, hazard tracking and resolution, incident reporting workflows, dashboard analytics, WeCom (Enterprise WeChat) mobile integration, etc. These enhancements enable closed-loop management, digital traceability, and accountability, elevating overall safety standards Jin Jiang Hotels China Region.



Jin Jiang Hotels China Region Smart Security System

Jin Jiang Hotels China Region & Resorts Division Launch First-Aid Training Initiative

In 2024, Jin Jiang Hotels China Region inaugurated its first-aid certification program to bolster emergency medical response capabilities. The inaugural session trained 43 participants, including corporate staff and new general managers from resort properties, with certifications issued by accredited third-party institutions. Future initiatives include AED (Automated External Defibrillator) deployment across resort hotels and 40%+ staff certification rate per property. These measures ensure readiness for health emergencies, reinforcing guest safety.



Strengthening Emergency Response

In compliance with its *Emergency Incident Management Policy*, Jin Jiang Hotels China Region has established a comprehensive emergency response framework to enhance crisis-handling capabilities and safeguard guest safety. Jin Jiang Hotels China Region refined operational standards through specialized contingency plans, including: *Fire Emergency Response Plan*; *Elevator Malfunction Contingency Plan*; *Utility Interruption (Water/Power/Gas) Emergency Protocol*; *Lost/Stolen/Damaged Guest Belongings Procedures*. These protocols ensure properties can react swiftly and effectively to diverse emergencies. Additionally, regular staff training programs equip employees with both theoretical knowledge and practical skills, enabling proficient execution of emergency measures.

Food Safety Assurance

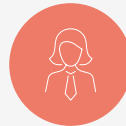
As a cornerstone of hospitality operations, food safety is rigorously governed by Jin Jiang Hotels China Region's *Food & Beverage Service Standards*, which delineate management accountability and staff compliance requirements, which clarify the food safety responsibilities of managers at all levels, enhance employees' awareness of food safety, and ensure that customers receive a healthy and safe dining experience. To strengthen food safety management, Jin Jiang Hotels China Region has established a food safety responsibility management framework, with the hotel general manager as the primary person responsible, ensuring that food safety management is strictly implemented in the stores.

Food Safety Responsibility Management Structure of Jin Jiang Hotels China Region



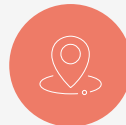
General Manager of Hotel

As the first person in charge of food safety in hotel catering services, the general manager of hotel is responsible for implementing various management systems for catering services and food safety, and is responsible for selecting full-time or part-time food safety managers, and for supervising, training and assessing these managers.



Area General Manager

The area general manager is responsible for supervising the implementation of the regulations and indicators pertaining to catering services, as determined by higher authorities. This includes monitoring and offering guidance on the management of catering services across various branches, as well as urging these branches to address any complaints or negative evaluations concerning their catering services.



Regional General Manager

The regional general manager is responsible for implementing the standards, rules, regulations and indicators of the superior department concerning the catering service of each branch, and establishing a comprehensive catering service quality supervision and inspection mechanism in the region to ensure that catering services across the entire region are carried out in strict adherence to the mechanism.



Operational Management Department

The Operational Management Department is responsible for formulating various standards related to catering services. It organizes training sessions and disseminates information on these standards to departments or positions involved in managing catering services. Additionally, this department oversees and inspects the quality of catering services to ensure adherence to established standards and to facilitate the implementation of a performance appraisal system.



In 2024

Jin Jiang Hotels China Region launched with

5 online food safety training courses with **22,325** total studies

The Quality and Safety Management Department of Jin Jiang Hotels China Region has incorporated food safety as a key component in daily quality inspections at all properties. The inspection scope covers catering licenses and permits, kitchen hygiene standards, food raw material storage, and food sample retention management. In accordance with the *Total Quality Management Regulations*, the Department regularly conducts unannounced food safety inspections and investigations at properties, establishing a long-term supervision mechanism to further ensure compliance with food safety standards. Additionally, Jin Jiang Hotels China Region actively organizes food safety training programs. In 2024, Jin Jiang Hotels China Region launched 5 online food safety training courses, with the total studies reached 22,325. Furthermore, Jin Jiang Hotels China Region conducted 13 offline training sessions covering property-level food safety self-inspections and food sample management, with 2,695 employees participating. These initiatives continuously elevate food safety management standards across the organization.

Jin Jiang Catering has established a comprehensive set of food safety management systems, including *Food Hygiene and Safety Records*, *Food Safety Management Personnel Regulations*, *Food Safety Inspection System*, and *Food Procurement Management System*. These systems ensure controllable food safety standards, compliant food hygiene practices, and the consistent delivery of healthy, safe, and high-quality dining services to consumers.

Jin Jiang Catering Food Safety Management Initiatives (Partial Overview)

- 

Optimize food safety management processes to ensure compliance with national and industry standards in food production and supply chain operations.
- 

Strengthen food safety training and personnel management to enhance employees' food safety operational capabilities.
- 

Implement strict controls on ingredient procurement and storage to guarantee traceability and safety of food raw materials.
- 

Standardize food processing procedures to ensure proper execution of food hygiene and safety standards.
- 

Enhance environmental hygiene management to maintain cleanliness in food production and service areas.



Jin Jiang Catering's Food Safety & Environmental Management Certifications

Food Safety Emergency Response Plan

To protect customers' health and safety and effectively prevent potential food safety incidents during catering services, Jin Jiang Hotels China Region has established the Suspected Food Poisoning *Emergency Response Plan*. This plan clearly defines emergency response procedures for food poisoning incidents, division of responsibilities and handling measures, ensuring prompt and proper response to emergencies, minimizing health risks to customers.

Jin Jiang Hotels China Region Suspected Food Poisoning Emergency Response Process

Incident Reporting

- Any employee who discovers potential food poisoning symptoms must report to the duty manager within 3 minutes. The duty manager must escalate to the property manager within 5 minutes.
- The property manager must immediately assess the situation and submit a detailed report to ensure timely response.

Incident Handling

- The duty manager conducts rapid assessment of suspected food poisoning cases based on customer conditions and dietary history, confirming the number of affected individuals and specific circumstances.
- Provide emergency assistance based on victims' health conditions, and dispatch medical personnel when necessary to ensure prompt treatment.

Follow-up Actions

- Immediately discontinue use of suspected contaminated food or beverages. Preserve food samples and submit to food safety authorities for investigation. Cooperate fully with relevant departments' investigations.
- Implement preventive measures including enhanced staff training and improved food safety management to prevent recurrence.



Commitment to Social Charity

Social Contributions

Jin Jiang Hotels actively fulfills its social responsibilities and is committed to creating social value and promoting community development. Each business segment of the Company leverages its unique characteristics to conduct multi-faceted and diverse social public welfare activities. These activities cover a wide range of areas, including educational support, environmental protection, care for women and minority groups, and disaster relief. Through these practical actions, the Company demonstrates its commitment to social responsibility. We will continue to focus on social issues, utilize our strengths, and contribute more to building a better society.

Facilitate the "Pursuing the Red Origin • Inheriting the Red Gene" Patriotic Education and Study Activity

In September 2024, Jin Jiang Hotels undertook a patriotic education tour led by the Dujiangyan You'ai Education Foundation and the Nantong Lizhi Education Development Foundation, which involved teachers and students from Xi Zhongxun Red Army Primary School in Huanxian County, Gansu Province. During this event, Jin Jiang Hotels provided one night of free accommodation for 28 teachers and students. It also made special arrangements and offered special care for 3 students with disabilities among them. In addition, Jin Jiang Hotels organized all the teachers and students to visit the J Hotel Shanghai Tower to experience advanced technologies there, providing them with a platform for learning and communication. This patriotic education activity not only provided teachers and students with valuable opportunities to broaden their horizons and expand their knowledge, but also facilitated meaningful exchanges and mutual learning among students from Gansu, Sichuan, and Jiangsu provinces. Following the event, Jin Jiang Hotels received a letter of appreciation from the Dujiangyan You'ai Education Foundation. The letter expressed heartfelt gratitude for Jin Jiang Hotels' warm support and meticulous services, which helped the teachers and students gain precious educational experiences, demonstrating the Company's active contributions to social responsibility and educational support.



Jin Jiang Hotels China Region Partners with "From the Mountains" Public Welfare Project to Preserve National Culture

During the summer of 2024, Jin Jiang Hotels collaborated with the "From the Mountains" national culture education public welfare project, providing full accommodation and venue support for a cultural exchange summer camp for over 30 young inheritors of ethnic minorities from across the country. The Company also recruited a large number of volunteers to participate in the charity sale of ethnic minority cultural and creative products and community performances, offering full assistance to the children. As the designated reception hotel for this public welfare project, Jinjiang Inn Shanghai New Hongqiao began meticulous preparations before the children's arrival in Shanghai. The hotel set up an exhibition area in the lobby,

pre-arranged a minority art exhibition, and created a welcoming atmosphere for the children, making them feel the warmth of their home culture from the moment they checked in. Additionally, the hotel prepared welcome letters, fruit platters, and snacks for each guest room, ensuring the children felt at home. On August 2, 2024, an ethnic cultural exchange flash mob event under "From the Mountains" was held in the hotel lobby. The children, dressed in ethnic costumes, sang and danced, attracting many guests to stop and watch. The atmosphere at the event was joyful and harmonious, with the children's confidence and ethnic pride on full display, showcasing the rich ethnic culture to visitors in Shanghai.



Circular Greenery - Starlight Journey, New Beginnings" First Offline Experience Salon

On April 26, 2024, Jin Jiang Hotels China Region's Magnotel brand hosted its first offline ESG experience salon under the theme "Circular Greening - Stellar Journey, Renewed Origins" at its Hongkou Football Stadium location in Shanghai's Lu Xun Park. Centered around the concept of circular greening, the event featured a hands-on coffee grounds workshop that demonstrated the brand's commitment to circular economy and social responsibility. During registration, participants received coffee-ground-infused seed cards. They then personally painted coffee ground planters and placed their seed cards inside to create unique potted plants. All coffee grounds used were sourced from Magnotel's recycling initiative, where used coffee grounds

are collected from hotels and sent to factories for repurposing into sustainable products like planters, compost soil, and seed cards - giving coffee grounds a second life while practicing circular economy principles. The salon also included an ESG achievement exhibition showcasing sustainable practices like wooden key cards, biodegradable guest amenities, and the "Clean Plate Campaign", further communicating Magnotel's sustainability efforts to attendees.

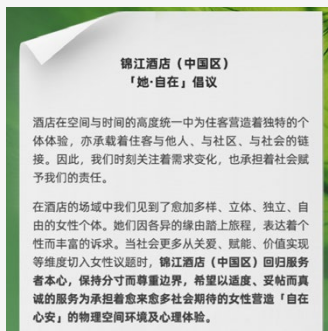


Jin Jiang Hotels Management Launches Employee Charity Sale to Spread Warmth and Care

In 2024, Shanghai Kunlun Jing'an Hotel, under Jin Jiang Hotels Management, collaborated with Haiyuan Community of Jing'an Temple Street in Jing'an District, Shanghai, to host a heartfelt internal charity sale. Carefully planned by the hotel and enthusiastically supported by its staff, the event featured items generously donated by employees as well as special goods customized by the hotel based on the needs of local elderly residents. All proceeds from the charity sale were donated to support elderly individuals living alone and families affected by serious illnesses within the Haiyuan Community, helping to ease their financial burdens and deliver warmth from both the hotel and its employees. This meaningful act of giving not only strengthened the hotel's bond with the local community but also embodied Jin Jiang Hotels Management's commitment to "giving back to society and warming hearts." It stands as a shining example of community engagement and social responsibility, promoting harmony and goodwill through sustained public welfare efforts.

Jin Jiang Hotels China Region Xana Brand Launches the "She • At Ease" Initiative, Focusing on the Diverse Voices of Female Guests

In 2024, Jin Jiang Hotels China Region Xana brand launched the "She • At Ease" initiative, incorporating the needs of female guests into brand standards. With considerate service details, the initiative addresses safety and privacy protection concerns, offering female guests a comfortable and confident stay experience. It ensures that female guests receive timely responses and immediate reassurance when encountering special or emergency situations.



"Stepping Up in Times of Crisis, Delivering Warmth Through Donation" — GPP Provides Emergency Supplies to Disaster-Affected Areas

In the face of natural disasters and emergencies, GPP actively fulfills its social responsibility by launching rapid response efforts and coordinating with platform suppliers to deliver timely assistance to affected regions. During the severe floods that struck Huangshan, Anhui in the summer of 2024, GPP promptly mobilized resources and donated 1,350 bottles of drinking water, which were urgently delivered to 27 Jin Jiang hotels impacted by the disaster. This swift and efficient response ensured basic drinking water needs were met for stranded guests and surrounding residents. GPP's decisive actions not only eased the immediate hardships faced by those affected, but also demonstrated the Company's strong sense of responsibility in social emergency relief.



In 2024, multiple brands under Jin Jiang Hotels China Region marked global public welfare days—including World Allergy Awareness Day, International Friendship Day, and World Environment Day—by releasing brand advocacy posters to communicate their values and warmth. Moving forward, Jin Jiang Hotels and its brands will continue developing long-term public welfare brand initiatives to amplify their social impact.

"Nature Has Answers" World Environment Day Campaign

In June 2024, Jin Jiang Hotels China Region launched the "Nature Has Answers" PR initiative for World Environment Day, engaging 400 properties in offline promotions. Highlights included an eco-friendly market at the James Joyce Coffetel in Shanghai World Expo Center, attracting sustainable brands and consumers to promote energy conservation. The campaign achieved 7 million+ impressions through integrated media and social channels, showcasing Jin Jiang Hotels' commitment to sustainability while calling for collective environmental action.



7.30 International Day of Friendship



7.8 World Allergic Disease Day



7.23 Janitor's Day



7.11 China National Maritime Day



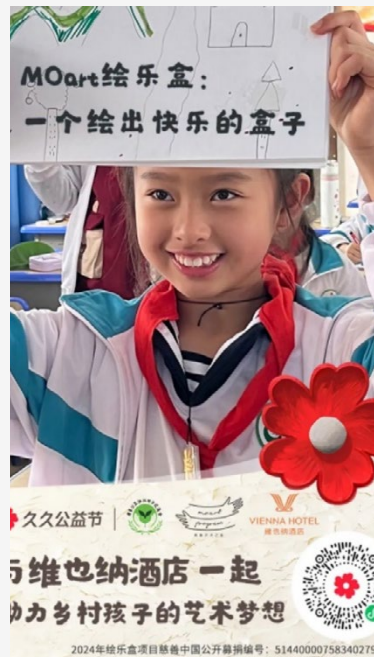
7.06 International Day of Cooperatives

Rural Revitalization

Jin Jiang Hotels has proactively responded to national strategies, empowering rural revitalization through practical actions to benefit social welfare and people's livelihoods. The Company employs various approaches including public welfare donations, local partnerships, and consumption assistance for agriculture to help rural areas enhance economic vitality, improve quality of life, and support the modernization of rural development.

Vienna Hotels Brand "MOart Art Box" Public Welfare Project Collaboration

As a hotel brand committed to "preserving classical art heritage," Jin Jiang Hotels China Region's Vienna Hotels has consistently focused on public welfare initiatives including rural revitalization, education support, and talent assistance. In September 2024, Vienna Hotels brand partnered with Tencent's "99 Giving Day" and Orphan Education Society Guangdong to jointly launch the "Corporate Collective Donation" project, providing additional support for the "MOart Art Box Project." The initiative was implemented across 500 Vienna and Vienna International brand properties. Through multiple channels including displaying project posters on hotel digital screens, brand promotions, and Jin Jiang Hotels' official WeChat accounts, the program helps rural students access art education, allowing more flowers of aesthetic education to blossom.



Jin Jiang Hotels China Region's Resort Brands Support "Love Library" Initiative, Contributing to Rural Revitalization and Education

Jin Jiang Hotels China Region's resort brands actively participate in rural revitalization and education support initiatives. Partnering with "Love Libraries" established by local university students engaged in rural teaching and poverty alleviation work, the brands set up charity stations within hotels. By organizing book and school supply donation drives among employees and supplier partners, they provide learning resources for rural students, particularly benefiting children from remote areas, while contributing to cultural development and knowledge dissemination in rural communities.

Jin Jiang Hotels Management Conducts Care Visits to Build Better Communities

In 2024, the resident working team of Jin Jiang Hotels Management in Xi'an City Yuchuan Village, together with the village Party committee and villagers' committee, conducted care visits for elderly solitary residents in the village. They donated relief supplies worth approximately 2,000 yuan, benefiting 20 households. Through concrete actions, they provided assistance to those in need, conveying warmth and care.

Jin Jiang Catering Partners with Yunnan Paper Product Enterprise for Targeted Procurement, Supporting Rural Poverty Alleviation

Jin Jiang Catering actively responded to national poverty alleviation calls by establishing targeted procurement cooperation with a Yunnan-based paper product enterprise committed to ecological priorities and green development. Through this partnership, Jin Jiang Catering not only obtained high-quality, cost-effective products but also effectively stimulated local employment and economic development, achieving a win-win outcome for both economic and social benefits while making modest contributions to rural poverty alleviation efforts.

"Industrial Support for Common Prosperity" — GPP Procures Gui Tea Products to Boost Guizhou's Tea Industry

GPP actively contributes to China's rural revitalization strategy by supporting the development of Guizhou's tea industry through the procurement of Gui Tea products. As a leading enterprise in the region, Gui Tea Group drives inclusive growth by supporting 35 upstream enterprises and improving the livelihoods of nearly 50,000 tea farmers. Since 2020, GPP has been steadily increasing its procurement of Gui Tea products. In 2024, 496 Jin Jiang Hotels China Region purchased Gui Tea products, with the total procurement amount reaching RMB 3.52 million. This initiative not only promotes the wider distribution of Gui Tea but also provides concrete support to the development of the tea industry and the local economy in Guizhou, contributing meaningfully to the national goal of rural revitalization.



Responsible Governance

Jin Jiang Hotels adheres to responsible governance, ensuring operations meet the highest governance standards to protect the rights and interests of shareholders, employees, customers, and society. We strictly comply with laws and regulations, implement a robust risk management system, and maintain transparent, compliant, and efficient operations. Emphasizing business ethics, we standardize corporate conduct, foster a compliance culture with full participation, and comprehensively implement responsible governance. Through continuous improvement of our governance framework, we enhance operational transparency and corporate governance standards, ensuring steady progress on a responsible development path.

Commitment to Responsible Governance

Ensuring Legal Compliance

Standardizing Corporate Conduct



United Nations Sustainable Development Goals supported

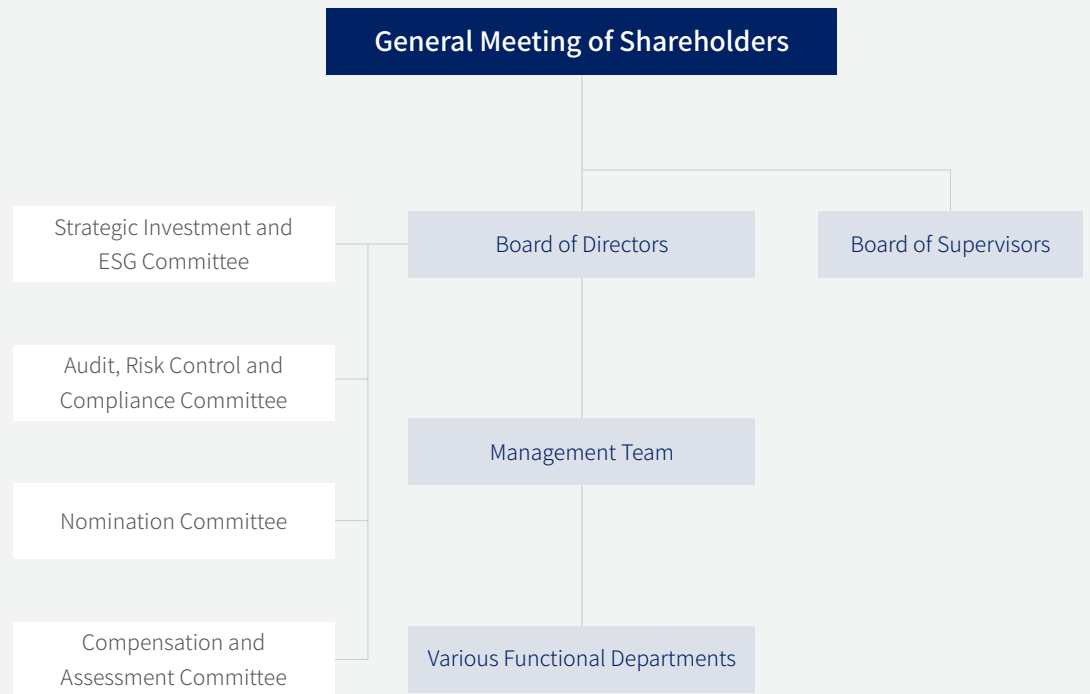
Commitment to Responsible Governance

Corporate Governance Overview

Jin Jiang Hotels strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other relevant laws and regulations, as well as the Articles of Association, ensuring operations and management align with the China Securities Regulatory Commission's governance requirements for listed companies. We prioritize standardized governance, continuously refine our governance system, and strengthen compliance, transparency, and effectiveness. Upholding business ethics, we are committed to enhancing integrity, optimizing internal management and oversight mechanisms, and maintaining high governance standards in daily operations to create long-term value for shareholders and society.



Governance Structure of Jin Jiang Hotels



The Governance Structure of Jin Jiang Hotels

Board of Directors and Management

Jin Jiang Hotels has established a governance framework centered on the General Meeting of Shareholders, the Board of Directors, and the Management Team.

The Board of Directors, as the decision-making body, is responsible for approving business plans and investment proposals, determining profit distribution and loss recovery plans, formulating major capital operations and acquisition strategies, establishing internal management structures, compensation policies, and reward/penalty systems, developing fundamental corporate policies. To ensure efficiency and transparency, the Board has established specialized committees:



Audit, Risk Control and Compliance Committee

Oversees internal/external audits, risk management strategies, major decision risk controls, and compliance.



Strategic Investment and ESG Committee

Researches long-term development strategies, major investments, and proposes ESG-related initiatives.



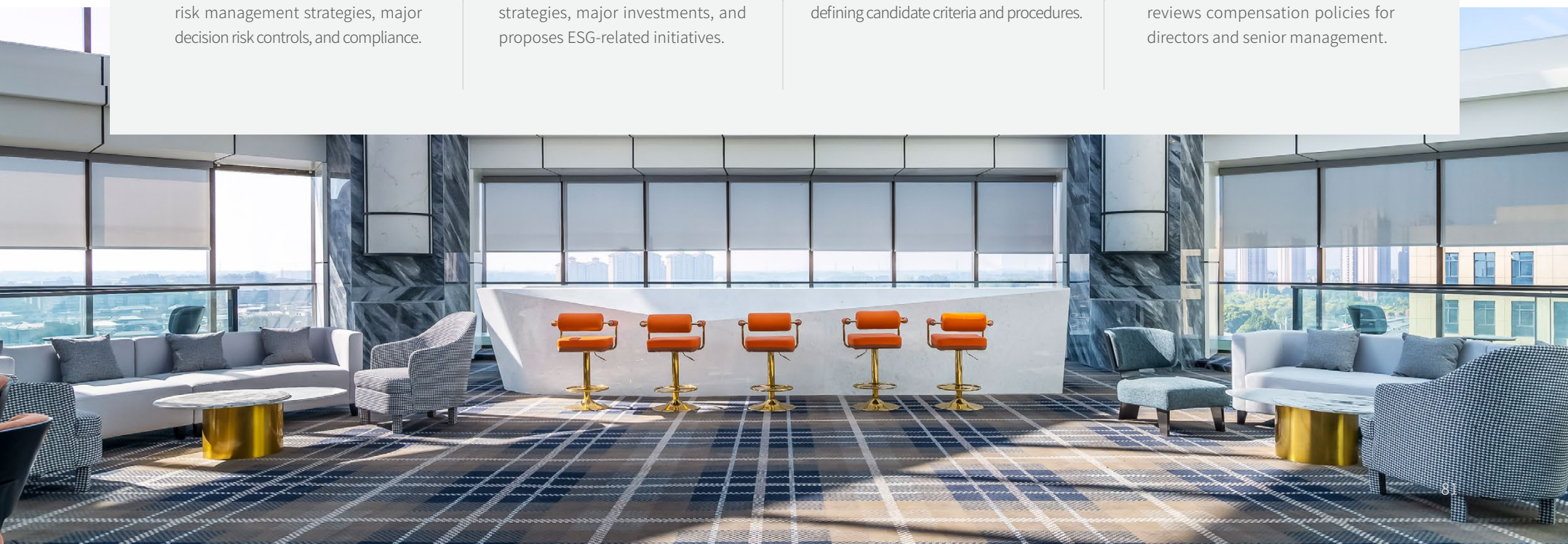
Nomination Committee

Selects directors and senior executives, defining candidate criteria and procedures.



Compensation and Assessment Committee

Sets performance standards and reviews compensation policies for directors and senior management.



Independent directors constitute 66.7% of the Audit, Risk Control & Compliance Committee, Nomination Committee, and Compensation and Assessment Committee, ensuring independence. As of December 31, 2024, the Board comprises 9 directors, including 1 female director and 4 independent directors. The directors of the Company have rich expertise in risk management, financial accounting, IT, and corporate governance.

The Board's diverse composition strengthens Jin Jiang Hotels' market-oriented governance and supports sustainable development goals. Director candidates are evaluated holistically based on professional experience, education, tenure, age, gender, and cultural background—no single factor dominates selection. Mr. Zhang Xiaoqiang serves as the Chairman of the Company, while Mr. Mao Xiao holds the role of CEO. The roles are respectively held by different individuals, ensuring the synergy and complementarity of the leadership team in the governance of the Company.

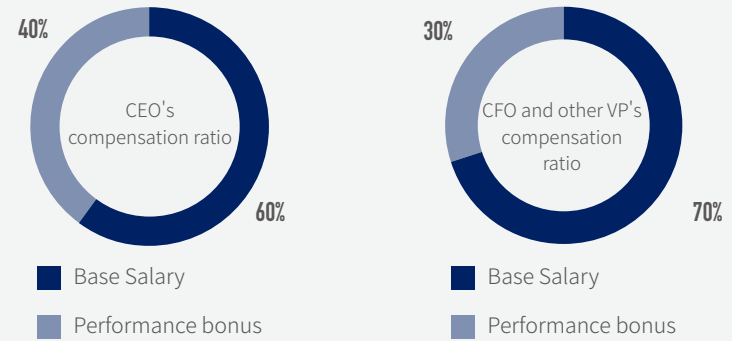
The Independence and Diversity of the Board of Directors —

4 independent directors **1** female director



Executive Compensation

The executive compensation framework at Jin Jiang Hotels consists of base salary and performance-based bonuses, with the latter directly linked to individual KPIs and evaluation scores stipulated in the executives' Performance Accountability Agreements. This structure is designed to incentivize the senior management team to drive the achievement of corporate objectives. Specifically, the basic salary of the CEO accounts for 60% of the total compensation, while the performance bonus accounts for 40%; whereas the basic salary of the CFO and other vice presidents constitutes 70% of their total compensation, and the performance bonus accounts for 30%. This approach ensures a strong correlation between executive compensation, company performance, and individual contributions, motivating sustained organizational growth. The remuneration of directors and senior executives of Jin Jiang Hotels in 2024 is detailed in the **2024 Annual Report of Shanghai Jin Jiang International Hotels Company Limited**.



In 2024

the Company regularly held

3 earnings briefings

hosted more than

72 research meetings with securities firms and professional investment institutions

received over

400 investor hotline calls cumulatively

and received a total of

604 institutional investors

Investor Relations

Jin Jiang Hotels rigorously adheres to the *Information Disclosure Measures for Listed Companies* and its *Investor Relations Management Policy*, continuously strengthening investor communication platforms to ensure timely, fair, and transparent disclosures. The Company strictly implements regulatory requirements, eliminates false records, misleading statements or material omissions, and always guarantees the truthfulness, accuracy, and completeness of disclosed content. Committed to improving the quality of information disclosure, the Company effectively communicates with investors through multiple channels, actively conveys operational management and business development information, and safeguards the legitimate rights and interests of shareholders.

In 2024, the Company regularly held 3 earnings briefings, received over 400 investor hotline calls cumulatively, hosted more than 72 research meetings with securities firms and professional investment institutions, and received a total of 604 institutional investors. Through these channels, the Company ensures investors fully understand important corporate matters, protects their right to know and participate, provides transparent and timely information to investors, and further strengthens interaction and trust between the Company and investors.

Leadership of the Party

In the process of deepening the market-oriented reform of the Company, Jin Jiang Hotels has strengthened the Party building and continuously played a leading role of Party building in the work of talent team construction and corporate culture cultivation.

Party Organization Building

In 2024, the Party committee of Jin Jiang Hotels focused on the construction of Party organizations and talent cultivation, continuously improving the grassroots organizational system. The Party committee of Jin Jiang Hotels had under its jurisdiction 10 primary-level Party committees, 8 general Party branches, and 80 Party branches, with the number of Party members reaching 967. The organizational structure is solid. The Company is deeply involved in the Group's global talent cultivation program and the "Four Exchanges" process, systematically building a cadre and talent echelon and strengthening team reserves. The Party committee of Jin Jiang Hotels gives full play to the vanguard and exemplary role of Party members through activities such as Party member demonstration posts, Party members revealing their identities, and fulfilling commitments. It promotes their theoretical literacy and sense of responsibility. The Party committee of Jin Jiang Hotels was awarded 1 municipal-level Party member demonstration post, 3 Party building brands of state-owned enterprises by the Municipal State-owned Assets Supervision and Administration Commission, as well as the titles of the Fourth and Fifth Round Red Flag Party Organizations by the Municipal State-owned Assets Supervision and Administration Commission. The influence of its Party building brands has become increasingly prominent.

The Party Committee of Jin Jiang Hotels has strengthened organizational support to fully serve the major reception tasks, and made thorough preparations for the various security and support measures for the China International Import Expo (CIIE). It established a temporary Party branch for CIIE service support, meticulously developed work plans, and executed services with the utmost precision in full support for the CIIE.



Jin Jiang Hotels service staff supporting the China International Import Expo



The Party branch of Jin Jiang Hotels' headquarters organized a movie-based Party-building education activity

Ideological and Cultural Construction

The Party Committee of Jin Jiang Hotels upholds concentrated theoretical study and discussion sessions, with leading members taking the initiative to thoroughly study and genuinely enhance disciplinary awareness while tempering strong Party spirit. Party organizations under Jin Jiang Hotels combined the "Three Meetings and One Lecture" system and themed Party Day activities to conduct 178 specialized study sessions on the *Regulations of the Communist Party of China on Disciplinary Actions* (hereinafter referred to as the Regulations), with 104 participants delivering thematic exchange speeches closely aligned with the "Six Disciplinary Categories." Additionally, the Company's Party Committee has fully leveraged the Group Party School as the primary platform for training Party members and cadres. It actively integrated Regulations study into the Group's specialized cadre reading programs, training courses for young cadres and Party organization secretaries, ensuring full coverage of training programs for Party members.

Jin Jiang Hotels Opens Special Reading Class on Learning and Implementing the Spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China

On December 13, 2024, Jin Jiang Hotels held a special reading class to study and implement the spirit of the Third Plenary Session of the 20th CPC Central Committee. Comrade Zhang Xiaoqiang, the Party secretary and chairman of the Company, attended and delivered a mobilization speech. The meeting put forward three requirements: strengthening theoretical armament, strengthening the sense of responsibility and taking actions, and improving abilities and skills. It united and mobilized the majority of Party members to promote the deepening of state-owned enterprise reforms in practical work, strengthen and optimize national brands, and enhance the Company's core competitiveness. The reading class invited experts from the Party School of the Shanghai Municipal Committee to give special lectures on topics such as "Opening up Broad Prospects for Chinese-style Modernization through Further Comprehensive Deepening of Reform-Studying and Implementing the Spirit of the Third Plenary Session of the 20th CPC Central Committee", "The Party's Leadership Is the Fundamental Guarantee for Further Comprehensive Deepening of Reform and Promoting Chinese-style Modernization", and "Explaining Discipline with Cases: Strengthening the Dutifulness of Cadres and Employees".

Construction of Integrity Culture

The Party Committee of Jin Jiang Hotels has resolutely implemented comprehensive and strict Party governance, and rigorously enforced the Central Eight-Point Regulation. It formulated and signed the *Jin Jiang Hotels 2024 Party Conduct and Integrity Responsibility Pact* with the 8 directly affiliated subsidiaries, conducted mid-term inspections and year-end assessments, and coordinated the implementation of special inspections. The Party Committee of Jin Jiang Hotels has institutionalized the "Six-One Educational Protocol" and strengthened four regulatory frameworks – *the Internal Management Measures for the Discipline Inspection Commission, the Four Responsibility Synergy Evaluation Standards, the Supervision Procedures Handbook, and the Disciplinary Enforcement Protocols* – to promote the integration of integrity education and Party spirit education, and build a solid ideological defense line. The Party Committee of Jin Jiang Hotels launched the "Clean Winds Campaign", establishing a dedicated task force to conduct targeted inspections and solidify the positive results from the disciplinary education for Party members. It integrated the cultivation of Party spirit, conduct and discipline into a cohesive effort, taking robust disciplinary safeguards to ensure high-quality development of the Company.

HSB Standard Implementation

In 2024, Jin Jiang Hotels further strengthened HSB construction, actively promoted the deep integration of HSB goals into daily operational management, and laid a solid foundation for enhancing the Company's overall sustainable development capabilities. The Company has incorporated HSB goals into annual assessments and requires all business units to actively establish corresponding institutional guidelines and development plans based on their business characteristics and needs in combination with HSB standards, ensuring effective implementation of HSB goals at all levels.



Jin Jiang Hotels China Region Integrates HSB into Operational Practices

In 2024, Jin Jiang Hotels China Region further strengthened the implementation of HSB standards, ensuring their requirements are deeply integrated into daily property operations and various business activities. According to HSB requirements, Jin Jiang Hotels China Region comprehensively adjusted brand and operational standards, specifically incorporating HSB-related requirements into key documents such as *Front Office Operations Manual*, *Guest Room Operations Manual*, *Comprehensive Quality Inspection Checklist*, and *Guest Room System Wall Standards*. By combining these standardized operational documents with HSB goals, properties are encouraged to implement environmentally friendly and energy-saving green initiatives in daily operations.

Additionally, in internal management and operations, Jin Jiang Hotels China Region strengthened advocacy and implementation follow-up with investors. Through regular training sessions, lectures, and investor salons, Jin Jiang Hotels China Region actively shared its sustainable development vision and plans with investors and encouraged their participation in sustainability actions such as HSB.

Jin Jiang Hotels Management Implements HSB Requirements to Promote Green Development

In 2024, Jin Jiang Hotels Management actively took multiple measures to promote HSB standard implementation. According to HSB standards, Jin Jiang Hotels Management launched multiple green products on the GPP platform to ensure property purchases meet environmental requirements, and fully implemented the plastic-free initiative for disposable guest supplies across all properties to reduce the use of disposable plastic products and environmental pollution.

In property preparation and establishment, Jin Jiang Hotels Management actively communicated HSB-related requirements to owners to ensure newly opened properties meet HSB's 8 core requirements and can successfully pass verification. To this end, the Company strengthened communication and support with owners, providing necessary technical guidance to ensure all new properties meet HSB standards in design, construction, and operational phases. In 2024, 8 hotels successfully obtained HSB verification upon opening, marking significant progress by Jin Jiang Hotels Management in promoting green building.

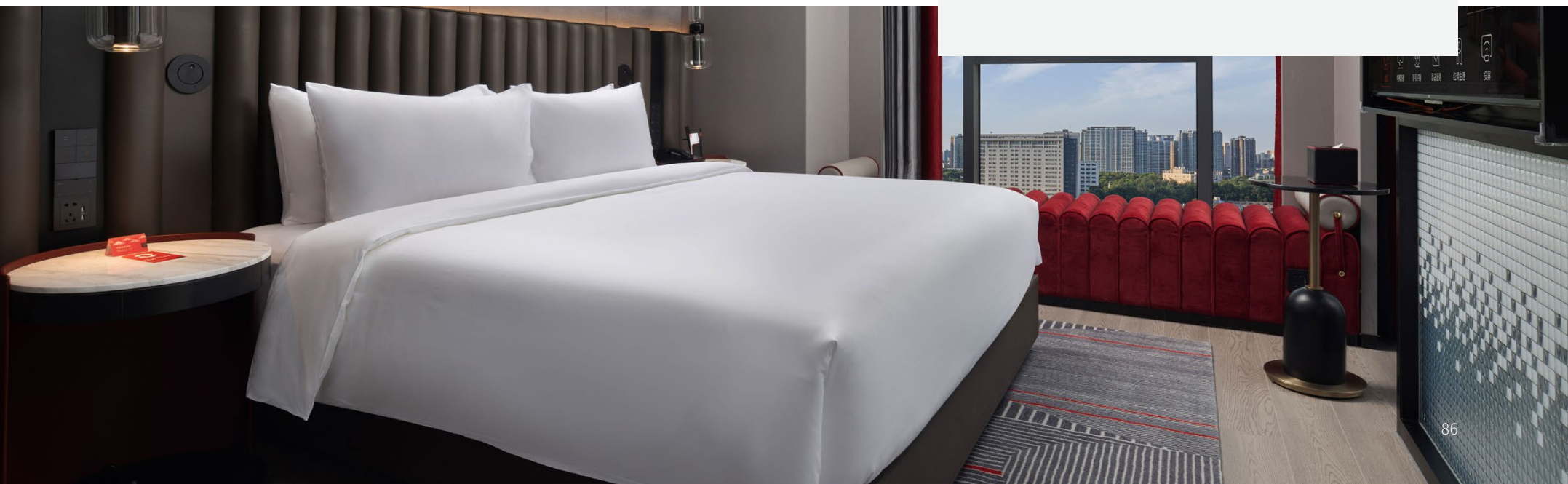
Ensuring Legal Compliance

Upholding Compliant Operations

To prevent compliance risks and promote stable operations, Jin Jiang Hotels established the *Shanghai Jin Jiang International Hotels Co., Ltd. Compliance Management Measures* in accordance with laws including the *Company Law of the People's Republic of China*, *Enterprise State-Owned Assets Law of the People's Republic of China*, and *Shanghai SASAC Supervised Enterprise Compliance Management Measures*, along with supporting *Shanghai Jin Jiang International Hotels Co., Ltd. Compliance Reporting Mechanism Implementation Rules* to ensure effective execution of compliance management measures. In 2024, the Company further formulated the *Shanghai Jin Jiang International Hotels Co., Ltd. Dispute Resolution Management Measures* to standardize dispute resolution processes, promptly and effectively addressing potential legal disputes through clear mechanisms to ensure smooth and compliant operations. The Company has also carried out improvements and revisions to a number of internal management systems, covering areas such as legal affairs and compliance management, compliance for listed companies, safety production, investment and property leasing, brand management, information security, and human resources management, etc. These revisions aim to enhance the standardization of various management systems, further consolidate the Company's internal governance foundation, and provide a strong institutional guarantee for the Company's high-quality and stable development.

Compliance Management Principles of Jin Jiang Hotels

- Adhere to the Leadership of the Party
- Comprehensive Coverage
- Strengthen Responsibilities
- Objectivity and Independence
- Combine Centralized Management with Decentralized Execution
- Combine Prevention and Punishment



Structure of Compliance Management

The Party Committee of Jin Jiang Hotels plays a leading role in "setting the direction, managing major issues, and ensuring implementation" in compliance management, ensuring strict adherence to and implementation of compliance requirements across the Company. The Board of Directors fulfills the functions of "strategic planning, decision-making, and risk prevention." The Audit, Risk Control and Compliance Committee under the Board serves as the specialized body for compliance management of the Board, responsible for the organization, implementation, and coordination of the compliance management system. The executive leadership team, composed of Jin Jiang Hotels' senior management, acts as the implementers of compliance management. They are responsible for clarifying the Company's compliance management processes and taking measures to ensure the effective execution of compliance systems. The Company has also appointed a Chief Compliance Officer to lead the compliance management department in carrying out relevant work and to guide various business units in strengthening compliance management.

As the primary compliance authorities in their respective business areas, Jin Jiang Hotels' business departments are responsible for daily compliance management and serve as the first line of defense. Each business department has designated compliance officers (part-time)

responsible for identifying and assessing compliance risks, organizing the collection of new regulatory information, and implementing daily compliance management tasks. The Legal and Compliance Department serves as the lead unit in the compliance management system. As the second line of defense, it is primarily responsible for formulating compliance management policies and systems, reviewing and assessing major projects, identifying and evaluating compliance risks, and providing compliance guidance and training. The Discipline Inspection Commission and Audit Department constitute the third line of defense in compliance management. Their key responsibilities include conducting investigations into potential violations, monitoring the implementation of compliance requirements, verifying the effective execution of compliance measures, and ensuring comprehensive operational compliance across the organization. This three-line defense model creates a robust compliance framework that systematically safeguards the Company's operations while maintaining strict adherence to regulatory requirements and internal policies. The clear division of responsibilities among these functions ensures comprehensive coverage of all compliance aspects throughout the Company's activities.

All business units within China under Jin Jiang Hotels have established and improved corresponding compliance management rules in accordance with the *Shanghai Jin Jiang International Hotels Co., Ltd. Compliance Management Measures*, taking into account their respective business scopes, actual operating conditions, and applicable laws and regulations, to ensure the comprehensive implementation of compliance management. Jin Jiang Hotels China Region further strengthened the institutionalization of compliance management. Jin Jiang Hotels China Region also collaborated with relevant departments to issue detailed internal control guidelines for the property level, covering management requirements for the entire business process including payments, receipts, and human resources, ensuring that properties strictly adhere to compliance standards at every stage and driving the overall improvement of compliance management capabilities.



Structure of Compliance Management Systems

Compliance Management Training

Jin Jiang Hotels actively carries out various compliance training programs with the aim of advocating compliance-oriented business values and enhancing the level of legally compliant operations, effectively preventing and controlling compliance risks, and ensuring that both corporate operations and employee conduct meet required standards. In 2024, Jin Jiang Hotels conducted training on compliance management system construction to help all departments gain an in-depth understanding of the compliance management framework and related policies, providing support for subsequent implementation. The Company also organized compliance management system training for all subordinate business units, enabling them to fully comprehend corporate and group compliance standards and requirements, and to establish and implement compliance management systems tailored to their specific circumstances. As of December 31, 2024, a total of 21,927 employees from all subordinate business units of Jin Jiang Hotels participated in the compliance management training, with a total duration of 80.2 hours.

In 2024, Jin Jiang Hotels China Region conducted targeted compliance training for managers, supervisors, and regional general managers, further strengthening management's emphasis on compliance. To enhance organization-wide compliance awareness, Jin Jiang Hotels China Region continuously promoted compliance knowledge through online channels, including monthly publication of compliance case studies on official accounts and uploading compliance learning materials on the internal online learning platform "Xiangxuetang," encouraging active participation and implementation of compliance management at all levels and further fostering a corporate-wide compliance culture.



As of December 31, 2024

A total of

21,927

employees from all subordinate business units of Jin Jiang Hotels participated in the compliance management training

with a total duration of

80.2 hours

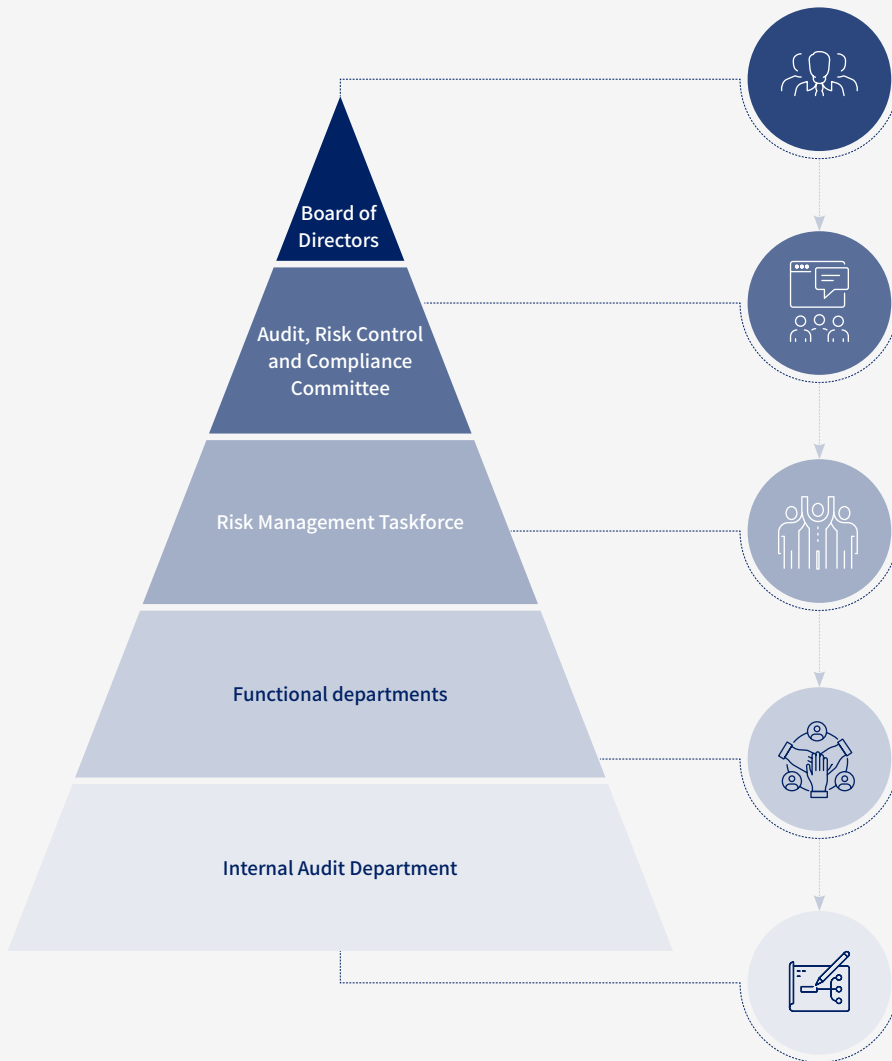
Risk Management System



To establish a standardized and effective risk control system, Jin Jiang Hotels formulated the *Shanghai Jin Jiang International Hotels Co., Ltd. Risk Management Regulations (Interim)* by referencing mature domestic and international risk management frameworks such as the *Central Enterprises Comprehensive Risk Management Guidelines*, *Basic Standards for Enterprise Internal Control*, and *COSO Enterprise Risk Management - Integrated Framework*, while incorporating the Company's actual production, operations, and management practices. These regulations standardize the Company's risk management processes, enhance risk prevention capabilities, and ensure safe and stable operations.

The Company has established a risk management structure comprising the Board of Directors, Audit, Risk Control and Compliance Committee under the Board of Directors, the Risk Management Working Group, the Internal Audit Department, and other functional departments, with each level assuming its respective responsibilities to comprehensively advance risk management initiatives. Furthermore, Jin Jiang Hotels further strengthened risk management processes across all subordinate business units, and issued or updated multiple specific authorization rules, including *Jin Jiang Hotels China Region Authorization Rules*, *Shanghai Jin Jiang International Hotels Co., Ltd. Authorization Rules for the Catering Sector*, *Jin Jiang International Hotels Management Co., Ltd. Authorization Rules*, *Shanghai Jin Jiang International Hotels Co., Ltd. Authorization Implementation Rules for Shanghai Jin Jiang Group Procurement & Supply Chain*, and *Shanghai WeHotel Network Technology Co., Ltd. Authorization Rules*. These measures ensure more standardized and transparent risk management across all business units.

Jin Jiang Hotels Audit, Risk Control and Compliance Committee



The Board of Directors occupies a core position in the overall structure of risk management. They answer to capital contributors and other shareholders when it comes to the establishment, improvement, and effective operation of the Company's risk management system.

The Audit and Risk Control Committee occupies a dominant position in the overall structure of risk management. This committee answers to the Board of Directors when it comes to the establishment, improvement, and effective operation of the Company's risk management system. It also exercises the supervision and inspection functions on behalf of the Board of Directors.

As the builder and promoter of the Company's risk management system, the Risk Management Taskforce is composed of CEO, CFO, CIO and other senior management staffs, as well as heads of all departments and frontier business segments. It is responsible for planning and promoting the various risk management work of the Company, developing medium- and long-term plans for risk management, preparing and implementing the plans for risk assessment, and defining the scope and steps involved in risk assessment.

Functional departments are responsible for their respective business risks. They shall perform risk management in their respective areas of expertise by following relevant arrangement, coordination, guidance, and supervision in terms of risk management functions in the Company's comprehensive risk management system. These departments must accept the arrangement, coordination, and guidance by the Risk Management Taskforce and the supervision by the Internal Audit Department to constantly improve their risk management capacity.

The Internal Audit Department serves as an independent supervisor of the Company's risk management. It is responsible for evaluating and improving the benefits of the procedures for risk management, control, and governance of the Company. This ensures that the Company's risk management work can effectively support its long-term development and stable operation.

Procedures for risk management

Jin Jiang Hotels' procedures for risk management mainly include four steps: risk identification, assessment, response, as well as supervision and improvement. These steps, along with the continuous improvement of the procedures, constitute closed-loop risk management. Jin Jiang Hotels continuously improves its risk management processes to ensure that the Company can effectively manage and control risks in a complex operating environment.

Risk identification

The Risk Management Taskforce is responsible for developing a plan for risk assessment and providing guidance for collecting initial risk information by the heads of functional departments. Focus is laid on the initial risk information in four areas: investment, funding, assets, and main business. According to the Company's objectives, the potential risks that the Company may face are divided into six categories, namely strategic risk, market risk, operational risk, financial risk, legal risk, and others. The HR risk, security management risk, and IT risk in operational risk are all based on the identification of ESG risk factors. The Company has developed a List of Risks by preliminary identification of risk issues based on these categories of risks and according to its business characteristics and the initial risk information collected.

Risk assessment

Prior to risk assessment, the Risk Management Taskforce takes the lead in establishing applicable risk assessment criteria based on changes in the Company's business and scale and according to its risk appetite and tolerance. The risk assessment is based on the risk points that each functional department may face. The Risk Management Taskforce takes the lead in reviewing and assessing all risk points shown in the List of Risks, and also verifying and updating risk information through interviews and seminars with relevant personnel.

Risk response

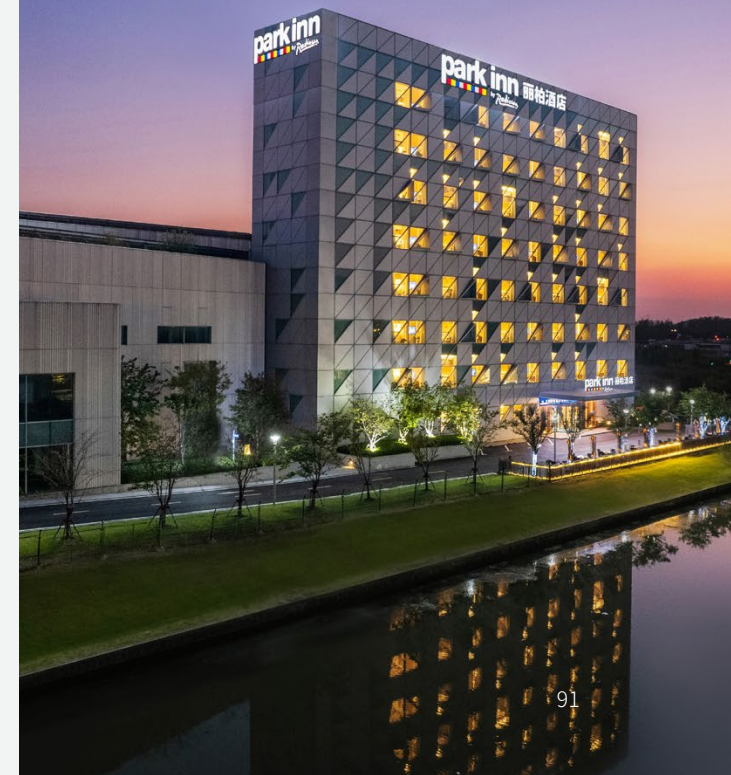
the Company has selected corresponding response strategies to deal with risks based on the assessment results and the causes of risks. The response strategies are risk avoidance, risk acceptance, risk reduction, or risk sharing. The Company then developed a Risk Response Plan in a timely manner according to these strategies, and the actual situation of various risks or each major risk. The plan generally covers specific goals for risk resolution, required organizational leadership, management and business processes involved, conditions, means and other resources required, specific response measures taken before, during, and after risk events, as well as risk management tools.

Supervision and improvement

After regular self-inspection of risk management, all relevant departments of the Company rectify and report the defects identified to the Risk Management Taskforce in a timely manner. The Risk Management Taskforce follows up the implementation of rectification based on the established risk response strategies and control measures. The Internal Audit Department conducts risk-based evaluation on the internal control over major matters on a regular basis.



Closed-loop diagram of Jin Jiang Hotels' procedures for risk management





Strengthening Internal Controls

To further standardize and enhance internal control management, Jin Jiang Hotels has established a series of relevant management systems, including the *Internal Audit Work Regulations* and its implementation rules, while regularly maintaining and updating the *Internal Control and Risk Management Manual* to ensure the effective implementation of the Company's internal control system. In 2024, the Company adhered to internal control management as the core, comprehensively deepened the construction of internal control system and risk management mechanism, steadily advanced the construction of compliance system, revised the *Internal Control and Risk Management Manual*, and through orderly conducting major risk investigations, compliance evaluations, internal audits, and internal control evaluations and other related work within the year, achieved the internal control goals set by the Board of Directors.

Jin Jiang Hotels China Region has formulated the *Manual for Internal Control Management of Jin Jiang Hotels China Region* and the *Jin Jiang Hotels China Region Audit Inspection Quality Control Management Measures* for internal control management. In 2024, Jin Jiang Hotels China Region revised several key management documents, including *Revenue Standards*, *Historical Accounts Receivable Management*, *Hotel Self-Settled Customer Accounts Receivable Management*, and the *Audit Manual*, further improving financial and operational compliance.

Jin Jiang Hotels China Region ensures steady business operations within a compliant framework and enhances risk prevention capabilities by conducting annual compliance assessments, internal audits, and internal control testing. To guarantee the ongoing effectiveness of internal control management, Jin Jiang Hotels China Region conducts internal control evaluations annually through self-assessment questionnaires and reports, while selecting 6–8 properties per quarter at the regional level for on-site inspections to ensure practical implementation. For internal audits, Jin Jiang Hotels China Region develops an annual internal audit plan, which is executed upon approval by the Company. In 2024, Jin Jiang Hotels China Region completed internal control audits for over 1,000 properties and conducted routine internal control spot checks at 252 properties. Additionally, Jin Jiang Hotels China Region has implemented an ad hoc audit system, requiring temporary audits for regional general managers and above who have served for over one year. In 2024, 12 ad hoc audits were conducted, along with a total of 20 economic responsibility audits.

In terms of digital auditing, Jin Jiang Hotels China Region is developing audit early-warning indicators covering multiple financial and operational aspects, aiming to further improve internal audit efficiency and strengthen risk monitoring through digital tools.

In 2024

Jin Jiang Hotels China Region completed internal control audits for over

1,000 hotels and conducted routine internal control spot checks at

252 hotels

Data Security & Privacy Protection

Ensuring Information Security

To safeguard information system security, Jin Jiang Hotels has established multiple policies, including *Data Security Full-Process Technical Safeguards*, *Personal Information Management Standards*, and *Network and Data Security Incident Management Regulations*. These measures standardize information security management practices. Jin Jiang Hotels China Region has also formulated the *Jin Jiang Hotels China Region Information Security Management System* in compliance with relevant laws and the Company requirements, along with an internal review mechanism to ensure its effectiveness and enforcement.

Jin Jiang Hotels China Region has established an Information Security Committee and an Information Security Task Force to accelerate the implementation of information security measures, ensuring the proper protection of customer personal information and private data. To enforce network and data security responsibilities, WeHotel has formed a Network

and Data Security Leadership Group and a Working Group, with the WeHotel Party Branch Secretary serving as the group leader to oversee policy formulation and implementation. Additionally, the working group collaborates with legal and other departments to review and update security policies in accordance with the latest national, industry, and local regulations.

In 2024, Jin Jiang Hotels obtained ISO 27001 Information Security Management System certification. Meanwhile, WeHotel achieved multiple security certifications, including Level 3 Information Security Protection for the membership booking system, Level 3 Information Security Protection for the hotel check-in management system, Communication Network Security Protection Classification Filing, and Payment Card Industry Data Security Standard (PCI DSS) certification. These certifications demonstrate Jin Jiang Hotels' comprehensive compliance and robust foundation in information security.



Jin Jiang Hotels' Information Security Management System Certification



WeHotel Data Security Standard Certifications



Information System Security Filing Certificates

In 2024, WeHotel further refined its IT service processes for information security, ensuring efficient operation of the Company's overall network security and data protection. WeHotel promoted the unified deployment and centralized management of cloud host security products for Jin Jiang Hotels, enhancing the security of cloud-based data and systems. Additionally, WeHotel piloted a unified management platform for office terminal antivirus and desktop management software, significantly improving the security and management of office devices.



WeHotel Completes Pilot Assessment on Network Data Security Risk for Shanghai Municipal Cyberspace Administration

In compliance with the *Cybersecurity Law*, *Data Security Law*, *Personal Information Protection Law*, and other relevant regulations, as well as Shanghai SASAC's requirements to enhance cybersecurity and data governance capabilities in state-owned enterprises, WeHotel actively responded to the Shanghai Municipal Cyberspace Administration's initiative and successfully completed the pilot assessment on network data security risks. The assessment followed the principles of "comprehensive investigation, focused evaluation, standard formulation, and proactive improvement." It conducted in-depth analysis of data security management, processing, technical safeguards, and personal information protection in the "online hotel booking" business scenario, ensuring high-standard data security practices. This pilot project has laid a solid foundation for WeHotel's network data security safeguards.

WeHotel Hosts Cybersecurity Awareness Week Activities

In 2024, WeHotel organized a Cybersecurity Awareness Week, featuring training on personal information protection and data security laws, cybersecurity awareness workshops, technical security skill sessions, cybersecurity knowledge competitions. A total of 4,495 employees participated online, significantly elevating staff awareness of information security and strengthening WeHotel's overall protective capabilities.

序：相关法律介绍

中华人民共和国网络安全法 颁布时间：2016年11月7日 实施时间：2017年6月1日	信息安全等级保护管理办法 v2.0 颁布时间：2018年5月13日 实施时间：2019年12月1日	十四五规划 《中华人民共和国国民经济和社会发展第十四个五年规划和二〇三五年远景目标纲要》 颁布时间：2021年3月11日 实施时间：2021年3月15日	中华人民共和国数据安全法 颁布时间：2021年6月10日 实施时间：2021年9月1日	个人信息保护法 颁布时间：2021年8月20日 实施时间：2021年11月1日
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相关内容摘要：

- 第三十一条/第二十一条：国家实行网络安全等级保护制度。网络运营者应当按照网络安全等级保护制度的要求，履行下列安全保护义务：保障网络免受干扰、破坏或者未经授权非法访问，防止网络数据丢失或者泄露，防止网络数据篡改或者破坏；首次（在涉网犯罪中，是指初次）发布、传播网络病毒、木马、僵尸网络等程序、工具，或者提供技术支持等情形。
- 8.1.10 资产管理：对数据资产进行分类分级保护，对重要数据资产采取更加严格的保护措施，包括资产责任人、数据权限和审计日志等。内容：如重要数据资产按照《数据安全法》的要求，应当进行风险评估、分类分级、数据脱敏、数据加密、数据备份、数据恢复、数据销毁、数据跨境传输安全评估等工作，并应做好记录。
- 第十八条/第一节：实施适用于大数据环境下的数据分类分级保护制度，加强数据安全评估，推动数据跨境安全有序流动。
- 第三十一条/第二十一条：数据安全管理制度的制定、实施、评估。
- 第五十一条/第二十一条：个人信息处理者应当采取必要措施保障个人信息安全，防止个人信息泄露、篡改、丢失、毁损、灭失、被非法利用或者非法公开、披露、篡改、删除。

精于高效 数字驱动

Customer Privacy Protection

WeHotel consistently prioritizes information security and data protection as fundamental components of its operations. Committed to safeguarding customer data through rigorous security management and compliance measures, WeHotel implements multiple safeguards to prevent potential information leaks or cybersecurity incidents. In 2024, WeHotel further strengthened security compliance for mobile internet applications by revising the *Mobile Application Security Compliance Implementation Rules*, which clearly define security testing and review procedures for all company-developed apps and mini-programs. Additionally, WeHotel established tailored privacy policies—including the *Jin Jiang Rewards App Privacy Policy*, *Jin Jiang Rewards Service Privacy Policy*, and *Jin Jiang Hotels Official Booking Website Privacy Policy*—explicitly outlining principles for collecting, processing, and storing personal information. To address potential data breach risks, WeHotel developed an *Information Breach Emergency Response Plan*, enhancing capabilities to handle sudden cybersecurity or data leakage incidents. These measures aim to prevent and mitigate harm, better protecting public interests. Notably, zero data privacy breaches occurred in 2024.

Jin Jiang Hotels places high importance on data management and privacy protection with business partners. To ensure partners can effectively safeguard customer data security, WeHotel requires all suppliers or partners involved in data exchange to go through the OA system process, strictly reviewing partners' relevant qualifications and their capabilities in customer privacy protection and data security. The Company has also added data protection clauses to cooperation contracts and signed separate confidentiality agreements with partners to ensure all sensitive information involved in the cooperation process is fully protected, further reducing risks of data leakage and misuse.

WeHotel regularly organizes training on personal information protection and data security laws and regulations, focusing on enhancing employees' awareness of personal information protection and strengthening their ability to identify and respond to potential privacy risks in daily work. At the same time, WeHotel provides specialized security skills training for IT technical personnel, enabling them to master technical methods and emergency response procedures for protecting user privacy and sensitive data. Through these trainings, WeHotel continuously strengthens employees' attention to personal information and user privacy protection, ensuring the Company's high-standard implementation in privacy protection.



Standardizing Corporate Conduct

Adhering to Business Ethics

Jin Jiang Hotels is committed to strictly complying with applicable laws and regulations related to anti-commercial bribery, including but not limited to China's *Criminal Law* and the *Interim Provisions on Prohibiting Commercial Bribery*, and has formulated the *Anti-Commercial Bribery Commitment Letter* to regulate potential commercial bribery behaviors, as well as avoid and resist any commercial bribery behaviors or incidents. Jin Jiang Hotels implements the integrity educational system concerning "a talk on clean governance, a set of books, an educational film on clean governance, an exam, a commitment letter to clean governance" in order to comprehensively promote integrity culture construction. In 2024, Jin Jiang Hotels and the heads of the functional departments of the headquarters and the management teams of the direct subsidiaries collectively signed the Integrity Self-Discipline Commitment Letter for Jin Jiang Hotels Enterprise Leaders, totaling 41 signed copies.

Jin Jiang Hotels Integrity Educational System



A talk on clean governance

An exam

A set of books

A commitment letter on integrity and self-discipline

An educational film on clean governance

A copy of "Seven Don'ts"

Jin Jiang Hotels Reporting Channels



Service Hot-line: 021-20375362

Email: jdxinfang@jinjianghotels.com

Mailing Address: Room 302, 3rd Floor, No. 107, Fuzhou Road, Huangpu District, Shanghai

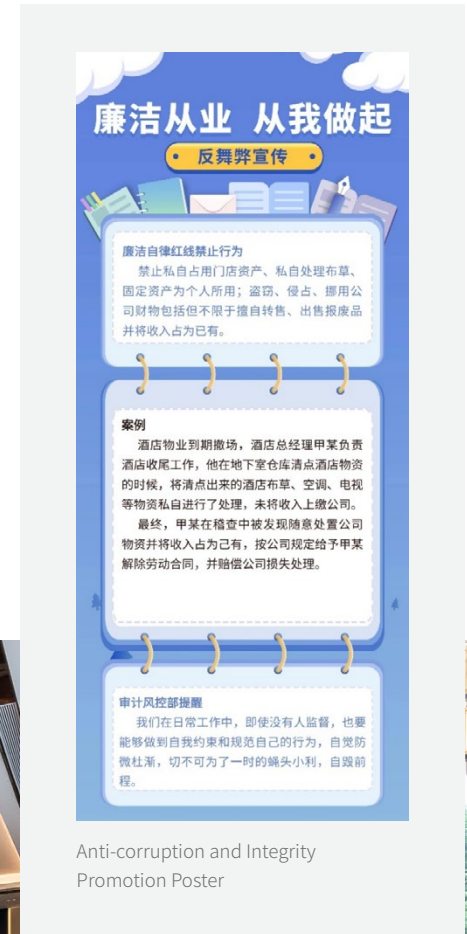


In 2024, Jin Jiang Hotels implemented stringent anti-fraud measures by issuing the Complaint and Whistleblowing Policy, which clearly defines relevant rules and includes investor protection provisions.

For related-party transactions, Jin Jiang Hotels explicitly prohibits internal personnel from investing in relevant businesses and mandates disclosure and withdrawal from historical conflicts of interest. To this end, the Company developed a mini-program for conflict-of-interest reporting, regularly collecting relevant information. As of December 31, 2024, over 400 individuals have submitted disclosures, further enhancing transparency and compliance in conflict-of-interest management.

Regarding gifts and monetary benefits, the Company strictly prohibits accepting any form of gifts or cash and has implemented policies such as the *Jin Jiang Hotels China Region Employee Declaration and Management Rules for Receiving Gifts and Monetary Benefits* to strengthen integrity and prevent commercial bribery and misconduct.

In 2024, to reinforce compliance awareness, Jin Jiang Hotels launched educational campaigns via micro-videos and special promotional articles. Throughout the year, Jin Jiang Hotels China Region published 3 integrity articles and 11 integrity videos/posters on its official WeChat and internal platforms, covering holiday reminders, red-line behavior case studies, gift/monetary benefit reporting, and integrity training. These materials garnered 17,882 employee views, deepening staff commitment to compliance and advancing the Company's integrity culture. In 2024, the coverage rate of compliance and business ethics training for Jin Jiang Hotels China Region reached 100%.



Anti-corruption and Integrity Promotion Poster



Whistleblower Protection Mechanism

Jin Jiang Hotels prioritizes whistleblower protection. The Company allows employees or relevant personnel to submit anonymous reports. Upon receiving a report, the Company will verify the information with the whistleblower and conduct a preliminary investigation in accordance with relevant policies. If the preliminary investigation confirms the existence of a problem, a more in-depth investigation will be initiated, and appropriate disciplinary action will be taken against the responsible parties based on the findings. In 2024, Jin Jiang Hotels introduced a dedicated compliance reporting email to ensure accessible channels for safeguarding compliance operations.



Jin Jiang Hotels Compliance Reporting Email

heguijubao@jinjianghotels.com

Integrity and Compliance Training

Jin Jiang Hotels has always placed high importance on integrity and compliance training, regarding it as a key initiative to enhance corporate governance standards and strengthen employees' ethical awareness. Through systematic integrity and compliance training programs, the Company ensures employees thoroughly understand legal requirements and corporate governance norms, enabling voluntary compliance in daily operations and promoting the sustainable development of a compliance-oriented culture. In 2024, Jin Jiang Hotels has organized 2 integrity and compliance training sessions for the Company's leadership and that of its affiliated enterprises, with a total of 110 participants. Jin Jiang Hotels China Region conducted 9 integrity and compliance training sessions with 6,665 participants.

In 2024

Jin Jiang Hotels has organized

2 integrity and compliance training sessions for the Company's leadership and that of its affiliated enterprises

with a total of

110 participants

Jin Jiang Hotels China Region conducted

9 integrity and compliance training sessions with

6,665 participants



Jin Jiang Hotels China Region Strengthens Integrity and Compliance Training

To reinforce employees' integrity awareness and compliance management capabilities, Jin Jiang Hotels China Region conducted 9 training sessions at the regional level in 2024 under the theme "*Deep-Rooted Integrity in Practice, Thriving Compliance for Growth.*" The training covered case studies on internal control standards for properties, daily internal control management at properties, introduction to anti-fraud mechanisms, analysis of integrity warning cases. After the training, the Company administered tests via the internal online learning platform "Xiangxuetang," with 7,876 participants receiving the assessments. Additionally, Jin Jiang Hotels China Region launched the course "*Property Integrity and Compliance Warning Cases*" on "Xiangxuetang", which recorded 45,959 views by property staff in 2024, further driving the implementation of integrity and compliance practices at the property level.

Anti-Unfair Competition

Jin Jiang Hotels strictly complies with the *Anti-Unfair Competition Law* and other applicable laws and regulations, ensuring adherence to the principles of fair competition in its business operations and maintaining a sound market order. The Company has established relevant policies, including the *Anti-Fraud Investigation Policy*, in order to monitor potential monopolistic and unfair competition practices. These measures aim to proactively prevent, identify, and rectify misconduct, thereby safeguarding the legal rights and interests of consumers and business partners. Additionally, Jin Jiang Hotels further stipulates that all subsidiaries should strengthen compliance oversight in market transactions based on their actual operations. The policy calls for the establishment of robust self-regulation and integrity systems, with a particular focus on key areas such as anti-commercial bribery, anti-monopoly, and anti-unfair competition. Through these efforts, the Company continues to enhance its compliance risk prevention system and contributes to the development of a standardized, fair, and transparent market environment.

Appendix

Appendix 1: ESG Performance Table

Governance Performance Indicators:

Indicator	Unit	2023	2024
Corporate Governance			
Number of Board Members	Persons	9	9
Number of Female Directors	Persons	2	1
Number of Independent Directors	Persons	4	4
Regular Performance Briefings	Times	3	3
Number of Shareholders' Meetings	Times	4	2
Number of Resolutions Passed at the Shareholders' Meetings	Times	14	14
Number of Board Meetings	Times	12	13
Cumulative Number of Investor Relations Hotline Calls	Times	400+	400+
Broker and Professional Investment Institution Visits	Times	100	72
Total Classes of ESG Training for All Staff	/	/	18
Total Number of Participants in ESG Training	Person-times	/	21,709
Total Duration of ESG Training for All Staff	Hours	276,738	54,272.50
Total Tax Paid	10,000 RMB yuan	119,006	116,967
Leadership of the Party			
Number of Party Building Training Sessions Conducted	Times	/	62

Indicator	Unit	2023	2024
Number of Participants in Party Building Training	Person-times	/	3,630
Total Duration of Party Building Training	Hours	/	1,452.50
Corporate Compliance			
Number of Participants in Compliance Training	Persons	11,727	21,927
Total Duration of Compliance Training	Hours	12.75	80.20
Business Ethics and Anti-corruption			
Number of Business Ethics Training Sessions Conducted	/	/	16
Number of Participants in Business Ethics Training	Person-times	/	21,734
Total Duration of Business Ethics Training	Hours	/	7.20
Number of Anti-Corruption and Business Ethics Audits Conducted	Times	13	20
Number of Corruption Litigation Cases Against the Company or Its Employees That Have Been Adjudicated	Items	0	0
Anti-unfair Competition			
Legal Litigation Against Unfair Competition and Antitrust Practices	Items	0	0

Environmental performance indicators

Indicator	Unit	2023	2024
Sustainable Building			
Number of Hotels Certified with EDGE for the Year	/	/	1
Cumulative Number of Hotels Certified with EDGE	/	1	2
Number of Hotels Certified with HSB for the Year	/	/	4,760
Cumulative Number of Hotels Certified with HSB	/	553	5,313
Environmental Compliance Management			
Total Environmental Protection Investment ²	10,000 RMB yuan	2,220.39	3,310.57
Average Environmental Training Hours per Person ³	Hours	12.26	13.86
Significant Administrative Penalties for Environmental Incidents	Items	0	0
Energy Management⁴			
Total Direct Energy Consumption	mWh	101,698.76	103,088.66
Direct Energy Consumption - Natural Gas	m ³	9,283,433.42	9,422,370.59
Direct Energy Consumption - Gasoline	Kg	2,177.10	821.09
Direct Energy Consumption - Diesel	Kg	108,047.02	99,912.92
Total Indirect Energy Consumption	mWh	208,845.41	221,715.72
Indirect Energy Consumption - Purchased Electricity	mWh	207,938.96	221,014.07
Indirect Energy Consumption - Purchased Steam	mWh	906.45	701.65
Total Energy Consumption	mWh	310,544.17	324,804.38
Energy Consumption Intensity	KWh/m ²	105.12	111.14
Number of Stores Connected to the "Jinergy" Platform	/	454	446
Water Resource Management⁵			
Total Water Withdrawal	Tons	5,303,101.18	6,296,055.51
Water Withdrawal - Municipal Water	Tons	5,303,101.18	6,296,055.51
Water Withdrawal Intensity	Kg/m ²	1,795.08	2,154.39
Total Water Consumption	Tons	5,303,101.18	6,296,055.51

Indicator	Unit	2023	2024
Water Consumption Intensity	Kg/m ²	1,795.08	2,154.39
Climate Change and Greenhouse Gas Emissions⁶			
Direct (Scope 1) Greenhouse Gas Emissions	Ton of carbon dioxide equivalent	42,446.50	45,837.39
Direct (Scope 1) Greenhouse Gas Emission Intensity	Kilogram carbon dioxide equivalent/m ²	14.37	15.68
Indirect (Scope 2) Greenhouse Gas Emissions	Ton of carbon dioxide equivalent	146,288.51	147,487.75
Indirect (Scope 2) Greenhouse Gas Emission Intensity	Kilogram carbon dioxide equivalent/m ²	49.52	50.47
Total Greenhouse Gas Emissions (Scope 1 + Scope 2)	Ton of carbon dioxide equivalent	188,735.01	193,325.14
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2)	Kilogram carbon dioxide equivalent/m ²	63.89	66.15
Ecosystem and Biodiversity Conservation			
Number of "Insect Hotels" ⁷	/	0	2
Sustainable Customer Experience			
Number of "Minimalist Stay" Order	/	/	12,000

²Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. Currently, only the total environmental protection investment of Jin Jiang Hotels China Region is tracked. Moving forward, the Company will gradually expand environmental data disclosure to cover the entire consolidated reporting scope.

³Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. Currently, only the average environmental training hours per person within Jin Jiang Hotels China Region are tracked. Moving forward, the Company will gradually expand environmental data disclosure to cover the entire consolidated reporting scope.

⁴Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. At present, energy management data only covers the directly operated hotels of Jin Jiang Hotels China Region. In the future, the Company will gradually expand the boundary of energy and carbon data tracking.

⁵Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. At present, water resource management data only covers the directly operated hotels of Jin Jiang Hotels China Region. In the future, the Company will gradually expand the boundary of energy and carbon data tracking.

⁶Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. At present, climate change and greenhouse gas emissions data only covers the directly operated hotels of Jin Jiang Hotels China Region. In the future, the Company will gradually expand the boundary of energy and carbon data tracking.

⁷In 2024, Jin Jiang Hotels China Region launched its first "Insect Hotel" in Xishuangbanna. Jin Jiang Hotels Management piloted the "Insect Hotel" project.

Social performance indicators

Indicator	Unit	2023	2024
Human Rights and Labor Management			
Contract Signing Rate	%	100	100
Total Number of Employees	Persons	33,461	28,595
Number of New Hires	Persons	9,270	8,309
Number of Recent Graduates	Persons	538	778
Total Hours of Labor Outsourcing	Hours	1,910,077	2,094,196
Total Remuneration Paid for Labor Outsourcing	10,000 RMB yuan	22,842	29,154
Total Number of Employees Currently Employed	Persons	30,561	26,801
Number of Employees Employed by the Parent Company	Persons	464	462
Number of Employees Employed by Major Subsidiaries	Persons	30,097	26,339
Number of Retired and Departed Employees for Whom the Parent Company and Major Subsidiaries Are Responsible for Costs	Persons	466	405
Number of Employees by Employment Type			
<i>Full-time Employees</i>	Persons	/	26,801
<i>Labor Dispatch</i>	Persons	/	1,671
<i>Temporary Workers</i>	Persons	/	22
<i>Interns</i>	Persons	/	101
Number of Employees by Gender			
<i>Male Employees</i>	Persons	16,319	13,660
<i>Female Employees</i>	Persons	17,142	14,935
Number of Employees by Level			

Indicator	Unit	2023	2024
<i>Number of Senior Management</i>	Persons	56	95
<i>Number of Middle Management</i>	Persons	819	829
<i>Number of Front-line Managers</i>	Persons	22,685	21,062
Women's Rights			
<i>Number of Women in Senior Management</i>	Persons	17	23
<i>Percentage of Women in Senior Management</i>	%	30	21
<i>Number of Women in Middle Management</i>	Persons	316	296
<i>Percentage of Women in Middle Management</i>	%	39	31
Number of Employees by Age			
<i>29 and below</i>	Persons	7,730	6,098
<i>30-39</i>	Persons	13,318	10,681
<i>40-49</i>	Persons	9,173	7,957
<i>50-59</i>	Persons	3,089	3,513
<i>60 and above</i>	Persons	151	346
Number of Employees by Region			
<i>Employees in Mainland China</i>	Persons	27,257	24,199
<i>Employees in Overseas and Hong Kong, Macao, and Taiwan Regions</i>	Persons	4,980	4,396
Employee Professional Composition Categories			
<i>Production Staff</i>	Persons	21,613	20,392
<i>Sales Staff</i>	Persons	875	576

Indicator	Unit	2023	2024
Technical Staff	Persons	352	312
Finance Staff	Persons	314	205
Administrative Staff	Persons	7,407	7,110
Employee Education Levels			
Graduate and above	/	306	306
Bachelor's Degree	/	6,128	5,869
Associate Degree	/	11,183	10,376
Vocational High School	/	4,420	3,057
High School, Technical School, and Others	/	11,424	8,987
Number of R&D Staff	Persons	162	165
Percentage of R&D Staff in Total Company Headcount	%	0.53	0.62
Educational Background of R&D Staff			
Master's Degree and above	Persons	12	20
Bachelor's Degree Holders	Persons	118	111
Associate Degree Holders	Persons	30	32
High School and below	Persons	2	2
Age Structure of R&D Staff			
29 and below	Persons	35	27
30-39	Persons	110	111
40-49	Persons	17	25
Above 50	Persons	0	0
Employee Turnover Rate	%	/	1.59
Employee Turnover Rate by Gender			
Male	%	/	1.60
Female	%	/	1.58
Employee Turnover Rate by Region			

Indicator	Unit	2023	2024
Employees in Chinese Mainland	%	/	2.54
Employees in Overseas and Hong Kong, Macao, and Taiwan Regions	%	/	0.33
Employee Turnover Rate by Age			
29 and below	%	/	1.22
30-39	%	/	1.02
40-49	%	/	0.82
50-59	%	/	1.13
Percentage of Employees Participating in Trade Unions ⁸	%	/	100
Percentage of Employees Covered by Collective Bargaining Agreements ⁹	%	/	100
Employee Health and Safety			
Total Investment in Occupational Health and Safety	10,000 RMB yuan	18,729.25	5,652.94
Total Number of Various Emergency Drills Conducted	Times	71,943	82,126
Safety Hazards Identified Through Self-inspection	Sites	9,850	12,691
Number of Rectifications Made Within the Year	Sites	8,937	10,354
Total Number of Participants in Occupational Health and Safety Training	Person-times	/	514,592
Total Duration of Occupational Health and Safety Training	Hours	/	103,310
Coverage Rate of Occupational Health and Safety Training	%	/	100

⁸Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. Currently, only the percentage of employees participating in trade unions at the Jin Jiang Hotels headquarters is tracked. Moving forward, the Company will gradually expand data coverage to include the entire consolidated reporting scope.

⁹Jin Jiang Hotels is continuously improving its ESG data management and monitoring system. Currently, only the percentage of employees covered by collective bargaining agreements at the Jin Jiang Hotels headquarters is tracked. Moving forward, the Company will gradually expand data coverage to include the entire consolidated reporting scope.

Indicator	Unit	2023	2024
Training and Talent Development			
Total Number of Training Participants for the Year	Person-times	/	1,185,534
Total Duration of Training for the Year	Hours	/	1,621,566.12
Total Investment in Training for the Year	10,000 RMB yuan	/	1,264.67
Average Training Hours per Employee for the Year	Hours	/	29.61
Average Training Duration for Full-time Employees	Hours	/	33.23
Average Training Duration for Senior Management	Hours	/	20.19
Average Training Duration for Middle Management and Technical Backbone	Hours	/	28.37
Average Training Duration for Front-line Staff and Technical Personnel	Hours	/	33.81
Average Training Duration for Non-full-time Employees	Hours	/	21.54
Total Training Hours for Hotel Staff	Hours	/	2,384,691.19
Diversity, Inclusion, and Equality			
Number of employees with disabilities	Persons	61	137
Number of veteran employees	Persons	/	307
Number of employees from ethnic minorities	Persons	/	1,302
Employee Care			
Support for Employees in Difficulty	10,000 RMB yuan	56.76	48.56
Customer Health and Safety			
Customer Satisfaction ¹⁰	Scores	/	4.55

¹⁰The scope of customer satisfaction data includes Jin Jiang Hotels China Region. Customer satisfaction is scored on a scale of 1 to 5, with 5 being the highest.

Indicator	Unit	2023	2024
Number of Customer Complaints	Items	891,109	706,302
Customer Complaint Resolution Rate	%	99	99
Data Security and Privacy Protection			
Number of participants in the training on the theme of data security and privacy protection	Persons	/	1,950
Training on the theme of data security and privacy protection carried out	Times	2	3
Information security audits carried out	Times	/	3
Number of data security breach incidents	Times	0	0
Supply Chain Management			
Total number of suppliers	/	1,015	1,952
Number of suppliers classified by grades			
<i>First-level suppliers</i>	/	/	199
<i>Second-level suppliers</i>	/	/	573
<i>Third-level suppliers</i>	/	/	1,180
Number of suppliers whose supplier qualifications have been cancelled	/	/	2
Number of times supplier training is carried out	Times	/	8
Total class hours of supplier training	Class hours	/	8
Number of person-times participating in supplier training	Person-times	/	2,270

Indicator	Unit	2023	2024
Sustainable Supply Chain			
Number of suppliers certified by the ISO 9001 Quality Management System	/	516	308
Number of suppliers certified by the ISO 45001 Occupational Health and Safety Management System	/	/	180
Number of suppliers certified by the ISO 14001 Environmental Management System	/	548	238
Number of suppliers certified by the ISO 50001 Energy Management System	/	/	68
Number of suppliers that have signed anti-commercial bribery clauses	/	887	1,952
Proportion of suppliers that have signed anti-commercial bribery clauses	%	/	100
Number of suppliers undergoing green audits	/	/	27
Number of times ESG training for suppliers is carried out	/	/	3
Total class hours of ESG training for suppliers	Class hours	/	3
Number of person-times participating in ESG training for suppliers	Person-times	/	183
Number of events with significant risks and impacts in the supply chain	/	0	0

Indicator	Unit	2023	2024
Number of suppliers with significant risks and impacts in the supply chain	/	0	0
Number of suppliers whose cooperation is terminated due to environmental and social issues during the year	/	0	0
Innovation-Driven Development			
Accumulated number of patents	Items	/	2,574
Accumulated number of copyrights	Items	/	348
Accumulated number of trademarks	Items	/	2,212
Accumulated number of other related patents	Items	/	14
Number of patents obtained during the year	Items	63	112
Number of copyrights obtained during the year	Items	11	24
Number of trademarks obtained during the year	Items	/	86
Number of other related patents obtained during the year	Items	/	2
Social Contribution			
Total investment in public welfare and charity	10,000 RMB yuan	95.06	1.63
Rural Revitalization			
Total investment in rural revitalization	10,000 RMB yuan	564.00	352.60

Appendix 2: Index Table of Indicators

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
Jin Jiang at a Glance	Company profile			2-1 Organizational details	
About the Report	Scope of the Report			2-2 Entities included in the organization's sustainability reporting	
About the Report	Scope of the Report			2-3 Reporting period, frequency and contact point	
This Report does not involve restatement of information				2-4 Restatements of information	
This Report does not involve external verification				2-5 External assurance	
People-caring	Franchisee Management and Empowerment, Sustainable Supply Chain, Guest Health & Safety			2-6 Activities, value chain and other business relationships	
People-caring, Appendix 1: ESG Performance Table	Supporting Employee Development, Human Rights and Labor Management, Training and Talent Development, Employee Health and Safety		Social - S9 Employees	2-7 Employees	S2.1 Employee Employment and Composition
People-caring, Appendix 1: ESG Performance Table	Human Rights and Labor Management	Employee Welfare and Care			S2.2 Employee Turnover Rate S2.6 Employee Satisfaction
People-caring, Appendix 1: ESG Performance Table	Human Rights and Labor Management	Compliant Employment Management		2-8 Workers who are not employees	
Blueprint: Engaging All for A Promising Future, Responsible Governance	ESG Governance, Strengthen corporate governance	Corporate Governance Overview, Board of Directors and Management		2-9 Governance structure and composition	G1.2 Separation of Chairman and General Manager G1.3 Proportion of Independent Directors
Responsible Governance	Leadership of the Party				G1.1 Leadership of the Party
See the sections of the Report for details					G2.6 ESG-related Systems G2.9 Consideration of ESG Elements in Specific Business
Blueprint: Engaging All for A Promising Future, Responsible Governance	ESG Governance, Strengthen corporate governance	Corporate Governance Overview		2-14 Role of the highest governance body in sustainability reporting	G2.1 Board of Directors' Participation in ESG Management G2.2 Organizational Structure for ESG Work

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
Responsible Governance	Regulate corporate behavior	Adhering to Business Ethics		2-15 Conflicts of interest	
Responsible Governance	Regulate corporate behavior	Adhering to Business Ethics	Sustainable development related governance - G3 Anti-commercial bribery and anti-corruption		
Responsible Governance	Strengthen corporate governance	Investor Relations		2-16 Communication of critical concerns	
Blueprint: Engaging All for A Promising Future, Green Hospitality	ESG strategy and path ESG Awareness Enhancement, Climate Change Response			2-17 Collective knowledge of the highest governance body	G2.3 ESG Strategy/Objectives
Responsible Governance	Strengthen corporate governance	Executive Compensation		2-18 Evaluation of the performance of the highest governance body	
Responsible Governance	Strengthen corporate governance	Executive Compensation		2-19 Remuneration policies	S2.4 Compensation and Benefits System G2.8 Linking Management Compensation to ESG Performance
Responsible Governance	Strengthen corporate governance	Executive Compensation		2-20 Process to determine remuneration	
Blueprint: Engaging All for A Promising Future	ESG strategy and path			2-22 Statement on sustainable development strategy	
People-caring	Human Rights and Labor Management	Compliant Employment Management		2-23 Policy commitments	
People-caring, Responsible Governance	Sustainable Supply Chain, Strengthen corporate governance, Ensuring Legal Compliance	Green Products and Supply Chain: Creating a Sustainable New Ecology, Executive Compensation, Risk Management System		2-24 Embedding policy commitments	
Responsible Governance	Regulate corporate behavior	Adhering to Business Ethics, Whistleblower Protection Mechanism, Anti-Unfair Competition		2-25 Processes to remediate negative impacts	G1.7 Measures to Avoid Violations of Business Ethics G1.8 Anti-monopoly and Fair Competition
Blueprint: Engaging All for A Promising Future	Communication with Stakeholders		Sustainable development related governance - G2 Stakeholder communication	2-26 Mechanisms for seeking advice and raising concerns	
See the sections of the Report for details				2-27 Complying with laws and regulations	
Jin Jiang at a Glance	Recognition			2-28 Membership associations	
Blueprint: Engaging All for A Promising Future	Communication with Stakeholders		Sustainable development related governance - G2 Stakeholder communication	2-29 Approach to stakeholder engagement	G2.4 Identification of ESG Stakeholders G2.7 Conducting Communication with Stakeholders Activities
People-caring	Human Rights and Labor Management	Employee Democratic Management		2-30 Collective bargaining agreements	S2.3 Employee Democratic Management

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
Blueprint: Engaging All for A Promising Future	Sustainable Development Management Double Materiality Assessment			3-1 Process to determine material topics	G2.5 Identification of ESG Material Issues
Blueprint: Engaging All for A Promising Future	Sustainable Development Management Double Materiality Assessment			3-2 List of material topics	
Blueprint: Engaging All for A Promising Future	Sustainable Development Management Double Materiality Assessment			3-3 Management of Material Topics	
Responsible Governance	Ensuring Legal Compliance	Procedures for risk management	Sustainable development related governance - G1 Due diligence		
Responsible Governance	Ensuring Legal Compliance	Compliance Management Systems			G1.4 Compliance Management System
Responsible Governance	Ensuring Legal Compliance	Risk Management System			G1.5 Risk Management System
Responsible Governance	Strengthen corporate governance, Ensuring Legal Compliance	Board of Directors and Management, Strengthening Internal Controls			G1.6 Audit System
Appendix 1: ESG Performance Table				201-1 Direct economic value generated and distributed	S5.5 Tax Contribution
Green Hospitality	Climate Change Response	Risk and Opportunity Management	Environmental - E1 Response to climate change	201-2 Financial implications and other risks and opportunities due to climate change	
People-caring	Human Rights and Labor Management	Compliant Employment Management		201-3 Defined benefit plan obligations and other retirement plans	
People-caring	Social Contributions, Rural Revitalization			203-1 Infrastructure investments and services supported	
People-caring	Social Contributions, Rural Revitalization			203-2 Significant indirect economic impacts	
Responsible Governance	Ensuring Legal Compliance	Strengthening Internal Controls		205-1 Operations assessed for risks related to corruption	
Responsible Governance	Regulate corporate behavior	Adhering to Business Ethics, Integrity and Compliance Training		205-2 Communication and training about anti-corruption policies and procedures	
Appendix 1: ESG Performance Table				205-3 Confirmed incidents of corruption and actions taken	
Responsible Governance	Regulate corporate behavior	Anti-Unfair Competition	Sustainable development related governance -G4 Anti-unfair competition	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
Green Hospitality	Waste Management and Circular Economy	Practicing Circular Economy	Environmental - E8 Circular economy	301-1 Materials used by weight or volume	

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Green Hospitality	Waste Management and Circular Economy	Practicing Circular Economy		301-2 Recycled input materials used	
Green Hospitality	Waste Management and Circular Economy	Practicing Circular Economy		301-3 Reclaimed products and their packaging materials	E3.5 Management of Other Resource Utilization
Appendix 1: ESG Performance Table			Environmental - E6 Energy use	302-1 Energy consumption within the organization	E2.4 Total Energy Consumption
Appendix 1: ESG Performance Table			Environmental - E6 Energy use	302-3 Energy intensity	
Green Hospitality	Energy Management		Environmental - E6 Energy use	302-4 Reduction of energy consumption	E2.1 Objectives and Plans for Energy Management E2.2 Energy - Saving Measures E2.3 Development and Application of Renewable Energy
Green Hospitality	Energy Management		Environmental - E6 Energy use	302-5 Reductions in energy requirements of products and services	E4.6 Measures to Reduce Exhaust Emissions
Green Hospitality	Water Resource Management		Environmental - E7 Water resources utilization	303-1 Interactions with water as a shared resource	E3.2 Objectives and Plans for Water Resources E3.3 Water - Saving Measures E4.1 Objectives and Plans for Wastewater Management E4.2 Measures to Reduce Wastewater Discharge
Green Hospitality	Water Resource Management		Environmental - E7 Water resources utilization	303-2 Management of water discharge-related impacts	
Appendix 1: ESG Performance Table			Environmental - E7 Water resources utilization	303-3 Water withdrawal	
Appendix 1: ESG Performance Table			Environmental - E7 Water resources utilization	303-4 Water discharge	
Appendix 1: ESG Performance Table			Environmental - E7 Water resources utilization	303-5 Water consumption	E3.4 Annual Total Water Consumption E4.3 Volume of Recycled Wastewater
Green Hospitality, Appendix 1: ESG Performance Table	Biodiversity Protection		Environmental- E4 Ecosystem and biodiversity conservation	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
Green Hospitality	Biodiversity Protection		Environmental- E4 Ecosystem and biodiversity conservation	304-2 Significant impacts of activities, products, and services on biodiversity	E6.1 Biodiversity Protection Systems E6.2 Biodiversity Protection Measures
Green Hospitality	Biodiversity Protection		Environmental- E4 Ecosystem and biodiversity conservation	304-3 Habitats protected or restored	

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Green Hospitality	Energy Management, Climate Change Response		Environmental - E1 Response to climate change		E5.1 Identification of Climate Change Risks and Establishment of Climate Change Response Objectives and Strategies E5.2 Measures to Support the Carbon Peak and Neutrality Goals E5.3 Carbon Verification/Inventory Measures
Appendix 1: ESG Performance Table			Environmental - E1 Response to climate change	305-1 Direct (Scope 1) GHG emissions	E5.4 Greenhouse Gas Emissions
Appendix 1: ESG Performance Table			Environmental - E1 Response to climate change	305-2 Energy indirect (Scope 2) GHG emissions	
Appendix 1: ESG Performance Table			Environmental - E1 Response to climate change	305-3 Other indirect (Scope 3) greenhouse gas emissions	
Green Hospitality	Waste Management and Circular Economy	Waste Management	Environmental - E2 Pollutant emissions		E4.5 Objectives and Plans for Exhaust Gas Management
Green Hospitality	Waste Management and Circular Economy	Waste Management	Environmental - E3 Waste treatment	306-1 Waste generation and significant waste-related impacts	E4.8 Objectives and Plans for Solid Waste Management E4.9 Solid Waste Disposal Measures
Green Hospitality	Waste Management and Circular Economy	Waste Management	Environmental - E3 Waste treatment	306-2 Management of significant waste-related impacts	E3.1 Resource Management System and Plans
Green Hospitality	Waste Management and Circular Economy		Environmental - E3 Waste treatment	306-3 Waste generated	
Green Hospitality	Waste Management and Circular Economy	Practicing Circular Economy	Environmental - E8 Circular economy	306-4 Waste diverted from disposal	E4.11 Volume of Solid Waste Recycling, Utilization, and Disposal
Green Hospitality	Waste Management and Circular Economy	Waste Management	Environmental - E3 Waste treatment	306-5 Waste directed to disposal	
People-caring	Sustainable Supply Chain	Supply Chain Management			S3.1 Supplier Management System
People-caring	Sustainable Supply Chain			308-1 New suppliers that were screened using environmental criteria	S3.2 ESG Review of Suppliers
People-caring	Sustainable Supply Chain		Social - S5 Supply chain security	308-2 Negative environmental impacts in the supply chain and action taken	
People-caring	Sustainable Supply Chain	Empowering SMEs: Unlocking New Vitality in Supply Chain Development	Social - S6 Equal treatment for small and medium-sized enterprises		
People-caring	Guest Health & Safety	Food Safety Assurance	Environmental - E5 Environmental compliance management		E1.2 Certification of Environmental Management System

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
Green Hospitality	Energy Management, Water Resource Management, Climate Change Response, Waste Management and Circular Economy		Environmental - E5 Environmental compliance management		E1.1 Environmental Management Objectives and Systems E1.3 R & D of Green Products and Use of Environmental Protection Technologies
Appendix 1: ESG Performance Table			Environmental - E5 Environmental compliance management		E1.4 Total Investment in Environmental Protection E1.5 Performance of Environmental Protection Training
Appendix 1: ESG Performance Table			Social - S9 Employees	401-1 New employee hires and employee turnover	
People-caring	Human Rights and Labor Management	Employee Welfare and Care	Social - S9 Employees	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	S2.5 Employee Care
People-caring	Human Rights and Labor Management	Employee Welfare and Care		401-3 Parental leave	
There are currently no significant operational changes in the Company				402-1 Minimum notice periods regarding operational changes	
Appendix 1: ESG Performance Table					S2.10 Total Investment in Work Safety S2.11 Performance of Work Safety Training
People-caring	Employee Health and Safety	Occupational Health and Safety Management System	Social - S9 Employees	403-1 Occupational health and safety management system	S2.7 Employee Occupational Health and Safety Management S2.8 Certification of Occupational Health and Safety Management System
People-caring	Employee Health and Safety	Occupational Health and Safety Management Measures	Social - S9 Employees	403-2 Hazard identification, risk assessment, and incident investigation	
People-caring	Employee Health and Safety	Occupational Health and Safety Management Trainings	Social - S9 Employees	403-3 Occupational health services	
People-caring	Employee Health and Safety	Occupational Health and Safety Management Measures	Social - S9 Employees	403-4 Worker participation, consultation, and communication Worker participation, consultation and communication	
People-caring	Employee Health and Safety	Occupational Health and Safety Management Trainings	Social - S9 Employees	403-5 Worker training on occupational health and safety	
People-caring	Employee Health and Safety	Occupational Health and Safety Management Measures	Social - S9 Employees	403-6 Promotion of worker health	
People-caring	Employee Health and Safety	Occupational Health and Safety Management Measures	Social - S9 Employees	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	S2.9 Safety Emergency Management Measures

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
People-caring	Employee Health and Safety	Occupational Health and Safety Management System	Social - S9 Employees	403-8 Workers covered by an occupational health and safety management system	
People-caring	Employee Health and Safety	Occupational Health and Safety Management System	Social - S9 Employees	403-9 Work-related injuries	S2.12 Work-related Injuries and Fatalities
Appendix 1: ESG Performance Table			Social - S9 Employees	403-10 Work-related ill health	
Appendix 1: ESG Performance Table			Social - S9 Employees	404-1 Average hours of training per year per employee	
People-caring	Training and Talent Development	Empowering Talent Growth, Career Development Training	Social - S9 Employees	404-2 Programs for upgrading employee skills and transition assistance programs	S2.14 Employee Career Development System S2.15 Employee Training and Practice Measures S2.16 Effectiveness of Employee Development
Empowering Talent Growth, Career Development Training				404-3 Percentage of employees receiving regular performance and career development reviews	
Responsible Governance	Strengthen corporate governance	Board of Directors and Management		405-1 Diversity of governance bodies and employees	
People-caring	Human Rights and Labor Management	Compliant Employment Management		406-1 Incidents of discrimination and corrective actions taken	
The Company has not identified any operational sites or suppliers where freedom of association and collective bargaining rights may be at risk				407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
The Company has not identified any operational sites or suppliers with significant risks of child labor incidents				408-1 Operations and suppliers at significant risk for incidents of child labor	
The Company has not identified any operational sites or suppliers with significant risks of forced or compulsory labor incidents				409-1 Operations and suppliers with significant risk of incidents of forced or compulsory labor	
People-caring	Social Contributions, Rural Revitalization			413-1 Operations with local community engagement, impact assessments, and development programs	
The Company has not identified any operations with significant actual and potential negative impacts on local communities				413-1 Operations with local community engagement, impact assessments, and development programs	

Level 1 Title	Level 2 Title	Level 3 Title	Shanghai Stock Exchange Guidelines for Sustainable Development Reporting	GRI Standards (2021)	Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)
People-caring	Social Contributions		Social - S2 Social contributions		S4.1 Conducting Public Welfare and Charity Activities S4.2 Investment in Public Welfare and Charity S4.3 Performance of Volunteer Services
People-caring	Rural Revitalization		Social - S1 Rural revitalization		S5.1 Serving National or Shanghai-specific Strategies S5.4 Public Services
People-caring	Sustainable Supply Chain	Green Products and Supply Chain: Creating a Sustainable New Ecology		414-1 New suppliers that were screened using social criteria	
People-caring	Sustainable Supply Chain	Green Products and Supply Chain: Creating a Sustainable New Ecology		414-2 Negative social impacts in the supply chain and actions taken	
Appendix 1: ESG Performance Table					S1.2 Certification of Product Quality Management System
People-caring	Guest Health & Safety	Guest Safety Assurance, Food Safety Assurance		416-1 Assessment of the health and safety impacts of product and service categories	S1.1 Product Safety and Quality Management System S1.6 Customer Service Management System
The Company did not experience any violations related to the health and safety impacts of its products and services during the reporting period				416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
Appendix 1: ESG Performance Table					S1.8 Number of Customer Complaints/ Complaint Resolution Rate S1.9 Customer Satisfaction
Appendix 1: ESG Performance Table			Social - S3 Innovation-driven development		S1.3 Product R&D Innovation S1.4 Intellectual Property Protection
The Company did not experience any violations involving product and service information and labeling during the reporting period			Social - S8 Data security and customer	417-2 Incidents of non-compliance concerning product and service information and labeling	
The Company did not experience any violations related to marketing during the reporting period				417-3 Incidents of non-compliance concerning marketing communications	
Responsible Governance	Ensuring Legal Compliance	Data Security & Privacy Protection	Social - S8 Data security and customer	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	S1.5 Protection of Customer Information and Privacy S5.3 Information Security
The Company has not violated laws and regulations in the social and economic fields				419-1 Non-compliance with laws and regulations in the social and economic area	
The Company development is not currently involved in this issue			Social - S4 Technology Ethics		

The explanations for the omitted disclosure items of Jin Jiang Hotels are as follows:

Omitted GRI Topics	Reasons for Omission
304-4; 411-1; 415-1; 417-1	The core business of the Company has relatively little relevance or low importance to this information, so it has not been disclosed for the time being.
2-21; 405-2	Based on the Company's information confidentiality requirements, it is not disclosed to the public for the time being.
2-10; 2-11; 2-12; 2-13; 201-4; 207-1; 207-2; 207-3; 207-4	For specific information, please refer to the 2024 Annual Report of Shanghai Jin Jiang International Hotels Co., Ltd.
202-1; 202-2; 204-1; 302-2; 305-3; 305-5; 305-6; 305-7; 410-1	There is currently no relevant information. The Company will further incorporate these topics into its ESG management in the future.

Omitted Items under "Environmental, Social, and Governance (ESG) Indicator System for State owned Listed Companies in Shanghai (Version 1.0)"	Reasons for Omission
G3.1 Basic Platform Construction, G3.2 Data Aggregation and Interconnection, G3.3 Data Governance System, E4.12 Management of Other Pollutants	The core business of the Company has relatively little relevance or low importance to this information, so it has not been disclosed for the time being.
E4.4 Discharge of Wastewater Pollutants, E4.7 Discharge of Exhaust Gas Pollutants, E4.10 Discharge of Solid Waste, S1.7 Responsible Promotion, S2.13 Coverage Rate of Employee Physical Examinations	There is currently no relevant information. The Company will further incorporate these topics into its ESG management in the future.



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