

FOLIDAY 复星旅文

Fosun Tourism Group Code of Conduct

[HR Center / Office of Board Secretary / Legal /
Risk Management / Investor Relations]

Fosun Tourism Group
2021-09-01

Foreword

Every employees from Fosun Tourism Group should obey legal regulation and moral standard, and practice the mission and values of Fosun Tourism Group. This is the fundamental of the sustainability of our development and whether we can reach our mission and vision.

This Code of Conduct provides reference on how we follow the values of Fosun Tourism Group and helps us make correct decisions in our business activities.

This Code of Conduct will be reviewed and updated according to the changing environment and subject to local laws and regulations.

Our Mission

Bring greater happiness to global families

Our Vision

Establishing “FOLIDAY” as a recognized synonym with a family-focused leisure tourism experience. Our lifestyle proposition, “Everyday is FOLIDAY,” seeks to infuse continuously evolving high quality and concepts of tourism and leisure into everyday living.

Our Values

- ✓ Start-Up Company Spirit
- ✓ Drive to Excellence
- ✓ Collaboration
- ✓ Learning & Innovation
- ✓ People Oriented with Strict Standard on Delivery



Fosun Tourism Group

Human Rights Statement

Fosun Tourism Group ("We") firmly believes that only the respect for and protection of human rights can keep our business sustainable, so we are committed to advancing the cause of human rights on a global scale. We expect to work with our stakeholders, including our employees, partners, suppliers, customers and governments, to jointly promote human rights protection and push for a solution to human right issues.

We always do our utmost to actively identify, mitigate and prevent human rights risks in enterprises and value chains, and strive to establish management mechanisms for various human rights issues. We also proactively learn and understand the concerns and expectations of stakeholders on those issues.

We make our best efforts to strictly comply with relevant laws, regulations and standards, including but not limited to:

- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Universal Declaration of Human Rights (United Nations)
- The Convention on the Elimination of All Forms of Discrimination against Women (United Nations)
- The International Convention on the Elimination of All Forms of Racial Discrimination (United Nations)
- The Convention on the Rights of the Child (United Nations)
- The Convention on the Rights of Persons with Disabilities (United Nations)
- Other applicable laws and regulations in respective countries or regions where Fosun Tourism Group conducts business and investment

Fosun Tourism Group

Human Rights Statement

We undertake to:

- Provide a healthy and safe workplace at our best: we will take active and effective measures to reduce or remove hazards in work places, try our best to wipe out all forms of discrimination, harassment, abuse, coercion and violence, and eliminate safety hazards already known to the greatest extent, so as to protect the safety of our employees and personnel of other related parties.
- Offer compliant compensation for work: we will provide compensation and benefits to our employees worldwide that are generally higher than the minimum wage standards required by local laws and regulations, and strive to ensure its full and timely payment. We will follow the provisions on working hours provided by applicable laws and by the industry which we engage in.
- Respect employees' political rights: subject to local laws and regulations as well as corporate policies, we will respect employees' political rights such as freedom of association, collective bargaining and free election, etc. Moreover, we will, subject to local laws and regulations as well as corporate policies, respect rights of our global employees to join, form or not join any labor organizations, and commit ourselves to amicable dialogues and collective negotiations with trade union organizations or workers' representatives.
- Prohibit child labor and forced labor: we will vigorously enforce labor laws and regulations in the countries and regions where we conduct business operation, and prohibit or do not support the use of child labor and any form of forced labor.

In addition, we encourage our major subsidiaries, joint ventures, partners and other related parties to actively abide by the aforesaid undertakings and work with us to promote human rights protection.

Community Care and Environmental Protection

As one of the world's leading integrated tourism group, we are deeply aware of our responsibility in tourism security, environmental protection, quality-oriented education, community respect and other respects, so as to actively create a health and attractive form and style of tourism. We place our emphasis on the conservation of limited resources on the Earth and make devotion to building sustainable cities and communities through improving environment management system, raising awareness of our employees and customers for environmental protection, adopting more measures to cope with climate change and deploying innovative plans.

We practice corporate social responsibility, actively convey ecological living principle and incorporate the idea of ecological protection responsibility for biodiversity protection and animal care into our operations to promote characterized culture of sustainable tourism of Fosun Tourism root in the enterprise. At the same time, we solemnly commit to launch and fully promote carbon neutral work to the society, and strive to achieve the carbon neutral target of Fosun Tourism Group and our subsidiaries by 2060.

With the vision of Making Families around the World Happier, we are committed to sharing the benefits with communities in our rapid development. We initiate new coordinated plans with people from all walks of life to help the vulnerable groups, promote the development of communities, and do our part in advancing cultural communication. We endeavor to become a leader instead of a practitioner in delivering public benefits and our best to help more people to enjoy happy lives through global philanthropic programs in the course to push ahead with social progress.

Regulations on Management of Honest Practice of Group Employees

The standardized construction of honest practice by the group's employees is related to the healthy and sustainable development of the group, which is the enterprise capital construction that the group's board of directors must always pay attention to. Honest practice of the group's employees is the basis for correctly performing their duties and exerting their authorities as well as the basic requirement for permanently creating a good image of the group and the staff team.

The employees of the group must have the practice concept of observing discipline and law and the professional ethics of honesty and trustworthiness, and must insist on performing their duties honestly to maintain the legitimate rights and interests and healthy development of the group.

To promote the honest practice of the group's employees, we must persevere in strengthening education, improving the system, focusing on prevention, strengthening supervision, promoting both rewards and punishments, and persevere in the combination of self-discipline and heteronomy.

Regulations on Management of Honest Practice of Group Employees (Cont'd)

All employees should consciously abide by discipline and law, faithfully safeguard the interests of the group, work honestly and be loyal to their duties. They should not use their work authority to seek illegitimate interests or damage the interests of the group. The following acts are prohibited:

1. Violating the rules and regulations of the group, overstepping authority, neglecting or inacting, which damage the rights and interests or image of the group;
2. Using the business channels, business information, trade secrets, intellectual property rights and other group resources obtained by his position to engage in personal profit-making activities;
3. Using business entertainment cost, office expenses, etc. for personal gain in violation of regulations;
4. Concealing or falsely reporting major events or major accidents or business results;
5. Obtaining part-time remuneration without declaration and approval, or investing in or accepting performance shares of enterprises engaged in the same business or having business relationship with the group;
6. Accepting or demanding property or property interests from business units, individuals and management and service objects, or taking gifts and cash gifts in violation of regulations;
7. Embezzling, stealing, defrauding or misappropriating the group's property or privately setting up or privately dividing private coffer by taking advantage of his position;
8. Sending property in violation of laws and regulations to seek illegitimate interests in business activities;
9. Obtaining a professional title, educational background or degree by improper means or engaging in other activities contrary to social morality and professional ethics;
10. Accept any form of banquet from the supplier;
11. Other acts that damage the rights and interests and image of the group.

Fosun Tourism Group Reporting And Related Channels

Fosun Tourism Group encourages its employees, suppliers and other partners to participate in the supervision system of honest practice of Fosun Tourism Group, affiliated enterprises, incubated enterprises and invested enterprises and actively report violations and illegal acts such as corruption, fraud and infringement of company's interests, and strengthen the protection of informants and witnesses at the same time. The report mentioned in this code of conduct refers to the disclosure and report of Fosun Tourism Group and its invested enterprise employees' violation of the honesty code of conduct. The scope of the report includes but is not limited to the following situations:

1. Taking advantage of his position to receive and request for property or other benefits from suppliers or other partners;
2. Accepting gifts and cash gifts in violation of regulations or failing to hand in gifts and cash gifts in official activities in time as required;
3. Embezzling, stealing, defrauding or misappropriating the company's property or privately setting up or privately dividing private coffer;
4. Illegally implementing related party transactions or violating conflict of interest clauses, and taking advantage of his position to seek benefits for himself or his relatives and friends;
5. Infringing intellectual property rights of the company;
6. Engaging in malpractice or insider trading;
7. Seriously neglecting duties, abusing power or violating company system to cause losses;
8. Using company's account, platform or any other means to launder money;
9. Other corrupt or dishonest acts.

Fosun Tourism Group Reporting And Related Channels (Cont'd)

Reporting Channels:

Whistle-blower can report through the following ways:

1. Whistle-blowing via E-mail: Foliday_compliance@fosun.com
2. Whistle-blowing via phone call: 021-23156857
3. Whistle-blowing via letter: Anti-corruption Inspector, Fosun Tourism Risk Control Department, 18/F, Tower S1, 600 Zhongshan East Second Road, Huangpu District, Shanghai, 200010 PRC.
4. Appointment.
5. Other forms as deemed appropriate by the whistle-blower or as subsequently announced by Fosun Tourism Risk Control Department.

Reporting Requirements:

Reporting should be factual, prohibit malicious reporting and false accusations; the whistle-blower should truthfully provide the name of the person being reported, the department and the facts of the violation; if there is evidence of information, together with the provision.

Encourage real-name reporting. For those who really do not want to be named, under the premise of ensuring that Fosun Tourism Group's Risk Control Department can contact them, respect their wishes, can take anonymous or pseudonym reporting.

Protective measures for whistle-blowers and witnesses

Please refer to the *Fosun Tourism Group Anti-Fraud Management Regulations* for whistle-blower and witness protection and reward methods.