



2023

华宝信托有限责任公司 社会责任报告

HWABAO TRUST Co., Ltd.
Corporate Social Responsibility Report



诚信
Integrity

创新
Innovation

绿色
Green

共享
Sharing

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报告概述

About This Report

报告范围

Scope

除特殊说明外，本报告主要描述 2023 年 1 月 1 日至 2023 年 12 月 31 日期间，华宝信托有
限责任公司在经济、环境和社会等方面的亮点实践及绩效表现。除特殊说明外，报告中涉
及的货币均为人民币。

Unless otherwise specified, this report focuses on the economic, environmental and social practices and
performance of Hwabao Trust during the period from January 1st, 2023 to December 31st, 2023. Unless
otherwise stated, all currencies mentioned in this report are RMB.

称谓说明

Company Names

为便于表达，本报告中提及的“中国宝武”“宝武”“集团公司”为“中国宝武钢铁集团有限
公司”，“华宝信托”“公司”“我们”等均指代“华宝信托有限责任公司”。

For ease of expression, "China Baowu", "Baowu" and the "Group Company" mentioned in this report refer
to "China Baowu Steel Group Co., Ltd.", and "Hwabao Trust", the "Company", and "we" all refer to "Hwabao
Trust Co., Ltd.".

编制依据

Reference

- 全球报告倡议组织《可持续发展报告标准（GRI Standards）》
- 联合国可持续发展目标（SDGs）
- 国务院国有资产监督管理委员会《关于国有企业更好履行社会责任的指导意见》
- 中国社会科学院《中国企业社会责任报告指南（CASS-CSR4.0）》
- 中国信托业协会《信托公司社会责任公约》及《信托公司社会责任评价体系》
- 《中国宝武社会责任工作管理制度（2022 版）》
- 《中国宝武社会责任指标体系（2023 版）》

Global Reporting Initiative *Sustainability Reporting Standards (GRI Standards)*

United Nations Sustainable Development Goals (SDGs)

Guidelines on Better Fulfillment of Corporate Social Responsibility by State-owned Enterprises issued by
State-owned Assets Supervision and Administration Commission of the State Council (SASAC)

Guidelines for Preparation of *China Corporate Social Responsibility Report (CASS-CSR 4.0)* issued by the
Chinese Academy of Social Sciences

Trust Company Social Responsibility Convention and *Trust Company Social Responsibility Evaluation
System* issued by China Trust Association

China Baowu Social Responsibility Work Management System (2022 edition)

China Baowu Social Responsibility Index System (2023 version)

编制流程

Process

利益相关方关注点调查—报告策划—框架构建—素材收集—报告编制—部门审核—报告
设计—意见征求—报告修订—经营管理层评审—定稿发布

Survey on the concerns of stakeholders - report planning - framework construction - material
collection - report preparation - departmental review - report design - commenting - report revision
- management review and final release.

质量保证

Quality Assurance

本报告披露的信息和数据来源于企业统计报告和正式文件，并经过相关部门审核。

The information and data disclosed in this report are derived from enterprise statistical reports and
official documents, and have been reviewed by relevant departments.

文本语言

Text Language

本报告以中文、英文两种文字同时发布，若两种文字的表述存在差异，请以中文表述
为准。

This report is published in both Chinese and English. In the event of any discrepancy between the two
languages, the Chinese version shall prevail.

发布形式

Release Form

本报告以印刷品、电子文档形式发布，其中电子文档可在华宝信托官方网站（www.
hwabaotrust.com）下载阅读。为减少印刷对环境产生的影响，我们倡导读者尽可能下
载阅读电子文件。

This report is released in printed and electronic forms, among which the electronic document can
be downloaded from the official website of Hwabao Trust (www.hwabaotrust.com). To reduce
the environmental impact of printing, we encourage readers to download and read electronic
documents whenever possible.

董事长致辞

Message from Chairman

志合越山海，聚力共前行

Together Moving Forward



2023 年是全面贯彻落实党的二十大精神开局之年，是开启中国式现代化建设新征程、实施“十四五”规划承前启后的关键之年，也是信托行业转型发展的变革之年。信托行业在“三分类”的指引下重塑信托业务新格局，进一步回归本源，开启行业专业化、特色化、差异化发展的新时代。

2023 marks the first year of fully implementing the spirit of the 20th National Congress of the CPC, the key year of embarking on a new journey of modernization with Chinese characteristics, the implementation of the "14th Five-Year Plan", and transformation of the trust industry. Guided by the *Notice on Standardizing the Classification of Trust Business of Trust Companies (Three Classifications)*, a new pattern of trust business is taking shape. The trust industry is further embracing its foundational principles and entering a new era characterized by specialization, differentiation, and unique development.

李琦强

党委书记、董事长 李琦强

Li Qiqiang

Secretary of the Party Committee, Chairman

过去一年，在中国宝武等股东单位的支持和公司党委、董事会的正确领导下，华宝信托持续围绕“全面对标找差，争创行业一流”管理主题，紧跟行业发展及监管要求，积极融入新发展格局，大力拓展家族信托、薪酬福利信托、家庭服务信托等资产服务信托，加速开拓公益慈善信托，经营业绩实现“量质双升”。截至 2023 年末，公司管理信托资产规模 3,319 亿元，行业评级保持 A 类。在此，衷心感谢每一位客户给予的信任与支持！

For the past year, with the support of shareholders such as China Baowu and under the correct leadership of the company's Party committee and board of directors, Hwabao Trust has continued to focus on the management theme of "benchmarking comprehensively to find gaps and striving to be industry-leading." The company has closely followed the developments and regulatory requirements, actively integrated itself into the new development pattern, and vigorously expanded asset service trusts such as family trusts, compensation and benefits trusts, and family service trusts. Hwabao Trust has also been accelerating the development of public welfare/philanthropy trusts, achieving both quantitative and qualitative improvements in business performance. By the end of 2023, the company's trust assets under management amounted to 331.9 billion RMB, maintaining a Class A industry rating. We sincerely thank every customer for your trust and support!

2024 年，公司将继续坚持党对金融工作的集中统一领导，胸怀“国之大者”，全面贯彻集团公司战略部署，始终牢记“合规第一，风控优先”，坚持“产品+服务”双轮驱动，把握好“七个统筹”关系，以“四化”为方向引领，以“四有”为经营纲领，以迭代升级的“四做一提升”为重点经营举措，坚定不移做强做优。聚焦主责主业，以市场需求为导向，以客户为中心，强化体系能力，服务实体经济，实现信托转型发展与实体经济发展的良性互动，探索中国式现代化信托行业发展路径。

In 2024, the company will continue to adhere to the centralized and unified leadership of the Party over financial work, uphold the "people-first" and "compliance and risk-control first" mindset, fully implement the strategic deployment of the Group company, adhere to the "product + service" dual-drive approach. We will manage the "seven overall planning" relationships, follow the direction of the "four modernizations". With "four makes and one raise" as our key operational measures, we will strive to make the company stronger and better. Focusing on our main responsibilities and business, we will be market-oriented, customer-centered, strengthen our system capacity, serve the real economy, achieve a positive interaction between the transformation and development of the trust business with the real economy, and explore a development path of the modern trust industry with Chinese characteristics.

志合越山海，聚力共前行。信托行业已站在历史新起点，华宝信托全体员工定当上下同欲，凝心聚力，加快推进公司高质量转型发展，奋力把握行业变革带来的新机遇，步履铿锵向行业一流的信托公司迈进！

United in purpose, overcoming all obstacles, moving forward together. As the trust industry stands at a new starting point, all employees of Hwabao Trust stand firmly together to accelerate the company's high-quality development. We will seize the new opportunities brought by industry changes and stride confidently to make Hwabao a top-class trust company in the industry!

走进华宝信托

About Hwabao Trust

公司简介

Company Profile

华宝信托有限责任公司（简称“华宝信托”）成立于 1998 年，是中国宝武旗下的金融公司，中国宝武持股 92.90%，舟山市财金投资控股有限公司持股 5.20%，舟山市国有资产投资经营有限公司持股 1.90%。华宝信托注册资本 50.04 亿元。

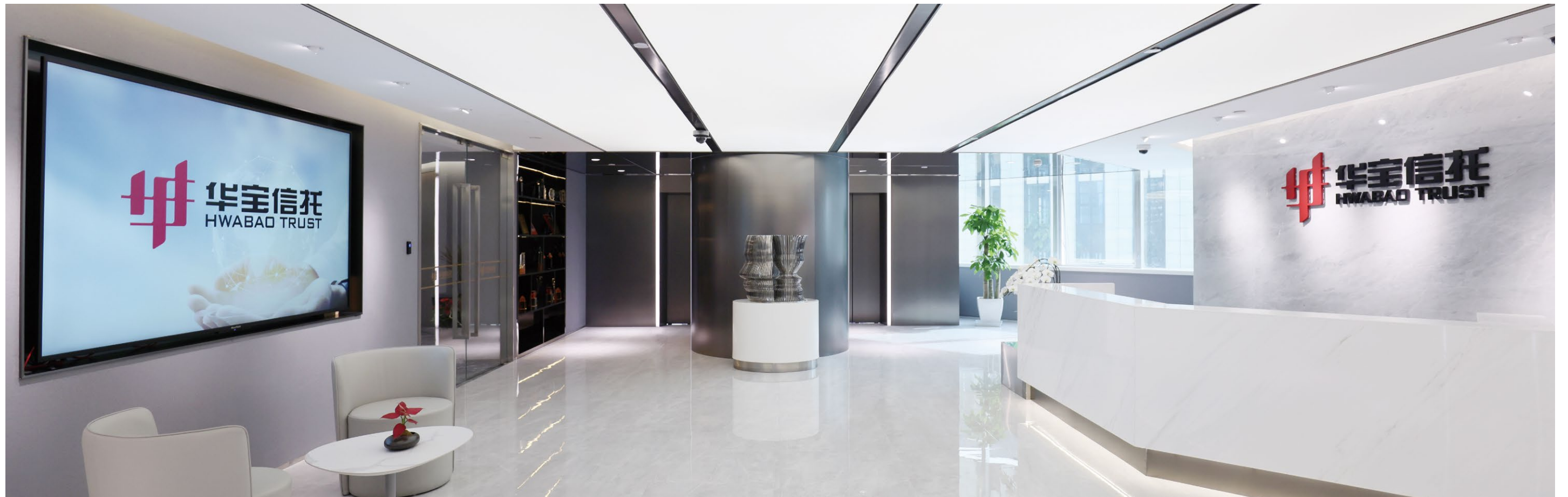
Started in 1998, Hwabao Trust Co., Ltd. (hereinafter referred to as "Hwabao Trust") is a financial subsidiary of China Baowu Steel Group Co., Ltd. (hereinafter referred to as "China Baowu"), with China Baowu holding 92.90% of its shares, Zhoushan Financial Investment Holdings Co., Ltd. holding 5.20%, and Zhoushan State-owned Assets Investment & Management Co., Ltd holding 1.90%. Hwabao Trust has a registered capital of RMB 5.004 billion.

华宝信托的大股东中国宝武信誉卓著、实力雄厚，名列 2023 年《财富》世界 500 强第 44 位。秉承中国宝武一贯的严谨稳健、诚信规范作风，华宝信托始终以“受益人合法利益最大化”为经营理念，坚持专业化和差异化发展，坚持资产管理和信托服务主责主业，立足资本市场，不断强化能力建设、渠道建设和品牌建设。

The major shareholder of Hwabao Trust, China Baowu, is a reputable company with abundant capital, ranking the 44th on the Fortune Global 500 list in 2023. Inheriting a disciplined, stable, trustworthy approach to business from its parent company, Hwabao Trust fully embraces the business philosophy of "maximizing the legitimate interests of the beneficiaries". Hwabao Trust has been pursuing a professional and differentiated development path, focusing on the key business of asset management and trust services, and strengthening capacity, channel and brand building to prosper in the capital market.

华宝信托始终保持创新意识，业务资格全面。公司产品利用多种结构和工具覆盖了资本市场、货币市场、实体经济等各大投资领域，并在产业金融深度服务、现金管理、金融市场、境外投资、薪酬福利、家族信托等业务领域不断探索创新。

Hwabao Trust boasts an innovative mindset and comprehensive business qualifications. Leveraging a variety of structures and instruments, its products now cover the capital market, currency market, real economy and other major investment areas. The Company never stops exploring and innovating in various business areas such as in-depth industrial financial services, cash management, financial market, offshore investment, compensation and benefits, and family trust.



信托资产规模

3,319 亿元

Trust assets size:
331.9 billion RMB

营业收入 (合并口径)

32.44 亿元

Operating income (consolidated):
3.244 billion RMB

净利润 (合并口径)

13.37 亿元

Net profit (consolidated):
1.337 billion RMB

1998-2023 年累计为客户实现收益

2,645 亿元

A total revenue of 264.5 billion RMB has been achieved for customers from 1998 to 2023

使命

Mission

发挥信托制度优势，共建高质量产业生态圈。

We shall give full play to the strengths of the trust system and build a high-quality industrial ecosystem.

定位

Positioning

立足产业生态圈，以“产品+服务”双轮驱动，为上下游机构和高端客户提供差异化财富管理和综合金融解决方案。

We focus on the industry ecosystem and adopt a "product + service" dual-drive approach to provide differentiated wealth management and comprehensive financial solutions for ecosystem institutions and high-net-worth customers.

愿景

Vision

致力于打造成为行业领先，富有品牌影响力的综合金融解决方案的提供商、多种金融功能的集成者和供应链金融服务的引领者。

We are committed to becoming an industry-leading and influential branded provider of comprehensive financial solutions, an integrator of diversified financial functions and a leader in financial supply chain services.

企业文化

Corporate culture



年度荣誉 Annual Accolades

- 中国信托业协会行业 A 类评级

Class A industry rating from China Trustee Association
- 上海市浦东新区人民政府“浦东新区金融业突出贡献奖”

"Pudong New Area Financial Industry Outstanding Contribution Award", granted by Shanghai Pudong New Area People's Government
- 中国人民银行上海分行“上海中资法人金融机构统计工作一等奖”

"Shanghai First Prize in Statistical Work of Chinese-Funded Corporate Financial Institutions", granted by People's Bank of China Shanghai Branch
- “信登杯”优秀会员机构、优秀会员机构联络人奖项

"Xindeng Cup" Excellent Member Institution, Outstanding Member Agency Liaison Award
- 上海联合产权交易所“产权交易创新奖”

"Trading Innovation of the Year Award" issued by Shanghai United Assets and Equity Exchange
- 《上海证券报》第十六届“诚信托”创新领先奖

The 16th "Integrity Trust" Excellent Company Award of Shanghai Securities News
- 《中国证券报》第二届中国信托业“金牛奖”评选“三年期权益类产品金牛奖”“一年期混合类产品金牛奖”

"Three-year Equity Product Award" and "One-year Mixed Product Award" in the 2nd Trust Industry Golden Bull Awards of China Securities Journal
- 《21 世纪经济报道》第十六届“金贝”卓越信托公司

The 16th Golden-Shell Award of Excellent Trust Company, granted by 21st Century Business Herald

管理团队

Management Team



李琦强
党委书记、董事长

Li Qiqiang
Secretary of the Party Committee, Chairman



孔祥清
董事、总经理、党委副书记

Kong Xiangqing
Board Director, General Manager,
Deputy Secretary of the Party Committee



许旭东
党委副书记、纪委书记、监事会主席、工会主席

Xu Xudong
Deputy Secretary of the Party Committee, Secretary of the Discipline Inspection Commission, Chairman of the Supervisory Committee, Chairman of the Labor Union



卢晓亮
总经理助理、合规总监、总法律顾问兼法律合规部总经理

Lu Xiaoliang
General Manager Assistant, Compliance Director, General Counsel and General Manager of Legal Compliance Department



刘雪莲
党委委员、副总经理

Liu Xuelian
Member of the Party Committee, Deputy General Manager



徐兴军
党委委员、专职董事

Xu Xingjun
Member of the Party Committee, Full-time Director

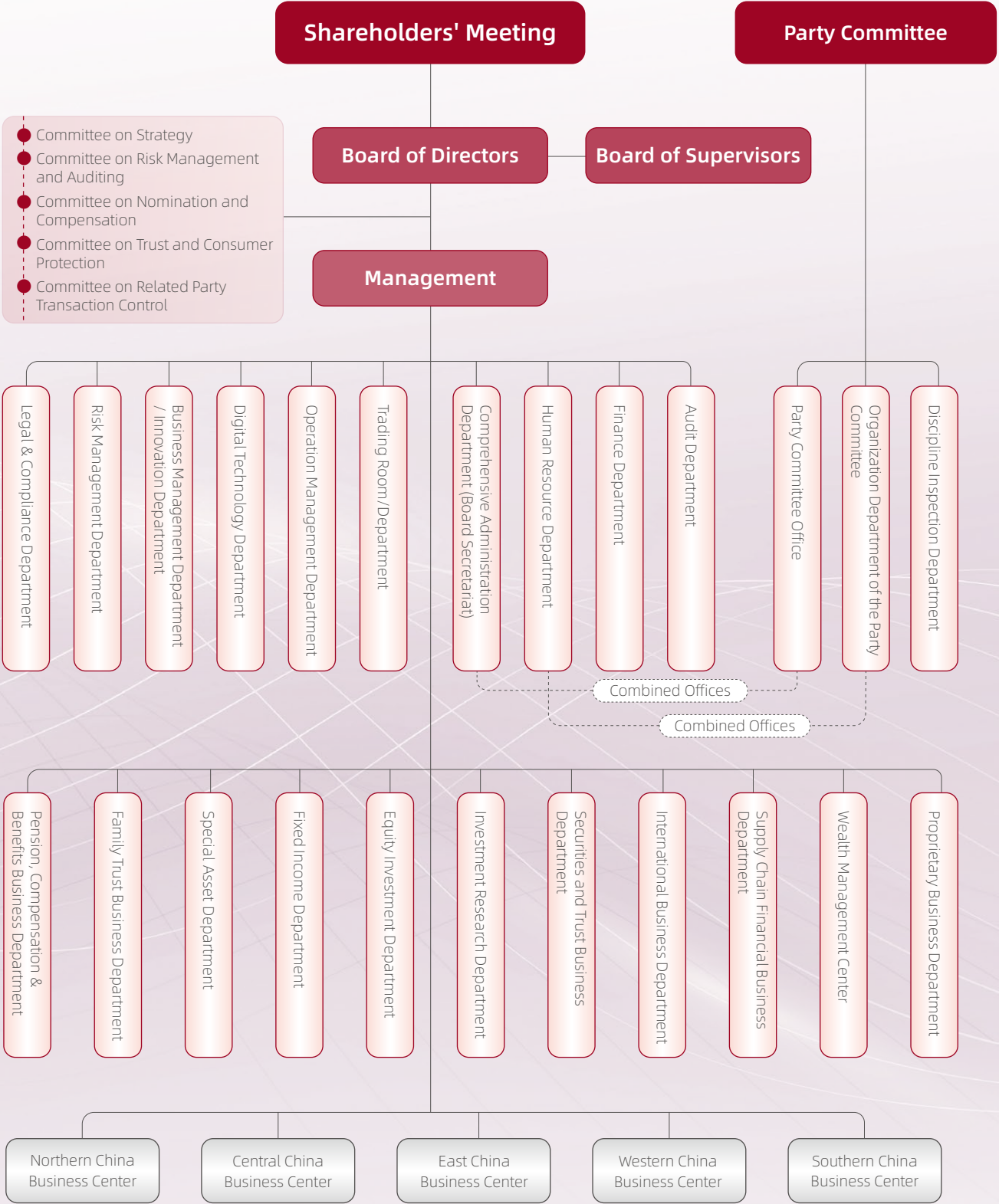


杨 光
总经理助理兼供应链金融业务部总经理

Yang Guang
General Manager Assistant, General Manager of Supply Chain Financial Business Department

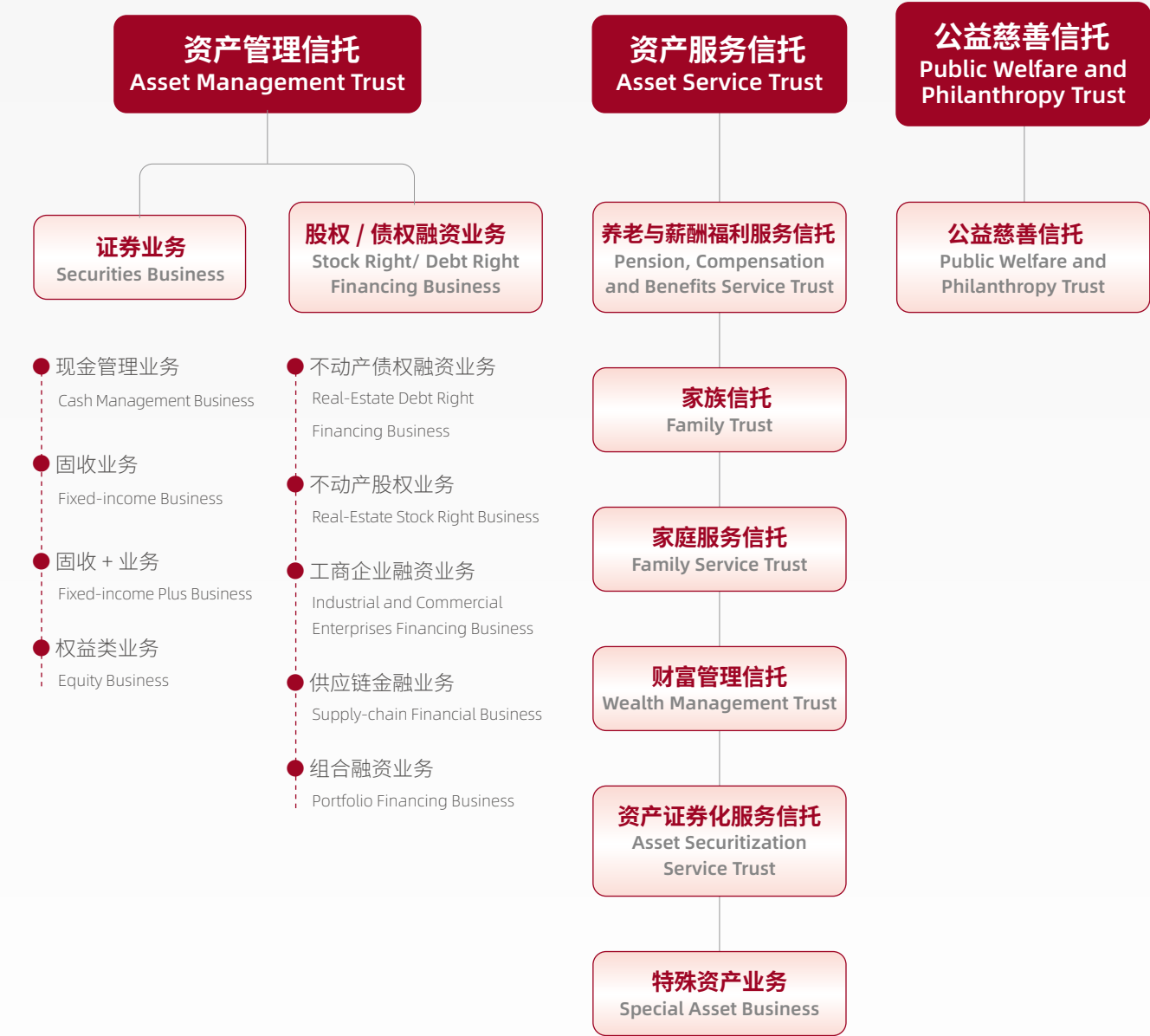
组织架构

Management Structure



业务框架

Business Framework



01

红色领航 构筑诚信治理新格局

**Strengthen Integrity-based
Corporate Governance with
Party Leadership**



华宝信托全面贯彻新时代党的建设总要求，全面发挥党建引领作用，坚持合规经营，不断加强风险防控，全力保障企业健康稳健发展。

Hwabao Trust fully implements the general requirements for Party's construction in the new era, gives full play to the leading role of Party building, adheres to compliance management, and constantly strengthens risk prevention and control measures to ensure healthy and steady development of the company.

责任专题 Column on Responsibility

党建引领，擎旗奋进绘新卷
Strive Forward With Leadership of Party Construction

华宝信托党委坚持以习近平新时代中国特色社会主义思想为指导，深入开展学习贯彻习近平新时代中国特色社会主义思想主题教育，充分发挥党委把方向、管大局、保落实的领导作用和党支部战斗堡垒作用，以高质量党建引领企业高质量发展。

The Party Committee of Hwabao Trust firmly follows Xi Jinping's Thought on Socialism with Chinese Characteristics in the New Era and carries out themed education on Xi Jinping's Thought to ensure the Party's leadership on the company's development and stewardship of the implementation of this Thought. The Party committee is steering Hwabao Trust's high-quality development with solid party construction at its core.

深入开展主题教育活动
Carrying out Themed Education

公司党委坚决贯彻落实党中央、中国宝武党委各项工作部署，切实把开展好主题教育作为一项重要政治任务抓紧抓好。

The Party Committee of Hwabao Trust resolutely implements the work deployment of the Party Central Committee and China Baowu's Party Committee, and effectively carries out the themed education as an important political task.



● 华宝信托学习贯彻习近平新时代中国特色社会主义思想主题教育第二期读书班。

抓实理论学习 Focusing on Theoretical Study

组织党委会“第一议题”学习
19次

党委理论学习中心组学习
11次

学习内容
42项

Hwabao's Party Committee organized the study on the "First and Foremost Party Issues" 19 times. The Party Committee Theoretical Learning Central Group organized eleven times of study and learned about 42 items of Party theory.

组织开展领导人员
集中培训 7次

37名领导干部培训合计
1,724学时

完成率
116.80%

Leadership training was organized seven times and 37 leading cadres of the company have been trained for a total of 1,724 study hours with a completion rate of 116.80%.

班子成员前往基层联系点和
分管领域开展集中宣讲

6次

The Party Committee members conducted six education sessions in our community liaison stations and their respective management areas.

全体党员参加党员集中轮训（线上+线下）并完成测试，完成率

100%

All the Party members of Hwabao Trust participated in the group training (online and offline) and completed tests with a completion rate of 100%.

注重调研实效 Focusing on Effective Research and Field Study

聚焦 5个调研课题和 2个正反案例，共计开展 49次、231小时的调研工作。

The Party members conducted 49 times and 231 hours of research and field study under five topics and a positive and a negative case.

夯实组织建设
Consolidating Organizational Building

公司持续加强“三基建设”，通过落实基本制度，夯实党建基础；聚焦重点任务，建强基层组织；抓好基本队伍，提升能力素质，不断激发基层党组织生机活力。

Hwabao Trust continues to strengthen the "Three-basics Building" through implementing the basic system for Party building, focusing on the key tasks and consolidating the Party's organization from the ground up, while nurturing capabilities and core qualities of the team needed for a dynamic and robust Party organization.

● 落实基本制度 Implementing the Basic System of Party Building

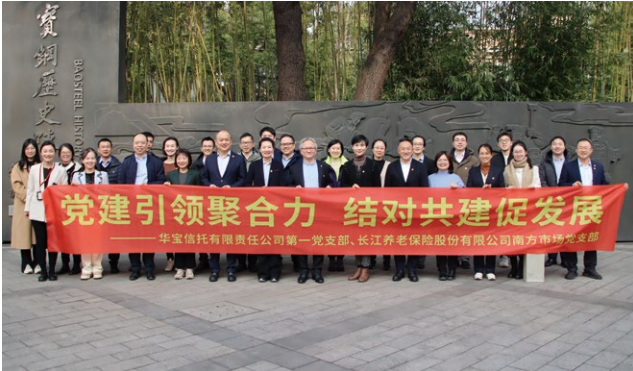
- ◎ 认真落实“三会一课”、领导班子专题民主生活会、党支部专题组织生活会、谈心谈话等基本制度。
We seriously implement the education system of the Party through convening meetings on democratic leadership of the leadership committee, Party branch's organization work, mentorship and fireside chats.
- ◎ 抓好党建工作责任制落实及考核评价。
We implement the accountability system of Party construction and conduct evaluation and assessment for Party's construction work.
- ◎ 通过定期开展自查、组织工作交流、党委考核评价等措施，推动各党支部落实管党治党责任。
We conduct regular self-evaluation, exchange ideas on organizational work, and assessment and evaluation of Party committee's performance to ensure that all Party branches fulfill their responsibilities of Party governance.

● 建强基层组织 Strengthening Party Building at the Grassroots Level

- ◎ 组织召开党建工作例会，定期编发《支部工作提示》，按季度规范和跟踪各党支部工作。
We organize regular meetings on Party construction work, compile and issue "Party Branch Work Tips" on a regular basis, and regulate and track the work of each party branch every quarter.
- ◎ 下发《华宝信托党支部党建特色品牌创建工作方案》，打造“稳守初心，综合金融解决方案服务先锋”党建品牌，推动党建和业务的双向融合互促。
We issued the "Work Plan on Creating Huabao Trust's Party Construction Brand" to create a Party construction brand that features our original aspiration and pioneering role in providing comprehensive financial solutions with the goal of synergizing Party construction and business development.



● 华宝信托党委召开庆祝中国共产党成立 102 周年座谈会暨二季度党建工作例会。



● 华宝信托第一党支部与长江养老南方市场党支部签署党支部共建协议，开展党建共建活动。

● 抓好基本队伍 Focusing on Grassroots Teambuilding

- ◎ 严格党员标准，不断优化党员队伍年龄和文化结构，把好“入口”关，将党性高、素质硬、能力强的优秀党员作为培养对象。
We impose strict standards on party members, constantly optimize the age and cultural structure of Party members, adopt high standards in admitting party members, and train outstanding Party members with highly-disciplined Party characters, qualities and capabilities.

汇聚群团合力
Forging Teambuilding Synergy

公司定期研究指导群团工作，通过“党建带团建”的形式引导团员青年努力学深悟透习近平新时代中国特色社会主义思想；定期与青年员工开展沟通座谈，搭建面对面沟通平台；组织“我为青年办实事”系列活动，聚焦“三最”问题、拓展青年交友渠道、深入做好推优工作；开展以青年员工为主力的“铸星计划”，为青年团员搭建学习平台，为公司发展奠定人才基础。

The company's Party leadership regularly studies to guide the work of the communist youth league, and guides the youth league members to study Xi Jinping's Thought of socialism with Chinese Characteristics in the new era following the lead of Party construction. The company organizes regular meetings with young employees and built a face-to-face communication platform. The company also organized a series of activities to address young employees' top concern, helped enrich their social lives, make friends and recommend excellent youth league members as candidates for Party members. The company implemented the young-employee-centered "Star Casting" plan, which serves as a study platform for youth league members to become the talent foundation for the company's development.



● 华宝信托团支部组织团员青年和新进员工参观宝山基地。



● “铸星计划”课程现场

夯实治理基石

Laying a Solid Foundation for Corporate Governance

华宝信托建立权责明晰、管理科学的治理体系，不断提升行业监管自律水平，在社会责任管理方面积极探索与实践，走出一条可持续发展道路。

Hwabao Trust has built up an accountable and scientific governance system, constantly strengthens its industry monitoring and self-discipline, actively explores best practices in corporate social responsibilities, and has embarked on a journey of sustainable development.

优化治理结构 Optimizing Governance Structure

公司按照《公司法》《信托法》等有关法律法规的规定和国家金融监督管理总局的监管要求，建立股东会、董事会、监事会和经营管理层相互分离、相互制衡的公司治理结构，强化职责、完善流程、规范运作。2023 年，公司修订完善《重大事项决策权责清单（试行）》《董事会议事规则》等制度，进一步规范决策行为。

In accordance with the provisions of the *Company Law*, the *Trust Law* and other relevant laws and regulations and the regulatory requirements of the National Financial Regulatory Administration, the Company has established a corporate governance structure in which the shareholders' meeting, the board of directors, the board of supervisors and the management team are separated from each other and are subject to checks and balances, so as to strengthen accountability, streamline processes and standardize operations of the Company. In 2023, the Company revised the *List of Major Decision-making Related Authorities and Responsibilities (a Trial Version)*, *Rules of Procedure of the Board of Directors* and other systems to further standardize the decision-making process of the Company.

完善董事会 制度建设 Improving the board system

董事会由 9 名董事组成，其中独立董事 3 名。在董事会成员构成方面，公司充分考虑性别、年龄、文化及教育背景、专业技能等方面因素，保障董事会成员构成多元。各独立董事利用自身专业知识和经验对公司的经营管理和投资决策提出意见、建议，并对公司的重大事项发表独立意见，充分发挥独立董事的作用。

The board of directors consists of nine directors, including three independent directors. The company fully considers gender, age, cultural and educational backgrounds, professional skills and other factors to ensure diversity in the board's composition. Each independent director shall exercise his or her professional knowledge and experience to put forward opinions and suggestions on the company's operation, management and investment decisions, and express independent opinions on major matters of the company, hence giving full play to the role of independent directors.

强化行业 监管自律 Strengthening Industry Supervision and Self-discipline

公司不断增强员工的行业监管自律意识，积极参与行业法制建设，持续发布合规报告、法规速递、资管产品分析等各类宣贯文件。2023 年，公司对《关于规范信托公司信托业务分类的通知》《信托公司监管评级与分级分类监管暂行办法》等法律法规及各项监管政策性文件及时解读，准确把握要求；同监管部门沟通交流，对各项监管要求及时提出公司意见及建议。

The company focuses on strengthening employees' awareness of industry regulation and self-discipline, actively participates in the industry's legal construction, and regularly releases compliance reports, legal updates, asset management product analysis and other types of publicity and implementation documents. In 2023, the Company timely interpreted the *Notice on Standardizing the Classification of Trust Business of Trust Companies*, the *Interim Measures for the Supervision Rating and Classification of Trust Companies*, and other laws and regulations and various regulatory policy documents to accurately grasp the requirements for the trust industry. The Company also communicates with the regulatory authorities and puts forward the Company's opinions and suggestions on various regulatory requirements in a timely manner.

社会责任管理 Social Responsibility Management

责任组织 Responsibility organization

公司在经营发展过程中牢固树立社会责任理念，高度重视社会责任管理体系建设，制定《社会责任工作管理办法》，设立社会责任工作领导小组，统筹领导公司范围内的企业社会责任工作，开展重大事项的审议决策，形成自上而下、分工明确的社会责任管理组织体制。社会责任工作领导小组下设员工组、社会组、经济组、业务组、乡村振兴组等，分别对应企业重点关注的责任领域。

The Company firmly upholds the concept of corporate social responsibility in its business development, attaches great importance to the construction of social responsibility management system, formulates the *Social Responsibility Work Management Measures*. Hwabao Trust has established a Corporate Social Responsibility Committee to coordinate and lead social responsibility work, and conduct the review and decision-making on major issues, forming a top-down organizational mechanism for social responsibility management with clear division of work. The Committee is composed of the Employee Group, Society Group, Economy Group, Environment Group and Rural Revitalization Group, which correspond to the key responsibility fields that Hwabao Trust focuses on respectively.

责任沟通与参与

Responsibility communication and participation

加强社会责任信息披露

Strengthening the disclosure of social responsibility information



公司通过年报、社会责任报告或专项报告等多种方式披露信息，彰显负责任、有担当的企业形象。

The Company discloses information through annual reports, social responsibility reports or special reports, etc. to demonstrate the image of a responsible company.

- 华宝信托参与中国宝武社会责任报告集中发布。

重视利益相关方诉求

Attaching importance to the demands of stakeholders

公司构建多元沟通渠道，深入了解利益相关方的意见与需求，将各利益相关方的诉求纳入运营和决策过程进行及时有效回应。

The Company built an effective stakeholder communication mechanism to identify and respond to the demands of stakeholders. It integrated the demands of stakeholders into the operation and decision-making process for timely and effective responses.

利益相关方	对企业的期望	回应与措施
Stakeholders	What they expect from the Company	What we do
<div>政府与监管机构 Government and regulators</div>	<ul style="list-style-type: none">● 遵守法律● 推进文化建设● 依法纳税 <ul style="list-style-type: none">● Law-abiding● Deepen cultural construction● Pay tax according to law	<ul style="list-style-type: none">● 坚持守法经营● 信托文化建设● 依法纳税 <ul style="list-style-type: none">● Operate business according to laws● Construct a trust culture● Pay tax according to law

利益相关方	对企业的期望	回应与措施
Stakeholders	What they expect from the Company	What we do
<div>股东与投资者 Stakeholders and investors</div>	<ul style="list-style-type: none">● 公司治理● 合规经营● 风险管理● 商业道德 <ul style="list-style-type: none">● Corporate governance● Compliant operation● Risk management● Business ethics	<ul style="list-style-type: none">● 召开股东大会● 完善公司治理机制● 建立全面风险管理体系● 完善反腐败及反洗钱管理 <ul style="list-style-type: none">● Hold stakeholders' meetings● Improve corporate governance mechanism● Establish a comprehensive risk management system● Improve anti-corruption and anti-money laundering oversight
<div>客户 Customers</div>	<ul style="list-style-type: none">● 优化客户服务● 保障信息安全● 多样化客户沟通渠道● 服务实体经济 <ul style="list-style-type: none">● Optimize customer service● Ensure information security● Diversify customer communication channels● Serve the real economy	<ul style="list-style-type: none">● 客户咨询与投诉● 完善消费者保护制度、沟通渠道● 投资者教育活动 <ul style="list-style-type: none">● Handle customer inquiries and complaints● Improve consumer protection system and communication channels● Conduct Investor education
<div>员工 Employees</div>	<ul style="list-style-type: none">● 员工平等与多样化● 员工权益与福利● 员工发展与培训 <ul style="list-style-type: none">● Employee equality and diversity● Employee rights and benefits● Employee development and training	<ul style="list-style-type: none">● 召开职代会● 员工培训● 丰富员工活动 <ul style="list-style-type: none">● Hold employees' congress● Conduct employee training● Provide rich activities for employees
<div>供应商与合作伙伴 Suppliers and partners</div>	<ul style="list-style-type: none">● 供应商管理● 商业伦理 <ul style="list-style-type: none">● Supplier management● Business ethics	<ul style="list-style-type: none">● 坚持公平竞争● 推动行业合作交流 <ul style="list-style-type: none">● Uphold fair competition● Promote industry cooperation and exchanges
<div>环境与社会 Environment and communities</div>	<ul style="list-style-type: none">● 气候变化与“双碳”目标● 公益慈善与志愿服务● 乡村振兴 <ul style="list-style-type: none">● Fighting climate change and striving for "carbon peaking and neutrality" dual-targets (Dual-carbon Targets)● Charity and volunteer service● Rural revitalization	<ul style="list-style-type: none">● 开展绿色信托● 倡导绿色办公● 发展慈善信托● 开展员工志愿活动 <ul style="list-style-type: none">● Run green trusts● Advocate green office operation● Develop charitable trusts● Carry out employee volunteering

实质性议题识别

How topics are chosen for this report

公司结合自身发展战略，对标监管机构信息披露和国有企业履行社会责任要求，识别、评估、总结出对公司和利益相关方具有重要性的 22 项实质性议题，在本年度社会责任报告中重点披露，以更好地回应利益相关方的诉求与期望。

We have identified, evaluated and summarized 22 topics to be disclosed in this year's Corporate Social Responsibility Report based on the Company's development strategy, the regulatory requirements on information disclosure and SOE's social responsibilities, and their relevance to the Company and its stakeholders. This Report will address questions from our stakeholders and hopefully meet their expectations.



22 项

实质性议题

evaluated and summarized 22 topics



强化合规风控

Strengthening Compliance & Risk Management

华宝信托始终坚持“合规第一、风控优先”的合规风控理念，统筹发展与安全，注重依法合规和稳健经营，以高水平风险管理促进业务高质量发展。

Hwabao Trust has always upheld the "compliance and risk-control first" mindset, balanced development with security, focused on lawful and prudent business operation and promoted high-quality development of its business with professional risk management.

完善内控体系

Improving the Internal Control System

公司高度重视内部控制体系建设，坚持“全面和重点相统一、制衡和协作相统一、权威性和适应性相统一、有效控制和合理成本相统一”的原则，明确董事会、监事会、经营管理层、各相关部门在内部控制活动中的具体职责，建立了分工明确、职责清晰、相互监督、相互制衡的内部控制组织结构。

The Company attaches great importance to the construction of an internal control system and adheres to "the principle of balance between comprehensiveness and focus, checks and balances and cooperation, authority and adaptability, and effective control and reasonable costs". The Company defines the specific responsibilities of the board of directors, the board of supervisors, the management team and relevant divisions in internal control activities, and has established an internal control organizational structure with a clear division of labor and responsibilities, mutual supervision and checks and balances.

全面风险管理

Comprehensive Risk Management

公司重视风险管理，建立自上而下风险治理架构，由业务经营条线、风险管理职能条线和审计监督条线组成风险管理的三道防线。同时，建立覆盖战略风险、流动性风险、信用风险、市场风险、合规风险、操作风险、声誉风险和信息技术风险在内的全面风险管理体系，应对公司经营过程中可能遇到的各类风险，促进公司持续、稳健、规范运行。

The Company attaches great importance to risk management and has established a top-down risk governance structure, which consists of three lines of risk management: business operation, risk management functions and audit supervision. At the same time, a comprehensive risk management system covering strategic risks, liquidity risks, credit risks, market risks, compliance risks, operational risks, reputation risks and information technology risks has been established to deal with all kinds of risks that may be encountered in the Company's business activities. This is designed to make the Company's operation more sustainable, stable and standardized.

合规管理建设
Compliance
Management
Construction

公司持续对合规体系进行梳理、完善，形成多层次、全方位的合规管理框架；从内部治理、职责分工、消费者权益保护、员工行为合规、反洗钱、合同管理、关联交易报送等多个方面着手，不断提升合规管理能力与水平。2023 年，公司开展合规培训 10 次，合规风险管理体系执行情况良好。

Thanks to continuous improvement of the compliance system, the Company has formed a multi-tier and all-round compliance management framework. Efforts have been made to improve the capacity and level of the compliance management in aspects of internal governance, division of responsibilities, consumer rights and interests protection, employee behavior compliance, anti-money laundering, contract management, related party transaction reporting, etc. In 2023, the Company conducted ten compliance trainings, and the compliance risk management system was well implemented.

反洗钱
Anti-money
Laundering

公司有效执行《反洗钱和反恐怖融资管理办法》等制度，并设置岗位负责人员；配备覆盖客户洗钱风险等级分类、可疑交易识别分析及黑名单监控等功能的反洗钱监控系统；强化客户尽职调查，加强可疑交易监测；加大员工反洗钱培训力度，强化反洗钱合规管理。

The Company effectively implements the *Administrative Measures on Anti-money Laundering and Anti-terrorist Financing* and other measures, and set up dedicated personnel to oversee this work. The Company also set up an anti-money laundering monitoring system, offering functions like money laundering risk classification for customers, suspicious transaction identification and analysis, and blacklist monitoring. In addition, it has strengthened due diligence on customers and enhanced monitoring over suspicious transactions. Besides, the Company has stepped up employees' anti-money laundering training to strengthen anti-money laundering compliance management.



案例 华宝信托积极开展内部反洗钱培训

case Hwabao Trust actively carries out anti-money laundering training

2023 年 12 月，公司在内部“华宝学府”学习平台上线《2023 年华宝信托反洗钱培训》的线上培训课程并配备测试题。内容涉及反洗钱基础知识、反洗钱监管趋势解读、反洗钱重点政策解析、行业重点关注等，为公司员工全面了解反洗钱工作提供系统讲解，不断强化岗位人员的风险防范意识和履职能力。

In December 2023, the Company launched an online training course "2023 Hwabao Trust Anti-Money Laundering Training" with quiz questions on the "Hwabao Academy" learning platform. The course features basic knowledge of anti-money laundering, interpretation of anti-money laundering regulatory trends, analysis of key anti-money laundering policies, and key issues to the industry, etc., to provide a systematic explanation for the Company's employees to understand anti-money laundering work, and constantly strengthen their risk prevention awareness and performance.

建设清廉金融
Buliding Clean Finance

华宝信托持续推进清廉金融文化建设，深入开展廉洁教育，推动广大干部员工从思想上划出红线，在行为上明确界限。

Hwabao Trust continues to deepen the construction of a clean financial culture and integrity education, and ensures its leading cadres and employees understand dos and don'ts and act on Party ethics.

压实廉洁责任
Building up an
Accountability
System for
Integrity

公司推动全面从严治党主体责任落实，完善廉洁制度，建立党内监督、职能监督、群众监督等各类监督协同贯通、深度融合的大监督体系，推动各级领导干部落实“一岗双责”，持续纠治“四风”，坚定不移地筑牢拒腐防变防线。

The Company promotes implementation of the Party's major responsibility for strict governance, improves the integrity checks system, establishes an all-round supervision system with fully coordinated intra-party supervision, functional supervision, and public's supervision, promotes leading cadres at all levels to be accountable for both their business performance and team's integrity, and curbs tendency towards "Four Malfeasances", i.e., formalism, bureaucracy, hedonism and extravagance so as to fight against corruption and embrace change.

- 召开党风廉政建设和反腐败工作相关会议，推动党风廉政建设和反腐败工作走深走实。

We hold meetings on improving Party conduct, and upholding integrity and anti-corruption to solidify a clean and honest organization from the ground up.

- 制定《党风廉政建设和反腐败重点工作及责任分解》，明确班子成员党风廉政建设工作；开展集体廉政谈话，签订相关工作责任书，带动党风廉政建设不断深化。

We formulated the *Key Work and Responsibilities Explanation in Building a Fine Party Culture and Fighting Against Corruption* to clarify the responsibilities of leading Party members in this endeavor. We also carry out collective talks and sign relevant work responsibility letters to deepen construction of a clean organization.

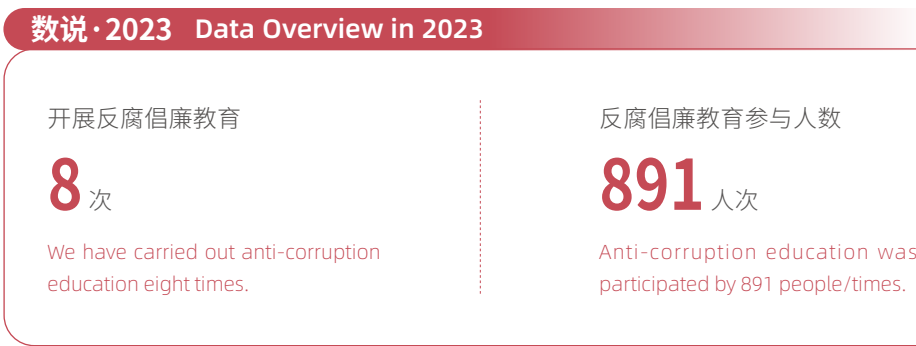
- 紧盯重要节假日，编发廉洁工作通知，通过案例教育、廉洁提醒和监督检查，筑牢中央八项规定精神堤坝。

We focus on important holidays and promote the fight against misbehaviors characterized by the "eight-point" anti-bureaucracy and formalism rules through issuing notices on work ethics, conducting case education, sending pre-warning for possible misbehaviors and performing supervision and inspection.

厚植廉洁文化
Building up an
Organizational
Culture of
Integrity

公司面向全体员工开展廉洁文化教育，组织廉洁教育活动，利用各类平台积极推送廉洁教育内容，形成“抬头见廉语，时时闻廉声”的廉洁文化氛围，不断涵养风清气正的良好政治生态。

The Company carries out integrity culture education for all employees, organizes integrity education activities, uses various platforms to actively push integrity education content, forms an ubiquitous integrity culture atmosphere, and constantly cultivates a healthy and upright political ecosystem.



编发《华宝信托党风廉政建设》材料，学习监管机构、上级党组织关于党风廉政建设的要求和行业典型案例。

We have compiled and distributed materials of Building a Fine Party Culture and a Corruption-free Organization of Hwabao, to grasp the requirements and industry case studies issued by regulatory authorities and superior Party organizations.

购买廉政书籍，订阅廉政杂志，推动干部员工学习党风廉政建设新要求。

We have purchased books and subscribed to magazines to encourage leading cadres and employees to learn new requirements for building a fine Party culture and a corruption-free organization.

召开警示教育大会，以案说法，开展典型违纪违法案例剖析，督促各级领导人员、关键岗位人员牢固树立廉洁意识。

We have convened education conference to analyze typical cases of violations of disciplines and laws, and urged leaders at all levels and personnel in key positions to firmly establish a sense of integrity.

将廉洁教育纳入新员工岗前培训必修课，扣好从业“第一粒扣子”。

We have included integrity education in the mandatory pre-job training course for new employees to fasten the "first button" of employment.

在公司内网“纪检监察”模块开设“清廉故事”“鉴史问廉”“纪法课堂”“警示教育”等栏目，营造反腐倡廉浓厚氛围。

We have opened forum topics on "integrity stories", "learning from history and self-reflection", "class on integrity and discipline", "reminders of behavior" on the company's intranet to create a strong voice for anti-corruption and integrity.



案例
参观廉政教育基地，筑牢廉洁思想防线

Visit integrity education bases to build a robust ideological defense line

为进一步提升党员干部党纪修养和廉洁意识，筑牢拒腐防变的思想道德防线，华宝信托组织纪检干部和党员代表参观宝山区反腐倡廉教育基地和上海淞沪抗战纪念馆，接受廉洁警示教育和红色革命传统教育。

To further enhance awareness of Party members and cadres on Party's discipline and principle of integrity, and build a solid ideological and moral defense line against corruption, Hwabao Trust organized discipline inspection cadres and party members to visit the Baoshan District Anti-corruption Education Base and Shanghai Songhu Memorial Hall for the War of Resistance Against Japanese Aggression and learn about positive and negative cases of integrity and the history of revolution.



02

笃志励新 激发转型发展新动能

Encourage Innovation and Stimulate New Drivers for Transformation

华宝信托坚持创新引领，不断深化业务转型，积极服务国家重大战略，持续提升服务实体经济质效，提高金融服务实体经济和人民美好生活的能力。

With an innovative spirit, Hwabao Trust is committed to deepening business transformation, actively serving the major national strategies, and constantly improving the quality and efficiency of serving the real economy and people's lives with better financial services.



责任专题 Column on Responsibility

恪守初心，服务实体经济
Serve the Real Economy—As Always

华宝信托持续打造“产业 + 金融”的生态圈金融业务，打造特色供应链服务产品线，增加有效金融供给，不断为实体经济高质量发展贡献金融力量。

Hwabao Trust is committed to building an "industry + finance" ecosystem for its financial business, which features a product portfolio to service the supply chain. This is aimed at increasing effective financial supply and lubricating high-quality development of the real economy with finance.

主动服务国家战略
Actively Serving the National Strategies

公司积极服务“一带一路”、京津冀协同发展、长江经济带发展等国家重大战略，通过产业生态圈业务推动区域发展。
The Company is actively serving major national strategies such as "Belt and Road", Beijing-Tianjin-Hebei coordinated development, and Yangtze River Economic Belt development, and promoting regional development through its ecosystem business.



截至 2023 年末 By the end of 2023

大力支持现代化产业
Supporting Industries of Modernization

华宝信托保持与集团公司高度一致的使命共建高质量生态圈，依托产业股东背景，持续大力发展供应链金融，形成“荣业耀华”“物华筑宝”等产业金融综合服务产品线，支持供应链产业链上企业的经营资金需求，让金融服务助推产业发展。

Hwabao Trust maintains a highly consistent mission with the group company to build a high-quality ecosystem of finance. Relying on the strengths of industrial shareholders, the Company continues to vigorously develop supply chain finance, and formulated "Rongye Yaohua", "Wuhua Zhubao" and other industrial finance integrated service product lines to meet the operating capital needs of supply chain companies and boost the wider industry development with financial services.

“荣业耀华”系列 "Rongye Yaohua" series

围绕产业生态圈“一基五元”产业客户构建融资服务体系，为生态圈上下游供应商提供便捷、高效的供应链金融服务。

"Rongye Yaohua" series is designed to provide convenient and highly efficient supply chain financial services for upstream and downstream suppliers across the ecosystem featuring "One Basis and Five Industries" (steelmaking as the base industry plus five industries, i.e., advanced materials, smart service, resource and environment, industrial parks and industrial finance, as identified by China Baowu's strategic deployment).

“物华筑宝”系列 "Wuhua Zhubao" series

主要服务于施工企业上下游供应链，沿着产业生态圈向外服务优质实体企业。

"Wuhua Zhubao" series mainly serve quality construction enterprises across the upstream and downstream supply chain of the industry ecosystem.



案例 华宝信托深耕供应链金融，设立行业首单差旅业务信托
case Hwabao Trust taps into supply chain finance and established the industry's first business-travel trust

2023 年 12 月，华宝信托携手上海某国资差旅服务商，成功设立行业首单差旅业务信托。项目聚焦该企业服务宝武及其成员企业的差旅业务场景，通过信托架构，为供应商提供基于真实业务场景下便捷、高效的供应链金融服务，是深度践行产融结合，助力差旅管理行业高质量发展的具体举措，也是公司业务转型发展的又一创新实践。
In December 2023, Hwabao Trust and a Shanghai-based state-owned travel service provider successfully launched the industry's first business-travel trust. This project focuses on the business-travel scenarios of Baowu and its member enterprises, and provides suppliers with convenient and efficient supply chain financial services based on real business scenarios through a trust structure. This innovative measure in the Company's business transformation, like many others, deeply combines industry development with finance and boosts high-quality development of the business travel management industry.

努力促进平衡发展
Working Hard to Promote Balanced Development

公司积极贯彻落实上海市中小微企业“纾困融资”工作机制，建立健全相关工作机制，大力强化组织领导，细化实化操作流程；积极开展以“支持中小微企业融资纾困”为主题的系列活动，多渠道、多形式送服务进企业，扩大服务覆盖面，促进中小微企业平稳健康发展。

The Company actively implements the working mechanism of "relief financing" for micro, small and medium enterprises in Shanghai, establishes and improves the relevant working mechanisms, vigorously strengthens its organizational leadership, and deliberated over its operational process. The Company has actively carried out a series of activities themed "Financing Relief for Micro, Small and Medium-sized enterprises" to deliver services to enterprises through multiple channels. This can expand the coverage of financial services and promote steady and healthy development of micro, small and medium-sized enterprises.

回归信托本源

Returning to the Trust Basics

华宝信托根据《中国银保监会关于规范信托公司信托业务分类的通知》等相关文件要求，领会“三分类”的内涵实质，坚持深化改革，优化调整信托业务分类，大力发展资产服务信托，积极创新信托功能应用，坚持走专业化、特色化发展道路。

Hwabao Trust, based on a deep understanding of the requirements of relevant documents such as the *Notice of China Banking and Insurance Regulatory Commission on Standardizing the Classification of Trust Business of Trust Companies* (Three Classifications), commits itself to deepening reform, optimizing and adjusting the classification of trust business, vigorously developing asset service trusts, and creatively applying trust functions, hence embarking on a professional and specialized development path.

优化调整信托业务分类

Optimizing Classification of Trust Business

公司修订《受托境外理财资产服务信托业务管理规范》《资产证券化业务管理规范》等制度文件，加强服务系统的运维和迭代升级、服务内容及场景完善、个性化组合等功能优化建设，积极开展业务培训，确保全体员工熟知信托业务分类定义及标准。

The Company revised the *Business Management Standards for QDII Asset Service Trust*, the *Regulations on Management of Asset Securitization* and other institutional documents, strengthens operational and iterative upgrading of the service system, improves service content and scenarios, personalized service packages and other optimized functions, and actively carries out business training to ensure that all employees are familiar with the definition and standards of classification for trust business.



大力发展资产服务信托

Earnestly Developing Asset Service Trusts

公司大力推进资产服务信托业务，重点推进养老与薪酬福利服务信托、家族信托、家庭服务信托、特殊资产信托服务等。截至 2023 年末，家族信托及保险金信托总规模超过 400 亿元，薪酬福利业务规模 147 亿元。公司推出“和禧”系列家庭服务信托品牌，为客户提供完整的家庭服务信托设计方案。公司完成上海联合产权交易所首单信托受益权份额转让交易，获上海联合产权交易颁发的“2022 年度交易创新奖”。

The Company vigorously promotes asset service trust, with a focus on developing pension, compensation and benefits service trust, family trust, family service trust, and special asset trust services. By the end of 2023, the total scale of family trust and insurance trust exceeded 40 billion RMB, and the scale of compensation and welfare business reached 14.7 billion RMB. The company launched "Hexi" family service trust series to provide customers with a complete family service trust plan. The Company completed the first share transfer of trust beneficial right at Shanghai United Assets and Equity Exchange and won the "Trading Innovation of the Year Award 2022" issued by Shanghai United Assets and Equity Exchange.

不断丰富业务产品线

Constantly Diversify Product Portfolio

公司坚持“产品 + 服务”双轮驱动的发展路径，在产品建设上，持续完善有梯度的标品产品体系，不断丰富现金理财类、固定收益类、固定收益 + 类、权益类等产品线，从客户需求本源出发，追求收益、风险、流动性的平衡；全力打造“固收 / 固收 +”全系列产品，2023 年“招财进宝”“华盈”“盈泰”等特色产品持续扩容，均达到甚至超越了业绩基准，获得客户的持续认可，产品规模增长超过百亿元。

The Company pursues a "product + service" dual-drive development path. In the area of product construction, the Company continues to improve the tiered standard product system, constantly enriches the product lines of cash financing, fixed income, fixed income+ and equity, and pursues the balance of return, risk and liquidity to meet customers' demand. The Company also creates a full range of "fixed income+" products. In 2023, the Company continued to expand "Zhaocai Jinbao", "Huaying", "Yingtai" and other special products, reached or even exceeded the performance benchmark of the industry, won consistent recognition from customers, and increased the product scale by more than 10 billion RMB.

积极创新信托功能应用

Creatively Apply Trust Functions

2023 年，养老金融首次被列入国家金融的重点工作。公司依托养老金与员工薪酬福利信托服务二十多年的丰富经验，大力发展养老金信托，以超前的理念、优质的产品、专业的管理和先进的技术满足市场的需求并获得客户的高度认可。

In 2023, pension finance was included in the key work of national finance for the first time. Relying on more than 20 years of rich experience in pension and employee compensation and benefits trust services, the Company vigorously developed pension trust, and meets the market demand with advanced concepts, high-quality products, professional management expertise and advanced technologies, and is highly recognized by customers.

坚持创新引领

Upholding Innovation as the Leading Engine

华宝信托坚持以做强投研为重点经营举措之一，加强投研能力，优化公司信息化系统架构，全面提升自动化、智能化水平。

Hwabao Trust prioritizes investment research as a key business measure through enhancing research capabilities, the Company's information system structure, automation and intelligence levels.

加强投研能力 Enhancing Investment Research Capability

完善应用型的“众研”投研体系，通过宏观经济研究室、产品产销研小组、揭榜挂帅小组等多层次架构，持续提升投研能力，夯实平台化和体系化的投研团队，通过高效满足经济社会发展和人民美好生活各类需求实现自身高质量转型。

The Company improves the application-oriented investment "crowd research" system, and continues to improve its investment research capability through a multi-tier structure covering macro-economic research, product creation and marketing research, open invitation for project leaders and more tiers. Through better organizing the research teams on platforms and systems, the Company can not only meet the needs of social and economic development, people's yearning for a better live, but also achieve its high-quality transformation efficiently.

打造数智化金融

Building Digital Intelligent Finance

公司充分运用现代技术重塑业务流程与信息系统，强化移动端金融服务系统建设，丰富智能金融场景，极大提升客户满意度和企业竞争力。2023 年，公司研发投入 0.72 亿元。

The Company makes full use of modern technology to reshape business processes and information systems, strengthen the construction of mobile financial service systems, enrich intelligent financial scenarios, hence greatly improving customer satisfaction and enterprise competitiveness. In 2023, the Company invested 72 million RMB in research and development.



0.72 亿元

公司研发投入

The Company invested 72 million RMB in research and development.

加快构建“营销、投资、运营”三位一体、覆盖信托业务全生命周期的数智化管理系统，提升整体运营流程效率。

To accelerate the construction of a digital intelligent management system that integrates "marketing, investment and operation" and covers the whole life cycle of trust business, so as to improve efficiency of the whole operational process.

采用 AI 双录系统，为客户提供 7*24 小时的自助双录服务，并通过话术预播报、多音字配置等业务功能，为客户提供操作便利。

To provide customers with 7*24 self-served AI double recording service, featuring telephone pre-announcement, polytone configuration and more business functions to offer operational convenience to customers.

03

融绿施策 培育文化服务新优势

Implement Green Finance and Build a Robust Trust Culture

华宝信托围绕“双碳”国家战略目标，积极探索绿色信托发展，践行绿色低碳运营，以信托文化建设助力行业发展，携手合作伙伴奔赴共赢之路。

Centering on the national targets of "carbon peaking and carbon neutrality", Hwabao Trust actively explores the development of a green trust, practices green and low-carbon operation, contributes to the development of the industry with construction of its trust culture, and works with partners to embark on a win-win journey.



责任专题 Column on Responsibility

弘扬信托文化，助力行业建设
Carry Forward the Trust Culture and Contribute to Industry Construction

华宝信托根据《信托公司信托文化建设指引》，不断完善信托文化体制建设、做强信托文化实践与宣传，通过文化建设为公司高质量发展注入新动能。2023 年 7 月，公司荣获证券时报社颁发的“2023 年度优秀信托文化建设公司”称号。

Hwabao Trust, in accordance with the *Guidelines for Constructing a Trust Culture of Trust Companies*, constantly finetunes the trust culture system and implements the spirit of the trust culture and its publicity campaign, hence driving the Company's high-quality development with its cultural construction. In July 2023, the Company won the title of "Excellent Company in Trust Culture Building" Award from Securities Times.

完善信托文化体制
Perfecting a Trust Cultural Mechanism

公司制定信托文化规划和配套方案，开展“信托文化深化年”活动，重点推进信托文化建设的体制机制在公司落地实施，推动信托文化与业务、管理、企业文化融合，形成信托文化建设与公司经营管理良性互动。同时通过良好的受托管理能力和职业操守赢得委托人的信任和尊重，加快实现公司高质量发展。

The Company formulated trust culture planning and supporting programs, and carried out "Year of Deepening Trust Culture" activities, while focusing on promoting the implementation of the system and mechanism of trust culture construction, promoting the integration of trust culture with the business, management and corporate culture, hence forming a positive interaction between trust culture construction and Company operation and management. Moreover, the Company has gained trust and respect of the client and enjoyed accelerated and high-quality development with its excellent trustee management and professional ethics.

深化信托文化实践
Deepening Trust Culture Building

公司紧扣“信托文化深化年”主题，落实“十项举措”，践行“服务、民生、责任、底线、品质”信托文化五大要点，努力把公司建设成为行业领先、富有品牌影响力的综合金融解决方案的提供商、多种金融功能的集成者和供应链金融服务的引领者。

The Company closely follows the theme of "Year of Deepening Trust Culture", implements "Ten Measures", practices the five-point trust culture centering on "service, people's livelihood, responsibility, bottom line and quality", and is working hard to build the Company into an industry-leading and influential branded provider of comprehensive financial solutions, an integrator of multiple financial functions and a leader in supply chain financial services.

加强信托文化宣传
Strengthening Trust Culture Advocacy

华宝信托着力推动信托文化与企业文化的融合，通过一系列举措在公司内部确立有华宝信托特色的信托文化理念，在日常工作中发挥企业文化的引领作用，通过建设“华宝有你”企业文化微信号、开展“公司日”系列活动等线上线下方式，提升企业活力，使信托文化内化为公司全体员工的精神追求，外化为公司全体员工的自觉行动，为公司稳健发展提供有力的思想保证和强大的精神动力。

In an effort to integrate trust culture with corporate culture, Hwabao Trust takes a series of measures to implement the concepts of trust culture with Hwabao Trust's characteristics, and ensures that the corporate culture guides the daily work of employees. Through online and offline campaigns such as building "Hwabao & you" WeChat account on corporate culture and launching a series of "Company Day" activities, trust culture has been translated into the spiritual pursuit and spontaneous actions of all employees of the Company, driving the dynamic organization forward as ideologic and spiritual fuels.



● 华宝信托二十四节气·信托文化系列海报



● 华宝信托举办“公司日”系列活动。

助力“双碳”目标

Moving Towards "Carbon Peaking and Carbon Neutrality"

华宝信托瞄准“双碳”目标，不断加强绿色信托能力建设，创新金融新模式，探索绿色信托实质，持续为实现碳达峰碳中和目标助力。

Hwabao Trust embraces the "carbon peaking and carbon neutrality" goal with constant strengthening of its capacity building, introduction of new and innovative financial models, and exploration of genuine green trusts so as to contribute to the realization of the "carbon peaking and carbon neutrality" goal.

加强绿色信托能力建设

Strengthening Green Trust Capacity Building

公司将“绿色信托”业务提高到公司战略层级，制定发布《华宝信托“碳达峰、碳中和”绿色信托行动方案》，明确绿色信托方向的任务内容，促进绿色产业发展和升级。截至 2023 年末，公司已有多名员工获得上海环境能源交易所颁发的碳排放交易员证书。

The Company has prioritized "green trusts" at the strategic level, and formulated and issued the *Green Trust Action Plan of Hwabao Trust for "Carbon Peaking and Carbon Neutrality"*, which provides a clear explanation of the tasks that shall be achieved under green trusts to promote development and upgrade of green industries. By the end of 2023, several employees of the Company have obtained carbon emission trader's certificates issued by Shanghai Environment and Energy Exchange.

创新绿色信托服务模式

Creating Innovative Service Models for Green Trusts

公司创新金融新模式，成立 ESG 系列信托业务和供应链金融服务，为现有及拓展的生态圈客户提供专业化和综合化生态圈金融服务。

In an effort to create innovative financial models, Hwabao Trust established an ESG-series of trust business and supply chain financial services to provide professional and integrated ecosystem financial services for present and expanded ecosystem customers.



ESG 系列绿色主题信托业务

ESG-series of Green Trusts

华宝信托将战略发展与绿色信托紧密结合，充分发挥信托制度优势，推出 ESG 系列绿色主题信托，以绿色金融推进绿色产业发展。

To promote green industry development with green finance, Hwabao Trust launched the ESG-series of Green Trusts through deeply integrating green trusts into its strategic development and giving full play to the strengths of the trust system.



ESG 系列 - 绿色主题投资 1 号集合资金信托计划

ESG Series - Green Investment No. 1 Pooled Fund Trust Scheme

为了实现绿色金融推进绿色产业发展的目标，华宝信托于 2021 年设立 ESG 系列 - 绿色主题投资 1 号集合资金信托计划。期间，公司进一步增加绿色债券、绿色公募基金作为投资标的，致力于打造一款以绿色金融为背景，投资范围涵盖债券、基金、碳配额的“固收+”投资类信托产品。该绿色信托产品探索了绿色投资的新路径，荣获上海环境交易所颁发的“优秀碳金融实践奖”，并在《中国证券报》主办的第一、二届中国信托业“金牛奖”评选中荣获“一年期混合类产品金牛奖”。

To promote green industry development with green finance, Hwabao Trust launched the ESG Series - Green Investment No. 1 Pooled Fund Trust Scheme in 2021. The product is a “fixed-income plus” investment trust that mainly invests in green bonds, green public funds and carbon allowances with green finance as the backbone. This green trust explored a new path for green investment and was awarded the “Best Carbon Finance Practice” by Shanghai Environment and Energy Exchange, and won the “One-year Mixed Product Award” in the 1st and 2nd Trust Industry Golden Bull Awards, issued by *China Securities Journal*.



供应链金融服务

Supply Chain Financial Services

公司聚焦废钢采购环节，创新提供金融服务，面向产业生态圈废钢供应商提供金融服务产品，协助相关废钢产业企业降低运营成本，提高废钢供给量。

Focusing on steel scrap procurement, the Company innovatively provides financial services and products for scrap suppliers in the industry ecosystem to help reduce their operating costs and increase scrap supply.

案例

case

钢铁供应链绿色信托

Green Trusts for Steel Supply Chains

宝钢集团新疆八一钢铁有限公司（简称“八一钢铁”）地处祖国大西北，钢铁生态圈企业（包含废钢生产加工企业）发展缓慢。华宝信托把八一钢铁作为推进钢铁供应链绿色信托的试点，通过反复论证和调整交易结构，形成以受让八一钢铁供应链上游供应商应收账款的绿色信托模式，对上下游中小供应商，尤其是废钢供应商生产稳定运行起到积极的推动作用。

Located in northwest China, Baosteel Group Xinjiang Bayi Iron and Steel Co., Ltd. ("Bayi Steel") faces a sluggish steel ecosystem (including scrap production and processing enterprises). Hwabao Trust established a pilot green trust at Bayi Steel to boost the steel supply chain. Through multiple iterations and adjustments of the transaction structure, Hwabao Trust formulated a green trust model to accept receivables from upstream suppliers of Bayi Steel supply chain. This product plays a positive role in promoting stable production and operation of upstream and downstream small and medium-sized suppliers, especially scrap suppliers.

宣贯绿色文化

Promoting a Green Culture

公司牢固树立和践行绿水青山就是金山银山的理念，坚持以身作则，在经营活动中注重减少能源消耗、倡导无纸化办公、践行绿色采购，并鼓励员工实行绿色低碳、文明健康的生活方式，用实际行动践行碳中和承诺。

The Company firmly establishes and practices the concept of "lucid waters and lush mountains as invaluable assets", leads by example to reduce energy consumption in business activities, and advocates paperless office operation, green procurement and a green, low-carbon, civilized and healthy lifestyle for its employees, hence fulfilling its commitment of striving for carbon neutrality with practical actions.

宣传绿色理念

Promoting Green Concepts

公司通过官方微信公众号等线上渠道积极宣传绿色理念，普及绿色信托知识。2023 年，公司在官方微信公众号上发布多篇绿色信托相关宣传文章，引导以绿色投融资金融服务的方式，助力实体经济绿色转型。

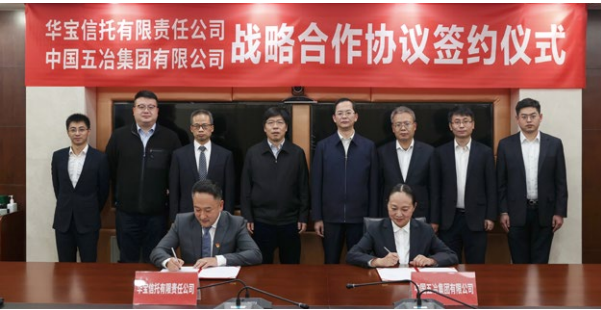
The Company actively promotes green concepts and green trust knowledge through online channels such as its WeChat official accounts. In 2023, the Company released a number of green trust-themed articles on its official Weibo to guide green investment and financing services and facilitate green transformation of the real economy.

深化合作交流

Deepening Cooperation and Exchanges

公司不断深化与企业、院校、协会等伙伴的合作交流，主动搭建交流平台，积极参加由中国信托业协会举办的各类主题研讨和沙龙活动，与业内机构分享公司业务发展情况和有效经验，共同交流探讨未来高质量发展方向。

In an effort to deepen cooperation and exchanges with enterprises, universities, associations and more partners, the Company takes the initiative to build an exchange platform and actively participates in various seminars and salons held by China Trustee Association to share the Company's business development and experience with industry institutions and explore directions of high-quality development of the industry.



● 华宝信托与中国五冶集团签署战略合作协议，共同推动新基建、金融领域与钢铁及原材料贸易、金融服务等领域的合作。



● 华宝信托与中国十九冶集团签署战略合作协议，双方以“产品+服务”双轮驱动，深化产融结合实践。



● 华宝信托与浙江大学国际联合商学院（ZIBS）合作建立 ZIBS-Hwabao Trust 校企汇教学实践基地，共同努力搭建人才交流平台。

04

尽善尽美 绘出和谐共进新未来



**Draw a Harmonious Future
Together Through Charitable Trusts**

华宝信托心系“民之所向”，在慈善公益领域积极探索，注重提升人本价值，切实保障消费者权益，主动融入社区、服务社会，实现与社会和民众的和谐共荣。

Hwabao Trust is committed to serving the fundamental interests of the people through actively exploring charity and public welfare practices, focusing on promoting humanistic values, protecting the rights and interests of consumers, integrating into the community and serving the society to achieve harmony and common prosperity with the society and people.

责任专题 Column on Responsibility

向善而行，发展慈善信托
Develop Charitable Trusts to Advocate Kindness

华宝信托坚持金融向善，在绿色公益、乡村振兴、教育助学等多方面积极作为，设立“华宝信托博施济众”慈善信托品牌，探索出独具特色的“慈善信托+基金会”的“双受托人”公益模式，推动慈善信托可持续发展和共同富裕目标的实现。

Finance shall contribute to the good of society. Hwabao Trust commits itself to green public welfare, rural revitalization, educational grants and more. It has established a charitable trust brand "Hwabao Trust Boshi Jizhong" and opened up a unique "dual trustee" model featuring "charitable trusts + foundations" to promote sustainable development of charitable trusts and common prosperity.

创新慈善信托模式
Creating Innovative Charitable Trust Models

公司在公益慈善信托领域设置慈善信托专职人员，推动业务条线管理；积极开展与政府和社会组织的座谈与沟通，加强与企业及高净值客户的慈善需求对接，宣传推广慈善信托新型工具，主动承担央企信托公司的社会责任。

The Company has set up full-time posts to manage the business of charitable trusts, actively engages with government and social organizations, serves the needs of companies and high net worth customers for charity opportunities and promotes charitable trusts as a new tool to them. These measures also help Hwabao Trust actively fulfill its social responsibilities as the trust company of China Baowu, a central enterprise.

创新慈善信托实践
Implementing Charitable Trusts in an Innovative Way

慈善 + 环保
Charity + Environmental Protection

公司设立“华宝信托博施济众 1 号成都社区垃圾分类慈善信托”，通过“慈善 + 环保”的形式，支持社区绿色慈善公益事业发展。

The company set up the "Hwabao Trust Boshi Jizhong - No.1 Chengdu Community Garbage Sorting Charitable Trust" to support community green charity and public welfare undertakings through combining charitable practices with environmental protection measures.



华宝信托设立公司首单绿色公益慈善信托
Hwabao Trust's First Green Charitable Trust

2023 年 11 月，华宝信托为引导并强化居民垃圾分类意识，减少环境污染，设立公司首单绿色公益慈善信托。信托财产主要用于支持社区垃圾分类减量，致力于提升公民参与社区“双碳”行动方面的积极性，促进生态环境保护和绿色可持续发展。

In November 2023, Hwabao Trust set up the Company's first green charitable trust to guide and strengthen citizens' awareness of garbage classification as an effort to reduce environmental pollution by unsorted garbage. The trust property is mainly used to support garbage classification and reduction in the community, and encourage citizens to participate in the community's "Carbon Peaking and Neutrality" action, hence promoting ecological and environmental protection, and green and sustainable development of cities.



慈善 + 公益
Charity + Pubic Welfare

公司创新乡村振兴帮扶模式，设立“华宝信托博施济众 2 号·铠教育慈善信托”，通过“信托 + 公益”模式，支持中国宝武对口帮扶地区困难家庭的子女教育，助力对口帮扶地区教育事业的发展。

The Company introduced an innovative rural revitalization and assistance model through establishing the "Hwabao Trust Boshi Jizhong - No. 2 · Kai Education Charitable Trust". This trust supports children's education of needy families and promotes the development of education in China's Baowu's poverty alleviation partner area through combining trust with public welfare offering.



关怀员工，提升人本价值

Caring for Employees and Enhancing the Value of People

华宝信托注重保障员工权益，落实民主体管理，持续优化人才培养与晋升机制，加强员工关怀，致力于为员工创造快乐工作、幸福生活的和谐氛围。

Hwabao Trust focuses on protecting employees' rights and interests, manages the Company with a democratic style, continuously optimizes personnel training and promotion mechanism, strengthens employee care, and is committed to creating a harmonious atmosphere for employees to work and live happily.

保障员工权益

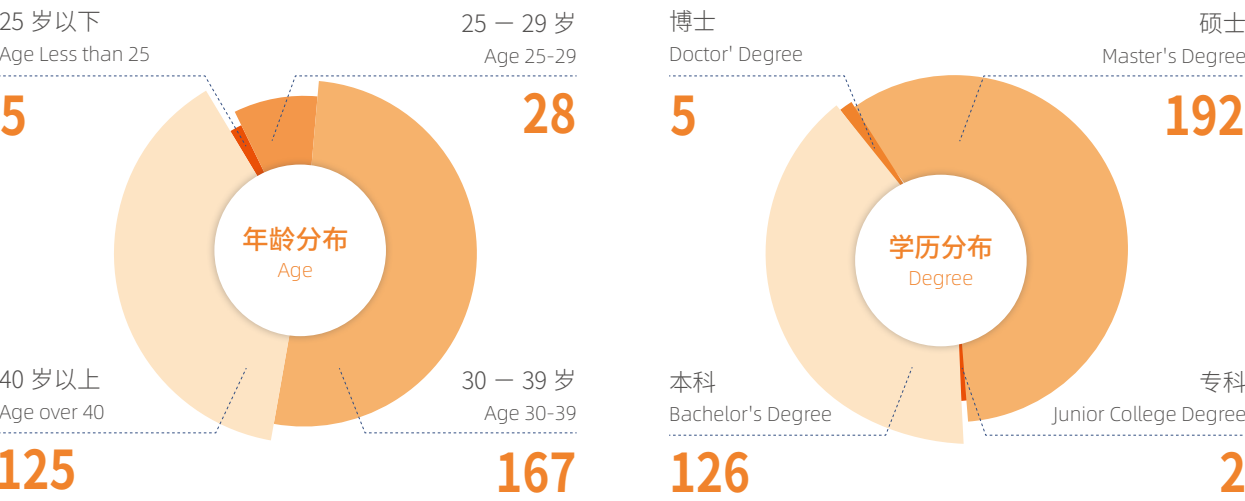
Protect Employees' Rights and Interests

平等雇佣

Equal Employment

公司严格遵守《劳动法》《劳动合同法》等法律法规，坚持平等雇佣原则，倡导多元化和机会平等，反对任何形式的强迫劳动和骚扰虐待，依法与员工签订劳动合同，按照规定缴纳社会保险，持续完善劳动用工管理。截至 2023 年末，在岗员工总数为 325 人。

The Company strictly abides by the *Labor Law*, *Labor Contract Law* and other laws and regulations, adheres to the principle of equal employment, advocates diversity and equality of opportunity, opposes any form of forced labor, harassment and abuse, signs labor contracts with employees according to law, pays social insurance in accordance with regulations, and continuously improves labor and employment management. By the end of 2023, the total number of employees was 325.



单位：人
Unit: Person

薪酬福利

Salary and Welfare

公司完善薪酬福利体系，建立市场化激励约束机制，落实员工年休假安排，保障员工休假权益；为员工按时、足额缴纳各项社会保险费用，保障员工合法权益。

In an effort to improving the compensation and benefits system, the Company established a market-oriented incentive and disciplinary mechanism, implements the annual leave calenda of employees, and ensures employees' legitimate rights to enjoy vacations, and pays all items of social insurance contributions in time and in full to protect the legitimate rights of employees.

民主管理

Democratic Management

公司健全以职工代表大会为基本形式的民主管理制度，通过召开集体协商会议、职代会，开展管理者问卷调查、领导人员民主评议等多种形式，充分听取职工意见，落实职工群众的知情权、参与权、表达权和监督权。2023 年，公司共召开 3 次职工代表大会，选举公司职工监事，审议通过《员工奖惩管理办法》《员工假期管理办法》等议案。

The Company keeps improving the democratic management system with employees' general assembly as the basic format to organize democracy, listens carefully to employees' views and implements employees' the right to know, to participate, to express and to supervise of the employees' representatives through convening collective consultative meetings and meetings by employees' representatives, running managers' surveys and democratic evaluation of the leadership and more methods. In 2023, the Company held three employees' congresses to elect employees' supervisors, and reviewed and passed the *Employee Incentive and Disciplinary Management Measures* and *Employee Vacation Management Measures* and other proposals for deliberation at the congresses.



● 华宝信托召开第六届职工代表大会暨工会会员代表大会。

强化人才培养
Strengthening
Talent Training

公司坚持“分层分类，全员培训”原则，开展面向重点人才培养的“华星计划”培训项目、面向新进员工培养的“铸星计划”培训项目，以及围绕特定业务开展员工特色化培训项目，助力青年员工成长，为公司持续健康发展贡献新生力量。

Following the principle of "tiered training for all", the Company conducts "Hwabao Star" training for key talents of the Company, "Star Casting" training for new employees, and a number of training projects for specialized businesses. The Company is committed to supporting young employees' growth for the Company's healthy and sustainable development.

员工特色化培训项目
Special Training Programs for Employees

推出“薪福家族专项培训”“财富客户经理专项培训”“金星计划”等多个专项培训项目，提升公司总部及区域业务中心的营销团队、管理团队的专业能力。

Hwabao Trust launched a number of special training programs on family wealth management, and for wealth management managers and more to enhance the proficiency of the marketing and management teams across the Company's headquarters and regional offices.



● 华宝信托开展“财富客户经理专项培训”。



● 前往常熟领导力发展中心开展“薪福家族专项培训”。

为加强财富管理体系能力建设，开设艺术品鉴赏主题、科技赋能主题等多个系列化专题培训，通过内容丰富、形式多样的课程高效提升财富管理人员综合素养。

To strengthen capacity for the wealth management system and professionals in an all-round way, the Company offered special training courses with a diverse range of topics, such as art appreciation, technology empowerment and more in a variety of formats.

关心关爱员工
Caring for
Employees

公司坚持把“我为群众办实事”作为重要内容，着重解决年内员工“三最”问题，常态化做好员工帮困送温暖、重要节日慰问、高温慰问等活动，重视员工身心健康，满足员工对美好生活的向往，持续提升员工生活品质。

Caring for employees has always been a priority for the leadership. The Company has organized a series of activities to address young employees' top concern, while readily giving help to employees with difficulties in life, and sending greetings and gifts to employees during holidays and very hot days. The Company also cares about employees' mental and physical health and works hard to satisfy their yearning for a beautiful life through improving the quality of life of employees.



帮助解决
员工难题

Addressing
Employees'
Concerns

公司组织“献一计”专题活动向职工征集“最关心、最直接、最现实”的“三最”急难愁盼问题。报告期内，征集评选的“宝钢大厦新办公楼层启用后的环境治理与布置”“丰富员工工作午餐选择”及“分层分类开展员工培训，提升培训参与率”三项 2023 年度职工“三最”实事项目，均已实施完成。

The Company invites employees to express their top and most relevant concerns. In the reporting period, the three initiatives identified by employees' top and most relevant concerns are "improving the environment and layout of the new office floor in Baosteel Building", "providing richer choices for working lunch", and "improving participation rates of tiered training for all". All three initiatives have been accomplished.

呵护员工
身心健康

Caring for
Employees'
Physical and
Mental Health

公司每年定期组织员工开展健康体检，建立年度体检报告咨询服务机制。2023 年，公司在结合员工调研的基础上，不断丰富体检服务机构和体检项目，为在沪女员工提供妇科专科医院专项检查，考虑到员工长期伏案工作，增加脊柱健康筛查等，切实关爱员工，守护员工身体健康。

The Company organizes annual health checkups for employees, and establishes a health consulting service mechanism based on the health reports. In 2023, the Company, based on employees' survey, provided more choices for such institutions and items, including special examinations at gynecological hospitals for female employees in Shanghai, and increased spinal health screening, as many employees are working long hours on their desks. These measures play an important role in caring for employees' physical and mental health.

丰富员工活动

Providing Rich
Activities for
Employees

公司注重平衡员工工作与生活，开展丰富多彩的文娱活动，帮助员工缓解工作压力的同时增强体质，提升员工幸福感、获得感、满足感。

In an effort to balance life with work, the Company organizes a wide variety of cultural and entertainment activities for employees to alleviate their work pressure and boost their health, enhancing their sense of gain, happiness and security.

员工风采



● 公司举办 25 周年羽毛球邀请赛。



● 公司举办“三八”妇女节“徒步看上海”活动。



● 公司员工参加陆家嘴欢乐健康跑活动。



● 公司开展“六一·看上海”活动。

服务人民，共赴美好生活

Serving the People and Embracing a Better Life

华宝信托坚持以客户为中心，为客户提供“标准 + 个性化”服务，优化客户体验，同时积极推进金融服务进宝武、金融服务进社区等活动，努力创造更大社会价值。

Keeping customers at the center of our work, Hwabao Trust continues to provide customers with "standardized + personalized" services and optimizes customer experiences, while actively providing financial services to China Baowu and wider communities to magnify the social value of its financial services.

推进消费者
保护工作

Deepening
Consumer
Protection

保障金融消费者权益

Protecting Rights and Interests of Financial Consumers

公司始终重视消费者权益保护工作，公司《战略规划（2022-2027）》中明确金融消费者权益保护工作安排，将消保工作提升到公司战略层面。同时公司亦将消费者保护相关内容纳入公司企业文化建设工作之中，持续通过各种方式宣导公司消费者权益保护工作，创立良好的消保企业文化氛围。2023 年度，公司召开多次党政联席会、合规风险管理会、信访工作联席会，积极研讨消费者权益保护工作，进一步提升消费者权益保护工作质效。

The Company attaches great importance to protection of consumer rights and interests. The Company's *Strategic Plan (2022-2027)* clearly defines and prioritizes the work arrangement in this area as a strategic focus of the Company. At the same time, the Company also includes consumer protection related content into its corporate culture construction, and continues to publicize the company's consumer rights and interests protection work through various channels to create a strong corporate culture atmosphere. In 2023, the Company held a number of leadership, compliance risk management and compliant handling meetings to actively discuss protection of consumer rights and interests and further improve the quality and effectiveness of this work.

规范信息披露

Standardizing Information Disclosure

公司制定《信托计划信息披露管理办法》，按照相关监管规定披露与金融消费者权益保护相关的经营信息、金融产品和服务信息以及其他信息，保证信息披露的真实性、准确性、完整性、及时性和有效性。

The Company has formulated *Trust Plan Information Disclosure Management Measures* to disclose information on business, financial products, services and other types of information related to protection of rights and interests of financial consumers in accordance with relevant regulatory provisions to ensure authenticity, accuracy, completeness, timeliness and effectiveness of disclosed information.

披露渠道 Disclosure Channels

- 依据金融产品和服务的特性通过风险声明书、法律文书、信息披露文件等多种途径向金融消费者进行信息披露。
We disclose information to financial consumers through risk statements, legal articles, information disclosure documents and other channels according to the characteristics of financial products and services.
- 通过社会责任报告、公司官网等对消费者权益保护工作重大信息进行披露，并披露季度投诉数量、投诉业务情况及投诉处理情况等。
We disclose major information about consumer rights and interests protection through social responsibility reports and the Company's official website. We also disclose information about the number of complaints we receive, the types of business being complained and how we handle these complaints every quarter.

信息安全与隐私保护

Information Security and Privacy Protection

公司重视信息安全管理与隐私保护工作，落实 7*24h 网络安全实时在线监测，不断加强系统安全保障能力建设，全力保障用户知情权和财产及人身安全。2023 年，公司顺利通过信息安全管理体系国际认证复审。

The Company attaches great importance to information security management and privacy protection, implements 7*24h real-time online monitoring of cybersecurity, continuously strengthens system security building, and fully protects customers' right to be informed and customers' property and personal safety. In 2023, the Company successfully passed the international certification review of its information security management system.



提升金融服务质效

Delivering More Effective Financial Services

金融服务进宝武

Delivering Financial Services to China Baowu

为加强金融消费者权益保护教育宣传，更好地满足产业生态圈企业员工多元化金融需求，公司举办“金融服务进宝武”系列活动，将金融知识送到企业一线，为产业生态圈员工提供专业、便捷、高效的投资理财服务。

To better educate financial consumers to protect their rights and interests, and meet demand of employees of ecosystem enterprises for diversified financial services, the Company held a series of activities to "Deliver Financial Services to Baowu". In this way, we could provide financial knowledge to people working at the frontline of ecosystem companies and deliver professional, convenient and efficient investment and wealth management services to them.



● 华宝信托前往新余钢铁集团有限公司工会一片区举办投资理财讲座。



● 华宝信托金融服务走进重庆钢铁，围绕财富管理、家庭服务信托、个人养老规划等投资者关心的问题与现场职工进行沟通交流。

金融服务进社区

Delivering Financial Services to Communities

公司积极践行金融为民服务理念，组织开展丰富多彩的“金融服务进社区”活动，切实提升社会公众金融素养，为改善民生、助力社区居民乐享晚年幸福生活贡献信托力量。

Finance shall serve the people. The Company organizes a series of activities to "Deliver Financial Services to Communities". With possible access to trust services, these activities improve financial literacy of the public, better people's livelihood and help senior community residents enjoy a happy life.

案例让“养老”变“享老”

case Making Elderly Care More Enjoyable

2023 年 12 月，华宝信托前往武侯簇桥街道锦城社区开展以“掌握金融 + 法律，品质养老变享老”为主题的“金融服务进社区”公益讲座活动，向社区居民普及养老金融知识和防诈骗知识。同时公司邀请法律专家为居民讲解与养老相关的法律法规，帮助居民了解自身权益，增强风险防范意识，切实守护好自己的“钱袋子”。

In December 2023, Hwabao Trust provided a public lecture at Jincheng Community, Wuhou Cuiqiao Street on "Delivering Financial Services to Communities". This activity allows citizens to learn about knowledge of finance and law and how senior citizens could manage their finance and guard against financial fraud to make elderly care more enjoyable. The Company also invited legal experts to explain elderly-care related laws and regulations. This helps residents learn about their rights, interest and risks they might encounter to better safeguard their personal wealth.



金融服务惠客户

Financial Services for the Benefit of Customers

公司始终坚持将社会责任融入企业发展，以实际行动发扬志愿服务精神，打造品牌公益项目，同时，为客户开展多种金融服务沟通交流活动，为客户提供有价值的金融知识和财富管理服务。

We perform our social responsibilities as an integral part of our corporate development. In this vein, we are committed to cultivating our public welfare projects bearing the "Hwabao" brand, that fully exhibits our volunteering spirit. Moreover, we provide education activities on multiple financial services, alongside valuable financial knowledge and wealth management services to our customers.



● 华宝信托支持举办“企业志愿文化创新周暨企业志愿服务分享会”。

● 华宝信托举办“信托在财富管理中的价值及与家事律师的关系”分享会，探讨信托在财富管理和家事婚姻领域的运用。



● 华宝信托举办线下客户沙龙活动，帮助投资者们科学理性地认识市场风险和机遇。

未来展望

Vision of the Future

征程万里风正劲，重任千钧再出发。2024 年是全面贯彻落实党的二十大精神的关键之年，是实施“十四五”规划攻坚之年。面对新形势新挑战，华宝信托将坚决贯彻落实党的二十大精神，落实中国宝武工作要求，聚焦主业，以“四做一提升”为重点经营举措，加速业务转型升级，坚持金融服务实体经济，深化产融结合，保持奋发有为的精神状态，坚持稳中求进的工作基调，助推华宝信托增强综合竞争力，创造更加美好的未来！

Hoist the sails, seize the time, carry an important mission for a new start. 2024 is a crucial year for full implementation of the spirit of the Party's 20th National Congress and the 14th Five-Year Plan. Given the new situation and challenges, Hwabao Trust will resolutely implement the spirit of the Party's 20th National Congress, carry out the work requirements of China Baowu, focus on our main businesses, take "four makes and one raise" as the key business measures, accelerate business transformation and upgrading, continue to provide financial services for the real economy, further integrate finance with industry, and keep a can-do spirit and a progressive and prudent work style to boost comprehensive competitiveness of Hwabao Trust and create a better future for all!



附录

Appendix

关键绩效

Key Performance Indicators

指标 Indicators	单位 Units	2021	2022	2023
营业总收入 Total operating revenue	亿元 RMB 100 million	31.07	30.31	27.20
利润总额 Total profits	亿元 RMB 100 million	19.88	18.96	17.41
资产总额 Total assets	亿元 RMB 100 million	141.04	152.28	156.62
纳税总额 Total tax paid	亿元 RMB 100 million	8.99	8.04	5.69
信托资产规模 Size of trust assets	亿元 RMB 100 million	3,690.39	3,404.57	3,318.75
新增信托规模 New-added trust assets	亿元 RMB 100 million	1,013.29	246.23	729.15
董事会召开会议次数 Number of board meetings	次 Time	14	12	8
董事会讨论审议事项数 Number of matters discussed and deliberated by the Board of Directors	项 Item	47	64	54
反贪污培训员工人次 Staff who receive anti-corruption training	人次 Person-times	321	332	331
研发投入金额 R&D investment	亿元 RMB 100 million	0.49	0.40	0.72
单位面积办公耗水量 Office water consumption per unit area	立方米 / 平方米 Cubic meter/square meter	0.05	0.02	0.01
单位面积办公耗电量 Office electricity consumption per unit area	千瓦时 / 平方米 KWH/m²	87.18	78.48	74.54

指标 Indicators	单位 Units	2021	2022	2023
报告期内吸纳就业人数 Jobs created during the reporting period	人 Person	323	335	326
员工总数 Total number of employees	人 Person	323	335	326
30 岁以下员工占比 Percentage of employees under the age of 30	%	12	10	10
30-50 岁员工占比 Percentage of employees aged 30-50	%	84	86	84
50 岁以上员工占比 Percentage of employees over the age of 50	%	4	4	6
女性管理者比例 Percentage of female managers	%	33	32	32
人均带薪休假天数 Per-capita paid vacation days for employees	天 day	10	10	10
员工培训人次 Employees trained	人次 Person-times	2,985	3,297	2,800
员工培训次数 Employee training sessions	次 Time	44	51	49
员工满意度 Employee satisfaction	%	98	98	99
员工流失率 Employee turnover rate	%	10.10	2.40	6.70
劳动合同签订率 Labor contract signing rate	%	100	100	100
社会保险覆盖率 Social insurance coverage	%	100	100	100
员工体检覆盖率 Employee physical examination coverage	%	100	100	100
安全生产培训人次 Person times to receive safe production training	人次 Person-times	128	172	100
购买脱贫地区农产品 / 乡村振兴帮扶投入 Procurement of agricultural products from poverty-stricken areas/alleviating poverty for rural revitalization	万元 10,000 yuan	45	39.12	23.17

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评级报告

Rating Report

《华宝信托有限责任公司 2023 社会责任报告》评级报告

受华宝信托有限责任公司委托，“中国企业社会责任报告评级专家委员会”抽选专家组成评级小组，对《华宝信托有限责任公司 2023 社会责任报告》（以下简称《报告》）进行评级。

一、评级依据

中国社会科学院《中国企业社会责任报告指南（CASS-CSR 4.0）》暨“中国企业社会责任报告评级专家委员会”《中国企业社会责任报告评级标准（2020）》。

二、评级过程

1. 评级小组审核确认《报告》编写组提交的《企业社会责任报告过程性资料确认书》及相关证明材料；
2. 评级小组对《报告》编写过程及内容进行评价，拟定评级报告；
3. 评级专家委员会副主席、评级小组组长、评级小组专家共同签审评级报告。

三、评级结论

过程性 (★★★★☆)

公司设立社会责任工作领导小组，统筹推进社会责任工作；各部门提供报告编写素材并审核报告内容，报告完成后，上报公司经营管理层进行审核，并提出最终修改意见；将报告定位为提升社会责任管理水平、回应利益相关方期待与诉求、传播公司理念及履责动态、树立责任品牌形象的重要工具，功能价值定位明确；根据国家宏观政策、行业政策法规分析、国内外权威社会责任标准、公司发展战略等识别实质性议题进行披露；拟在公司官网发布，以电子版和纸质版进行呈现，通过线下报告发布会、微信公众号等多种方式进行传播，过程性表现领先。

实质性 (★★★★★)

《报告》披露了贯彻宏观政策、保护客户信息安全、金融产品多样性、确保产品服务信息的透明真实、交易平台安全保障机制、投资者培训与教育、反洗钱、风险管理、社会责任投资、绿色办公等行业关键性议题，叙述详细充分，具有卓越的实质性表现。

完整性 (★★★★☆)

《报告》主体内容从“红色领航 构筑诚信治理新格局”“笃志励新 激发转型发展新动能”“融绿施策 培育文化服务新优势”“尽善尽美 绘出和谐共进新未来”等角度系统披露了所在行业核心指标的 80.70%，完整性表现领先。

平衡性 (★★★★)

《报告》披露了“员工流失率”等负面数据，简要描述“反对任何形式的强迫劳动和骚扰虐待”，平衡性表现优秀。

可比性 (★★★★☆)

《报告》披露了“营业总收入”“信托资产规模”“研发投入金额”“员工

总数”“报告期内吸纳就业人数”“安全生产培训人次”等 28 个关键指标连续 3 年的对比数据，可比性表现领先。

可读性 (★★★★★)

《报告》框架结构清晰，重点议题突出，设置四大篇章，详细阐述了企业在社会责任方面的履责成效；报告封面通过插画形式融入企业主营业务元素，凸显企业所在行业特色，增强了报告的辨识度；篇章跨页处采用与章节主题契合的实景图片，嵌入叙述性引言，提纲挈领，便于读者快速了解章节内容；设置版块解读行业专业术语，增强了报告的易读性，具有卓越的可读性表现。

创新性 (★★★★☆)

《报告》设置“党建引领，擎旗奋进绘新卷”“恪守初心，服务实体经济”“弘扬信托文化，助力行业建设”“向善而行，发展慈善信托”多个责任专题，聚焦年度履责重点，彰显企业责任担当；高度重视社会责任管理体系建设，制定《社会责任工作管理办法》，提升企业责任管理水平，创新性表现领先。

综合评级 (★★★★☆)

经评级小组评价，《华宝信托有限责任公司 2023 社会责任报告》为四星半级，是一份领先的企业社会责任报告。



中国企业社会责任报告
评级专家委员会
Chinese Expert Committee on CSR Report Rating

四、改进建议

1. 增加行业核心指标的披露，提高报告的完整性；
2. 增加负面数据及负面事件分析的披露，提高报告的平衡性。

评级专家委员会副主席

张惠

评级小组组长

魏香丽

出具时间：2024 年 7 月 19 日



扫码查看企业评级档案

意见反馈

Feedback

亲爱的读者：

Dear Readers:

您好！非常感谢您在百忙之中阅读《华宝信托 2023 年社会责任报告》！为持续改进社会责任报告管理工作，我们特别希望倾听您的意见和建议，恳请您协助完成意见反馈表中的相关问题，并选择以下方式反馈给我们。

Thank you for taking the time to read *Hwabao Trust Social Responsibility Report (2023)*. To constantly improve the management of the social responsibility report, we would appreciate it if you provide valuable comments and suggestions by completing relevant questions in the feedback form, and please send it back to us in the following way.

华宝信托有限责任公司 Hwabao Trust Co.,LTD.

联系地址：中国（上海）自由贸易试验区浦电路 370 号宝钢大厦 17 层

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公司网站：www.hwabaotrust.com

Website: www.hwabaotrust.com

您的信息：

Your personal information:

姓名 Name: _____

工作单位 Work Unit: _____

联系电话 Tel: _____

邮箱地址 E-mail: _____

选择性问题：（请在相应的位置打“√”）

Choice Questions: (Please put a tick "√" in the corresponding box)

请您评价本报告反映华宝信托对经济、社会、环境的重大影响程度： Please comment on the significant impact of Hwabao Trust on the economy, society, and environment reflected in the Report:	<input type="checkbox"/> 很好 Great <input type="checkbox"/> 较好 Good <input type="checkbox"/> 一般 General <input type="checkbox"/> 较差 Poor <input type="checkbox"/> 很差 Very poor
请您评价本报告对利益相关方关心问题进行的回应和披露： Please comment on the response and disclosure in this report to the concerns of stakeholders:	<input type="checkbox"/> 很好 Great <input type="checkbox"/> 较好 Good <input type="checkbox"/> 一般 General <input type="checkbox"/> 较差 Poor <input type="checkbox"/> 很差 Very poor
请您评价本报告披露信息、指标、数据的清晰度、准确性、完整性： Please comment on the clarity, accuracy, and completeness of information, indicators, and data disclosed in this report:	<input type="checkbox"/> 很好 Great <input type="checkbox"/> 较好 Good <input type="checkbox"/> 一般 General <input type="checkbox"/> 较差 Poor <input type="checkbox"/> 很差 Very poor
请您评价本报告的可读性： Please comment on the readability of this report:	<input type="checkbox"/> 很好 Great <input type="checkbox"/> 较好 Good <input type="checkbox"/> 一般 General <input type="checkbox"/> 较差 Poor <input type="checkbox"/> 很差 Very poor
请您对本报告进行综合性评价： Please make a comprehensive evaluation of this report:	<input type="checkbox"/> 很好 Great <input type="checkbox"/> 较好 Good <input type="checkbox"/> 一般 General <input type="checkbox"/> 较差 Poor <input type="checkbox"/> 很差 Very poor

开放性问题：

Open Questions:

您对华宝信托社会责任工作有哪些建议？

What suggestions do you have for Hwabao Trust's work related to CSR work?

您认为本报告为您提供了哪些有价值的社会责任信息？

What useful CSR information do you think you get from this report?

您认为本报告还需要增加披露哪些社会责任信息？

What else CSR information do you think needs to be disclosed in this report?

您认为本报告存在哪些不足之处？

What deficiencies do you think exist in this report?



华宝信托有限责任公司
HWABAO TRUST Co., Ltd.

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华宝信托APP

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