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2021

Environmental, Social and Governance Report
Changan Minsheng APLL Logistics Co., Ltd.

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2021

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GOVERNANCE REPORT

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Introduction to Report

• Report scope:

This is the sixth environmental, social and governance (ESG) report of Changan Minsheng APLL Logistics Co., Ltd. (stock code: 01292HK) ("the Company"), covering the period from January 1, 2021 to December 31, 2021. Based on the continuity and comparability of the report content, some statements and data should be appropriately traced or extended.

• Preparation basis:

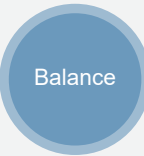
The report has been prepared mainly with reference to the Appendix 27: Environmental, Social and Governance Reporting Guide (the "ESG Guide") of the Rules Regarding the Listing of Securities (the "Listing Rules") for Main Board published by the Stock Exchange of Hong Kong Limited (the "Stock Exchange") and on the basis of principle of materiality, quantification, balance, and consistency.



The process of stakeholder communication and substantive issue identification and the list of substantive issues are disclosed in this report.



The statistical criteria, methods, assumptions and/or calculation tools used to quantify key performance indicators in this report, as well as the sources of conversion factors, are explained in the explanatory notes of this report.



This report presents the performance of the Company during the reporting period in an impartial manner to avoid choices, omissions or presentation formats that may improperly affect the decision or judgment of the report readers.



Unless otherwise specified, the statistical methods and caliber used for the data disclosed in this report are consistent with those used in previous years.

• Scope of report:

Unless otherwise specified, the coverage of policy documents, statements and data in this report should be consistent with the Company's annual financial report.

• Addressing and representation:

For the convenience of expression and reading, "the Company", "we" in this report refer to "Changan Minsheng APLL Logistics Co., Ltd.".

• Content scope:

This report covers the important issues and performance of the Company in environmental, social and governance during the reporting period.

• Description of report data:

The data and cases in this report are mainly from the Company's statistical reports and relevant documents. The Company is committed to the truthfulness, accuracy and completeness of the Report and undertakes that there are no false records or misrepresentations in the report.

• Access and Feedback on the Report:

This is an independent report. The soft copy of this report is accessible on the Stock Exchange's HKExNews website (www.hkexnews.hk) and the Company's official website (www.camsl.com).



About Us

Corporate profile

Changan Minsheng APLL Logistics Co., Ltd. is a professional intelligent logistics and supply chain platform service provider. Founded in August 2001, the Company is an automobile logistics enterprise listed in Hong Kong (stock code: HK.01292), with a registered capital of RMB 162 million. Its main shareholders are China Changan Automobile Group, Minsheng industrial (Group) Co., Ltd. and Singapore APL Logistics Ltd.

Statement by Directors

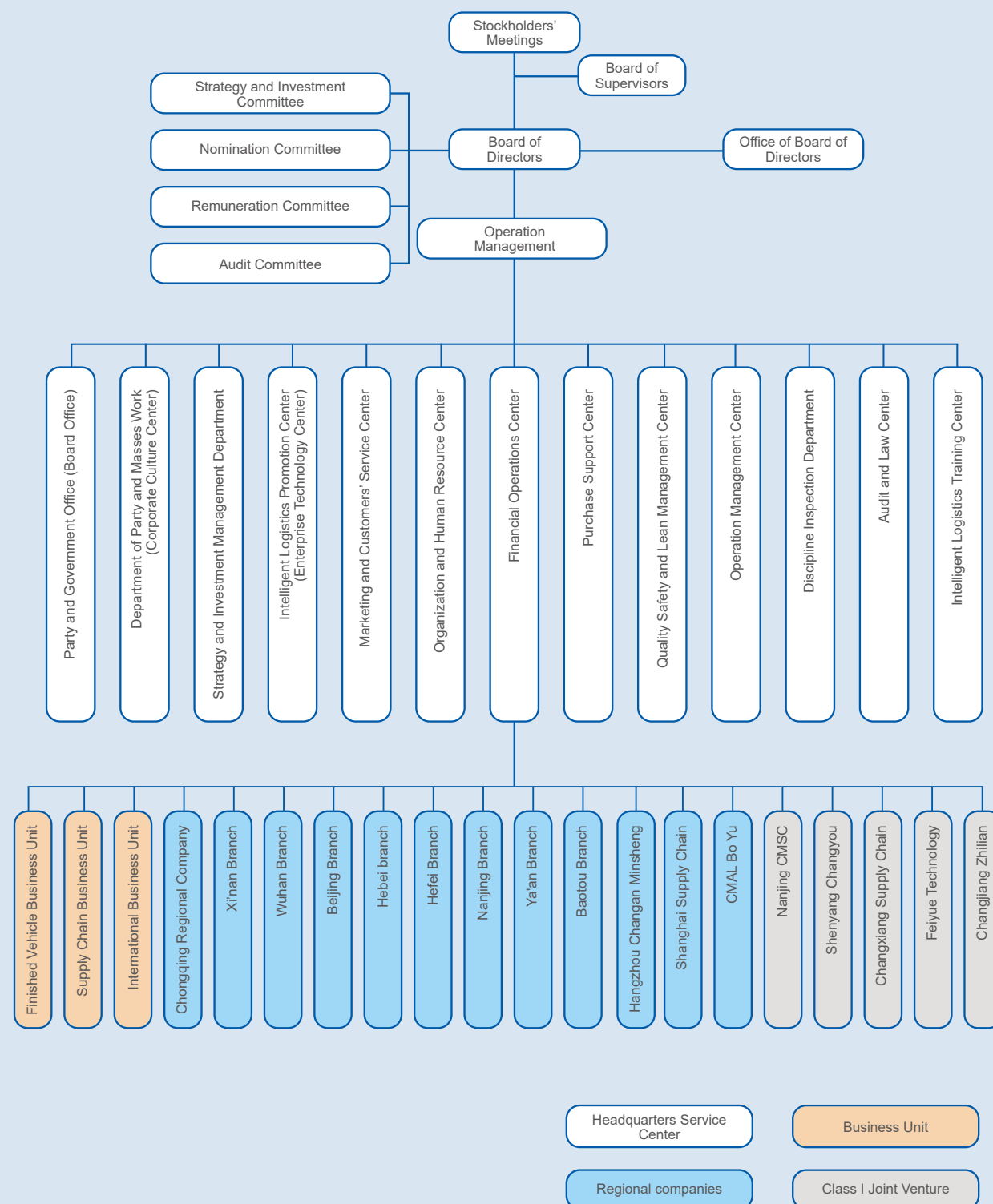
Changan Minsheng APLL Logistics Co., Ltd. promises that it will strictly follow the disclosure requirements of Guidelines on Environmental, Social and Governance Reports published by Stock Exchange of Hong Kong. This report is issued after being reviewed and approved by the Board of Directors. In fiscal year 2022, the Board of Directors of the Company will further improve the ESG system and promote the continuous improvement of the Company's ESG level.

After 20 years of development, the Company has grown into a leading intelligent logistics platform service provider in China's automobile logistics industry and a large scale intelligent logistics platform provider in western China. It is a national key Sino-foreign joint venture logistics enterprise, a foreign-invested pilot logistics enterprise, a national 5A comprehensive service logistics enterprise, a national advanced logistics enterprise, one of the top 50 enterprises in Chongqing's service industry, a civilized unit in Chongqing, and a winner of Chongqing's May Day labor medal. It has won awards such as National Innovation Achievement Award, Industrial S&T Progress Award and Logistics KPI Benchmark Award.

The Company's main business covers all fields of industry chain and supply chain, providing customers with services such as whole vehicle logistics, parts logistics, spare parts and bulk cargo logistics, international logistics, distribution processing, procurement trade, supply chain finance and shared leasing.

Under the corporate mission of "innovative logistics service makes life better", the Company is committed to becoming a trusted first-class intelligent logistics platform service provider. With professional and efficient logistics operation management system and ability, it provides customers with integrated logistics solutions "that are cost effective, time-saving, worry-free and value-added".

Organization



Corporate culture

Vision

To become a world-class green intelligent supply chain logistics technology company.



We aim to build an integrated logistics platform and expand our logistics ecosystem by developing the automotive logistics and expanding the non-automotive logistics; relying on our professional and efficient operating system for intelligent logistics, we provide customers with one-stop logistics solutions that are cost effective, time-saving, worry-free and value-added to win their trust.

Mission

Innovative logistics service makes life better



Develop and innovate our logistics management process and logistics model and contribute to society in a professional and efficient manner to create a better and brighter life.

To customers: We provide professional, efficient and high-quality one-stop logistics solutions for customers to keep creating values for them and improving their satisfaction and loyalty.

To employees: Being contributor-valued, we build a platform for respect, happiness, innovation, and sharing, create a fair, simple and transparent atmosphere for cooperation, keep improving our workforce, and enable our employees to pursue personal development.

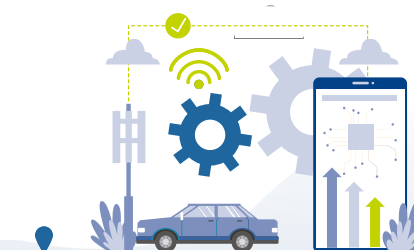
To shareholders: We pursue a mode that is transparent, efficient, growth-centered and prudent; while focusing on business growth, we also keep optimizing our profitability and risk tolerance to provide our shareholders with long-term, stable and high returns.

To partners: We build long-term cooperation relationships with our partners for jointly creating values, sharing benefits and bearing risks on the principles of integrity, equality and win-win outcomes to pursue growth, meet challenges and win a bright future together.

Core values



- Customer First
- Professional Development
- Integrity and Responsibility
- Teamwork and Progress
- Self-criticism





Honor

Core customer



China Federation of Logistics & Purchasing



China Logistics Times and Global Trade and International Logistics Summit Committee





01

Governance

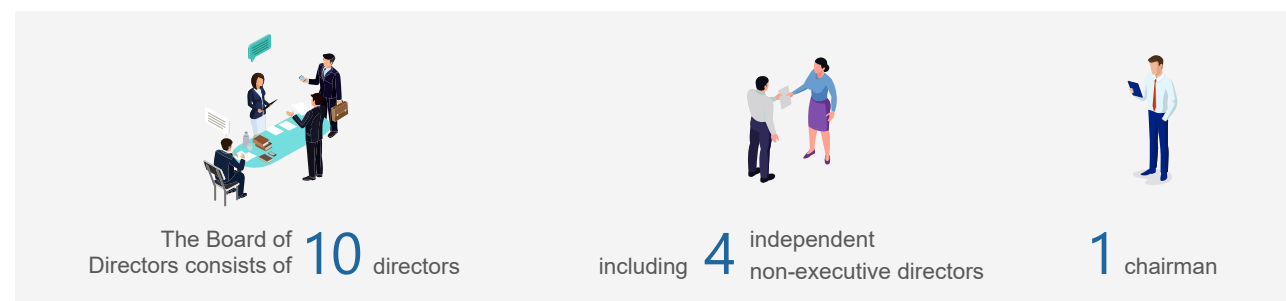
Standardize corporate governance and build a solid foundation for development

The Company adheres to governing the enterprise according to law, standardizes the construction of internal control system, actively practices clean employment, and constantly improves the governance structure of sustainable development, so as to lay a solid foundation for steady development.



Company management

In strict accordance with the Company Law, the listing rules of the place of listing and the Articles of Association, the Company has continuously improved the corporate governance structure, established a relatively perfect governance system and a standardized management of "three meetings and one management" (the general meeting of shareholders, the Board of Directors, the Board of Supervisors and the management). The Board of Directors consists of 10 directors, including 4 independent non-executive directors and 1 chairman. The Board of Directors has four special committees, namely Strategy and Investment Committee, Nominating Committee, Compensation Committee and Audit Committee, to assist it in performing corporate governance functions.



Sustainable development management

Sustainability management structure

The Company continues to improve the ESG system and sets up an ESG working group to effectively promote the ESG management of the Company. By establishing an environmental and social work management system in line with their own business development, all departments of the Company clarify their responsibilities and perform their respective duties to jointly promote the practice of sustainable development.

Stakeholders identification and communication

Through multi-channel communication with various stakeholders, the Company actively understands its expectations and requirements, improves its ESG performance in a targeted manner, transmits its sustainable development concept and actions to stakeholders, creates sustainable value and achieves all-win.



Stakeholder demand and response

Stakeholders	Expectations and demands	Communication methods	
 Government	<ul style="list-style-type: none"> Observance of law and discipline Tax payment Economic development 	<ul style="list-style-type: none"> Information disclosure Department visit 	<ul style="list-style-type: none"> Communication meeting Public events
 Shareholders and investors	<ul style="list-style-type: none"> Corporate governance Economic value Compliance information disclosure 	<ul style="list-style-type: none"> Shareholders' meeting Official website 	<ul style="list-style-type: none"> Public reporting Regular reporting Analyst briefing
 Client	<ul style="list-style-type: none"> Service improving Safe delivery and transportation Privacy protection 	<ul style="list-style-type: none"> Official website Customer interviews Customer service hotline Customer relationship periodic maintenance 	<ul style="list-style-type: none"> Customer satisfaction VIP customer communication annual meeting Quarterly quality communication meeting
 Supplier	<ul style="list-style-type: none"> Fairness, justice and open purchasing Sustainable supply chain Promoting industry development 	<ul style="list-style-type: none"> Direct Communication visit Supplier meeting Online opinion survey 	<ul style="list-style-type: none"> Procurement and resource management platform Regular review and assessment Bidding activities
 Employees	<ul style="list-style-type: none"> Salary and welfare guarantee Health and safety Training and development Work-life balance 	<ul style="list-style-type: none"> Company intranet Employee mailbox Employee family visit Employee meeting 	<ul style="list-style-type: none"> Employee recreational activities Employee training
 Community	<ul style="list-style-type: none"> Participating in community building Concern for vulnerable groups 	<ul style="list-style-type: none"> Fixed-point poverty alleviation Charity donation Offering job opportunities 	
 Media/public	<ul style="list-style-type: none"> Information disclosure Communication mechanism 	<ul style="list-style-type: none"> Online opinion survey Site visits 	

List of important topics

After an analysis on the Company's ESG work in respect of present status, media coverage and peer comparison, in combination with the Company's development plan and communication results with stakeholders, the Management of the Company confirmed that all the issues applicable to the businesses of the Company as set out in the ESG Guide are issues of significance to our own development. Moreover, by hiring external experts and inviting corporate officers to review the substantive issues, we have sorted the materiality of each issue, and responded to each material issue in this report. The specific issues and their ranking of materiality are as follow:

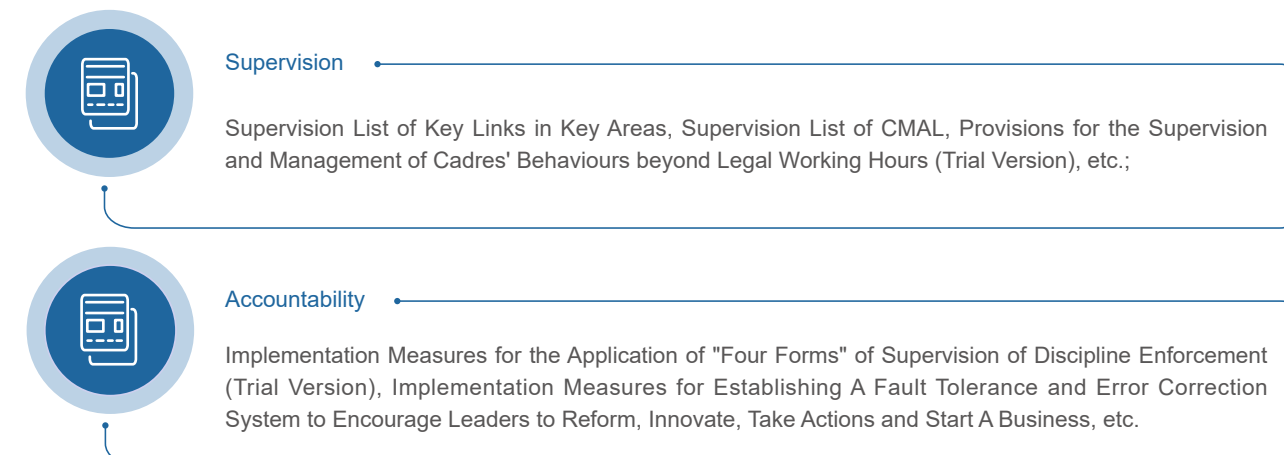
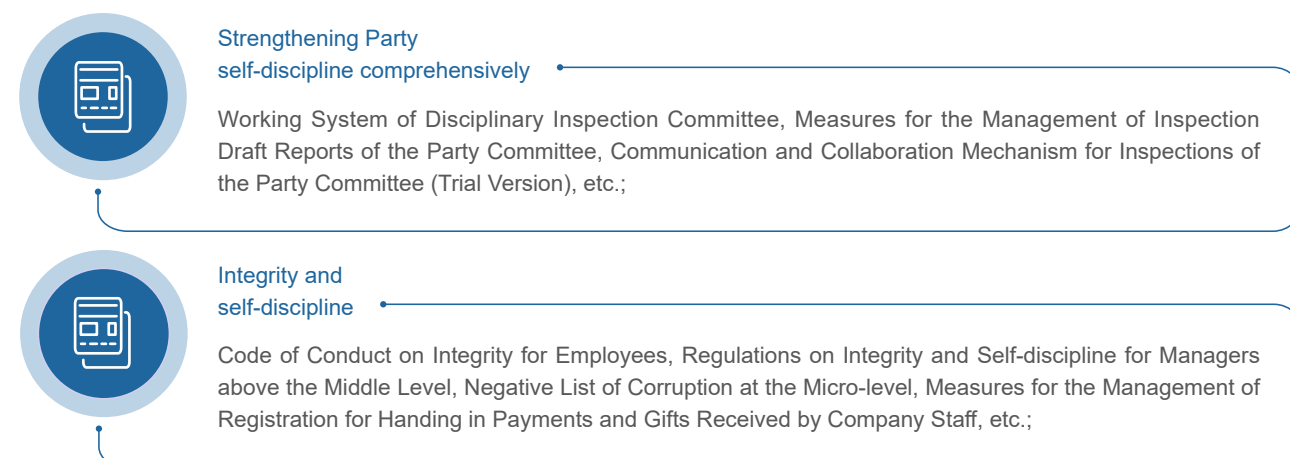
Topic	Materiality
Product Liability	1
Health and safety	2
Climate change	3
Emission	4
Resource use	5
Supply chain management	6
Employment	7
Development and training	8
Labour standards	9
Anti-corruption	10
Environment and natural resources	11
Community investment	12

Anti-corruption

The Company strictly abides by the Criminal Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Law of the People's Republic of China on Anti-money Laundering and other laws and regulations, adheres to honest operation, fair competition, keeps to business ethics, and resolutely prohibits bribery, extortion, fraud and money laundering. During the reporting period, the Company did not have any legal litigation cases such as corruption and bribery.

Improve construction of integrity system

During the reporting period, the Company continuously reinforced the construction of integrity system, comprehensively strengthened Party self-discipline, built a solid ideological bottom line for employees to observe law and discipline, implemented the construction of integrity in all links of key areas and key post management, intensified the restriction and supervision of power operation, and promoted a mechanism that "dare not corrupt, cannot corrupt, do not want to corrupt" to strictly prevented commercial bribery and commercial corruption.



During the reporting period, the Company updates the Negative List of Corruption at the Micro-level, Measures for the Management of Registration for Handling in Payments and Gifts Received by Company Staff, and Implementation Rules of the Company's Construction of Large Supervision System, so as to further standardize its internal integrity control system and regulate the development of integrity work.

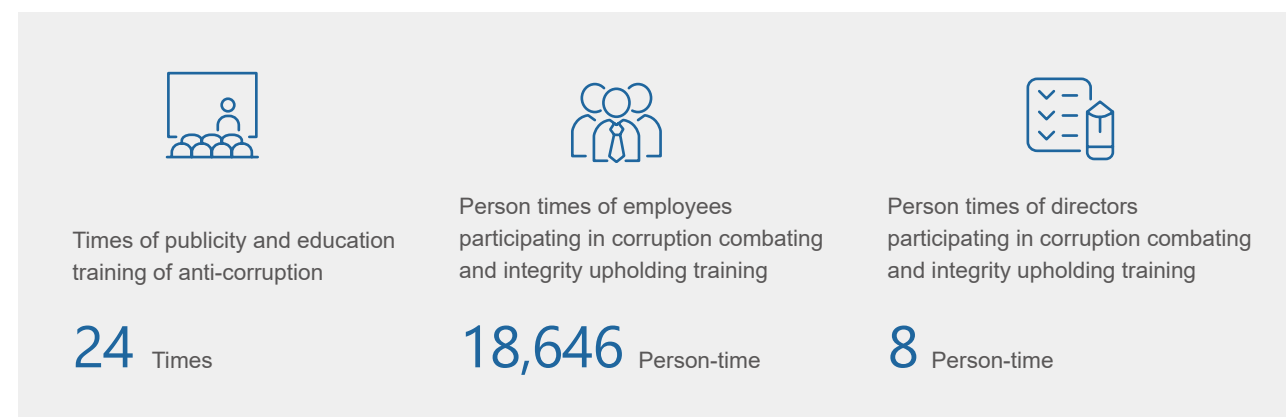
Establish reporting channels

The Company establishes multiple channels such as reporting mailbox, telephone and mailbox to receive anti-corruption complaints and reports, timely deal with various problems reflected and feed back the results. The Company strictly keeps confidential the informant's name, work unit, home address and other relevant information as well as the contents of the reporting, and includes the reporting materials in confidential document management.



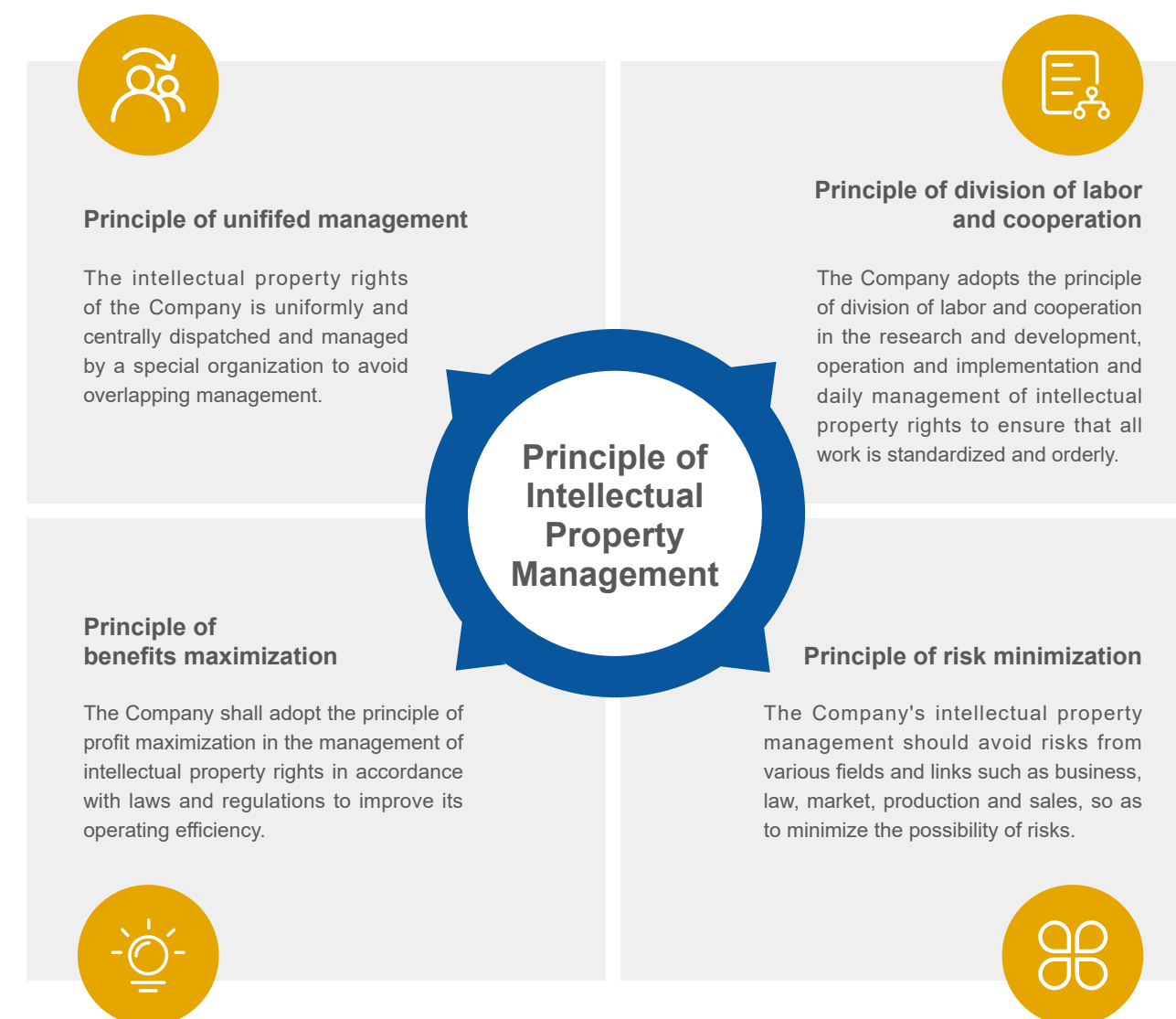
Develop honesty education

The Company develops various forms of honesty education activities, covering both the Company's management and grass-roots employees, and focusing on education in "plane", training in "line" and warning in "point". The Company regularly distributes 4 issues of ideal and belief education materials of branches, carries out 4 honesty job training for branch secretaries, middle-level managers, supervisors and team leaders at different levels, carries out warning education for middle-level managers in combination with special inspections and problem clues, and makes 5 speeches on interpretation of negative list of micro-corruption and corruption cases at the grass-roots level, covering 163 person times.



Intellectual property protection

In strict accordance with the Patent Law of the People's Republic of China, Trademark Law of the People's Republic of China and other relevant laws and regulations of China and Chongqing, the Company formulates Administrative Measures for Intellectual Property Rights (Trial) and Administrative Procedures for Intellectual Property Rights to check the links that may have intellectual property infringement risks. If there is an intellectual property infringement risk, the Company avoids infringing others' intellectual property rights by avoidance design, invalid patent, obtaining patent license and other strategies. For acts involving infringement of the Company's intellectual property rights and interests, the Company will protect its rights in accordance with national laws and regulations and relevant procedures and the Company's systems.



02

Environment

Create green logistics and build carbon reduction ecology

The Company actively supports the development of national carbon peaking and carbon neutralization, carries out energy conservation, emission reduction and carbon reduction, comprehensively handles the relationship between environmental protection and industrial development, integrates the green concept into storage, transportation, packaging, recycling and other links, and constructs a carbon reduction ecology.



Strengthening environmental management

The Company further promotes the construction of QHSE management system, continuously improves policies and system documents related to environmental protection, and establishes Safety and Environmental Protection Committee to ensure the operation, review and continuous improvement of environmental protection management system. During the reporting period, the Company carried out the internal audit of ISO14001 environmental system and fully proved the suitability, sufficiency and effectiveness of its environmental system through the external audit of ISO14001 environmental system.

System guarantee

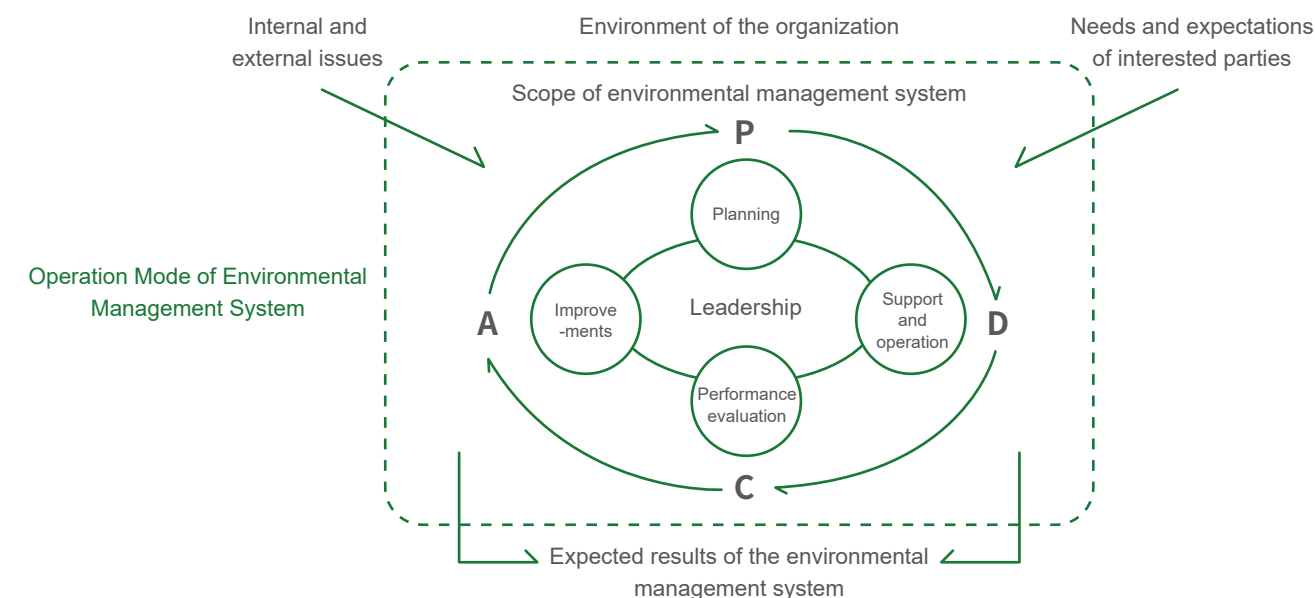
- Strictly abide by national laws and regulations such as Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Air Pollution, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution, Regulations on the Management of Environmental Protection upon Completion of Construction Projects and Administrative Measures for Environmental Protection Acceptance of Construction Projects.
- Formulate internal management systems such as Administrative Measures for Prevention and Control of Environmental Pollutants, Administrative Measures for Environmental Protection, Environmental Factor Identification and Evaluation Process, Environmental Risk and Opportunity Identification and Assessment Process, Noise Emission Control Management Procedure, Procedure for Control and Management of Waste Water Discharge and Waste Gas Emission and Environmental Risk and Opportunity Identification and Assessment Process.
- In 2021, the Company carried out and issued the special sub-plan of the "14th Five-Year plan" for environmental protection, added/ revised 5 environmental protection system documents to guide the Company to carry out environmental protection in accordance with laws and regulations.

Management guarantee

- Set up a safety and environmental protection committee to form an internal environmental protection organization with the Quality and Safety and Lean Management Center of the headquarters as the leader and supervisor and each department as the performer. Each department performs their duties in the environmental protection process. The leader is responsible for formulating regulations and procedures regarding environmental protection and planning the Company's environmental management work. Each performer is responsible for identifying the environmental elements involved within their management scope, formulating controlling measures, ensuring compliant emissions, minimizing environmental risks, so as to ensure the effective implementation and operation of QHSE management system within the Company.

Implementation guarantee

- Organize the preparation of environmental management manual and management measures, guide each department to prepare three-level operation documents such as relevant operation procedures, management regulations and control requirements, and supervise the implementation.
- Formulate Internal Audit Control Procedures and Management Review Management Procedures which require each department to regularly organize internal audit and management review for their systems as planned, and accept the external audit. If problems are found in various audits, the responsible department will be responsible for implementing the rectification and closure and each business unit/subsidiary will assist with verification work; in addition, the Quality and Safety and Lean Management Center of the Company's headquarters will supervise and inspect the implementation of the rectification.
- Carry out environmental and occupational health and safety audit according to Standard HSE Audit Evaluation Standards. This standard focuses on the implementation at basic level, and sets up 18 layer I elements, 96 layer II elements and 441 standard clauses (equipment and facilities evaluation standard excluded) from the four aspects of occupational health (H), safety (S), environmental protection (E) and fire control. According to the above elements and standards, the Company has promoted the daily HSE structural work in four aspects and has carried out the self-evaluation and audit.



Environmental management targets	Target value	Completion value
"0" general and above environmental emergency	0	0
100% completion rate of rectification of potential environmental hazards on schedule	100%	100%
100% service guarantee rate of environmental protection facilities after transformation	100%	100%
100% compliance rate of solid waste collection, temporary storage and disposal management regulations	100%	100%
Administrative penalty for ecological environment protection "0"	0	0

Environmental objectives



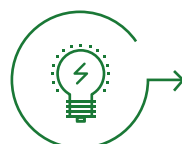
Greenhouse gas reduction target

- The carbon dioxide emission per RMB ten thousand operating revenue is planned to be reduced by 2% in 2022, 3% in 2023, 4% in 2024 compared with the previous year and 9% in 2024 compared with 2021.



Waste reduction target

- Reduce waste generation, gradually improve the use efficiency of recycling packaging and reduce packaging loss by publicizing recycling, promoting the application of green networked recycling packaging and practicing waste classification.



Energy conservation target

- The comprehensive energy consumption per RMB ten thousand operating revenue is planned to be reduced by 3% in 2022, 3% in 2023, 4% in 2024 compared with the previous year and 10% in 2024 compared with 2021.



Water conservation target

- Reduce the discharge of domestic sewage and gradually explore and establish the target of water resource consumption through repairing water facilities and advocating water conservation.



Practicing energy conservation and emission reduction

The Company further promotes the construction of QHSE management system, continuously improves policies and system documents related to environmental protection, and establishes Safety and Environmental Protection Committee to ensure the operation, review and continuous improvement of environmental protection management system. During the reporting period, the Company carried out the internal audit of ISO14001 environmental system and fully proved the suitability, sufficiency and effectiveness of its environmental system through the external audit of ISO14001 environmental system.

Emissions management

The Company involves the emissions of solid wastes, waste water and waste gas during its operation. We establish the concept of "zero emission and zero pollution", continue to carry out comprehensive, whole process, full participation and closed-loop environmental management activities, strictly manage pollutant emission in the process of operation, and take effective disposal measures for different types of pollutants to ensure that all pollutant emissions meet the requirements of national and local laws and regulations. During the reporting period, the Company carried out annual environmental factor monitoring, including 112 samples from 9 regions and 9 categories, none of which exceeded the standard, and all emissions met the standard.

Solid wastes management

The Company has formulated special procedures such as Resource Management Measures, Fixed Assets Disposal Procedure and Non-fixed Assets Disposal Procedures to strictly standardize the recycling and utilization of solid wastes. In the daily production and operation of the Company, the possible solid wastes include the used fluorescent tubes and used printer cartridges, and used batteries from battery forklifts and other equipment, and used engine oil from vehicle maintenance. We attach great importance to the disposal of these wastes, and require all responsible departments to adhere to the principle of "anyone who causes pollution shall be responsible for the pollution treatment", take the environmental protection as an important part of production management, dispose wastes in strict accordance with relevant environmental protection rules and regulations, and delegate to qualified third-party organization for professional treatment to ensure that the environmental pollution caused in the production process of the Company is minimized.

During the reporting period, the Company strictly standardized the classified collection and treatment of domestic waste in various departments. At the same time, it vigorously promoted the best practice cases of energy and environmental protection, transformed the automatic power-off charging devices and intelligent liquid replenishers, and added leak proof trays to prevent the leakage of battery electrolyte. Some departments piloted lithium battery forklifts and trailers, which essentially eliminate the leakage of battery electrolyte. 58 tons of waste lead-acid batteries were disposed of throughout the year, with a compliance disposal rate of 100%. In addition, the Company comprehensively carried out the study and application of the new Law on the Prevention and Control of Environmental Pollution by Solid Waste, transformed and improved the storage sites of general industrial waste and hazardous waste to ensure the legal and compliant transfer and disposal of general industrial waste and hazardous waste.



Waste lead-acid batteries were disposed of throughout the year

58 tons



with a compliance disposal rate of

100%



During the reporting period, the main waste emission of the Company was as follows: ¹

Total amount and density of hazardous waste ²	Unit	2021
Used engine oil	kg	2,459
Used engine oil density	Kg/RMB 100 million revenue	40.84
Used printer cartridges	kg	911.2
Toner cartridges	kg	3,868.5
Battery	kg	1,110
Fluorescent tube	kg	264
Batteries of forklifts	kg	101,700
Total amount of hazardous wastes	kg	110,312.70
Density of hazardous waste	Kg/RMB 100 million revenue	1,832.13

Total amount and density of non-hazardous wastes ³	Unit	2021
Used tires	t	6.28
Used paper	t	25.01
Used wooden pallet	t	366.06
Used plastics	t	105.88
Used cardboard	t	2,861.43
Total amount of non-hazardous wastes	t	3,364.66
Density of non-hazardous wastes	ton/RMB 100 million revenue	55.88

Waste water management

The Company has established strict environmental management system, including Procedure for Control and Management of Waste Water Discharge and Waste Gas Emission, to control the generation and treatment of waste water. The Company generates limited volume of waste water, mainly includes lightly pollutive domestic sewage and vehicle wash water, which will be verified by the environmental authority and discharged to the municipal sewage network for unified treatment. During the reporting period, the Company standardized the management of key areas such as charging area and maintenance area, established pollution prevention and control measures, standardized waste water discharge, transferred and disposed of more than 50 tons of hazardous waste in accordance with laws and regulations, to effectively prevent environmental pollution incidents.

¹ In 2021, based on the requirements of ESG Reporting Guidelines of Hong Kong stock exchange, we updated the data statistical caliber and data calculation method.

² Total hazardous waste comprises of the production of used engine oil, used printer cartridges, used batteries, used fluorescent tubes and used batteries of forklifts.

³ Total non-hazardous waste (ton) comprises of the production of used tyres, used papers, used wooden pallets, used plastics and used cardboard.

Waste water discharge and density	Unit	2021
Waste water discharge	m ³	344,282.99
Density of waste water density	m ³ /RMB 100 million revenue	5718.04

Waste gas management

The Company pays attention to waste gas management, pays close attention to the source of oil to ensure that motor vehicles use gasoline that meets the national emission standards, and promotes vehicle urea to help heavy trucks, buses and other diesel vehicles reduce pollutant emissions. During the reporting period, the Company invested more than RMB 900,000 to continuously purchase or lease electric forklifts to replace diesel forklifts to reduce waste gas emissions.

Lease low emission trucks to help win the "Blue Sky Defence"

In 2021, in order to continue to implement the requirements of the Chongqing Diesel Truck Pollution Control Battle and Traffic Air Pollution Prevention Action Plan, and cooperate with the Chongqing municipal government to carry out the "Blue Sky Defence", the Company leased more than 20 low emission trucks to replace high emission trucks to effectively reduce air pollutant emissions and collaboratively reduce greenhouse gas emissions, contributing a share to win the "Blue Sky Defence", reduce PM2.5 concentration, reduce the number of days of heavy pollution, and improve air quality for Chongqing, as well as explaining the Company's confidence and determination to fulfill its social responsibility for environmental protection.

Greenhouse gas management

The greenhouse gas emissions of the Company mainly come from the energy consumption such as gasoline and diesel used in the transportation process and the purchased power consumption used in the administrative office area. We continue to strengthen the control of greenhouse gas emissions and contribute to China's goal of carbon peaking and carbon neutralization.

We adjust the energy consumption structure, adopt renewable energy solutions, invest and build photovoltaic projects in appropriate bases and parks, gradually increase the application of new energy vehicles and change the type of energy use, so as to greatly reduce the carbon emission of business operation; apply carbon reduction technology, gradually build carbon emission management platforms, and realize low-carbon intelligent operation by using leading technologies such as artificial intelligence, big data and the Internet of things; upgrade the business model, improve operation efficiency and reduce carbon emissions by gradually promoting convective transportation, milk run, modal shift from road to rail/from road to waterway and multimodal transport, using green and low-carbon packaging, intelligent enterprise management, and providing customers with green and intelligent supply chain integration solutions.

Solar photovoltaic power generation project of Hangzhou Changan Minsheng

As the Company's Intelligent Manufacturing Industrial Park, Hangzhou Changan Minsheng implements a solar photovoltaic power generation project in order to further promote the construction of low-carbon park and build a demonstration enterprise for green logistics development. The project adopts the traditional color steel roof installation mode, and the photovoltaic power generation is directly input into the State Grid (not its own storage). It was officially put into use in May 2021, realizing the photoelectric co-existence mode. By December 2021, the project has accumulated 954,599 kWh of photovoltaic power generation, and Hangzhou Changan Minsheng has used 778,219 kWh of photovoltaic power generation, saving costs of RMB 75,800 and effectively reducing carbon dioxide emissions.



During the reporting period, the Company's greenhouse gas emissions were as follows: ⁴

Greenhouse gas emissions and intensity ⁵	Unit	2021
Greenhouse gas emission (scope 1)	CO ₂ equivalent - ton	21,238
Greenhouse gas emission (scope 2)	CO ₂ equivalent - ton	2,739
Total emissions of greenhouse gas	CO ₂ equivalent - ton	23,977
Density of greenhouse gas emission	CO ₂ equivalent - ton/RMB 100 million revenue	398.23

Noise management

Noise pollution is involved in the production process of the Company. We have formulated the Noise Emission Control Management Procedure and regularly carried out environmental factor monitoring every year to avoid occupational disease hazards to employees due to excessive noise pollution. During the reporting period, the Company carried out annual environmental factor monitoring, including 112 samples from 9 regions and 9 categories, none of which exceeded the standard, and all emissions met the standard.

⁴In 2021, based on the requirements of ESG Reporting Guidelines of Hong Kong stock exchange, we updated the data statistical caliber and data calculation method.

⁵Greenhouse gases mainly include carbon dioxide, methane and nitrous oxide. The calculation method of greenhouse gas emissions refers to the Accounting and Reporting Standard of Greenhouse Gas Accounting System for Enterprises 2012 (Revised Edition) issued by World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) and the Fifth Assessment Report issued by Intergovernmental Panel on Climate Change (IPCC); the grid emission factors used in the calculation of scope II refers to the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Enterprises - Power Generation Facilities (HBQH [2021] No. 9) issued by the Ministry of Ecology and Environment. Total greenhouse gas emissions include emissions in scope I and scope II.

Resource use

The main energy consumption of the Company includes electricity, gasoline, diesel, natural gas and other energy sources. We strictly abide by the Law of the People's Republic of China on Conserving Energy, Cleaner Production Promotion Law of the People's Republic of China, Circular Economy Promotion Law of the People's Republic of China and other laws and regulations, and issue internal systems such as Energy Management Control Procedure, Resource Management Measures and Administrative Measures for Environmental Protection to continuously strengthen the effective management of energy and resources.

Power management

We continue to optimize the energy structure, eliminate old equipment and improve energy efficiency. At the same time, we actively promote green office and save unnecessary resource consumption. For example, the inspection and notification mechanism for turning off lights at night requires all employees to turn off the lighting system in their area after work to save electricity. If the inspectors find that the lights are not turned off, the informed criticism will be given inside the Company to remind them and improve the awareness of saving electricity and environmental protection of all employees.

During the reporting period, the Company's energy usage was as follows: ⁶

Total direct and indirect energy consumption and density by type	Unit	2021
Unleaded petrol	L	236,759.26
Diesel	L	7,641,961.76
Natural gas	m ³	167,100
Outsourced electricity	MWh	4,489.98
Direct energy consumption	MWh	80,091.99
Indirect energy consumption	MWh	4,489.98
Total energy consumption	MWh	84,581.97
Density of total energy consumption	kWh/RMB 100 million revenue	1,404.78

⁶In 2021, based on the requirements of ESG Reporting Guidelines of Hong Kong stock exchange, we updated the data statistical caliber and data calculation method.



Water resource management

The Company attaches importance to the rational utilization of water resources, adheres to scientific water use and improves the efficiency of water use. For example, we carry out regular inspection on warehouses with "leakage and venting" problems and supervise the rectification to effectively avoid the waste of water resources.

During the reporting period, the Company's water usage was as follows: ⁷

Total water consumption and density	Unit	2021
Total water consumption	m ³	664,304.83
Water consumption density	m ³ /RMB 100 million revenue	11,033.13
Water saving amount	m ³	321

Material resource management

The Company has devoted to the development of green products; and the Company strengthened the management of the whole process, optimized the input of raw materials, vigorously carried out the technological innovation, reduced pollutant emissions from various aspects such as technological innovation, product design, product production and packaging, building an environment-friendly enterprise image. The Company reduced the use of disposable materials and introduced new recyclable packaging materials during the operation, so as to reduce the cost of disposable packaging, extend the product life cycle, improve the resource utilization efficiency and reduce the generation of disposable wastes.

During the reporting period, we actively promoted the implementation of 28 green packaging projects, reduced 70,000 disposable packaging, comprehensively improved the coverage of green packaging, and successfully realized the application of two Internet of things technologies in the packaging field, namely, the application of NB-IoT (Narrow Band Internet of Things) in heavy-duty trays and the application of RFID (Radio Frequency Identification) in the operation and management of standard containers.

During the reporting period, the Company's packaging material usage was as follows: ⁸

Total amount and density of packaging material ⁹	Unit	2021
Paper	t	419
Wooden products	t	7.95
Plastics	t	556.86
Total amount of packaging material	t	983.81
Density of packaging material	Ton/ RMB 100 million revenue	16.34

⁷ In 2021, based on the requirements of ESG Reporting Guidelines of Hong Kong stock exchange, we updated the data statistical caliber and data calculation method.

⁸ In 2021, based on the requirements of ESG Reporting Guidelines of Hong Kong stock exchange, we updated the data statistical caliber and data calculation method.

⁹ Total packaging materials (ton) include paper, wooden, plastic packaging materials and so on.

Combating climate change

Climate change is one of the greatest risks facing the world. The Company actively carries out the identification of climate change risks and opportunities, and takes effective measures to mitigate the impact of climate change.

Climate change risks and opportunities	Our action
<p>Transformation risk</p> <p>China has announced its overall goal of "carbon peaking" by 2030 and "carbon neutralization" by 2060 in terms of carbon emissions. With the introduction of carbon neutralization and other environmental policies, the whole economy and society is transforming towards green and low-carbon, which may cause the policy risk of stricter carbon emission policies and the risk of increased operating costs.</p>	<p>Set scientific greenhouse gas emission reduction targets, carry out energy conservation and consumption reduction, promote the use of renewable energy, apply carbon reduction technology, use green and low-carbon packaging, improve operation efficiency and reduce carbon emissions.</p>
<p>Entity risk</p> <p>Extreme weather events and major natural disasters may pose a threat to transportation safety and have a significant impact on the normal production and operation order of the Company.</p>	<p>Establish Special Emergency Plan for Sudden Natural Disasters under the background of intensified global climate change and complex and changeable weather situation, and formulate emergency measures for extreme weather and natural disasters such as earthquake, debris flow, landslide, rainstorm, hurricane and blizzard, to effectively prevent and reduce the occurrence of emergencies, control, reduce and eliminate serious social hazards caused by emergencies, standardize emergency response activities, and protect employees' lives and the Company's property.</p>

Spreading green culture

In order to deeply practice President Xi Jinping's ecological civilization thought and fully, accurately and comprehensively implement the new development concept, the Company has carried out extensive publicity and education on energy conservation and carbon reduction, vigorously advocated green and low-carbon production and life style, conducted a series of environmental protection activities, spread green culture, and advocated green and low-carbon work and life concept.

In the information building and canteen area of the Company, we broadcast relevant knowledge of carbon neutralization on public publicity screens. In all office areas and operation sites of the Company, we hang energy conservation and environmental protection publicity slogans and put up publicity posters; within the Company, we launch the "energy conservation" initiatives such as turning off the lights, screens, air conditioners when leaving and turning off and saving water in time, reminding every employee to "start low-carbon and environmental protection from me"; we popularize the concept and knowledge of ecological civilization, green development, energy conservation and consumption reduction to all departments through enterprise WeChat, online answer of ecological and environmental protection knowledge, morning shift and team meetings, establish the master spirit of "the unit is my home, energy conservation depends on everyone", and encourage all employees to actively participate in the activities.

During the reporting period, all departments of the Company carried out 113 environmental protection trainings, with a total number of 5,573 participants; 19 emergency drills for environmental emergencies, with a total number of 1,133 participants.



03

Employees

Cultivate talents and ensure safety and health

The Company regards employees as the source power and important competitiveness of enterprise development, takes "contributor-oriented" as the enterprise mission, actively safeguards the rights and interests of employees, fully reflects inclusiveness and respect, creates a fair development platform, helps employees grow into talents, pays attention to the safety and health of employees, creates a positive working atmosphere and enables the development of enterprises and employees.



Building a diversified team

The Company abides by the legal requirements of the place of operation, establishes and improves the human resource management system, follows the principle of just, fair and open recruitment, introduces talents through multiple channels, and promotes the long-term development of the enterprise.

Equal and compliant employment

We adhere to the employment principle of "reasonable allocation, balanced demand, openness and justice and optimal cost", strictly follow the Labor Law, Labor Contract Law, Tentative Provisions on the Payment of Wages, Social Insurance Law, Regulations on Worker's Compensation Insurance and other laws and regulations, and establish management measures such as Recruitment Management Measures, Contract Worker Recruitment Management Measures, Labor Dispatch Management Measures and Labor Outsourcing Management Measures, so as to improve the processization, institutionalization and specialization of employment management, standardize employment relations, resolutely eliminate employment discrimination due to age, gender, clan and other factors, and provide a fair, diversified and harmonious career platform.

Diversified talent reserve

We adhere to the employment principle of "open recruitment, double examination, selective employment and employment from inside to outside", introduce talents through multiple channels, and carry out diversified, multi-field, multi-level and multi-form talent reserve based on strategic development and business support.

Make breakthroughs in high-end talent reserve

Carry out business and human resources inventory in key fields based on strategy, and recruit 3 high-end talents;

Strengthen strategic talent reserve

Actively respond to the needs of regional market expansion, strengthen talent allocation, introduce and transfer 54 people from outside to fully support the business development of the Company;

Carry out campus recruitment

Select key targeted colleges and universities, authorize and guide the recruitment in local schools, complete the recruitment at 38 colleges and universities and 116 contracted people to supplement fresh blood for the development of the Company;

Carry out P-series qualification certification

Organize the qualification certification of professional employees in 2021, and complete the job grade certification of 451 P-series employees, including 431 high job grade employees and 20 current job grade employees, so as to further improve the ability of employees.



In 2021, complete the job grade certification of

451 P-series employees

including high job grade

431 employees

current job grade

20 employees

Total number of employees

Total number of employees by gender

Indicator unit: Person



Total number of employees by age

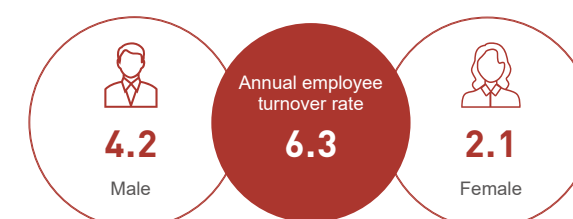
Indicator unit: Person



Annual employee turnover rate

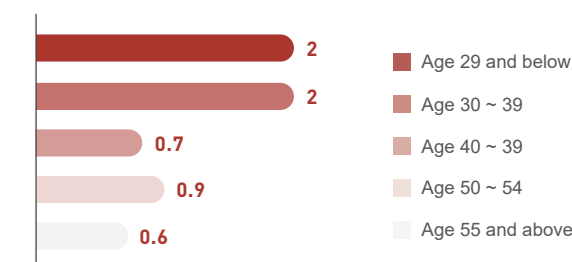
Employee annual turnover rate by gender

Indicator unit: %



Employee annual turnover rate by age

Indicator unit: %



Protection for employees' rights and interests

The Company takes safeguarding the rights and interests of employees as its basic responsibility, strictly operates in accordance with laws and regulations, continuously supervises and corrects non-compliance behaviors, continuously optimizes the salary and welfare system, distributes reasonably, reflects the management concept of equality, and benefits all employees more fairly with more development achievements.

Avoid child labor and forced labor

We strictly abide by the Law of the People's Republic of China on the Protection of Minors, Provisions on Prohibition of Child Labor and other national laws and regulations, strictly control the age of candidates in the resume screening process, and clarify the working mode, working hours and other standards in the job responsibilities of recruitment. During the period of employment, for the length of time exceeding the provisions of the labor law, we legally pay overtime expenses or arrange workers to take working days off, so as to ensure compliance employment and avoid compliance risks. Once any violation of laws and regulations is found, we handle it properly in time to reduce the risk to a controllable range. During the reporting period, the Company did not have child labor and forced labor.

Employees' remuneration and welfare

The Company attaches great importance to the construction of employee salary and welfare system. Relying on the internal scientific and perfect human management mechanism, the Company has established the Cadre Salary Management Measures, Enterprise Annuity Management Measures, Welfare Management Measures and other systems and measures related to salary and welfare, and standardized and defined the standards and application rules of salary and welfare. In strict compliance with national requirements, the Company ensures employees' rights to obtain labor remuneration, labor protection and social security, rest and vacation, and provides employees with enterprise annuity to ensure their quality of life after retirement.



Broadening development channels

The Company is committed to building an employee growth platform, unblocking the promotion channel of employees, paying attention to the cultivation of employees' comprehensive quality, constantly improving the training management system, and realizing the common development of employee and enterprise.

Employee promotion

The Company practices the cultural concept of "contributor-oriented", takes value contribution as the guidance, combines incentives and restraints, establishes internal systems such as performance management measures, attendance management measures and qualification management measures, creates a scientific and reasonable career development path for employees, and tilts honor, resource allocation and career promotion to employees with large value contribution, so as to realize the matching of income and development opportunities with their value contribution.



Improve performance evaluation and salary management

According to the three-year reform action plan of the Company, the Company studies out the tenure system and contractual management scheme, formulates the performance evaluation methods and salary management methods, issues the supporting organization level, promotion, incentive and restraint mechanism, and holds the training publicity and implementation meeting of evaluation and its application methods under the contractual mode.



Conduct reform of team leader salary mechanism

Conduct the reform of the salary system for grass-roots managers in the benchmark market, improve the salary market competitiveness of supervisors and team leaders, implement the salary reform of team leaders, and enhance the stability of income.



Promote granting and implementation of stock appreciation rights

The Company launches stock appreciation right plan which was approved by SASAC and superior competent units, and was officially granted and implemented through the general meeting of shareholders on April 27. This further stimulates the entrepreneurial vitality and motivation of middle-level managers of the Company.

Employee training

The Company follows the Advice on the Implementation of a Lifelong Vocational Skills Training System, Provisions on Safety Training of Production and Business Operation Units, and formulates training management systems such as Employee Training Management Measures, Training Management and Result Application Measures, Annual Training Plan Management Process, Employee External Training Process, Annual Training Plan Management and Education Expenditure Standard in combination with the actual situation of the Company, so as to effectively, clearly and systematically plan the training work, stimulate the learning motivation of all employees, and implement the talent development project.

The Company implements the management concept of lifelong learning, teaching for needs and linking work at selected spots with that in entire areas from three aspects: system construction, training operation and awareness improvement.



System construction

- **Conduct comprehensive system revision:** Newly design 14 training management systems, covering expenditure standards, teacher development and external training to effectively support the comprehensive operation of training business;
- **Refine internal teacher team:** Release the grading and promotion evaluation criteria of internal trainers, introduce professional TTT training courses to empower all internal trainers, innovate the selection of internal trainers, and use experience extraction and practical certification to select internal trainers;
- **Develop self-owned courses:** Closely focus on the professionalization of cadres and the specialization of employees, develop and output 16 "3 + X" textbooks, and synchronously derive 21 courses;
- **Implement top-level design:** According to the management level and training stage, we systematically plan a "three-horizontal and three-vertical" training standard, which provides support for the subsequent systematic and continuous training of cadres.



Training and operation

- **Cultivate practical cadres by combining training with practice:** Implement the "lighthouse & navigation" plan, introduce the courses of China Europe International Business School, and improve the international vision of cadres; strengthen the combination of training and practice, introduce the way of actual argument into the classroom, and bring practical work problems into the project, to realize the internal development of sand table course;
- **Train team leaders by integrating external wisdom:** Integrate the standard requirements of main customers and the Company's own experience to develop courses, invite the best practitioners of customers to jointly carry out training and teaching with internal trainers of the Company, create training projects combining online and offline training, centralized training and on-site practice, support the empowerment of team leaders, and achieve 98.5% of qualified rate;
- **Cultivate new employees on front line posts:** Support the Company's two "going out" strategies, cooperate with the Company's market expansion and regional reform, arrange new employees on front line posts, to close to the market and to face customers, realize the job rotation of all employees to the front line of operation and the practice to the front line of sales for the first time, quickly drive the transformation of new employees and grow into talents needed by the Company;
- **Visualize knowledge wealth of professional backbones:** Match the courses based on the job requirements, arrange the core backbones to participate in the teaching development, make strict review to ensure the course quality, support the training and certification of all employees, and link the personal certification results with the development of job qualifications.



Awareness rising

- Implement the management of employees' annual education objectives together with the human resources center, and clarify the management principle of "all training must be charged, all training must be effective, and all results must be applied", to ensure that the achievement of annual education objectives is linked to salary, career development and annual performance, and drive employees to change from "I am required to learn" to "I want to learn".

Undertaking CSGC's technical skills competition

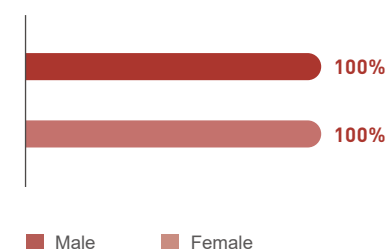
The Company took the lead in undertaking the final of the group company's 2021 "China Changan Cup", namely forklift driver vocational skills competition, and won the honorary title of excellent organization award. At the same time, as one of the participating units, it organized the contestants of each unit to carry out a 30-day intensive training, with increasing the average score of the contestants by 38.9%, and won one first prize and one second prize in the final.

Implementing the three-pillar transformation of human resources

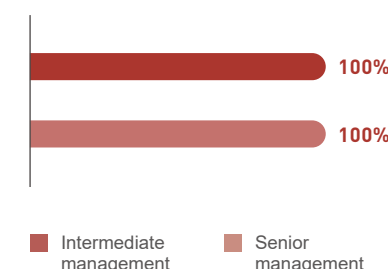
The Company implemented the three-pillar transformation of human resources, re-divided the responsibilities of all levels, publicized and implemented them to business units, emphasized to go deep into business, serve the grass-roots level, and create one-stop high-quality and efficient human resources service platform, and held the unveiling and authorization ceremony of the human resources sharing service center. The transformation measures supported the Company's strategic development, improved its value creation ability, and brought excellent results of two special awards and five winning awards, with an award rate of 50%, achieving the competition effect of promoting learning and training through competition.

Trained employee percentage

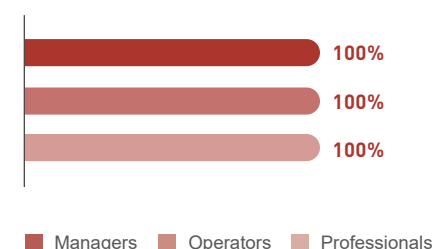
Trained employee percentage by gender



Trained employee percentage by employee category



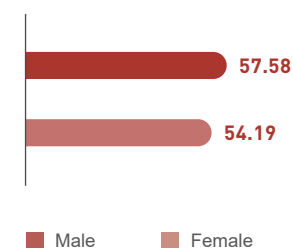
Trained employee percentage by post type



The average training hour completed per employee

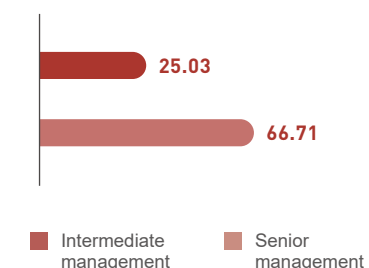
The average training hour completed per employee by gender

Indicator unit: Hour



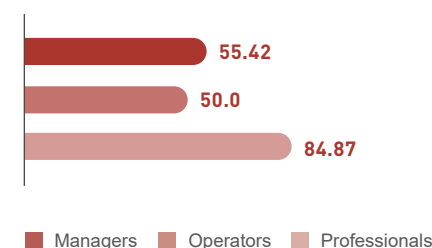
The average training hour completed per employee by employee category

Indicator unit: Hour



The average training hour completed per employee by post type

Indicator unit: Hour



Caring for employees' health

The Company attaches great importance to work safety and employees' occupational health, establishes the concept of safety development, promotes safety and development together, cares about employees' physical and mental health, cares for employees with difficulties, and improves employees' cohesion and centripetal force.

Work safety

The Company adheres to the management concept of "when rules are internalized, dangers are controlled", strictly abides by the Law of the People's Republic of China on Work Safety, Fire Safety Law and Administrative Measures of Emergency Plan for Work Safety Accidents, and establishes internal systems such as Occupational Health, Safety, Environmental Protection, and Fire Protection Accountability System, Occupational Health, Safety and Environmental Management Performance Evaluation Measures, Work Safety Accountability System and Safety Management Measures of Relevant Parties, actively brings customers, employees, suppliers, market supervision departments and other stakeholders into the consideration of safety management, strengthens the implementation of various responsibility measures for safety rectification, strictly performs responsibilities, and runs the work safety through the whole process of business work. During the reporting period, the Company became a second-level standardization enterprise of work safety and passed the ISO45001 occupational health and safety system certification. Throughout the year, there were no work safety accidents above minor injuries, no administrative penalties, and no complaints from relevant parties.

Safety construction

- Continue to strengthen safety investment and spend RMB 5.7 million on safety in the whole year, so as to establish an effective guarantee for the smooth development of business.
- Continue to promote the rejuvenation of safety through science and technology, effectively promote the safety management of digital empowerment, develop high-tech safety management tools such as potential hazard identification applet and safety risk information system platform, and improve the safety supervision level of the Company.
- Steadily promote the three-year special safety work and improve the Company's safety management level.

Safety management

- Strengthen the performance inspection of production site and management personnel at all levels. 2,761 unsafe behaviors were found and 837 people were assessed throughout the year.
- Strengthen the safety management of relevant parties of the Company. 2,895 problems were found in the inspection of relevant parties throughout the year; Regularly hold relevant party meetings and conduct relevant party interviews for key safety matters. Throughout the year, 578 trainings were provided for relevant parties, with a total of 16,653 person times, 358 relevant party meetings were held, and 126 relevant party interviews were made.

Risk elimination

- Carry out in-depth potential hazard identification, comprehensively investigate all kinds of potential safety hazards, find problems, and make changes.

Emergency management

- Improve the emergency handling capacity, organize and revise the comprehensive emergency response plan, special emergency plan for road transportation accidents of dangerous goods and site disposal plan according to the latest regulations of the Ministry of Emergency Management, involving five key accident risks: fire, electric shock, vehicle injury, collapse accident and poisoning suffocation, and including 46 types of emergency disposal in key places and posts.
- Organize and carry out emergency drills, improve the emergency working mechanism, and increase the Company's ability to deal with risk accidents and disaster relief, so as to ensure the timely, effective and orderly implementation of emergency rescue in case of work safety accidents.

Safety training

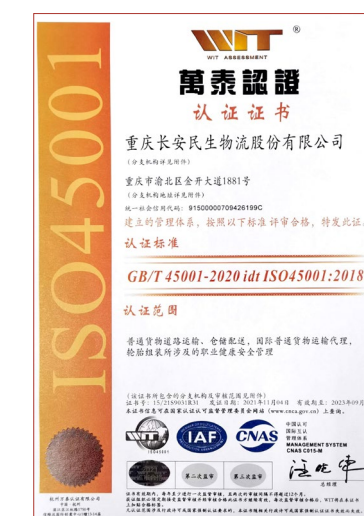
- Adhere to the implementation of safety skills and awareness training at all job grades, and all departments actively organize and carry out safety training, with a coverage of safety, fire protection and operation specifications. In 2021, the safety training of all departments of the Company totaled 59,139.5 class hours and 119,345 person times, with a per capita of 11.45 class hours.



In 2021, the safety training of all departments of the Company totaled **59,139.5** class hours, **119,345** person times, with a per capita of **11.45** class hours.



Certification of standardization construction grade of work safety in transportation enterprises



ISO45001 certification

Construction of security risk information system platform

The Company built a security risk information system platform to timely view and understand the daily management data of security risks and potential hazards of regional companies, business units and subsidiaries. The platform included four modules: real-time monitoring, dual control supervision, alarm recording and data analysis. The data came from the risk, potential hazard and alarm data of enterprises in the user platform. Through the rule engine and big data statistical analysis, the safety index of each department can be automatically calculated to effectively improve the Company's safety management level.

Construction of potential hazard identification applet

Through the construction of a mobile app for potential hazard identification, the Company enabled all employees on the production site to participate in the identification of potential hazards of work safety on site, so that the potential hazards of work safety on site can be found and disposed of in time.



Lean management applet



Work safety month "6.16 Safety Publicity and Consultation Day"



Fire emergency drill

Occupational health

The Company follows the Law of the People's Republic of China on Work Safety, Law of the People's Republic of China on Prevention and Control of Occupational Diseases, National Occupational Disease Prevention Plan, General Principles for Evaluation of Occupational Hazards and other policies, implements the policy of "prevention first, prevention and treatment combination", clarifies various occupational health management systems, implements the pre-job, on-the-job and off-the-job occupational health examination of employees involved in occupational hazards, and pays in full for employee health protection, equipment and facility investment and other expenses to ensure that employees are not affected by occupational diseases in production services. During the reporting period, the Company carried out annual monitoring of occupational hazard factors, and the occupational hazard factors of all posts did not exceed the standard. There were no occupational health cases in the whole year.



Employee communications

The Company attaches great importance to employee communication and regards creating an effective communication environment as an important work. The Company follows the Trade Union Law and Regulations on Workers' Congresses of State-owned Enterprises to promote the democratic management of the Company.

The Company conducts a quarterly survey on the ideological dynamics of employees at the front line in terms of work, rights and interests, life and other aspects. At the same time, it establishes advice channels for employees to encourage employees to speak freely and express their inner demands.

The Company continues to promote the normalization of enterprise democratic management, and builds harmonious labor relations to support employees to participate in enterprise management. The Company reviews the Employee Collective Contract and signs the collective contract with employees every year. Also, the Company strengthens the management of employee representatives, carries out democratic evaluation of employee supervisors and excellence promotion, and improves the ability of employee representatives to participate in the management of the Company while ensuring the democratic decision-making and supervision of employees.

Employee care

The Company is always committed to improving employees' happiness index and encouraging employees to balance work and life. The Company regularly carries out recreational and sports activities to promote the normalization and diversification of activities, stimulate employees' interest in activities and cultivate their sports habits. At the same time, the Company cares about employees and regularly carries out festival greetings and birthday greetings to warm employees.

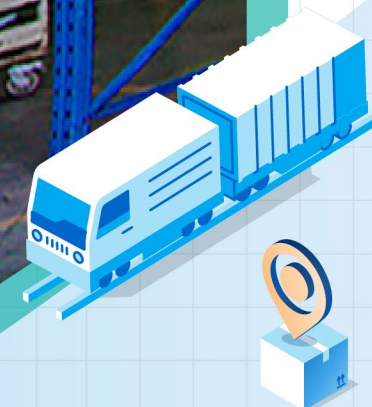


04

Industry

**Improve service quality
and walk hand
in hand with partners**

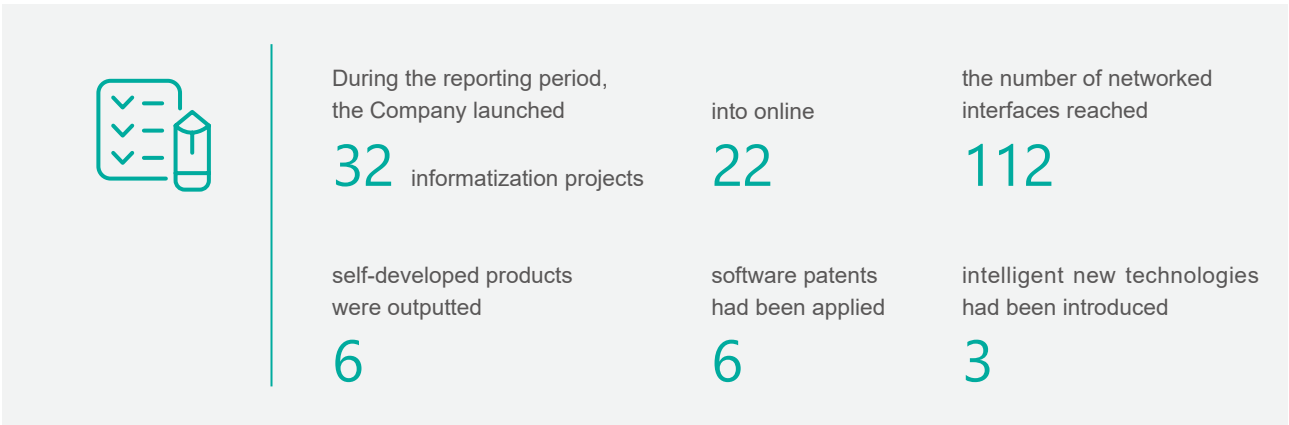
With the mission of "innovative logistics service makes life better", and with a focus on customers, the Company works with customers, partners, supply chain partners and other stakeholders to achieve mutual integration and commensalism, mutual benefit and win-win results while continuously realizing its own business development.



Innovation in logistics solutions

Under the guidance of "1136 plan for daring to create career", the direction of building "high-tech" CMAL, and the key of "process drives collaboration, technology enables business, wisdom creates value", the Company adheres to demand-driven and technology-enabled concept to help management and business reform; adheres to scenario-driven and innovation-integrated concept to form autonomous and controllable core. Also, the Company actively promotes the transformation of digital, intelligent and green technology, and makes every effort to promote the Company to build a "world-class green intelligent supply chain logistics technology company with global competitiveness".

During the reporting period, the Company launched 32 informatization projects and put 22 into online; the online rate of core business system reached 89.6%, an increase of 6.6% over 2020; the number of networked interfaces reached 112, an increase of 12% over 2020; 6 self-developed products were outputted, an increase of 20% over 2020; 6 software patents had been applied for and 3 intelligent new technologies had been introduced.



Promote the intellectualization of logistics operation

The Company carries out intelligent construction around the logistics operation scenario, promotes the completion of 9 intelligent projects in combination with intelligent products, and completes the online operation of vehicle information acquisition automation, reconstruction of RFID trolley, Hangzhou unmanned forklift and three-dimensional warehouse, upgrade of Yuzui NE1 RDC unmanned warehouse, Yubei unmanned driving and unmanned warehouse system, and intellectualization of Zongyi AGV and Qingshan transmission.

The project realizes the intellectualization of the whole process of industrial logistics, and creates the intellectualization of the whole process of parts logistics based on intelligent equipment such as visual identity and latent AGV, unmanned forklift and L4 unmanned distribution equipment; extends from pre-production logistics to post-production logistics, and realizes the tracing of the whole process through RFID chip from below-the-line vehicles to transfer station-4S stores; expands from internal demand to the outside, completes the Qingshan industrial construction project, extends the intelligent project to the upstream transmission of the industry, and makes breakthroughs in the output value of the whole process intelligent integrated logistics service project.



Promote business-finance integration project

In 2021, the Company focused on promoting the construction of business-finance integration project, completed the acceptance of business-finance phase I construction, the launch of business-finance phase II construction, the online trial operation of Yuzui engine in headquarters' warehouse, Yubei factory, Ford factory, Qingshan and Baotou, the online trial operation of headquarters' contract of International Business Unit, and online docking of i-WMS and international freight forwarder with BMP business-finance, and realized the automation of business-finance connection settlement, with an increase of accounting efficiency by 85%, the standardization of billing, with precipitation rate of business data of more than 80%; the intellectualization of audit, with an increase of traceability of business-finance data by 80%; the transparency of data, with a decrease of communication costs by 50%.

Improve green packaging technology

The Company is committed to improving green technology and packaging technology. The Company conducts customer demand research, improves packaging product service technology to meet customers' packaging needs in different business scenarios; builds a joint innovation platform of "two cities and three places", carries out scientific research, advanced research, laboratory construction, knowledge precipitation and capacity building to lay a foundation for the growth of packaging business; studies the twin carbon "1 + N" policy system through rapid learning and discussion, forms the Company's green development report and explores the road of green logistics development.

Implement "high efficiency" improvement

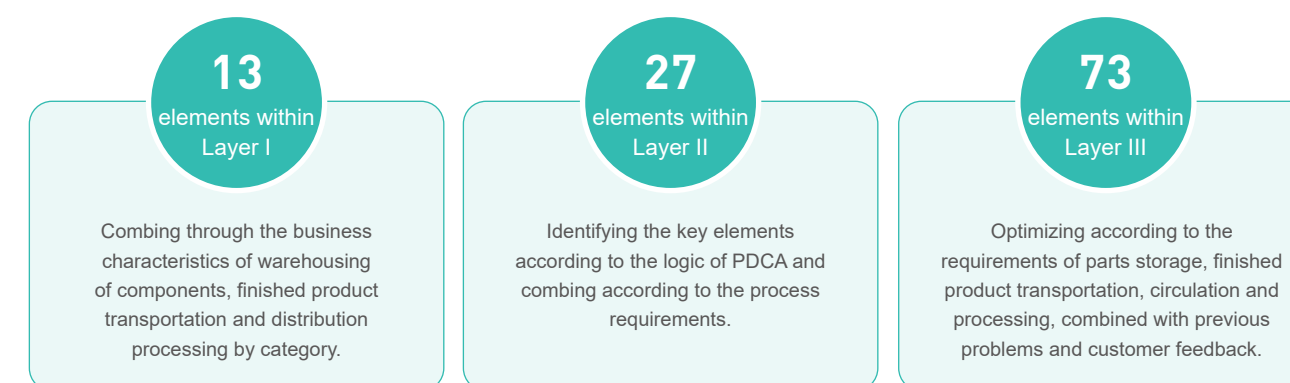
In 2021, the Company fully implemented "high efficiency" improvement with the "world-class benchmarking, fine and lean system standardization, and efficiency doubling project" as the three major starting points.



Improving quality management

In accordance with the requirements of ISO9001 and other international standards, the Company formulates management systems such as QHSE Management Manual, Quality Risk List, Internal Audit Control Management Process and Management Review Management Process to fully implement quality management.

We have improved the QOS operation guide according to the requirements of our country, industry, superiors and customers, including:



In addition, the Company has taken a number of measures to ensure service quality and build "quality logistics".



Upgrading customer service experience

Enhance services quality

Focusing on "all customer-centric", the Company has continuously improved the customer service system, formulated internal systems such as Customer Problem Handling Process and Customer Problem Handling Management Measures, standardized customer service, conducted assessment and accountability for customer complaints, assigned responsibilities to each person, and conducted strict assessment to ensure that customer complaints can be handled in a timely and effective manner, so as to provide customers with a more humanized and pleasant experience, achieving service leadership.



Indicator name	Indicator unit	2021
Number of product and service complaints	Piece	10
Resolution rate of complaints	%	100
Customer satisfaction	%	95.46

Customer privacy protection

The Company strictly abides by Law of the People's Republic of China on Guarding State Secrets, Anti-Unfair Competition Law of the People's Republic of China, Law of the People's Republic of China on Guarding State Secrets and other relevant national laws and regulations, and optimizes and improves the confidentiality management process of trade secrets identification, confidentiality management process of secret-related meetings and activities, confidentiality identification management process and management measures of secret-related personnel. The Technical Standard for Document Confidentiality was formulated to further optimize the management specifications of classified documents and data, further improve the control requirements of confidentiality, fully implement the protection of customers' privacy and safeguard customers' interests.

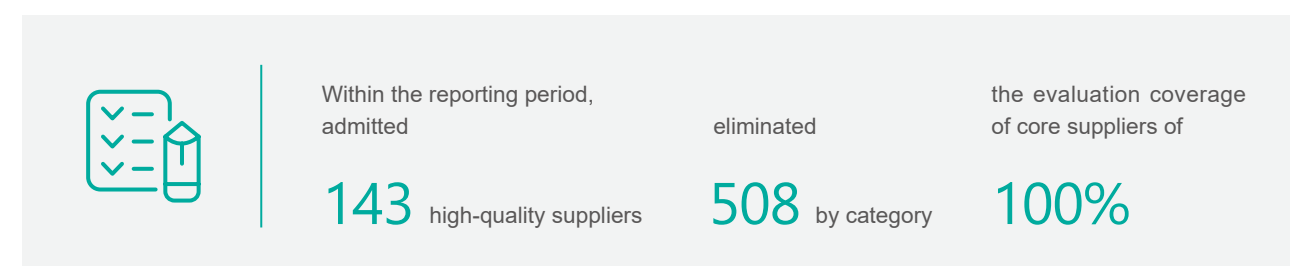
We actively established and enriched the confidentiality team, timely adjusted the members and responsibilities of the Confidentiality Committee of Company, improved the composition of the confidentiality management task force in combination with the adjustment of the Company's organization and personnel to ensure the orderly confidentiality work of the security management department. We strengthened the inspection and supervision of personnel in key posts, carried out confidentiality education activities in various forms, such as video learning and case learning, to strengthen warning education for key secret-related personnel. Within the reporting period, all departments of the Company implemented the deployment and arrangement of confidentiality work, solidly carried out security and confidentiality work, and achieved the work goal of "0" for major disclosure events.

Building a responsible supply chain

Regarding suppliers as an important resource for its own development, the Company established and improved systems such as the Supplier Admission Process, the Supplier Evaluation Process, the Supplier Removal Management Process and the Supplier Dynamic Management Process, preliminarily established a supplier "selection, cultivation, use, elimination and training" management system, formed a supplier life cycle management, strengthened the effective selection, review and audit of suppliers, and improved the response management of environmental and social risks of suppliers to stabilize the supplier team, improve the quality of suppliers, and establish a long-term mutually beneficial relationship between supply and demand.

Concerned about the environmental and social risks of suppliers, we incorporate the requirements of compliance with laws and regulations and action measures on environment, work safety and occupational health into the supplier access standards and evaluation standards, giving priority to the use of raw materials conducive to environmental protection and suppliers who practice environmental protection, resource conservation, safety and health and other sustainable development strategies to build a green supply chain.

Within the reporting period, we initially established a supplier "selection, cultivation, use, elimination and training" management system, formed a supplier life cycle management, admitted 143 high-quality suppliers, eliminated 508 by category, with an optimization rate of 28%, and the evaluation coverage of core suppliers of 100%.



Efficient management

- We have built a procurement and resource platform, helping to carry out supplier management efficiently through procurement informatization. At the same time, we have completed supplier online collaborative access, pricing, orders and other business, which effectively shortened the procurement cycle, realized the integration of information and resources, improved the transparency of supplier procurement process through unified standardized management and strengthened transparent purchase.



Sourcing and access

- **Classified management:** we classified suppliers in combination with procurement type, market supply risk and procurement expenditure, clarified the cooperation and management mode with five types of suppliers to avoid potential risks and ensure the stability of the supply chain;
- **Strict audit:** there are full-time departments to standardize the access audit process. The whole process includes 8 key audit nodes, up to the audit and approval of the general manager, and an evaluation team consisting of the relevant business departments, supplier management departments and procurement management departments jointly comprehensively evaluate the comprehensive ability of suppliers according to the access requirements;
- **Implementation of blacklist system:** after the blacklist of two-level suppliers of the Group is released, the units listed in the blacklist of enterprise-level suppliers shall strictly be forbidden to enter the supplier library.



Compliant procurement

- Adhering to the principle of "openness, fairness, impartiality, honesty and trustworthiness", implement transparent purchase, require suppliers to sign the integrity agreement in the contract and strengthen the code of conduct in all aspects of procurement.



Supervision and evaluation

- **Daily evaluation:** the full-time department and user department shall conduct monthly evaluation and assessment on the daily operation KPI and performance of suppliers (transportation, warehousing, outsourcing, agency and key non-production) according to the business operation requirements;
- **Dynamic assessment:** strengthen the comprehensive management and assessment of suppliers' problems in product and service quality level, on-site installation and commissioning and on-site management, business cooperation ability, cost competitiveness, contract performance and so on;
- **Timely rectification:** supervise and guide suppliers to improve negative behaviors found in the process of daily and dynamic evaluation in time to reduce and eliminate risks, ensuring that suppliers meet the requirements of service, quality, delivery and business of the Company, and realizing supplier dynamic management and supplier support and integration.



Performance management

- In combination with the characteristics of the industry, we carry out the annual evaluation of suppliers regularly. The full-time department complete the screening of the annual evaluation supplier list, and then organize the annual scoring of suppliers according to the annual evaluation standards in multiple dimensions (daily operation KPI + dynamic evaluation + supplier growth) to form a survival of the fittest mechanism, establishing a stable and reliable supplier system, and continuously optimizing the existing supplier resource pool to meet the production and operation requirements of the Company.

Indicator name		Indicator unit	2021
Total number of suppliers implementing relevant practices		Nos.	1,105
Number of suppliers by region	Mainland China	Nos.	1,093
	Hong Kong, Macao and Taiwan (China)	Nos.	11
	Overseas areas	Nos.	1

Promoting industrial development

Complete technology management

The Company actively implements the national policies and the decision-making and deployment to promote the implementation of the high integration and innovation development of the logistics industry and manufacturing industry, taking the digital project as the starting point, improves the scientific research and development ability and creates the core competitiveness to lead the improvement of the high integration and innovation development level of the logistics industry and manufacturing industry.

Scientific and technological innovation management concept

Adhere to demand driven as the first goal of scientific and technological innovation and make accurate breakthroughs

Driven by the strategy of the Company, the demand of customer and business, and the need of critical technologies breakthroughs, being problem-oriented, we strengthened the research and top-level design of various requirements, and strictly managed the requirements. Relying on scientific and technological innovation and mode innovation, we guided customer requirements, exceeded customer expectations, resonated with customers, and strengthened strategic coordination, planning coordination and management coordination with customers to take the requirements of main customers as the starting point and foothold of scientific and technological innovation.

Adhere to taking the core controllability as the first baseline of scientific and technological innovation, and strive for independence and self-improvement

We gave priority to the research and promotion of core technologies in terms of the focus and resources of scientific and technological innovation, increased the independent research and development of core technologies, tackled the difficult technology, achieved breakthroughs around the core scenarios and core technologies of industrial logistics, and strove to promote the transformation, pilot application, replication and promotion of scientific and technological achievements.

Adhere to taking Industry-University-Research-Application as the first means of scientific and technological innovation and ecological cooperation

We fully absorbed the intellectual resources of colleges and universities, scientific research institutes, core technology leading enterprises and industry associations for our own use, strengthened the combination of "going global" and "bringing in", carried out external contact and cooperation and provided internal guidance, and joint project research based on projects and core technologies, shared laboratories, promoted Industry-University-Research technology exchanges and cooperation in cooperation with research institutes and other forms, focusing on the core and high-end, and attached importance to the transformation and application of achievements to enrich and improve the Company's scientific and technological R & D system and ecosystem construction.

Adhere to taking talent oriented as the first element of scientific and technological innovation and strive for success

We attracted excellent teams relying on the scientific and technological innovation platform, built core teams relying on major tasks and projects, achieved accurate breakthroughs in core technologies, created a fair, inclusive and open scientific research environment, improved the incentive mechanism for scientific and technological talents, innovated the selection, employment and education mechanism, provided a relaxed atmosphere for the sustainable development of scientific and technological talents, and gradually formed an innovation culture that respects science and technology and puts science and technology first.

We steadily build a scientific and technological innovation management system to support our scientific and technological development according to scientific and technological innovation management concept.



Science and technology R & D management system

we reconstruct the science and technology product development subsystem, improve the optimization experiment verification and data management subsystem, reconstruct and optimize the operation and maintenance subsystem based on ITL, and jointly work with external resources to break through the advanced technology and technology development subsystem.



Integrated science and technology management system

we focus on strengthening product version/function standardization and product pedigree management, strengthen internal control audit of science and technology management, and maintain and deeply apply other integrated management system standards.



Scientific and technological knowledge management system

we focus on the stock main business and incremental new business continuing to promote the construction of technical standards, synchronously accumulate and share the experience and lessons of the whole process of scientific and technological construction and application, and establish a scientific and technological knowledge database.



Scientific and technological talent management system

we promote the corporatization of scientific and technological business organizations; focusing on the four-specialized and one-compound development of "process (BP) + automation (OT) + informatization (IT) + data (DT) + management (MT)", we adhere to the talent training principle of "one expansion, two strengths and one training" (expanding business knowledge, strengthening general ability, strengthening professional ability and cultivating integration skills) to build a high-level, elite and top compound talent team with "specialized and versatile"; we explore and carry out the investment following mechanism of scientific and technological products and the profit sharing mechanism of scientific and technological product marketing.





In 2021,
the Company incorporated

45 high-tech
talents



completed

20
scientific and technological
R & D and product
application projects

Fruitful S&T accomplishments

In 2021, the Company was recognized as a national high-tech enterprise, and the number of intellectual property applications and authorizations increased steadily. The Company won two items of 2021 CFLP Science and Technology Progress Award, 1 Second Prize and 1 Third Prize of Science and Technology Progress Award, 1 excellent case of China's logistics and supply chain informatization in 2021, and completed 5 declarations of management innovation achievements (including 1 national level, 2 of National Defense Enterprise Association and 2 of Chongqing City), with the scientific and technological innovation ability recognized by many parties.

Establishment of "two cities and three places" (Chongqing and Nanjing, and places where Changan Minsheng APLL Logistics Co., Ltd., Nanjing CMSC Logistics Co., Ltd. and Chongqing Changan Minsheng Fuyong Logistics Co., Ltd. are located) Innovation Center

The Company established the "two cities and three places" innovation center, aiming to gradually change from the existing empowerment center focusing on integrated application research to the integration of industry technology development analysis, core technology research and standardized product development, sharing resource to create a joint innovation center with technology, products and talents. In 2021, the Company incorporated 45 high-tech talents, completed 20 scientific and technological R & D and product application projects, comprehensively promoting the digitization, greening and intellectualization of packaging products.

Contribute to industry progress

The Company actively carried out industry, academia and research cooperation, participated in the formulation of industry standards and industry exchanges, and jointly built, shared and won with industry partners. Within the reporting period, the Company cooperated with the green branch of China Federation of Logistics & Purchasing, successfully applied for the vice president unit of the green logistics branch of CFLP, and undertook the task of Research on Carbon Emission and Countermeasures of China's Logistics Industry issued by the National Development and Reform Commission in cooperation with CFLP; the Company actively participated in a series of seminars on the formulation of green logistics industry standards, the cultivation of green logistics talents and the construction of green logistics standard system, and participate in the preparation of two green logistics industry technical standards: Enterprise Green Logistics Evaluation Index and Logistics Enterprise Greenhouse Gas Emission Accounting Method; the Company actively promoted the upgrading of new energy transport capacity system, comprehensively promoted intelligent low-carbon products such as electric forklifts, unmanned warehouses and outdoor unmanned vehicles to explore the application scenarios of hydrogen energy vehicles and pure electric freight vehicles.

Successfully applied for the vice president unit of the green logistics branch of China Federation of Logistics & Purchasing (CFLP)

In 2021, the Company successfully applied for the vice president unit of the green logistics branch, obtained the opportunity to regularly participate in technical research, industry discussion, expert forum, policy publicity and other exchange activities so as to obtain the right to know and participate in major industry decisions and plans at the first time, and was given priority to undertake scientific research topics and projects established by the logistics association and enjoy the consultation and business contact on the domestic and foreign logistics technology information exchange platform provided by the association, which provides a platform foundation for the practical implementation of green logistics policies and promoting the progress of the industry.



Great Wall Ant Logistics Co., Ltd., Changan Minsheng APLL Logistics Co., Ltd. and Tianjin Lugang Logistics Co., Ltd. signed a cooperation framework agreement



05

Community

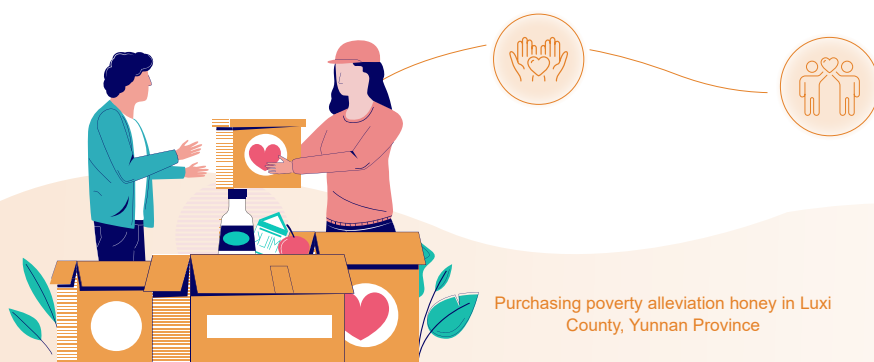
Shoulder social responsibility bravely and jointly promote people's livelihood and lasting safety

Actively responding to the call of national policies, the Company established special responsible departments, formulated social responsibility strategic planning, trained social responsibility professionals to consistently serve the society and build a harmonious and beautiful community.



Promoting rural revitalization

In 2021, the Company continued to consolidate the success of poverty alleviation, promoted rural revitalization, actively carried out "consumption assistance", pooled enterprise strength using publicity platforms and channels, and took practical actions to help poverty-stricken areas solve the problem of unsalable agricultural and sideline products to promote the stable increase of income of poverty-stricken people and consolidate the achievements of poverty alleviation.



Purchasing poverty alleviation honey in Luxi County, Yunnan Province

Indicator name	Indicator unit	2021
Amount of financial assistance	RMB ten thousand	60
Amount of poverty alleviation in consumption	RMB ten thousand	20.2

Building a happy community

Relying on its own resources and channels, the Company actively carried out public welfare charity and employee voluntary services to improve people's well-being. We have made clear the key points of youth voluntary service, combined with the field of domestic production and operation voluntary service and the field of external community voluntary service, constantly improved and enriched youth voluntary service, and carried out various special theme activities.

The Company organized and carried out voluntary activities such as cleaning community trails and visiting the lonely elderly in the community, continuously improved the connotation of voluntary service, expanded the volunteer service team, and guided more young people to participate in voluntary service activities, making voluntary service the warmest and most moving business card of the Company. Within the reporting period, a total of 140 employees of the Company participated in public charity and worked as social volunteers, with 26 hours of service time.



Condolences to the lonely elderly on the Double Ninth Festival

In October 2021, the Company organized more than 20 employees to go into the community to carry out public welfare consolation activities to visit the lonely elderly. The volunteers sent warm-hearted materials such as milk and warm hats to the elderly, and took the initiative to massage the waist and back and clean up for the elderly, and popularized the knowledge of winter disease prevention, health preservation and garbage classification. This activity inherits and carries forward the traditional virtue of respecting the elderly of the Chinese nation, helps the elderly living alone solve practical difficulties, and shows the style of voluntary service of youth in Changan Minsheng APLL Logistics Co., Ltd.



Tiding over the difficulties of COVID-19

During the period of repeated outbreak of COVID-19, adhering to the policy of "guarding against imported cases and preventing a resurgence of the outbreak at home", the Company established COVID-19 prevention and control leading group to coordinate the Company's epidemic prevention and control work. The Company also established emergency command group for COVID-19 prevention and control, specifically responsible for the daily management of the Company's epidemic prevention and control and doing a good job in production and operation command and dispatching on the basis of ensuring epidemic prevention and control.

Combined with the actual situation and the epidemic prevention and control management requirements of the main engine plant, and according to the changes of the national epidemic situation, the rebound of the local epidemic situation, the impact degree of various places, and the zoning of administrative areas where units are located, the Company formulates four-level response measures and implements hierarchical response, which are regular, three-level, two-level and one-level prevention and control state respectively. For imported goods, all units are required to implement the local government's prevention and control requirements and guidelines, implement the Company's prevention and control measures and customer requirements, strengthen the investigation of weak links, adhere to the same prevention of "people and materials", and resolutely abide by the bottom line of epidemic prevention and control.

Appendix

Key performance

• Environmental performance

Indicator	Unit	2021
Used engine oil amount	kg	2,459
Used engine oil density	Kg/RMB 100 million revenue	40.84
Amount of used printer cartridges	kg	911.20
Amount of toner cartridge	kg	3,868.50
Battery amount	kg	1,110.00
Amount of lamp tube	kg	264.00
Amount of forklift battery	kg	101,700
Total amount of hazardous wastes	kg	110,312.70
Density of hazardous waste	Kg/RMB 100 million revenue	1,832.13
Amount of used tires	t	6.28
Amount of used paper	t	25.01
Amount of used wooden pallets	t	366.06
Amount of used plastics	t	105.88
Amount of waste cardboard	t	2,861.43
Total amount of non-hazardous wastes	t	3,364.66
Density of non-hazardous wastes	ton/RMB 100 million revenue	55.88
Amount of waste water emission	m³	344,282.99
Density of waste water density	m³/RMB 100 million revenue	5,718.04
Greenhouse gas emission (scope 1)	CO₂ equivalent - ton	21,238
Greenhouse gas emission (scope 2)	CO₂ equivalent - ton	2,739
Total emissions of greenhouse gas	CO₂ equivalent - ton	23,977
Density of greenhouse gas emission	CO₂ equivalent - ton/RMB 100 million revenue	398.23
Amount of lead-free gasoline	L	236,759.26
Amount of diesel	L	7,641,961.76
Amount of natural gas	m³	167,100
Outsourced electricity	MWh	4,489.98
Direct energy consumption	MWh	80,091.99

Indicator	Unit	2021
Indirect energy consumption	MWh	4,489.98
Total energy consumption	MWh	84,581.97
Density of total energy consumption	kWh/RMB 100 million revenue	1,404.78
Total water consumption	m³	664,304.83
Water consumption density	m³/RMB 100 million revenue	11,033.13
Water saving amount	m³	321
Paper	t	419
Wooden products	t	7.95
Plastics	t	556.86
Total amount of packaging material	t	983.81
Density of packaging material	ton/RMB 100 million revenue	16.34

• Social performance

Total employees by gender, age group,employment type and region

Indicator	Unit	2020	2021
Total number of employees	Person	5,300	4,692
Total employees by gender			
Female employees	Person	1,754	1,516
Male employees	Person	3,546	3,176
Total employees by age			
Age 29 and below	Person	-	775
Age 30 ~ 39	Person	-	1,562
Age 40 ~ 39	Person	-	1,268
Age 50 ~ 54	Person	-	680
Age 55 and above	Person	-	407
Total workforce by employment type			
Full time	Person	-	4,692
Part-time	Person	-	0
Total employees by region			
Domestic	Person	-	4,692
Overseas	Person	-	0

Employee turnover rate by gender, age group and region

Indicator	Unit	2020	2021
Annual employee turnover rate	%	-	6.3
Employee turnover rate by gender			
Turnover rate of female employee	%	8.78	2.1
Turnover rate of male employee	%	8.35	4.2
Employee turnover rate by age group			
Age 29 and below	%	-	2.0
Age 30 ~ 39	%	-	2.0
Age 40 ~ 39	%	-	0.7
Age 50 ~ 54	%	-	0.9
Age 55 and above	%	-	0.6
Employee turnover rate by region			
Domestic	%	-	6.3
Overseas	%	-	0

Employee health and safety

Indicator	Unit	2020	2021
Work fatalities (case)	0	0	0
Death rate per 1,000 People	0	0	0
Lost days due to general work injury (day)	0	0	0
Number of work injuries (time)	0	0	0

Employee training

Indicator	Unit	2020	2021
Trained employee percentage by gender			
Male	%	33.09	100
Female	%	66.91	100
Trained employee percentage by post type			
Managers	%	3.70	100
Professionals	%	25.38	100
Operators	%	70.92	100

Indicator	Unit	2020	2021
Trained employee percentage by employee category			
Senior management	%	-	100
Intermediate management	%	-	100
The average training hour completed per employee by gender			
Female employees	Hour	-	54.19
Male employees	Hour	-	57.58
Average hours of trained employee by post type			
Managers	Hour	67.32	55.42
Professionals	Hour	76.30	50.0
Operators	Hour	36.08	84.87
Average hours of trained employee by employee category			
Senior management	Hour	-	66.71
Intermediate management	Hour	-	25.03

Supplier data

Indicator	Unit	2020	2021
Total number of suppliers	Nos.	1,587	1,105

Product liability

Indicator	Unit	2020	2021
Analysis results of customer satisfaction survey	%	96.75	95.46
Number of products and service related complaints received	Piece	8	10

Community investment

Indicator	2020	2021
Resources contributed to the focus area (RMB)	710,000	802,000

Indicator index

No.	Indicator description	Position in the Report
A1. Emissions	General disclosure On waste gas and greenhouse gas emissions, sewage to water and land, and generation of harmful and harmless wastes: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer. Note: Waste gas emissions include nitrogen oxides, sulfur oxides and other pollutants regulated by national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, fluorohydrocarbon, perfluorocarbons and sulfur hexafluoride. Hazardous waste refers to those defined by national regulations.	19
	A1.1 The types of emissions and respective emissions data.	23, 25
	A1.2 Direct (scope 1) and indirect energy (scope 2), total greenhouse gas emissions (in ton) and (if applicable) density (e.g. per production unit, per facility).	25
	A1.3 Total amount of hazardous waste generated (by weight or volume) and (if applicable) density (e.g. per production unit, per facility, per regular employee).	23
	A1.4 The total amount of harmless waste generated (by weight or volume) and (if applicable) density (e.g. per production unit, per facility, per regular employee).	23
	A1.5 Description of the emission targets set and the steps taken to achieve them.	21-25
	A1.6 Description of the methods of dealing with hazardous and harmless wastes, and Description of the emission targets set and the steps taken to achieve them.	21-25
A2. Use of resources	General disclosure Policies for the effective use of resources, including energy, water and other raw materials. Note: Resources can be used for production, storage, transportation, buildings, electronic equipment, etc.	26
	A2.1 Total consumption of direct and / or indirect energy (e.g. electricity, gas or oil) by type (in KWh/Ks) and density (e.g. per production unit and per facility).	26
	A2.2 Total water consumption and density (if calculated per production unit and per facility).	27
	A2.3 Description of the energy efficiency objectives set and the steps taken to achieve them.	21, 26
	A2.4 Description of any problems that may arise in obtaining a suitable water source, as well as the water efficiency objectives set and the steps taken to achieve them.	21, 27

No.	Indicator description	Position in the Report
A2. Use of resources	A2.5 The total amount of packaging materials used for finished products (in tons) and, if applicable, the proportion per production unit.	27
A3. Environment and natural resources	General disclosure Policies to reduce the issuer's significant impact on the environment and natural resources.	19
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	For the year, the Company had no problem in obtaining water, but we will still focus on saving water. For details, see "Energy and Resources Management"
A4. Climate change	General disclosure: Policies for identifying and responding to major climate related matters that have and may have an impact on the issuer.	19
	A4.1 Description of major climate-related issues that have affected and may affect the issuer and countermeasures.	28
B1 Employment	General disclosure On remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti discrimination and other treatment and benefits: (a) Policy; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	31, 33
	B1.1 Total employee by gender, employment type (such as full-time and part-time), age group and region.	32
	B1.2 Employee turnover rate by gender, age group and region	32
B2 Health and safety	General disclosure On providing a safe working environment and protecting employees from occupational hazards: (a) Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer.	37
	B2.1 The number and rate of work-related deaths in each of the past three years (including the reporting year).	61
	B2.2 Lost days due to general work injury	61
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored	37-39

No.	Indicator description	Position in the Report
B3 Development and training	General disclosure On policies on enhancing employees' knowledge and skills in performing their duties. Description of training activity Note: The training refers to vocational training, including internal and external courses paid by the employer.	35-36
	B3.1 Percentage of trained employees by gender and employee category (e.g. senior management, middle management, etc.).	36
	B3.2 The average training hour completed per employee by gender and employee category	36
B4 Labour standards	General disclosure On the prevention of child or forced labour: (a) Policy; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	33
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	33
	B4.2 Description of steps taken to eliminate such practices when discovered.	33
B5 Supply chain management	General disclosure Environmental and social risk policy of the supply chain management.	49
	B5.1 Number of suppliers by region.	50
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	50
	B5.3 Description of the practices for identifying environmental and social risks in each link of the supply chain, and relevant implementation and monitoring methods.	49-50
	B 5.4 Description of the practices of promoting the use of environment-friendly products and services during the selection of suppliers, and relevant implementation and monitoring methods.	49
B6 Product responsibility	General disclosure On health and safety, advertising, labeling, privacy and remedies for the products and services provided: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	43-48
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The percentage of total products sold or shipped subject to recalls for safety and health reasons is zero

No.	Indicator description	Position in the Report
B6 Product responsibility	B6.2 Number of products and service related complaints received and how they are dealt with.	48
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	16
	B6.4 Description of quality assurance process and recall procedures.	46
	B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	48
B7 Anti-corruption	General disclosure On prevention of bribery, extortion, fraud and money laundering: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	13
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	13
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	14
	B7.3 Description of the anti-corruption training provided to the board of directors and employees.	15
B8 Community investment	General disclosure Policy on community participation to understand the needs of the operating community and ensure that its business activities take into account the interests of the community.	58
	B8.1 Focus on areas of contribution (e.g. education, environmental matters, labor needs, health, culture, and sports).	58
	B8.2 Resources (such as money or time) used in the area of focus.	58



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