



匯通達網絡股份有限公司
HUITONGDA NETWORK CO., LTD.

(於中華人民共和國註冊成立的股份有限公司)
(A joint stock company incorporated in the People's Republic of China with limited liability)

股份代號 Stock Code : 9878



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關於本報告 About the Report

匯通達網絡股份有限公司(「本公司」)及其附屬公司(合稱「本集團」或「我們」)欣然提呈公司2022年度環境、社會及管治(「ESG」)報告(「本報告」)。本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄二十七所載《環境、社會及管治報告指引》編製。

報告範圍

本報告涵蓋本集團於2022年1月1日至12月31日期間(「報告期」)，在環境、社會與管治方面的管理政策與履責實踐。為了闡釋的連續性和完整性，在特定議題下延展至以往年度或本報告發佈日前。

如無特殊說明，本報告所披露文字內容和社會範疇關鍵績效指標的涵蓋範圍與本公司2022年年報相同。環境範疇的關鍵績效指標僅涵蓋位於中國南京市的本公司總部園區。

匯報原則

本報告乃根據以下原則編製：

重要性：本集團通過重要性評估確定主要ESG議題，相關過程與結果已經在本報告中披露。

量化：本集團依據聯交所「上市規則指引－附錄二十七環境、社會及管治報告指引」中「關鍵績效指標」要求，對「環境」和「社會」範疇的具有歷史數據的關鍵績效指標進行量化的披露。

一致性：本集團遵循一致的披露統計方法，將在往後年度採用一致的方法進行ESG信息的披露，以方便逐年做有意義的比較。

Huitongda Network Co., Ltd. (the “**Company**”) and its subsidiaries (collectively the “**Group**” or “**we**”) are pleased to present the 2022 environmental, social, and governance (“**ESG**”) report (the “**Report**”). The Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” in Appendix 27 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) of The Stock Exchange of Hong Kong Limited (“**Stock Exchange**”).

Organization scope

The Report covers the Group’s ESG management policies and practices for the period from January 1 to December 31, 2022 (the “**Reporting Period**”), which are extended to previous years or before the date of this Report for specific topics for continuity and completeness of interpretation.

Unless otherwise specified, the scope of the text and social KPIs disclosed in this Report is the same as that of the Company’s 2022 Annual Report. The environmental KPIs cover only the Company’s headquarters in Nanjing, China.

Reporting principles

This Report is prepared in accordance with the following principles:

Materiality: We identify key ESG issues through a materiality assessment, and the relevant process and results have been disclosed in this report.

Quantitative: In accordance with the requirements of “Key Performance Indicators” in the “Listing Rules Guidelines – Appendix 27 Environmental, Social and Governance Reporting Guide” of the Stock Exchange, the Group quantified the key performance indicators with historical data in the “Environmental” and “Social” categories.

Consistency: We follow consistent disclosure and statistical methods, and will use consistent methods for ESG information disclosure in subsequent years to facilitate meaningful comparison year by year.

關於本報告

About the Report

報告發佈

本報告單獨發佈，各利益相關方可在匯通達網絡股份有限公司官網 (<http://www.htd.cn/>) 及香港聯合交易所網站查看中英文版本。本報告以中英文兩種文字出版，在對兩種文本理解發生歧義時，請以中文文本為準。

聯繫我們

本集團十分重視各利益相關方和公眾對本報告的看法，若閣下對環境、社會及管治表現有任何意見或建議，歡迎發送郵件至 ir@htd.cn。

Report release

This Report is released separately, and each stakeholder can view its Chinese and English versions on the official website of Huitongda Network Co., Ltd. (<http://www.htd.cn/>) and the website of the Stock Exchange of Hong Kong. In case of any discrepancy between the two versions, the Chinese version shall prevail.

Contact us

The Group values the views of its stakeholders and the public on this Report. If you have any comments or suggestions on our ESG performance, please feel free to send an email to ir@htd.cn.

董事會聲明

Statement of the Board

本公司董事（「董事」）會（「董事會」）對本集團的環境、社會及管治策略及匯報承擔全部責任，負責評估及釐定有關環境、社會及管治的風險，並確保本集團設立合適及有效的環境、社會及管治風險管理及內部監控系統。

為有效推進ESG相關事務的執行與管理，本集團設立了完善而嚴謹的ESG管治架構，董事會對可持續發展的整體方向、戰略、目標、表現和報告負有最終責任。本集團設有ESG工作小組，以評估及梳理本公司ESG的風險管理及內部控制系統，監督達成企業戰略目標及提升企業ESG表現。

本集團致力於成為優秀的企業公民，一貫將企業的環境責任與社會責任視為公司的戰略重要組成部分。董事會重視ESG重要議題的確定，以企業管理策略、經營現狀為基礎，通過與利益相關方的交流和溝通，同業公司披露指標、行業領先實踐的對標梳理，識別和篩選出ESG核心議題，以確定ESG工作與ESG報告的方向。

本報告詳盡披露本集團2022年ESG工作的進展與成效，本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，董事會並對其內容的真實性、準確性和完整性承擔個別及連帶責任。未來，本集團將持續根據利益相關方期望和運營實際調整可持續發展管理策略及推進方式，不斷提升可持續發展水平。

The board (the “**Board**”) of directors (the “**Director**”) of the Group assumes full responsibility for the Company’s ESG strategy and ESG reporting and for assessing and determining the Group’s ESG risks, and ensures that Huitongda has an appropriate and effective system for ESG risk management and internal control in place.

To promote the implementation and management of ESG-related matters, the Group has established a comprehensive and rigorous ESG governance structure. The Board is ultimately responsible for the overall direction, strategy, objectives, performance and reporting on sustainable development. The Group has established an ESG working group to evaluate and review the Company’s ESG risk management and internal control systems, oversee the achievement of corporate strategic objectives, and improve corporate ESG performance.

Committed to being a good corporate citizen, the Group has always considered corporate environmental and social responsibility as an important part of its strategy. The Board attaches importance to the identification of important ESG topics, and identifies and screens out core ESG topics based on corporate management strategies and current operating conditions, through exchanges and communications with stakeholders, benchmarking and combing of disclosure indicators of peer companies and leading industry practices, so as to determine the direction of ESG work and ESG reports.

This Report discloses in detail the progress and effectiveness of the Company’s ESG work in 2022. This Report contains no false record, misleading statements or material omissions, and the Board is jointly and severally responsible for the truthfulness, accuracy, and completeness of its content. Striving forward, the Group will continue to adjust its sustainable development management strategies and promotion methods in accordance with the expectations of our stakeholders and the actual operations, so as to bolster the sustainable development of the Group.

走進匯通達

Approaching Huitongda

本集團是中國領先的面向下沉市場零售行業企業客戶的交易和服務平台。本集團一方面為客戶提供穩定高效的一站式供應鏈；另一方面通過數字化能力，為價值鏈上的各方夥伴，提供門店SaaS+服務及商家解決方案。

The Group is a leading commerce and service platform dedicated to business customers in the retail industry of China's lower-tier market. For one thing, the Group provides customers with a stable and high-performing one-stop supply chain. For another thing, we provide store SaaS+ services and merchant solutions for all partners along the value chain on the back of our digital capability.

企業使命

本集團始終堅持「讓農民生活得更美好」的使命，扎根農村、專注農村，積極踐行鄉村振興戰略，創造性滿足農民家庭的需求，高效經營農民家庭的資源，幫助農民買得好，少花錢；賣得好，多掙錢，實現消費升級，增收致富。

CORPORATE MISSION

Staying true to its mission of “Making Farmers’ Life Better”, the Group dedicates itself to rural areas. That means being a strong champion of the rural revitalization drive. To do that, we creatively meet the needs of rural families and better manages the resources of rural families. This aims to help farmers buy bargains and sell at the best price to upgrade consumption and increase incomes.

企業榮譽

CORPORATE HONORS

獲獎時間
Award Time

所獲榮譽
Honor

2022年5月
May 2022

獲國家鼓勵的重點軟件企業認定
Designated as one of the key software enterprises encouraged by the State

2022年7月
July 2022

首次上榜權威雜誌《財富》發佈的「2022年中國企業500強」，位列第209名
Ranking 209th on the list of “China Top 500 Enterprises in 2022” issued by the authoritative magazine *Fortune*

2022年7月
July 2022

榮登「2021中國新經濟企業500強」
Listing on “China’s 2021 Top 500 New Economy Enterprises”

走進匯通達 Approaching Huitongda

獲獎時間 Award Time	所獲榮譽 Honor
2022年9月 September 2022	蟬聯「中國企業500強」，位列第347位，較2021年排名上升49位 Ranking 347th on the list of “China Top 500 Enterprises”, up 49 places over the last year
2022年11月 November 2022	連續4年蟬聯中國互聯網協會「中國互聯網企業綜合實力前百家企業」，位列第18名 Ranking 18th on the list of “China Top 100 Internet Enterprises in Overall Strength” issued by the Internet Society of China. This marked the fourth consecutive year that it gained the ranking.
2022年12月 December 2022	獲億邦動力「千峰獎•2022年度產業互聯網百強」 Ranking among the list of “Qianfeng Award•China Top 100 Industrial Internet Enterprises” sponsored by Ebrun



ESG管治

ESG Governance

ESG管治架構

在ESG管治方面，本公司建立了由戰略委員會、ESG工作組、ESG工作專家組和資源共同領導的ESG管治體系，包括：

戰略委員會：負責決策可持續發展核心領域的戰略目標、策略方向和重點工作範圍，明確ESG管理的內部組織架構，監督並指導工作的執行。

ESG工作組：負責制定ESG工作戰略，識別ESG風險和機遇，披露ESG工作進展，通過ESG數據管理體系推動和跟進公司目標在各業務單元與職能體系中的落實，逐步推進ESG治理常態化。

ESG GOVERNANCE STRUCTURE

In ESG governance, the Company has established an ESG governance system led by the Strategy Committee, ESG Working Group, and ESG Expert Group, and resources, including:

Strategy Committee: Responsible for making decisions on strategic objectives, strategic directions and key scope of work in the core area of sustainable development of Huitongda, defining the internal organizational structure of ESG management, and supervising and guiding the implementation of work.

ESG Working Group: Responsible for formulating the ESG strategy, identifying ESG risks and opportunities, and disclosing ESG work progress. The ESG data management system allows us to promote and follow up the implementation of our objectives in each business unit and functional system, and makes ESG governance a part of our development.

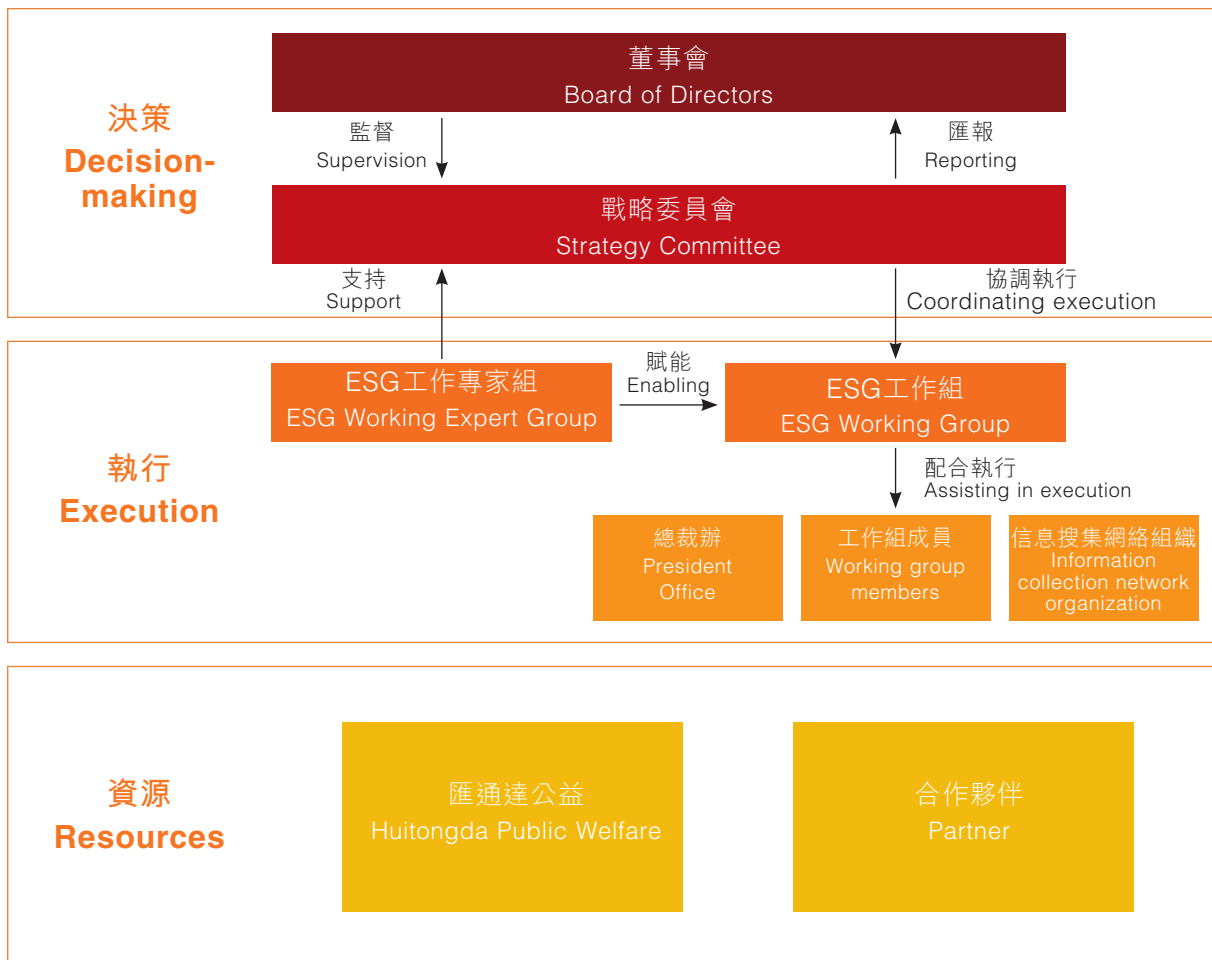
ESG管治 ESG Governance

ESG工作專家組：由高級別外部專家組成，旨在提供專業建議，為ESG工作組提供專業能力建設與培訓，定期分享ESG領先實踐和趨勢。

ESG Expert Group: Consisting of high-level external experts, it provides professional advice; provides professional capacity building and training services for the ESG Working Group, and regularly shares leading ESG practices and trends.

資源：與本集團公益協同開展工作，攜手匯通達生態夥伴，撬動更多內外部資源支持匯通達ESG工作的實施，並藉助資源平台向社會輻射。

Resources: In collaboration with the Group's Public Welfare and ecological partners, they mobilize more internal and external resources to support the implementation of ESG work and extend their reach into the outside.



ESG管治

ESG Governance

ESG 戰略

秉承「共創價值、共享成長」的核心價值觀，本集團深信，企業是社會的有機組成部分，本集團持續關注、關心下沉市場的發展，環境效益、社會效益與企業的經濟效益對本集團的可持續發展同等重要，因此堅持將ESG理念與業務整合，讓利益相關方與本集團一同共創價值，共享成長。

本集團始終牢記「讓農民生活得更美好」的企業使命，堅持創業心態，深化創新意識，不斷打磨創造能力，通過供應鏈及數字化服務，賦能鄉鎮夫妻零售門店，幫助會員店做大、做優、做強。

ESG 目標

本集團將把ESG價值觀融入公司發展戰略，在商業活動中踐行可持續發展，開展可持續和循環業務模式等試點；加強與所有利益相關方的合作，共同促進可持續發展；致力實現長期的可持續發展目標，創造更美好的未來。

黨建引領高質量發展

本集團堅持「以高質量黨建引領企業高質量發展」的理念，堅定擁護黨的領導建設，秉持「讓農民生活得更美好」的企業使命，聚力踐行「三個融合」黨建工作綱要，將黨建優勢充分轉化為企業發展動能。

ESG STRATEGY

In line with the core values of “Creating Value and Share Growth”, the Group is convinced that enterprises are an integral part of society and continues to pay attention to and care for the development of the lower-tier market, thinking that environmental and social benefits are as important as its economic benefits for Company’s sustainable development. That’s why the Group persists in integrating the ESG concept with its business, allowing stakeholders to create value and share growth with the Company.

The Group stays true to its corporate mission of “Making Farmers’ Life Better”. That means adhering to the entrepreneurial mentality and deepening the awareness of innovation to enhance our creative ability. This allows the Group to empower the township family-run retail stores and the member stores to grow bigger, better and stronger using its supply chain and digital services.

ESG GOALS

The Group integrates ESG values into its development strategy. To that end, we practice sustainable development in business activities, and carry out sustainable and circular business model pilots; strengthen cooperation with all stakeholders to promote sustainable development; to achieve the long-term sustainable development goals and create a better future.

PARTY BUILDING LEADING HIGH-QUALITY DEVELOPMENT

The Group is committed to the concept of “High-quality Party building leads enterprises to high-quality development”, firmly supports the leadership construction of the Party, upholds the enterprise mission of “creating a better life for rural people”, gathers to implement the “three integration” Party building work program, and fully transforms the advantages of Party building into the driving force of enterprise development.

ESG管治

ESG Governance

匯通達黨建發展歷程

2017年1月，本公司黨支部成立，2022年4月在市、區組織部和街道黨工委的支持下升格為黨委，現有黨員107名，下設4個支部。

在五年多的黨建發展歷程中，本公司黨支部充分發揮企業黨建「主心骨」作用，不斷強化組織建設，創新工作方法，將黨建工作與企業文化建設、隊伍建設、事業發展深度融合，推動了支部建設和企業發展同頻共振、互融共促。其間，先後獲評「江蘇省互聯網行業『蘇網先鋒』先進集體」、「南京市先進基層黨組織」等榮譽稱號。

「三個融合」黨建工作綱要

以高質量黨建引領企業高質量發展，要領在「融」，關鍵在「實」。本公司聚力踐行「三個融合」黨建工作綱要，明確了互聯網企業黨建的功能定位，具體如下：

- 把黨的宗旨與企業的使命相融合
本集團將「全心全意為人民服務」轉化為「讓農民生活得更美好」的生動實踐，深耕農村市場十年，助力全面小康、助力鄉村振興。
- 把黨的紅色基因與企業精神相融合
本集團把「紅船精神」、「井岡山精神」、「長征精神」、「延安精神」、「西柏坡精神」，融合到企業發展中，轉化為「創業、創新、創造」的「三創精神」、「挑戰不可能」的堅定信念、「做大會員店的生意就是匯通達最大的生意」的服務理念和「趕考永遠在路上」的奮鬥信仰。

History of Huitongda's Party building

In January 2017, the Company established its Party branch, which in April 2022 was upgraded to a Party committee with the support of the municipal and district organization department and the sub-district Party working committee. There are 107 Party members and 4 branches.

In more than five years of Party building and development, the Company's Party branch has given full play to the "backbone" role of enterprise Party building. That meant strengthening organizational construction and innovating working methods to integrate the Party building work with corporate efforts in culture, team, and undertaking development. This is how we have developed and integrated the branch and the enterprise for a shared future. During that period, we have been awarded honorary titles such as "Jiangsu Internet Pioneer" Advanced Collective, "Nanjing Advanced Grass-roots Party Organization" and so on.

"Three integration" Party building outline

Leading the high-quality corporate development by the high-quality Party building consists in "integration" and the "implementation". The Company stays a strong champion of the "three integration" Party building work outline and has defined the function of Party building in an Internet enterprise as follows:

- Integrating the tenet of the Party with the corporate mission
To be specific, the Group has transformed "serving the people wholeheartedly" into a vivid practice of "creating a better life for rural people". To make it happen, we have been dedicated to the rural market for a decade. This is how we have been contributing to an all-round moderately prosperous society and rural revitalization drive.
- Integrating the "red gene" of the Party with the enterprise spirit
The Group integrates the "Red Boat Spirit", "Jinggangshan Spirit", "Long March Spirit", "Yan'an Spirit" and "Xibaipo Spirit" into the corporate development. It is transformed into "entrepreneurship, innovation and creation", the firm belief of "challenging the impossible", the service concept of "making the business of the member store big is the biggest business of Huitongda" and the belief of "striving on the road".

ESG管治

ESG Governance

- 把黨對黨員的要求與企業的員工準則相融合

本集團把合格黨員的標準轉化為對幹部、員工的嚴格要求，先後出台「員工行為準則」、「幹部行為準則」、「高管行為準則」、「四項禁令價值觀準則」，要求全體黨員做好學習的表率、工作的表率、貢獻的表率。

開拓高質量發展實踐路徑

本集團把黨員培養與人才培育高度融合，組建了以黨員高管為主的「達人名師」，推行「先鋒90後」人才培養計劃，結對幫帶年輕人才快速成長，讓骨幹成為黨員、讓黨員成為幹部。

本集團黨委在要求「黨員帶頭學」基礎上，依託全國21個省、2.3萬多個鄉鎮、20萬家會員店的「業務網絡」，協同推動「引領農民學」，在「超級經理人」App植入黨建模塊，採取短視頻、社區互動等形式，引導員工和會員「感黨恩、聽黨話、跟黨走」，讓鄉鎮從商者更好掌握新思想、新技術，成為與時俱進的「新農商」。

- Integrating the demands of the Party on its members with the corporate employee conduct codes

The Group has transformed the standards as qualified Party members into strict requirements for cadres and employees, and has successively issued the “code of conduct for employees”, “code of conduct for cadres”, “code of conduct for senior executives” and “four prohibitory values code”, requiring all Party members to set an example in learning, work and contribution.

Shaping a practice path for high-quality development

The Group highly integrates the cultivation of Party members with that of talents. To that end, we have set up a “master teacher” mainly composed of senior Party members to roll out the “Pioneer post-90s” talent training program. This is how we have helped young talents grow rapidly in pairs, so that the backbone can become Party members and the Party members can become cadres.

Requiring “Party members to set an example in learning”, the Party Committee of the Group collaboratively promotes “leading farmers to learn” relying on its “business network” reaching over 200,000 member stores locating in 23,000 townships across 21 provinces. To do it, we have implanted the Party building module in the “Super Manager” APP to guide our employees and members to “feel the Party’s kindness, listen to the Party and follow the Party” through short videos and community interaction. This is how we have acquainted the township businessmen better with the new ideas and new technology to become the “new rural business” advancing with the times.

共創價值 Joining Hand For Value

本集團以「交易+服務」雙輪驅動，精確賦能產業鏈上下游合作夥伴，逐步夯實了產業互聯網底座，持續深耕下沉市場。

一方面，本集團用更精準的供需與流通，助力開拓銷售渠道，讓上游夥伴生產、銷售效率更進一步。另一方面，針對鄉鎮小店經營痛點，提供一站式解決方案，幫助鄉鎮店實現數字化升級。

構建可持續供應鏈

供應商准入和年度覆核管理

本集團針對供應商的類型進行分級管理，為推動業務合作的良性開展，制定了《匯通達供應商分類准入制度》，規範了供應商准入管理，提升了供應商選擇的合理性，確保合格的供應商入圍。

本集團依照供應商提供的資料和其他渠道收集的信息，對申請供應商的所屬行業、資質實力、信用狀況、產品經營、信息真實、關連關係等方面，進行嚴格的審查和綜合評估，並據此實行分類准入的管理模式。

截至2022年末，本集團共有6,604家商品供應商。2022年新增的供應商數量為1,444家，均根據上述准入核查原則進行過審核。此外，本集團對全部已入圍供應商均執行年度覆核，覆核內容包括質量問題、訴訟和行政處罰等。

Driven by the two wheels of “transaction + service”, the Group takes targeted measures to empower the upstream and downstream partners of the industrial chain. This has consolidated the industrial Internet base over time to take our operations in the lower-tier market further.

For one thing, the Group uses more accurate supply and demand and circulation to help open up sales channels and further improve the production and sales efficiency of upstream partners. For another, in response to the pain points of township stores, we offer one-stop solutions to digitally upgrade them.

BUILDING A SUSTAINABLE SUPPLY CHAIN

Management of supplier access and annual review

The Group implements graded management by supplier type. The Company has formulated *the Huitongda Policy on Classified Supplier Access* to promote the sound development of business cooperation. The policy standardizes supplier access management, improves the rationality of supplier selection, and ensures that qualified suppliers are shortlisted.

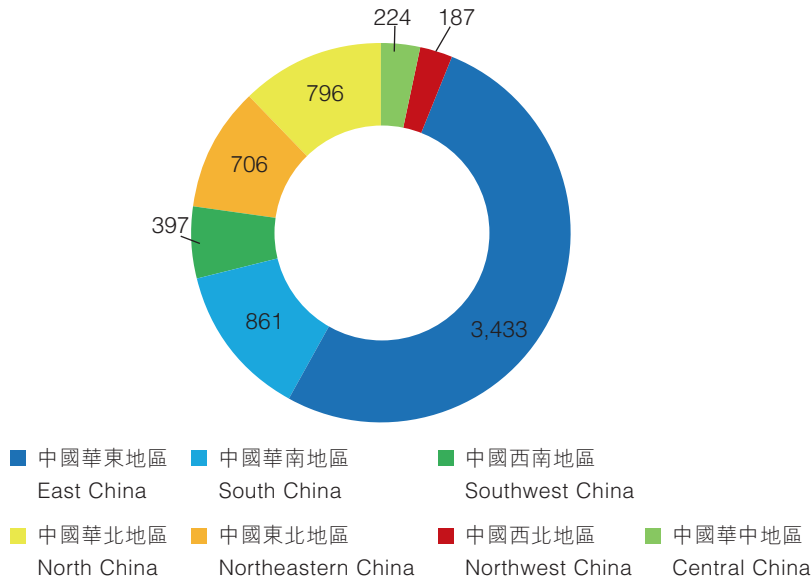
The Group, in accordance with the information provided by the supplier and collected through other channels, conducts a strict review and comprehensive assessment of the amount of industry to which the applicant suppliers belong, qualification and strength, credit status, product operation, truthfulness of information, related relationship, etc. Accordingly, we will implement the classified access-based management model.

As of the end of 2022, the Group had a total of 6,604 merchandise suppliers, of which 1,444 were new and all of which were audited based on the verification principles. The Group performed annual reviews of all shortlisted suppliers around quality issues, litigation and administrative penalties.

共創價值

Joining Hand For Value

2022年供應商地域分佈
Geographical distribution of suppliers in 2022



以廣泛佈局的網絡及供應鏈基礎設施助力廠家下沉

截至2022年12月31日，本集團已形成覆盖中國21個省及直轄市、2.3萬多個鄉鎮的零售生態系統，鏈接超20萬家鄉鎮夫妻零售門店，其中活躍會員零售門店7.6萬家，付費SaaS+用戶總數3.0萬家，下沉市場廣泛佈局的會員零售門店網絡，有效助力上游廠家快速實現下沉。

與此同時，本集團佈局超400個前置倉，提供包括廠方直發、三段式物流和自提等多種靈活的物流解決方案，構建起快速響應、高效滿足的供應鏈基礎設施，提升供應鏈效率。

Helping factories have access to the lower-tier market using the extensive network

As of December 31, 2022, the Group has formed a retail ecosystem covering more than 23,000 townships in 21 provinces and municipalities in China, reaching more than 200,000 township family-run retail stores, including 76,000 active member retail stores, 30,000 paid SaaS+ users, and a network of member retail stores with extensive distribution in the lower-tier market. This has helped upstream manufacturers to seek fast presence in the lower-tier market.

Meanwhile, the Group has installed more than 400 forward warehouses, offering flexible logistics solutions, such as direct factory delivery, three-stage logistics and self-picking. This has helped shape a fast response and efficient supply chain infrastructure for a supply chain efficiency.

共創價值 Joining Hand For Value

以大數據賦能上游工廠

針對品牌商，本集團不僅能夠幫助其有效觸達下沉市場，為他們提供商家解決方案等綜合服務，同時基於對下沉市場需求的洞察、數據分析，還能幫助其推出更加適合下沉市場的產品、實現智能製造、柔性生產。

一方面，本集團基於對下沉市場差異化需求，與工廠打造定制化產品，助推產銷一體化建設，如農資板塊，與中鹽紅四方、雲圖控股、浙農等頭部農資生產企業合作過程中，通過反向定制，共同研發推出了「匯種油」複合肥系列產品，現已覆蓋六大主糧省份；家電板塊與榮事達品牌深度合作，推動柔性供應鏈擴展與產銷一體化建設；交通出行板塊，與開瑞新能源基於市場需求打造定製版新能源汽車「江豚」，於2022年9月首批交車；另一方面，本集團以大數據、數字技術為基礎，收集會員店需求，建立數據模型，從而向工廠反向定制、拼單集採，促進以需定研、以需定產。

助推鄉鎮小店轉型升級

本集團圍繞鄉鎮夫妻零售門店，以幫賣、幫買、幫管理為核心，全方位服務企業客戶。

Empowering upstream factories using big data

For brand owners, the Group can help them reach the lower-tier market and provide them with comprehensive services such as merchant solutions. It can help them launch products more suitable for the market and realize intelligent manufacturing and flexible production based on the insight into and data analysis of the market demand.

For one thing, targeting the differentiated needs of the lower-tier market, the Group has been working on customized products with factories to boost the integration of production and marketing. For example, in the agricultural resources segment, in the cooperation with leading agricultural resources manufacturing enterprises such as CNSIG Anhui Hong Sifang Co., Ltd., Wintrue, and ZJAMP, the Group jointly developed and launched the “Huizhongtian” compound fertilizer series through reverse customization, which has covered six major grain-producing provinces. For the home appliances segment, we conducted in-depth cooperation with the Royalstar brand to expand the flexible supply chain and integrate production and marketing. In the transportation and travel segment, we have been working with Karry New Energy to create a customized new energy vehicle “Jiangtun” catering to market demand, and have delivered the first vehicles in September 2022. For another thing, on the back of big data and digital technology, the Group has been collecting the needs of member stores and established data models. This is how the Group conducts reverse customization and collects orders from factories, promoting research and production according to demand.

EMPOWERING THE TRANSFORMATION AND UPGRADING OF SMALL TOWNSHIP STORES

The Group, centering on township family-run retail stores, offers a full range of services to corporate customers in sale, purchase and management.

共創價值 Joining Hand For Value

聚焦幫買，鏈接上游優質廠家

本集團提供一整套採購和供應鏈整合的方案，截至2022年底，已鏈接上千家上游品牌廠商。如消費電子行業繼續落地1+N的品牌戰略，以蘋果項目為核心突破點，又拓展了聯想、戴爾、科大訊飛等上游品牌；農資行業與上游工廠聯合運營高效產出，同步佈局了農藥、肥料飼料、複合肥等板塊，與中農、中糧、中化等大型國企、上市公司、各省級供銷社深度合作；家電行業拓展了格力、美的、奧克斯等優質品牌的深度合作；交通出行板塊，正式成立新能源科技事業部深化發展，與比亞迪、廣汽埃安、哪吒達成戰略合作，同時構建了以新能源整車為主兼顧二輪車市場與電池業務發展的新格局；酒水行業以五糧液為核心，深度鏈接了十大醬香酒知名品牌—金沙酒業、貴州醇、夜郎古等；家居建材行業開拓了信義玻璃、三峽新材、遠東電纜等品牌合作。

與此同時，本集團一方面整合夫妻零售門店需求，拼單集採、反向定制，充分發揮規模效應，幫助夫妻零售門店直接鏈接廠家；另一方面，基於前端銷售和本地化流量的數據分析，指導會員店進行品類、採購時間點、採購數量的選擇，提高運營效率。

Focusing on purchase assistance to approach upstream manufacturers

Providing a comprehensive procurement and supply chain integration solution, the Group, as of the end of 2022, has approached thousands of upstream brands. For example, in the consumer electronics industry, the Group proceeds with the 1+N brand strategy. To be specific, it has taken the Apple project as the core breakthrough point to expand the upstream brands such as Lenovo, Dell, and iFlytek. In the agricultural materials industry, the Group has worked with the upstream factory to ensure good operations for efficient output. That meant seeking synchronous presence in pesticides, fertilizer feed, compound fertilizer and other plates, with CHAMPGC, COFCO, Sinochem and other large state-owned enterprises, listed companies, and provincial-level supply and marketing cooperatives in depth. In the home appliance industry, the Group has expanded its deep cooperation with Gree, Midea, AUX and other high-quality brands. In the transportation segment, the new energy Technology Division was officially established to deepen the development, and the strategic cooperation was reached with BYD, GAC Aian and NZTA. This has helped shape a new development pattern featuring new energy vehicles, supported by the two-wheeler market and the battery business. In the liquor industry, the Group has taken Wuliangye as the core, and deeply aligned with the ten famous brands of soy sauce liquor — Jinsha Winery, Guizhouchun, Yelanggu, etc. in the home building materials industry, the Group has forged the brand cooperation with Xinyi Glass, Sanxia New Building Materials, and Far East Cable.

Meanwhile, for one thing, the Group integrates the needs of family-run retail stores, collects orders and makes reverse customization. This aims to give full play to the scale effect, and helps family-run retail stores directly to reach manufacturers. For another thing, based on front-end sales and localized traffic data analysis, member stores are guided to select categories, purchase time points and quantities to improve operational efficiency.

共創價值 Joining Hand For Value

聚焦幫賣，盤活本地社群

圍繞幫賣，首先本集團以實體店為基礎，幫會員店一店三開一實體店、網店、直播社群店。第二，基於本地流量的管理，提供六大方式引流聚客，包括老客數字化、本地私域流量共享、精準營銷、本地線上運營、發展村級代理人、線上引流通路打通。第三，提供多種精準營銷活動。

除了線上SaaS+工具，本集團通過一支超2,900人、高效強大的客戶服務團隊，為客戶提供及時的線下支持。這支客戶服務團隊懂農村、懂農民、懂電商、懂生意，高度契合下沉市場，全年組織超過20場大型營銷活動，累計幫助會員零售門店開展營銷活動超2.45萬店次，開展會員零售門店培訓4萬多場。

聚焦幫管理，提升小店運營效率

圍繞門店管理，本集團基於用戶使用習慣，開發了包含進銷存管理、訂單管理、支付結算管理、配送和售後服務管理、員工管理等一整套工具。

服務優化與完善

本集團發佈了《會員店基本法》，明確公司對會員店的服務管理制度。與此同時，本集團開闢多條客戶投訴的渠道，全方位地收集客戶信息與反饋：

- ① 官網客服熱線：4006399988
- ② 企業QQ：4006399988（人工客服）
- ③ 業務聯繫人：客戶經理

Focusing on selling help to activate local social groups

Centering on the sell help, first of all, the Group helps the member stores to open a store physically, online and by livestream based on physical stores. Secondly, based on the management of local traffic, it provides six ways to attract customers, including digitalization of regular customers, sharing of local private traffic, precision marketing, local online operation, development of village-level agents, and opening up of online drainage channels. Thirdly, the Group provides a variety of precision marketing campaigns.

Apart from online SaaS+ tools, the Group, staffing a high-performing and competent over 2,900-member customer service team, provides customers with timely offline support. Being good with rural areas and people, e-commerce and business, the customer service team well fits in the lower-tier market. It has organized more than 20 large-scale marketing campaigns throughout the year, helping member retail stores to stage more than 24,500 times marketing events and more than 40,000 training sessions for member retail stores.

Focusing on management help to enhance store operating efficiency

Centering on store management, the Group has developed a set of tools including purchase, sale and inventory management, order management, payment and settlement management, distribution and after-sales service management and staff management based on users' usage habits.

Service optimization

The Group has issued *the Basic Law of Huitongda Member Stores* to specify the service management policy for member stores. Meanwhile, the Group has opened up multiple channels to collect customer information and feedback and handle customer complaints:

- ① Customer service hotline of official website: 4006399988
- ② Enterprise QQ: 4006399988 (staff service)
- ③ Business contact: client managers

共創價值 Joining Hand For Value

通過客服中心系統，本集團準確地識別用戶來電信息並記錄客戶的訴求，反饋至相關業務部門，及時記錄處理結果，並主動反饋客戶。本集團實行「24小時關單制」，即力爭在24小時內解決客戶的訴求。

截至2022年，本集團收到來自客戶的投訴共366單，關單率及解決率達100%。2022年，本集團從工具使用滿意度、業務人員服務滿意度等多角度調研客戶近2.2萬次，客戶滿意度超95%。

構建信任

信息安全

本集團高度重視信息安全保護，嚴格遵守《中華人民共和國個人信息保護法》等法律法規要求，並制定了《信息系統安全管理制度》、《數據庫備份及恢復管理制度》、《信息系統應急處理管理制度》、《匯通達數據安全分類分級管理制度》、《保密管理制度》、《關於要求全體員工進一步做好公司內部信息數據、文件資料保密管理的通知》等，進一步加強了公司內部信息、數據、文件、資料的保密管理，提高公司內控管理水平，防止公司核心信息的洩密和流失，規範相關工作程序，並明確了相應的安全保護措施，盡可能地保護用戶的個人信息安全。

The Group identifies the user call information and record and feeds back the customer's request to the relevant business departments, and record the handling results in time and feed them back to the customers. The Group implements a "24-hour order closing system", i.e. we strive to address customers' requests within 24 hours.

As of the end of 2022, the Group received 366 complaints from customers, and the rate of order closing and resolution reached 100%. In 2022, the Group surveyed customers nearly 22,000 times from various perspectives such as tool use satisfaction and business personnel service satisfaction, and customer satisfaction exceeded 95%.

BUILDING UP TRUST

Information security

The Group puts a new premium on information security protection. In accordance with *the Personal Information Protection Law of the People's Republic of China* and other laws and regulations, the Company has formulated *the Policy on the Security Management of Information Systems, the Policy on the Management of Database Backup and Recovery, the Policy on the Management of Emergency Handling of Information Systems, Huitongda Policy on Classified and Grading Management of Data Security, Confidentiality Management Policy, and the Notice on Requiring All Employees to Further Improve the Confidentiality Management of Internal Information, Data, and Documents*. These efforts have further strengthened the confidentiality management of the Company's internal information, data, documents and materials, improved the Company's internal control management, prevented the leakage and loss of the Company's core information, standardized relevant work procedures, and clarified the corresponding security protection measures, to protect users' personal information security as much as possible.

共創價值 Joining Hand For Value

為保護本公司數據安全性，大數據部門在本年度對本公司系統開展數據脫敏工作，提高數據安全性。脫敏項目有着高覆蓋、高精準、高溯源、高管控的特點。其根據本次脫敏4個字段數據特性，生成一套算法模型，定期進行全域數據掃描，識別準確性高達94%。各解密行為在系統端進行日誌記錄，根據ID即可對響應責任人進行監控，並生成分析報告，且對違規操作行為通報批評建立ID申請審批流，嚴格管控敏感數據出口。

隱私保護

本集團管理層致力於隱私優先的治理方法，制定了《匯通達用戶信息保護政策》、《個人信息收集清單》、《個人信息共享清單》等一系列隱私政策文件，頒佈了《匯通達數據安全分類分級管理制度》用於數據全生命周期管理的安全策略制定，建立健全的內部評估流程，以確保所有產品都經過全面評估，符合所有適用的數據隱私法，並且所有收集的數據都安全傳輸和存儲。

本集團注重保護所有員工、客戶及消費者、供應商和業務夥伴的隱私。除了在《保密管理制度》中明確了匯通達全體員工對公司知識產權、商業秘密的保密職責外，在與供應商和合作夥伴簽訂合同時，我們同時要求對方簽署「保密協議」，來明確合作方需要履行的保密義務、保密期限、違約責任以及解決辦法。

In order to protect the Company's data security, the big data department has carried out data masking of the Company's system this year to improve data security. Mask projects feature high coverage, high precision, high source and high control. According to the data characteristics of the four fields of masking, a set of algorithm models is generated, and the full-field data scan is carried out regularly, with a recognition accuracy of up to 94%. Each decryption behavior is logged at the system end, the responder can be monitored according to the ID, and the analysis report can be generated, and the illegal operation behavior can be notified and criticized to establish ID application approval flow, and the sensitive data export can be strictly controlled.

Privacy protection

The Group's management is committed to privacy-first governance, and has formulated a series of privacy policy documents such as *the Huitongda User Information Protection Policy*, *the Personal Information Collection List*, and *the Personal Information Sharing List*, and promulgated *the Huitongda Policy on Classified and Grading Management of Data Security*, which is used to formulate security policies for data lifecycle management, and establish a sound internal evaluation process. This aims to ensure that all products are fully evaluated, comply with all applicable data privacy laws, and that all data collected is securely transmitted and stored.

The Group is conscious of protecting the privacy of employees, customers, consumers, suppliers, and business partners. *The Confidentiality Management Policy* stipulates the confidentiality duties of all employees in respect of intellectual property and trade secrets. Apart from that, when signing contracts with suppliers and partners, we will require them to sign "confidentiality agreements" to clarify the confidentiality obligations, confidentiality periods, liability for breach, and solutions.

共創價值 Joining Hand For Value

在《用戶信息保護政策》中提到本集團會如何收集和用戶的信息，同時也明確了收集和使用信息之後可以為用戶提供的各項服務、功能。本集團會在用戶使用匯通達提供的產品或服務前，提醒用戶閱讀並理解《用戶信息保護政策》，在取得用戶充分理解並同意後再開始使用我們的產品和服務，盡可能地為客戶保護個人信息安全。

本集團按照中國《個人信息保護法》要求，定期完善更新《隱私協議（用戶信息保護政策）》進行隱私保護安全宣貫。2022年本集團針對客戶敏感信息進行全域加密脫敏，從技術手段保護客戶隱私信息。

本集團已根據《信息安全登記保護管理辦法》取得信息系統安全等級保護三級證書。

2022年，本公司未發生過與信息安全、隱私保護相關的違法違規事件。

知識產權保護

為了規範公司知識產權的管理工作，明確責任和義務，保護公司知識產權不受侵害，快速打擊侵犯公司知識產權的違法行為，本集團於2022年11月22日修訂並發佈《匯通達知識產權管理制度》，包括軟件著作權、專利、商標、字體、圖片、軟件、商業秘密管理等方面。

截至2022年12月31日，本集團新增獲批軟件著作權68項，新增獲批專利6項，新增註冊商標45項，累計軟件著作權166項，累計專利16項，累計註冊商標844項。

The Policy on User Information Protection mentions the way the Group collects and uses users' information, and specifies the services and functions to be provided to users after collecting and using information. The Group will remind users of reading and understanding *the Policy on User Information Protection* before they use the products or services provided by us, in order to protect the security of the personal information of our customers as much as possible.

In accordance with *the Personal Information Protection Law of the People's Republic of China*, the Group regularly improves and updates the Privacy Agreement (User Information Protection Policy) to promote privacy protection and security. In 2022, the Group has worked on comprehensive encryption and masking for customers' sensitive information to protect customers' privacy information technically.

The Group has obtained the Grade III Certificate of Information System Security in accordance with *the Measures for the Management of Registration and Protection of Information Security*.

In 2022, the Company did not have any illegal and non-compliant incidents related to information security or privacy protection.

Protection of intellectual property rights

The Group revised and issued *the Huitongda Intellectual Property Rights Management System* on November 22, 2022, covering software copyright, patent, trademark, font, picture, software, trade secret management and so on in order to standardize the management of the Company's intellectual property rights, clarify responsibilities and obligations, protect the Company's intellectual property rights from infringement, and quickly crack down on illegal acts infringing the Company's intellectual property rights.

As of December 31, 2022, the Group has obtained 68 new approved software copyrights, 6 new patents; and 45 new registered trademarks; had a total of 166 software copyrights; had a total of 16 patents and had a total of 844 registered trademarks.

共創價值

Joining Hand For Value

商業道德

本集團嚴格遵守有關反腐敗和反賄賂的法律法規要求，包括《中華人民共和國合同法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等。為了加強反舞弊工作，我們制定了《反舞弊管理制度》，反對並明令禁止貪污、受賄、行賄等行為，預防了各類干擾和破壞公司經營活動的違法亂紀、營私舞弊行為的發生，並保障了本集團員工或合作方依法行使舉報的權利。

《反舞弊管理制度》明晰了各部門的職責，確保各條線分工明確，通力合作，保障本集團的合規合法運營。其中，審計部負責制定反舞弊制度，維護舞弊投訴舉報渠道，針對可能發生的舞弊行為進行調查並向本集團管理層反饋調查情況，並負責對舉報人實行保護及獎勵申報；人力資源中心負責根據調查結果，對發生舞弊行為的員工，根據情節輕重給予處分，違法行為移交司法機關處理；各事業部及下屬分子公司負責配合審計部的調查，並根據調查反饋的問題查漏補缺、規範管理。

本集團重視反舞弊和反貪污的宣傳教育，通過線上培訓和線下測評的形式相結合，面向全體員工組織全方位的反舞弊反貪污意識提升。2022年，本公司組織了20餘場線下反舞弊專題培訓，設有測評環節並將反舞弊培訓材料上傳「匯學堂」在線學習平台，協同分管HR宣貫，面向全員線上學習，完成率97%。

我們結合香港大學亞洲案例研究中心及廉署香港商業道德發展中心合作所撰寫的案例，組織本公司董事、監事及高級管理人員學習上市公司商業道德培訓教材。

Business ethics

The Group strictly complies with the provisions of laws and regulations relating to anti-corruption and anti-bribery, including *the Contract Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and the Interim Provisions on Banning Commercial Bribery*. For strengthening anti-fraud work, we have mapped out *the Anti-Fraud Management Policy*, which opposes and explicitly prohibits corruption, bribe-taking and bribery. The policy prevents all kinds of illegal, disorderly and corrupting behaviors that interfere with and undermine the Group's business activities, and secures the reporting rights of the Company's employees or partners in accordance with law.

The Anti-Fraud Management Policy specifies the responsibilities of each department to ensure a clear division of labor of each line and full cooperation to ensure the compliance and legal operation of the Group. Among them, the Audit Department is responsible for developing anti-fraud systems, maintaining fraud complaints and reporting channels, investigating possible fraud and reporting the investigation to the Group's management, and implementing protection and reward declarations for informants. According to the results of the investigation, the Human Resources Center shall punish the employees who have committed fraud according to their seriousness, and those who have conducted illegal behavior shall be transferred to the judicial organs for further handling. Each business division and its subsidiary companies shall cooperate with the investigation of the Audit Department, and regulate the management by plugging the gaps according to the feedback of the investigation.

The Group stresses the publicity and education of anti-fraud and anti-corruption. Combing online training and offline assessment, the Group strives to enhance anti-fraud and anti-corruption awareness of all employees. In 2022, the Company has organized more than 20 offline anti-fraud special training sessions, with evaluation. In addition, it has uploaded anti-fraud training materials to the online learning platform "Huixuetang", and cooperated with the HR to involve all employees in the online learning, with a 97% completion rate.

We organized Directors, supervisors and senior management of the Company to learn business ethics training materials in respect of listed companies based on the cases developed by the Centre of Asian Studies of the University of Hong Kong and the Independent Commission Against Corruption and the Hong Kong Business Ethics Development Centre.

共創價值 Joining Hand For Value



反舞弊專題培訓測評現場

Testing and evaluation scene of anti-fraud training

本集團重視提升高層員工的反舞弊意識，本年度面向L8級別以上員工完成100%自律承諾書的簽訂。對於供應商和合作夥伴，本集團與其簽訂「陽光協議」，其中明確了雙方應當遵守的反舞弊規定和違反協議所應當承擔的後果。

在重要節日前後，本集團還會以「倡議書」的形式提醒員工和與本集團有業務合作的夥伴廉潔過節。

The Group prioritizes improving the anti-fraud awareness of senior employees. This year, 100% of the employees above Level 8 of the Group have signed the self-discipline commitment letter. The Group has signed a "Sunshine Agreement" with its suppliers and partners, defining the anti-fraud regulations that the parties shall abide by and the consequences that they shall bear for violating the Agreement.

Around important festivals, the Group will also remind employees and partners who have business cooperation with the Group in the form of an "initiative" to have a clean festival.

共創價值

Joining Hand For Value

舉報制度

為了提高員工的反舞弊意識，本集團審計部門還定期開展舞弊舉報投訴培訓或講座等活動，並通過文件、網頁、app客戶端、採購合同、海報等多種方式公佈舉報渠道。在制度規範和文化宣貫以外，本集團建立了投訴舉報制度和實施辦法：

- 投訴渠道：
 - ① 電話舉報：(86)025-89677688
 - ② 郵箱舉報：jubao@htd.cn
 - ③ 信件舉報：南京市玄武區鐘靈街50號匯通達網絡股份有限公司審計部收
- 嚴肅對待：審計部需要對所有舉報信息進行嚴格保密，嚴禁洩露舉報人的姓名、單位、住址、電話等身份信息，不得對外出示舉報材料原件或複印件。如有洩密，本公司有權追究其相關責任。

Reporting system

To raise employees' awareness of anti-fraud, the audit department of the Group regularly conducts activities such as training or lectures on fraud reporting and complaints, and publishes reporting channels through documents, web pages, app client terminals, procurement contracts, posters and other means. The Group has a complaint reporting system and reporting methods in addition to the system specification and culture promotion.

- Channel for complaints:
 - ① Reporting phone: (86)025-89677688
 - ② Reporting email: jubao@htd.cn
 - ③ Reporting address: Audit Department, Huitongda Network Co., Ltd., 50 Zhongling Street, Xuanwu District, Nanjing
- Taking it seriously: The audit department needs to keep all the reported information confidential, including the name, unit, address, telephone and other identification information of the informant as well as the original or copy of the reported materials. In case of leakage, the Company has the right to pursue its relevant responsibilities.

共創價值 Joining Hand For Value



總裁直通車
Face the president

舉報人保護

內控審計部是本集團從事舞弊、腐敗行為調查的專職部門，由審計委員會管理並直接向董事會匯報，從治理結構上保障了舉報受理和調查工作的獨立性和客觀性。審計部受理舉報和開展調查的團隊由專職調查人員組成，有較強的專業性。在受理、調查和獎勵等各個關鍵流程環節上一律嚴格保密，防止洩露，如：

- 1) 固定專人受理舉報，受理時確認周邊環境不存在洩密風險，如有需要可約舉報人到公司外隱蔽場所面談；
- 2) 「一對一單線聯絡」，未經舉報人同意不向他人（包括上級）透露其身份，更不會將舉報人的有關情況和舉報內容透露給被舉報對象；
- 3) 審計部堅持最小知秘原則，部門內彼此信息隔離；
- 4) 舉報獎勵通過特殊通道發放，確保舉報人得到有效保護。

Informant protection

The internal control audit department is a special body under the Group that is set up to investigate fraud and corruption behavior. It is managed by the audit committee and reports directly to the Board, which guarantees the independence and objectivity of report acceptance and investigation from the governance structure. The team of the audit department that accepts reports and investigate is composed of full-time investigators with stronger professionalism. All key processes, such as acceptance, investigation and award, are kept strictly confidential to prevent possible disclosures, such as:

- 1) Designated personnel are responsible for accepting the report and confirming that there is no leakage risk in the surrounding environment in this process. If necessary, the informant may be invited to a hidden place outside the Company for an interview;
- 2) "One to one single line contact", without the consent of the informant, it is not allowed to disclose his/her identity to others (including the superior), not to mention the information about the informant and the content of the report to the reported object;
- 3) The audit department follows the principle of minimum knowledge, and isolates each other's information within the department;
- 4) Rewards for reporting are issued through special channels to secure the informant.

共創價值 Joining Hand For Value

審計部在招聘員工時有着比其他部門更嚴格的背景篩查標準，以降低有關風險。當發現審計人員與被舉報對象存在利益衝突時，會實行迴避機制。

The audit department has stricter background screening standards than other departments when hiring employees to reduce risks. When it is found that there is a conflict of interest between the auditor and the reported object, the avoidance mechanism shall be implemented.

內控建設

2022年，本集團進行了內控手冊的更新。按照五部委的要求，從本集團的發展戰略、投資發展、採購管理、銷售管理資金、存貨、固定資產預算合同等17個章節進行了覆蓋。新版內控手冊針對業務部門和職能部門，在風險防範和操作規範上都有較好的助力作用。在日常，本集團也不時向員工推送相關知識，讓合規運營落實落地。

Commitments to internal control

In 2022, the Group updated the internal control manual. As required by the five ministries and commissions, the Group has updated 17 chapters covering the Group's development strategy, investment development, procurement management, sales management funds, inventory, and fixed assets budget contract. The new version of the internal control manual is designed to help the business department and the functional department, with risk prevention and operation standardization. The Group also routinely promotes relevant knowledge to employees from time to time to ensure the implementation of compliance operations.



推送法律知識卡片

Pushing legal knowledge cards

在日常的工作中，為了增強員工對內控實務、制度流程等方面的了解，本集團通過「匯學堂」在線學習平台上開展每季度一次的全員內控意識提升培訓。

In the ordinary course of business, we conduct quarterly training on improving internal control awareness through the "Huixuetang" online learning platform to familiarize employees with internal control practices, systems, and processes.

共享成長 Sharing the Growth

打造平等尊重、包容多元的就業環境

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規，堅持依法合規僱傭。為此，本公司建立了《招聘管理制度》、《錄用管理制度》、《員工試用期管理制度》等管理制度，嚴禁和抵制任何形式的童工僱傭和強制勞工行為，反對一切形式的性別、民族、年齡、信仰和地域歧視，為所有員工提供平等的工作機會。

本集團採用多種招聘方式，包括校園招聘、社會招聘以及內部推薦等方式，以此完善人才儲備。本集團人力資源部在錄用員工時檢查身份證信息、查驗學信網畢業證明，以避免招錄童工和學歷造假情況。本集團不定期抽查員工資料比對，如發現誤用童工，將立即終止僱傭，並向有關部門報告。本報告期內，本集團未發生招聘童工和強制勞工的違規事件。

本集團注重員工多樣化，包括但不限於性別、年齡、教育背景、社會經濟背景、工作經歷等，提供包容性的工作環境，接受多樣性、包容每個人的長處，並尋求為每個人提供充分發揮潛力的機會。截至2022年12月31日，4,383名僱員（包括高級管理人員）中，男性約佔52.7%，女性約佔47.3%。本集團認識到員工多元化的裨益，在切實可行的情況下維持並促進員工多元化（尤其是性別多元化）。按職能劃分的員工性別情況載列如下：

FOSTERING AN EMPLOYMENT ENVIRONMENT OF EQUALITY AND RESPECT, TOLERANCE AND DIVERSITY

Huitongda strictly abides by the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China* and other laws and regulations, and upholds compliant employment practices according to the law. To this end, we have established such management policies as the *Recruitment Management Policy*, the *Hiring Management Policy*, and the *Policy on the Management of Employee Probation Period*. We prohibit and resist any form of child labor employment and forced labor practices, oppose all forms of gender, ethnicity, age, faith and geographical discrimination, and provide equal opportunities for all employees.

The Company adopts a variety of recruitment methods, including campus recruitment, social recruitment and internal recommendation, as a way to improve the talent pool. The Group's Human Resources (HR) Department checks employees' ID card information plus graduation certificates on the website of China Higher-education Student Information (CHSI) when hiring, to avoid recruiting child labor and academic falsification cases. The Group randomly checks employee information from time to time for comparison. If child labor is found, the employment will be terminated immediately and reported to the relevant authorities. During the Reporting Period, the Group committed no violations of child labor and forced labor recruitment.

The Group emphasizes employee diversity, including but not limited to gender, age, educational background, socio-economic background, work experience, etc. The Group provides an inclusive work environment that embraces diversity such as the strengths of individuals, and seeks to provide opportunities to unleash their full potential. As of December 31, 2022, among the above 4,383 employees (including senior management), approximately 52.7% were male and 47.3% were female. The Group recognizes the benefits of having diverse employees and maintains and promotes employee diversification (especially gender diversification) whenever practicable. The gender breakdown by function is set out below:

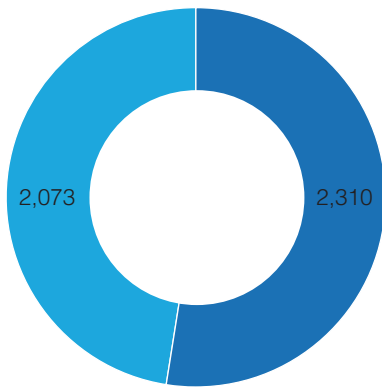
	男性員工 Male employees	女性員工 Female employees
財務、內控、法務人員 Finance, internal control and legal personnel	145	615
技術人員 Technical personnel	166	68
銷售人員 Sales personnel	1,799	1,112
行政管理人員 Executive management	29	53
業務運營人員 Business operation personnel	171	225

共享成長 Sharing the Growth

按僱傭類型、性別、年齡組別、地域劃分的人數

Number of employees by employment type, gender, age group, and region

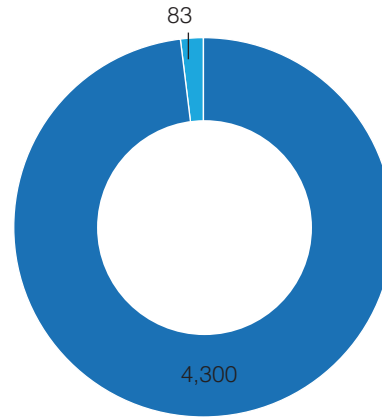
按性別的人數
Number of employees by gender



■ 男性員工
Male employees

■ 女性員工
Female employees

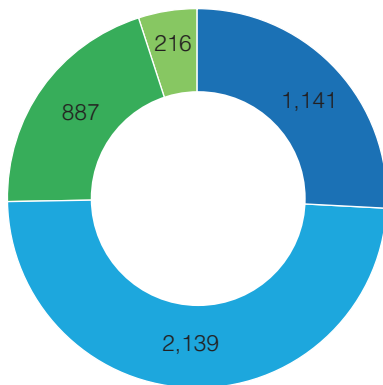
按僱傭類型的人數
Number of employees by employment type



■ 全職員工 (即簽訂勞動合同的員工)
Full-time employees (i.e. employees with employment contracts)

■ 其他員工 (如退休返聘、實習生)
Other employees (e.g., rehired employees, interns)

按年齡分佈的人數
Number of employees by age group



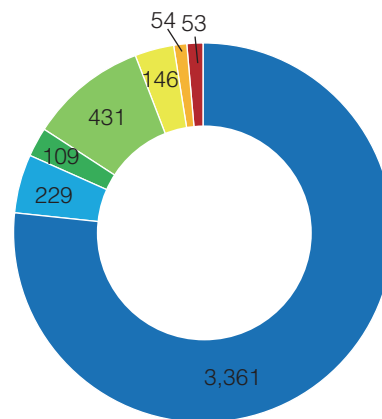
■ 18-30歲
18-30 years old

■ 31-40歲
31-40 years old

■ 41-50歲
41-50 years old

■ 51歲或以上
51 years old and above

按地域分佈的人數
Number of employees by region



■ 中國華東地區
East China

■ 中國華南地區
South China

■ 中國西南地區
Southwest China

■ 中國華北地區
North China

■ 中國東北地區
Northeast China

■ 中國西北地區
Northwest China

共享成長

Sharing the Growth

- 按性別、年齡組別、地域劃分的流失率
- Turnover rate by gender, age group and region

		2022年 ¹ 2022 ¹	2021年 ¹ 2021 ¹	
按性別的流失率 Turnover rate by gender	男性員工 Male employees	24.77%	27.83%	
	女性員工 Female employees	23.03%	28.07%	
按僱傭類型的流失率 Turnover rate by employment type	全職員工(即簽訂勞動合同的員工) Full-time employees (i.e. employees with employment contracts)	23.93%	28.22%	
	其他員工(如退休返聘、實習生) Other employees (e.g., rehired employees, interns)	25.14%	13.64%	
	18-30歲 18-30 years old	23.81%	27.85%	
按年齡分佈的流失率 Turnover rate by age	31-40歲 31-40 years old	22.91%	27.59%	
	41-50歲 41-50 years old	25.22%	29.91%	
	51歲或以上 51 years old and above	30.14%	24.10%	
	按地域分佈的流失率 Turnover rate by region	中國華東地區 East China	28.63%	27.16%
		中國華南地區 South China	8.91%	30.83%
中國西南地區 Southwest China		7.08%	23.32%	
中國華中地區 Central China		8.98%	30.97%	
中國華北地區 North China		8.97%	29.78%	
中國東北地區 Northeastern China		21.31%	30.77%	
中國西北地區 Northwest China		7.95%	33.08%	

1 此處流失率統計不包括在試用期內離職或未能通過試用期的情形。

1 Turnover rate statistics do not include resignation during the probation period or failure to pass the probation period.

共享成長 Sharing the Growth

提供豐富的學習和工作機會

為了支持企業戰略轉型，圍繞「隨時學，學而思，思而行，行而願，砥礪奮進，終生學習」的核心理念，本集團依託「匯學堂」平台，通過「層級分班人才培養項目」、「能力分院人才培養項目」等運營項目，以績效成果為導向，提高培訓組織效率，增強培訓轉化。「匯學堂」平台作為多元化、數字化的學習平台，有效提升組織和員工能力，成為匯通達數字化服務平台的人才引擎。

OFFERING ABUNDANT LEARNING AND WORK OPPORTUNITIES

As part of our support for corporate strategic transformation, the Company, revolving around the core philosophy of “real-time learning, thinking while learning, acting while thinking, reflecting while acting, striving while reflecting, and learning for life” and orienting on performance and outcomes, relies on the platform of “Huixuetang” to improve the efficiency of training organizations and enhance training transformation by means of operational projects such as “rank-based talent training class” and “ability-based talent training academy”. As a diversified and digital learning platform, “Huixuetang” greatly enhances organizational and employee capabilities and grows into a talent engine for Huitongda’s digital service platform.

共享成長 Sharing the Growth

千里之行，始於足下 — 新入職員工培訓

為幫助新員工快速、系統地了解本集團，加深對企業文化的理解，更快勝任工作崗位，促進團隊融合，本集團對新入職員工有系統性培訓及帶教計劃。



A thousand-mile journey begins with the first step – induction training

The Group has systematic training and coaching programs for new employees, to quickly and systematically familiarize them with the Group including its culture, help them become competent faster, and promote team cohesion.



新人培訓第三期

Third new employee training

持續進步，專業發展 — 員工長期培訓

本集團制定了《培訓管理制度》、《內訓師管理制度》、《員工職級晉升管理辦法》等制度文件，設置了全面、多樣、豐富的員工培訓體系：1大平台+2大體系+7大學院，分別是「匯學堂」線上學習平台、課程體系、內訓師體系、以及管理學院、領導力學院、產業學院、會員學院、商傢俱樂部、總經理商學院、文化學院。

Continuous progress and professional development – long-term training for employees

The Company has formulated the *Training Management Policy*, the *Policy on Internal Trainer Management*, the *Administrative Measures on Staff Rank Promotion* and other policies, and set up a comprehensive, diverse and rich employee training system, shaping the framework of “1 platform + 2 systems + 7 academies”, namely, the online learning platform “Huixuetang”, curriculum system, internal trainer system, as well as the Management Academy, Leadership Academy, Industry Academy, Membership Academy, Merchant Club, General Manager Business School, and Culture Academy.

共享成長 Sharing the Growth

為確保戰略落地過程中，各級員工全面理解、深度認同戰略落地，學習發展團隊依託「匯學堂」平台，聚焦四大培養項目：

- 巨龍班：側重戰略變革及格局視野，培訓面向一號位人員；
- 青幹班：側重組織戰略及運營方向，培訓面向經營班子成員；
- 菁英班：側重部門管理及業務目標，培訓面向專家級人員；
- 引航班：側重個人成長及專業技能，培訓面向核心崗位人員。

四條跑道同時發力，為企業提供持續、穩定的人才來源，確保組織發展有人用、人好用的核心目的。通過線上開展O2O的學習項目，結合線上課程資源、內部直播課程、線下研討會，統一幹部管理層及核心層的思想認識，通過系統性、階梯化的培養，打造匯通達的人才供應鏈。

以身作則，學無止境——領導力培訓

為了培養本集團領導力專家人才，提升「618匯通達領導力」之一的塑造願景能力，本集團於2022年4月15日舉辦了領導力特訓營集訓第一期，旨在培養塑造願景、贏得人心、指明方向、解決問題、用人所長、激勵他人6大能力。

To ensure that employees at all levels fully understand and deeply identify with the Company's strategy implementation during the process, the learning and development team relies on the "Huixuetang" platform to develop the four major training projects:

- Mega Dragon Class: provides training for first hands with a focus on strategic changes and corporate vision;
- Young Cadre Class: provides training for members of the management team with a focus on organizational strategy and operation direction;
- Elite Class: provides training for expert-level personnel with a focus on departmental management and business objectives;
- Pilot Class: provides training for core positions with a focus on personal growth and professional skills.

The four runways double down on providing a constant and stable stream of talents for the Company, ensuring a sufficient and high-quality talent pool throughout its development. By carrying out O2O learning programs online, plus online course resources, internal live courses and offline seminars, they unify the ideological understanding of the management and C-level leaders, and build Huitongda's talent supply chain through systematic and ladder training.

Learning is an endless process and playing an exemplary role – leadership training

The Group held the first session of the special leadership training camp on April 15, 2022 to cultivate the six capabilities of shaping the vision, winning trust, indicating directions, solving problems, using people's strengths and motivating others. The ultimate purpose is to cultivate our leadership talents and particularly enhance the capability of shaping the vision, one of the "618 Huitongda leadership skills".

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領導力特訓營

Special leadership training camp

達人名師，亦師亦生 — 內部導師培養

為實現成為領先的面向下沉市場零售行業企業客戶的交易和服務平台的願景，落地2022年戰略目標，培養本集團優秀企業內訓師人才。2022年9月，本集團開始了為期4個月的全能講師特訓營，圍繞匯通達內訓師「演、編、導」三大維度教學，並提供實踐舞台。

Being a student, an instructor and an expert – internal mentor training

We aim to realize the vision of becoming a leading trading and service platform for corporate customers in the retail industry in the lower-tier market, realize the strategic goal for 2022, and cultivate excellent internal trainer talents. In September 2022, the Group started a 4-month all-in-one special instructor training camp with the focus on the three dimensions of “acting, writing and directing”, and provides a stage for practice.

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全能講師特訓營合照

Group photo of all-in-one special instructor training camp



現場培訓

On-site training

相關指標：

Relevant indicators:

類別 Category	關鍵指標 Key indicators	2022年 2022	2021年 2021
按性別劃分的受訓員工百分比 Percentage of employees trained by gender	男性員工受訓百分比 Percentage of male employees trained	100%	81%
	女性員工受訓百分比 Percentage of female employees trained	100%	89%
按職能劃分的受訓員工百分比 Percentage of employees trained by function	高級管理層員工受訓百分比 Percentage of senior management trained	100%	100%
	中級管理層員工受訓百分比 Percentage of middle management trained	100%	100%
	基層員工受訓百分比 Percentage of grassroots employees trained	100%	83%
	僱員人均受訓時長／小時 Training hours per person/hour	26.09	32.2
僱員人均受訓時長／小時 Training hours per person/hour	男性員工人均受訓時長 Training hours per male employee/hour	26.91	38.4
	女性員工人均受訓時長 Training hours per female employee/hour	18.43	4
	高級管理層員工人均受訓時長 Training hours per senior management member/hour	34.16	14.1
	中級管理層員工人均受訓時長 Training hours per middle management member/hour	25.33	35
	基層員工人均受訓時長 Training hours per grassroots employee/hour		

共享成長 Sharing the Growth

多面歷練，潛龍在淵 — 管理培訓生計劃

為了匹配本集團未來業務發展需要，打造後備梯隊人才儲備，本集團制定了管理培訓生計劃—「潛龍計劃」。計劃分為潛龍集訓營、分部輪崗培養、定崗培養、輪崗升級培養、中長期培養5個階段，助力管培生經歷職場初蛻變—職場漸適應—挖掘個人能力與特質—提升工作實戰能力—把握全局視角與經驗統籌的一系列過程，最終成為複合型高能力人才。通過對管培生進行5年的全生命周期培養跟蹤，沉澱一批符合企業價值觀，認同企業文化，熟悉集團業務，能夠推動並實現本集團戰略落地的綜合性管理人才，為業務拓展積蓄人才池。截至報告期末，本集團已開展了3期管理培訓生計劃。

專業技能創新管理

針對技術、財務等專業領域員工，本集團不定期開展專業技能競賽、評優等，例如技術研發中心每季度開展綜合性優秀項目評選活動，根據項目成果評價，包括目標、要素、過程與交付四個維度，入圍項目經理闡述項目解決的問題和帶來的價值，項目評優委員會現場打分並公佈評審結果，在技術研發中心季度工作會議上進行公示頒獎。

Multi-faceted training, potential dragon in the abyss – management trainee program

The Group has mapped out the management trainee plan - "Potential Dragon Plan", to satisfy its business development needs and create a talent pool. The plan is classified into five stages: potential dragon training camp, branch-based rotation training, fixed-post training, rotation upgrading, and medium - and long-term training. The plan assists management trainees in going through a series of processes, including initial evolution in the workplace, gradual adaptation in the workplace, exploration of the personal abilities and traits, enhancement of working competence, and grasping the overall perspective and experience, to blossom into inter-disciplinary talents. Through a 5-year full life-cycle training tracking of management trainees, we pool a slew of all-round management talents who uphold the corporate values, identify with the corporate culture, are familiar with the Group's business and propel the implementation of the Group's strategies, to expand our business presence. As of the end of the Reporting Period, the Group had carried out three management trainee programs.

Management of professional skills innovation

For technical and financial employees and those from other professional fields, the Group conducts professional skills competitions and merit evaluations from time to time. For instance, the Technology R&D Center selects and evaluates comprehensive and excellent projects on a quarterly basis. According to the evaluation results, including four dimensions of objectives, elements, process and delivery, the shortlisted project managers elaborate on the problems solved and the value brought by the projects, the Project Evaluation Committee scores and announces the evaluation results on site, and the Technology R&D Center publicizes the evaluation results at the quarterly working meeting and presents awards to the project managers.



技術研發中心季度大會頒獎

Award presentation by the Technology R&D Center at the quarterly working meeting

共享成長 Sharing the Growth

晉升有路徑 –「成長魔方」系統

為了有效地提高員工工作和自我成長的積極性和主動性，提升工作效率和效果，本集團制定了《員工職級晉升管理辦法》，加強了各級管理人員對員工能力的專注和培養，幫助員工實現職業發展，快速搭建本集團內部的人才梯隊。

另外，本集團還根據《員工職級晉升管理辦法》中的模型建立了「成長魔方」系統。「成長魔方」是匯通達針對全體員工的職級晉升系統，主要考察以下六個維度：

- HTD價值觀：採用行為評價表進行評估，每年集中開展，評估結果分為卓越、優秀、良好、一般、待提升五檔。
- 績效：以簽訂目標責任書的季度考核結果為依據。
- 專業認證：以公司組織的專業／述職認證得分為依據。
- 學習：以公司組織的培訓及學習為依據，包含線下培訓和在線學習，要求每位員工每季度學習積分不得少於6分，每年度學習積分不得少於24分。
- 司內榮譽：包含上一年度內的年度評優、匯報、其他獎勵。
- 其他：包含司齡、課程開發、國家專業職稱、國家專利等。

Promotion path - “Growth Cube” system

To activate employees in their work and self-growth and to enhance work efficiency and effectiveness, the Group has formulated the *Administrative Measures on Staff Rank Promotion*, which urges managers at all levels to pay more attention to the cultivation of employees' capabilities, help employees with their career development, and build the talent ladder within the Group quickly.

In addition, the Group has also established the “Growth Cube” system based on the model in the *Administrative Measures on Staff Rank Promotion*. The “Growth Cube” is a rank promotion system for all employees of Huitongda, which mainly examines the following six dimensions:

- HTD values: evaluates employees with the Behavioral Assessment Scale on a yearly basis, with the results divided into five grades: excellent, good, above average, average, and below average.
- Performance: based on the quarterly assessment results of the signed Letter of Responsibility for Objectives.
- Professional certification: based on the professional/reporting certification score organized by the Company.
- Learning: based on the training and learning organized by the Company, including offline training and online learning. Each employee is required to acquire not less than 6 learning points per quarter and not less than 24 learning points per year.
- Company honors: include the previous year's annual evaluation result, reporting, and other awards.
- Others: cover length of service, curriculum development, national professional titles, national patents, etc.

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本集團對於前4個維度設置門檻條件，當每一項均滿足門檻條件後，根據《員工職級晉升管理辦法》中的積分規則計算「成長魔方」各維度總積分，滿足一定條件的員工可發起職級晉升申請，員工還可以在系統中及時查詢自己的積分情況，並有針對性地進行學習考核。

2022年，人才魔方進行了五大升級：

- 成長大比拼：對標優秀員工，了解個人排名
- 晉升數據實時可查
- 晉升標準清晰明了
- 我的關注：關注榜樣員工，激發個人潛能
- 主管視角：實時了解員工動態，推進員工成長

本集團業務的快速發展、完善的培訓體系，也為員工的職業發展提供了較好的平台。2022年，本公司有291人次獲得了晉升。

報告期內，本集團發佈了《2022年度競賽與評優辦法》，目的是以創新、貢獻、盈利為導向，表彰在2022年度對公司戰略達成做出貢獻的團隊及個人。競賽實行「公平競賽、結果衡量、鼓勵創新、重在激勵」的原則，設立團隊獎和個人獎等多個獎項，激勵員工實現自我進步，助力公司發展。2022年，本集團78個團隊和373名員工獲得嘉獎。

Thresholds are set by the Group for the first four dimensions, which when met, the total points of each dimension of the “Growth Cube” will be calculated according to the rules set out in the *Administrative Measures on Staff Rank Promotion*. Employees who meet certain conditions can file a rank promotion application. They can also inquire their own points in the system in real time to prepare for the assessment in a targeted manner.

In 2022, we upgraded the “Growth Cube” from the following five aspects:

- Growth contest: benchmark outstanding employees and understand personal ranking
- Promotion data is available in real time
- Vivid promotion criteria
- My focus: Focus on role models to inspire personal potential
- Supervisor's perspective: real-time understanding of employee dynamics and promoting employee growth

The Group's developing business and perfect training system also provide a better platform for the career development of employees. In 2022, 291 employee promotions were made by the Company.

During the Reporting Period, orienting on innovation, contribution and profitability, the Group issued the *Measures for Competition and Appraisal in 2022* to commend teams and individuals who had facilitated the implementation of strategies in 2022. Competitions are carried out based on the principles of “fairness, result measurement, innovation encouragement, and motivation emphasis”. Awards such as team awards and individual awards are set to challenge employees to perform what they believe they can do, so as to fuel the development of the Company. In 2022, 78 teams and 373 employees of the Group received awards.

共享成長 Sharing the Growth

提供暖心福利與關懷

本集團制定了《福利管理制度》，來規範本公司的福利管理，健全員工福利體系，提升員工的福利感知度，並增強員工的歸屬感，體現了本公司的人性化關懷，吸引和保留優秀人才。本集團建立了《匯寶行動5.0》制度，肯定員工的優秀工作表現，激發正能量，樹立標桿，鼓勵員工發揮積極性、主動性、創造性，營造積極向上、正向激勵的工作氛圍，為本集團的發展與運營獻計獻策。

為了更好更精準地關懷員工，本集團每季度開展員工對行政類事務的滿意度調查，通過匯學堂線上滿意度調研問卷進行調研，調研結果以郵件方式公佈，並根據調研情況調整福利內容。2022年新增以下福利：

- 在帶薪假期中新增帶薪病假；
- 上調餐費補貼標準；
- 開放商業保險團體險家屬購買渠道，提供優惠價格；
- 工會按季度發放福利用品，包括洗護用品、飲料和自選禮品；及
- 提供高溫補貼

此外，本集團提供家長會假，並於2022年快速落地育兒假政策。對這些特殊假期，員工通過系統上傳相關證明進行申請，即可快速通過審批。

PROVIDING BENEFITS AND CARE

The Group has established the *Welfare Management Policy* to standardize our welfare management, optimize the employee welfare system, enhance employee welfare perception, and strengthen their sense of belonging. This reflects our humane care and helps attract and retain outstanding talents. The Company has launched the *Huibao Action 5.0* to recognize the excellent performance of employees, stimulate positive energy, set benchmarks, encourage employees to play a positive, proactive and creative role, foster a positive and motivating work atmosphere, and contribute to the development and operation of the Group.

The Group conducts quarterly employee satisfaction surveys on administrative matters through the “Huixuetang” satisfaction survey questionnaire, the results of which are published by email, to care for our employees in a better and more targeted way. Accordingly, the benefits are adjusted in light of the surveys. The following new benefits were added in 2022:

- Adding paid sick leave to paid holidays;
- Increasing meal allowance rates;
- Opening up channels for families to purchase group commercial insurance and providing preferential prices;
- The trade union distributing welfare supplies quarterly, including toiletries, beverages and gifts of choice; and
- Providing high temperature allowance

In addition, the Group provided the parents' meeting leave and implemented the policy on parental leave in 2022. Employees can apply for these special leaves by uploading relevant certificates to the system, and get approved quickly.

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目前，本集團員工福利包括以下內容：

Currently, the Group's employee benefits include the following:

序號 No.	福利清單 Welfare List	福利內容 Welfare Content
1	五險一金	社會保險、住房公積金
1	Five social insurances and one housing fund	Social insurance and housing provident fund
2	商業保險	商業醫療保險、家屬購買通道
2	Commercial insurance	Commercial medical insurance and family purchase channel
3	帶薪假期	法定假日、年假、探親假、婚假、產假、哺乳假、護理假、喪假、家長會假、生日假、帶薪病假
3	Paid holidays	Statutory holidays, annual leave, family visit leave, marriage leave, maternity leave, breastfeeding leave, nursing leave, bereavement leave, parents' meeting leave, birthday leave, and paid sick leave
4	傳統節日福利	春節、端午、中秋福利
4	Traditional festival welfare	Spring Festival, Dragon Boat Festival, Mid-Autumn Festival
5	各類補貼	交通補貼、通訊補貼、餐費補貼、租房補貼、駐外補貼
5	Subsidies	Transportation subsidy, communication subsidy, meal subsidy, rent subsidy, and subsidy for stationing abroad
6	結婚、生子福利	結婚、生子福利
6	Welfare for marriage and giving birth	Welfare for marriage and giving birth
7	慰問	傷病慰問、喪葬慰問、員工救助基金、經營班子慰問
7	Condolence	Injury and illness condolence, funeral condolence, employee relief fund, management team condolence
8	體檢福利	入職體檢、在職體檢
8	Physical examination benefit	Entry examination, on-the-job physical examination
9	其他福利	生日慶賀、員工活動、培訓福利
9	Other benefits	Birthday celebrations, employee activities, and training benefits

為了增強員工的團隊凝聚力，並讓員工在緊張的工作之餘得到放鬆的機會，2022年本集團舉辦了多項活動，比如乒乓球比賽、各類節日福利、集體生日等，獲得員工的一致好評。

The Group held a number of activities in 2022, such as table tennis matches, holiday and anniversary celebrations and collective birthday parties, all of which were well received by employees. The activities were devised to boost team cohesion and offer employees a chance to relax after stressful work.



共享成長 Sharing the Growth

關注員工健康與安全

打造舒適工作環境

確保員工擁有安全的工作環境是本集團的一項基本責任，為了員工的身體健康，本集團採取了多項措施，來營造安全、健康的工作環境：

- 消防演習：在總部園區大樓開展消防演習，主要學習消防器材和消防工具的正確使用方法，提高總部全體人員的消防意識，達成在發生火災時能夠安全迅速撲滅各種火災的目的。2022年共開展了1次消防演習，共有140人參加；
- 本集團定期對食堂等場所進行消毒，確保食堂的衛生安全，並邀請員工去食堂後廚巡檢，杜絕食品安全隱患；及
- 辦公室甲醛清除與檢測。



公司總部舉行消防演習
Fire drill held at the Company's headquarters

FOCUSING ON EMPLOYEE HEALTH AND SAFETY

Creating a comfortable working environment

It is a fundamental responsibility of the Group to ensure a safe working environment for its employees. In this respect, the Group has taken a string of measures for the sake of its employees' health:

- Conducting fire drills: The Group conducts fire drills in its headquarters building, mainly to learn about the proper use of fire-fighting equipment and tools and improve the fire-fighting awareness of all headquarters staff, enabling them to be able to put out fires safely and quickly. A total of one fire drill was conducted in 2022, with 140 participants;
- Routinely disinfecting the canteen and other places for hygiene and safety purposes, and inviting employees to inspect the background of the canteen, to eliminate potential food safety hazards; and
- Detecting and removing formaldehyde in the offices.



公司食堂
The Company's canteen

共享成長 Sharing the Growth

促進員工身心健康

為了提升員工進行健康管理的自我意識，本集團工會舉辦一系列活動，包括邀請健康專家開展健康講座、個人健康諮詢、對亞健康疾病進行健康理療等。此外，本集團也採取了多項保障措施，包括：

- 組織員工進行年度體檢，2022年體檢覆蓋率為100%；
- 為員工購買包括定期壽險、意外險、意外醫療險、住院醫療險、門急診醫療險、和重大疾病險在內的商業保險，2022年上述商業保險的覆蓋率為100%；
- 設立公司健身房向員工開放；
- 設立母嬰室，供有需求的女職工使用；

Promoting the physical and mental health of employees

The Group's trade union organizes a raft of activities, including inviting health experts to conduct health lectures, personal health consultation, and physical therapy for sub-health diseases, to enhance employees' self-awareness of health management. In addition, the Group has taken a range of safeguards, including:

- Organizing annual physical examinations for employees, with a coverage rate of 100% in 2022;
- Purchasing commercial insurance for employees, including term life insurance, accident insurance, accident medical insurance, hospitalization medical insurance, emergency medical insurance, and major disease insurance. In 2022, the coverage rate of these commercial insurance was 100%;
- Setting up a Company's gym that is open to employees;
- Establishing a mother-and-child room for female employees in need;



公司總部健身房

The gym at the Company's headquarters



公司總部母嬰室

The mother-and-child room at the Company's headquarters

共享成長 Sharing the Growth

本集團的業務不涉及危險作業，過去三年因工亡故人數均為0，2022年發生工傷3起，因工傷損失工作日數為203天。

2022年11月14日至30日，本集團舉辦了第五屆秋季運動會。此次運動會以「愛運動 匯青春」為主題開展，活動分為「Hello HTD」主題線上跑、趣味飛鏢、「一心兩用」跳長繩、「力拔山河」拔河賽、旱地冰壺大作戰等，豐富匯通達人的業餘生活、鍛煉達人體質、增強團隊凝聚力，為本集團未來的發展提供強大精神動力和智力、體力的支持。

The Company's business does not involve hazardous operations, with 0 work-related fatalities in the past three years, 3 work-related injuries in 2022, and 203 lost days due to work-related injuries.

From November 14 to 30, 2022, the Group held the 5th autumn sports meeting. The meeting was themed "Loving Sports and Youthfulness", including activities of "Hello HTD" online running, fun darts, "a heart with two uses" long rope skipping, "powerful mountains and rivers" tug of war, and dryland curling. The meeting enriched the amateur life of our employees, exercised their physical fitness, and enhanced team cohesion, thus providing strong spiritual, intellectual and physical support for the Group's development.



第五屆秋季運動會「HELLO HTD」線上跑
“Hello HTD” online running

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政企合作，助力數字鄉村加速度

深化政企合作，推動數字鄉村建設，是本集團篤定踐行的方向之一。本集團一直以來都與國家大政方針同頻共振，以實際行動響應「鄉村振興」戰略，以「數字化」技術為核心，積極探索與各區域政府因地制宜的數字鄉村合作，在政企合作領域不斷的展開新的探索，不斷深度融入農村經濟，並引領農村數字經濟發展新形態。比如2022年，本集團與鹽城市商務局達成合作，雙方充分整合各自的政策、資源、技術及平台優勢，就打造鹽城品牌活動，推進消費市場提升、推動縣域商業體系建設、推進鹽城實體小店數字化轉型升級、開展電商人才培訓及數據合作等方面達成合作，以促進鹽城市商貿流通體系建設和消費市場升級；與肥東縣人民政府，共同打造產業互聯網生態縣；與南京市共同建設縣域商業流通體系；在睢寧縣，打造特色農產品供應鏈及品牌營銷推廣體系等。

扶農助農，助力城鄉雙向流通

本集團基於深入農村的會員店網絡和數字化服務平台，構建了一條特色農產品上行的通路，助力農民家庭擴銷增收。截至2022年，本集團已幫助上千款農產品上行。

GOVERNMENT-ENTERPRISE COOPERATION TO HELP ACCELERATE THE DEVELOPMENT OF DIGITAL VILLAGES

The Group is committed to deepening the government-enterprise cooperation to promote the construction of digital villages, amid its efforts to strive forward. The Group has acted in line with the national policy. In response to the strategy of "rural revitalization", the Group has explored the cooperation with regional governments in digital villages by hinging on local conditions, with the "digital" technology at the core. The Group has explored new ways of government-enterprise cooperation and integrated it into the rural economy, and led the development of new forms of rural digital economy. For example, in 2022, the Group entered into cooperation with the Yancheng Municipal Bureau of Commerce, whereby the parties fully integrated their respective policies, resources, technologies and platform advantages, in the aspects of conducting brand activities in Yancheng, promoting the upgrading of the consumer market, promoting the construction of the county business system, promoting the digital transformation and upgrading of small physical stores in Yancheng, training e-commerce talents and data cooperation. The cooperation aimed to promote the construction of the commercial and trade logistics system and upgrade the consumer market in Yancheng. The Group joined hands with the People's Government of Feidong County to build an industrial Internet eco-county, and worked together with the city of Nanjing to build a county-level business circulation system. In Suining County, the supply chain and the brand marketing system of distinctive agricultural products are built.

SUPPORTING FARMERS AND BOOSTING THE TWO-WAY CIRCULATION BETWEEN URBAN AND RURAL AREAS

The Group, resting upon its rural network of member stores and digital service platform, has built a pathway for marketing distinctive agricultural products, to help farmers expand sales and increase income. By 2022, the Group helped market thousands of agricultural products.

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在盱眙，本集團通過開發盱眙縣定制平台，聯合百度搜索指數在百度APP建立盱眙龍蝦品牌Loft助力盱眙品牌「品效合一」，建設標準型網店，農產品品牌建設，農產品上行活動，聯合網紅帶貨，兩場縣域新農人培訓等路徑實現盱眙龍蝦上行規模超百萬。

In Xuyi, the Group helps the Xuyi brand to “unite quality and effectiveness” by customizing a Xuyi County platform and establishing “Loft”, the Xuyi lobster brand, in Baidu app in conjunction with Baidu index. The Group creates standard online stores, establishes agricultural product brands, and markets agricultural products together with online celebrities, and provides two training sessions on new farmers in the county. With these efforts, Xuyi lobsters embrace an over-one-million market.



盱眙龍蝦上行
Marketing of Xuyi lobsters

2022年7月，在江蘇省互聯網協會和泗陽縣委網信辦的大力推進下，由本集團承辦為泗陽鮮桃助農直銷，單場直播1小時銷量200餘箱。

In July 2022, vigorously promoted by the Internet Association of Jiangsu Province and the Internet information office of the Siyang county Party committee, the Group livestreamed Siyang fresh peaches, and more than 200 boxes were sold in one hour.



泗陽鮮桃助農直銷直播現場
Livestream of Siyang freshpeaches

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2022年9月，由匯通達承辦的「十湖食蟹 蘇蟹有禮」全省主題系列直播開播，活動得到南京、蘇州、南通、淮安、宿遷等多地政府支持，在南京、無錫、蘇州等多地同時開設直播間，17個直播間同天開播，銷售額達人民幣230萬元。

In September 2022, Huitongda livestreamed the activity of “eating crabs from ten lakes and enjoying the su crab gift” within the province, which was supported by the governments of Nanjing, Suzhou, Nantong, Huai’an, Suqian and other places. A total of 17 live streaming rooms were opened at the same time in Nanjing, Wuxi, Suzhou and other places. The rooms started to livestream on the same day and saw the sales topping RMB2.3 million.



十湖食蟹 蘇蟹有禮直播現場

Livestream of the activity of “eating crabs from ten lakes and enjoying the su crab gift”

讓農民生活得更美好 Making Farmers' Life Better

授人以漁，助力人才返鄉就業創業

本集團積極在農村開展「新農商」、「新農人」培訓，助力人才振興。圍繞鄉鎮零售門店的經營能力提升，開展「扶智扶技」、「店老闆培訓班」、「老闆娘培訓班」、「薪火計劃」等各類培訓項目，並通過與各地電商協會、扶貧辦等政府職能部門合作，選擇有創業意向的農民和返鄉創業人員，開展互聯網知識、互聯網工具使用、互聯網營銷手段、網絡直播帶貨等方面技能培訓，讓手機成為新農具，讓數據成為新農資，讓直播成為新農活，累計培訓農村電商人才超10萬人次，成為當地經濟發展的帶頭人，通過「店播」項目培育1.6萬多名新農商、新農人，讓鄉村人才「生生不息」、「後繼有人」。

TEACHING TALENTS HOW TO DEVELOP, ATTRACTING THEM TO RETURN HOME TO FIND JOBS AND START BUSINESSES

The Group carries out training for “rural commercial talents” and “new farmers” in rural areas to help revitalize talents. Focusing on improving the operational capacity of retail stores in townships, the Group carries out such training programs as the “Wisdom and Technology Support”, “Shopkeeper Training Course”, “Proprietress Training Course”, and “Shop Employee Program”. Through cooperation with local e-commerce associations, poverty alleviation offices and other government functions, the Group selects farmers with entrepreneurial intentions and returning entrepreneurs, and trains them on Internet knowledge, Internet tool use, Internet marketing means, and live-streaming sales. With cell phones as new farming tools, data as new farming materials, and live streaming as new farming activities, the Group has accumulatively trained rural e-commerce talents more than 100,000 attendances, as the foregoer of local economic development. The Group has cultivated more than 16,000 new rural commercial talents and new farmers through the “in-store live streaming” project, so that rural talents can “grow in an endless succession”.



新農商培訓現場

Training for “rural commercial talents”

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在江蘇省內，本集團聯合江蘇省互聯網協會申報了江蘇省人社廳建立互聯網營銷師鑑定標準，通過培訓和實戰賦能新農人，完成培訓通過認證考試可以獲得江蘇省互聯網協會頒發的互聯網營銷師證書，並可獲得當地社保緊缺型工種補助。本公司開展了三檔培訓課程：《網紅直播課》、《電商運營課程》、《直播+短視頻實操課》，課程以「技能為主、理論為輔」的出發點，全方位講解整個直播實戰知識，幫助新農人主播了解直播建設各環節的重要內容，為促進農村產業發展、農村致富提供強有力的人才支撐和帶動效應。

In Jiangsu Province, the Group, together with the Internet Association of Jiangsu Province, has declared the establishment of Internet marketer identification standard by the Department of Human Resources and Social Security of Jiangsu Province, empowering new farmers through training and practices. Those who have completed the training and passed the certification exam can obtain an Internet marketer certificate from the Internet Association of Jiangsu Province, and can receive the local social security subsidiary for urgently-needed types of work. The Company provides three training courses, namely the “Live Class of Online Celebrities”, “E-commerce Operations Class”, and “Live + Short Video Hands-on Class”, with the “skills-based and theory-supported” starting point, to explain the practical knowledge and help new farmers anchors understand the important content of the various aspects of live streaming. The training courses provide strong talent support for developing the rural industries and helping rural areas achieve prosperity.



互聯網營銷師職業技能企業認證現場

Internet marketing professional skills enterprise certification site

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公益之路，同路同行

2022年11月，本集團繼續開展暖冬行動。本年度暖冬關愛行動聯合臨泉縣政府，走進特殊兒童學校，慰問學校師生100多人。



派發暖冬關愛大禮包

Distributing care gift packages in the warm winter

2022年安徽省疫情期間，亳州、太和、阜陽、臨泉等新能源汽車門店為當地防疫人員免費提供防疫物資，店員主動成為防疫義工，為防疫助力，共助力防疫10次。

Amidst the epidemic in Anhui Province in 2022, new energy vehicle stores in Bozhou, Taihe, Fuyang and Linquan provided free epidemic prevention materials to local epidemic prevention personnel. The store personnel forwardly acted as epidemic prevention volunteers, and held a total of 10 epidemic prevention activities.



免費發放防疫物資

providing free epidemic prevention materials

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2022年6月高考前後，本集團新能源事業部組織各店主動組織愛心送考活動。合計10家門店共30位員工參與，接送了180位高考生；給3,000位考生提供文具禮包；馳援5處道路疏通與維護。

Around the national college entrance examination in June 2022, the New Energy Division of the Group organized stores to send candidates for the national college entrance examination to examination venues. A total of 30 employees from ten stores got involved, transporting 180 candidates, providing stationery packages to 3,000 candidates, and helping clear and maintain five roads.



愛心送考

Sending candidates to examination venues

堅持長期主義 Adherence to Long-termism

排放物管理

基於業務性質，本集團並未對環境和自然資源產生重大的污染或影響，積極主動地採取各類措施降低自身運營對環境所帶來的影響。本集團嚴格遵守運營所在地環境保護和污染防治相關法律法規，並制定了《環境衛生管理制度》，積極採取各項措施踐行綠色發展理念與低碳戰略，以自身的實際行動踐行低碳運營的承諾。

本集團針對有害、無害廢棄物以及廢水均有不同管理與再利用制度，實行分別處置的原則：

- 無害廢棄物：主要包括辦公場所產生的廢紙、塑料包裝、過期宣傳海報橫幅等辦公垃圾，易拉罐、飲料瓶、報紙雜誌等生活垃圾，有專門區域存放，由有相關資質的社會單位負責每日清運，日產日清；
- 有害廢棄物：主要是廢棄電池、舊燈管、廢口罩。本集團建立健全危險廢物管理，對危險廢物進行了分類收集、貯存並設置危險廢物標誌，定期將收集的危險廢物交給政府統一安排的有資質單位進行處置，避免環境污染，其中打印機所使用的硒鼓墨盒，均由打印機租賃公司定期來進行回收；對廢舊電池採用兩種方法進行管控：一是「以舊換新」，憑舊電池領用新電池，二是設置廢舊電池回收點，長期回收，目前主要是通過回收點回收，年回收量約180顆；對於廢口罩，各樓層電梯口均設置廢口罩回收箱，每日消殺每周清理。舊電池與廢口罩定期交付政府指定的「玖生環保」進行回收處理；及

EMISSIONS MANAGEMENT

Owing to our business nature, the Group do not exert significant impact on the environment and natural resources nor generate pollution. That said, the Group take measures to minimize the impact of our operations on the environment. The Group strictly complies with the laws and regulations related to environmental protection and pollution prevention in the places where it operates, and has established the *Policy on Environmental Health Management*. Taking measures to practice the green development concept and the low-carbon strategy, it fulfills its commitment to low-carbon operation by its practical actions.

The Group has in place different management and reuse systems for hazardous and non-hazardous waste and wastewater, and implements the principle of separate disposal for:

- Non-hazardous waste: mainly includes office waste such as waste paper, plastic packaging, expired posters and banners, and domestic waste such as cans, beverage bottles, newspapers and magazines. These are stored in designated areas and removed by social units with relevant qualifications on a daily basis;
- Hazardous waste: mainly represents waste batteries, lamps, masks. A sound management system for hazardous waste has been established by the Group for their collection and storage, and relevant signs have been labeled. The collected hazardous waste is transported to the qualified government units for disposal regularly, thus avoiding environmental pollution. Among others, toner cartridges used by printers, are recycled by the printer leasing company on a regular basis. Two methods are used to control used batteries: One is the “replacing the old with the new”, and the other is setting recycling stations for used batteries for long-term recycling. Currently, the second method is used, with an annual recovery volume of about 180 pieces. For waste masks, recycling bins are set at the elevator entrances of each floor, which are cleaned up daily and weekly. The used batteries and waste masks are regularly delivered to “Jusheng Environmental Protection” designated by the government for recycling; and

堅持長期主義 Adherence to Long-termism

➤ 廢水：本集團非生產製造、化工、化學、生物類單位，不產生工業廢水，只有常規生活污水。本集團嚴格執行國家規定標準，進行雨污分流，日常由內外部專業維保人員進行巡查，發現管道滴漏或不通暢及時處理。

➤ Wastewater: The Group is not a manufacturing, chemical engineering, chemical or biological unit. It does not produce industrial wastewater, but only regular domestic sewage. By implementing the national standards, the Group separates rainwater from sewage, and has internal and external professional maintenance personnel make their rounds on a daily basis. The personnel shall maintain the dripping or obstructed pipes, if detected.

報告期內，本集團沒有環境方面的處罰記錄。

During the Reporting Period, the Group had no records of environmental penalties.

打造綠色低碳園區

園區運營管理

為規範匯通達總部園區管理，提高園區的服務質量和水平，明確園區運營中各單位的管理職責，本公司制定了《匯通達園區運營管理制度》，來塑造匯通達園區管理有序、服務周到、優質整潔的形象，本公司致力於打造一個智慧化、信息化、規範化的匯通達園區，營造舒適整潔的辦公環境。

CREATING A GREEN AND LOW-CARBON PARK

Park operations management

As part of our efforts to standardize park management of Huitongda headquarters, improve the service quality and level, and clarify the management responsibilities of each unit in the operations, the Company has formulated the *Huitongda Policy on Park Operation and Management* to shape the image featuring orderly management, considerate service, high quality and neatness. The Company is committed to building a smart, informative and standardized park while fostering a comfortable, clean and tidy office environment.

能源使用管理

本公司目前使用的能源主要集中在電和汽油，電主要用於日常辦公、汽油用於公務車輛。本集團能源使用目標設置主要以費用控制和「時時節約、處處節儉」根植於員工，貫穿於日常。結合業務發展，目前在公司內推廣新能源車輛購買、使用，有計劃在合適時間與區域安裝新能源車輛充電樁。

Energy use management

The Company mainly uses electricity and gasoline, with electricity mainly for daily office work and gasoline for business vehicles. When setting the objectives, the employees bear in mind cost control and the philosophy of “saving at anytime, anywhere” and act towards them in daily routines. The Group is promoting the purchase and use of new energy vehicles, and planning to install charging piles for the vehicles at the right time and area, to cater to the business development.

堅持長期主義 Adherence to Long-termism

節能減排措施

為貫徹落實可持續的發展理念，本公司積極引導並推行綠色辦公，鼓勵節約資源和能源，減少污染物排放，使用並回收可再生產品；同時提倡以人為本，和諧辦公，積極為員工打造綠色舒適的辦公環境，結合國家相關政策，本公司開展以下工作：

- 節約用水：洗手間水龍頭閥值調小，減少出水量，並在更換設備時優先考慮節水型龍頭；園區綠化灌溉與噴泉景觀做關聯，利用噴泉定期換水對綠化進行灌溉；
- 節約用電：規定辦公場所相關電器的使用規範，根據氣溫靈活啟停中央空調，明確冬、夏2季空調開放時間及溫度設置要求（全年節省約10,000度）；合理關閉部分設施，比如晚間及周末關閉兩部電梯（全年節省用電4,000度）、辦公區域照明燈管開啟減少1/3（全年節省用電18,000度）；加強晚間樓宇及辦公區巡查，及時關閉水電並給予通報獎懲；
- 節約用紙：充分使用網絡辦公，提倡無紙化辦公，通過OA線上流程、線上審批，減少、降低紙張使用，除對外正式文件，其餘如確有必要的盡可能雙面打印，定期整理回收可利用的紙張；

Measures relating to energy conservation and emission reduction

In implementing the concept of sustainable development, the Company directs and promotes green office, encourages the conservation of resources and energy, reduces pollutant emissions, and recycles renewable products. Meanwhile, the Company advocates a harmonious office that is people-oriented, and works to create a green and comfortable office environment for employees. According to relevant national policies, the Company carries out the following work:

- Water conservation: reduce the valve value of the water taps in the restrooms to reduce the volume of water discharged, and give priority to water-saving taps when replacing them; correlate park greenery irrigation with fountain landscape, and irrigate the greenery through regular water replacement using fountains;
- Electricity conservation: formulate rules on the use of electrical appliances in the office, flexibly turn on and off central air conditioning based on the temperature, and clarify the running hours and temperature setting requirements for air conditioning in winter and summer (saving approximately 10,000 kWh of electricity throughout the year); shutdown some facilities, such as two elevators at nights and on weekends (saving 4,000 kWh of electricity throughout the year); reduce the lighting of office areas by 1/3 (saving 18,000 kWh of electricity throughout the year); strengthen the inspection of buildings and office areas at night; turn off water and electricity in time, and announce rewards and punishments for employees in this respect;
- Paper conservation: fully use the network office, advocate paperless office, reduce the use of paper through the OA online process and online approval, promote double-sided printing as possible except for external official documents, and collate and recycle paper that is recyclable;

堅持長期主義

Adherence to Long-termism

- 汽油節約方面：嚴控公務車輛使用審批，市內鼓勵使用公共交通工具，高鐵動車可至區域不使用公務車且不建議自駕，定期根據出車記錄核算油耗，公務車輛使用減少車輛日常維修費用隨之減少，年度綜合可節約人民幣5.3萬元；
- 支持並參與在總部園區設置空氣監測點，加強環保指標統計監控，定時統計公司及周邊污染物排放量，配合環保部門報送排放污染物動態申報表；
- 踐行垃圾分類：2020年起公司作為南京市玄武區首批試點企業，嚴格按要求配置各類垃圾桶、積極組織全員參加垃圾分類管理辦公室培訓、選擇政府認可的垃圾回收企業，通過會議、海報、橫幅、電子屏等多種形式和渠道，全員學習、全員掌握、全員遵守。
- Gasoline conservation: strictly control the approval of the use of official vehicles; encourage the use of public transportation for travels within the city; avoid using official vehicles or self-driving in areas where high-speed trains are available; and regularly calculate gasoline consumption based on travel records. Accordingly, the use of official vehicles and the routine maintenance costs are reduced, leading to a combined annual saving of RMB53,000;
- Setting up air monitoring sites in the headquarters campus to strengthen statistical monitoring of environmental protection indicators, regularly making statistics of pollutant emissions in and around the Company, and cooperating with environmental protection departments in submitting dynamic declaration forms for pollutant emissions;
- Practicing garbage sorting: Since 2020, the Company, as the first pilot enterprise in Xuanwu District, Nanjing, has provided all kinds of garbage cans as required, organized all employees to participate in the training of the garbage sorting management office, and selected government-approved garbage recycling enterprises. The Company ensures that all employees study and master garbage sorting knowledge and comply with garbage sorting requirements through various forms and channels such as meetings, posters, banners, electronic screens.

堅持長期主義

Adherence to Long-termism

指標 Indicators	2022年 2022	2021年 2021
能源使用 Energy use		
耗電量(兆瓦時) Power consumption (MWh)	970	980
汽油消耗量(升) Gasoline consumption (liters)	17,245	21,000
綜合能源消耗量 ¹ (兆瓦時) Integrated energy consumption ¹ (MWh)	986	1,003
綜合能源消耗密度(兆瓦時/人 ²) Integrated energy consumption intensity (MWh/person ²)	0.81	0.95 ⁵
水資源使用 Use of water resources		
耗水量(噸) Water consumption (tons)	16,589	15,000
耗水密度(噸/人 ²) Water consumption intensity (tons/person ²)	13.84	14.26
排放物 Emissions		
溫室氣體(範圍一)排放量 ³ (噸二氧化碳當量) Greenhouse gas (Scope 1) emissions ³ (t CO ₂ e)	37.81	46.05 ⁵
溫室氣體(範圍二)排放量 ⁴ (噸二氧化碳當量) Greenhouse gas (Scope 2) emissions ⁴ (t CO ₂ e)	563.57	689.43 ⁵
溫室氣體排放總量(噸二氧化碳當量) Total greenhouse gas emissions (t CO ₂ e)	601.38	735.48 ⁵
溫室氣體排放強度(噸二氧化碳當量/人 ²) Greenhouse gas emission intensity (t CO ₂ e/person ²)	0.5	0.7
有害廢棄物產生量 – 廢燈管(個) Hazardous waste generated – waste lamps (pcs)	750	220
有害廢棄物產生量 – 廢電池(個) Hazardous waste generated – used batteries (pcs)	180	110

堅持長期主義

Adherence to Long-termism

- | | |
|---|---|
| <p>1 綜合能源耗用根據中華人民共和國國家標準《綜合能耗計算通則(GB/T2589-2020)》中的換算因子計算所得。</p> | <p>1 Integrated energy consumption is calculated based on the conversion factors in the National Standards of the People's Republic of China <i>General Principles for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020)</i>.</p> |
| <p>2 環境數據中，強度指標的分母使用的是在中國南京總部的人數。</p> | <p>2 The denominator of the intensity indicator in the environmental data is the number of personnel at the headquarters in Nanjing, China.</p> |
| <p>3 直接溫室氣體排放根據《中國能源統計年鑑2020》附錄4、GHG Protocol、《IPCC, 2014：氣候變化2014：綜合報告·政府間氣候變化專門委員會第五次評估報告第一工作組、第二工作組和第三工作組報告》、《省級溫室氣體清單編製指南》(試行, 2011年5月)和《能源統計工作手冊》(國家統計局能源司, 2010)計算所得。</p> | <p>3 Direct greenhouse gas emissions is calculated based on <i>Appendix IV of China Energy Statistical Yearbook 2020, GHG Protocol, IPCC, 2014: Climate Change, 2014: Consolidated Reports, Reports of the First Working Group, the Second Working Group and the Third Working Group in the IPCC Fifth Assessment Report, Guidance for Compiling Provincial GHG Emission Inventory (trial, May 2011) and the Handbook for Energy-related Statistics (Department of Energy Statistics, National Bureau of Statistics, 2010)</i>.</p> |
| <p>4 間接溫室氣體排放根據外購電力與排放因子計算所得，2022年的排放因子參考中華人民共和國生態環境部辦公廳《關於做好2022年企業溫室氣體排放報告管理相關重點工作的通知》；2021年的排放因子參考中華人民共和國國家發展和改革委員會《2011年和2012年中國區域電網平均二氧化碳排放因子》。</p> | <p>4 Indirect greenhouse gas emission is calculated based on purchased electricity and the emission factor. The emission factor for 2022 is calculated with reference to the <i>Notice on Priorities Related to the Management of Enterprise GHG Emission Report in 2022</i> published by the Office of the Ministry of Ecology and Environment of the PRC; The emission factor for 2021 is calculated with reference to the <i>2011-2012 Regional Power Grid Average CO2 Emission Factors in China</i> published by the National Development and Reform Commission of the PRC.</p> |
| <p>5 對2021年綜合能源消耗密度及溫室氣體排放量數據進行重述。</p> | <p>5 The integrated energy consumption intensity and greenhouse gas emissions for 2021 are restated.</p> |

環境及天然資源

水資源管理

本集團用水為日常辦公的生活用水，主要是飲用和清潔兩方面。本集團秉承「總裁室領導、總裁辦負責、各部門協同、全員參與」的原則，做到人人了解、人人遵守、人人監督、上下一心、齊抓共管用，水量始終控制在合理範疇內。本集團聘請專人擔負日常巡查巡檢工作，對於各進水口、閥門進行檢修，嚴防跑冒滴漏。

ENVIRONMENT AND NATURAL RESOURCES

Water management

The Group uses water for daily office life, mainly for drinking and cleaning. Adhering to the principles that "the president's office leads and takes charge, the departments cooperate, and all employees participate", the Group ensures that everyone understands, complies and supervises the implementation of water management requirements. Both the higher and lower levels unite as one and make concerted efforts to keep water consumption within an appropriate range. The Group hires a special person to take charge of the daily inspection and maintenance of each water inlet and valve, to prevent leakage and dripping.

堅持長期主義 Adherence to Long-termism

本公司積極參加政府公益活動，黨委副書記總裁辦總監王興華被區政府聘任為東窪子溝河長，定期參加政府組織的各類保護水資源講堂與巡河去污活動，堅持持續帶領本公司黨員、骨幹、積極分子利用工餘時間自發巡河去污，並通過本公司高管會議進行宣貫保護水資源的重要性、緊迫性，得到政府與本公司一致好評。

環境管理

本集團農資事業部的主要業務是提供農業基本的各類生產資料，產業鏈包括飼料、化肥及農藥。從農資事業部成立之初，本集團就認識到綠色化肥與無毒低毒農藥是未來發展的趨勢，積極與走在前列的化肥、農藥頭部企業學習、溝通。現在和將來，農資事業部也將更多的參與到綠色、環保、無毒或微毒的研究、宣傳、推廣中，將對環境可能造成的傷害降到最低。

應對氣候變化

氣候變化已經成為人類社會面臨的共同挑戰，本公司積極識別氣候變化風險，並為識別出的風險展開應對措施。

本集團以新能源發展為突破口，主動發現與氣候環境關聯業務，進行研拓。本公司新能源事業部各項業務發展與政府倡導的低碳出行相結合，將新能源汽車、電池等相關配套作為突破口，響應國家號召也為本公司經營帶來新的增長點。

未來，我們仍將繼續完善對氣候相關風險的治理、策略制定、風險管理、指標和目標識別與管理，攜手各界一起應對氣候變化，實現共同的可持續發展。

The Company takes an active part in public welfare activities organized by the government. Wang Xinghua, Deputy Secretary of the Party Committee and Director of the President's Office, has been appointed by the district government as the river chief of Dongwazi Ditch. He regularly participates in lectures and river patrol activities organized by the government to protect water resources, insists on continuously leading the Company's Party members, backbones and activists to patrol the river and remove pollution in their spare time, and publicizes the importance and urgency of protecting water resources through the Company's senior management meetings. His efforts are well received by the government and the Company.

Environmental management

The main business of the Agricultural Materials Division is to provide various production materials for agriculture, and its industry chain includes feed, fertilizer and pesticide. Since the inception of the Agricultural Materials Division, the Group has recognized that green fertilizers and non-toxic and low-toxic pesticides define the trend of its future development. To this end, the Group learns from and communicates with the leading fertilizer and pesticide enterprises. Looking ahead, the Agricultural Materials Division will also be more involved in the green, environmentally-friendly, non-toxic or minimally toxic research, publicity and promotion, to minimize the possible harm to the environment.

ADDRESSING CLIMATE CHANGE

Climate change has been a common challenge upsetting human society. The Company identifies climate change risks and unfolds countermeasures for them.

Viewing new energy development as a breakthrough, the Group takes the initiative to discover business related to climate environment and conduct research and development. The New Energy Division integrates business development with low-carbon transportation advocated by the government, and endeavors to make breakthroughs in new energy vehicles, batteries and other related supporting facilities, in response to the national call and creating new growth areas.

Striving forward, we will continue bettering the governance, strategy development, risk management, indicator and target identification and management of climate-related risks. We will work together with all sectors to address climate change, to achieve common sustainable development.

附錄一 利益相關方參與

Appendix I Stakeholder Participation

本集團高度重視與各利益相關方的溝通，充分傾聽並考慮利益相關方意見和反饋，與利益相關方共同促進社會發展，共享發展成果。

The Group attaches the utmost importance to communication with stakeholders, fully listen to and consider their opinions and feedback, work with them to promote social development and share the development fruits.

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
用戶	<ul style="list-style-type: none"> 為用戶提供優質的產品及服務 健康的互聯網環境 持續改善產品和服務品質 重視用戶的信息反饋 	<ul style="list-style-type: none"> 提供高質量的產品和服務，滿足用戶需求 保護用戶隱私 建立完善的客戶服務體系及客戶意見反饋及投訴機制
Users	<ul style="list-style-type: none"> Offering quality products and services to users Healthy Internet environment Continuously improving product and service quality Paying attention to user feedback 	<ul style="list-style-type: none"> Offering quality products and services to meet users' needs Protecting user privacy Establishing a sound customer service system and a mechanism of customer feedback and complaints
員工	<ul style="list-style-type: none"> 保障員工薪酬福利 關愛員工安全和健康 營造良好的工作環境 提供公平晉升和發展機會 員工溝通 	<ul style="list-style-type: none"> 嚴格遵守勞動合同條款，完善薪酬和福利待遇體系 提供安全與健康的工作環境 提供員工發展通道，組織開展員工培訓 工作環境改善 提供平等的溝通渠道
Employees	<ul style="list-style-type: none"> Protecting employee compensation and benefits Caring for employee safety and health Fostering a good working environment Providing fair promotion and development opportunities Employee communication 	<ul style="list-style-type: none"> Strictly abiding by the terms of the employment contract and improving the system of remuneration and welfare benefits Providing a safe and healthy working environment Providing staff development channels and organizing staff training Working environment improvement Providing equal communication channels

附錄一 利益相關方參與 Appendix I Stakeholder Participation

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
股東及投資者 Shareholders and investors	<ul style="list-style-type: none"> • 公司市值與盈利水平的提高 • 公司環境和社會責任表現不斷提升 • 及時、準確和透明的公司信息披露 	<ul style="list-style-type: none"> • 定期發佈報告，如實、充分地進行信息披露，努力提升業績、創造利潤 • 提升公司管治及風險管理水平，召開股東大會，加強投資者關係管理，努力提升環境和社會責任管理 • Publishing reports regularly, disclosing information truthfully and fully, and striving to improve performance and create profits • Improving corporate governance and risk management, holding shareholders' meetings, strengthening investor relations management, and striving to improve environmental and social responsibility management
供應商／合作夥伴 Suppliers/partners	<ul style="list-style-type: none"> • 遵守商業道德，遵守合約 • 溝通及時，願意傾聽 • 互相幫助，共同成長 	<ul style="list-style-type: none"> • 依法履行合約 • 秉承公開透明的商業原則，實施公開透明的採購模式，打造責任供應鏈 • Fulfilling the contract in accordance with law • Adhering to open and transparent business principles, implementing an open and transparent procurement model, and creating a responsible supply chain
政府 Government	<ul style="list-style-type: none"> • 遵紀守法、合規經營，貫徹國家政策 • 幫助政府改善社會問題（弱勢群體、貧困人群等） 	<ul style="list-style-type: none"> • 嚴格遵守相關法律法規，持續加強企業合規管理，響應國家相關政策 • 帶動當地經濟，推動鄉村經濟發展，助力鄉村振興 • Strictly abiding by relevant laws and regulations, continuously strengthening corporate compliance management, and responding to relevant national policies • Stimulating the local economy, advancing rural economic development and helping revitalize the countryside

附錄一 利益相關方參與

Appendix I Stakeholder Participation

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
同行	<ul style="list-style-type: none"> • 公平競爭、誠實合作、信息透明公開 • 遵守行業規範，促進產業創新 	<ul style="list-style-type: none"> • 加強與同業的交流與合作，共同營造健康、有序的競爭環境 • 參與產業創新研究，互惠共贏，共同進步，參與行業評優，為行業規範提供建議
Peers	<ul style="list-style-type: none"> • Fair competition, honest cooperation, transparent and open information • Complying with industry norms and promoting industry innovation 	<ul style="list-style-type: none"> • Strengthening communication and cooperation with peers to jointly create a healthy and orderly competitive environment • Participating in the industry innovation research, mutual benefit and progress and industry evaluation, and providing suggestions for industry regulations
環境	<ul style="list-style-type: none"> • 應對氣候變化風險 • 提升資源使用效率 • 排放與廢棄物管理 	<ul style="list-style-type: none"> • 提高能源使用效率 • 提高資源回收利用 • 建立綠色數據中心 • 綠色辦公
Environment	<ul style="list-style-type: none"> • Coping with climate change risk • Improving resource use efficiency • Emission and waste management 	<ul style="list-style-type: none"> • Improving the energy utilization efficiency • Improving resource recycling • Establishing a green data center • Green office
社會	<ul style="list-style-type: none"> • 鄉村振興與扶貧 	<ul style="list-style-type: none"> • 開展扶貧助農活動 • 實施基層治理幫扶計劃
Society	<ul style="list-style-type: none"> • Rural revitalization and poverty alleviation 	<ul style="list-style-type: none"> • Carrying out activities to help the poor and farmers • Implementing programs to assist in grassroots governance

附錄二 ESG議題重要性評估

Appendix II ESG Materiality Assessment

重要議題評估過程

本集團通過訪談、調研、總結對標國內同行對ESG關注的議題，識別出了ESG重大議題，並在報告中有針對性地進行披露，以便有效提升集團的可持續發展管理水平。2022年，我們通過問卷調研的形式，對議題庫中的ESG議題進行打分，並由此得出了本報告的實質性議題矩陣。

MATERIALITY ASSESSMENT PROCESS

Through interviews, surveys, summaries, and benchmarking of ESG issues that are of concern to our domestic peers, the Group has identified significant ESG issues and disclosed them in our report specifically, to improve our sustainable development management. In 2022, the Company scored the ESG issues from the issue database with questionnaires, and arrived at the substantive issue matrix.

匯通達2022年度ESG報告實質性議題評估流程

Process of assessing the substantive issues of Huitongda's 2022 ESG report

01 ESG議題識別和確認

01 Identification and confirmation of ESG issues

全面梳理本集團可持續發展工作要點與各利益相關方的反饋，對標行業熱點與領先實踐，圈定議題範圍；

Comprehensively sorted out the key points of our sustainable development and feedback from various stakeholders, benchmarked with industry hotspots and leading practices, and circled the scope of issues;

參考資本市場ESG評級評估要素，結合可持續發展信息披露相關指引如可持續會計準則委員會(SASB)制定的《重要性議題庫》等，識別行業在可持續發展領域的關注重點。

Referred to the ESG rating elements in the capital market, based on sustainability disclosure related guidelines such as the Important Issues Library developed by the Sustainability Accounting Standards Board (SASB), and identified the industry's focus in sustainability.

02 利益相關方溝通與調研

02 Communication with stakeholders and research

開展利益相關方訪談，收集各相關方對我們可持續發展實踐的反饋和建議，以及對未來可持續發展策略的看法；

Conducted stakeholder interviews to gather feedback and suggestions from various stakeholders on the Company's sustainability practices, as well as their views on future sustainability strategies;

編製ESG實質性議題評估在線調研問卷，邀請內部利益相關方對相應ESG議題的實質性進行打分，並通過整理，分析得出最終調研結果及內部利益相關方對集團可持續發展滿意度的整體評分，得分4.56分(滿分5.00分)。

Prepared an online questionnaire for ESG materiality assessment, invited internal stakeholders to score the materiality of corresponding ESG issues, and collated and analyzed the final research results and the overall rating of internal stakeholders' satisfaction with the Group's sustainable development, with a score of 4.56 (out of 5.00).

03 實質性議題評估

03 Substantive issue assessment

依據利益相關方調研問卷的結果，結合企業發展情況，從「對利益相關方的重要性」和「對經營管理的重要性」兩個維度，開展實質性議題評估，將各項社會責任議題的實質性按照評分排序，生成矩陣圖。

Based on the results of the stakeholder research questionnaire and the development of the Company, and from the two aspects of "importance to stakeholders" and "importance to business management", we carried out the assessment of issue materiality and ranked the social responsibility issues according to their scores, to generate a matrix.

附錄二 ESG議題重要性評估

Appendix II ESG Materiality Assessment

2022年，本集團對企業管治、ESG管治、黨建引領、商業道德、員工權益與福利、健康與安全、信息安全與隱私保護、產品質量、供應鏈管理、用戶關係管理、鄉村振興、社區公益等議題給予更多關注。

In 2022, the Group increased attention to topics such as corporate governance, ESG governance, party building leading, business ethics, employee right and welfare, health and safety, information security and privacy protection, product quality, supply chain management, user relationship management, rural revitalization, community public welfare.

2022年ESG報告重要性議題列表

List of key topics in the 2022 ESG report

非常重要

Very important

黨建引領 Party building leading	企業管治 Corporate governance	ESG管治 ESG governance
發展與培訓 Development and training	商業道德 Business ethics	員工權益與福利 Employee right and welfare
	健康與安全 Health and safety	信息安全與隱私保護 Information security and privacy protection
產品質量 Product quality	供應鏈管理 Supply chain management	用戶關係管理 User relationship management
鄉村振興 Rural revitalization	社區公益 Community public welfare	

重要

Important

氣候變化 Climate change	政策影響 Policy impact	知識產權保護和科技創新 Intellectual property protection plus scientific and technological Innovation
多元化與機會平等 Diversity and equal opportunity		

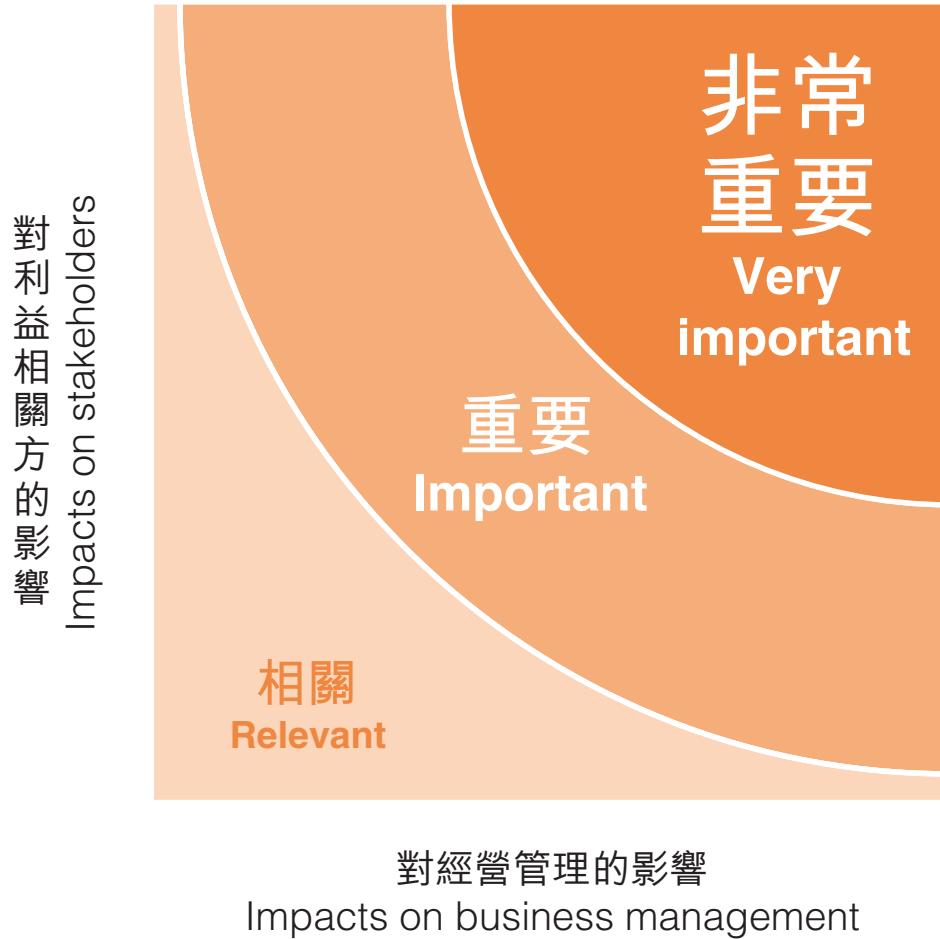
相關

Relevant

能源使用 Energy use	溫室氣體排放 Greenhouse gas emission	水資源管理 Water management
廢棄物排放 Waste emission	對環境及自然資源的影響 Impact on environment and natural resources	

附錄二 ESG議題重要性評估 Appendix II ESG Materiality Assessment

匯通達2022年ESG報告ESG實質性議題矩陣
Substantive issue matrix of Huitongda's 2022 ESG Report



附錄三 《環境、社會及管治報告指引》內容索引

Appendix III Index to the ESG Reporting Guide

《環境、社會及管治報告指引》	章節	備註
Environmental, Social and Governance Reporting Guide	Section	Remarks
主要範疇 A. 環境		
Main Category A. Environmental		
層面A1：排放物		
Aspect A1: Emissions		
A1 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non – hazardous waste.	排放物管理及 打造綠色 低碳園區 Emissions management and Creating a green and low- carbon park	
A1.1 排放物種類及相關排放數據。 The types of emissions and respective emissions data.	打造綠色 低碳園區 Creating a green and low- carbon park	
A1.2 直接（範圍1）及能源間接（範圍2）。溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	打造綠色 低碳園區 Creating a green and low- carbon park	
A1.3 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	打造綠色 低碳園區 Creating a green and low- carbon park	

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《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide		章節 Section	備註 Remarks
A1.4	<p>所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p> <p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	-	<p>無害廢棄物均按照垃圾分類的要求投放至園區垃圾站，由環衛部門清運，受限於場地設施並無稱量條件，因此暫不披露數量。</p> <p>Non-hazardous waste should be put into the waste station in the park according to the waste classification requirements and will be cleared and transported by the environmental sanitation department. Since the on-site facilities do not have the weighing conditions, the quantity will not be disclosed for the time being.</p>
A1.5	<p>描述所訂立的排放量目標及為達到這些目標所採取的步驟。</p> <p>Description of emissions targets and the steps taken to achieve such targets.</p>	排放物管理 Emissions management	
A1.6	<p>描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。</p> <p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) and steps taken to achieve them.</p>	排放物管理 Emissions management	

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《環境、社會及管治報告指引》		章節	備註
Environmental, Social and Governance Reporting Guide		Section	Remarks
層面A2：資源使用			
Aspect A2: Use of Resources			
A2	一般披露 有效使用資源（包括能源、水及其他原材料）的政策。 General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	環境及 天然資源 Environment and Natural Resources	
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	打造綠色 低碳園區 Creating a green and low- carbon park	
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	打造綠色 低碳園區 Creating a green and low- carbon park	
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	應對氣候變化 Addressing climate change	
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	環境及 天然資源 Environment and Natural Resources	
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	-	本集團非生產型企業，經內部評估與檢視，該指標不適用 The Group is not a manufacturing enterprise, after internal evaluation and inspection, this index is considered not applicable.
層面A3：環境及天然資源			
Aspect A3: Environment and Natural Resources			
A3	一般披露 減低發行人對環境及天然資源造成重大影響的政策。 General Disclosure Policies on minimizing the issuer's significant impacts on the environment and natural resources.	環境及 天然資源 Environment and Natural Resources	
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境及 天然資源 Environment and Natural Resources	

附錄三 《環境、社會及管治報告指引》內容索引 Appendix III Index to the ESG Reporting Guide

《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide	章節 Section	備註 Remarks
層面A4：氣候變化		
Aspects A4: Climate Change		
A4	一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	應對氣候變化 Addressing climate change
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the actions taken to manage them.	應對氣候變化 Addressing climate change
主要範疇 B. 社會		
Main Category B. Social		
僱傭及勞工常規		
Employment and Labor Practices		
層面B1：僱傭		
Aspect B1: Employment		
B1	一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	打造平等 尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region.	打造平等 尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity

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《環境、社會及管治報告指引》		章節	備註
Environmental, Social and Governance Reporting Guide		Section	Remarks
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	打造平等 尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity	
層面B2：健康與安全			
Aspect B2: Health and Safety			
B2	一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	關注員工 健康與安全 Focusing on employee health and safety	
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities in each of the past three years (including the reporting year).	關注員工 健康與安全 Focusing on employee health and safety	
B2.2	因工傷損失工作日數。 Lost days due to work injury.	關注員工 健康與安全 Focusing on employee health and safety	
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	關注員工 健康與安全 Focusing on employee health and safety	

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層面B3：發展及培訓		
Aspect B3: Development and Training		
B3 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		提供豐富的 學習和 工作機會 Offering abundant learning and work opportunities
B3.1 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).		提供豐富的 學習和 工作機會 Offering abundant learning and work opportunities
B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.		提供豐富的 學習和 工作機會 Offering abundant learning and work opportunities

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層面B4：勞工準則		
Aspect B4: Labor Standards		
B4	一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	打造平等尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	打造平等尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	打造平等尊重、 包容多元的 就業環境 Fostering an employment environment of equality and respect, tolerance and diversity

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《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide	章節 Section	備註 Remarks
營運慣例 Operating Practices		
層面B5：供應鏈管理 Aspect B5: Supply Chain Management		
B5 一般披露 管理供應鏈的環境及社會風險政策。 General Disclosure Policies on managing environmental and social risks of the supply chain.		構建可持續 供應鏈 Building a sustainable supply chain
B5.1 按地區劃分的供貨商數目。 Number of suppliers by geographical region.		構建可持續 供應鏈 Building a sustainable supply chain
B5.2 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及相關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.		構建可持續 供應鏈 Building a sustainable supply chain
B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks at along of the supply chain, and how they are implemented and monitored.		構建可持續 供應鏈 Building a sustainable supply chain
B5.4 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.		構建可持續 供應鏈 Building a sustainable supply chain

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Environmental, Social and Governance Reporting Guide	Section	Remarks
層面B6：產品責任		
Aspect B6: Product Responsibility		
B6	一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	助推鄉鎮小店 轉型升級 Empowering the transformation and upgrading of small township stores
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<ul style="list-style-type: none"> - 本集團非生產 - 型企業，產品回收由廠商負責，經內部評估與檢視，該指標不適用 <p>The Group is not a manufacturing enterprise, the factory is responsible for product recalls, after internal evaluation and inspection, this index is considered not applicable</p>
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	助推鄉鎮小店 轉型升級 Empowering the transformation and upgrading of small township stores

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B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	構建信任 Building up trust	
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	–	本集團非生產型企業，產品回收由廠商負責，經內部評估與檢視，該指標不適用 The Group is not a manufacturing enterprise, the factory is responsible for product recalls, after internal evaluation and inspection, this index is considered not applicable
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	構建信任 Building up trust	

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Environmental, Social and Governance Reporting Guide	Section	Remarks
層面B7：反貪污		
Aspect B7: Anti-corruption		
B7 一般披露	構建信任	
有關防止賄賂、勒索、欺詐及洗黑錢的：	Building	
(a) 政策；及	up trust	
(b) 遵守對發行人有重大影響的相關法律及規例的資料。		
General Disclosure		
Information on:		
(a) the policies; and		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		
B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	–	報告期內，
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.	–	不存在對 本集團或 僱員的貪污 訴訟案件。 During the Reporting Period, there were no corruption lawsuits against the Group or employees
B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	構建信任	
Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Building	
B7.3 描述向董事及員工提供的反貪污培訓。	構建信任	
Description of anti-corruption trainings provided to directors and employees.	Building	
	up trust	

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Environmental, Social and Governance Reporting Guide	Section	Remarks
社區		
Communities		
層面B8：社區投資		
Aspect B8: Community Investment		
<p>B8 一般披露</p> <p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p> <p>General Disclosure</p> <p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.</p>	<p>政企合作，</p> <p>助力數字</p> <p>鄉村加速度</p> <p>Government-enterprise cooperation to help accelerate the development of digital villages</p>	
<p>B8.1 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。</p> <p>Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).</p>	<p>扶農助農，</p> <p>助力城鄉</p> <p>雙向流通</p> <p>授人以漁，</p> <p>助力人才</p> <p>返鄉就業創業</p> <p>Supporting farmers and boosting the two-way circulation between urban and rural areas</p> <p>Teaching talents how to develop, attracting them to return home to find jobs and start businesses</p>	
<p>B8.2 在專注範疇所動用資源（如金錢或時間）。</p> <p>Resources contributed (e.g. money or time) to the focus area.</p>	<p>公益之路，</p> <p>同路同行</p> <p>Striving forward together on the road to public welfare</p>	

