LOGORY

路歌
LOGORY

LOGORY LOGISTICS TECHNOLOGY CO., LTD.

合肥维天运通信息科技股份有限公司

A joint stock company incorporated
in the People's Republic of China with limited liability
Stock Code : 2482

2023

ENVIRONMENT,
SOCIAL AND
GOVERNANCE
REPORT

Contents

2023 Environmental, Social and Governance Report

INTRODUCTION

About Logory

Company profile

Logory has built a digitalized ecosystem for road freight transportation in China and operates the largest digital freight platform in China. Our platform provides digital freight services and solutions for inter-city and intra-city road freight to shippers, including logistics companies and cargo owners, as well as truckers. We also operate Trucker Community, an "online + offline" community for truckers. It is the largest community for truckers in China and the largest community in the logistics industry in China.

With outstanding achievements and high-quality services, Logory has been selected as one of the "Top 500 Private Enterprises in China" (中國民營企業500強) by the All-China Federation of Industry and Commerce for four consecutive years, ranked 359 in 2023, and awarded as a AAAAA Digital Freight Platform Enterprise (5A級網絡貨運平台企業) by the China Federation of Logistics and Purchasing, and selected by the MIIT, the NDRC and the Ministry of Commerce as the National Exemplary Platform for Public Services by Small and Medium Enterprises (國家中小企業公共服務示範平台), National Exemplary Enterprise for Smart Logistics (全國智慧物流配送示範企業), Key Pilot Unit for Logistics Information Platform (骨幹物流信息平台試點單位) and National Key "Little Giant" Enterprise (國家級專精特新"小巨人"企業).

On March 9, 2023, Logory was listed on the Main Board of the Stock Exchange, marking it the first digital freight stock in Hong Kong.

During the year ended December 31, 2023 (the "Reporting Period"), our online GTV amounted to approximately RMB34.4 billion, revenue amounted to RMB5.62 billion and adjusted net profit amounted to RMB453,000. We had served approximately 14,000 shippers and 3.24 million truckers who had completed an aggregate of over 46.57 million shipping orders on our platform from the inception of our digital freight business to December 31, 2023. As of December 31, 2023, the number of registered users of Trucker Community amounted to more than 3.4 million.

Moving to the right (運有道，善如流)

We have been dedicated to the promotion of the digitalization of China's road freight transportation industry over the past two decades. We have been providing industry-leading digital freight solutions to our customers with continual upgrades. In order to satisfy the specific needs of our shipper customers such as logistics companies, we have developed "digital freight transportation solutions on the whole transportation process" which provide full-process coverage of all business roles and tasks at the transportation site through digital transportation resources procurement, digital operation and digital financial settlement. We also create a community for communication and mutual support among truckers in the road freight transportation industry to facilitate their communication, discovery of business opportunities and enjoyment of social life.

We always adhere to our corporate values of "truthfulness, impartiality and altruism" and integrate the six management philosophies of "not being evil", "targeting at the main battlefield and aiming for the right time", "focusing on customer value and optimizing user experience", "creating value and make reasonable profits", "achieving win-win with partners" and "sharing business benefits with employees" into our corporate development strategy. Through innovative technology applications and service models, we aim to create a benign logistics ecosystem as a leader in the digital freight industry and become a digital support platform for the benign logistics ecosystem.

2023 Environmental, Social and Governance Report

About this report

The report covers the business operations of Logory from January 1, 2023 to December 31, 2023 and provides an overview of the Group's overall ESG performance. To maintain the continuity and integrity of information, reviews and outlooks are given for some content. This report covers Logory Logistics Technology Co., Ltd. and its subsidiaries and is consistent with the scope of the consolidated financial statements in the annual report.

About preparation

This report provides a summary of the performance in the environmental, social and governance aspects of Logory Logistics Technology Co., Ltd. (the "Company", together with its subsidiaries, collectively referred to as the "Group", "Logory", "we", "us" or "our") in 2023. This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("HKEx"). In particular, the relevant contents of dealing with climate change are prepared by referring to the HKEx Guidance on Climate Disclosure and the framework suggested by the Task Force on Climate-related Financial Disclosures (TCFD).

This report is presented in electronic version and available in Chinese and English. In case of ambiguity or conflict between the two languages, the Chinese version shall take precedence. Unless otherwise stated, the information involved in this report is derived from our Group's documents and statistical reports, and the currency involved is Renminbi ("RMB").
Reporting Principles

Reporting principles

This report follows the reporting principles in HKEx's Environmental, Social and Governance Reporting Guide, including:

- **Materiality principle:** In accordance with this principle, this report has been developed through repeated discussions and direct communication with stakeholders to understand the core concerns of stakeholders and to identify the issues that need to be highlighted in the report. Issues that may have a material impact on the Group's business, investors and other stakeholders are highlighted.

- **Quantitative principle:** In accordance with this principle, this report discloses key quantitative performance indicators, and gives illustrations on the implications of the indicators with explanations on the calculation basis and assumptions and describes their purpose and impact in a timely manner.

- **Balance principle:** In accordance with this principle, this report reflects objective facts and provides an unbiased picture of the Group's environmental, social and governance ("ESG") performance, and avoids misleading the readers of the report and omissions of material information.

- **Consistency principle:** In accordance with this principle, this report clearly explains the statistical methods and criteria of the key ESG quantitative performance indicators disclosed, and tries to ensure that the indicators and calculation methods in different reporting periods are consistent to enable meaningful comparison of relevant data in the future and reflect the trend in performance standards.

Contact us

For feedback and comments on this report, please email us at ir@logory.com
or mail a letter to No. 2700, Chuangxin Avenue, High-tech District, Hefei, Anhui Province, China 230030
For more information, please visit our official website at www.logory.com.

2023 Environmental, Social and Governance Report

CORPORATE GOVERNANCE

Governance of the Board

Logory is committed to maintaining a high level of corporate governance and keeping our stakeholders fully informed about the management and development of the Group. We firmly believe that good corporate governance is a solid foundation for our business operations and sustainability.

The Group has determined that the board of directors is responsible for business management and operations, while the board of supervisors oversees the financial position of the Group to ensure the maintenance of a sound and effective internal control and risk management system. Non-executive directors who provide the board of directors with various business and financial experience are mainly responsible for supervising corporate governance and providing professional views and judgments to the board of directors. Independent non-executive directors of the Group account for one-third of the board of directors, providing independent judgment for the board of directors to protect the interests of shareholders and the Group.

In order to improve the efficiency of the board of directors, we have formulated the board diversity policy, which sets out the objective and approach for achieving and maintaining board diversity and takes various factors into consideration to realize board diversity. We pay attention to various factors, including but not limited to professional experience, skills, knowledge, gender, age, cultural and educational background, etc. The current members of the board of directors have a balanced combination of knowledge, skills and experience, including professional capabilities in various fields such as information technology, communication, computer science and application, asset management, accounting and economics.

The members of the board of directors have rich professional experience in auditing, risk control and strategic consulting and industry experience in internet and logistics.

The board of directors includes one female director.

The members of the board of directors have educational and professional backgrounds in various fields such as computing, finance, and information engineering.

Risk management and internal control

The sufficiency and effectiveness of risk management and internal control system are important guarantees for the realization of the Group's strategic goals. We have developed an internal risk management and internal control manual which covers all aspects of our business operations, such as network security, data security and protection of users' information, finance and asset management.

In order to ensure compliance with relevant laws and regulations in our operation, we have designed and adopted strict internal control procedures. Currently, the Group has established 17 internal control procedures, including capital and authorization approval control, procurement and procurement acceptance control, contract and approval control, preparation of financial reports and its control, human resource planning and demand control. Our internal control team will work closely with the legal, compliance and financial teams to conduct risk assessments for the improvement on business efficiency and monitor the effectiveness of internal control for the increase in the internal control and risk management awareness of the entire Company.

2023 Environmental, Social and Governance Report

ESG STRATEGY

Statement of the Board

The Board of Directors of the Group is the highest responsible and decision-making body for the ESG matters, and assumes full responsibility for the Company's ESG strategy and reports and oversees ESG-related matters that may affect the Company's business or operations, shareholders and other stakeholders. An ESG management team has been set up under the Board of Directors to exercise core control over ESG-related matters as directed by the Board of Directors, while functional departments and subsidiaries are responsible for implementing and executing specific ESG tasks and reporting regularly.

The Company attaches great importance to ESG governance and continues to develop its ESG governance system. Based on factors such as the internal and external environment of development and the results of communication with stakeholders, the Company regularly carries out analysis and assessment of ESG materiality issues and ESG risk identification. The Board of Directors deliberates and determines the list of materiality issues and ESG risks of the Company, and manages and supervises them as a priority to ensure that the ESG concept is integrated into the Company's development strategy and implemented throughout the operation and management activities, so as to promote the Company's economic development, social equity and environmental sustainability.

The Group aims to promote the digital transformation of logistics industry. Through online and digital transformation of business processes of logistic customers with digital transportation resources procurement, digital business operation, and digital financial settlement, shippers, truckers, freight brokers, cargo owners will enjoy the convenience and intelligence of business operations brought by digitization, and production and operation will be facilitated. At the same time, we guide drivers to integrate into the establishment of the social system through the Trucker Community, and promote truckers' unions and party building. We also provide services for truckers based on their needs in production and business.

We also advocate all parties in the road freight digitization ecosystem to work together to find sustainable solutions for the overall green transformation of the road freight industry. For example, we are enhancing the adoption of Haoyunbao (好運寶) APP among truckers to achieve paperless operation. In order to further reduce carbon emissions and solve the problem of high energy consumption in the road freight industry, we encourage logistics customers and truckers to use new energy trucks for transportation. In our daily business operations, we also advocate paperless office to reduce carbon emissions and use smart mobile office platform to avoid unnecessary carbon footprint, so as to further reduce resource consumption and minimize the negative impact on the environment and society.

This report discloses in detail the progress and achievements of Logory's ESG work in 2023 and has been reviewed and approved at the fourth meeting of the fifth session of the Board of Directors on 27 March 2024. The Board of Directors and all Board members of the Company guarantee that there are no false records, misleading statements or major omissions in the content of this report.
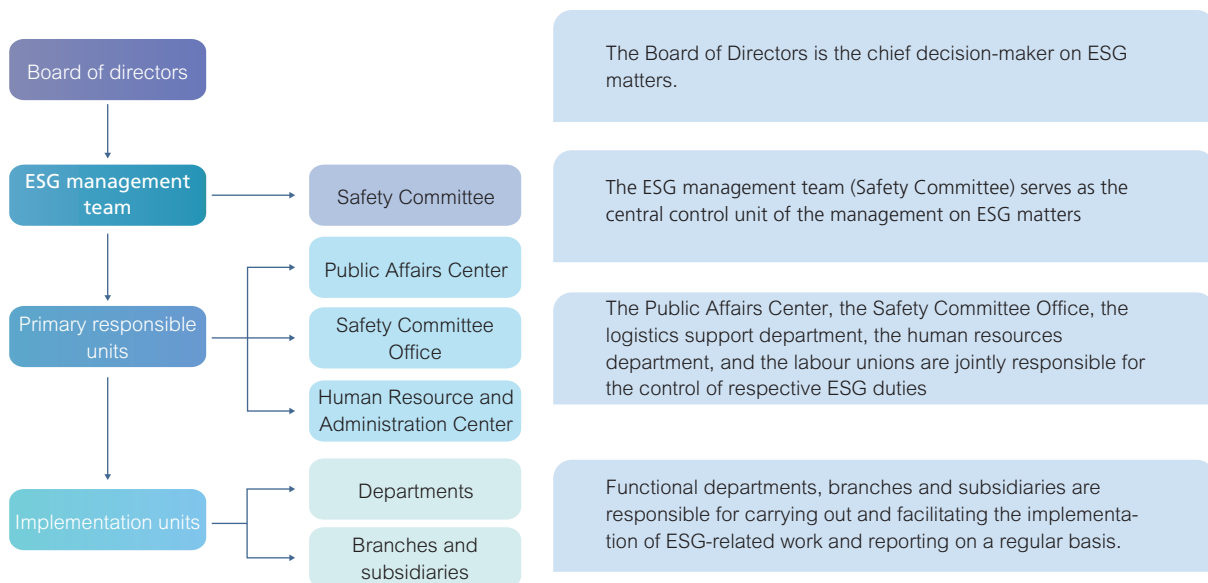
2023 Environmental, Social and Governance Report

ESG philosophy and governance structure

The Group adheres to the ESG philosophy of "creating economic value while assuming social responsibility", actively promotes ESG management, and is committed to creating a humane digital freight ecosystem, facilitating the low-carbon transformation of the logistics industry, and empowering sustainable development in the upstream and downstream along the truckers and drivers supply chain.

The Group has established an ESG governance system covering headquarter and its subsidiaries:

Board of directors		The Board of Directors is the chief decision-maker on ESG matters.
ESG management team	Safety Committee	The ESG management team (Safety Committee) serves as the central control unit of the management on ESG matters
Primary responsible units	Public Affairs Center	The Public Affairs Center, the Safety Committee Office, the logistics support department, the human resources department, and the labour unions are jointly responsible for the control of respective ESG duties
	Safety Committee Office	
	Human Resource and Administration Center	
Implementation units	Departments	Functional departments, branches and subsidiaries are responsible for carrying out and facilitating the implementation of ESG-related work and reporting on a regular basis.
	Branches and subsidiaries	

We believe that effective ESG management is inseparable from the attention of the Group's senior management and the participation of all employees. This structure can fully mobilize the initiative of all members of the Group to ensure the continuous development of ESG management and the achievement of ESG objectives.

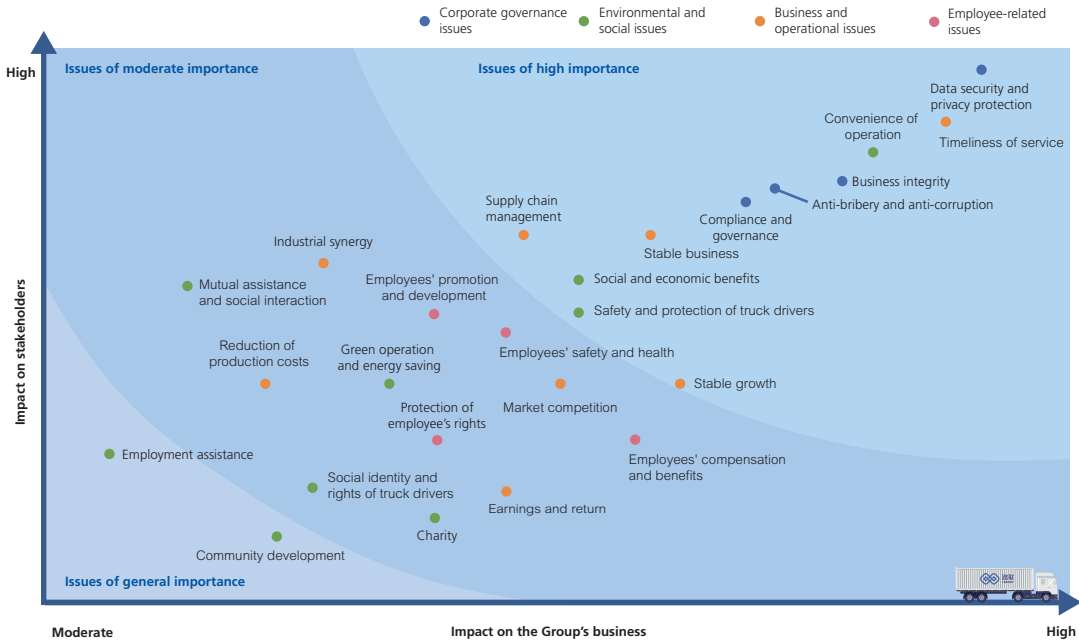# 2023 Environmental, Social and Governance Report

Stakeholder engagement

Based on our business and industry characteristics, we have identified seven major stakeholders: customers, truckers, employees, partners, public communities, investors and shareholders, government and regulatory authorities. We actively expand the communication channels with our stakeholders in all aspects of our daily operations, listen to their opinions and feedback, and establish a regular communication mechanism to continuously improve the effectiveness of our communication with them.

Stakeholders	Issues of concerns	Means of communication and response
Customers	Convenience of operation Timeliness of service Stable business Information security and privacy protection Green operation and reduction of energy consumption	Customer hotline Social media platforms Survey Fulfilment of contract Industry forum R&D and operation investment
Truckers	Stable business Safety and security Reduction of production costs Mutual assistance and social interaction Social identity and rights	Driver survey Community operation Customer service hotline Trade union and Party building Enrichment of protection products Industry conference
Employees	Protection of rights Compensation and benefits Promotion and development Safety and health	Labour union Suggestion box Skills training Team building
Partners	Supply chain management Industrial collaboration Integrity management Anti-bribery and anti-corruption	Exchanges and meetings Improvement of management system Technical cooperation Public procurement
Public communities	Community development Charity Employment Green operation and reduction of energy consumption	Regular visits Poverty alleviation and care School-enterprise employment cooperation Energy conservation
Investors and shareholders	Earnings and return Stable growth Market competition Social and economic benefits	Shareholders' meeting Business reports Regular visits and communication Roadshow Online inquiry channel
Government and regulatory authorities	Compliance and governance Social and economic benefits Employment Anti-bribery and anti-corruption	Government-enterprise symposium Survey and research Work reports Inspection and supervision

2023 Environmental, Social and Governance Report

Determination of material issues

During the Reporting Period, the Group formulated 25 ESG-related issues through benchmarking analysis and stakeholder analysis, towards which our ESG governance work was oriented in 2023, and made corresponding disclosures and responses in this report.

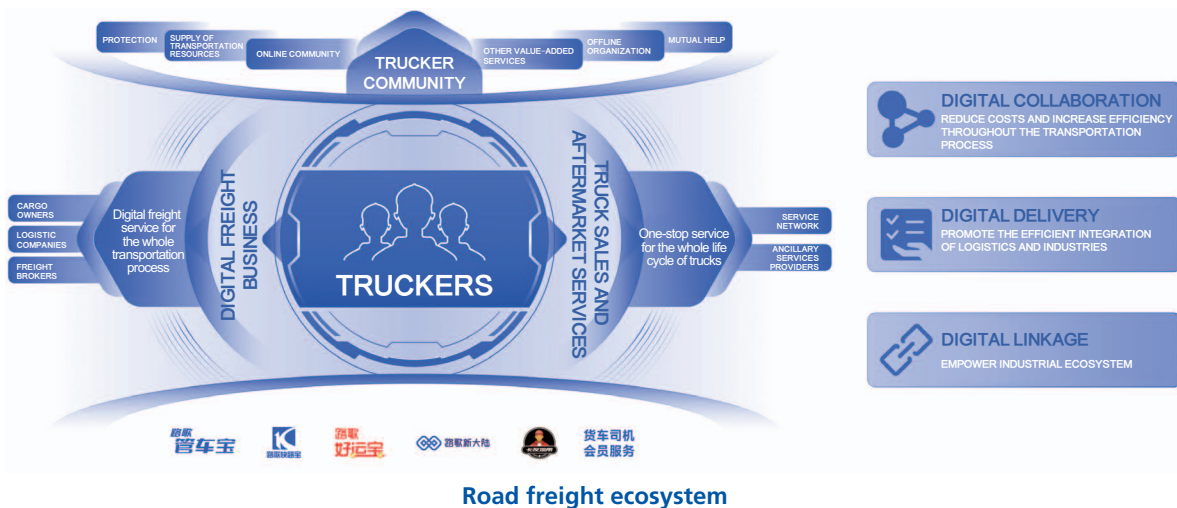# 2023 Environmental, Social and Governance Report

BUSINESS ECOSYSTEM

Industry ecosystem

Under the traditional truck-based freight transportation model, shippers (including logistics companies and cargo owners) have very limited direct access to truckers, and therefore it is hard for shippers to find readily-available truckers to fulfill their road freight transportation demand. The shippers usually entrust freight brokers to look for truckers, negotiate with the truckers on the road freight transportation terms and conditions, and facilitate the transactions between shippers and truckers. Such process is usually completed offline, and the information asymmetry between shippers and truckers may lead to unbalanced relationships between them and the freight brokers, resulting in higher road freight transportation costs and lower efficiency for shippers.

With the increasing popularity of mobile phones among market players, the strong support from the government to the digital transformation of the full truckload shipping market, and the rise of GPS, Internet of Things and other technologies, a new business model for full truckload shipping market, which is the digital freight platform, gradually emerged. The digital freight platform is an indispensable link between shippers and truck drivers.

The digital freight platform built by Logory is designed to involve all industries in the road freight industry ecosystem, such as truckers, shippers, freight brokers and other participants of the ecosystem, to establish a connection among them. We have cultivated an ecosystem that values the interests of all participants. We encourage and promote a solid cooperative relationship of mutual trust and benefits among all ecosystem participants through enhanced digitalization and transparency throughout the process. We enhanced the division of responsibilities among ecosystem participants and improve their synergies. We believe that our ecosystem contributes to the standardization and sustainable development of China's road freight transportation industry.

During the Reporting Period, the Group's online GTV was approximately RMB34.4 billion. The number of shippers who completed orders on our digital freight platform reached 6,619, and the number of truck drivers who completed orders on our platform exceeded 1.33 million. The number of active truckers[1] on the platform reached 390,000.

Road freight ecosystem

---

[1]   Active truckers are those truckers who completed at least four orders on our digital freight platform in a given year.

2023 Environmental, Social and Governance Report

Customer service

Logory believes that customer satisfaction is the foundation for the rapid growth of the Group's business. We continue to optimize our software products and service functions based on the demands from platform users and rely on advanced digital technology, excellent professional service teams and diversified customer contact channels to provide users with considerate and high-quality services in a timely manner.

In order to effectively improve customer experience, the Group has formulated the "Customer Management of Digital Logistics" manual. In terms of management mechanism, we provide after-sales service to customers by employing customer service experts to handle various user inquiries and complaints about our services and establishing online and offline measures to effectively improve customer satisfaction, and systematically standardize our customer service management.

In terms of R&D and technological innovation, we launched the DDCS work platform (Digital Driven Customer Success integrated work platform) in the first half of 2023. DDCS is a digital collaboration platform that enables direct communication between our customers and our internal operations, product design, and R&D departments, which greatly reduces the time it takes for the Company to address customer needs and improve customer satisfaction.

We continue to improve and enhance communication channels with customers, patiently and carefully considering their suggestions. We have established a customer service hotline. With the help of the machine learning algorithm of the third-party service provider, we can provide real-time replies to customers in a precise and efficient manner and handle customer complaints in a timely manner. At the same time, we keep in touch with a number of customers through social networks which have allowed us to understand customer needs and solve their concerns in real time. In order to strengthen close contact with important customers, we also arrange customer visits on a regular basis.

During the Reporting Period, we did not receive any customer complaints that would have a material adverse effect on our operations or financial results.

Receipt of complaints	Solution for complaints	Internal conclusion
After receiving customer complaints, the customer service personnel will first seek relevant colleagues to understand the situation, confirm the reasons for customer complaints and verify the validity of the complaints.	Our operation department heads, marketing or business department colleagues will respond in a timely manner, communicate with customers about the content of complaints, work together with customers for solutions, and export our value.	After a complaint is resolved, relevant personnel will make conclusion for the reasons for the complaint and seek to avoid the recurrence of the same problem.

In terms of product services and advertising marketing, the Group strictly complies with the "Advertising Law of the People's Republic of China" and the requirements of regulatory authorities, and constantly improves the Group's brand marketing and publicity management mechanism to ensure the ability of customers to understand the business and service characteristics of the Group and protect the legitimate rights of customers.

2023 Environmental, Social and Governance Report

Supplier management

A sustainable supply chain system is the key factor for the Group to achieve long-term development. Logory adheres to the principles of openness, fairness and impartiality, and establishes "Supplier Management Measures", "Procurement Management Process", "Supplier Evaluation Form" and other internal regulations. We implement strict management and control mechanisms from the whole process of supplier development, access and review, selection and use, evaluation, etc., to further standardize supplier management. In addition, we always adhere to the core values of truth-seeking, fairness and altruism, and build a bright and transparent business environment with our partners in the industry chain.

Supplier management system of the Group

Supplier access

- The procurement department classifies suppliers based on the collection of suppliers' information and arranges relevant personnel to conduct preliminary evaluation on the basic situation and production level of the enterprise. With respect to the suppliers who pass the preliminary evaluation, the procurement department establishes an on-site verification team to conduct on-site inspection and verification on the supplier's on-site management level and production conditions to minimize the risk to the Group's operations.
- With respect to the suppliers who pass the preliminary investigation, we will enter into a "Supplier Quality Assurance Agreement" with such supplier, and put forward the demand for sample delivery or purchase in small batches to ensure product quality. The procurement department prepares the "Supplier Inspection Form" to conclude the supplier verification and determine qualified suppliers, who will be added to the list of qualified suppliers after passing the review.
- The criteria for us to determine qualified suppliers are as follows: 1) suppliers are required to have legal business qualifications and certain financial strength; 2) suppliers who have established a product quality system according to the national (international) system and have passed the certification will be prioritized; 3) production capacity are sufficient to meet the needs of the Company to further expand the business scale, and can handle urgent orders; 4) specific after-sales service measures are in place; and 5) the samples have passed the test.

Supplier management

- Logory enters into the "Integrity Cooperation Agreement" with officially appointed suppliers, which clearly stipulates the content of procurement ethics.
- Logory conducts evaluation on suppliers on a regular basis and fully consider the supplier's product or service quality, delivery, service and other factors, to ensure an objective and true reflection of the comprehensive performance of cooperative suppliers.
- The Group evaluates the production and quality systems of the suppliers who provide key materials on a monthly basis. We evaluate the suppliers who provide conventional materials quarterly. The procurement department allocates the purchasing ratio for the next period based on the evaluation results and report to the person in charge of the procurement department and group management for approval. We will cancel the supply qualifications of the suppliers who are unqualified and remove them from the list of qualified suppliers.
- The Group strengthens cooperation and contact with quality suppliers through regular invitations or on-site visits.

2023 Environmental, Social and Governance Report

In addition, Logory attaches great importance to the environmental and social performance of suppliers. When selecting suppliers, we require them to provide and update environmental protection certification and relevant approval documents on a regular basis, meet national environmental protection standards in production, meet energy conservation and emission reduction requirements, and possess production equipment with environmental protection-related qualification certification. A supplier that upholds environmental protection in its operation process and considers the concept of protecting natural resources, controlling and reducing pollution sources, and promoting resource recycling will be prioritized. We also conduct site visit to investigate the green operation of suppliers and observe whether they have adopted energy conservation and alternative measures to reduce the consumption of energy, water and other natural resources for the reduction of greenhouse gas emissions.

Truckers are the main suppliers of Logory. We rely on truckers to complete the customer's freight business order on the digital freight platform without constituting an employment relationship. The Group's commitment to high-quality and safe transportation rests largely on these external truckers, and the quality of our service is closely related to their performance.

Therefore, we conduct detailed background checks on the truckers who have registered on our platform and implement strict trucker management. Truckers of the Group are required to undergo real-name authentication during registration and upload photos of their ID card, driver's license driving license, truck driver practitioner's license and business license for verification on the platform, as well as OCR real-person authentication. In order to ensure the quality of transportation services and avoid disputes, truckers on the platform are required to sign an electronic agreement when receiving each new order. During the actual operation, the platform will also continue to monitor the status of truckers.

During the Reporting Period, the Group did not find any major actual and potential negative impacts or violations by suppliers on business ethics, environmental protection, labor standards, etc., nor did it encounter any supply chain issues that would have significant negative impacts on the environment and society.

BUSINESS ETHICS

Privacy and information security

During the Reporting Period, we strictly complied with the Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and the Several Provisions on the Management of Automobile Data Security. We have also formulated the "Data Security Management Regulations", which set out specific regulations on the management of user data, business data and company data such as data security classification, sensitive data handling, management of customer level permissions, data application and flow, etc. We have also formulated penalty rules to further strengthen the management of our staff and prevent the occurrence of data leakage.

In the daily operation of the Group, we have entered into data security agreements with our truck drivers and conduct annual internal control audits to strictly control information security and monitor the implementation of the Company's policies, so as to ensure the security of information of our shipper customers and truck drivers to the greatest extent possible and continuously refine the Group's relevant management mechanism on network security, information confidentiality, privacy and data protection.

During the Reporting Period, there were no significant leakage of data or personal information or violations of data protection and privacy laws and regulations that would have had a material adverse impact on the operation of our business.

2023 Environmental, Social and Governance Report

Integrity management

The Group is committed to operating its business in accordance with the principles of honesty, morality and integrity, and adopts the principle of zero tolerance for corruption. In order to implement our commitments and create a good, clean and efficient environment, the Group strictly abides by relevant laws and regulations in China such as the "Company Law of the People's Republic of China", the "Interim Provisions on Prohibition of Commercial Bribery" and other local regulatory policies and implements the "Anti-corruption Policy" to standardize the conduct of the Company's employees and encourage the Group's joint venture partners, representatives of associates, customers and suppliers to abide by the principles of such policy.
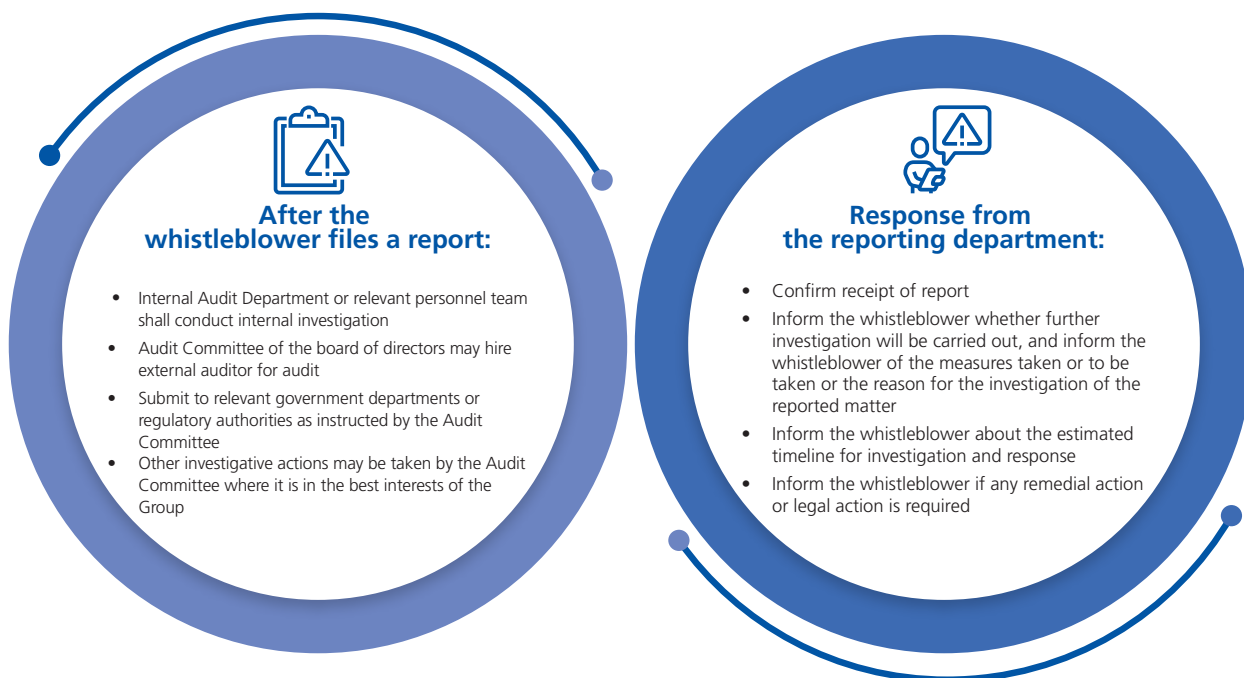
Pursuant to the Anti-corruption Policy, all employees of the Group are strictly prohibited from directly or indirectly offering, promising, giving or authorizing any bribe or commission to any person or for their benefit; requesting, accepting or receiving any bribe or commission from any person to obtain improper business and improper benefits. It is also strictly prohibited for employees to intentionally engage in, participate in or otherwise involved in fraudulent acts such as money laundering, obstruction of justice, misappropriation, theft, and false statements. At the same time, the Group has strictly supervised suppliers and required all suppliers and other partners to sign the "Integrity Cooperation Agreement" to promote the improvement of the Group's integrity, improve the internal supervision mechanism, and standardize the Company's operation and management.

In order to better implement the anti-corruption policy, we conduct regular anti-corruption training for employees, and set up an internal audit department to supervise and monitor the internal economic and business activities of the Group. In the event of significant incident, the internal audit department will follow up the whole process and participate in the supervision in the form of audit. The internal audit department is also responsible for reviewing the appropriateness of each department's responsibility determination and punishment proposals. Moreover, it has the right to directly investigate various violations and dereliction of duty if necessary, issue responsibility determination opinions, and put forward corresponding punishment recommendations.

The Group has established a series of reporting systems and handling systems. All employees are responsible for reporting any corruption, bribery, and fraud in a timely manner in accordance with the Group's procedures. The Group encourages and protects all reports that are made in good faith and is committed to protecting whistleblowers from unfair dismissal, harm or unreasonable punishment, to uphold the highest standards of openness, integrity and accountability for reporting.

2023 Environmental, Social and Governance Report

**After the
whistleblower files a report:**

- Internal Audit Department or relevant personnel team shall conduct internal investigation
- Audit Committee of the board of directors may hire external auditor for audit
- Submit to relevant government departments or regulatory authorities as instructed by the Audit Committee
- Other investigative actions may be taken by the Audit Committee where it is in the best interests of the Group

**Response from
the reporting department:**

- Confirm receipt of report
- Inform the whistleblower whether further investigation will be carried out, and inform the whistleblower of the measures taken or to be taken or the reason for the investigation of the reported matter
- Inform the whistleblower about the estimated timeline for investigation and response
- Inform the whistleblower if any remedial action or legal action is required

Whistleblowing and investigation procedures of the Group

During the Reporting Period, the Group did not have any lawsuits involving corruption, bribery, extortion, fraud and money laundering.

Intellectual property protection

Intellectual property rights are fundamental to our business operations. As of the end of the Reporting Period, the Group has registered 1,176 trademarks, 46 domain names, 8 patents and 299 software titles.

We devote significant time and resources in the development and protection of intellectual property rights, strictly comply with the "Patent Law of the People's Republic of China" and "Trademark Law of the People's Republic of China", pursuant to which we have formulated systems such as "Brand Asset Management System" and "Intangible Asset Management Measures", in order to standardize the Group's brand promotion management, brand visual system management, trademark management, and to protect the security of patents, non-patented technologies, trademarks and other intangible assets for the maintenance of their value and improvement on efficiency. We also improve and update our intellectual property management system according to our business development on a regular basis.

Logory has set up a market and brand department under which a brand management position is established to carry out management on registration, use and protection of trademarks, so as to promote scientific and standardized brand management and maintain the brand image of the Group. Meanwhile, the Group's archives management department is responsible for keeping various intangible asset ownership certificates, legal documents, and source program design. The legal department is responsible for the protection of intangible asset rights. Each department has a clear division of duties according to their responsibilities, separates, controls, and jointly maintains and supervises the safety of the Group's intangible assets, and strives to build the core competitiveness for the Company.
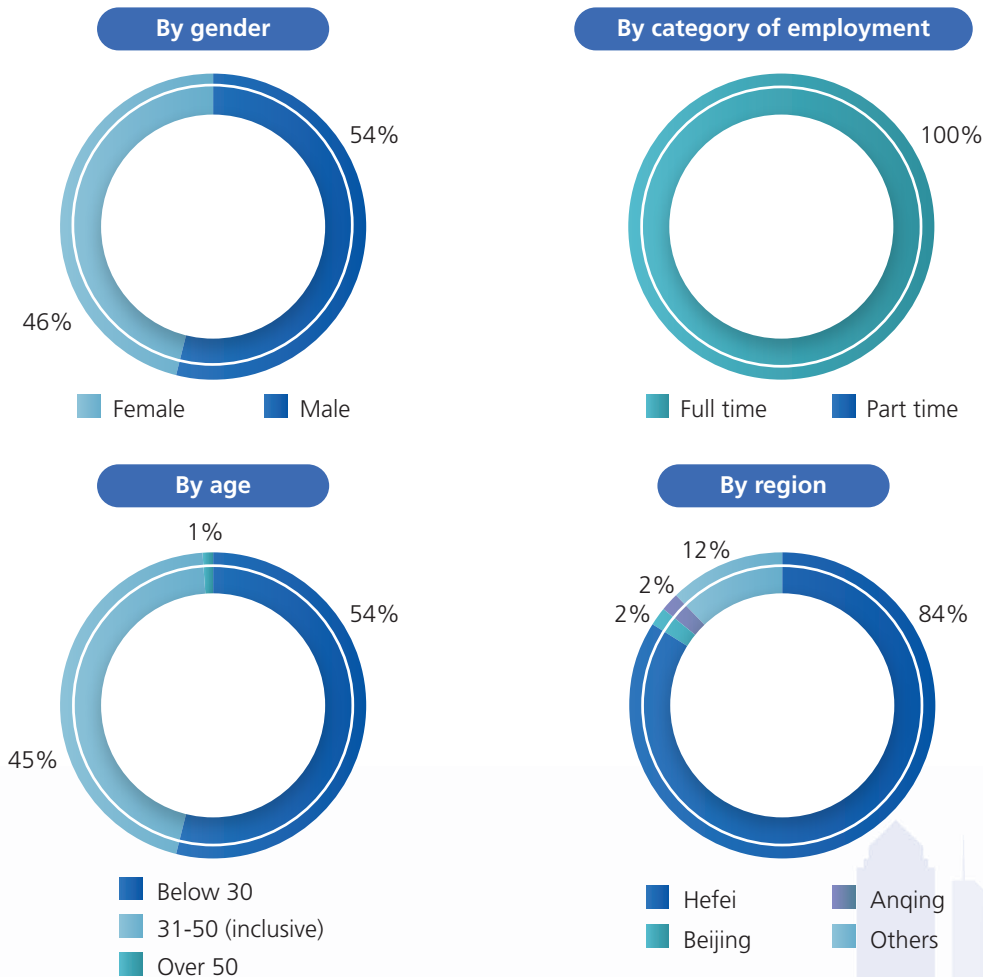
2023 Environmental, Social and Governance Report

TALENT DEVELOPMENT

Anti-discrimination and labor standard

Logory strictly complies with the laws and regulations including Labor Law of the PRC, the Labor Contract Law of the PRC, the Law on the Protection of Minors of the PRC, and pursuant to which, it formulates the internal human resources system such as Employee Handbook, entered into labor contracts subject to law, strictly regulate the management of employee recruitment, salary and dismissal. The Group refuses to force employees to work. The requirement of the admission conditions of employees is clarified in the Employee Handbook. The validity of the identity information will be strictly monitored to prevent employment of child labor. Since the establishment of the Company, there was no non-compliance of child and forced labor.

We recruit talents to form an energetic team through diverse channels including internal referral, headhunt companies and online recruitment websites. We upholds the principles of fair and objective during the recruitment process. We avoid discrimination regarding the factors including gender, ethnicity, religion, nationality, family, disabled, and strive to provide a fair career and occupational development opportunities to employees regardless of their gender, ethnicity and religion. Also, we will consider the professional background of them including gender, culture and experience. At last, we realize the harmony and diversity of the workforce, continuously improve the inclusiveness of the workplace and the sustainability of the corporate development.

As of the end of the Reporting Period, the Group has a total of 912 employees, all of them located in China, including 496 male employees and 416 female employees. Details are shown in the chart below:

By gender

54%
46%

■ Female   ■ Male

By category of employment

100%

■ Full time   ■ Part time

By age

1%
54%
45%

■ Below 30
■ 31-50 (inclusive)
■ Over 50

By region

12%
2%
2%
84%

■ Hefei   ■ Anqing
■ Beijing   ■ Others

LOGORY

2023 Environmental, Social and Governance Report

Employee rights and benefits

The Group protects and ensures the fair statutory rights of employees according to law. We have stated labor work management system in Employee Handbook including holiday application procedure and annual holiday, compensation and benefits, education and training. To promote labor protection, the Group has established company union to protect and maintain employees' rights.

Logory strictly complies with laws and regulations in relation to employees' compensation and benefits and builds up competitive compensation strategy based on the nature of classes and positions and considers the current requirement of corporate development and overall market compensation standard, to maximize the value of employees. Performance assessments of the employees are carried out regularly. Appraisals are conducted through OKR performance management approach on a monthly/quarterly basis to response and evaluate their capabilities based on their performance. One to two salary adjustments will be applied to outstanding employees each year.

Other than the statutory benefits including retirement pension scheme, medical insurance, work injury insurance, unemployment insurance and housing provident fund, we provides other supplementary benefits for the employees including transportation subsidies, meal subsidies, marriage gifts, holiday gifts and team building, and also provides supplementary medical insurance for specific posts.

Employee Orientation

Employee development activities

Festive gifts

Learning about craftsmanship

We continue to improve our salary and incentive policies according to market conditions and operating conditions to effectively motivate our employees.

2023 Environmental, Social and Governance Report

Health and safety

Logory strictly complies with the laws and regulations including Work Safety Law of the PRC, Law of the People's Republic of China on Prevention and Control of Occupational Diseases. We also provide annual body check for the employees and encourages them to proactively participate in sports.

For more well-being after-work, we have organized festive activities for the employees including "Forging Ahead, FUN Run" sports competition and basketball exchange competition to increase the communication of employees and cultivate their hobbies, strengthen their bodies, and further enhance our team cohesion. Furthermore, we have built basketball and badminton stadiums and fitness room exclusively for employees and regularly organized various team gymnastics classes and sports competition.

Basketball competition
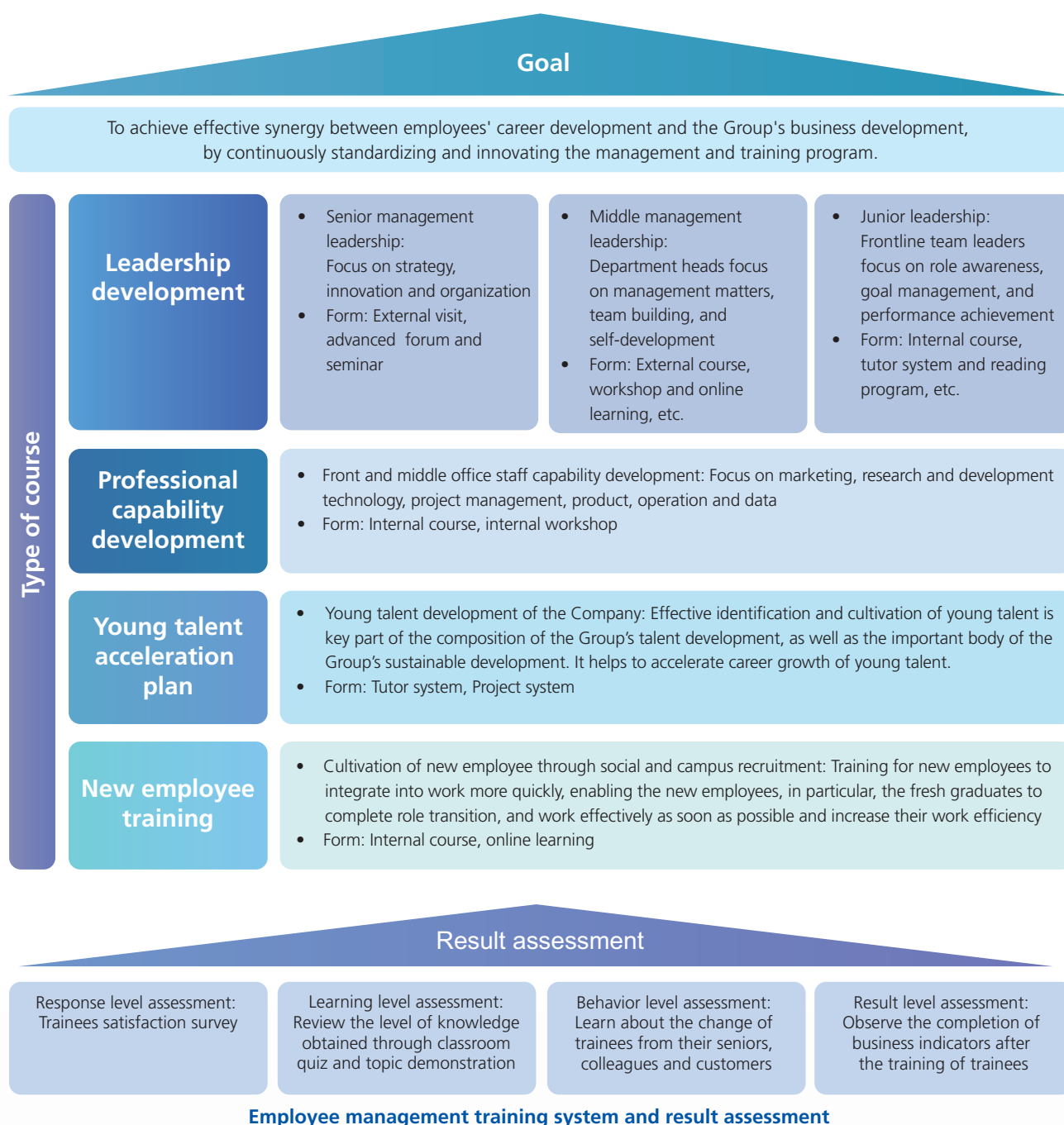

Round-Lake Healthy Run

In addition, the Group has published Regulations Governing the Contingency Plan for Critical Emergency in 2021 to build a strong mechanism for emergency response to emergencies of Logory for better protection of employees' safety and avoid interruption of the normal operational order. The regulations aim at addressing sudden disaster including production information system failure, power outage, fire, flood, earthquake, infectious disease, and are formulated that are lawful, rapid, scientific, and enable employees to respond in an orderly manner, in order to minimize incidents and the damage they cause.

During the Reporting Period, we have organized three issues, namely fire safety drill and safety training, with a total of four related training of emergency response to major emergencies. We continue to improve the plan, emergency preparedness, emergency measures according to the handling of emergency personnel and the applicability of the equipment used in the drill.

2023 Environmental, Social and Governance Report

Training and development

Logory proactively response to employees' need to improve self-professional quality and professional level. We have formulated principle of Learning and Development to provide all round and formulated training system for different course and grades, including leadership development, professional capability improvement courses, young talent cultivation and new employee training. We have realized effective synergy between employee career development and business development of the Group by continuous standardization and innovation of training management system.

Goal

To achieve effective synergy between employees' career development and the Group's business development, by continuously standardizing and innovating the management and training program.

Type of course

Leadership development
- Senior management leadership: Focus on strategy, innovation and organization
- Form: External visit, advanced forum and seminar

- Middle management leadership: Department heads focus on management matters, team building, and self-development
- Form: External course, workshop and online learning, etc.

- Junior leadership: Frontline team leaders focus on role awareness, goal management, and performance achievement
- Form: Internal course, tutor system and reading program, etc.

Professional capability development
- Front and middle office staff capability development: Focus on marketing, research and development technology, project management, product, operation and data
- Form: Internal course, internal workshop

Young talent acceleration plan
- Young talent development of the Company: Effective identification and cultivation of young talent is key part of the composition of the Group's talent development, as well as the important body of the Group's sustainable development. It helps to accelerate career growth of young talent.
- Form: Tutor system, Project system

New employee training
- Cultivation of new employee through social and campus recruitment: Training for new employees to integrate into work more quickly, enabling the new employees, in particular, the fresh graduates to complete role transition, and work effectively as soon as possible and increase their work efficiency
- Form: Internal course, online learning

Result assessment

Response level assessment: Trainees satisfaction survey

Learning level assessment: Review the level of knowledge obtained through classroom quiz and topic demonstration

Behavior level assessment: Learn about the change of trainees from their seniors, colleagues and customers

Result level assessment: Observe the completion of business indicators after the training of trainees

Employee management training system and result assessment

2023 Environmental, Social and Governance Report

Each department of the Group will conduct one-on-one teaching and guidance for new entrants and formulate periodical target during the daily operation, to help them to integrate and grow and explore their potentials. The departments will also invite management personnel to share their experiences and discuss core issues from time to time. We have formulated two employee career development channels in both aspects of management and professional technologies. We also conducted internal re-designation and changed employees career development orientation according to employees' personal development needs and company's business needs to enable employees grow with us.

LOW-CARBON OPERATION

Paperless platform operation

We plan to reduce carbon emissions by improving the energy efficiency of our operations.

In order to achieve this objective, we are committed to the Green Office concept (please refer to section headed Green Office) and the implementation of paperless operations on the digital freight platform. We strive to enhance the use of our road freight management app, Haoyunbao, by encouraging truck drivers to take orders online, sign electronic agreements, upload invoices and settle freight charges through this software. On the one hand, the use of Haoyunbao helps truck drivers to efficiently carry out transportation through their mobile phones, and on the other hand, it facilitates paperless operation online instead of signing paper agreements and sending back paper shipping documents after transportation is completed, reducing the usage of paper and avoiding the risk of financial loss due to the loss of paper materials for truck drivers.

During the Reporting Period, more than 99% of the shipping orders of GTV on our online platform was completed through Haoyunbao.

Haoyunbao APP interface display

Transaction Interface   **Personal Center of truck drivers**

2023 Environmental, Social and Governance Report

Reducing emissions from trucks

We plan to encourage the use of new energy trucks to fulfill platform shipping orders. By 2027, we plan to have 10% of our shipping orders fulfilled by new energy trucks.

In order to achieve this objective, we served many customers who used new energy trucks instead of traditional diesel trucks during the Reporting Period, and these customers reduced their carbon emissions by nearly 6.35 million kg[2] using new energy trucks. In 2023, we strengthened our cooperation with customers using new energy trucks, and the number of shipment orders completed by new energy trucks on our platform increased from more than 20,000 in 2019 to more than 250,000 in 2023, and the number of kilometers travelled by these trucks increased from approximately 6 million in 2019 to approximately 23.0 million in 2023.

We encourage the use of new energy trucks to fulfill shipment orders on our platform in order to reduce emissions from trucks. For example, when selecting truck drivers to complete shipment orders, we may prioritise truck drivers with new energy trucks, and when multiple shipping customers with similar transport needs are competing for capacity, we will give priority to shippers who are willing to hire truck drivers with new energy trucks.

In accordance with the government's incentive policy on new energy trucks, we are working with several business partners to promote the purchase of new energy trucks by the truck drivers we serve. We are also planning to build battery charging and changing facilities around the areas where we operate our digital freight business to support the use of new energy trucks.

In addition, we have enhanced the use of Logory Newland (路歌新大陸) among shippers to improve their work efficiency through its functions, such as assignment, route planning and online approval. On the one hand, through route planning on Logory Newland, shippers can prevent truckers from taking longer routes and minimize unnecessary mileage and emissions. On the other hand, through route optimization, truckers can reduce their working hours and achieve a balance between work and life.

Green office

The Group has always adhered to the concept of green office in the course of its operation and management, and actively controls the achievement of energy saving and emission reduction targets from their sources. The Group's main energy consumption in its operations includes electricity, petrol consumed by its own vehicles, etc. The direct carbon dioxide equivalent emissions from its operations in 2023 will be approximately 42.66 tonnes.

The Group's utilization of resources includes water resources, the source of which is municipal water, and the Company has no difficulty in obtaining water; emissions are mainly greenhouse gases and non-hazardous waste such as office waste and kitchen waste. In respect of the disposal of hazardous waste generated in the course of operations (mainly batteries generated in office activities), the Group has entered into agreements with qualified processors to ensure that green disposal is carried out in strict accordance with the regulations to minimize the impact on the environment. As for non-hazardous waste such as office paper and kitchen waste, the Group has set up different types of rubbish bins for separate disposal and handed them over to professional disposal units for recycling to avoid polluting the environment.

---

[2]   In accordance with the principle of consistency in reporting, the calculation herein is consistent with the calculation of data disclosed in the Group's prospectus, i.e. assuming that the carbon dioxide emission per kilometer traveled by diesel vehicles of 3.5 tonnes or above is approximately 271.6 grams; after switching to the use of new energy trucks for transportation, the carbon emission will be zero.

2023 Environmental, Social and Governance Report

Throughout its operation and management process, the Group has always adhered to the concept of green office and actively controlled the realization of energy saving and emission reduction targets at source. In the context of the national strategy of "carbon peaking and carbon neutrality", the Group strictly complies with the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and other relevant laws and regulations on environmental protection and energy conservation. The Group has formulated internal policies such as the "Social Responsibility Monitoring System", the "Code of Conduct for Employees on the Conservation of Public Resources" and the "Code of Conduct for Employees on Acting within their Capacities", and adopted a series of reduction measures in the areas of energy and water conservation and emission management to reduce energy and resource consumption and regulate emissions. During the Reporting Period, there were no confirmed non-compliance incidents related to environmental protection that had a significant impact on the Group.

We plan to achieve a completely paperless operation by the end of 2027, so that we can operate a green office, and our daily operations and management will be done through our online system unless the relevant regulations require the usage of paper files (e.g. accounting certificates, major contracts, etc.). We have launched an online document management system, an online approval system and an online financial reimbursement system to minimize the use of paper in office. Our daily meetings and training have been shifted to online mode as far as possible to avoid unnecessary carbon footprint. We have also communicated with our customers to promote the use of electronic invoices.

Based on its business operation, the Group has developed its ESG management targets for 2022-2025 in four areas, i.e. greenhouse gas emissions, energy consumption management, water resources management and waste management, taking 2022 as the benchmark year.

Item	Management objective	2023 compared with 2022
Greenhouse gas emission	To contain the 2025 greenhouse gas emission intensity to no more than the 2022 performance level of 18.61 tonnes per $100 million of revenue.	Decreased by 6.0%
Energy consumption management	To contain 2025 electricity consumption intensity to no more than the 2022 performance level, i.e. 24.11 MWh per $100 million of revenue.	Increased by 13.7%
Water resource management	To contain office water consumption intensity in 2025 to no more than the 2022 performance level, i.e. 214.42 tonnes per $100 million of revenue.	Decreased by 14.7%
Waste management	We plan to reduce as much as possible the amount of hazardous waste emissions generated by the office; At the same time, we plan to have a paperless company by the end of 2027 (except in cases where paper files are required as a rule), keeping the amount of non-hazardous waste generated to a low level.	Decreased by 0.25 tonne of office paper

2023 Environmental, Social and Governance Report

01 Management

Energy management: Each department and subsidiary is responsible for collecting monthly statistics on the Group's use of both water and electricity; the Back-office Support Department is responsible for collecting statistics on the consumption of office supplies, compiling statistical data and analyzing the achievement of the annual environmental targets of all relevant departments, producing a final report at the end of each year, which is then reviewed by the Safety Committee Office and submitted to the general manager for review.

Energy saving management: The Safety Committee Office is responsible for the overall deployment of energy saving and consumption reduction for the whole Company, energy saving renovation of key equipment, and monthly on-site inspections and spot checks by members of the Safety Committee Office. Each department is responsible for specific work on energy saving and consumption reduction, electricity and water saving, as well as promoting energy saving and consumption reduction, raising employees' awareness of energy saving and checking the implementation of energy saving and consumption reduction on a daily basis.

02 Technology

Water saving renovations: Water saving products are used in the sanitary appliances of the building. We have posted water saving notices in each bathroom and installed sensory flushing devices.

Energy saving renovations: We regularly evaluate the energy consumption level of the park and initiate energy saving renovations for buildings with room for improvement. To date, we have carried out specific renovations to lighting and parking facilities. 1) We have installed fixed time switches for street lights in the park to optimize the lighting hours of the roads according to the daily operating hours, so as to reduce the electricity consumption of the park. 2) We have installed charging piles for new energy trucks in the car park to encourage employees to travel green. 3) When it comes to replacing energy-consuming electrical appliances such as air conditioners and lighting fixtures in the Company, the Group gives priority to energy-saving models.

03 Measures

Water and electricity saving: We strive to use electricity rationally and conserve energy in the office. We encourage employees to keep the air-conditioning at a constant temperature of 26°C in summer, promote stair use and encourage them to turn off the power when they are not using the office computers or projectors. We also encourage employees to reduce the number of lighting sources when there is sufficient light, and to reduce unnecessary electricity consumption by turning off the lights when they are away from the office.

Reducing greenhouse gas emissions: We encourage our employees to travel to and from work by public transport and offer them the benefit of a commuter shuttle.

Waste management: The Group has filmed a video about energy saving initiatives internally to strengthen the awareness of staff to eliminate waste and to guide them to reduce waste of office paper and encourage staff to dine-in in canteens to reduce the use of disposable tableware; promote "Clear Your Plate" campaign to avoid the waste of food in the course of meals, so as to promote the reduction of waste at source. Meanwhile, the Company has implemented waste sorting and handed over different types of waste to professional recycling units for disposal to avoid secondary pollution.

Energy conservation measures of the Group

2023 Environmental, Social and Governance Report

Response to climate change

Climate change management systems

In order to enhance the Group's capability to cope with climate change, Logory has carried out climate change risk identification in accordance with the recommendations of the TCFD (Task Force on Climate Related Financial Disclosure) and supported the national "carbon neutrality, carbon peak attainment" strategy with a comprehensive climate risk prevention strategy to contribute to global climate action.

Climate change management systems of the Company

Aspect	Specific Actions
Governance	The Board of Directors and the Safety Committee are involved in making decisions on the identification of climate-related risks and opportunities, establishing relevant management indicators and mechanisms, and overseeing and guiding the implementation of work
Strategy	Fully aware of the significant impact of climate change on the place of operations of the Group, comprehensively assess the risks of climate change and the potential financial impact based on it, and facilitate the Group's development into a new energy industry through green operations to reduce climate risks and seize opportunities
Risk management	Firstly, by referring to the sources of climate related information disclosure and combining the possibility of occurrence and the scope of impact of the risk, a preliminary identification of climate related risks that have a material impact on the business is conducted;
	Based on the Board's and the Safety Committee's evaluation of the relevant risks and opportunities, and in conjunction with the Group's development strategy and resources, establish an overall logistics emission reduction development strategy that continues to leverage our technological capabilities, digital capabilities and industry influence;
	The Group will also incorporate the concept of energy saving and carbon reduction into its daily operations. The Group will continue to issue the "Strictly conservative, energy saving and environmental protection" initiative to all staff, advocating "conserving energy and water, and reusing paper", encouraging staff to become advocates of energy saving and environmental protection, and helping to achieve the "Carbon Peak and Carbon Neutrality" as scheduled;
	Lastly, through literature research, and taking into account the key expectations of the government, regulatory authorities, investors, stock exchanges and others on the Group's actions to tackle climate change, as well as the actual or foreseeable climate risks in the business scenario, we will further filter and focus on risk management
Indicators and objectives	In the future, the Group plans to incorporate climate change risk management components into the existing risk management process; the Company will disclose in its annual ESG report the total greenhouse gas emissions and the intensity of greenhouse gas emissions for the Company's head office and subsidiaries, so as to comprehensively evaluate the climate-related risks and opportunities encountered by the Company's operations

2023 Environmental, Social and Governance Report

Risks and opportunities related to climate change, and measures to cope with them

The Group is fully aware of the substantial financial impact that climate change may impose on the Group. In order to better respond to potential risks and opportunities, the Group carries out identification, assessment and analysis of climate change risks and opportunities, and identifies climate change and risk opportunities related to its own business and operations in order to better control the risks and seize the opportunities.

Types of risks/ opportunities related to climate change		Description of risks/opportunities	Potential financial impact	Measures to be adopted
Risks related to climate change	Policy and Legal Risks	The vehicles of platform drivers may not comply with the emission standards and requirements for vehicles, or the drivers may misrepresent or conceal the weight, specifications and nature of the cargos, which may increase carbon emissions during transportation and violate the laws and regulations related to environmental protection, the Group may need to invest more efforts to regulate the drivers' behaviors	Management costs ↑	1. to specify in the cooperation agreements with shipping customers and truck drivers the requirements for compliance with environmental laws and regulations, and to strengthen the verification of drivers' licenses, qualifications and vehicles
	Market Risk	With the increased market preference for greener transportation methods, there may be an impact on the transportation business of the Group's existing customers, resulting in a decrease in their business volume, which in turn will lead to a decrease in the number of orders we receive, thereby affecting the Group's operating income	Operating income ↓	2. to strengthen communication with stakeholders on ESG issues through investor communication channels and regular disclosure of ESG reports
3. to continuously monitor extreme weather events and provide timely feedback to relevant departments and platform users within the Group, so that emergency responses to extreme weather events can be formulated in advance to minimize losses
|	Technical Risk	With the development and application of energy saving equipment and energy efficient technologies, the Group's existing traditional energy equipment and high energy consumption equipment will need to be further replaced with energy efficient equipment, resulting in increased operating costs	Operating costs ↑	
	Reputation Risk	In the context of our target for "Carbon Peak and Carbon Neutrality", stakeholders expect us to take a more proactive approach to addressing climate change, which may have a reputational impact if the Group fails to satisfy stakeholders' demands	Operating costs ↑ Operating income ↓	4. to further clarify the procurement standards of various energy-consuming equipment and purchase as much energy-saving equipment as possible to avoid the technical problems resulting in equipment replacements
	Acute Physical Risk	In the event of frequent storms, floods, fires or high temperature related events, the Group may be affected by the extreme weather conditions and may have difficulty in operating and expanding its business; it may also affect the commencement of the transportation business of the shipping customers and truck drivers	Operating income ↓	5. to pay more attention to customers who use green transportation methods when reaching out to new customers, encourage existing customers to use new energy trucks for transportation, and increase the proportion of orders for clean energy vehicles as a means of transportation on the platform
	Chronic Physical Risks	Long-term climate change, such as changes in temperature, rising sea levels, declining water sources and changes in land productivity, will lead to a reduction in the Company's orders for transportation in agriculture, livestock, fisheries and related industries; it will also result in an increase in the Company's procurement costs for related resources	Operating income ↓ Operating costs ↑	

2023 Environmental, Social and Governance Report

Types of risks/ opportunities related to climate change		Description of risks/opportunities	Potential financial impact	Measures to be adopted
Opportunities related to climate change	Products and Services	The market preference for new energy trucks and the vehicle purchase policy will increase drivers' willingness to replace new energy trucks, which will bring new revenue growth to the Company's truck sales and after-sales service revenue	Operating income ↑	1. the Group is actively refining its transport solutions for the green materials segment 2. increase the sales of vehicles and after- market services related to new energy trucks in the truck sales and after- market business segments, and increase the sales of gas treatment products to reduce exhaust pollution from trucks 3. the Group is planning to increase the charging/switching infrastructure serving new energy trucks in the digital freight business area to support the use of new energy trucks 4. to implement the green office model and achieve electronic and online access to office systems 5. increase cooperation with environmentally friendly suppliers to enhance our adaptability to climate change
	New Market	Under the background of carbon peak and carbon neutrality and favorable policy environment, the demand for green materials will increase and the Group will be able to obtain more orders for transportation business in this segment; it is also beneficial to the implementation of new service projects in the Group's digital freight business in relation to the charging and power exchange of new energy trucks	Operating income ↑	
	Resource Efficiency	Improve efficiency in the utilization of resources, including energy, electricity and water resources, which will contribute to the reduction of the Group's operating costs	Operating costs ↓	
	Energy Sources	With the innovation, application and popularity of green technologies, the cost of low carbon and renewable energy continues to decrease and the increased use of low carbon and renewable energy in operating activities will contribute to the reduction of the Company's operating costs	Operating costs ↓	
	Adaptability	The Group encourages shipping customers to use new energy trucks for transportation and suggests that truck drivers prioritize the purchase of new energy trucks when they are replacing their trucks; and the selection of environmentally friendly suppliers and industry partners enhances our adaptability to climate change	Operating income ↑ Operating costs ↓	

2023 Environmental, Social and Governance Report

Matrix of risks and opportunities related to climate change
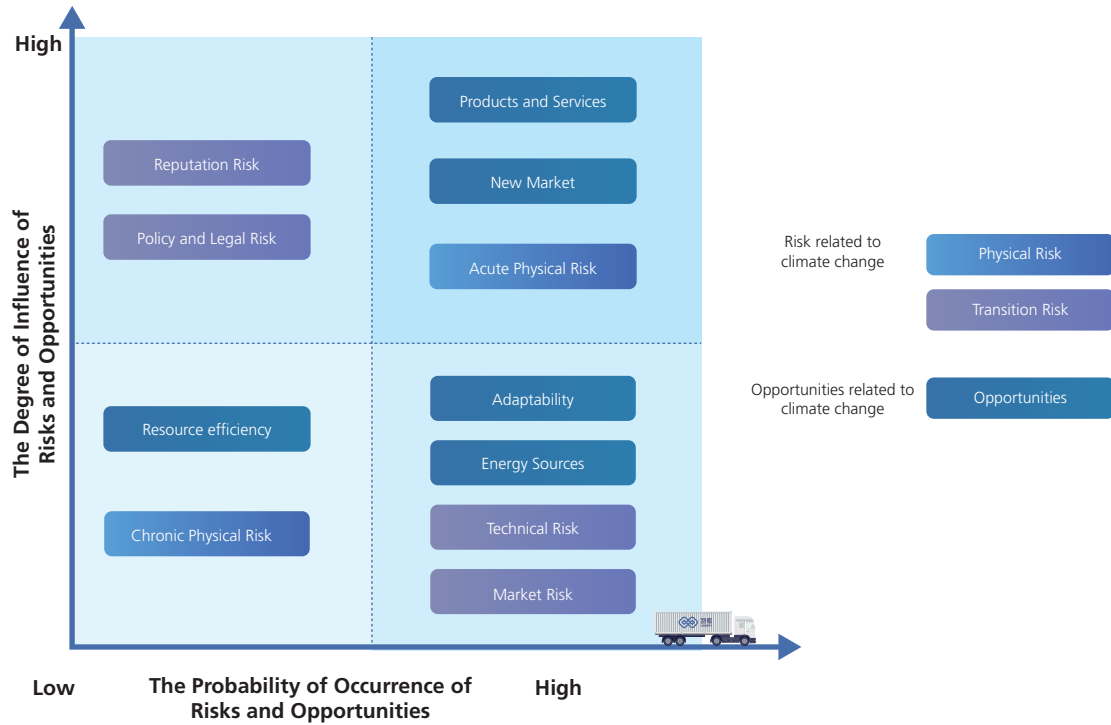
2023 Environmental, Social and Governance Report

CARING FOR DRIVERS

Overview of Trucker Community

Logory has always placed a high priority on truck drivers and has always includes them in our road freight ecological co-construction plan. Based on this, we established the largest online + offline truck driver community in China: Trucker Community. The social network function of the Trucker Community allows truck drivers to find helpful content that is relevant to their actual work and life, share industry trends, business opportunities, professional knowledge and family life in the social network, and establish connections with other truck drivers. We have also established an offline branch of the Trucker Community to promote interaction among truck drivers by organizing events and festival celebrations.

During the Reporting Period, the number of new registered users of the Trucker Community exceeded 160,000. Our offline mutual aid community in the Trucker Community has achieved nationwide network coverage, covering 32 provinces and 298 cities in China. Users can access Trucker Community through diversified channels such as online APP, social media platform, lucky treasure portal website and Trucker Community offline branches. Since the establishment of the Trucker Community in 2014, the Group has invested more than RMB250 million in the project, with the total investment in this project exceeded RMB35 million during the Reporting Period. Trucker Community is committed to providing truck drivers with better business opportunities, community socialization and improving their work capabilities, and has gained a high reputation.

— **Example of activities of Trucker Community: "Truckers' Bay", an offline service station for truck drivers**

In June 2023, Logory's Trucker Community joined hands with the industry to build offline service stations for truck drivers — "Truckers' Bay", which provide truck drivers with rest areas, mutual aid and rescue, legal assistance, policy publicity, and learning and education, and have been selected as a contracted project of the Warm Road Action in 2023. As of the end of the Reporting Period, there were 30 Truckers' Bay service stations, mainly covering Anhui, Hubei, Shandong, Henan etc., which have served more than 60,000 drivers, further enhancing truck drivers' sense of gain, belonging, happiness and safety.

2023 Environmental, Social and Governance Report

Since May 2, 2015, we have launched the "May 2 Truckers' Festival", which was originally created to "define a festival in the name of truck drivers", so that the true nature of truck drivers' laborers will be known to the public, and let current situation of truck drivers' survival attract more attention, and the social value of truck drivers be recognized.

The 9th Truckers' Festival in 2023, with the theme of "getting to the top", adopted a combination of online live broadcasting and offline venues, covering 28 provinces and cities, with over 50 offline venues, more than 10,000 truck drivers attending the event, and a cumulative total of 85,000 viewers of the live broadcasting online. At the conference, the Advocacy for the Protection of the Rights and Interests of Truck Drivers was released. Logory and a number of leading enterprises in the logistics industry joined hands to deliver the advocacy to all sectors of the society to explore effective ways to protect the rights and interests of workers in the new form of employment and improve the working environment of truck drivers.

Welfare platform for drivers

In June 2022, Trucker Community launched "Charity Miles Donation", a public welfare platform for the logistics and transportation industry, targeting truck drivers. In Trucker Community APP, users may donate to designated charity programs through check-ins and logging mileage, which will be converted into "Charity Miles". During the Reporting Period, the number of participants in the "Charity Miles Donation" exceeded 400,000, with a cumulative mileage of 2,223,030,000 kilometers donated, and the platform launched public welfare projects including "Cargo Road • Women of Merit", "Family Tracing Project", and "Safe Journey".

— **Example of activities of Trucker Community: Cargo Road • Women of Merit Welfare Project**

The Charity Miles Donation platform completed the fourth to eighth sessions of the "Cargo Road • Women of Merit" project in 2023. The charity program empowers female truck drivers and truckers' wives in five dimensions, i.e. health and comfort, safety and protection, parent-child and family relationship, vocational skills, and personal development, so as to alleviate obstacles they face in life and career development. Together with its charity and industry partners, Trucker Community distributed 1,540 free charity kits to women in the freight transportation industry, and provided 869 person-times of physical checkups for women. In addition, the program organized a series of offline activities for women in 2023, such as special events on Women's Day, parent-child camps, and heartwarming lessons, to enhance their sense of well-being and fulfillment, and to help them and their families achieve better development.

**Heartwarming lessons of
Cargo Road • Women of Merit**

In order to facilitate better communication between truckers and their wives and enhance the sense of well-being of truckers' wives in the family, Cargo Road • Women of Merit organized offline heartwarming lessons with the themes of "romantic relationship skills" and "parent-child communication skills" to guide the truckers' wives to learn how to communicate effectively and to enhance their intimate relationship.

2023 Environmental, Social and Governance Report

— **Example of activities of Trucker Community: Family Tracing Project**

With the aim of "rescuing and caring for abducted women and children", the "Family Tracing Project" is committed to collecting information on children involved in trafficking, assisting the police in rescuing abducted children, and helping abducted children return to their families. In 2023, the "Charity Miles Donation" public welfare platform launched the third to sixth sessions of charity activities of the Family Tracing Project. A total of 28,591 family tracing truck stickers were distributed for free through the online community and offline organizations of Trucker Community, covering approximately 700 abducted children, of which 15 missing children were found.

Truck participating in the "Family Tracing" project

Safety and protection of truck drivers

Insurance products

We have set up a dedicated insurance center in our community and cooperate with industry-leading insurers to provide truck drivers on Trucker Community with easy access to insurance service at an affordable price based on the risk exposure of drivers at work and life.

— *Example of drivers' insurance service:"mutual assistance and rescue protection project"*

Launched in June 2021, the "mutual assistance and rescue protection project" aims to provide free accident protection services for truck drivers who participate in offline mutual assistance and rescue, covering accidental disablement, medical care and inpatient care for accidents. During the Reporting Period, our mutual assistance and rescue protection project has protected 4,486 truckers who participated in offline rescue.

— *Example of drivers' insurance service: "Mutual Insurance"*

For a long time, truck drivers have few insurance options to choose from due to high operational risks. In order to help truck drivers protect themselves and their families against accidents, Trucker Community initiated the establishment of a truck driver mutual insurance project, aiming to provide protection and care for the families of drivers who died in accidents. Mutual insurance is a completely public welfare project, not for profit, no commission, no handling fee. As of the end of the Reporting Period, Mutual Insurance helped 32 families of truckers get out of difficulties.

2023 Environmental, Social and Governance Report

Education on driving safety

In response to the safety risks of drivers in the transportation process, Trucker Community has developed a safety companion service to provide truck drivers with safety reminder services during peak accident time. The service includes monthly challenges on the theme of traffic safety and weekly popularization of knowledge of hazards, which continuously conveys safety knowledge to users and enhances the ability of drivers to identify and cope with hazards, so as to ensure the safety of drivers at work and reduce the occurrence of accidents at the source.

Safe Driving Reminder Campaign

From September to November 2023, Trucker Community launched a summer "Safe Driving Reminder Campaign" in collaboration with industry partners. During the campaign, safety videos were released, with more than 120,000 views from truckers. A total of 78,758 truckers participated in the campaign, and 12,000 truckers shared the poster of safe driving, spreading awareness of safe driving.

Legal aid

In the course of daily work, truck drivers often encounter legal issues such as freight disputes and traffic accident disputes. They are often at a disadvantage when encountering legal problems. Due to unfinished freight tasks, most truck drivers can only choose to accept unfair treatment; due to weak legal awareness, they do not know how to safeguard their legal rights and appeals.

Trucker Community provides legal consultation to truckers whose legitimate interests have been damaged, allowing them to rationally use legal weapons to protect their legitimate rights and promote problem solving. In the course of daily operation, legal aid project of Trucker Community will also regularly publish legal science posts and assistance case science popularization videos to help truck drivers know, study and understand the law, and also educate them to abide by the law.

During the Reporting Period, legal aid project of Trucker Community received a total of 1,187 legal inquiries. As of the date of this report, all legal consulting projects have been completed.

Pictures of legal consultation and law class

2023 Environmental, Social and Governance Report

Truckers' Union and Party building

Truckers' Union

Truck drivers are one of the main labour roles in the new norms of platform economy and sharing economy development, and are also a new field and key target of labour union. In 2021, guided by the All-China Federation of Trade Unions' pilot unionization program for self-employed workers in several occupations, we facilitated the establishment of China's first truckers' union.

— *Example of activities of the Truckers' Union 1: Innovative "Internet + Labour Union", building an online labour union service platform*

We are committed to promoting drivers' membership through diversified and convenient service methods and taking advantage of digital technology. In August 2023, we officially launched the "Trucker Work Benefit Service Platform" (卡友工惠服務平台), which opened a new online "one-click membership" channel for truckers, simplifying the membership process, optimizing the approval efficiency, and realizing smooth operation of the entire online membership process. At the same time, based on the actual needs of truckers, we have strengthened position construction, linked online services such as driver homes, legal aid, and trade union benefits, organized offline discussions and exchange meetings, and launched projects such as caring for trucker' wives, safe driving reminders, and mutual aid guarantees to promote membership through various services. As of the end of 2023, the platform has joined hands with labour unions in five provinces, namely Anhui, Guangdong, Hubei, Heilongjiang and Henan, and has guided a total of 330,000 drivers to join the membership, with a membership rate of 83%.

— *Case study of activities of the Truckers' Union 2: Caring for truckers*

The Trade Union has established a "Driver's Home" with complete functions such as rest, entertainment, fitness, psychological counseling, and legal assistance for truck drivers to defend drivers' rights in labor relations and provide targeted support for their families in difficulties.

"Golden Autumn Scholarship"

In August 2023, the Anhui Provincial Federation of Trade Unions organized the "Golden Autumn Scholarship" at the Group. Scholarships of RMB114,000 were granted to 57 children of truck drivers.

2023 Environmental, Social and Governance Report

Truck Driver "Cloud Smart Party Building"

In recent years, the Group has adhered to the leadership of party building. Under the guidance of relevant departments in Anhui, Hubei, Sichuan and other places, the Group has used "cloud thinking" to give full play to the role of the platform, actively explored in Trucker Community, and innovated a new path for party building among truck drivers. We have empowered the "red wheels" with digitalization and Internet technology, closely united truck drivers around the party organization, strengthened their red thought leadership, and enhanced cohesion.

— *Cloud Smart Party Building Case 1: Construction of "Cloud Branch"*

   Relying on Trucker Community APP, we developed and launched the "Party Building Cloud Platform". Through the construction of the platform cloud organization, we launched "Cloud Registration", "Cloud Classroom", "Cloud Activities", "Cloud Mutual Assistance", and "Cloud Feedback" , "Cloud Style" and other sections, to build an online communication and learning platform for mobile party drivers. We issued a "red solicitation order" on the platform to guide party drivers to reveal their identities and participate in organizational life. As of the end of the Reporting Period, we had accumulated nearly 15,000 party truck drivers, and established 26 mobile party groups for truck drivers and 52 volunteer service teams for party drivers.

— *Cloud Smart Party Building Case 2: "Selection of Outstanding Party Member Drivers"*

   In January 2023, the Party Building Cloud Platform launched the 2022 Selection of Outstanding Party Member Drivers. Applicants were evaluated by the selection team, and 20 Party member drivers were selected as the outstanding Party member drivers in 2022. After the Spring Festival, the Party branch sent medals, certificates and gifts to the outstanding Party member drivers, reflecting the encouragement and care of the Party organization for the outstanding Party member drivers.

2023 Environmental, Social and Governance Report

COMMUNITY WELFARE

Charity services

The Group always adheres to corporate core value of win-win and altruism through both of internal management and external business. It cares about the community and continues to convey more goodwill and helps more individuals in need for the well-being of the public in the community.

— **Example of social welfare 1: Send coolness in summer through Logory "Love Freezer"**

Giving out drinking water to workers

"Love Freezer in Summer"

In the summer of 2023, the Party Committee and labour union of Logory organized the activity of "Sending coolness in summer through Logory Love Freezer" to set up charity freezers and give out drinking water to a total of 3,240 workers, such as delivery persons, couriers and sanitation workers.

— *Example of social welfare 2: Voluntary blood donation*

Through organizing blood donation activities, Logory conveyed the spirit of dedication of its employees. In this blood donation activity, the employees of the Company demonstrated the spirit of voluntary service of "dedication, friendliness, mutual assistance and progress" with their practical actions and fulfilled their social responsibility.

Voluntary blood donation

In response to the call for blood donation and alleviate the pressure of clinical urgency in Hefei City, the Company's labour union organized blood donation and 82 employees joined to take practical actions to save lives.

LOGORY

2023 Environmental, Social and Governance Report

Social recognition

ESG is a voluntary behaviour of a company based on the compliance of law in the nature, nevertheless, with the development and promotion of the time and society, more leading companies, to respond to the public expectation, proactively committed to incorporate the environmental responsibility, social responsibility, and corporate governance into the corporate management.

In 2023, in recognition of its outstanding performance in the fulfilment of social responsibility, Logory participated in the "2023 Cailian press Corporate ESG Forum and the Launching Ceremony of the 'ESG Impact 50 Forum'" organized by Cailian press and All-China Environment Federation, which was held in Beijing. With its excellent performance in fulfilling social responsibility, the Company was honored with the 2023 Cailian Far-reaching Award — Social Responsibility Pioneer Enterprise Award. The award represents the recognition of ESG practice and value proposition of the Company, and will inspire the Company to continue to move forward on the road to sustainable development.
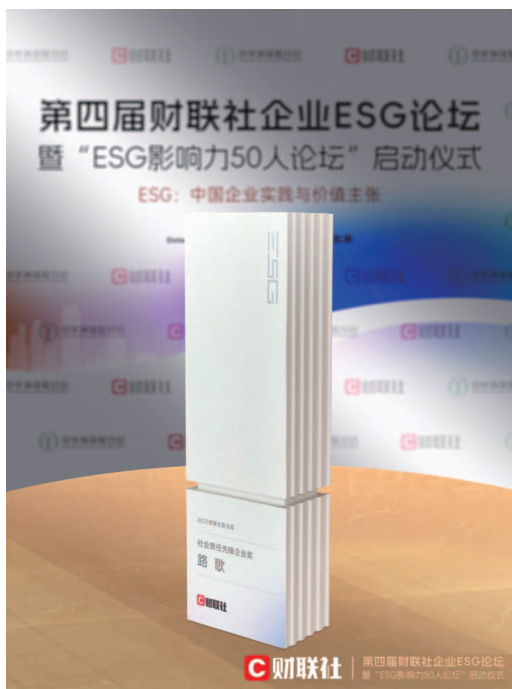

Photo of ESG Social Responsibility Pioneer Enterprise Award

2023 Environmental, Social and Governance Report

KEY QUANTITATIVE PERFORMANCE INDICATORS

Environmental Performance Indicators

Indicator	Unit	2023
GHG emissions (Scope 1)	tCO_2e	42.66
GHG emissions (Scope 2)	tCO_2e	939.64
Total GHG emissions	tCO2e	982.30
GHG emissions density	tCO_2e/100 million revenue	17.49
Power consumption	kWh	1,540,139
Power consumption density	kWh/100 million revenue	27.42
Total water consumption	tonne	10,265
Water consumption density	tonne/100 million revenue	182.78
Diesel consumption of own vehicle	liter	0
Gasoline consumption of own vehicles	liter	25,407.7
Hazardous waste[3]	tonne	0.04
Non-hazardous Waste — Office Paper	tonne	2.66
Volume of packaging materials[4]	tonne	N/A

---

[3]   It is mainly waste batteries generated during the office process. We have reached an agreement with a qualified processor to ensure that green disposal is carried out in strict accordance with the regulations.

[4]   The Group does not produce physical goods, and its main business is to provide digital freight services, which do not involve the use of packaging materials. Therefore, it does not address the key performance indicators in Appendix C2 of the Hong Kong Stock Exchange Listing Rules "Environmental, Social and Governance Reporting Guidelines" A2.5 Disclosure.

2023 Environmental, Social and Governance Report

Employment Performance Indicators

Indicator	Unit	2023
Total number of employees	person	**912**
By gender		
Male	person	**496**
Female	person	**416**
by academic qualification		
University and above	person	**535**
College	person	**341**
Below college	person	**36**
By Employment Type		
Full time	person	**912**
Part time	person	**0**
By age group		
30 and below	person	**490**
31 to 50 (inclusive)	person	**412**
50 and above	person	**10**
By geographical region		
Hefei	person	**770**
Beijing	person	**15**
Anqing	person	**21**
Other cities[5]	person	**106**
Employee turnover rate[6]	%	**25.43**
By gender		
Male	%	**29.63**
Female	%	**20.43**
By age group		
30 and below	%	**28.16**
31 to 50 (inclusive)	%	**22.81**
50 and above	%	**0**
By geographical region		
Hefei	%	**24.15**
Beijing	%	**13.00**
Anqing	%	**52.38**
Other cities	%	**31.13**

---

[5]   Since the Group has only established small-scale subsidiaries/offices in other cities and its staff is relatively scattered, the data is not broken down in detail.

[6]   The turnover rate of each category of employees = the number of employees who lost the category in the year/the number of employees in the category at the end of the year.

2023 Environmental, Social and Governance Report

Occupational Health and Safety Performance Indicators

Indicator	Unit	2021	2022	2023
Lost workdays due to work-related injuries	day	8	0	23
Number of employees who died at work	person	0	0	0
Proportion of employees who died at work	%	0	0	0

Employee Training Performance Indicators

Indicator	Unit	2023
Total number of employees trained	Person	600
Employee Training Coverage	%	65.78
By gender[7]		
Male	%	51.25
Female	%	48.75
By employee type		
Management	%	19.76
Non-management	%	80.23
Average training time per employee[8]	hour	8.37
By gender		
Male	hour	10.55
Female	hour	10.14
By employee category		
Management	hour	10.94
Non-management	hour	9.7

---

[7] According to "How to Prepare Environmental, Social and Governance Report Appendix III: Guidelines for Reporting Social Key Performance Indicators" (March 2020) issued by the Hong Kong Stock Exchange, the calculation method for the training coverage of each category of employees is: the training coverage of each category of employees Rate = number of employees of this category receiving training/total number of employees receiving training (the same below).

[8] The annual average training hours of employees of each category = the total hours of training received by employees of this category/the number of employees of this category.

2023 Environmental, Social and Governance Report

Supplier performance indicators

Indicator	Unit	2023
Number of suppliers[9]	Person	1,338,120
By geographical region		
North-east China	Person	266,369
North China	Person	138,932
East China	Person	335,916
South China	Person	40,825
Middle of China	Person	217,010
North-west China	Person	106,310
South-west China	Person	247,277

Customer and product responsibility performance indicators

Indicator	Unit	2023
Proportion of product recalls due to health and safety reasons[10]	%	N/A
Number of complaints received about products and services[11]	case	0

Anti-corruption performance indicators

Indicator	Unit	2023
Corruption lawsuits brought against the company and its employees that have been concluded	case	0

---

[9]   The Company's suppliers mainly refer to platform delivery drivers.

[10] The Company does not produce physical goods, and the "product take-back procedure" does not apply to the Company's digital freight business. Therefore, disclosure is not available.

[11] Complaints refer to the complaints received by the Company from users and drivers through any channels (including complaint mailboxes, complaint telephones, APPs, etc.). The Company did not receive any complaints during the Reporting Period.

2023 Environmental, Social and Governance Report

HKEX ESG GUIDE CONTENT INDEX

Aspects, General Disclosures & KPIs	Description	Sections
Major Aspects A. Environment Aspects		
A1: Emissions		
General Disclosure A1	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.	VII. Low-carbon operation — Green office
KPI A1.1	The types of emissions and respective emissions data.	X. Key Quantitative Performance Indicators
KPI A1.2	Direct (scope 1) and indirect energy (scope 2) of greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	X. Key Quantitative Performance Indicators
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	X. Key Quantitative Performance Indicators
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	X. Key Quantitative Performance Indicators
KPI A1.5	Describe emissions targets set and the steps taken to achieve these goals.	VII. Low-carbon operation — Green office
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, the waste reduction goals set and the steps taken to achieve these goals.	VII. Low-carbon operation — Green office
Aspect A2: Use of Resources		
General Disclosure A2	Policies on the efficient use of resources (including energy, water and other raw materials).	VII. Low-carbon operation — Green office
KPI A2.1	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).	X. Key Quantitative Performance Indicators
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	X. Key Quantitative Performance Indicators
KPI A2.3	Description of energy use efficiency initiatives and steps taken to achieve these targets.	VII. Low-carbon operation — Green office
KPI A2.4	Description of issues (if any) in sourcing water that is fit for purpose, water use efficiency initiatives and steps taken to achieve these targets	VII. Low-carbon operation — Green office
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced (if applicable).	N/A[12]

---

[12] The Group does not produce physical goods, and its main business is to provide digital freight services, which do not involve the use of packaging materials. Therefore, it does not address the key performance indicators in Appendix C2 of the Hong Kong Stock Exchange Listing Rules "Environmental, Social and Governance Reporting Guide" A2.5 making disclosures.

2023 Environmental, Social and Governance Report

Aspects, General Disclosures & KPIs	Description	Sections
Aspect A3: The Environment and Natural Resources		
General Disclosure A3	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	VII. Low-carbon operation — Green office
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	VII. Low-carbon operation — Green office
Aspect A4: Climate Change		
General Disclosure A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	VII. Low-carbon operation — Response to climate change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	VII. Low-carbon operation — Response to climate change
Major Aspects B. Society **Employment and Labour Practices** **Aspect B1: Employment**		
General Disclosure B1	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.	VI. Talent development — Anti-discrimination and labor standards VI. Talent development — Employee rights and benefits
KPI B1.1	Total workforce by gender, employment type (e.g., full time or part time), age group and geographical region.	VI. Talent development — Anti-discrimination and labor standards X. Key Quantitative Performance Indicators
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	X. Key Quantitative Performance Indicators

2023 Environmental, Social and Governance Report

Aspects, General Disclosures & KPIs	Description	Sections
Aspect B2: Health and Safety		
General Disclosure B2	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.	VI. Talent development — Health and safety
KPI B2.1	The number and rate of work-related fatalities occurred in each of the past three years (including the reporting year).	X. Key Quantitative Performance Indicators
KPI B2.2	Lost days due to work injury.	X. Key Quantitative Performance Indicators
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	VI. Talent development — Health and Safety
Aspect B3: Development and Training		
General Disclosure B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	VI. Talent development — Training and development
KPI B3.1	Percentage of employees trained by gender and employee category (e.g., senior management, middle management).	X. Key Quantitative Performance Indicators
KPI B3.2	The average training hours completed per employee by gender and employee category.	X. Key Quantitative Performance Indicators
Aspect B4: Labour Standards		
General Disclosure B4	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 labour.	VI. Talent development — Anti-discrimination and labor standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	VI. Talent development — Anti-discrimination and labor standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	VI. Talent development — Anti-discrimination and labor standards

2023 Environmental, Social and Governance Report

Aspects, General Disclosures & KPIs	Description	Sections
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure B5	Policies on managing environmental and social risks of the supply chain.	IV. Business ecosystem — Supplier management V. Business Ethics — Integrity management
KPI B5.1	Number of suppliers by geographical region.	X. Key Quantitative Performance Indicators
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	IV. Business ecosystem — Supplier management
KPI B5.3	Description of practices for identifying environmental and social risks in each segment of the supply chain, and related implementation and monitoring methods.	IV. Business ecosystem — Supplier management
KPI B5.4	Description of practices to promote the use of environmentally friendly products and services in the selection of suppliers, and related implementation and monitoring methods.	IV. Business ecosystem — Supplier management
Aspect B6: Product Responsibility		
General Disclosure B6	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, labeling and privacy matters relating to products and services provided and methods of redress.	V. Business ethics —privacy and information security
KPI B6.1	Percentage of the total number of products sold or shipped that have to be recalled for safety and health reasons.	N/A[13]
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	IV. Business ecosystem — customer service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	V. Business ethics — Intellectual property protection
KPI B6.4	Description of quality assurance process and recall procedures.	N/A[14]
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	V. Business ethics — privacy and information security

---

[13]   The Company does not produce physical goods, and "the product is recalled for health and safety reasons" does not apply to the Company's digital freight business. Therefore, disclosure is not available.

[14]   The Company does not produce physical goods, and the "product take-back procedure" does not apply to the Company's digital freight business. Therefore, disclosure is not available.

2023 Environmental, Social and Governance Report

Aspects, General Disclosures & KPIs	Description	Sections
Aspect B7: Anti-corruption		
General Disclosure B7	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.	V. Business ethics —Integrity management
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	X. Key Quantitative Performance Indicators
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	V. Business ethics —Integrity management
KPI B7.3	Description of the anti-corruption training provided to directors and employees.	V. Business ethics —Integrity management
Community		
Aspect B8: Community Investment		
General Disclosure B8	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.	VIII. Caring for drivers IX. Community welfare
KPI B8.1	Focus areas of contribution (e.g., education, environment matters, labour needs, health, culture, sports).	VIII. Caring for drivers IX. Community welfare
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	VIII. Caring for drivers IX. Community welfare