

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

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

股份代號 Stock Code : 9878

2023

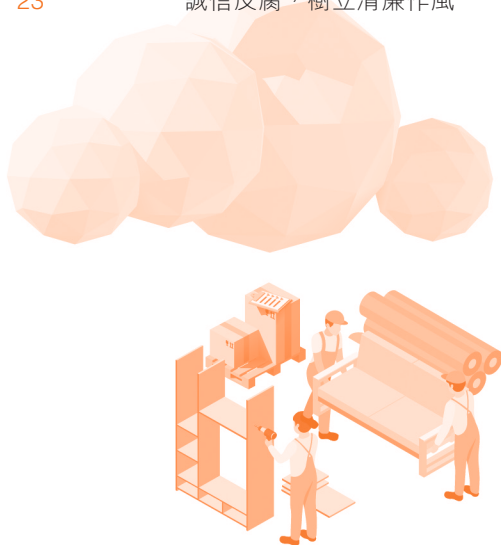
**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT**

**環境、社會及
管治報告**



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關於本報告 About the Report

匯通達網絡股份有限公司(「本公司」或「匯通達」)及其附屬公司(「本集團」)欣然提呈2023年度環境、社會及管治(「ESG」)報告(「本報告」)。本報告旨在向政府及監管機構、本公司股東(「股東」)及投資者、員工、客戶等利益相關方披露本集團於2023年度在ESG方面的策略、實踐、措施和成效。

報告範圍

本報告涵蓋本集團於2023年1月1日至12月31日期間(「報告期」)，在環境、社會與管治方面的管理政策與履責實踐。為了闡釋的連續性和完整性，在特定議題下延展至以往年度或本報告發佈日前。

如無特殊說明，本報告所披露文字內容和社會範疇關鍵績效指標的涵蓋範圍與2023年年報相同。環境範疇的關鍵績效指標僅涵蓋位於中國南京市的本公司總部園區。

匯報原則

本報告依據香港聯合交易所有限公司(「聯交所」)發佈證券上市規則附錄C2《環境、社會及管治報告指引》(下稱「ESG報告指引」或「指引」)編製，涵蓋(a)強制披露規定；及(b)「不遵守就解釋」條文。本報告在編製過程遵循《ESG報告指引》的匯報原則，包括：

重要性：本集團通過與利益相關方持續的溝通交流，識別出與本集團發展有關的ESG重要性議題，並通過本報告進行披露。

量化：本報告已經涵蓋《指引》所要求披露的全部關鍵績效指標，並已在報告中披露相應的統計標準、方法、假設及／或計算工具，以及轉換因素的來源。

Huitongda Network Co., Ltd. (the “Company” or “Huitongda”) and subsidiaries (collectively the “Group”) are pleased to present the 2023 environmental, social, and governance (“ESG”) report (the “Report”). The Report is designed to disclose the Company’s strategies, practices, measures and results in ESG in 2023 to stakeholders such as governments and regulatory authorities, shareholders (the “Shareholder(s)”) and investors, employees, customers of the Company and more.

Scope of the Report

The Report covers the Group’s ESG management policies and practices for the period from January 1 to December 31, 2023 (the “Reporting Period”), which is extended to previous years or before the date of publishing of this Report for specific topics for continuity and completeness of interpretation.

Unless otherwise specified, the scope of the text and social KPIs disclosed in this Report is the same as that of the 2023 Annual Report. The environmental KPIs cover only the Company’s headquarters in Nanjing, China.

Reporting principles

This Report has been prepared in accordance with Appendix C2 “Environmental, Social and Governance Reporting Guide” (the “ESG Report Guide” or the “Guide”) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and covers: (a) Mandatory disclosure requirements; and (b) “Comply or explain” provisions. This Report is prepared in accordance with the reporting principles of the ESG Reporting Guide, including:

Materiality: The Group identifies ESG materiality issues related to the Group’s development through continuous communication and exchanges with stakeholders and discloses them through this Report.

Quantitative: This Report has covered all the KPIs required to be disclosed as required by the Guide and disclosed the corresponding statistical standards, methodologies, assumptions and/or calculation tools, as well as the sources of the conversion factors in the Report.

關於本報告

About the Report

平衡：本報告準確、真實且完整地展現本集團的ESG表現，避免可能會不恰當地影響讀者決策或判斷。

一致性：本報告採用和往年一致的統計及關鍵績效指標匯報方法。如統計方法或關鍵績效指標有任何變更或有任何其他影響有意義比較的相關因素，將於ESG報告中清楚說明。

報告發佈

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

聯繫我們

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

Balance: This Report presents an accurate, factual and complete picture of the Group's ESG performance and avoids the risk of inappropriately influencing readers' decisions or judgments.

Consistency: This Report adopts the same statistical and KPIs reporting methodology as in previous years. Any change to the statistical methodology or KPIs or any other relevant factor affecting meaningful comparisons will be specified in the ESG Report.

Report release

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

Contact us

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

主席寄語 Chairman's Statement

尊敬的股東和利益相關方：

我謹代表本公司董事(「董事」)會(「董事會」)向大家致以最誠摯的問候。本集團作為連接上游生產企業和下游下沉市場用戶的橋樑，承擔着推動協助下沉市場增產增收的重要責任。匯通達以「讓農民生活得更美好」為初心，堅守「共創價值、共享成長」的核心價值觀，本集團始終堅持紮根農村市場，不斷利用供應鏈能力和數字化技術為鄉鎮夫妻店賦能。

本集團在實踐中踐行ESG理念，賦能綠色可持續發展。本年度，本集團在環境方面致力於打造綠水青山低碳發展模式，大力推進循環經濟，在鉛酸電池和鋰電池回收方面取得了顯著進展。同時，本集團大力推進新能源汽車業務，以推動清潔能源的發展和應用。在社會方面，本集團堅持履行社會責任，與各界共同構建美好未來，圍繞培育多元化新型農村電商主體，本集團分佈在全國21個省的近3,000名線下服務團隊，全年為鄉鎮會員零售門店老闆、電商新人開展超10萬人次的培訓活動，帶動3萬多新農人返鄉就業。本集團也與江蘇省互聯網協會合作，開展江蘇省互聯網營銷師職業技能競賽暨新農人互聯網營銷大賽、店播等，挖掘直播電商人才。本集團深入實施「互聯網+」農產品出村進城工程，累計幫助500+鄉鎮、1,200多款農產品出村進城。在管治層面，深知卓越企業管治的重要性，本集團致力於規範企業運營，並不斷完善員工福利體系，為企業的可持續發展奠定了堅實的基礎。

展望未來，本集團將繼續致力於實現可持續發展，將ESG原則融入業務運營和戰略決策中，不斷創新和改進，以適應不斷變化的市場需求和環境挑戰，並為農民和社會創造更大的價值。本集團堅信，通過共同努力可以共創更美好的未來，本集團將繼續努力，在發展業務的同時關注ESG事宜，並與利益相關方合作，共同推動可持續發展的議程。

董事長
汪建國先生

Dear Shareholders and Stakeholders,

I would like to extend my warmest regards to all of you on behalf of the board (the **"Board"** or **"Board of Directors"**) of directors (the **"Director(s)"**) of the Company. Bridging the upstream production enterprises and the downstream users in the lower-tier markets, the Group undertakes the important responsibility of promoting and assisting in increasing production and income. Staying true to the original aspiration of "Creating a better life for rural people" and the core values of "Creating Value and Sharing Growth", the Group has always been rooted in the rural market and has continued to utilize supply chain capabilities and digital technology to empower the township family-run stores.

The Group puts into practice the ESG philosophy, empowering the green and sustainable development. In this year, the Group is committed to creating the low-carbon development model for lucid waters and lush mountains and the recycling of lead-acid batteries and lithium batteries for promoting a recycling economy. Additionally, the Group has been working on the new energy vehicle (NEV) business to facilitate the development and application of clean energy. In terms of social aspects, the Group is committed to fulfilling its social responsibilities and working with all sectors for a better future. Dedicated to the cultivation of new and diversified rural e-commerce merchants, the Group, leveraging nearly 3,000 offline service teams in 21 provinces, municipalities and autonomous regions dotted across China, has offered training sessions receiving more than 100,000 attendances throughout the year from the bosses of township member retail stores and newcomers to the e-commerce industry. This has enabled over 30,000 new farmers to return to their hometowns for employment. The Group also joined hands with the Internet Association of Jiangsu Province to tap into the live-streaming and e-commerce talents by launching the Jiangsu Province Internet Marketing Manager Vocational Skills Competition and New Farmer Internet Marketing Competition, in-store live stream, among others. The Group has come a long way in the "Internet+" program to bring agricultural products to cities from villages, which has covered more than 1,200 categories of agricultural products from 500+ towns. For governance, being aware of the importance of excellent corporate governance, the Group is committed to regulating the corporate operations and works to improve the employee welfare system, laying a solid foundation for the sustainable development.

Going forward, the Group will continue to focus on achieving sustainable development. That will mean incorporating ESG principles into business operations and strategic decisions and continuing to innovate and improve to cater to the ever-changing market demands and environmental challenges for greater value for farmers and the wider civil society. Being convinced that good teamwork brings a better future, the Group will persist in focusing on ESG issues as the Group develops business and collaborates with stakeholders to drive the sustainability agenda.

Chairman
Mr. WANG Jianguo

關於匯通達

About Huitongda

匯通達是中國領先的面向下沉市場零售行業企業客戶的交易和服務平台。本集團一方面為客戶提供穩定高效的一站式供應鏈；另一方面通過數字化能力，為會員零售門店、品牌廠商等價值鏈上的各方夥伴，提供門店SaaS+服務及商家解決方案。

Huitongda is a leading commerce and service platform dedicated to business customers in the retail industry of China's lower-tier market. For one thing, the Group provides customers with a stable and high-performing one-stop supply chain. For another thing, the Group provides SaaS+ services and merchant solutions for member retail stores, brands and all other partners along the value chain through digital capability.

匯通達先後被評為：中國企業500強、中國產業互聯網百強榜前十強、國家數字商務企業、國家電子商務示範企業、國家高新技術企業、江蘇省數字鄉村服務資源池首批入池單位、《財富》500強等。

Huitongda has been conferred the titles of Top 500 Enterprises of China, Top 10 of the Top 100 Industrial Internet Enterprises, National Digital Business Enterprise, National E-commerce Demonstration Enterprise, National High-tech Enterprise, one of the first units listed in the Digital Rural Service Resource Pool in Jiangsu Province, Fortune 500, and more.

匯通達里程碑

Milestones of Huitongda

年份 Year	里程碑 Milestone
2010	<p>本集團前身江蘇匯通達供應鏈管理有限公司在中國江蘇省南京市成立。 本集團於江蘇省開展家用電器銷售業務，並將業務擴展至江蘇省以外。 The Group's predecessor, Jiangsu Huitongda Supply Chain Management Limited, was established in Nanjing, Jiangsu Province, China. The Group started home appliance sales in Jiangsu Province and moved beyond it.</p>
2012	<p>本集團開始建立供應鏈能力，以將優質商品的服務範圍擴展至農村地區。 The Group began to work on supply chain capabilities to extend the reach of quality goods to rural areas.</p>
2015	<p>本集團開創了零售行業會員制業務模式，自此開始以中國鄉鎮的當地夫妻零售門店作為會員零售門店。 本集團開始將商品供應範圍由家用電器拓展至農業生產數據、家居建材等其他品類。 The Group originated a membership-based business model for the retail industry and has since started to use local family-run retail stores in China's rural towns as its member retail stores. The Group began to expand its product offerings from home appliances to agricultural production data and home building materials, among others.</p>
2017	<p>本集團推出門店SaaS+業務。 The Group launched the store SaaS+ business.</p>
2020	<p>本集團啟動「產業互聯網+數智零售」雙輪驅動發展新模式。 The Group launched a new two-wheel drive development model of "Industrial Internet + Digital Smart Retail".</p>

關於匯通達

About Huitongda

年份 Year

里程碑 Milestone

- 2023 本集團已形成覆盖中国21个省及直辖市、2.4萬+個鄉鎮的零售生態系統。業務覆盖23.7萬+家會員零售門店。商品覆盖消費電子、家用電器、農業生產資料、交通出行、酒水飲料、家居建材六大品類。
- The Group has had in place a retail ecosystem covering 24,000+ towns dotted across 21 provinces, municipalities and autonomous regions in China. The Group's business reached 237,000+ member retail stores.
- The Group's products cover six categories of consumer electronics, home appliances, agricultural materials, transportation, wine and beverages, and home building materials.

獎項與榮譽

Awards and honors

所獲榮譽 Honors

獲獎時間 Time

- 在格隆匯「金格獎」——大中華區卓越上市公司評選中，榮獲「年度投資價值獎」
- Claiming the “Annual Investment Value Prize” in GuruClub’s “Gold GuruClub Awards”, a competition to recognize outstanding listed companies in the Greater China region
- 入圍江蘇省發改委現代服務業高質量發展「331」工程
- Included in the “331” project of the Jiangsu Provincial Development and Reform Commission for the high-quality development of modern service industry
- 榮獲「2023千峰獎」數字供應鏈TOP30
- Ranking among the list of “2023 Qianfeng Award · Top 30 Digital Supply Chains”
- 再度榮獲「國家電子商務示範企業」稱號
- Claiming the title “National E-commerce Demonstration Enterprise” again
- 連續6年蟬聯「2023中國產業數字化百強榜」，位列榜單前4
- Ranked in the top 4 of the “2023 China Industry Digitalization Top 100 List” for 6 consecutive years
- 「2023年中國互聯網綜合實力前百家企業」第19位
- Ranking 19th on the list of “2023 China Top 100 Internet Enterprises in Overall Strength”
- 「2023中國企業500強」第301位
- Ranking 301st on the list of “2023 Top 500 Enterprises of China”
- 「2023中國民營企業500強」第120名
- Ranking 120th on the list of “2023 Top 500 Private Enterprises of China”
- 連續2年獲評「國家鼓勵的重點軟件企業」
- Awarded the title of “Key Software Enterprise Encouraged by China” for 2 consecutive years
- 「2023中國上市公司品牌價值榜」新銳榜首位
- Ranking first on the “2023 China Listed Company Brand Value List”
- 2023年12月
- December 2023
- 2023年11月
- November 2023
- 2023年10月
- October 2023
- 2023年9月
- September 2023
- 2023年5月
- May 2023

ESG管治

ESG Governance

董事會聲明

本集團深刻認識到ESG對於業務的長期發展和可持續性的重要性。為了將可持續發展納入本集團的營運當中，本集團已建立ESG管治架構，明確董事會、戰略委員會、ESG工作組、ESG工作專家組的職責和工作內容。

董事會全面負責本集團的ESG事務管理，並承擔ESG整體方向和戰略的制定，對ESG事宜進行年度審查，審閱ESG工作進展，並審查ESG報告的內容和質量。戰略委員會負責監督相關部門加強ESG政策和措施的完善工作，審視和評估ESG戰略，確保其與整體戰略的一致性，並監督相關部門在ESG方面的工作。同時，本集團成立了ESG工作組，負責具體的ESG工作的開展。ESG工作組將與各相關部門緊密合作，制定和實施具體的ESG項目和行動，以推動本集團ESG方面的可持續發展，維護各類利益相關方的長期利益，並承擔起企業自身的社會責任。

同時，本集團高度重視與利益相關方的溝通，了解他們的訴求和期望。本集團致力於與利益相關方建立良好的溝通渠道，以積極回應他們的需求。

2023年，董事會已經審議了與ESG相關的重要議題，並通過線上問卷的形式徵求了主要利益相關方對這些議題的意見。本集團一直密切關注利益相關方的需求和期望，以確保重要議題時效性和合理性。

本報告詳盡披露本集團2023年ESG工作的進展與成效，本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，董事會並對其內容的真實性、準確性和完整性承擔個別及連帶責任。未來，本集團將持續根據利益相關方期望和運營實際調整可持續發展管理策略及推進方式，不斷提升可持續發展水平。

STATEMENT OF THE BOARD

The Group is well aware of the materiality of ESG to the long-term development and sustainability of the business. In order to integrate sustainable development into the Group's operations, the Group has established an ESG governance structure to clarify the responsibilities and work description of the Board, the Strategy Committee, the ESG Working Group and the ESG Expert Group.

The Board is fully responsible for the management of the Group's ESG, the formulation of the overall ESG direction and strategy, annual review of ESG issues, review of ESG work progress, and review of the content and quality of ESG reports. The Strategy Committee is responsible for overseeing the improvement of the relevant departments in ESG policies and measures, review and evaluate the ESG strategies for alignment with the overall strategy, and supervise the efforts in ESG. Furthermore, the Group has set up the ESG Working Group for the specific efforts in ESG. The ESG Working Group will work closely with all relevant departments to formulate and implement specific ESG projects and actions to promote the Group's sustainable development in ESG for the long-term interests of stakeholders, as well as to shoulder own corporate social responsibilities.

In addition, the Group values communicating with stakeholders to understand their aspirations and expectations. The Group aims at establishing sound communication channels with the stakeholders as a positive response to their demands.

In 2023, the Board has considered key ESG-related issues and sought the views of key stakeholders on them through an online questionnaire. The Group has been paying close attention to the demands and expectations of stakeholders to ensure that material issues are timely and reasonable.

This Report discloses in detail the progress and achievements of the Group's ESG work in 2023, and there are no false records, misleading statements or material omissions in the content of this Report. The Board of Directors assumes individual and joint responsibility for the authenticity, accuracy and completeness of the content. Going forward, the Group will continue to adjust the sustainable development management strategy and promotion method according to the expectations of stakeholders and the actual operation, and continuously improve the level of sustainable development.

ESG管治

ESG Governance

ESG管治架構

在ESG管治方面，本集團建立了一套完整的ESG管治體系，由戰略委員會、ESG工作組、ESG工作專家組共同領導，確保本集團的ESG目標得到有效實施。以下是本集團的ESG管治體系的要素：

ESG GOVERNANCE STRUCTURE

In ESG governance, the Group has established a complete ESG governance system led by the Strategy Committee, ESG Working Group, and ESG Expert Group to ensure the effective implementation of the ESG goal of the Group. The following are the factors of the Group's ESG governance structure:

董事會

Board of Directors

- 董事會承擔全面管理本集團的ESG事宜的責任，並監督相關部門加強ESG政策和措施的完善工作，並聽取戰略委員會的工作匯報。
Responsible for the overall management of the Group's ESG issues and overseeing the improvement of the relevant departments in ESG policies and measures, and hearing the reports on the work of the Strategy Committee.

戰略委員會

Strategy Committee

- 戰略委員會負責考慮各個可持續發展核心領域的因素，制定可持續發展核心領域的戰略目標、策略方向和重點工作範圍，明確ESG管理的內部組織架構，承擔監督並指導ESG工作的執行責任。
Responsible for taking into account the factors of each core area of sustainable development, formulating the strategic objectives, strategic directions and key scope of work in the core areas for sustainable development to define the internal organizational structure of ESG management, and assuming the responsibility of supervising and guiding the ESG efforts.

ESG工作組

ESG Working Group

- ESG工作組負責制定ESG工作戰略，明確ESG目標和優先事項，識別ESG風險和機遇，分析本集團的ESG表現，並提供措施來管理和應對風險和機遇。ESG工作組需要建立和維護ESG數據管理體系，確保ESG原則和實踐貫穿於組織的日常運營和決策過程中。
- Responsible for developing ESG work strategy, defining ESG objectives and priorities, identifying ESG risks and opportunities, analyzing the Company's ESG performance, and providing measures to manage and respond to risks and opportunities. It is tasked with establishing and maintaining an ESG data management system and ensure that ESG principles and practices are part of the organization's daily operations and decision-making processes.

ESG工作專家組

ESG Expert Group

- ESG工作專家組成員根據其在ESG領域的專業知識和經驗，為ESG工作組提供專業建議，並分享最新的ESG趨勢和實踐，提供培訓課程和資源，幫助工作組成員提升其在ESG管理和實施方面的知識和技能。
- Based on their professional knowledge and experience in the ESG field, members of the ESG Expert Group provide professional advice to the ESG Working Group and share the latest ESG trends and practices, and offer training courses and resources to help the members of the ESG Working Group enhance their knowledge and skills in ESG management and implementation.

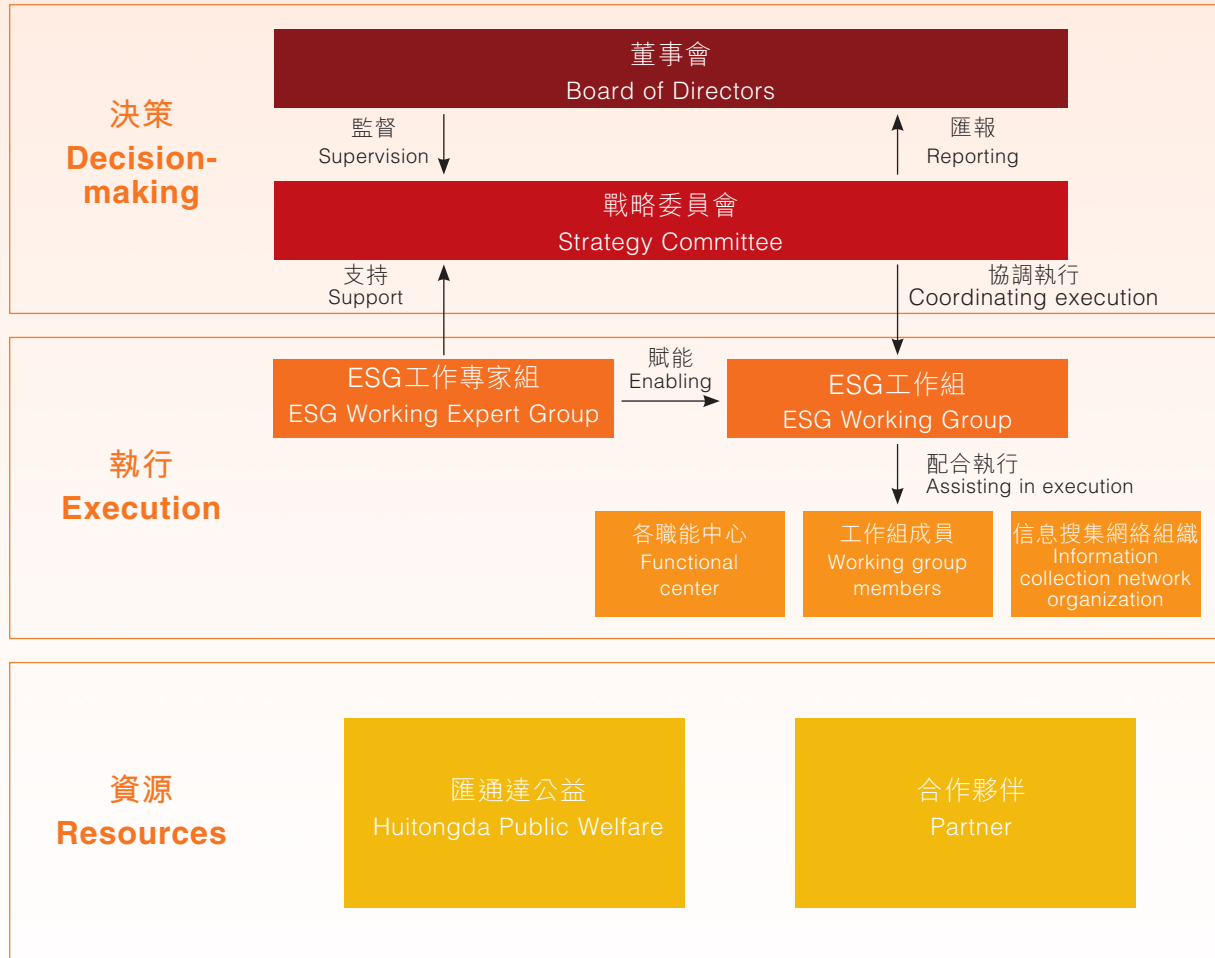
資源

Resources

- 與本集團的公益合作夥伴緊密合作，共同開展ESG工作。通過與生態夥伴的合作，本集團能夠整合更多的資源和專業知識，推動ESG工作的實施。
- They work closely with the Group's public welfare partners on ESG efforts. Working with eco-partners, the Group is able to pool more resources and expertise to facilitate the implementation of Huitongda's ESG efforts.

ESG管治

ESG Governance



ESG管治

ESG Governance

風險管理體系

本集團已在風險管理和內部審核方面具備足夠的資源、員工資歷及經驗、足夠的培訓課程和有關預算，並建立完善的組織體系。

本集團已經制定了一套風險管理政策及程序，旨在明確風險管理的框架、職責和權限，並建立了風險管控的三道防線。本集團的目標是識別並控制可能阻礙目標實現的重大風險，並將其控制在可接受的水平內，以確保經營目標的達成和運營效率的提升。

董事會將對本集團的企業治理政策和常規進行審查，包括董事和高級管理層的培訓和持續專業發展、遵守法律和監管規定、遵守行業標準和員工行為準則的政策和常規，以及本集團遵守企業管治守則並披露於企業管治報告中的情況。

董事會對風險管理和內部監控工作的檢討結果表明，本集團在報告期內採取了適當的措施來管理風險並確保內部控制的有效性。本集團將繼續致力於不斷完善風險管理和內部監控系統，以確保本集團的穩健運營和可持續發展。

RISK MANAGEMENT SYSTEM

The Group has adequate resources, staff qualifications and experience, sufficient training programs, and relevant budgets for risk management and internal audit, and has established a sound organizational structure.

The Group has developed a set of risk management policies and procedures, which are designed to clarify the framework, responsibilities and permissions for risk management and has established three lines of defense for risk control. The Group aims to identify and control significant risks that may impede the achievement of objectives and manage them to an acceptable level in order to ensure the achievement of business objectives and the improvement in operational efficiency.

The Board will conduct a review of the Group's corporate governance policies and practices, including policies and practices on training and continuous professional development of Directors and senior management, compliance with legal and regulatory requirements, compliance with industry standards and code of conduct for employees, as well as the Group's compliance with the Corporate Governance Code as disclosed in the Corporate Governance Report.

The results of the Board's review of risk management and internal controls indicate that the Group has taken appropriate measures to manage risks for effective internal controls during the Reporting Period. The Group will refresh efforts in improving risk management and internal control system for the stable operation and sustainable development of the Group.

ESG管治

ESG Governance

ESG 戰略

本集團秉承「共創價值、共享成長」的核心價值觀，持續深化ESG戰略，將業務戰略、經營戰略、文化戰略與ESG戰略相結合，將環境及社會效益置於和經濟效益同等重要的地位。本集團關注利益相關方的需求，通過重要性評估，積極回應各利益相關方在運營合規、員工權益、創新發展和助力鄉村發展等方面的關切。本集團致力於更好地管理ESG風險和機遇並制定與自身價值觀和目標一致的ESG戰略，並納入業務決策和規劃中。

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

ESG STRATEGY

Upholding the core value of “Creating Value and Sharing Growth”, the Group never stops taking further ESG strategy by grouping strategies for business, operation and culture with that for ESG, and places environmental and social benefits at the same level of importance. The Group pays close attention to the needs of stakeholders. Through materiality assessments, the Group proactively responds to the concerns of stakeholders on operational compliance, employee interests, innovative development and rural development, etc. The Group is committed to better managing ESG risks and opportunities and developing ESG strategies that are aligned with the values and objectives and incorporated into the business decisions and planning.

Always keeping in mind the corporate mission of “Creating a better life for rural people”, the Group adheres to the entrepreneurial mentality and deepens the awareness of innovation to enhance creative ability. Through the supply chain and digital services, the Group empowers the township family-run retail stores and helps the member stores grow bigger, better, and stronger.

ESG管治

ESG Governance

ESG目標

本集團將ESG價值觀納入發展戰略，以推動商業活動的可持續性。本集團積極探索可持續和循環業務模式等試點，減少環境影響並提升資源利用效率；加強與各類利益相關方的合作，共同推進可持續發展議程，共同尋求創新解決方案，實現可持續發展的共同目標。本集團堅定地追求長期的可持續發展目標，實現商業成功和社會責任的雙重目標，為可持續發展打下堅實的基礎，並為未來創造更加繁榮和可持續的社會。

利益相關方參與

本集團始終重視各利益相關方的意見，並將重要意見納入可持續發展的工作中。為此，本集團積極通過多種溝通方式，詳細了解各利益相關方的期望。

ESG GOALS

The Group incorporates ESG values into development strategy for sustaining business activities. The Group has been working to explore pilot projects such as sustainable and recycling business models to minimize environmental impacts and enhance resource efficiency. The Group strengthens cooperation with stakeholders of all kinds to advance the sustainable development agenda and work out innovative solutions to achieve the shared sustainable development. The Group is firmly committed to pursuing its long-term sustainability objectives, realizing the twin goals of business success and social responsibility, laying a solid foundation for sustainable development, and creating a more prosperous and sustainable society for the future.

STAKEHOLDER ENGAGEMENT

The Group always values the opinions of stakeholders and incorporates important opinions into efforts in sustainable development. To this end, the Group has sought to understand their expectations through various means of communication.

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
用戶 Users	<ul style="list-style-type: none"> 為用戶提供優質的產品及服務 健康的互聯網環境 持續改善產品和服務質量 重視用戶的信息反饋 	<ul style="list-style-type: none"> 提供高質量的產品和服務，滿足用戶需求 保護用戶隱私 建立完善的客戶服務體系及客戶意見反饋及投訴機制
	<ul style="list-style-type: none"> Offering quality products and services to users Healthy Internet environment Continuously improving product and service quality Paying attention to user feedback 	<ul style="list-style-type: none"> Offering quality products and services to meet users' needs Protecting user privacy Establishing a sound customer service system and a mechanism of customer feedback and complaints

ESG管治

ESG Governance

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
員工	<ul style="list-style-type: none"> 保障員工薪酬福利 關愛員工安全和健康 營造良好的工作環境 提供公平晉升和發展機會 員工溝通 	<ul style="list-style-type: none"> 嚴格遵守勞動合同條款，完善薪酬和福利待遇體系 提供安全與健康的工作環境 提供員工發展通道，組織開展員工培訓 工作環境改善 提供平等的溝通渠道
Employees	<ul style="list-style-type: none"> Protecting employee compensation and benefits Caring for employee safety and health Fostering a good working environment Providing fair promotion and development opportunities Employee communication 	<ul style="list-style-type: none"> Strictly abiding by the terms of the employment contract and improving the system of remuneration and welfare benefits Providing a safe and healthy working environment Providing staff development channels and organizing staff training Working environment improvement Providing equal communication channels
股東及投資者	<ul style="list-style-type: none"> 本集團市值與盈利水平的提高 本集團環境和社會責任表現不斷提升 及時、準確和透明的本集團信息披露 	<ul style="list-style-type: none"> 定期發佈報告，如實、充分地進行信息披露，努力提升業績、創造利潤 提升本集團管治及風險管理水平，召開股東大會，加強投資者關係管理，努力提升環境和社會責任管理
Shareholders and investors	<ul style="list-style-type: none"> Increase in the Group's market capitalization and earnings Continuous improvement in performance of the Group's environmental and social responsibilities Timely, accurate and transparent corporate information disclosure 	<ul style="list-style-type: none"> Publishing reports regularly, disclosing information truthfully and fully, and striving to improve performance and create profits Improving the Group's governance and risk management, holding shareholders' meetings, strengthening investor relations management, and striving to improve environmental and social responsibility management
供應商／合作夥伴	<ul style="list-style-type: none"> 遵守商業道德，遵守合約 溝通及時，願意傾聽 互相幫助，共同成長 	<ul style="list-style-type: none"> 依法履行合約 秉承公開透明的商業原則，實施公開透明的採購模式，打造責任供應鏈
Suppliers/partners	<ul style="list-style-type: none"> Adhering to business ethics and observing the contract Prompt communication and willingness to listen Helping each other to grow together 	<ul style="list-style-type: none"> Fulfilling the contract in accordance with law Adhering to open and transparent business principles, implementing an open and transparent procurement model, and creating a responsible supply chain

ESG管治

ESG Governance

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
政府 Government	<ul style="list-style-type: none"> • 遵紀守法、合規經營，貫徹國家政策 • 幫助政府改善社會問題（弱勢群體、貧困人群等） 	<ul style="list-style-type: none"> • 嚴格遵守相關法律法規，持續加強企業合規管理，響應國家相關政策 • 帶動當地經濟，推動鄉村經濟發展，助力鄉村振興
同行 Peers	<ul style="list-style-type: none"> • 公平競爭、誠實合作、信息透明公開 • 遵守行業規範，促進產業創新 	<ul style="list-style-type: none"> • 加強與同業的交流與合作，共同營造健康、有序的競爭環境 • 參與產業創新研究，互惠共贏，共同進步，參與行業評優，為行業規範提供建議
環境 Environment	<ul style="list-style-type: none"> • 應對氣候變化風險 • 提升資源使用效率 • 排放與廢棄物管理 	<ul style="list-style-type: none"> • 提高能源使用效率 • 提高資源回收利用 • 建立綠色數據中心 • 綠色辦公
社會 Society	<ul style="list-style-type: none"> • 鄉村振興與扶貧 	<ul style="list-style-type: none"> • 開展扶貧助農活動 • 實施基層治理幫扶計劃
	<ul style="list-style-type: none"> • Rural revitalization and poverty alleviation 	<ul style="list-style-type: none"> • Carrying out activities to help the poor and farmers • Implementing programs to assist in grassroots governance

ESG管治

ESG Governance

ESG議題重要性評估

為進一步確定本集團於ESG工作上所實踐及披露的重點領域，本集團已聘請獨立顧問進行內部和外部ESG問卷調查。議題的重要性評估程序如下：

ESG MATERIALITY ASSESSMENT

The Group has engaged an independent consultant to conduct internal and external ESG questionnaires in order to further identify the key areas of ESG practices and disclosures. The following is the process for materiality assessment:

議題庫建立

本集團重點參考《指引》所涵蓋的披露責任，美國永續會計準則委員會(SASB)、明晟(MSCI)之相關行業的重要性議題庫，以及同行企業關注的ESG議題，最後歸納出共26個適用於本集團業務的重要議題。

Development of an issues database

The Group has summarized a total of 26 material issues applicable to the Group's business by referring to the disclosure obligations covered by the Guide, and the database of materiality issues of the US Sustainability Accounting Standards Board ("SASB") and MSCI for the relevant industries, and the ESG issues of peer companies.

利益相關方參與

本集團廣泛徵詢利益相關方意見，與利益相關方進行訪談，以梳理2023年ESG相關工作，收集各相關方對可持續發展實踐的反饋和建議，以及對未來可持續發展策略的期望。

通過線上問卷的方式就各項議題評分，受邀利益相關方包括：高級管理層、員工、股東、供應商／合作夥伴、政府監管機構、社區及公眾、用戶、同行以及其他團體。

Stakeholder engagement

The Group conducted extensive stakeholder consultations and interviews with stakeholders to sort out ESG-related work for 2023, and to gather feedback and suggestions from them on sustainability practices, as well as expectations for future sustainability strategies.

Stakeholders invited to rate the issues through an online questionnaire, include: senior management, employees, shareholders, suppliers/partners, government regulators, communities and the public, users, peers and other groups.

議題評估

本集團從「對匯通達的重要性」及「對利益相關方的重要性」兩個維度對所有ESG議題進行了分析及排序。本集團結合問卷結果及本集團營運情況在26個ESG議題中依次排序得出9個高度重要議題，13個中度重要議題，和4個一般重要議題。

Issue assessment

From the two aspects of "Materiality to Huitongda" and "Materiality to the Stakeholders", the Group analyzed and prioritized all the ESG issues. Taking into consideration the findings of the questionnaire and the Group's operations, the Group ranked 9 highly material issues, 13 moderately material issues, and 4 generally material issues out of the 26 ESG issues.

審核議題

將利益相關方參與方案實施過程及重要性議題評估結果呈上董事會，董事會作最終審批重要性矩陣及結果分析。

Issue review

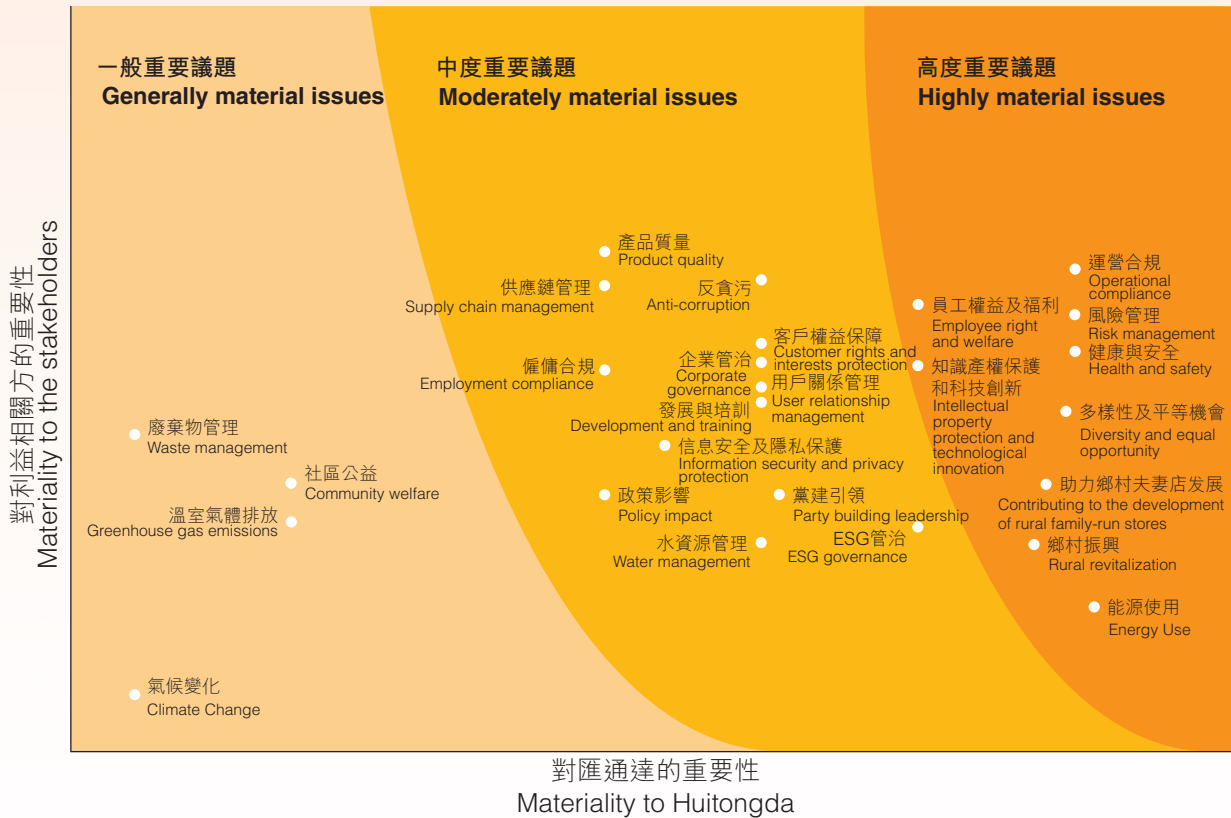
The stakeholder engagement program implementation process and materiality assessment results are presented to the Board for final approval of the materiality matrix and analysis of the results.

ESG管治 ESG Governance

本集團的重要性矩陣如下：

The following is the materiality matrix of the Group:

重要性矩陣 Materiality matrix



ESG管治

ESG Governance

本集團已在報告內回應利益相關方的ESG重要議題，並重點聚焦高度重要議題，以反映本集團在ESG發展的貢獻，報告對應章節如下：

The Group has responded to material ESG issues from stakeholders in the Report and has focused on highly material issues to reflect the Group's contributions to ESG development, the corresponding sections of the Report are as follows.

高度重要議題

Highly material issues

1. 運營合規
1. Operational compliance
2. 風險管理
2. Risk management
3. 健康與安全
3. Health and safety
4. 多樣性及平等機會
4. Diversity and equal opportunity
5. 員工權益及福利
5. Employee right and welfare
6. 鄉村振興
6. Rural revitalization
7. 知識產權保護和科技創新
7. Intellectual property protection plus scientific and technological innovation
8. 能源使用
8. Energy use
9. 助力鄉村夫妻店發展
9. Contributing to the development of rural family-run stores

相關章節

Section

5. 合規經營，構建信任
5. Compliant Operation, Building Up Trust
5. 合規經營，構建信任
5. Compliant Operation, Building Up Trust
7. 攜手員工，共同成長
7. Joining Hands with Employees for Shared Growth
7. 攜手員工，共同成長
7. Joining Hands with Employees for Shared Growth
7. 攜手員工，共同成長
7. Joining Hands with Employees for Shared Growth
6. 共擔責任，促進共贏
6. Sharing Responsibility for Win-Win
5. 合規經營，構建信任
5. Compliant Operation, Building Up Trust
8. 綠色青山，踐行環保
8. Green Mountains, Environmental Protection Practices
6. 共擔責任，促進共贏
6. Sharing Responsibility for Win-Win

黨建引領高質量發展

本集團堅持「以高質量黨建引領企業高質量發展」的理念，以黨建旗幟引領鄉村振興，與國家發展同頻共振。本集團高擎紅色旗幟，讓黨建為實業發展把舵領航，為服務鄉村振興培育更多「紅色先鋒」，本集團邁出了鏗鏘步伐。匯通達黨委秉持「讓農民生活得更美好」企業宗旨，認真踐行「三個融合」黨建工作法，即「把黨的紅色基因與企業文化精神建設相融合」、「把黨員隊伍建設與企業幹部隊伍建設相融合」、「把國家鄉村振興戰略與企業事業發展相融合」，將黨建優勢充分轉化為企業發展動能，努力答好新趕考路上的黨建答卷。本公司先後獲評「蘇網先鋒先進集體」、「南京市先進基層黨組織」等榮譽稱號。

PARTY BUILDING LEADING HIGH-QUALITY DEVELOPMENT

Committed to the concept of "High-quality Party building leads enterprises to high-quality development", the Group has led the rural revitalization of using Party building to align itself with the development of the country. Being a strong champion of the red flag, the Group makes the party building lead the industrial development to cultivate more "red pioneers" to serve rural revitalization. And the Group has come a long way in this regard. The Party Committee of Huitongda, holding on to the corporate aim of "Creating a better life for rural people", worked to practice the "three integration" Party building method, i.e. "integrating the Party's red gene with the corporate cultural and spiritual efforts", "integrating the Party's team building with the corporate work on the cadre team", and "integrating the national rural revitalization strategy with the corporate business development" to fully transform the advantages of Party building into the driving force of enterprise development for sound good Party building on a new journey. The Company has been awarded honorary titles such as "Jiangsu Internet Pioneer Advanced Collective", "Nanjing Advanced Grass-roots Party Organization", etc.

ESG管治

ESG Governance

以紅色旗幟凝心鑄魂，擔當使命見行見效

匯通達黨委推動「讓農民生活得更美好」企業宗旨與共產黨人「全心全意為人民服務」根本宗旨的深度融合、同頻共振，堅守「共創價值共享成長」核心價值觀，秉持「做大會員店生意就是我們最大的生意」經營理念，持之以恆拓寬農民致富道路，把擔當使命化為責之重者、行之實者。

以紅色力量融合創新，賦能人才隊伍建設

匯通達黨委明確「人人都是CEO、堅持持續奮鬥」核心理念，把合格黨員的標準轉化為對幹部、員工的嚴格要求，全面打造有理想、有格局、有擔當、有能力、有結果「五有」幹部，同時實施「雙向培養」行動，致力把骨幹發展成為黨員、把黨員培養成為骨幹。推動黨員帶頭樹標桿、做典範，要求全體黨員做學習的表率、工作的表率、貢獻的表率。

以紅色領航把向賦能，聚合資源服務振興

本集團致力做與國家戰略同頻共振的企業，點燃企業高質量發展的「紅色引擎」。匯通達黨委緊扣「四個新」重要要求，帶領企業以數字技術和供應鏈服務，構建一條城鄉雙向流通的數字化「新商路」，助力江蘇「在強鏈補鏈延鏈上展現新作為」，爭做地方非公企業黨建的排頭兵與示範者。

Concentrating on the Soul with the Red Flag, Shouldering the Mission and Seeing the Results

The Party Committee of Huitongda promotes the in-depth integration and alignment of the corporate purpose of “Creating a better life for rural people” and the fundamental purpose of the Communist Party of China “Serving the People Wholeheartedly”. Furthermore, it, following the core value of “Creating Value and Sharing Growth” and the business philosophy of “Making The Business of the Member Store Big Is the Biggest Business of Huitongda”, makes unswerving efforts in broadening the way for the farmers to get rich, transforming the mission into the corporate responsibility.

Integrating Innovation with Red Power to Enable Efforts in Talent Team

The Party Committee of Huitongda clarifies the core concept of “Everyone is a CEO and efforts are always on the way”, transforms the standard of qualified Party members into strict requirements for officers and employees to create officers with great ideals, big minds, commitment, strong competency and remarkable performance. Meanwhile, the Party Committee implements the “Two-Way Cultivation” initiative, endeavoring to develop backbones into party members and to cultivate Party members into backbones. It promotes Party Members to excel in setting benchmarks and examples and requires all Party members to be exemplary in learning, work and contribution.

Empowering Through Red Leadership, Integrating Resources to Serve Revitalization

Committed to being an enterprise that aligns with the national strategy, the Group ignites the “Red Engine” for high-quality development. Closely following the important requirements of the “Four New” initiative, the Party Committee of Huitongda has led the enterprise to a digitalized “New Business Road” for two-way circulation between urban and rural areas by means of digital technology and supply chain services, which has helped Jiangsu “Show New Performance in Strengthening and Supplementing the Chain and Extending the Chain” as a way to strive to be the front-runner and exemplar of Party building for local non-public enterprises.

合規經營，構建信任

Compliant Operation, Building Up Trust

本集團持續為鄉鎮客戶提供數字化技術和供應鏈能力賦能服務。本集團在滿足客戶需求的同時，遵守法律法規和道德準則，保護客戶及合作方權益，共同推動社會的可持續發展。本集團利用自身網絡科技優勢，幫助鄉鎮夫妻老婆店提升數字化能力，享受科技發展的便利。本集團以合規發展為基礎，注重知識產權技術發展、信息安全和廉潔經營，以實現良性的商業發展和社會責任的兼顧。

知識產權，保衛智慧資產

本集團明白保護知識產權的重要性，在報告期內嚴格遵守知識產權相關的法律法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》及《中華人民共和國反不正當競爭法》，並建立《匯通達知識產權管理制度》，涵蓋軟件著作權、專利、商標、字體、圖片、軟件、商業秘密管理等方面。

本集團通過與軟件供應商進行深入合作堅持每年對軟件進行正版化審查，確保獲得合法的軟件授權並進行使用。此外，本集團在內部還部署了網絡數據包檢測系統，以檢測員工是否存在使用未授權商用軟件的行為。通過分析數據包的特徵，本集團能主動識別並掃描、發現、糾正此類行為。本集團積極採取措施保護知識產權，確保在使用軟件時合法合規。

截至2023年12月31日，本集團累計軟件著作權289項，累計專利24項，累計註冊商標888項。

The Group keeps providing rural customers with digital technology and supply chain capability empowerment services. The Group observes laws, regulations and ethical standards to protect the rights and interests of customers and partners, and work together to promote the sustainable development of society while meeting the demands of customers. Stretching strengths in network technology, the Group helps township family-run retail stores to improve their digitalization level and bring them equal access to the convenience of technological development. Underpinned by compliant development, the Group stresses the development of intellectual property technology, information security and clean operation to strike a balance between sound business development and social responsibility.

INTELLECTUAL PROPERTY, SAFEGUARDING INTELLECTUAL PROPERTY RIGHTS

The Group is aware of the importance of protecting intellectual property rights. During the Reporting Period, the Group strictly complied with laws and regulations related to intellectual property rights, including but not limited to *the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, and the Anti-corruption Law of the People's Republic of China*, and set up *the Huitongda Intellectual Property Rights Management System*, which cover the management of software copyrights, patents, trademarks, fonts, graphics, software, and trade secrets, among others.

The Group reviews software for license issues every year by cooperating intensively with software suppliers for legitimate software licenses to use. In addition, the Group has internally deployed a network packet inspection system to detect the use of unlicensed commercial software by employees. By analyzing the characteristics of the packets, the Group is able to proactively identify and scan for, detect, and correct such behaviors. The Group works to protect intellectual property rights and ensure legal compliance in the use of software.

As of December 31, 2023, the Group had a total of 289 software copyrights; had a total of 24 patents and had a total of 888 registered trademarks.

合規經營，構建信任

Compliant Operation, Building Up Trust

數據安全，守護隱私責任

數據安全

本集團高度重視信息安全保護，嚴格遵守《中華人民共和國個人信息保護法》等法律法規要求。為進一步加強本集團內部信息、數據和文件的保密管理，提升本集團內控管理水平，防止本集團核心信息洩密和流失，本集團制定了《信息系統安全管理制度》、《數據庫備份及恢復管理制度》、《信息系統應急處理管理制度》、《匯通達數據安全分類分級管理制度》、《保密管理制度》、《關於要求全體員工進一步做好公司內部信息數據、文件數據保密管理的通知》等內部制度，明確了相應的安全保護措施，保護用戶的個人信息安全。

本集團高度重視互聯網資產的管理，數據的分級管理、權限管理以及整個研發流程全生命週期的安全隱患管理。在開發上線源代碼的過程中，本集團重點關注安全隱患，並進行系統中漏洞的定期檢測。此外，本集團還充分考慮外部白帽子攻擊，並定期委託外部安全公司進行安全檢測。上述措施每年都得到有效執行，基本覆蓋研發全週期，從內到外全方位保護數據信息安全。

本集團堅守對客戶數據的嚴格保護原則，始終如一地履行這一責任。針對涉及客戶敏感數據的情況，本集團採取了脫敏處理措施。針對所有敏感數據，特別是涉及用戶信息的數據，在數據庫中以加密形式儲存，確保安全性。解密操作僅在需要時進行，且解密密鑰進行專門管理，解密過程的日誌有完整記錄。此外，對外傳輸的敏感數據也採用加密方式進行保護，本集團已建立了完善的數據脫敏制度和機制。

DATA SECURITY, SAFEGUARDING PRIVACY RESPONSIBILITY

Data Security

The Group attaches great importance on information security protection and strictly complies with the *Personal Information Protection Law of the People's Republic of China* and other laws and regulations. The Group has formulated the *Policy on the Security Management of Information Systems*, the *Policy on the Management of Database Backup and Recovery*, the *Policy on the Management of Emergency Handling of Information Systems*, the *Huitongda Policy on Classified and Grading Management of Data Security*, the *Confidentiality Management Policy*, and the *Notice on Requiring All Employees to Further Improve the Confidentiality Management of Internal Information, Data, and Documents* in order to further strengthen the confidentiality management of the Group's internal information, data, documents and materials, improve the Group's internal control management, prevent the leakage and loss of the Company's core information.

The Group gives top priority to the management of Internet assets, the hierarchical management of data, the management of licenses and the management of security risks throughout the entire lifecycle of the R&D process. In developing the source code for uploading, the Group focuses on security risks and conducts regular testing of vulnerabilities in the system. Additionally, the Group takes full consideration white hat attacks by regularly commissioning external security firms for security checks. Such measures have been implemented every year, largely covering the entire R&D cycle and protecting data and information security from the inside out.

Following the principle of strict protection of customer data, the Group always fulfills this responsibility. The Group has sought masking where sensitive customer information is involved. All sensitive data, especially those involving user information, are encrypted and stored in the database for security. Decryption is performed only when needed, and the decryption key is under exclusive management and the log of the decryption process is fully documented. In addition, sensitive information transmitted externally is also protected by encryption and the Group has had in place a comprehensive data desensitization system and mechanism.

合規經營，構建信任

Compliant Operation, Building Up Trust

在數據安全方面，2023年本集團在三個方面進行了重要的培訓。第一，本集團為開發人員提供了安全開發培訓，在編寫代碼時盡量避免安全漏洞的產生。第二，本集團建立統一備份平台，並為相關人員提供培訓，以確保及時且有效地備份數據。第三，本集團面向所有相關崗位員工，進行數據合規安全培訓，提高員工對數據合規安全的意識。通過這些培訓，全面提升了本集團安全意識和合規水平，確保了數據的安全和合規性。

隱私安全

本集團管理層致力於隱私優先的治理方法，制定了《匯通達用戶信息保護政策》、《個人信息收集清單》、《個人信息共享列表》等一系列隱私政策文件。為了管理數據的全生命週期安全，本集團發佈了《匯通達數據安全分類分級管理制度》，制定安全策略，確保所有產品經過全面評估，符合適用的數據隱私法規，並保證數據的安全傳輸和存儲。

本集團遵守《中華人民共和國個人信息保護法》，定期完善更新《隱私協議（用戶信息保護政策）》保障隱私安全。在本集團所有應用程序中，涉及收集用戶數據的行為均明確在用戶界面中進行提示，並要求用戶了解本集團對這些數據的使用和授權情況。如需將數據傳輸給第三方合作夥伴，例如物流服務提供商，本集團也會要求對方有相應的用戶數據安全保護機制。本集團對數據的使用和共享都符合相關法規和隱私保護要求，以確保用戶的數據安全。

本集團已根據《信息安全登記保護管理辦法》取得信息系統安全等級保護三級證書。2023年，本集團未發生過與信息安全、隱私保護相關的違法違規事件。

In terms of data security, the Group has conducted important training in three aspects in 2023. First, the Group provides secure development training for developers to avoid security vulnerabilities as much as possible when writing codes. Second, the Group has established a unified backup platform and provided training to relevant personnel to ensure timely and effective data backup. Third, the Group conducts training on data compliance and security for all employees in relevant positions to enhance their awareness of data compliance and security. These training sessions have enhanced the overall security awareness and compliance standards of the Group and ensured data security and compliance.

Privacy Security

The Group's management is committed to privacy-first governance, and has formulated a series of privacy policy documents such as *the Huitongda User Information Protection Policy, the Personal Information Collection List, and the Personal Information Sharing List*. To manage the full life cycle security of data, the Group has promulgated the *Huitongda Policy on Classified and Grading Management of Data Security*, and formulated work security principles to ensure that all products are thoroughly evaluated and comply with applicable data privacy regulations and ensure the secure transmission and storage of data.

The Group complies with *the Personal Information Protection Law of the People's Republic of China* and regularly improves and updates the *Privacy Agreement (User Information Protection Policy)* to protect privacy. In all of the Group's applications, behaviors involving the collection of user information are explicitly prompted by the Company in the user interface, and users are asked to understand the Group's use and authorization of such information. When needing to transfer data to third party partners, such as logistics service providers, the Group will also require them to have corresponding user data security protection mechanisms. The use and sharing of data by the Group comply with relevant laws and regulations and privacy protection requirements to secure users' data.

The Group has obtained the Grade III Certificate of Information System Security in accordance with *the Measures for the Management of Registration and Protection of Information Security*. In 2023, the Group did not have any illegal and non-compliant incidents related to information security or privacy protection.

合規經營，構建信任 Compliant Operation, Building Up Trust

誠信反腐，樹立清廉作風

本集團嚴格遵守有關反腐敗和反賄賂的法律法規要求，包括《中華人民共和國合同法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等，並建立《反舞弊管理制度》，規範員工行為，降低風險，維護本集團和股東合法權益。本集團堅決反對並嚴厲禁止任何形式的貪污、受賄、行賄等違法行為。本集團採取了一系列措施，以預防各類違法亂紀和營私舞弊行為，確保經營活動不受干擾和破壞，並為員工或合作方依法行使舉報權利建立通道。

《反舞弊管理制度》明確了各部門的職責，以確保本集團在合規合法的運營中實現各條線的明確分工和通力合作。以下是各部門在反舞弊管理中的具體職責：

- 董事會：負責監督管理層，建立反舞弊的文化環境，並建立完善的內部控制體系。
- 審計部：負責制定反舞弊制度，確保其有效實施，維護舞弊投訴舉報渠道，接收並處理可能發生的舞弊行為的調查。

INTEGRITY AND ANTI-CORRUPTION FOR HONEST WORK STYLE

The Group strictly complies with the provisions of laws and regulations relating to anti-corruption and anti-bribery, including *the Contract Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and the Interim Provisions on Banning Commercial Bribery* and has mapped out the Anti-Fraud Management Policy to regulate the behavior of employees, reduce the risk, and safeguard the lawful rights and interests of the Group and the Shareholders. The Group firmly opposes and explicitly prohibits corruption, bribetaking and bribery and other violations. The Group has taken measures to prevent all kinds of illegal, disorderly and corrupting, and malpractice behaviors that interfere with and undermine the business activities and build channels for employees or partners to exercise their rights to whistle-blow.

The Anti-Fraud Management Policy specifies the responsibilities of each department to ensure a clear division of labor of each line and teamwork to ensure the compliance and legal operation of the Group. The following are the specific responsibilities of each department in anti-fraud management:

- Board of Directors: Responsible for overseeing management, shaping an anti-fraud culture and building a sound internal control system.
- Audit Department: Responsible for developing an anti-fraud system, ensuring effective implementation, maintaining a fraud complaint and reporting pipeline for receiving and handling investigations of possible fraud.

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- 人力資源中心：根據審計部的調查結果，對發生舞弊行為的員工採取相應處分措施。
- 各附屬公司：承擔配合審計部進行調查的責任，積極協助調查工作。根據審計部的調查反饋，查漏補缺，規範管理，以解決發現的問題並預防類似問題再次發生。
- Human Resources Center: According to the results of the investigation, it shall punish the employees who have committed fraud.
- Each subsidiary: They shall work to cooperate with the investigation of the Audit Department, and regulate the management by closing the gap according to the feedback of the investigation by the Audit Department to disable the reoccurrence of similar problems.

通過上述各部門的協作，本集團建立起有效的反舞弊管理體系，確保各部門職責明確，通力合作，以保障本集團的合規合法運營，有助於預防和打擊舞弊行為，並為本集團的穩健發展提供堅實的保障。

Through the collaboration of the aforesaid departments, the Group has established an effective anti-fraud management system to ensure clear responsibilities and full cooperation between the departments, which will further safeguard the Group's compliant and lawful operation, help prevent and combat fraudulent acts and well support the Group's stable development.

廉潔教育

為增強本集團員工反貪污、反舞弊、職務犯罪等法律風險防範意識，提高預防職務犯罪的能力，2023年，本集團特邀外部律師進行了企業職務犯罪風險與預防專題培訓講座。本次講座以線上線下同步直播的形式進行，參與培訓人數超過300人。

Integrity Education

In 2023, the Group invited external lawyers to conduct a special training seminar on the risk and prevention of job-related crimes of the enterprise in order to enhance the awareness of legal risk prevention of anti-corruption, anti-fraud and job-related crimes of employees of the Group and enhance the ability to prevent job-related crimes. The seminar was conducted in the form of online and offline synchronous live broadcast, and the number of participants in the training exceeded 300.

合規經營，構建信任 Compliant Operation, Building Up Trust

特邀律師就企業中職務犯罪發生的原因及危害、常見的職務犯罪行為、職務犯罪與其他犯罪的時空伴隨、預防職務犯罪的措施等方面進行深入講解，進一步說明預防職務犯罪的重要性和必要性。同時，律師在講解的過程中穿插各種典型案例，深入淺出，較為全面的闡述了目前民營企業職務犯罪風險的相關內容。通過對現實案例的剖析，以案釋法，從事前預防、事中控制、事後處理三個環節入手指導本集團員工在工作中規範職務行為，避開犯罪雷區。

In the seminar, the invited lawyers gave in-depth explanations on the causes and hazards of job-related crimes in enterprises, common job-related crimes, the temporal and spatial accompaniment of job-related crimes and other crimes, and measures to prevent job-related crimes, further illustrating the importance and necessity of job-related crime prevention. Meanwhile, the lawyer also cited a variety of typical cases to elaborate the current risk of job-related crimes in private enterprises in simple language. The lawyer analyzed real-life cases to explain the law, and guide the employees of the Group to regulate their work behavior against crimes by starting from three aspects: prevention beforehand, control during the incident and treatment after the incident.



本集團高度重視提升員工的反舞弊意識。2023年，本集團已為全體董事及員工提供了反貪污及反舞弊培訓，並組織了4場線下反舞弊專題培訓，設有測評環節並將反舞弊培訓材料上傳「匯學堂」在線學習平台，協同分管HR宣貫，面向全員在線學習，完成率100%。

The Group prioritizes improving the anti-fraud awareness of employees. In 2023, the Group offered anti-corruption and anti-fraud training to all directors and employees and organized 4 offline anti-fraud special training sessions, with evaluation. In addition, it has uploaded anti-fraud training materials to the online learning platform "Huixuetang", and cooperated with the HR to involve all employees in the online learning, with a 100% completion rate.

2023年，本集團積極進行了多次廉潔教育活動，向廣大員工傳遞了反腐倡廉的重要信息和理念。本集團定期發佈反腐倡廉推送文章，內容涵蓋了反腐倡廉的原則、案例分析、道德準則等，旨在引發員工的思考和討論，並促使其在工作中秉持廉潔原則，遵守法律法規，防止腐敗行為的發生。

In 2023, the Group actively carried out a number of integrity education activities, conveying important information and concepts of anti-corruption and upholding integrity to employees. The Group regularly published anti-corruption articles, covering anti-corruption principles, case studies, ethical guidelines, etc., aiming to arouse employees' thinking and discussion, and encourage them to uphold the principle of integrity at work, abide by laws and regulations, and prevent corruption.

合規經營，構建信任

Compliant Operation, Building Up Trust

本集團將繼續致力於廉潔教育的開展，通過不斷加強反腐倡廉意識的培養，提高員工對廉潔行為的認識和重視，促進集團內部的廉潔文化建設。

對於供應商和合作夥伴，本集團採取了與其簽署「陽光協議」的措施，該協議明確規定了雙方應遵守的反舞弊規定，並明確了違反協議所應承擔的後果。通過與供應商和合作夥伴簽署這樣的協議，本集團希望確保所有參與方都清楚反舞弊的重要性，並為任何違反反舞弊規定的行為設定明確的制裁措施。

2023年，在春節、中秋節和國慶節之前，本集團均發佈了「廉潔倡議書」，提醒員工和與本集團有業務合作的夥伴廉潔過節，並鼓勵員工如有發現賄賂或貪污行為，及時向審計部舉報。

報告期內，本集團並無涉及或發現任何違反反賄賂或反貪污相關法律及法規的事件。

舉報制度

為了加強員工的反舞弊意識，本集團審計部定期舉辦舞弊舉報投訴培訓和講座等活動。此外，本集團通過文件、網頁、App客戶端、採購合同、海報等多種方式公佈舉報渠道，以確保員工能夠方便地進行舉報。

除了制度規範和文化宣傳，本集團還建立了投訴舉報制度和實施辦法，確保舉報人的權益受到保護，並確保每一項舉報都得到適當的調查和處理。董事會重視員工的每一項舉報，並採取適當的措施應對可能的舞弊行為，以維護本集團的合規運營。

The Group will continue to devote itself to the development of integrity education, and raise employees' awareness of, and the importance they attach to integrity by continuously strengthening the cultivation of anti-corruption awareness, so as to promote the construction of integrity culture within the Group.

The Group has signed a "Sunshine Agreement" with suppliers and partners, which defines the anti-fraud regulations that the parties shall abide by and the consequences that they shall bear for violating the Agreement. By signing such an agreement with the Group's suppliers and partners, the Group hopes to ensure that all parties involved are aware of the importance of anti-fraud and that clear sanctions are set for any violation of anti-fraud regulations.

Before the Chinese New Year, Mid-autumn Festival and the National Day in 2023, the Group has issued "Integrity Initiative" and reminded employees to celebrate the festival with integrity with partners who have business cooperation with the Group and encouraged them to report such behavior to the Audit Department when spotting bribery or corruption issues.

During the Reporting Period, the Group was not involved in or aware of any violation of anti-bribery or anti-corruption related laws and regulations.

Reporting System

To raise employees' awareness of anti-fraud, the audit department of the Group regularly conducts activities such as training or lectures on fraud reporting and complaints. In addition, the Group has published reporting channels through documents, web pages, app client terminals, procurement contracts, posters and other means for ease of reporting by employees.

In addition to the system specification and culture promotion, the Group has a complaint reporting system and reporting methods and ensures that each single complaint is properly investigated and handled. The Board takes every single reporting by employees seriously and takes appropriate measures to address possible fraud in order to safeguard the Group's compliant operations.

合規經營，構建信任

Compliant Operation, Building Up Trust

舉報人保護

本集團致力於確保舉報和調查工作的機密性，保護舉報人的權益，並確保調查過程的客觀性和公正性。

審計部作為專門負責調查舞弊和腐敗行為的部門，由審計委員會管理，並直接向董事會匯報，從治理結構上確保了舉報受理和調查工作的獨立性和客觀性。

審計部的舉報受理和調查團隊由專職調查人員組成，具備較強的專業能力。在整個受理、調查和獎勵等關鍵流程環節上，嚴格遵守保密原則，防止信息洩露。

- 舉報受理階段：舉報人的身份信息將嚴格保密，只有必要的內部工作人員能夠訪問相關信息。
- 調查階段：審計部將採取必要的保密措施，堅持最小知密原則確保調查過程中的相關信息安全。調查人員將簽署保密協議，並僅與必要的內部人員共享調查進展。
- 獎勵階段：獎勵程序將嚴格保密，確保舉報人的身份不被披露。任何與獎勵相關的信息將受到嚴格的保護。

審計部門在員工招聘過程中採用比其他部門更為嚴格的背景篩查標準，以降低相關風險，保證審計工作的獨立性和客觀性。當審計人員與被舉報對象存在利益衝突時，本集團將實行迴避機制，以確保調查過程的公正性、避免任何潛在的偏見或衝突。

Whistleblower Protection

The Group is committed to ensuring the confidentiality of reporting and investigation work, protecting the rights and interests of whistleblowers, and ensuring the objectivity and impartiality of the investigation process.

The audit department, as a department specifically responsible for investigating fraud and corruption, is managed by the Audit Committee and reports directly to the Board, which guarantees the independence and objectivity of report acceptance and investigation from the governance structure.

The team of the audit department that accepts reports and investigations is composed of full-time investigators with stronger professionalism. Along all key processes, such as acceptance, investigation and award, the audit department follows the principle of confidentiality to prevent possible information leakage.

- Reporting acceptance stage: The identifying information of the whistleblower is kept strictly confidential, and only necessary internal staff is allowed to access the relevant information.
- Investigation stage: The audit department will take necessary confidentiality measures and adhere to the principle of minimal knowledge to secure relevant information throughout the investigation. The investigator will sign a confidentiality agreement and share the progress of the investigation with only necessary internal personnel.
- Reward stage: The reward procedure will be kept strictly confidential to ensure that the identity of the whistleblower is not disclosed. Any information related to the reward will be strictly protected.

The audit department has stricter background screening standards than other departments when hiring employees to reduce risks and ensure the independence and objectivity of audit efforts. Where a conflict of interest presents itself between the auditor and the reported object, the Group will follow an avoidance mechanism to ensure the impartiality of the investigation process against any potential bias or conflict.

共擔責任，促進共贏

Sharing Responsibility for Win-Win

本集團一直堅持合作共贏的理念，深刻認識到只有長期與各方攜手合作，才能實現可持續發展的目標。本集團積極尋求與供應商、合作夥伴和鄉鎮夫妻老婆店建立長期穩定的合作關係，並將數字經濟與實體經濟的結合，利用已有的供應鏈基礎優勢，通過數字化產品和應用，幫助產業鏈上下游的合作夥伴智慧決策，實現多行業的產、供、銷一體化。

綠色供應鏈，助力可持續發展

為了規範供應商准入管理並提高供應商選擇的合理性，本集團制定了《匯通達供應商分級准入制度》，明確了供應商准入的標準和程序，對供應商進行全面評估，包括其財務狀況、生產能力、產品質量、環境和社會責任等方面，以更好地了解供應商的能力和合規程度，從而做出合理的供應商選擇。

本集團採取供應商風險識別措施，並關注一系列潛在風險因素，例如供應商在工商註冊方面存在的失信記錄等，對於品牌類供應商，還要求提供商標註冊證書和生產許可證等相關文件。通過這些准入要求，本集團能夠識別和篩選出符合自身標準的供應商，降低潛在風險。

Following the concept of win-win cooperation, the Group is deeply aware that goal of sustainable development would never have happened without the long-term cooperation of all parties. The Group works to seek long-term and stable cooperation with suppliers, partners and township family-run stores and integrates the digital economy with the real economy. Stretching the strengths of existing supply chain infrastructure, the Group helps the upstream and downstream partners in the industrial chain to make intelligent decisions and realizes the integration of production, supply and marketing in multiple industries by digitalized products and applications.

GREEN SUPPLY CHAIN FOR SUSTAINABLE DEVELOPMENT

In order to regulate the management of supplier access and better supplier selection, the Group has formulated *the Huitongda Policy on Classified Supplier Access*, which specifies the standards and procedures for supplier access. The Group assesses suppliers across the board, including their financial position, production capacity, product quality, environmental and social responsibility, among others, in order to better understand the suppliers' capability and level of compliance so as to make a reasonable choice of suppliers.

The Group adopts supplier risk identification and keeps an eye on potential risk factors, such as the supplier's record of non-compliance in business registration. For brand suppliers, the Group also requires the provision of relevant documents such as trademark registration certificates and production licenses. Through these access requirements, the Group is able to identify and screen out suppliers that meet own standards for less potential risks.

共擔責任，促進共贏 Sharing Responsibility for Win-Win

本集團在新增供應商時，獲得該供應商的相關信息後，就會對其進行分類和分級。本集團的首要選擇是品牌類供應商，根據品牌及社會影響力作為衡量標準，將供應商進行分類分級管理。在合作過程中，本集團將根據與供應商的合作質量以及社會新聞等因素進行中期評估。對於合作質量不佳的供應商或出現逐漸不適用的情況，本集團將考慮清退該供應商。

本集團採購的商品屬於符合國家標準的安全質量品牌商品，並且滿足國家對其的環保低碳要求，除生產許可證等相關許可證件，如果商品涉及到排放等方面，本集團亦要求供應商提供相關許可證件。

本集團在初次與供應商合作前，主要依據其外部資質和實力進行評估。在合作過程中，本集團會持續對供應商進行合作質量考評，包括但不限於商品質量、履約程度及配合度等，通常會以季度為週期，確保供應商在合作過程中持續提供優質的產品和服務，保障供應鏈穩定，並為客戶提供卓越的產品和服務。

報告期內，本集團未發生已交付產品中因質量或安全與健康問題而導致的召回事件。

When the Group adds new suppliers, the suppliers will be categorized and graded after obtaining relevant information about the suppliers. The Group's first preference is for branded suppliers, which are categorized and managed based on their brand influence and social impact. Amid the cooperation, the Group will conduct mid-term evaluations based on factors such as the quality of the cooperation with the supplier and social news. The Group will consider removing a supplier with undesirable cooperation performance or failing to meet the standard over time.

The commodities purchased by the Group are safe and quality branded commodities that comply with national standards and meet national requirements on environmental protection and low carbon emission. In addition to production licenses and other relevant permits, where the item involves emissions and more, the Group will also require the supplier to present the relevant permits.

The Group evaluates suppliers primarily based on their external qualifications and strengths before beginning cooperation with them. The Group will continue to evaluate the quality of the cooperation with the supplier on a quarterly basis usually, including but not limited to the quality of the items, the degree of compliance and collaboration of the supplier and others, to ensure that they continue to provide quality products and services during cooperation for the stability of their supply chains and offer customers excellent products and services.

During the Reporting Period, no delivered products were recalled due to quality issues or safety and health reasons.

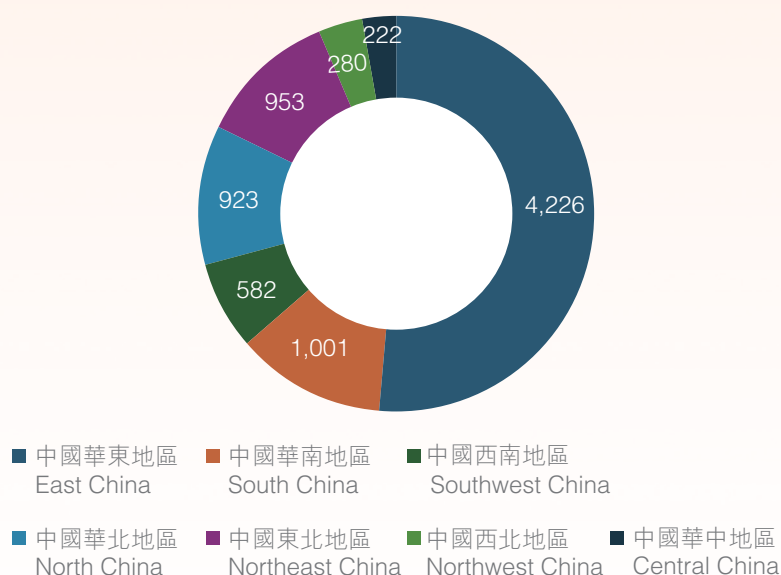
共擔責任，促進共贏

Sharing Responsibility for Win-Win

截至2023年12月31日，本集團共有8,187家商品供應商。2023年新增的供應商數量為1,583家，均根據上述准入核查原則進行過審核。此外，全部供應商均執行本集團供應商管理慣例。

As of December 31, 2023, the Group had a total of 8,187 merchandise suppliers. Among them, 1,583 were new in 2023 and all of which were audited based on the verification principles. In addition, all suppliers implemented the Group's supplier management practices.

2023年供應商地域分佈
Geographical distribution of suppliers in 2023



因地制宜，共建新型鄉鎮小店

鄉鎮夫妻店是城市商品下行「水龍頭」、農村資源上行的「路由器」，為提升農村地區消費品質、賦能農民美好生活提供了重要支撐。本集團致力於賦能鄉鎮夫妻老婆店，圍繞幫買、幫賣、幫管理，提供一站式、全方位解決方案，幫助小店突破傳統經營模式的局限，實現轉型和增長，解決鄉鎮夫妻老婆店的供應鏈能力不強、營銷方式單一、獲客渠道較少、數字化能力弱等痛點。

ADAPTING TO LOCAL CONDITIONS TO BUILD A NEW MODEL FOR TOWNSHIP STORES

Township family-run stores act as both the “faucet” for urban goods flowing into rural areas and the “router” for rural resources flowing out, playing a crucial role in enhancing the quality of consumption in rural areas and empowering farmers to live better lives. The Group is dedicated to empowering these township family-run stores by offering a comprehensive, one-stop solution that covers assistance in purchasing, selling, and management to help them overcome the limitations of traditional business models, achieve transformation and growth, and address pain points such as weak supply chain capabilities, limited marketing methods, scarce customer acquisition channels, and insufficient digital capabilities.

共擔責任，促進共贏 Sharing Responsibility for Win-Win

聚焦「幫買」，鏈接優質供應鏈資源

2023年，本集團供應鏈掌控能力大幅提升。在品牌合作方面，本集團持續強化與頭部品牌廠商的戰略合作，合作的廣度和深度均有所提升，消費電子板塊深化與Apple、聯想的合作；家電板塊與美的、格力、九陽合作繼續深化；農業生產資料板塊掌握了氮、磷、鉀、糧等供應鏈源頭資源；新能源與比亞迪、廣汽埃安、哪吒持續深度合作；酒水鏈接五糧液、洋河、今世緣等知名品牌，並獨家運營故宮酒品牌實現品牌共建。隨着頭部品牌戰略合作加強，供應鏈掌控能力穩步提升，本集團的總部供應鏈佔比也進一步提升至51%。

創新供應鏈業務持續突破，供應鏈效率大幅提升。在產銷一體化建設方面，本集團與榮事達、共青城共建空調工廠，參與研發製造，實現了上下游產業鏈的打通；與此同時，精準匹配品牌需求，持續推進B2F反向供應鏈，實現了會員零售門店和品牌廠商之間的短鏈化。同時，本集團利用大數據分析建模，推動精準研發和柔性生產，在短短一年內，該工廠已聚合生產10多個品牌，新型產業合作平台模式取得成功。

Focusing on “Assistance in Purchasing” to Make High-Quality Supply Chain Resources Available

In 2023, the Group significantly improved capability to control the supply chain. Regarding brand cooperation, the Group continued to strengthen strategic cooperation with leading brands and manufacturers, both in breadth and depth. In the consumer electronics sector, the Group deepened cooperation with Apple and Lenovo. In the home appliance sector, the Group continued to cooperate with Midea, Gree and Joyoung. In the sector of agricultural production materials, the Group secured the availability of resources at source across the supply chain such as nitrogen, phosphorus, potassium, and grain. In the new energy sector, the Group maintained close cooperation with BYD, GAC Aion, and Nezha. In the liquor sector, the Group connected with renowned brands like Wuliangye, Yanghe, and Jinshiyuan, and exclusively operated the brand Forbidden City Liquor for joint brand building. As strategic cooperation with leading brands strengthened, the Group's supply chain control capabilities steadily improved, and the proportion of the Group's headquarters' supply chain further increased to 51%.

The innovative supply chain business continued to break through, and supply chain efficiency significantly improved. In terms of integration of production and marketing, the Group, together with Royalstar and Gongqingcheng, jointly built an air conditioner factory for which the Group participated in research, development, and manufacturing, thereby opening up the upstream and downstream industrial chain. Also, the Group precisely matched brand needs and continuously promoted the B2F reverse supply chain, achieving a shorter chain between member retail stores and brand manufacturers. Additionally, by utilizing big data analysis and modeling, the Group promoted precise research and development and flexible production. In just one year, this factory manufactured products for over 10 brands, and a new model for industrial cooperation platform succeeded.

共擔責任，促進共贏 Sharing Responsibility for Win-Win

基礎設施能力持續提升，打開行業拓展新空間。2023年，本集團結合下沉需求，在符合供應鏈能力及結構優化的品類和行業上，試點突破。基於下沉市場能力沉澱，本集團擴展洗化行業，戰略合作聯合利華等頭部品牌，獨家運營幫助品牌快速下沉。另一方面，在倉配體系上，本集團在全國超100個城市佈局了超400個前置倉，並通過加強中心倉的建設、打造雲倉雲配系統，實現訂單的全流程可視，極大提升了倉儲物流效率。

聚焦「幫賣」，盤活本地社群

在會員運營和服務方面，本集團強化了傳統的客戶服務團隊的常態化服務，2023年培訓超過5萬店次，舉辦超過6萬店次的活動。除此之外，本集團創新了三種會員運營和服務的方式方法。

第一，加強和廠家及品牌方的聯合大促，本集團在2023年根據門店的需求，重點加強了與頭部品牌廠商的合作，聯合超過35家頭部品牌，開展了450多場聯合促銷活動，累計助力門店規模增加了超過117億元。通過與上游廠商的聯合促銷活動，本集團整合上游資源，一方面幫助了門店直接鏈接了更多優質的商品，另一方面也幫助品牌方實現了更高效的下沉，也得到了品牌方的高度認可。

第二，本集團通過數字化和AI相結合的方式推動門店的數字化轉型，不斷優化服務會員店的數字化工具，持續迭代升級SaaS產品，通過智能客服、智能貨架、智能營銷等方式，幫助門店實現線上線下商品、庫存、會員、營銷、數據共享，提升門店運營效率。2023年，本集團發佈了自主知識產權的行業垂直AI大模型，包括營銷方案自動生成、數字人等應用，幫助門店提升與品牌方及客戶的交互效率。

The Group's infrastructure capabilities continued to improve, opening up new spaces for industry expansion. In 2023, based on the needs of lower-tier markets and considering categories and industries in line with supply chain capabilities and structural optimization, the Group broke through in pilot programs. Building on accumulation in capability and experience in lower-tier markets, the Group expanded into the personal care industry, strategically partnering with leading brands like Unilever and providing exclusive operation support to help brands quickly penetrate these markets. For another thing, in terms of warehouse and distribution system, the Group established over 400 front warehouses in more than 100 cities nationwide, and achieved full-process ordering visibility by strengthening the construction of central warehouses and building a cloud warehouse and cloud distribution system, significantly enhancing warehousing and logistics efficiency.

Focusing on "Assistance in Selling" to Activate Local Social Groups

Regarding member operations and services, the Group strengthened the regular services provided by traditional customer service teams, with over 50,000 training sessions and over 60,000 events for member stores held in 2023. Additionally, the Group innovated three methods for member operation and service.

Firstly, the Group strengthened joint promotions with manufacturers and brands. In 2023, based on store needs, the Group focused on strengthening cooperation with leading brands and manufacturers, and collaborated with over 35 leading brands to carry out more than 450 joint promotional activities, helping stores increase the scale by over RMB11.7 billion in total. These joint promotions with upstream manufacturers helped stores directly connect with more high-quality goods while assisting brands in achieving more efficient penetration into lower-tier markets, earning high recognition from brands.

Secondly, the Group promoted the digital transformation of stores through the integration of digital technology and AI. It continuously optimized digital tools for serving member stores, iteratively upgraded SaaS products, and helped stores achieve online and offline sharing of goods, inventory, members, marketing, and data through intelligent customer service, intelligent shelves, and intelligent marketing, thereby enhancing the operating efficiency. In 2023, the Group released proprietary industry-specific AI model, including applications such as automatic generation of marketing plans and digital avatars, to help stores improve interaction efficiency with brands and customers.

共擔責任，促進共贏 Sharing Responsibility for Win-Win

第三，本集團創新門店O2O改造，運營、銷售及管理全面在線化，提升經營效率，同時打通線上主流平台，幫助門店引流聚客，增加銷售渠道。比如蘋果，本集團已經打造了超1,500家O2O門店，連雲港王亞店就作為優秀案例被人民日報報道，文中提到「通過網絡購物平台下訂單買手機，周邊10公里的範圍內都可以『小時達』送貨上門。」「2023年門店銷售額提升50%以上。」

Thirdly, the Group innovated the approach to store O2O transformation by bringing operations, sales, and management fully online to improve efficiency, while connecting with mainstream online platforms to help stores attract customers and expand sales channels. For example, with Apple, the Group has built over 1,500 O2O stores. The Wang Ya Store in Lianyungang was featured as a success story by People's Daily, which reads that "by placing orders on the online shopping platform, customers within a 10-kilometer radius can enjoy 'one-hour delivery' of mobile phones to their doorsteps." "In 2023, the Store's sales increased by more than 50%."

「豐收節」創新服務，共築農村市場新未來

2023年9月，本集團成功舉辦了第七屆豐收節，通過與多個知名品牌的聯合營銷及供應鏈和數字服務的持續優化，有效提升了農村市場的經營效率和「豐收」成效。在豐收節期間，本集團利用其優質的供應鏈支撐，依託當地的品牌資源，進一步推動了優質產品在農村市場的滲透，為農村市場帶來了更便捷的消費體驗。本集團將持續優化服務品質與效率，為鄉鎮小店的數字化轉型提供全面的支持和解決方案，共同實現「大豐收」。

“Harvest Festival”: Innovative Services for A Shared New Future in Rural Market

In September 2023, the Group successfully held the 7th Harvest Festival. Through joint marketing with several renowned brands and continuous optimization of supply chain and digital services, the Group effectively enhanced the operational efficiency and “harvest” in rural markets. During the festival, the Group leveraged high-quality supply chain and local brand resources to further promote the penetration of quality products into rural market, bringing a more convenient consumption experience to rural areas. The Group will continue to optimize service quality and efficiency, and provide comprehensive support and solutions for the digital transformation of township stores, for a shared “great harvest”.



共擔責任，促進共贏

Sharing Responsibility for Win-Win

通過多種方式的門店運營方式升級，本集團服務會員店的能力大幅提升，2023年客戶滿意度超96%。

聚焦「幫管理」，數智創新提效率

構建運營體系的過程中，本集團堅持全產業鏈閉環的模式，打造高效運轉的「天網、地網、人網」三網合一的運營體系，以提高效率為目標，構建了大量的交易系統和交互系統。

在推動人工智能和技術創新方面，本集團始終堅信研發和投入的重要性。本集團結合鏈接、交互、運營及決策四大邏輯不斷創新升級，構建了一套智能操作系統「千橙OS」。2023年，本集團發佈了AI垂直場景應用大模型，包括人機對話、語音語義識別、自動生成、客服機器人等應用，並在初步應用中取得了不錯的效果。

在連接方面，本集團推出了全渠道智慧電商解決方案，幫助企業構建全閉環的交易體系，實現To B、To C系統之間的全面打通，提高了業務處理效率和用戶體驗。同時，推出智慧分銷解決方案，讓每一個傳統的線下銷售人員變成超級業務員，幫助企業實現銷售增長。

Through various methods of upgrading store operations, the Group's capability to serve member stores has significantly improved, with customer satisfaction exceeding 96% in 2023.

Focusing on "Assistance in Management" to Enhance Efficiency through Digital and Intelligent Innovation

In the process of building an operational system, the Group uses a closed-loop model for the entire industry chain to create a highly efficient three-net integration operational system consisting of the "sky net" (digital infrastructure), "ground net" (physical infrastructure), and "human net" (personnel network). With the goal of improving efficiency, the Group has built numerous transaction and interaction systems.

Regarding the promotion of artificial intelligence and technological innovation, the Group firmly believes in the importance of research and development and investment. Through continuous innovation and upgrades driven by four core principles – connection, interaction, operation, and decision-making – the Group has built 'Qiancheng OS', a sophisticated intelligent operating system. In 2023, the Group released a large-scale AI model for vertical scenario applications, including human-computer dialogue, speech and semantic recognition, automatic generation, and customer service robots, which have achieved positive results in preliminary applications.

In terms of connection, the Group launched an omnichannel smart E-commerce solution to help companies build a closed-loop transaction system, and achieve seamless integration between To B and To C systems, thereby improving business processing efficiency and user experience. The Group also introduced a smart distribution solution that transforms traditional offline sales personnel into super salespeople, helping companies achieve sales growth.

共擔責任，促進共贏 Sharing Responsibility for Win-Win

在運營方面，本集團開發了自動收銀、自動存證、自動識別等功能，以及智能門店、智能報警等解決方案。門店運營的痛點問題是場景多但智能化能力弱，本集團提供一套完整的門店運營解決方案，幫助門店實現線上線下商品、庫存、會員、營銷、數據共享，引流到店深度運營，服務到家會員營銷和分銷裂變持續轉化。

In terms of operation, the Group developed functions such as automatic cashier, automatic deposit, and automatic identification, as well as solutions like smart stores and smart alarms. To address the major pain point for store operations: managing a multitude of scenarios despite having limited intelligence capabilities, the Group offered a complete store operation solution that helps stores achieve online and offline sharing of goods, inventory, members, marketing, and data. This facilitates attracting customers to store and engage them through deep operations, while offering home delivery services, member marketing, and distribution fission for ongoing customer conversion.

在交互方面，本集團重視數字人領域，提供交互式服務，例如店播和數字員工；通過更智能、簡單、有效的交互方式實現線上線下門店店播、工廠的聯動以及全域的引流，幫助門店將公域流量轉化為私域流量。

In terms of interaction, the Group places great emphasis on the field of digital avatar, and provides interactive services such as live streaming in stores and digital employees. A smarter, simpler and more effective dialogue model enables live streaming at online and offline stores, factory linkage, and omnichannel traffic attraction, and helps stores convert public domain traffic into private domain traffic.

在決策方面，本集團在可視化和智慧決策上大量投入，通過可視化系統和決策系統實現數據化、數智化和開放化，幫助產業鏈上下游合作夥伴決策得更精準、更全面、更及時。

In terms of decision-making, the Group has invested heavily in visualization and intelligent decision-making. The Group's visualization and decision-making systems empower upstream and downstream partners throughout the industry chain to make more accurate, comprehensive, and timely decisions by providing them with data-driven insights, digital and intelligent tools and open access.



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政企合作，升級數字化鄉村

推進鄉村振興，加強資源整合形成系統合力是根本。本集團先後與重慶、安徽、山東等地供銷以及中鹽紅四方等國企、央企，圍繞農資下行、消費品下行、農產品上行、循環經濟四大板塊開展戰略合作，成為服務「三農」的「倍增器」。

合作江蘇省商務廳，共建江蘇鄉鎮商業設施

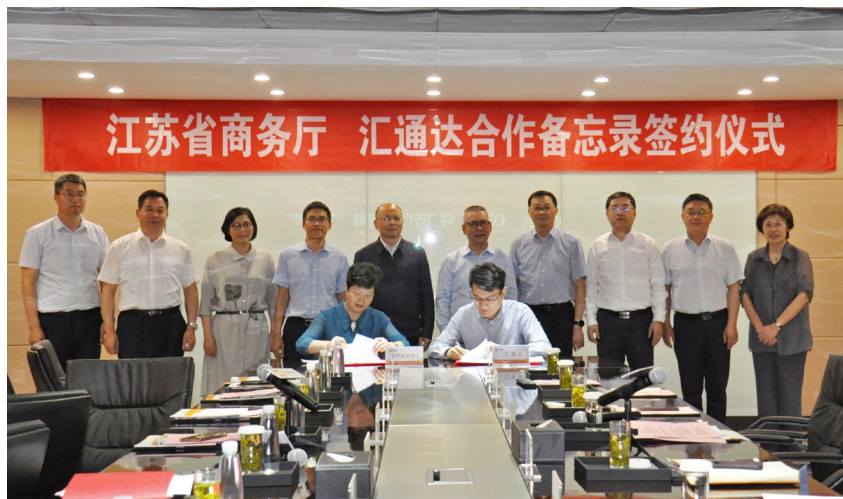
2023年，江蘇省商務廳與本集團簽訂《推動縣域商業體系建設合作備忘錄》，這是一個深化縣域市場服務能力、完善商業佈局、提升商業服務功能及改善農村消費環境的全面計劃。雙方深化合作，不斷探索和實施更多創新模式，共同為農村經濟發展和農村居民生活水平的提升貢獻力量。

GOVERNMENT-ENTERPRISE COOPERATION TO UPGRADE THE CONSTRUCTION OF DIGITAL VILLAGES

To facilitate rural revitalization, it is fundamental to strengthen resource integration to form a systematic synergy. The Group, having forged strategic cooperation with supply and marketing organizations in Chongqing, Anhui and Shandong, together with state-owned enterprises and central enterprises such as CNSIG Anhui Hong Sifang Co., Ltd., and focusing on the four major segments of downward agricultural resources, downward consumer goods, marketing of agricultural products and the recycling economy, has blossomed into a “multiplier” in serving “agriculture, rural areas, and farmers”.

Cooperating with the Department of Commerce of Jiangsu Province to Build Commercial Facilities in Jiangsu Towns

In 2023, the Department of Commerce of Jiangsu Province and the Group inked the Memorandum of Understanding on Cooperation in Promoting the Construction of County Commercial System, a comprehensive program designed to deepen the service capacity of county markets and grow business presence for better functions of business services and rural consumption environments. The Group continued to work on the cooperation and implement more innovative models to help develop the rural economy and improve the living standards of rural residents.



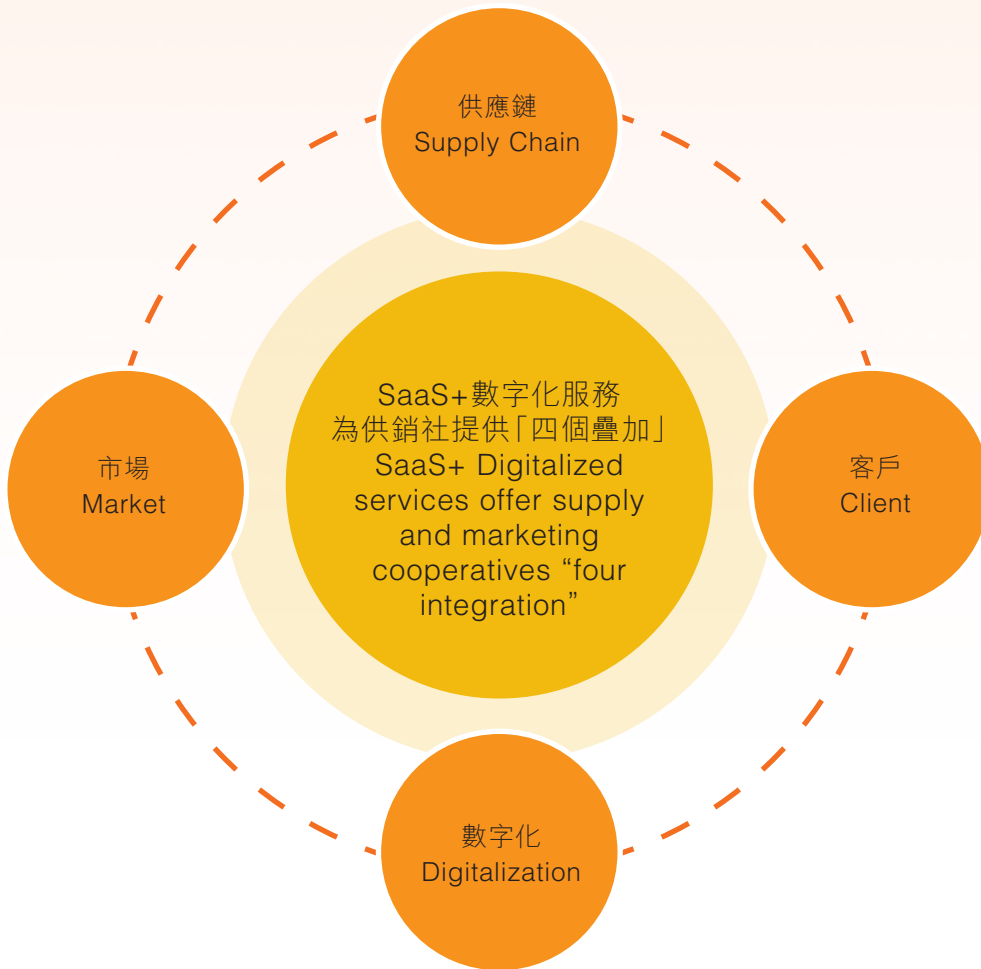
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合作供銷社聚焦農資農產，爆發鄉村振興疊加效應

本年度，本集團與安徽省供銷社達成戰略合作，雙方以宿州為試點，在飼料上行、玉米小麥收儲、農藥化肥等方面展開合作，具體包括土地訂單種植、全省糧食收儲等。

Cooperating with Supply and Marketing Cooperatives with Agricultural Resources and Products at the Core for the Booming Synergistic Effect of Rural Revitalization

This year, the Group forged strategic cooperation with Anhui CO-OP. The two sides used Suzhou for a pilot to start cooperation in marketing fodder, corn and wheat collection and storage, and pesticides and fertilizers and more, which specifically include land order cultivation and province-wide grain collection and storage.



匯通達SaaS+數字化服務與供銷社的互惠模式

Mutual Benefit Model between Huitongda SaaS+ Digitalized Services and Supply and Marketing Cooperatives

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Sharing Responsibility for Win-Win

本集團響應國家「數商興農」等戰略，與國家大振方針同頻共振，積極與多地方政府合作，深度參與到各地的「電子商務進農村示範縣」「縣域商業體系建設」「互聯網+農產品出村進城」等項目中。

在浙江嵊州、江蘇睢寧、河北易縣等地，與當地政府共建「電子商務公共服務中心」「鎮級電商服務站和村級電商服務點」「電商人才培訓」「三級物流體系建設」等服務內容。

Following the national strategy of “Digital Commerce for Rural Development”, the Group sought cooperation with local governments and got involved in projects such as “E-commerce in Rural Demonstration Counties”, “Construction of County Business Systems” and “Internet + Agricultural Products from Villages to Cities” in regions.

In Shengzhou, Zhejiang Province, Suining, Jiangsu Province, Yi County, Hebei Province, etc., the Group, with the local governments, launched such services as “E-commerce Public Service Centers”, “Town-level E-commerce Service Stations and Village-level E-commerce Service Points”, “E-commerce Talent Training”, “Three-level Logistics System Construction”.



電子商務進農村示範縣項目
Demonstration County Project of E-Commerce in Rural Areas

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在江蘇南京、徐州睢寧、安徽合肥、阜陽界首、河南滑縣等地，匯通達部署以「會員店」為中心的商貿流通新模式，並聯合當地銀行等機構資源，建立縣域商業標桿體系。

In Nanjing, Jiangsu Province, Suining County, Xuzhou, Hefei, Anhui Province, Jiesshou, Fuyang, and Hua County, Henan Province, Huitongda has deployed a new model of commerce and distribution centered on “member stores”, and has joined hands with local banks and other institutional resources to have in place a county business benchmarking system.



縣域商業體系建設項目
County Commerce System Construction Project

幫扶農業，助力農產品出村進城

本集團借助其廣泛的農村會員店網絡和先進的數字化服務平台，成功打造了一條農產品特色新出路，旨在為農民家庭提供更廣闊的市場機會並切實提高收入，為農民家庭的經濟發展注入新的活力，有效促進了鄉村經濟的繁榮和農村社會的可持續發展。

SUPPORTING AGRICULTURE FOR AGRICULTURAL PRODUCTS FROM VILLAGES TO CITIES

The Group, backed by extensive network of rural member stores and advanced digital service platforms, has defined a new way out for distinctive agricultural products, aiming to provide wider market opportunities and well increase the income of farming families. This has injected new vitality into the economic development of the farming families for the prosperity of the rural economy and the sustainable development of the rural area.

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「約惠鹿城•走進長三角」，「互聯網+」數商興農

2023年，本集團聯合包頭市商務局開展專場活動，以包頭乳肉和本土名優特產品為主打，全面展示包頭的獨特魅力，推動本地特色產品的發展，加快推進「互聯網+」數商興農相關工作，充分發揮電子商務跨時空、跨地域助農的特點，利企惠民。

活動覆蓋長三角27個地市，企業內購、巡遊展銷等線下活動超30場，超百款包頭本土名優特產品參與活動。包頭特產美食在長三角地區獲得了更廣泛的市場認可和青睞，活動不僅為包頭特色產品和文化的傳播提供了新的機會和平台，也是包頭市與長三角商圈之間的一次深度交流與合作，它進一步推動了地區間的經濟合作與文化交流，為未來的發展奠定了堅實的基礎。

“Sharing Benefits with Baotou • Approaching Yangtze River Delta”, “Internet+” Digital Commerce for Rural Development

In 2023, the Group, joined by the Baotou Municipal Commerce Bureau, launched a special event, featuring Baotou dairy and meat and local famous and excellent products, to fully showcase the unique charm of Baotou for the development of local specialties. This is how the Group has accelerated the efforts in the “Internet+” digital commerce for rural development to stretch e-commerce excluding the limitation by spaces, time and regions, benefiting enterprises and the people.

The event was offered in 27 cities in the Yangtze River Delta, with over 30 offline activities such as enterprise shopping, parades and exhibitions, involving a hundred of Baotou’s local famous and specialty products. Baotou specialties and delicacies in the Yangtze River Delta region have gained wider market recognition and favor. The event provided new opportunities and platforms for the promotion of Baotou’s special products and culture and witnessed a deep exchange and cooperation between Baotou and the business circle in the region. It furthered economic cooperation and cultural exchanges between the regions, sustaining future development.



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線上商城以「政府搭台、企業參與、利企惠民、全民共享」的形式，幫助地區農產品進行產銷對接，共同推進「農產品出村進城」，助力鄉村振興。在活動期間，數十位主播將通過直播平台推介包頭的特色產品，詳細介紹包頭乳肉和本土名優特產品的特點、口感和營養價值，為包頭農產品插上電商「翅膀」。

The online marketplace, featuring “government support, enterprise participation, benefiting enterprises and the people, and shared by the people”, is designed to help with the production and marketing of regional agricultural products for “Agricultural Products from Villages to Cities” and rural revitalization. During the event, dozens of liver streamers promoted Baotou’s specialty products using the live streaming platform, introducing in detail the characteristics, taste and nutritional value of Baotou’s dairy and meat and local famous specialty products, which provides a new way to sell Baotou’s agricultural products.



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建設「臨淮漁味味美泗洪」美食品牌，提高農產品附加值

2023年，本集團與泗洪縣臨淮鎮人民政府就「臨淮漁味味美泗洪」美食品牌直播推廣簽訂戰略合作協議，開啟以地方特色美食為核心，促進農民收入增加和地區經濟發展的新篇章。此次合作通過開展美食品牌宣傳活動等一系列措施，共同發掘和增值地區特色美食資源，不僅提升品牌的知名度，還致力於將泗洪縣的傳統漁家美食文化傳承下去。這不僅有助於豐富當地文化內涵，還將為泗洪縣帶來新的經濟增長點，特別是在提高農民收入、促進鄉村振興方面發揮重要作用，是為地區經濟發展和農民收入增加開闢新路徑的一次創新嘗試。

Shaping the “Linhuai Fishing Taste and Sihong Flavor” Food Brand to Increase the Added Value of Agricultural Products

In 2023, the Group inked a strategic cooperation agreement with the People's Government of Linhuai Towns, Sihong County on the live promotion of the “Linhuai Fishing Taste and Sihong Flavor” food brand, embracing a new chapter to increase farmers' income for the development of the regional economy with the local specialty food at the very core. Through a series of measures such as launching food brand promotion activities, this cooperation jointly explored and added value to the regional specialty food resources to enhance the brand's popularity. Meanwhile, the Group took this as an effort to pass down the traditional fishermen's food culture in Sihong County. This not only helps enrich the local cultural connotation, but also brings new points of economic growth for Sihong, especially in increasing the income of farmers for furthering rural revitalization. It is an innovative attempt to open up new paths for regional economic development and farmers to increase their income.



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薪火相傳，培養時代新農人

推進鄉村振興，培育本土化人才是核心。本集團積極響應國家戰略，通過與各地政府職能部門、協會的合作，面向有創業意願的「新農商」「新農人」和返鄉年輕人，有針對性地開展互聯網知識等方面的技能培訓，讓手機成為新農具、讓數據成為新農資、讓直播成為新農活。本集團開展會員零售門店培訓、店播培訓、「蘇貨新農人」培訓等，帶動新農人返鄉創業，成為振興城鄉商業流通的中流砥柱。

「千橙學堂—薪火計劃」激發鄉村新活力

2023年，本集團開展「千橙學堂—薪火計劃」，堅守以扶智帶動鄉村振興，針對有志從事農村事業的農村新青年，為他們提供新商業知識培訓幫助個人能力發展，幫助農村年輕一代返鄉創業、人才回流。本年度夏令營主題課程為《門店經營+直播電商》，通過門店數字化運營等培訓，改變認知、提升能力，鼓勵小鎮青年返鄉創業，投身鎮域經濟，繁榮鄉鎮商業。

SHOP EMPLOYEE TRAINING PROGRAM FOR NEW FARMERS FOR THE NEW ERA

To promote rural revitalization, cultivating localized talents comes at the very core. The Group actively responds to the national strategy and cooperates with local government departments and associations to launch targeted skills training in Internet knowledge for “rural commercial talents” and “new farmers” and young people returning to their hometowns who are willing to start their own businesses with entrepreneurial intentions, so as to make cell phones new farming tools, data new farming information, and live streaming new farming activities. The Group has launched member retail store training, store streaming training and “New Farmer of Suzhou Goods” training, etc. to drive new farmers to return to their hometowns to start their own businesses and become the mainstay of revitalizing the commercial circulation in urban and rural areas.

“Qiancheng Xuetang – Torch Program” Stimulating New Vitality in Villages

In 2023, the Group launched the “Qiancheng Xuetang – Torch Program”, which adheres to the principle of promoting rural revitalization by intelligent support, targeting new rural youths who aspire to pursue a career in the rural sector by offering them training on new business knowledge for the development of their capabilities, and assisting the young rural generation to return to their hometowns to start up their own businesses for the backflow of talents to the countryside. The theme course of this year’s summer camp is “Store Operation + Livestreaming E-commerce”. Using the training in the digital operation of stores, it is designed to transform cognition and enhance the ability to encourage young people in small towns to return to their hometowns to start their own businesses to devote themselves to the township economy and business prosperity.

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課程以理論結合實操的形式，系統介紹了新業態、新工具的模式及玩法。本次「薪火計劃」公開課通過視頻號、抖音、微贊等多個平台直播，直播間累計觀看量達19,832人次。

The course systematically introduced the mode and play of the new industry and new tools by means of theory combined with practical exercises. The open class of the “Torch Program” was livestreamed on platforms, such as WeChat Video Channel, TikTok, Vzan, etc., garnering a total of 19,832 views.



公益慈善，溫暖弱勢群體

匯通達團總支與南京市玄武區孝陵衛街道聯合開展「青年『新』聚力、『E』起向未來」公益活動。在2023年冬季，為轄區內的快遞、外賣人員送溫暖。

WARMING UP THE VULNERABLE WITH PUBLIC CHARITIES

The general branch of the Youth League of Huitongda, joined by Xiaolingwei Sub-district, Xuanwu District, Nanjing, launched the public welfare activity of “Youth ‘New’ Gathering Power, ‘E’ to the Future”. Huitongda extended warmth to courier and delivery workers in the district in the winter of 2023.



青年「新」聚力、「E」起向未來
Youth 'New' Gathering Power, 'E' to the Future.

攜手員工，共同成長

Joining Hands with Employees for Shared Growth

本集團深知人才是集團發展的核心動力。本集團打造了全面且具有競爭力的薪酬福利體系，建立健全員工健康與安全保障體系，提供多層次培訓發展體系，確保員工能夠全力以赴地為本集團的發展貢獻力量並在過程中實現自我成長。

合規僱傭，保障員工合法權益

本集團嚴格遵循《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關法律法規，確保在招聘和僱傭過程中的合法合規性。因此，本集團制定了一系列管理制度，包括《招聘管理制度》、《錄用管理制度》、《員工試用期管理制度》等，堅決禁止任何形式的童工和強迫勞動，反對所有形式的性別、種族、年齡、宗教和地區歧視，確保每位員工都能在公平的環境中獲得就業機會。本集團通過校園招聘、公開招聘及內部推薦等多樣化途徑，充實人才庫。在招聘過程中，人力資源部會仔細核實身份信息和教育背景，防止童工僱傭和學歷造假。本集團還會定期對員工資料進行抽查，一旦發現僱用童工的情況，立即終止僱傭並上報相關機構。在本報告期間，本集團沒有發生僱傭童工或強迫勞動的情況。

Huitongda is well aware that talent is the core driving force for the Group's development. The Group has shaped a comprehensive and competitive remuneration and benefits system, which is designed to safeguard the health and safety of employees. Meanwhile, the Group offers a multi-level training and development system to ensure that employees pursue self-growth while devoting themselves to the development of the Group.

COMPLIANCE EMPLOYMENT TO PROTECT THE LEGITIMATE RIGHTS AND INTERESTS OF EMPLOYEES

The Group strictly follows the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China* and other relevant laws and regulations to ensure the legal recruitment and employment. To this end, the Group has laid down a series of management policies, including the *Recruitment Management Policy*, the *Hiring Management Policy*, and the *Policy on the Management of Employee Probation Period*. The Group resolutely prohibits any form of child labor and forced labor, and opposes all forms of discrimination on the basis of gender, race, age, religion and region, so as to ensure that every employee has employment opportunities in a fair environment. The Group enriches talent pool through diverse channels such as campus recruitment, open recruitment and internal recommendation. During the recruitment process, the Human Resources (HR) Department carefully verifies the identity information and educational background to prevent child labor and fabricate academic credential. In addition, the Group conducts regular spot checks on employee information. Once child labor is found, the employment will be terminated immediately and reported to the relevant authorities. During the Reporting Period, the Group committed no violations of child labor and forced labor recruitment.

攜手員工，共同成長

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合法工作時長

本集團制定《員工考勤休假管理制度》來規範員工考勤管理，明確加班、休假管理流程，保護員工的合法權益。本集團實行夏令－冬令工作時間及週六輪值制。每年的4月至10月作為夏令時段週一至週五每天工作7.5小時，11月至次年3月作為冬令時段週一至週五每天工作7小時。週六實行值班制，各部門自行排班。本集團提倡高效率工作，鼓勵員工在工作時間內完成工作任務，確因工作需要，在必要時可安排員工加班，並根據相關制度給付加班費。

多元平等僱傭

本集團高度重視員工的多元化，涵蓋性別、年齡、教育程度、社會經濟狀況、職業經歷等方面，致力於營造一個全面包容的工作氛圍，同時積極倡導多元化和包容性，尊重並發揮每位員工的獨特優勢，努力為所有人提供平等的機會，使他們能夠充分展現自己的潛能。

截至2023年12月31日，4,508名僱員（包括高級管理人員）中，男性約佔52.75%，女性約佔47.25%。本集團堅信員工多元化對於企業非常重要，在切實可行的情況下維持並促進員工多元化（尤其是性別多元化）。按職能劃分的員工性別情況載列如下：

Legal Working Hours

The *Employee Attendance and Vacation Management System* has been enacted by the Group to regulate the employee attendance management, clarify the management process of overtime work and vacation, and guard the legitimate rights and interests of employees. The Group implements summer-winter working hours and Saturday shift system. From April to October every year, employees work 7.5 hours a day from Monday to Friday as the summer time; and from November to March of the next year, employees work 7 hours a day from Monday to Friday as the winter time. The shift system is for Saturday and each department schedules own shifts. The Group advocates efficient work and encourages employees to complete their work tasks within working hours. If necessary, the Group may arrange employees to work overtime and pay overtime compensation in accordance with the relevant system.

Diversified and Equal Employment

The Group attaches great importance to the diversity of employees, covering gender, age, education level, socio-economic status, professional experience, etc. The Group is committed to creating a comprehensive and inclusive working atmosphere, and actively advocates diversity and inclusion. The Group respects and utilizes the unique strengths of each employee, endeavoring to provide all people with equal opportunities to fully demonstrate their potential.

As of December 31, 2023, among the 4,508 employees (including senior management), approximately 52.75% were male and 47.25% were female. The Group firmly believes that employee diversity is important to companies, it maintains and promotes the employee diversity (particularly gender diversity) wherever practicable. The gender breakdown by function is set out below:

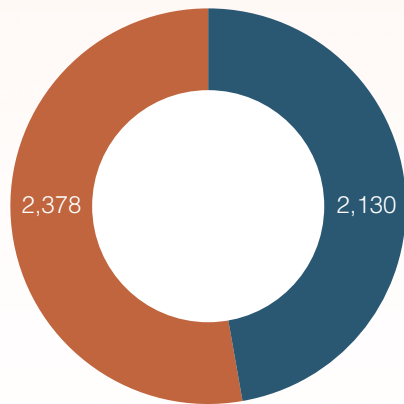
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		男性員工 Male employees	女性員工 Female employees
財務、內控、法務人員	Finance, internal control and legal personnel	162	672
技術人員	Technical personnel	157	66
銷售人員	Sales personnel	1,818	1,102
行政管理人員	Executive management	50	53
業務運營人員	Business operation personnel	191	237

按僱傭類型、性別、年齡組別、地域劃分的員工人數

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

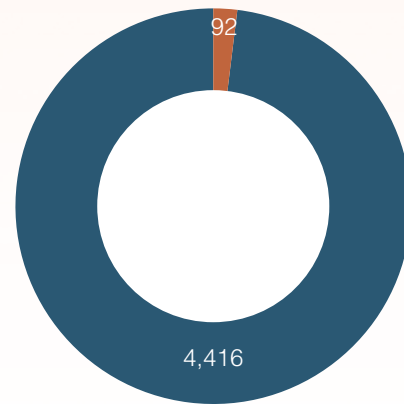
按性別的員工人數
Number of employees by gender



■ 男性員工
Male employees

■ 女性員工
Female employees

按僱傭類型的員工人數
Number of employees by employment type

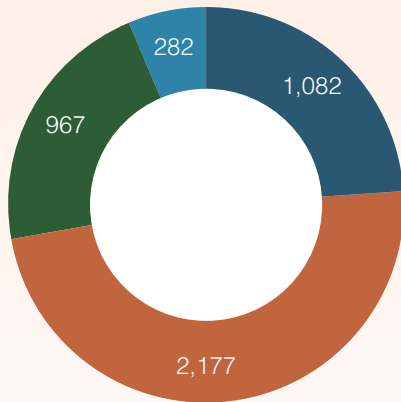


■ 全職員工 (即簽訂勞動合同的員工)
Full-time employees (i.e. employees with employment contracts)

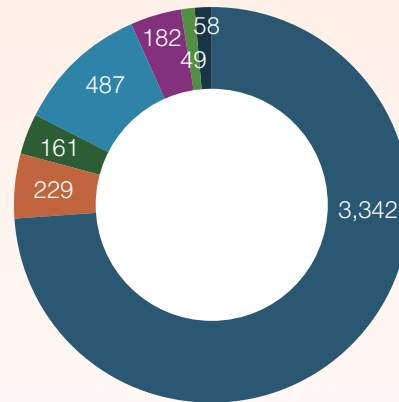
■ 其他員工 (如退休返聘、實習生)
Other employees (e.g., rehired employees, interns)

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按年齡分佈的員工人數
Number of employees
by age group

- 18-30歲
18-30 years old
- 31-40歲
31-40 years old
- 41-50歲
41-50 years old
- 51歲或以上
51 years old and above

地域分佈的員工人數
Number of employees by region

- 中國華東地區
East China
- 中國華南地區
South China
- 中國西南地區
Southwest China
- 中國華中地區
Central China
- 中國華北地區
North China
- 中國東北地區
Northeast China
- 中國西北地區
Northwest China

為了最大程度地避免職場性騷擾，本集團建立了《預防性騷擾管理辦法》用於受理、調查、預防、制止利用職級、從屬關係等對員工實施性騷擾的行為及保護員工免於性騷擾，為本集團所有員工提供一個安全、健康的工作環境，確立了各部門在性騷擾方面的職責和投訴處理程序，切實保障性騷擾受害者向相關行政和司法部門尋求救濟和個人信息的隱私保密。

In order to avoid sexual harassment in the workplace to the greatest extent possible, the Group has prepared the *Sexual Harassment Prevention Management Measures* for the purpose of accepting, investigating, preventing and curbing sexual harassment against employees by taking advantage of their position and subordination as well as protecting employees from sexual harassment. By this way, the Group provides a safe and sound work environment for all employees. It establishes the responsibilities of each department regarding sexual harassment and procedures for handling complaints, effectively ensures that victims of sexual harassment can seek redress from the relevant administrative and judicial authorities and secures the privacy and confidentiality of personal information.

優化離職管理

為了優化人力資源配置，提高工作績效和員工滿意度員工，本集團制定《員工離職管理制度》，規定員工離職的具體離職流程，在此過程中，用人部門負責人在進行面談後對優秀的員工予以挽留，並按流程填寫《員工離職面談表》交所在部門HRBP崗位進行二次面談，員工在最後工作日前領取離職證明。用人部門將對離職具體原因進行信息整理收集、分析，為部門管理工作提供指導和依據。

Optimization of Departure Management

In order to optimize the allocation of human resources, and improve work performance and employee satisfaction, the Group develops the *Employee Departure Management System*, which specifies the specific departure process of employees. During this process, the person in charge of the department carries out the interviews on the employees, retains outstanding employees, completes the *Employee Departure Interview Form* according to the process, and submits the same to the HRBP position of the department serviced by the employee for the second interview. The employee receives the departure certificate before the last working day. The department serviced by the employee collects and analyzes the information on the specific reasons for departure to provide guidance and basis for departmental management.

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按性別、年齡組別、地域劃分的流失率

Turnover rate by gender, age group and region

類別 Category	績效指標 Indicators	2023年 ¹ 2023 ¹	2022年 2022
按性別的流失率 Turnover rate by gender	女性員工 Female employees	24.93%	23.03%
	男性員工 Male employees	22.82%	24.77%
按僱傭類型的流失率 Turnover rate by employment type	全職員工(即簽訂勞動合同的員工) Full-time employees (i.e. employees with employment contracts)	23.70%	23.93%
	其他員工(如退休返聘、實習生) Other employees (e.g., rehired employees, interns)	29.71%	25.14%
按年齡分佈的流失率 Turnover rate by age	18歲-30歲 18-30 years old	28.52%	23.81%
	31歲-40歲 31-40 years old	22.80%	22.91%
	41歲-50歲 41-50 years	22.22%	25.22%
	51歲或以上 51 years old and above	17.67%	30.14%
按地域分佈的流失率 Turnover rate by region	中國華東地區 East China	23.63%	28.63%
	中國華南地區 South China	20.96%	8.91%
	中國西南地區 Southwest China	32.59%	7.08%
	中國華中地區 Central China	19.17%	8.98%
	中國華北地區 North China	35.37%	8.97%
	中國東北地區 Northeast China	27.18%	21.31%
	中國西北地區 Northwest China	27.03%	7.95%

1 2023年流失率統計不包括在試用期內離職或未能通過試用期的情形。

The 2023 turnover rate statistics exclude the cases where employees leave during the probationary period or fail to pass the probationary period.

攜手員工，共同成長

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完善體系，助推員工學習發展

本集團堅信人才是企業發展的基石，圍繞「隨時學，學而思，思而行，行而顧，砥礪奮進，終生學習」的核心理念，本年度完成了「學習賦能項目」，其中包括一系列多層次培訓課程，包括CEO躍遷訓練營，產業達人特訓營，智能菁英班，翼虎計劃，智多星－菁英計劃，菁英計劃-1+N，技術菁英班，黃埔特訓營，財務菁英班，內控梯隊躍遷班，智多星－引航計劃，雄鷹計劃，技術引航班，分部條線淬煉特訓營，商務倉儲特訓營管理班，講武堂二期，FC5期&6期等。對於員工的管理和業務能力進一步進行提升，同時針對本集團數字化發展方向為集團的未來培養新的領軍人才。

CEO躍遷訓練營

為更好落地2023年戰略目標，做好「抓大齒輪」、「梳理戰略佈局」、「激發團隊」三大能力的升級，本集團圍繞三大能力，構建7+2能力模型，開展CEO躍遷訓練營，其中包括「領導思維和管理能力的雙重躍遷」和「戰略啟發及戰略佈局」等課程。

IMPROVING THE SYSTEM TO PROMOTE EMPLOYEES' LEARNING AND DEVELOPMENT

The Group firmly believes that talents are the cornerstone of corporate development. It completed the project "learning for development" around the core philosophy of "real-time learning, thinking while learning, acting while thinking, reflecting while acting, striving while reflecting, and learning for life", including a series of multi-level training courses, such as CEO Upgrade Training Camp, Industry Talent Training Camp, Intelligent Talent Class, Yihu Plan, Zhiduoxing-Taleng Plan, Talent Plan-1+N, Technical Talent Class, Huangpu Special Training Camp, Financial Talent Class, Internal Control Talent Promotion Class, Zhiduoxing-Yinhang Plan, Xiongying Plan, Technology Yinhang Class, Branch Line Training Class, Business Warehousing Special Training Camp Management Class, Jiangwutang Phase II and FC V&VI. The Group further improves employees' management and business skills, while also training new leaders for the future of the Group in light of digital development.

CEO Upgrade Training Camp

In order to better achieve the strategic goal of 2023, and upgrade the three major capabilities, namely "grasping the big gears", "sorting out the strategic deployment", and "inspiring the team". Focusing on the three major capabilities, the Group built a 7+2 capability model and carried out the CEO Upgrade Training Camp encompassing various courses such as "Dual Upgrades of Leadership Mindset and Management Capability" and "Strategic Inspiration and Strategic Deployment".



攜手員工，共同成長

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產業達人特訓營

產業達人特訓營聚焦本集團頂天立地全產業專家人才的培養，以業務鏈路為依託，重點做好「頂天能力」、「立地能力」、「經營能力」三大能力的提升。本年度，產業達人持續學習，做到了學有所思、學有所悟、學有所得。本集團從業務中來到業務中去，圍繞業務場景，建立「頂天立地全渠道」的課程體系，開展「全鏈路經營商業模式解讀」、「營銷突圍－如何拿下20%的關鍵大客戶」、「戰略啟發與戰略佈局」等課程。

Industry Talent Training Camp

The Industry Talent Training Camp focuses on the cultivation of the Group's talents from each industry, and aims at the enhancement of three major competencies, namely "Dingtian competency", "Lidi competency", and "Management competency", based on the business chain. During the year, the industry talents continued to learn, and were able to think, understand and gain from their studies. The Group deeply understands the business, and establishes the course system of "Dingtian, Lidi and Omni-Channel" around the business scenarios, and carried out courses such as "Interpretation of the Business Model of Omni-Channel Operation", "Marketing Breakthrough—How to Take 20% of the Key Customers", "Strategy Inspiration and Strategic Deployment".

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「潛龍計劃」第四期集訓營

2023年7月，本集團開展「潛龍計劃」第四期集訓營，集訓營的多元化活動和對話，包括總裁面對面、標桿訪談、學長學姐對話，讓管培生們意識到了培養商業思維的重要性，企業的降本增效要通過不斷迭代商業模式來實現，唯有在變化中把握新機遇才能走得更加長遠。他們積極學習涵蓋業務、制度、文化等多維度的課程，理解匯通達的企業文化、商業模式以及企業使命。為管培生們抓住本集團搭建的平台和機會、實現快速蛻變，以昂揚的鬥志爭做企業未來發展的中堅力量打下基礎。

The Fourth Training Camp of “Qianlong Program”

In July 2023, the Group conducted the fourth intensive training camp of the “Qianlong Program”. The diversified activities and dialogues in the camp, including face-to-face meetings with the president, benchmarking interviews, and dialogues with senior students, made the management trainees realize the importance of cultivating business thinking, and that the enterprise’s reduction of costs and increase of efficiency should be realized by constantly iterating business model, and that the key to long-term development is grasping the new opportunities amidst the changes. They actively participated in multi-dimensional courses covering business, system and culture, to understand Huitongda’s corporate culture, business model and corporate mission. This laid the foundation for the management trainees to seize the platform and opportunities built by the Group, transform rapidly, and strive to be the backbone of the company’s future development with high morale.



攜手員工，共同成長 Joining Hands with Employees for Shared Growth

報告期內，各類別員工培訓的比例及時長如下：

During the Reporting Period, the proportion and length of training for each kind of employees are as follows:

類別 Category	關鍵指標 Key Indicators	2023年 2023	2022年 2022
按性別劃分的受訓員工百分比 Percentage of employees trained by gender	男性員工受訓百分比 Percentage of male employees trained	100%	100%
	女性員工受訓百分比 Percentage of female employees trained	100%	100%
按職能劃分的受訓員工百分比 Percentage of employees trained by function	高級管理層員工受訓百分比 Percentage of senior management trained	100%	100%
	中級管理層員工受訓百分比 Percentage of middle management trained	100%	100%
	基層員工受訓百分比 Percentage of grassroots employees trained	100%	100%
	僱員人均受訓時長／小時 Training hours per person/hour		
僱員人均受訓時長／小時 Training hours per person/hour	男性員工人均受訓時長 Training hours per male employee/hour	24.27	26.09
	女性員工人均受訓時長 Training hours per female employee/hour	25.99	26.91
	高級管理層員工人均受訓時長 Training hours per senior management member/hour	17.32	18.43
	中級管理層員工人均受訓時長 Training hours per middle management member/hour	32.95	34.16
	基層員工人均受訓時長 Training hours per grassroots employee/hour	24.82	25.33

優化晉升路徑－「成長魔方」系統

為了激發員工在工作與個人成長方面的積極性與主動性，同時升級工作成效，本集團推出了《員工職級晉升管理制度》。通過加強各級管理層對員工能力的關注和培養，旨在促進員工的職業發展，快速建立集團內部的人才梯隊，為本集團的持續成長提供動力。

Optimization of Promotion Path - "Growth Cube" System

In order to stimulate employees' motivation and initiative in their work and personal growth, and upgrade their work effectiveness, the Group launched the *Employee Position Promotion Management System*. By strengthening the attention and cultivation of the management at all levels on the capabilities of employees, it aims to promote the career development of employees, quickly establish the talent team within the Group and provide impetus for the Group's sustained growth.

攜手員工，共同成長

Joining Hands with Employees for Shared Growth

本年度，本集團完善針對全體員工的職級晉升系統「成長魔方」系統的使用，員工在考察的六個維度中的四個維度「績效」、「專業認證」、「學習」、「其它維度」維度均滿足門檻條件後，根據《員工職級晉升管理辦法》中的積分規則計算「成長魔方」各維度總積分，滿足一定條件的員工可發起職級晉升申請，員工還可以在系統中實時清晰地查詢自己的積分和晉升情況，在「成長大比拼」模塊中對標優秀員工從而了解個人排名，在「我的關注」模塊中關注榜樣員工並激發個人潛能，有針對性地進行學習考核。主管也可以在「主管視角」模塊中實時了解員工動態，推進員工成長。

在本集團業務快速成長和完善的培訓體系的雙重推動下為員工職業發展搭建了一個優質平台。2023年，共有291名員工因表現卓越而獲得晉升機會。

報告期內，本集團完善了《年度評優辦法》，該辦法旨在鼓勵創新和貢獻，秉承「公平競賽、結果衡量、鼓勵創新、重在激勵」的原則，表彰在2023年對本集團戰略實現作出傑出貢獻的團隊和個人，設置了團隊獎和個人獎等眾多獎項，旨在激發員工的自我提升及為本集團發展貢獻力量。2023年度，共有71個團隊和263名員工榮獲嘉獎。

During the year, the Group improved the adoption of the “Growth Cube” system, which is a grade promotion system for all employees. After meeting the threshold conditions in four of the six dimensions of “Performance”, “Professional Certification”, “Learning” and “Other Dimensions”, employees can calculate the total points of each dimension of “Growth Cube” in accordance with the point rules set out in the *Employee Position Promotion Management System*. The employees satisfying certain conditions may initiate a position promotion application. In addition, they can check their points and promotion status in the system in a clear and real-time manner, benchmark excellent employees in the module “Growth Contest” to understand their personal rankings, and pay attention to exemplary employees in the module “My Focus” to stimulate their personal potential and carry out targeted learning and assessment. Supervisors can also understand employee dynamics in real time in the module “Supervisor’s Perspective” to promote employee growth.

A superior platform for employees’ career development has been established under the dual impetus of the Group’s rapid business growth and sophisticated training system. In 2023, a total of 291 employees acquired promotion opportunities for their outstanding performance.

During the Reporting Period, the Group improved the *Annual Evaluation Regulation*, which aims to encourage innovation and contribution. Upholding the principles of “fair competition, result evaluation, encouragement of innovation, and emphasis on incentives”, the Regulation has set up a number of awards, including team awards and individual awards, to reward the teams and individuals who have made outstanding contributions for the Group’s strategies in 2023, with the aim of motivating employees to improve themselves and contribute to the development of the Group. In 2023, a total of 71 teams and 263 employees were awarded.

攜手員工，共同成長

Joining Hands with Employees for Shared Growth

勞有所得，升級員工薪酬福利

本集團實施了《福利管理制度》以規範和完善員工福利體系，目的是提高員工對福利的感知，增強歸屬感，並通過展現本集團的關懷文化來吸引及保留傑出人才，同時也推出了《匯寶行動5.0》計劃，旨在表彰員工的出色表現，激發團隊的積極性和創造力。此計劃不僅鼓勵員工積極貢獻自己的智慧和力量，還為構建一個充滿正能量和激勵性的工作環境做出了重要貢獻，支持着集團的持續發展與優化運營。

股權激勵持續推進

2023年4月6日，本集團根據受限制股份單位計劃向494名員工授予約484萬股受限制股份單位。承授人均為本集團核心骨幹團隊成員。2023年12月27日，本集團進一步向合共259名選定持有人授予415.7萬股受限制股份單位。此次股份授予的實施不僅深化了員工與本集團及股東之間的利益聯結，而且有效地激發了核心團隊成員的工作熱情和創造力。通過將員工的個人發展目標與本集團的長遠發展戰略緊密結合，不僅提高了團隊的整體效率，還增強了團隊的凝聚力和穩定性。

PAYING FOR WORK AND UPGRADING REMUNERATION AND BENEFITS OF EMPLOYEES

The Group has implemented the *Welfare Management System* to normalize and improve the employee welfare system, with the aim of enhancing employees' perception of welfare, strengthening their sense of belonging, and attracting and retaining outstanding talents with the Group's caring culture. It launched the plan *Huibao Action 5.0*, with the aim of recognizing the outstanding performance of employees and stimulating the team's motivation and creativity. This plan not only encouraged employees to actively show their wisdom and strength in the work, but also made a significant contribution to building a positive and motivating work environment, supporting the Group's continuous development and optimization of operations.

Constant Promotion of Stock Ownership Incentive

On April 6, 2023, the Group granted approximately 4.84 million RSUs to 494 employees under the RSU Scheme. The grantees were all members of the Group's core backbone team. On December 27, 2023, the Group further granted 4,157,000 RSUs to a total of 259 holders selected. The implementation of this share grant not only deepened the interest relations between employees and the Group and shareholders, but also effectively stimulated the work enthusiasm and creativity of members from the core teams. With the close combination of employees' personal development goals with the Group's long-term development strategy, the overall efficiency of teams and the cohesion and stability of teams have improved.

攜手員工，共同成長

Joining Hands with Employees for Shared Growth

完善員工福利待遇

本集團致力於精細化和個性化的員工關懷，為此定期，即每季度，開展員工對行政事務滿意度的調查。通過「匯學堂」平台進行在線滿意度調查，確保每位員工的聲音都能被聽到。調查結果將通過電子郵件公佈，以確保透明度和公正性。根據調查反饋，本集團會適時調整和優化福利政策和內容，以確保員工福利體系更加貼近員工的實際需求和期望，進一步提升員工的滿意度和幸福感。

2023年本集團新增育兒假、獨生子女護理假，進一步彰顯了對員工家庭責任的支持和尊重。針對這類特殊假期，員工可通過內部系統上傳相應的申請證明，實現快速審批，確保員工能夠平衡工作與家庭生活，促進工作和生活的和諧統一。這一政策體現了本集團對員工全面福利的關注，以及對促進員工福祉的持續承諾。

Improvement of Employees' Welfare Benefits

The Group is committed to sophisticated and personalized employee care. To this end, it conducts the regular (quarterly) surveys on employee satisfaction with administrative matters. The online satisfaction survey is conducted through the platform "Huixuetang" to ensure the understanding of every employee's opinion. The results of the survey are announced via email to ensure transparency and fairness. Based on the results of the survey, the Group adjusts and optimizes welfare policies and contents in a timely manner to ensure that the employee welfare system is more closely aligned with the actual needs and expectations of employees and to further enhance their satisfaction and well-being.

In 2023, the Group added parental leave and one-child care leave, further reflecting support and respect for employees' family responsibilities. Employees can upload the appropriate proof of application in respect of this type of special leave through the internal system for quick approval, ensuring that employees can balance work and family life and promote work-life harmony. This policy reflects the Group's concern for the overall welfare of employees and continued commitment to promoting their well-being.

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目前，本集團員工福利包括以下內容：

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

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

豐富活動凝聚團隊

為了提升員工的團隊合作精神，同時在忙碌工作中提供休閒放鬆的空間，本集團精心組織了一系列活動，包括攝影競賽、多樣化的節日慶祝活動以及集體慶祝生日會等，這些活動深受員工喜愛，極大地增強了團隊的凝聚力，豐富了員工的社會生活，進一步提升了員工的工作滿意度和企業的整體氛圍。

Enriching Activities for Cohesion of The Team

In order to enhance the teamwork spirit of employees and provide a space for leisure and relaxation in the busy work schedules, the Group has carefully organized a series of activities, including photography competitions, diversified festive celebrations as well as collective birthday parties. These activities have been welcomed by employees, greatly strengthened the cohesion of the team, enriched the social life of employees and further enhanced the job satisfaction of employees and the overall atmosphere of the company.

攜手員工，共同成長 Joining Hands with Employees for Shared Growth

集體慶祝生日會

Collective Birthday Parties



三八「春華節」活動

Activity on March 8, "Chunhua Day"

本集團在三八「春華節」當天，為女員工們發放節日慰問品，還組織了多場豐富的女員工活動，如「花藝插花匯」，「油畫繪畫培訓」和「踏青露營」等，活動覆蓋總分事業部全體女員工約700人次。

On March 8 "Chunhua Day", the Group gave holiday gifts to female employees and organized various activities for female employees, such as "Flower Arrangement", "Oil Painting Training" and "Green Camping". These activities covered around 700 person-times of female employees from the headquarters and branches.



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第一屆「超級設計師」杯攝影大賽

本次大賽共徵集到共計120+幅攝影作品，每一幅都展現了員工的創意和才華。很多作品背後也有同事們的合作和互助，展現出了本集團的團隊精神和凝聚力。這些作品不僅讓觀者欣賞到了壯麗和細膩的風景，也感受到了人與人之間的情感牽絆，以及工作過程中迸發的團隊精神，以定格的方式展示和沉澱了生活的多樣性和美好。

Photography Competition: The 1st “Super Designer” Cup

The competition collected a total of 120+ photography works, each of which showed the creativity and brilliance of employees. Some works are completed with the cooperation and mutual assistance of colleagues, showing the Group's team spirit and cohesion. These works let the viewers appreciate the magnificent and delicate scenery, and feel the emotional ties between people and the team spirit in the work process, showing and precipitating the diversity and beauty of life in a framed way.



身心舒暢，健康安全保駕護航

完善良好工作環境

本集團承諾為員工創造一個安全、健康的工作環境，本集團致力於為員工提供一個無憂的工作環境。因此實施了以下措施確保員工福祉：

- 組織消防安全培訓與實戰演練，在總部園區進行消防演習，使員工熟悉消防設施的使用，提升全體員工應對火災的能力和自救互救的意識；
- 定期對食堂進行衛生消毒工作，保證食品安全，同時開放食堂後廚區域供員工巡查，從而預防食品衛生安全隱患；

PHYSICAL AND MENTAL COMFORT, HEALTH AND SAFETY PROTECTION

Improving the Benign Work Environment

The Group is committed to creating a safe and sound working environment for employees, and dedicated to providing them with a worry-free work environment. Accordingly, the Group has implemented the following measures to ensure the well-being of employees:

- Organized fire safety training and practical drills, and conducted fire drills in the headquarters to familiarize employees with the use of firefighting facilities, and to enhance the fire response capability of all employees and the awareness of self-rescue and mutual aid;
- Regularly carried out sanitation and disinfection work in the cafeteria to ensure food safety, and opened the kitchen area of the cafeteria for inspection by employees, so as to prevent food hygiene and safety hazards;

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- 在辦公區域執行甲醛的清除與定期檢測，確保員工的長期健康和 safety。
- Executed formaldehyde removal and regular testing in the office area to ensure the long-term health and safety of employees.



匯通達2023年度消防知識培訓
Huitongda Fire Fighting Knowledge Training for 2023

本集團的業務不涉及危險作業，過去三年因工亡故人數均為0，2023年發生工傷1起，因工傷損失工作日數為60天。

The Company's business does not involve hazardous operations, with 0 work-related fatalities in the past three years, 1 work-related injury in 2023, and 60 lost days due to work-related injuries.

保護員工身心健康

本集團積極推動員工對個人健康管理的重視，因此組織了一系列旨在提高健康意識和預防亞健康的活動。本集團安排了健康專家舉行講座，為員工提供個性化健康諮詢，以及開展專門針對亞健康狀態的健康理療服務。為進一步保障員工的健康與安全，本集團實施了以下綜合性健康保障措施：

Protecting Employees' Physical and Mental Health

The Group actively enhances the employees' emphasis on personal health management and organizes a series of activities aimed at raising health awareness and preventing sub-health. The Group has arranged the seminars by health experts, provide personalized health consultation for employees, and carry out the health treatment services specific for sub-health conditions. To further safeguard the health and security of employees, the Group has implemented the following comprehensive health security measures:

- 組織員工進行年度體檢，2023年體檢覆蓋率為100%；
- Organize annual medical examination for employees, with 100% coverage in 2023;
- 為員工購買包括定期壽險、意外險、意外醫療險、住院醫療險、門急診醫療險、和重大疾病險在內的商業保險，2023年上述商業保險的覆蓋率為100%；
- Purchase commercial insurance for employees, including term life insurance, accident insurance, accident medical insurance, hospitalization medical insurance, outpatient and emergency medical insurance, and critical illness insurance, with 100% coverage of the above commercial insurance in 2023;

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- 設立健身房向員工開放；
- 設立母嬰室，供有需求的女職工使用
- Establish a gym for employees;
- Establish a baby care room for female employees with the relevant needs



匯通達健康問詢活動
Huitongda Health Inquiry Activities



員工醫療保險報銷講解
Employee Health Insurance Reimbursement Explanation

攜手員工，共同成長

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傾聽員工聲音

「總裁直通車」

本集團堅信集團的長期發展離不開每位員工的辛苦付出，為了及時解決員工在工作和生活中遇到的問題，建立順暢的溝通渠道，本集團建立了「總裁直通車」，員工如有問題需要反饋，有情緒需要抒發，有建議需要推廣，可以搭乘「直通車」，暢所欲言。

Listening to Employees

“Face the President”

The Group firmly believes that the long-term development of the Group has close relation with the hard work of every employee. In order to promptly solve the problems encountered by employees in their work and life and to establish a smooth communication channel, the Group has established the “Face the President” that employees can speak freely if they have problems that need to be reported, emotions that need to be expressed, and suggestions that need to be promoted.



「行政幫幫幫」

對於有關行政服務的相關需求與訴求，本集團建立了「行政幫幫幫」，掃描二維碼即可進行聯繫，相關部門會結合實際情況評估後快速反饋，攜手員工共創美好家園。此外，行政部門定期進行滿意度調查，收集員工對行政部門的意見和建議，不斷進行改進，旨在為員工提供更好的工作條件。本年度，解決的部分行政問題如下。

“Administrative Help”

In respect of the needs and requests related to administrative services, the Group has established the “Administrative Help” that employees can contact related departments by scanning the QR code, and the related departments will provide quick feedback after evaluating the actuality, so as to work together with the employees for a better home. In addition, the administration department regularly conducts satisfaction surveys to collect employees’ opinions and suggestions on the administration department, and continuously makes improvements with the aim of providing employees with better working conditions. During the year, some administrative problems resolved are as follows.

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問題 Problem	解決方案 Solution
關於A、C地面機動車停車管理 The management for car parking on Ground A and C	<ul style="list-style-type: none"> — 對於顯示數據信息不準確、有空位不能進的問題，行政部每日根據相關部門申請提前預留訪客車位，所以在剩餘車輛顯示為0或地面有空餘車位的情況下，AC地面員工車輛無法進入，訪客或AC地下固定車輛可進入； — For the inaccurate data information display and failure to enter even if there is an empty space, the administration department reserves visitor parking spaces in advance according to the application of the relevant departments every day. If the remaining vehicle parking space is displayed as 0 or there is an empty space on the ground, the employees' vehicles cannot enter the Ground A and C, and the visitors or the vehicles with stable space at the Underground A and C can enter; — 加強停車場過夜車輛管理。 — Strengthen the management for overnight vehicles in the park.
食堂調整優化 Cafeteria adjustment and optimization	<ul style="list-style-type: none"> — 經過一、二季度食堂運行情況調研，結合菜品、口味、服務等多方面因素，後續工作中對現有服務商擬做調整。 — After the first and second quarter surveys on the operation of the cafeteria, adjustments are planned to be made to the existing service providers based on factors such as dishes, taste, and service.



綠色青山，踐行環保

Green Mountains, Environmental Protection Practices

本集團深明共同建設綠色低碳可持續社會是企業的社會責任。現時氣候危機迫在眉睫，企業經營受各種氣候變化相關的風險衝擊，在大眾對資源短缺及環境污染的憂慮下，本集團致力減少碳排放，避免一切環境污染，為貢獻藍天白雲、打造綠色青山而努力不懈，貫徹「讓農民生活得更美好」的企業使命。本集團持續關注自身在運營過程中可能對自然環境所產生的影響。雖然基於業務性質，本集團並未對環境和自然資源產生重大的污染或影響，但本集團仍持續審視業務鏈，透過採取綠色低碳的運營模式，致力減少對環境及天然資源的負面影響。本集團在用電量、溫室氣體排放量，用水量及廢棄物管理方面均採取一系列的措施，致力增強環境管理能力，減少污染以及不必要的資源消耗，矢志降低運營過程中的溫室氣體排放量，共同貢獻於構建人與自然和諧共生的可持續發展社會。

The Group deeply understands that building a green, low-carbon and sustainable society is a corporate social responsibility. Currently, the climate crisis is imminent, business operations are affected by various climate change-related risks. Facing the public's concern over resource scarcity and environmental pollution, the Group is committed to reducing carbon emissions, avoiding all environmental pollution, contributing to blue skies, white clouds and green mountains, and carrying out the Group's corporate mission to "Creating a better life for rural people". The Group is constantly concerned about the impact the Group may have on the natural environment in operations. Due to the nature of the Group's business, the Group does not cause significant pollution or impact on the environment and natural resources. But the Group continues to review business chain and strive to minimize the negative impact on the environment and natural resources by adopting a green and low-carbon operation model. The Group has adopted a series of measures in electricity consumption, greenhouse gas emissions, water consumption and waste management to enhance environmental management capabilities, reduce pollution and unnecessary consumption of resources. The Group strives to reduce greenhouse gas emissions from operations, so as to contribute to the building of a sustainable society in which human beings live in harmony with nature.

本年度，本集團懷抱着以保護環境為己任的理念，設立以下環境管理目標，以提升企業綠色管理能力：

This year, with the idea of protecting the environment as responsibility, the Group has set the following environmental management goals to enhance the green management capability of the Company:

目標類別 Goal category	整體目標 Overall goal
節約能源 Energy conservation	逐年降低本公司位於南京的總部園區內的人均耗電量。 To reduce the electricity consumption per capita in the headquarters park of the Company in Nanjing year by year.
溫室氣體減排 Greenhouse gases reduction	逐年降低本公司位於南京的總部園區內的人均溫室氣體排放量。 To reduce the greenhouse gas emissions per capita in the headquarters park of the Company in Nanjing year by year.
節約水資源 Saving Water Resources	逐年降低本公司位於南京的總部園區內的人均耗水量。 To reduce the water consumption per capita in the headquarters park of the Company in Nanjing year by year.
廢棄物減量 Waste reduction	逐年降低本公司位於南京的總部園區內的人均廢棄物產生量。 To reduce the waste generation per capita in the Company's headquarters park in Nanjing year by year.

綠色青山，踐行環保

Green Mountains, Environmental Protection Practices

低碳減排，綠色發展路徑

本集團始終堅持低碳發展模式，不斷完善環境管理措施，致力減少對環境的影響，在自身運營上持續關注環境保護及生態文明建設。

環境管理

本集團於業務上始終考慮可持續發展的戰略方向。為響應爭取於2030年碳排放達到峰值並爭取2060年前實現碳中和的「雙碳目標」，本集團積極發展新能源事業，包括投入在新能源電動汽車、電動車、電池等相關配套的發展，呼應政府倡導的低碳出行。透過支援新能源汽車從生產、充電配套到使用後的電池回收，本集團鼓勵社會大眾使用新能源汽車，減少傳統燃油車輛造成的廢氣排放，不但減少空氣污染，更降低溫室氣體排放量。

除了在業務發展上考慮可持續發展，本集團亦積極採用綠色運營模式，持續推進減碳進程，致力成為環境友好型企業。本集團堅持綠色低碳的運營模式，不斷完善環境管理措施，致力減少對環境的影響。本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》及《中華人民共和國大氣污染防治法》等生態環境保護法律法規。本集團已制定《環境衛生管理制度》，以實踐綠色發展理念，將「時時節約、處處節儉、綠色節能」的宗旨貫徹在日常運營中，積極將可持續發展行動匯入戰略方向中。於報告期間，本集團並沒有任何就空氣及溫室氣體、排放物、水以及有害及無害廢棄物產生對其有重大影響的相關環境法律法規之違規事件。

LOW-CARBON EMISSION REDUCTION, GREEN DEVELOPMENT PATH

The Group always adheres to the low-carbon development mode, continuously improves environmental management measures, strives to reduce the impact on the environment, and continues to pay attention to environmental protection and the construction of ecological civilization in operations.

Environmental Management

The Group always considers the strategic direction of sustainable development in business. In response to the “Double Carbon Goal” of peaking carbon emissions by 2030 and achieving carbon neutrality by 2060, the Group actively develops new energy businesses such as new energy electric vehicles, electric vehicles, batteries and other related support services, to respond to the government’s advocacy of low-carbon mobility. By supporting the production, charging and recycling of batteries of new energy vehicles, the Group encourages the public to use new energy vehicles to reduce emissions from traditional fuel vehicles. The use of new energy vehicles reduces not only air pollution, but also lowers greenhouse gas emissions.

In addition to considering sustainable development in the business development, the Group is committed to becoming an environmentally friendly company by actively adopting a green operation model and constantly promoting carbon reduction. The Group persists in a green and low-carbon operation model and continuously improves environmental management measures to minimize the impact on the environment. The Group strictly complies with the ecological and environmental protection laws and regulations, such as the *Environmental Protection Law of the People’s Republic of China*, the *Law of the People’s Republic of China on Appraising of Environment Impacts*, the *Law of the People’s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Water Pollution Prevention and Control Law of the People’s Republic of China* and the *Atmospheric Pollution Prevention and Control Law of the People’s Republic of China*. The Group has formulated the *Environmental Hygiene Management System* to put green development philosophy into practice, implement the purpose of “saving at any time and at any place and green energy saving” in daily operations, and actively incorporate sustainable development actions into strategic direction. During the Reporting Period, the Group did not violate any relevant environmental laws and regulations in relation to air and greenhouse gases, emissions, water and hazardous and non-hazardous wastes that have a significant impact on the Group.

綠色青山，踐行環保

Green Mountains, Environmental Protection Practices

能源使用管理

本集團嚴格遵守《中華人民共和國節約能源法》等適用的法律法規，為提高能源使用效益，本集團積極採取各種節能減排措施。本集團目前使用的能源主要集中在電和汽油，電主要用於日常辦公、汽油用於公務車輛。為完善能源管理能力，本集團已制定《匯通達園區運營管理制度》，明確各單位的主體責任，統一管理園區各辦公區域的用電，並制定一系列節能措施，致力打造智慧化、信息化、規範化的低碳綠色園區。例如《匯通達園區運營管理制度》內的「設備設施管理規範」規定，晚間及週末須關閉不少於3部電梯，估計全年節省約4,200度電；部分辦公區域照明按每組3減1核算，全年節省約18,500度電；同時嚴控空調使用，只可以在夏季及冬季時使用，即6月1日至9月30日，以及12月1日至翌年2月28日可使用，夏季期間的溫度設置不得低於26度，冬季時的溫度設置不得高於26度，估計全年節省約10,000度電；同時本集團亦採用低放射性玻璃以阻隔產生熱能的紫外線，並於門窗裝上密封條，避免已調溫的空氣外洩；另外日間公共區域充分借助自然光，關閉部分照明，在非經常使用的地方安裝動態傳感器，在高於需求亮度的地方刪減電燈數目，並採用高能源效益的燈具，以節省照明時使用的電量。

本集團亦持續監測用電量的變化，每季度均會進行用電量的分析評估，透過與上一個季度及去年同期的用電量比較，如有明顯上升，我們會進行復盤分析，查找用電量上升的原因，並採取措施應對。

Energy Utilization Management

The Group strictly complies with the *Energy Conservation Law of the People's Republic of China* and other applicable laws and regulations, and actively adopts various energy conservation and emission reduction measures in order to improve the efficiency of energy utilization. The energy currently used by the Group is mainly electricity and gasoline, with electricity mainly used for daily office work and gasoline for official vehicles. In order to improve energy management capability, the Group has formulated the *Huitongda Park Operation and Management Regulation*, which clarifies the main responsibility of each unit, unifies the management of electricity consumption in each office area in the park, and formulates a series of energy conservation measures, and is committed to building a low-carbon green park with intelligence, informationization and standardization. For example, the "Facilities Management Requirements" in the *Huitongda Park Operation and Management Regulation* stipulates that at least 3 elevators must be shut down at night and on weekends, which is estimated to save about 4,200 kWh in a year; the lighting in some office areas is calculated as 3 minus 1 for each group, which is estimated to save about 18,500 kWh in a year; meanwhile, the utilization time of air conditioning is strictly controlled during summer and winter, i.e. from June 1 to September 30 and from December 1 to February 28 of the following year, and the temperature setting should not be lower than 26 °C in summer and higher than 26 °C in winter, which is estimated to save about 10,000 kWh in a year; the Group also adopts low-radiation glass to block ultraviolet rays that generate heat, and installs seals for the doors and windows to avoid leakage of air that has already been conditioned; in addition, the Group utilizes natural light in public areas during daytime, turns off some lighting devices, installs motion sensors in the areas used rarely, reduces the number of lights in areas with higher brightness than required, and uses energy-efficient lights to save electricity consumption.

The Group also continuously monitors changes in electricity consumption, analyzes and assesses electricity consumption on a quarterly basis. If there is a significant increase in electricity consumption as compared with that of the previous quarter and the same period last year, the Group will review and analyze the reasons for the increase and take measures to address the situation.

綠色青山，踐行環保

Green Mountains, Environmental Protection Practices

為減少公務車輛的汽油耗用量，本集團定期根據出車記錄核算油耗，監察汽油耗用量，通過採用視頻會議或使用大眾公共交通工具的方式，盡力減少公務車輛的使用。

In order to reduce gasoline consumption of official vehicles, the Group regularly monitors gasoline consumption by calculating gasoline consumption based on trip records, and strive to reduce the use of official car through videoconferencing or public transportation.

指標 ² Indicators ²	單位 Unit	2023年 2023	2022年 2022
直接能源 Direct energy	兆瓦時 MWh	175	/
耗電量 Electricity consumption	兆瓦時 MWh	1,280	970
汽油消耗量 Gasoline consumption	升 Liter	19,000	17,245
綜合能源消耗量 Integrated energy consumption	兆瓦時 MWh	1,455	986
綜合能源消耗密度 Intensity of integrated energy consumption	兆瓦時／人 ³ MWh/person ³	1.4	0.8

溫室氣體及排放物管理

本集團主要的溫室氣體排放源為交通運輸所消耗的汽油以及外購電力造成的能源間接溫室氣體排放（範圍二）。本集團業務運營中並未對環境和自然資源產生重大的污染或影響，但仍持續審視整體業務鏈，致力減少整體的溫室氣體排放量及排放物。

Greenhouse Gas and Emissions Management

The Group's main sources of greenhouse gas emissions are gasoline consumed for transportation and indirect greenhouse gas emissions from energy due to purchased electricity (Scope 2). The Group's business operations do not have significant pollution or impact on the environment and natural resources. But the Group continues to review overall business chain and strives to reduce the overall greenhouse gas emissions.

2 本報告的環境數據僅涵蓋本集團的總部辦公室，由於本集團的倉庫均是租賃的第三方倉庫，用電量、用水量等能源及資源數據由第三方負責。

2 The environmental data in this report only covers the headquarters. As the Group's warehouses are leased from third parties, energy and resource data such as electricity and water consumption are born by the third parties.

3 環境數據中，密度指標的分母使用的是在中國南京總部的人數。

3 The denominator of the intensity indicator in the environmental data was the number of people at the headquarters in Nanjing, China.

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為降低交通運輸帶來的溫室氣體排放，本集團盡可能減少公務車輛使用，致力減少車輛燃料使用量。本集團鼓勵員工在市區內盡量使用公共交通工具，並嚴格控制公務車輛使用的審批，如果是屬於高鐵動車可到的區域，員工不能使用公務車而且不建議自駕。

To reduce greenhouse gas emissions from transportation, the Group minimizes the use of official vehicles and strive to reduce gasoline utilization. The Group encourages employees to use public transportation as much as possible in the urban areas and strictly control the approval of the use of official vehicles. In areas accessible by high-speed trains, employees are not allowed to use official vehicles and are not recommended the self-driving.

指標 Indicators	單位 Unit	2023年 2023	2022年 2022
溫室氣體（範圍一）排放量 ⁴ Greenhouse gas emissions (scope 1) ⁴	公噸二氧化碳當量 tCO ₂ e	396	38
溫室氣體（範圍二）排放量 ⁵ Greenhouse gas emissions (scope 2) ⁵	公噸二氧化碳當量 tCO ₂ e	730	564
溫室氣體排放總量（範圍一及二） Total greenhouse gas emissions (scope 1 and 2)	公噸二氧化碳當量 tCO ₂ e	1,126	601
溫室氣體排放密度 Intensity of greenhouse gas emissions	公噸二氧化碳當量／人 tCO ₂ e/person	1.1	0.5

4 直接溫室氣體排放根據《中國能源統計年鑑2013》、《省級溫室氣體清單指南（試行）》、《2006年IPCC國家溫室氣體清單指南》及《中國溫室氣體清單研究》(2007)計算所得。

4 Direct greenhouse gas emissions were calculated based on the *China Energy Statistical Yearbook 2013*, the *Provincial Greenhouse Gas Inventory Guidelines (Trial)*, the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* and the *China Greenhouse Gas Inventory Study (2007)*.

5 間接溫室氣體排放根據外購電力與排放因子計算所得，2023年的排放因子參考中華人民共和國生態環境部辦公廳《關於做好2023 – 2025年發電行業企業溫室氣體排放報告管理有關工作的通知》。

5 Indirect greenhouse gas emissions were calculated based on purchased electricity and emission factors, and the emission factors for 2023 referred to the *Notice on the Management of Greenhouse Gas Emissions Reporting for Power Generation Enterprises from 2023 to 2025* by the Ministry of Ecology and Environment of the People's Republic of China.

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此外，本集團亦鼓勵員工通勤時乘搭公共交通工具或共乘交通工具。同時已在園區安裝新能源車輛充電樁，以鼓勵員工購買並使用新能源車輛。透過推動以新能源車輛取代傳統燃油車輛，減少由傳統燃油車輛帶來的廢氣排放，更希望借此加強員工的環保意識，共同參與綠色低碳出行，為共建綠色低碳社會而努力。

In addition, the Group encourages employees to use public transportation or ride-sharing when commuting. Meanwhile, the Group has installed charging stations for new energy vehicles on the park to encourage employees to purchase and use new energy vehicles. By promoting the replacement of traditional fuel vehicles with new energy vehicles, the Group is committed to reducing emissions from traditional fuel vehicles, and the Group hopes to enhance the environmental awareness of employees to participate in green and low-carbon mobility, and to work towards building a green and low-carbon society.

指標 Indicators	單位 Unit	2023年 2023	2022年 2022
氮氧化物 Nitrogen oxides (NO _x)	千克 Kg	154.9	140.6
硫氧化物 Sulphur oxides (SO _x)	千克 Kg	0.3	0.3
顆粒物 Particulate matter (PM)	千克 Kg	14.8	13.5

為加強環保指標統計監控，本集團亦支持並參與在總部園區設置空氣監測點，定時統計污染物排放量，配合環保部門報送排放污染物動態申報表，以監測並應對空氣污染物排放。

In order to strengthen the statistical monitoring of environmental protection indicators, the Group supports and participates in the setting up of air monitoring points in the headquarters to regularly count the emissions of pollutants, and cooperating with the environmental protection department in submitting dynamic declaration forms on emissions of pollutants, so as to monitor and respond to the emission of air pollutants.

而在廢水排放方面，由於本集團並非生產製造、化工、化學、生物類單位，日常業務不產生工業廢水，只有常規生活污水。本集團已嚴格執行國家規定標準，進行雨污分流，內外部專業維保人員負責進行日常巡查，一旦發現管道滴漏或不通暢，會及時處理。另外本集團亦會循環使用廢水，例如將園區綠化灌溉與噴泉景觀做關聯，利用噴泉定期換水對綠化進行灌溉，最大化利用廢水資源外，亦能減少灌溉用水量。

As for wastewater discharge, due to the nature of the Group other than a manufacturing, chemical, chemical or biological unit, it does not generate industrial wastewater in daily operations, but only regular domestic wastewater. The Group has strictly enforced the national standard in segregating rainwater and sewage, and internal and external professional maintenance personnel are responsible for the daily inspections. They will promptly deal with any dripping or irregularities in the pipelines once they are detected. In addition, the Group recycles wastewater, for example, the Group associates the park's greening irrigation with the fountain landscape, and uses the water from fountain regularly to irrigate the trees and flowers, which maximizes the use of wastewater resources and reduces the water consumption for irrigation.

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珍惜資源，優化高效利用

本集團高度重視水資源的高效節約利用，包括採取一系列的節水措施，同時積極主動地採取各類措施降低自身運營對環境所帶來的影響，致力有效管理和減少廢物產生，通過可持續的廢物管理方案實現資源的最大化回收和再利用。

水資源管理

本集團主要的供水來源來自市政供水，主要是用作飲用和清潔的日常辦公生活用水，2023年在求取適用水源方面沒有問題。本集團致力將用水量控制在合理範疇內，秉承「總裁室領導、總裁辦負責、各部門協同、全員參與」的原則，做到人人了解、人人遵守、人人監督、上下一心、齊抓共管用，共同妥善控制用水量，珍惜水資源。

本集團已採取一系列措施以節約用水。本集團已聘請專人負責日常巡查巡檢工作，對於各進水口、閘門進行檢修，定期進行隱蔽水管滲漏測試及檢查滿瀉的水缸，嚴防跑冒滴漏，定期檢查水表讀數及有無隱蔽的漏水現象；亦已加強晚間樓宇及辦公區巡查，及時關閉水電將給予通報獎懲。另外，本集團已採用具有節水標籤的水龍頭以及雙沖水式馬桶，並將洗手間水龍頭閥值調小，減少出水量。本集團亦在各洗手間內張貼節約用水提醒標貼，提醒員工不浪費水資源。

CHERISHING RESOURCES FOR EFFICIENT USE

The Group attaches great importance to the efficient utilization of water resources, including the adoption of a series of water conservation measures. At the same time, the Group proactively adopts various measures to reduce the impact of operations on the environment, strives to effectively manage and reduce waste generation, and maximizes the recycling and reuse of resources through sustainable waste management solutions.

Water Resources Management

The Group's main source of water supply is from municipal water supply, which is mainly the daily office water for drinking and cleaning. The Group had no problem in obtaining suitable water sources in 2023. The Group endeavors to control water consumption within a reasonable range. It upholds the principle of "leadership from the President's Office, responsibility from the President's Office, collaboration from all departments and participation from all employees", so that everyone understands and complies with regulations, monitors the water consumption, is united in the management of water consumption and treasures water resources.

The Group has taken a series of measures to conserve water. The Group hired a person responsible for the daily inspection work, repaired the various water inlets and valves, regularly carried out the hidden water pipe leakage test and checked the full of water tanks to prevent leakage, and regularly reviewed the water meter readings and hidden leakage phenomenon; the Group strengthened the inspection for building and office area at night, and gave rewards for the timely closure of water and electricity. In addition, The Group has adopted faucets with water-saving labels and dual-flush toilets, and lowered the valve value of restroom faucets to reduce the amount of water discharged. The Group has also put up water-saving stickers in all restrooms to remind employees to conserve water.

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指標 Indicators	單位 Unit	2023年 2023	2022年 2022
耗水量 Water consumption	噸 Tons	17,039	16,589
耗水密度 Intensity of water consumption	噸／人 Tons/person	16.4	13.8

廢棄物管理

本集團產生的無害廢棄物主要包括辦公場所產生的廢紙、塑料包裝、過期宣傳海報橫幅等辦公垃圾，易拉罐、飲料瓶、報紙雜誌等生活垃圾，本集團已劃分專門區域存放，定期安排清理。本集團致力於減少廢棄物的產生，例如增加淨水機，供員工飲用，避免員工因為需要購買飲料而產生飲料塑膠瓶的廢物。此外，本集團落地無紙化辦公，通過OA線上流程、線上審批，減少、降低紙張使用，除對外正式文件，其餘如確有必要的盡可能雙面打印，能用的紙張盡可能重複利用。本集團亦會定期監察打印數量及在可行情況下為使用者設定打印限額，並使用回收站收集紙質檔，例如廢紙、海報、信件及信封等，鼓勵員工使用廢紙記事。通過提升無紙化辦公，打印機用電量及打印機墨盒等消耗亦會同步減少。

Waste Management

The non-hazardous waste produced by the Group mainly includes office waste such as waste paper, plastic packaging, expired promotional posters and banners generated in the office premises, and domestic waste such as cans, beverage bottles, newspapers and magazines. The Group has allocated a special area for storage and arranged for cleaning on a regular basis. The Group is committed to reducing the generation of waste, for example, the Group has added water purifiers for employees, avoiding the waste of plastic bottles of beverages produced by employees because of beverage purchase. In addition, the Group has implemented the paperless office. Through OA online process and online approval, the Group reduces the use of paper. Except the external official documents, the Group reuses the paper as much as possible for the documents required to print. The Group regularly monitors the amount of printing and set printing limits for users where practicable, and uses recycling stations to collect paper files such as waste paper, posters, letters and envelopes to encourage employees to use waste paper for note-taking. By enhancing the paperless office, the Company reduces the consumption of electricity for printers and ink cartridges.

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Green Mountains, Environmental Protection Practices

而本集團的有害廢棄物則主要包括廢棄電池、舊燈管、廢口罩。本集團已建立健全危險廢物管理，包括設置危險廢物標誌，妥善分類收集並貯存危險廢物，定期將收集的危險廢物交給政府統一安排的有資質單位進行處置，避免環境污染，其中打印機所使用的硒鼓墨盒，均由打印機租賃公司定期來進行回收。針對廢舊電池，本集團採用兩種方法進行管控：一是「以舊換新」，憑舊電池領用新電池，二是設置廢舊電池回收點，長期回收，年回收量約100顆。另外，本集團現時盡量使用充電電池代替一次性電池，並使用可循環再造的碳粉盒和墨盒，減少使用一次性及不可回收的產品，盡量減少有害廢棄物的產生。

從2020年起本公司已作為南京市玄武區首批試點企業實施垃圾分類，嚴格按要求配置各類垃圾桶，分類處理有害和無害廢棄物，選擇政府認可的垃圾回收企業，按《生活垃圾收運服務協議》妥善回收處理廢棄物。同時本集團積極組織全員參加垃圾分類管理辦公室培訓，通過會議、海報、橫幅、電子屏等多種形式和渠道，確保全員學習、全員掌握、全員遵守垃圾分類的原則，並謹記環境保護的重要性。

The Group's hazardous waste mainly includes waste batteries, old lamps and waste masks. The Group has established a sound management of hazardous waste, including setting hazardous waste signs, properly classifying, collecting and storing hazardous waste, and regularly delivering the collected hazardous waste to the qualified units arranged by the government for disposal, in order to avoid environmental pollution, in which the toner cartridges used in the printers are recycled by the printer leasing company on a regular basis. For waste batteries, the Group adopts two methods of control: first, "trade-in", whereby old batteries are exchanged for new ones; second, set up waste battery recycling points for long-term recycling, with an annual recycling volume of about 100 pieces. In addition, the Group now uses rechargeable batteries instead of disposable batteries as much as possible, and uses recyclable toner cartridges and ink cartridges to reduce the use of disposable and non-recyclable products and minimize the generation of hazardous waste.

Since 2020, the Company has been the first pilot enterprise in Xuanwu District of Nanjing City to implement waste classification, strictly follows the requirements to configure various types of garbage cans, separates hazardous and non-hazardous wastes, and selects government-approved garbage recycling enterprises to properly recycle and dispose of wastes in accordance with the *Agreement on Collection and Transportation of Domestic Waste*. Meanwhile, the Group actively organizes all employees to participate in the training of the waste classification management office through meetings, posters, banners, electronic screens and other forms and channels, to ensure that all employees understand, master and comply with the principle of waste classification, and bear in mind the importance of environmental protection.

指標 Indicators	單位 Unit	2023年 2023	2022年 2022
無害廢棄物產生量 Total non-hazardous waste generated	噸 Tons	10	/
無害廢棄物產生密度 Intensity of non-hazardous waste generation	噸/人 Tons/person	0.01	/
有害廢棄物產生量 – 廢燈管 Hazardous waste generated – waste lamps	個 pcs	190	750
有害廢棄物產生量 – 廢電池 Hazardous waste generated – waste batteries	個 pcs	100	180

綠色青山，踐行環保

Green Mountains, Environmental Protection Practices

關注氣候，識別變化風險

作為一家負責任的企業，本集團積極為全球應對氣候變化的努力貢獻自己的力量，助力國家「碳達峰•碳中和」目標如期實現。本年度，本集團已初步識別及評估氣候變化風險，並制定相應措施。已識別的風險及措施可參考下表：

FOCUSING ON CLIMATE AND IDENTIFYING THE RISKS OF CHANGE

As a responsible enterprise, the Group actively contributes to the climate change tackling worldwide, and helps the achievement of China's target "carbon peaking and carbon neutrality" on schedule. During the year, the Group has initially identified and assessed climate change risks and designed countermeasures. The identified risks and measures are summarized in the table below:

風險描述 Risk description	潛在後果 Potential consequences	相應的應對措施 Countermeasures
急性實體氣候風險（如颱風） Acute physical climate risks (e.g. typhoon)	<ul style="list-style-type: none"> • 遭遇惡劣極端天氣時，運營地點可能需要暫時關閉。 • 辦公地點受天氣影響而停電。 	<ul style="list-style-type: none"> • 識別可能的資產損壞，購買必要的保險。 • 保存有關文件的電子版本以作備份，備用數據存儲中心應在異地。
慢性實體氣候風險（如極端高溫） Chronic physical climate risks (e.g. extreme heat)	<ul style="list-style-type: none"> • 高溫天氣增多危害健康安全，因而降低員工工作效率 • 高溫天氣將會於夏季增加使製冷設備故障率上升 	<ul style="list-style-type: none"> • 極端天氣情況下則採取靈活辦公措施
	<ul style="list-style-type: none"> • Increased hot weather jeopardizes health and safety, resulting in the poor efficiency of employees • Increased high temperatures in summer result in higher failure rates of refrigeration equipment 	<ul style="list-style-type: none"> • Carry out the flexible working measures in case of extreme weather conditions

附錄一：聯交所《環境、社會及管治報告指引》索引

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指標內容 Indicator		相關章節 Section
A. 環境範疇		
A. Environmental		
A1：排放物	一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。
		8.綠色青山，踐行環保
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non – hazardous waste.
		8. Green Mountains, Environmental Protection Practices
	A1.1	排放物種類及相關排放數據。
		8.1 低碳減排，綠色發展路徑 附錄一：聯交所《環境、社會及管治報告指引》索引
	A1.1	The types of emissions and respective emissions data.
		8.1 Low-Carbon Emission Reduction, Green Development Path Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
	A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）、密度（如以每產量單位、每項設施計算）。
		8.1 低碳減排，綠色發展路徑 附錄一：聯交所《環境、社會及管治報告指引》索引
	A1.2	Direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
		8.1 Low-Carbon Emission Reduction, Green Development Path Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
	A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。
		8.2 珍惜資源，優化高效利用 附錄一：聯交所《環境、社會及管治報告指引》索引
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
		8.2 Cherishing Resources for Efficient Use Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
	A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。
		8.2 珍惜資源，優化高效利用 附錄一：聯交所《環境、社會及管治報告指引》索引
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
		8.2 Cherishing Resources for Efficient Use Appendix I: Index to the ESG Reporting Guide of the Stock Exchange

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指標內容 Indicator		相關章節 Section	
	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	8.綠色青山，踐行環保
	A1.5	Description of emissions targets and the steps taken to achieve such targets.	8. Green Mountains, Environmental Protection Practices
	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	8.綠色青山，踐行環保
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) and steps taken to achieve them.	8. Green Mountains, Environmental Protection Practices
A2：資源使用	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	8.1 低碳減排，綠色發展路徑 8.2 珍惜資源，優化高效利用
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	8.1 Low-Carbon Emission Reduction, Green Development Path 8.2 Cherishing Resources for Efficient Use
	A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	8.2 珍惜資源，優化高效利用 附錄一：聯交所《環境、社會及管治報告指引》索引
	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).	8.2 Cherishing Resources for Efficient Use Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
	A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	8.2 珍惜資源，優化高效利用 附錄一：聯交所《環境、社會及管治報告指引》索引
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	8.2 Cherishing Resources for Efficient Use Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	8.綠色青山，踐行環保
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	8. Green Mountains, Environmental Protection Practices

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指標內容 Indicator		相關章節 Section	
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	8.綠色青山，踐行環保
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	8. Green Mountains, Environmental Protection Practices
	A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	本集團包裝材料均由第三方提供，即本集團自身不涉及包裝材料的生產
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's packaging materials are supplied by third parties, i.e. the Group does not produce packaging materials.
A3：環境及天然資源	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	8.綠色青山，踐行環保
A3: Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	8. Green Mountains, Environmental Protection Practices
	A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	8.綠色青山，踐行環保
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	8. Green Mountains, Environmental Protection Practices
A4：氣候變化	一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	8.3關注氣候，識別變化風險
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	8.3 Focusing on Climate and Identifying the Risks of Change
	A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	8.3關注氣候，識別變化風險
	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.	8.3 Focusing on Climate and Identifying the Risks of Change

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指標內容 Indicator	相關章節 Section
B. 社會範疇 B. Social	
B1：僱傭	
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例
B1: Employment	7. 攜手員工，共同成長
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.
B1.1	7. Joining Hands with Employees for Shared Growth
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的員工總數。
B1.1	7.2 合規僱傭，保障員工合法權益 附錄一：聯交所《環境、社會及管治報告指引》索引
B1.1	Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region.
B1.1	7.2 Compliance Employment to Protect the Legitimate Rights and Interests of Employees Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B1.2	按性別、年齡組別及地區劃分的員工流失比率。
B1.2	7.2 合規僱傭，保障員工合法權益 附錄一：聯交所《環境、社會及管治報告指引》索引
B1.2	Employee turnover rate by gender, age group and geographical region.
B1.2	7.2 Compliance Employment to Protect the Legitimate Rights and Interests of Employees Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B2：健康與安全	
一般披露	有關提供安全工作環境及保障員工避免職業性危害的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。
B2: Health and Safety	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.
	7.5 Physical and Mental Comfort, Health and Safety Protection

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指標內容 Indicator	相關章節 Section	
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	7.5身心舒暢，健康安全保駕護航 附錄一：聯交所《環境、社會及管治報告指引》索引
B2.1	Number and rate of work-related fatalities in each of the past three years (including the reporting year).	7.5 Physical and Mental Comfort, Health and Safety Protection Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B2.2	因工傷損失工作日數。	7.5身心舒暢，健康安全保駕護航 附錄一：聯交所《環境、社會及管治報告指引》索引
B2.2	Lost days due to work injury.	7.5 Physical and Mental Comfort, Health and Safety Protection Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	7.5身心舒暢，健康安全保駕護航
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	7.5 Physical and Mental Comfort, Health and Safety Protection
B3：發展及培訓	一般披露	7.3完善體系，助推員工學習發展
B3: Development and Training	General Disclosure	7.3 Improving the System to Promote Employees' Learning and Development
B3.1	有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	7.3完善體系，助推員工學習發展 附錄一：聯交所《環境、社會及管治報告指引》索引
B3.1	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	7.3 Improving the System to Promote Employees' Learning and Development Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B3.1	按性別及員工類別（如高級管理層、中級管理層等）劃分的受訓員工百分比。	7.3完善體系，助推員工學習發展 附錄一：聯交所《環境、社會及管治報告指引》索引
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	7.3 Improving the System to Promote Employees' Learning and Development Appendix I: Index to the ESG Reporting Guide of the Stock Exchange
B3.2	按性別及員工類別劃分，每名員工完成受訓的平均時數。	7.3完善體系，助推員工學習發展 附錄一：聯交所《環境、社會及管治報告指引》索引
B3.2	The average training hours completed per employee by gender and employee category.	7.3 Improving the System to Promote Employees' Learning and Development Appendix I: Index to the ESG Reporting Guide of the Stock Exchange

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指標內容 Indicator		相關章節 Section
B4：勞工準則	一般披露	有關防止童工或強制勞工的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.
	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。
	B4.1	Description of measures to review employment practices to avoid child and forced labor.
	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。
	B4.2	Description of steps taken to eliminate such practices when discovered.
B5：供應鏈管理	一般披露	管理供應鏈的環境及社會風險政策。
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.
	B5.1	按地區劃分的供應商數目。
	B5.1	Number of suppliers by geographical region.
	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.
	B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。
	B5.3	Description of practices used to identify environmental and social risks at along of the supply chain, and how they are implemented and monitored.
	B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.
		7.2 合規僱傭，保障員工合法權益
		7.2 Compliance Employment to Protect the Legitimate Rights and Interests of Employees
		7.2 合規僱傭，保障員工合法權益
		7.2 Compliance Employment to Protect the Legitimate Rights and Interests of Employees
		7.2 合規僱傭，保障員工合法權益
		7.2 Compliance Employment to Protect the Legitimate Rights and Interests of Employees
		6.1 綠色供應鏈，助力可持續發展
		6.1 Green Supply Chain for Sustainable Development
		6.1 綠色供應鏈，助力可持續發展
		6.1 Green Supply Chain for Sustainable Development
		6.1 綠色供應鏈，助力可持續發展
		6.1 Green Supply Chain for Sustainable Development
		6.1 綠色供應鏈，助力可持續發展
		6.1 Green Supply Chain for Sustainable Development
		6.1 綠色供應鏈，助力可持續發展
		6.1 Green Supply Chain for Sustainable Development

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指標內容 Indicator	相關章節 Section
B6：產品責任	5.2數據安全，守護隱私責任
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及隱私事宜以及補救方法的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。
B6: Product Responsibility	5.2 Data Security, Safeguarding Privacy Responsibilities
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.
B6.2	接獲關於產品及服務的投訴數目以及應對方法。
B6.2	Number of products and service related complaints received and how they are dealt with.
B6.3	描述與維護及保障知識產權有關的慣例。
B6.3	Description of practices relating to observing and protecting intellectual property rights.
B6.4	描述品質檢定過程及產品回收程序。
B6.4	Description of quality assurance process and recall procedures.
B6.5	描述消費者資料保障及隱私政策，以及相關執行及監察方法。
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.
	本集團產品運送服務均由第三方提供，且不存在因安全與健康理由而需回收的產品
	The Group's product delivery services are provided by third parties and there are no products subject to recall for safety and health reasons
	5. 合規經營，構建信任
	5. Compliant Operation, Building Up Trust
	5.1知識產權，保衛智慧資產
	5.1 Intellectual Property, Safeguarding Intellectual Property Rights
	本集團業務不涉及質檢定過程及產品回收程序
	The Group's businesses do not involve quality assurance processes and product recall procedures
	5.2數據安全，守護隱私責任
	5.2 Data Security, Safeguarding Privacy Responsibilities

附錄一：聯交所《環境、社會及管治報告指引》索引

Appendix I: Index to the ESG Reporting Guide of the Stock Exchange

指標內容 Indicator	相關章節 Section
B7：反貪污	
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。
B7: Anti-corruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.
B7.1	於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。
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.
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.
B7.3	描述向董事及員工提供的反貪污培訓。
B7.3	Description of anti-corruption trainings provided to directors and employees.
B8：社區投資	
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。
B8: Community Investment	
General Disclosure	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.
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).
B8.2	在專注範疇所動用資源。
B8.2	Resources contributed to the focus area.

