



# 2024

## Environmental, Social and Governance Report

Shenzhen International Holdings Limited

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# About this Report



This is the ninth Environmental, Social, and Governance Report (the "Report") released by Shenzhen International Holdings Limited ("Shenzhen International"). The Report is dedicated to elucidating Shenzhen International's policies, practices, and performance in the realms of environmental, social, and governance (ESG) for the fiscal year 2024. Its primary objective is to engage in candid communication with stakeholders on the methods and processes related to sustainable development, addressing the expectations and demands of various stakeholders.

## Basis of Preparation

This Report adheres to all mandatory disclosure requirements and the "comply or explain" provisions outlined in Appendix C2 Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") to the *Rules Governing the Listing of Securities on The Main Board of the Stock Exchange of Hong Kong Limited* ("HKEX"). Additionally, it fulfills disclosure responsibilities with reference to the *SDG Compass* ("UN SDGs").

## Title Clarification

For the sake of clarity, in this Report, terms such as "Shenzhen International", "we" and "(the) Company" all refer to "Shenzhen International Holdings Limited."

## Scope of the Report

This Report covers the period from 1 January 2024 to 31 December 2024, with some extensions as appropriate, focusing on Shenzhen International and encompassing the business units and subsidiaries managed and operated by the Company. This Report does not include the information on the Shenzhen Expressway, Shenzhen Expressway is the subject of a separate ESG Report. In 2024, the Company expanded its coverage of quantitative data from 43 operating sites in 2023 to 57 operating sites, which effectively enhanced the transparency of the information and ensured the fairness of the information.

## Sources of Information

Unless otherwise specified, the financial data cited in this Report is sourced from audited financial statements included in the 2024 Annual Report. Other information and cases are derived from formal internal policies and relevant statistics within Shenzhen International. Unless stated otherwise, the reporting currency used in this Report is Renminbi (RMB).

## Reporting Principles

This report adheres to the reporting principles of materiality, quantitative, balance, and consistency as outlined in the ESG Reporting Guide of HKEX.





Reporting Principles	Definition	Approach taken by the Company
Materiality	The Report will focus on and disclose the ESG issues that have material effects on stakeholders of the Company.	Employing both online questionnaire survey and offline interviews to gather insights into the expectations and opinions of stakeholders, we have structured this Report accordingly to address their concerns effectively. For further details, please refer to the section titled "Stakeholder Engagement".
Quantitative	KPIs in respect of historical data need to be measurable. The issuer is obligated to provide comparative data when appropriate.	The Company's social and environmental KPIs were sourced from the statistics of the relevant departments and were measured by a professional consulting firm in accordance with applicable international and national standards.
Balance	This Report should objectively and fairly present the ESG performance of the Company, avoiding information that may mislead or create imbalances.	The Company adheres to a principle of neutral and comprehensive reporting, ensuring that when disclosing information, there is no undue emphasis on one aspect at the expense of overlooking other critical details.
Consistency	The Report should employ consistent disclosure and statistical methods to ensure comparability of ESG data in the future.	The Company has adopted the same statistical methods as in previous years (where any changes will be noted) to facilitate stakeholders in comparing the Company's ESG performance over the years. For further details, please refer to the section titled "ESG Performance Indicators".

## Confirmation and Approval

The Company is committed to ensuring that all information presented in the Report is accurate and reliable. After the review by the Sustainability Committee, this Report has been confirmed and approved by the Board on March 26, 2025.

## Report Access

This report is available in both Chinese and English versions for readers' reference. In case of any discrepancies, the Chinese version shall prevail. You can access the electronic version of this Report on the website of the Company at [www.szihl.com](http://www.szihl.com) for online reading or downloading. If you require a printed copy of the Report or have any comments or suggestions, please feel free to contact us through the following means:

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# About Shenzhen International



## Corporate Overview

Shenzhen International Holdings Limited is a company registered in Bermuda and listed on the HKEX (Stock Code: 00152.HK). Establishing itself as a "pace-setting state-owned enterprise dedicated to urban infrastructure development and operation", the Company balances economic and social benefits and strives to become a leading urban infrastructure developer and operator in China, aiming to deliver superior value for investors and provide comprehensive support for urban development. In addition to being recognized as a benchmark enterprise in the "Double-hundred action" launched by the State-owned Assets Supervision and Administration Commission of the State Council for three consecutive years, Shenzhen International has also earned accolades such as Outstanding Enterprise in Guangdong Province, Key Logistics Enterprise in Shenzhen, the Top 500 Enterprises in Guangdong Province and the Top 100 Enterprises in Shenzhen (ranking 60th). Furthermore, it has also been listed on the "2024 Top 10 Logistics Parks in the Logistics Industry" rankings, included in the MSCI China ESG Leaders Index, and awarded the "Top 50 Stock Connect Enterprises" in the 11th HKEX Top 100 Awards, among other prestigious accolades.

## Business Segments

With a particular focus on major strategic regions such as the Guangdong-Hong Kong-Macao Greater Bay Area, the Yangtze River Delta, the Beijing-Tianjin-Hebei Economic Belt, and major logistics node cities, Shenzhen International has gradually built "Four Growth Engines" layout strategy with toll roads, logistics, ports, and general-environmental protection as its main businesses. Capitalizing on significant historical opportunities such as Shenzhen's "dual-zone" drive, "dual-zone" superposition and "dual-reform" demonstrations, the Company stays focused on its core businesses, continually refines its business strategies, and aims to become a premier developer and operator of urban infrastructure, as well as a key driver of the smart transportation and logistics sector in China.

### Shenzhen International Logistics Hubs

With a goal to establish itself as "the premier logistics integrated service provider in the Greater Bay Area and a top-tier player nationwide", Shenzhen International Logistics focuses its logistics business on the development and operation of high-standard warehouses and urban high-end logistics complexes, complemented by comprehensive logistics services including smart warehousing, cold chain logistics, multimodal transport and other comprehensive logistics services. These endeavors efficiently meet the diverse needs of clients across various industries.

### Shenzhen International Ports

As a vital part of Shenzhen International's "Four Growth Engines" layout strategy, the port sector features strong management expertise, extensive customer resources, a reputable brand, and favorable policy support. During the "14th Five-Year Plan" period, the Company initiated the "Port Networking Initiative." With the successive completion and operation of new projects in Shenqiu, Fengcheng, and Jingjiang, the port sector has now largely established an integrated port operations chain and networking layout. This network comprises Xiba Port and Jingjiang Port as hubs, Shenqiu Port upstream as a cargo collection point, Fengcheng Port downstream as a distribution hub, and the Nanjing-based light-asset supply chain companies as the operational link.

### Toll Roads

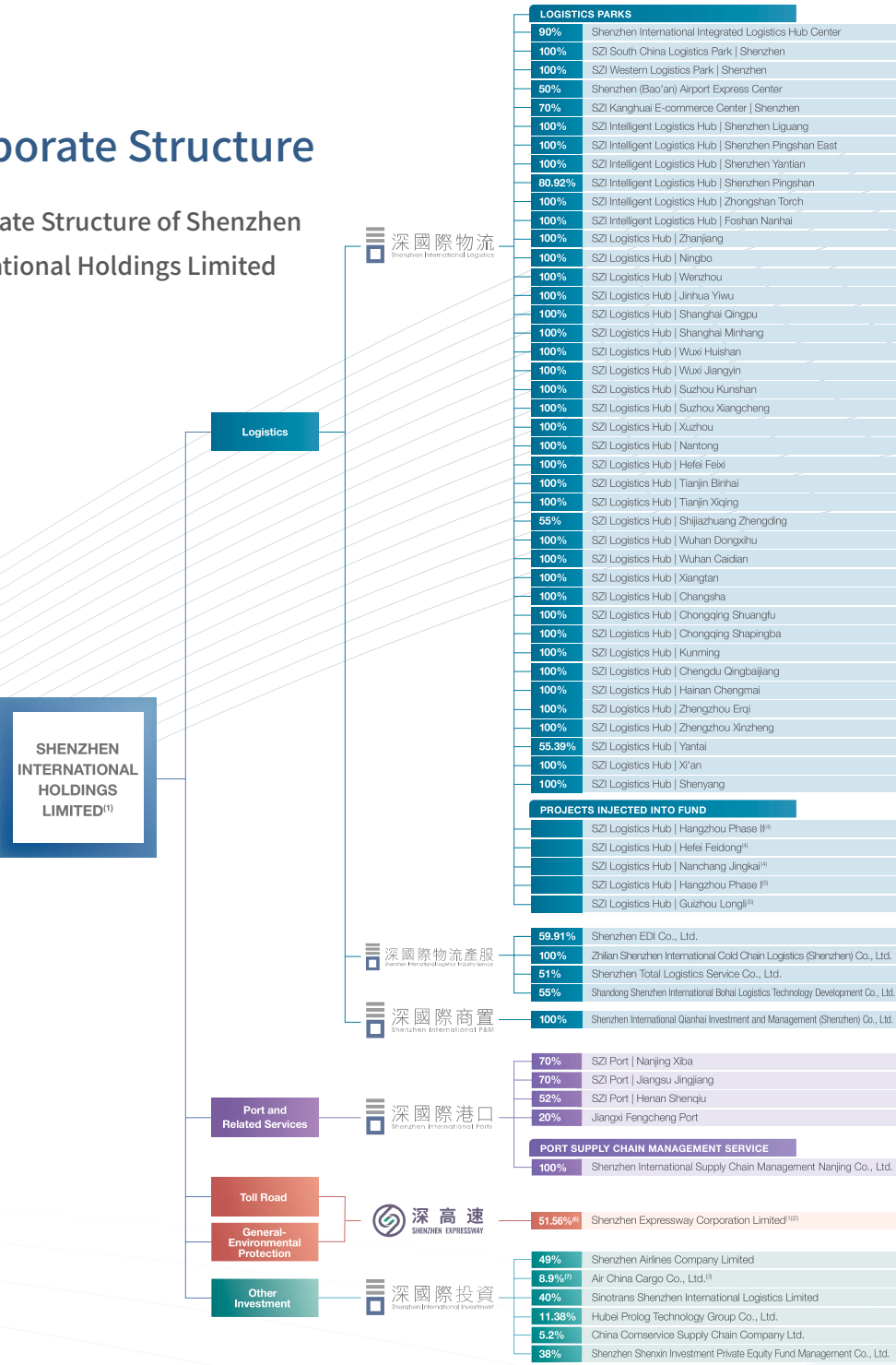
The toll road business is managed and operated by Shenzhen International's subsidiary, Shenzhen Expressway Group Co., Ltd. ("Shenzhen Expressway") As of the end of 2023, the Company has invested in and operated 16 high-grade highway projects nationwide, totaling nearly 1,000 kilometers of toll roads and over 500 kilometers of equity mileage. Committed to its mission of "building premium infrastructure to serve urban living," the Company specializes in the investment, construction, and operation of urban and transportation infrastructure, as well as general-environmental protection initiatives, forming a dual-core business model centered on "toll roads and general-environmental protection."

### General-Environmental Protection

Shenzhen International's general-environmental protection business, managed by Shenzhen Expressway, focuses on urban environmental governance areas such as clean energy, integrated solid waste treatment, hazardous waste disposal, and ecological restoration. The Company has established a business model encompassing "investment + operation + products + services."

## Corporate Structure

### Corporate Structure of Shenzhen International Holdings Limited



(1) Listed on the main board of The Stock Exchange of Hong Kong Limited.  
(2) Listed on the Shanghai Stock Exchange.  
(3) Listed on the Shenzhen Stock Exchange.  
(4) These projects are held by Shenshi Smart Logistics Infrastructure Private Equity Partnership (Limited Partnership), a joint venture held by the Group as to 40% equity interest.  
(5) These projects are held by the ChinaAMC - Shenzhen International Warehousing & Logistics Close - end Infrastructure Securities Investment Fund, in which the Group holds approximately 31% of the total units.  
(6) Since 27 March 2025, the Group's shareholding in Shenzhen Expressway Corporation Limited has changed to approximately 47.30%.  
(7) Since 28 January 2025, the Group's shareholding in Air China Cargo Co., Ltd. has changed to approximately 8.76%.  
(8) The simplified corporate structure of the Group only included corporate entities and projects which are in operation as at 31 December 2024. In this report, the English names of the PRC entities are translations of their Chinese names and included herein for identification purpose only. In the event of any inconsistency, the Chinese names shall prevail.



# Key Performance Highlights for 2024

## Governance Performance



Appointed **1** additional female independent director and **1** non-executive director

Increasing the proportion of non-executive directors to **55.6%**



Conducted business ethics and anti-corruption training for all directors, employees (including full-time and part-time employees) and suppliers

**100%**



The signing rate of the Group's Anti-Commercial Bribery Agreement stood at **100%**



Proposed or concluded legal cases regarding corrupt practices **0**



Obtained a total of **252** national patents and software copyrights



## Environmental Performance



Fulfilled the Green Building Design Standard or obtained Green Building Certification **18 projects**

Among which the Qianhai Yidu Building project had obtained LEED-CS Platinum Certification



**1,135,896 kWh** of renewable energy was used



The cumulative installed photovoltaic capacity in the logistics sector reached approximately

**9.32 MW**

The port sector achieved a total installed capacity of

**12.09 MW**



A total of new energy vehicle charging piles more than

**130**

Which are expected to effectively reduce carbon dioxide emissions over

**1,100 tonnes / year**



Charging guns had been installed over

**180**

Jingjiang Port in Jiangsu installed ship shore power systems

**7 sets**

Joining the ranks of ports and wharves in the province with shore power coverage rate

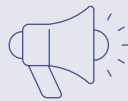
**100%**



## Social Performance



Negative incidents caused by product or service quality issues was **0**



Customer satisfaction rates across all Shenzhen International's subsidiaries exceeded **94 %**



The Group has invested more than **RMB60 million** An increase of **150 %** year-on-year



Safety training coverage (including contractors) reached **100%**

Employee training coverage reached 100%, with an average training time of **17.08 hours** per person



Safety training coverage (including contractors) reached **100%**



The Caring Fund disbursed condolence payments of **RMB337,700**

Our health consultation room received **1,231 visits** from the general employees and management



Total annual charitable expenditures amounted to **RMB473,000**



A total of **771** Shenzhen-Europe Express Rails were operated

Transporting goods worth over USD **2.5 billion**

Providing stable and efficient international logistics services to over **6,888 enterprises**





# Corporate Honors

## Accolades Received by Shenzhen International in 2024

★

Ranked 8th in the "Greater Bay Area State-Owned Enterprise ESG Development Index"

★

Guruclub 2024 Awards – ESG Sustainable Development Excellence Enterprise

★

Greater Bay Area ESG Annual Honor Achievement Award

★

"Top 50 Stock Connect Enterprises" in the 11th HKEX Top 100 Awards

★

Ranked 10th in the "Social Value Management Vanguard 30 Index for State-Owned Enterprises in the Greater Bay Area"

★

"China Securities Golden Bauhinia Awards - The Best Investment Value Award for Listed Companies"

★

ESG Professional Award for Excellent Environmental Performance

★

ESG Professional Award for Excellent Social Performance

★

ESG Professional Award for Excellent Governance Performance

★

"Excellence Award for Listed Companies from Hong Kong Economic Journal"

★

"2024 Top 10 Logistics Parks in the Logistics Industry"

★

The Third "Top 100 Shenzhen Brands" Enterprise Award

★

ESG Certificate of Recognition

★

"Benchmark" Enterprise in the "Double-hundred Action"

★

Ranked 12th in the "Social Responsibility Vanguard 100 Index for State-Owned Enterprises" (2024)

★

Strategic Innovation Award for Brand Innovation Achievements by Shenzhen Association for Quality

★

"Building a New Multimodal Transport System and Setting a New Benchmark for Integrated Logistics Hubs" was included in the *Research Report on Corporate Social Responsibility of State-Owned Enterprises in the Guangdong-Hong Kong-Macao Greater Bay Area (2024)* and was awarded as one of the top ten cases for "Serving the Development of the Bay Area"

★

Jingniu · Responsibility Brand Award



# Key Events in 2024

Shenzhen International achieved outstanding results in the "Double-hundred Action" assessment, securing the "Benchmark Enterprise" title for three consecutive years

In June 2024, Shenzhen International was re-designated as a "Benchmark Enterprise" in a special assessment by the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council, marking its third such recognition since 2021 to 2022. The assessment covered 258 local "Double-hundred Enterprises" across the country, and Shenzhen International's performance stood out. Commendations were issued by the SASAC of the State Council, the SASAC, the People's Government of Guangdong Province, and the SASAC of Shenzhen Municipal People's Government, highlighting the Group's significant accomplishments in reform and innovation, as well as its robust development drive.

ChinaAMC-Shenzhen International REITs held a listing bell-ringing ceremony, boosting long-term growth of Shenzhen International's core business

In April 2024, the ChinaAMC-Shenzhen International Warehousing & Logistics Closed-end Infrastructure Securities Investment Fund ("ChinaAMC-Shenzhen International Warehousing & Logistics REITs") received regulatory approval for registration from the China Securities Regulatory Commission. On July 9, 2024, the ChinaAMC-Shenzhen International REITs were officially listed on the Shenzhen Stock Exchange, marked by a bell-ringing ceremony. Shenzhen International has proactively embraced national policy initiatives by issuing public REITs, revitalizing existing assets, and expediting the development of an integrated "investment, construction, financing, and management" business model, thereby fueling the sustained and stable growth of its core operations.



ChinaAMC-Shenzhen International REITs Held a Listing Bell-ringing Ceremony

Shenzhen International Logistics Port Nantong Park was selected as a national logistics hub for 2024

The National Development and Reform Commission (NDRC) has released the list of national logistics hub projects for 2024, with the Nantong Commerce and Trade Service-Oriented National Logistics Hub making the cut. Shenzhen International Logistics Port Nantong Park, serving as the main carrier, has emerged as one of the core parks within this hub. This represented the third national-level logistics hub project invested in, constructed, and operated by Shenzhen International.



Shenzhen International Logistics Port Nantong Park

Shenzhen International Integrated Logistics Hub Center was selected as a key construction project of Guangdong Province and a major project of Shenzhen for 2024

Guangdong Province and Shenzhen have announced their 2024 Key Construction Project Plan, with the "Shenzhen Pinghunan Integrated Logistics Hub Project" being selected as "a key construction project of Guangdong Province for 2024" and "a major project of Shenzhen for 2024". This project has been listed as a provincial key construction project for two consecutive years and a municipal major project for three consecutive years.



Certificate for 2024 Key Construction Project Plan



Shenzhen International Logistics Hub Center

The monthly handling volume of Shenzhen International Jingjiang Port has exceeded 1 million tonnes for the first time

The monthly handling volume of Shenzhen International Jingjiang Port in Jiangsu has exceeded 1 million tonnes for the first time, totaling 6.08 million tonnes in 2024, marking remarkable achievements in its inaugural year of operation. Despite complex challenges and competition, Jingjiang Port remains focused on market demands, enhancing service quality to meet customer needs. Additionally, it has improved operational efficiency by optimizing production processes and strengthening management, ensuring smooth and efficient loading and unloading operations.



The Monthly Handling Volume of Shenzhen International Jingjiang Port Has Exceeded 1 Million Tonnes



Shenzhen International signed the strategic cooperation agreement with the Research Institute of Tsinghua University in Shenzhen and unveiled the Joint Research Institute

Shenzhen International has taken a pivotal step in its technological innovation journey by signing a strategic cooperation agreement and unveiling a joint research institute with Tsinghua Research Institute and Leaguer. Shenzhen International aimed to harness the research prowess, innovative resources, and talent pool of the Research Institute of Tsinghua University in Shenzhen, along with Leaguer's expertise in technology transfer and business incubation, to build a high-caliber, forward-thinking, and open logistics innovation platform.



Signed the Strategic Cooperation Agreement with the Research Institute of Tsinghua University in Shenzhen

The opening ceremony for 6 million square meters of high-standard warehouses and the inaugural key client exchange event were held successfully

On December 18, 2024, Shenzhen International organized an opening ceremony for its 6 million square meters of high-standard warehouses and hosted its inaugural key customer exchange event at Shenzhen Wuzhou Guest House. More than 300 clients from nationwide attended, engaging in discussions with Shenzhen International's executive team about the trends and future opportunities in the logistics industry. At the event, Shenzhen International shared its vision for future growth, introduced six key strategic customer benefits, and established strategic partnerships with several companies, including Phoenix Wings and Skyevtol.



The Opening Ceremony for 6 Million Square Meters of High-standard Warehouses and Inaugural Key Client Exchange Event

Shenzhen International secured three accolades at the Greater Bay Area Forum on Social Value of State-owned Enterprises

Shenzhen International was recognized for its exemplary cases by being selected as one of the top ten cases in the *Research Report on Corporate Social Responsibility of State-Owned Enterprises in the Guangdong-Hong Kong-Macao Greater Bay Area (2024)*. Additionally, it was honored in the *Research Report on ESG of Listed Companies Controlled by State-Owned Enterprises in the Guangdong-Hong Kong-Macao Greater Bay Area (2024)*, the *Social Value Management Vanguard 30 Index for State-Owned Enterprises in the Greater Bay Area*, and the *Greater Bay Area State-Owned Enterprise ESG Development Index*.



Certificates from the Greater Bay Area State-Owned Enterprises Forum

Shenzhen International was honored with the "ESG Sustainable Development Excellence Enterprise" award at the Guru Club 2024 Awards

Guruclub, driven by the vision of "global vision, investing in China," organized the ESG Guruclub 2024 Awards to establish a ranking of listed companies serving as a valuable reference and holding significant influence in China's ESG investment field. The selection encompassed all listed companies, both domestically and internationally. At the conference, the Guru Club Outstanding Companies List 2024 was unveiled, with Shenzhen International winning the "ESG Sustainable Development Excellence Enterprise" award.



Guru Club 2024 Awards



# Chairman's Statement



“ In 2024, the global landscape was rapidly evolving, with rising complexity, severity, and uncertainty in both domestic and international environments, leading to a series of emerging challenges. Faced with a severe and complex external environment with challenges, Shenzhen International has adhered to its core approach of "seeking progress while maintaining stability, enhancing quality and efficiency." With determination and concerted efforts, the Company has confronted challenges head-on, steadily improved operational performance, while its business resilience and sustainable development capabilities continue to lead the industry.

”

## Promoting Robust Growth with Responsible Governance

Shenzhen International continues to strengthen the corporate governance capabilities and optimizes the governance structure. The Company has established a Compliance Management Committee to guide, supervise, and evaluate compliance management work. Furthermore, the management team has signed the *Compliance Commitment Letter* to reinforce awareness of compliance. In 2024, the Company appointed a female director, enhancing the professionalism and diversity of the board, thereby further solidifying the foundation of corporate governance. In terms of sustainable development, Shenzhen International has improved the ESG governance framework and policy system, deepened the distinctive practice projects, and promoted sustainability within the logistics and port industries. Moreover, the Company emphasizes compliant operations and risk prevention and control, establishing a robust integrity framework for business conduct. Through the improvement of the regulations and systems, the strengthening of risk early-warning mechanisms, and other measures, Shenzhen International has laid a solid foundation for steady development.

## Pursuing Unremitting Refinement for Supreme Excellence

Shenzhen International continues to deepen the commitment to the logistics industry, dedicated to building a comprehensive business ecosystem. By leveraging lean, smart, and green modern supply chains alongside innovative technologies, we empower products and services, advancing the development of a comprehensive logistics ecosystem encompassing "Inland Port Networking, Logistics Parks, Air Cargo and Railway Freight Logistics Infrastructure" along with "Intelligent and Cold - Chain Logistics." In terms of product quality management, we constantly improve quality management system by further advancing full-process quality inspections and evaluations and actively pursuing ISO 9001 certification to ensure that products and services consistently lead the industry in quality. In addition, we remain customer-driven, adhering to the "build for use" philosophy. On the foundation of standardized services, we meet customer-specific needs by transforming and optimizing infrastructure and providing tailored products and services. Customer satisfaction is a key metric for evaluating the quality of products and services, and we are dedicated to gaining deep insights into customer needs while consistently enhancing the overall customer experience.

## Embracing Green Sustainability for Harmonious Coexistence

Shenzhen International actively develops new quality productive forces and formulates green development strategies to clearly define the Company's course of action. By fully leveraging our own resource advantages, we are accelerating the green transition of logistics parks and ports, with a particular focus on the adoption of renewable energy, such as photovoltaic systems, to achieve a cleaner and more efficient energy mix. Moreover, we are committed to creating green, low-carbon, and smart parks. In newly built parks or projects, we implement green building standards comprehensively. By the end of 2024, Shenzhen International has achieved 18 green-certified projects and has built pilot parks integrating photovoltaic energy, storage, and charging systems, fostering the harmonious coexistence of project operations and nature. In terms of smart port development, we continue to optimize port operating models, enhance energy efficiency, and reduce carbon emissions intensity. Additionally, we consistently strengthen energy-saving, emission-reduction, and environmental protection efforts, dedicated to minimizing the environmental impact of business activities.

## Putting Talent First to Build Team Cohesion

Taking safeguarding the legitimate rights and interests of employee as the bottom line, Shenzhen International is committed to protecting employees' human rights with the highest standards, and strives to create an equal and inclusive working environment. We place great emphasis on the physical and mental well-being of employees, as well as their career development. Through systematic talent development programs and diverse, inclusive team-building efforts, we provide comprehensive support and protection to help employees achieve their personal aspirations and professional growth. At the same time, we maintain a firm commitment to the principle of "safety first, prevention-oriented" and continue to improve the safety management system and include the occupational health and safety of contractors into the management framework. In 2024, through the Company-wide Safety Production Month activities, we further strengthened safety awareness and management capabilities, ensuring the operational safety of all business sectors. This not only enhanced employees' sense of well-being and belonging but also laid a solid foundation for the Company's steady development.

## Pooling United Efforts for Mutual Benefits and Common Prosperity

Shenzhen International consistently adheres to the philosophy of open cooperation and common development, working hand-in-hand with suppliers and other stakeholders to fully implement the principles of green procurement and responsible sourcing. In partnership with the Bus Group, we have co-created the "Bus + Logistics" model, maximizing resource value while enhancing the quality of public services. In fulfilling social responsibilities, Shenzhen International takes on a significant role, actively responding to the national Rural Revitalization Strategy. Through innovative approaches and a diverse range of community activities and targeted support projects, we empower rural development and contribute to achieving common prosperity. At the same time, we actively support the national "Belt and Road" Initiative, positioning ourselves strategically within the national development framework and taking proactive action. By leveraging the Shenzhen-China-Europe Railway Express as a key platform, we have built a vital bridge for economic and cultural exchanges between Europe and Asia. By the end of 2024, the Shenzhen-Europe Express Rail had run 195 times in total, with a cumulative freight volume exceeding 19,500 TEUs and a total value surpassing \$710 million, involving 44 countries along the "Belt and Road", which makes continuous contributions to regional economic integration and economic, trade and cultural exchanges.

He who spots movements may be wise, while he who rides them will win. In 2024, where opportunities and challenges intertwine, we have seized opportunities through steady operations and opened new chapters of sustainable development, responding to the demands of the times. Looking ahead, we have every confidence in our hearts. We will continue to strengthen our sense of responsibility amidst change, taking each step steadily forward in development and construction. With unremitting efforts to enhance the core competitiveness of logistics and port sectors, we will work together with all stakeholders to create a better future, braving the storms as a trailblazer.

Chairman of the Board of Directors  
Li Haitao



# Board Statement



The Board of Directors of Shenzhen International places a high premium on ESG matters, deeply recognizing their critical importance to the Group's sustainable development and risk management. The Board actively exercises its oversight role to ensure that ESG principles are integrated into every facet of the Company's operations. In accordance with the strict requirements of the HKEX's *Environmental, Social, and Governance Reporting Guide*, we make the following statement:

## The Board of Directors exercises supervision over ESG matters

As the highest decision-making and governing body of Shenzhen International, the Board of Directors bears responsibility for the sustainable development direction and overall strategy of the Group. According to the *Rules of the Board of Directors of Shenzhen International Holdings Limited*, the Board of Directors is comprehensively responsible for approving significant matters related to sustainable development, ecological conservation, social responsibility, and major employee rights and interests.

The Sustainability Committee has been set up under the Board of Directors, which is responsible for providing recommendations to the Board of Directors regarding sustainable development matters within the Company, including management policies, strategies, priorities and goals. The committee also oversees, reviews, and evaluates the priorities and targets adopted by the Company to implement sustainable development. Additionally, it assesses the effect and impacts of the Company's ESG governance and provides recommendations for improving ESG practices.

## The Board's ESG policies and strategies

The Board of Directors attaches importance to ESG-related risks and opportunities and participates in the evaluation of the ESG risks. The Board identifies key issues and clarifies management priorities. In line with the key areas of ESG risk management, the Board has established effective mechanisms for risk management and internal oversight. It regularly reviews and monitors the progress of ESG initiatives, gradually integrates ESG risks into the enterprise's risk management framework, and continuously enhances management standards.

## The Board reviews progress against ESG targets

Based on its business, the Company develops qualitative and quantitative indicators to measure its performance on ESG matters. These indicators cover areas such as climate change, biodiversity, resource usage, product responsibility, human capital, community relations, and corporate governance. The Board of Directors also regularly checks progress and proposes improvement plans and recommendations. The Company will review the setting and achievement of ESG targets in a timely manner, taking into account the needs of its business development, to ensure the sustainability and resilience of its business development.

As authorized by the Board, the progress and achievements of the Company's ESG initiatives in 2024 are detailed in this Report. This Report was reviewed and approved by the Board of Directors on March 26, 2025. The Board and all directors of Shenzhen International assure that the Report contains no false information, misleading statements, or significant omissions.





# Promoting Robust Growth with Responsible Governance

Holding on to the core spirit of "Logistics with Ethics, for a Better World", Shenzhen International strictly abides by compliance and business ethics standards and has established a comprehensive and robust risk management and control system. In the process of cooperative development, the Company works closely with all stakeholders and is committed to achieving a mutually beneficial and win-win situation. Meanwhile, we deeply integrate the concept of sustainable development into our daily operations and management, comprehensively facilitating the Company's journey towards high-quality and steady growth.

Response to ESG major issues in this chapter:

- Business ethics and anti-corruption
- Risk management
- Stakeholder engagement
- Corporate governance
- Data security and privacy protection
- Intellectual property protection

Response to relevant SDGs issues in this chapter:



Obligation Performance

During the Reporting Period:

Appointed <b>1</b> additional female independent director	Appointed <b>1</b> non-executive director	Increasing the proportion of non-executive directors to <b>55.6%</b>	Carried out <b>13</b> special audit projects	Conducted <b>49</b> on-site audits of subsidiaries
Identified <b>119</b> compliance risk points	Formulated <b>119</b> control measures	Achieving <b>full coverage</b> of risk prevention and control across all business segments	<b>0</b> cases of corruption litigation filed or concluded	Obtained a total of <b>252</b> national patents (software copyrights)
Conducted business ethics and anti-corruption training for <b>all</b> directors, employees (including full-time and part-time employees), and suppliers		Achieved <b>100%</b> signing of the Group's Anti-Commercial Bribery Agreement	Achieved five consecutive years of <b>zero incidents</b> in cybersecurity	





# Corporate Governance



The Company strictly complies with the Bermuda Companies Act, the requirements of the *Rules Governing the Listing of Securities* on the HKEX, and other applicable laws and regulations. Taking into consideration the Company's actual situation, we have established a standardized, independent, and diversified governance structure to ensure the normative and efficient operations of the Company. In addition, the Board of Directors and senior management strictly fulfill their responsibilities and exercise their rights in accordance with the *Memorandum and Bye-laws* and the *Board's Rules of Procedure*, while fully leveraging the professional advantages and supervisory roles of various special committees and independent directors. This effectively safeguards the legitimate rights and interests of shareholders and promotes the Company's sustained and steady development.

## Board Governance

### Board Structure and Members

The Board of Directors of the Company is composed of various committees, including the Executive Committee, the Sustainability Committee, the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee. The Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee are all chaired by independent non-executive directors to maintain the independence and effectiveness of key committees and safeguard the legitimate rights and interests of the Company and its shareholders. Among them, all members of the Audit Committee and the Remuneration and Appraisal Committee are non-executive directors, ensuring high independence. Additionally, the Sustainability Committee comprises only directors, and the Nomination Committee has included female independent directors. The members of the Group's Board of Directors and the chairs of the committees all boast extensive industry experience in areas such as economic management, land development, construction engineering, business operations, strategic management, investment and M&A, capital operations, financial auditing, and law, ensuring professional decision-making.

### Responsibilities and System Construction of the Board of Directors

Our Board regards the enhancement of the corporate governance system its core mission, steering the Company's development, setting strategic goals, and ensuring access to the financial and non-financial resources to achieve these goals. To this end, we continually refine our governance systems, establishing a systematic and standardized institutional framework. The *Memorandum and Bye-laws*, along with other shareholder communication policies, clearly outline key provisions such as shareholder voting rights and information access safeguards, providing a solid legal basis for Board decisions. The *Board's Rules of Procedure* was revised in 2024, further clarifying the Board's authority in strategic decision-making, oversight, and execution, and offering clear guidance for its decision-making and implementation processes. Additionally, the *Group's Definition and List of Associated Persons* has enhanced corporate governance standardization and Board independence, effectively protecting shareholders' rights and interests. Regarding remuneration management, the Board has established a Remuneration and Appraisal Committee, comprised entirely of independent non-executive directors with relevant management expertise. In accordance with the *Terms of Reference of the Remuneration and Appraisal Committee*, they formulate and review remuneration policies and structures for directors and senior management, and fairly and diligently reward employees based on their contributions.

### The Independence and Diversified Development of the Board of Directors

Shenzhen International actively embraces modern corporate governance principles by formulating the *Board Member Diversity Policy* and continuously enhancing board diversification. In structuring the Board, the Company considers multiple factors, including gender, age, cultural and educational background, professional experience, skills, and knowledge, to establish a scientific selection process. The Nomination Committee, as the responsible entity, oversees and drives the implementation, monitoring, and evaluation of diversity goals, reports phased achievements through the annual *Corporate Governance Report*, and establishes a mechanism for the dynamic assessment and optimization of the policy.

In 2024, the Company restructured its Board of Directors by appointing one female independent non-executive director and one non-executive director. This adjustment raised the proportion of non-executive directors to 55.6%, fostering a diverse and complementary blend of professional expertise and industry perspectives at the decision-making level, and infusing innovative energy to navigate market dynamics. The Board now comprises 9 members, including 4 executive directors, 1 non-executive director, and 4 independent non-executive directors.



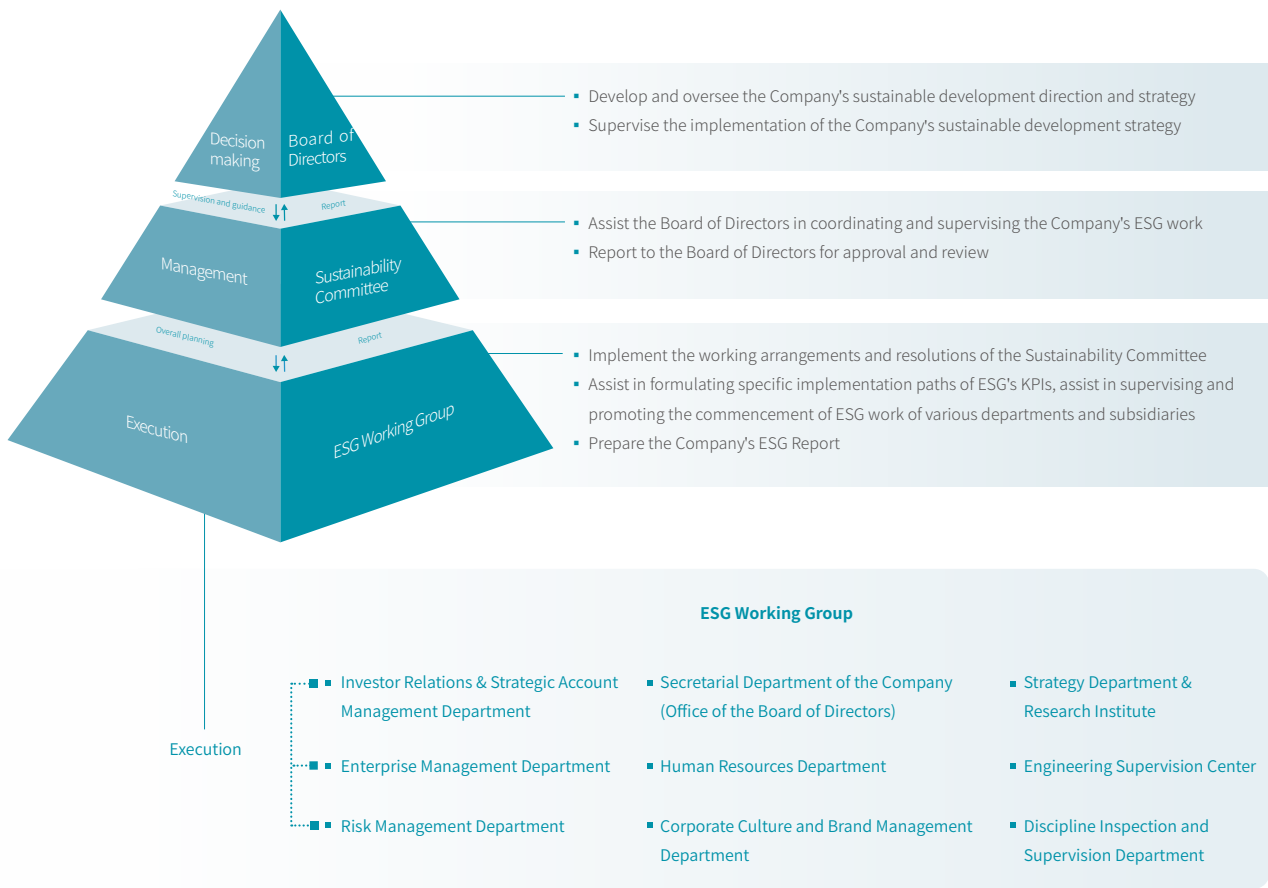


# Sustainable Development Management

Shenzhen International continuously improves its sustainability management system and is committed to building a diverse and efficient stakeholder communication mechanism. By establishing an open platform for dialogue, we gain deep insights into the concerns and expectations of all stakeholders. Meanwhile, we systematically identify ESG issues that significantly impact our corporate development. Through scientific assessment and prioritization, we allocate resources precisely to formulate targeted management strategies and action plans.

## Sustainability Management System





The Company has developed a three-tiered ESG governance framework that encompasses "decision-making, coordination, and execution": At the decision-making level, the Board of Directors directly oversees the Sustainability Committee, which is responsible for crafting the ESG strategic vision and reviewing significant matters. At the management level, a cross-functional ESG Working Group is established to orchestrate the alignment of objectives and resource collaboration across environmental, social, and governance dimensions. At the execution level, ESG metrics are integrated into the KPI assessment systems of each business unit, ensuring the comprehensive integration of sustainability principles throughout the organization. The Company's three-tiered ESG governance structure is outlined as follows:



# Stakeholder Engagement

The Company has established diverse mechanisms for communication with its stakeholders, utilizing channels or methods such as reports, meetings, questionnaire surveys and internal OA (Office Automation) to gain in-depth understanding of their needs and to fully provide responses. The Company strives to maintain long-term partnerships with key stakeholders and foster mutually beneficial and positive interactions.

Shenzhen International Stakeholder Communication Mechanisms

Stakeholder	Stakeholders' Demands	Communication Mechanisms
 Government and regulatory authorities	<ul style="list-style-type: none"><li>Stable energy supply</li><li>Pay taxes according to laws</li><li>Promotion of harmonious economic and social development</li></ul>	<ul style="list-style-type: none"><li>Submission of information and statistical reports</li><li>Engaging in exchange visits</li><li>Participation in government-organized industry conferences and forums</li></ul>
 Shareholders and investors	<ul style="list-style-type: none"><li>Corporate governance standards</li><li>Stable results growth</li><li>Compliance and risk management</li></ul>	<ul style="list-style-type: none"><li>Conducting communication activities, including roadshows, investor presentation meetings, earnings presentations, non-deal roadshows, online meetings, and large-scale strategy conferences</li><li>Publishing regular reports, holding earnings presentations, investor communication meetings, and shareholders' general meetings</li><li>Responding to inquiries from overseas institutional investors regarding ESG performance</li></ul>
 Directors and management	<ul style="list-style-type: none"><li>Corporate governance</li><li>Compliance risk</li><li>Sustainable operations</li></ul>	<ul style="list-style-type: none"><li>Regular board meetings</li><li>Periodic reporting</li></ul>
 Customers	<ul style="list-style-type: none"><li>Providing safe, environmentally friendly and high-quality products and services</li><li>Conducting business with integrity</li></ul>	<ul style="list-style-type: none"><li>Continuous exchange and visits for communication</li><li>Customer satisfaction surveys</li></ul>
 Employees	<ul style="list-style-type: none"><li>Salary and benefits security</li><li>Health and safety</li><li>Fair promotion and development opportunities</li></ul>	<ul style="list-style-type: none"><li>Establishment of labor union organizations</li><li>Regular meetings and daily communication</li><li>Employee opinion surveys and "Idea Contribution" activities</li><li>Organizing various communication activities and training sessions</li></ul>
 Suppliers and partners	<ul style="list-style-type: none"><li>Adherence to commitments</li><li>Fair, just and open procurement</li><li>Win-win cooperation</li></ul>	<ul style="list-style-type: none"><li>Regular business communication meetings</li><li>Communication regarding agreements and contracts</li><li>Periodic on-site visits</li><li>Organizing partner training sessions</li></ul>
 Industry associations and organizations	<ul style="list-style-type: none"><li>Win-win cooperation</li><li>Contribution of corporate experiences</li></ul>	<ul style="list-style-type: none"><li>Participation in industry exchange meetings</li><li>Sharing management experiences and technical standards</li></ul>
 Community and the public	<ul style="list-style-type: none"><li>Driving community economic development</li><li>Concerns for vulnerable groups</li><li>Protecting the community environment</li><li>Information disclosure</li></ul>	<ul style="list-style-type: none"><li>Establishing community communication mechanisms, actively engaging in dialogues with the community for communication</li><li>Organizing volunteer support activities</li><li>Conducting propaganda and education campaigns</li><li>Fulfilling disclosure obligations, enhancing information disclosure</li></ul>

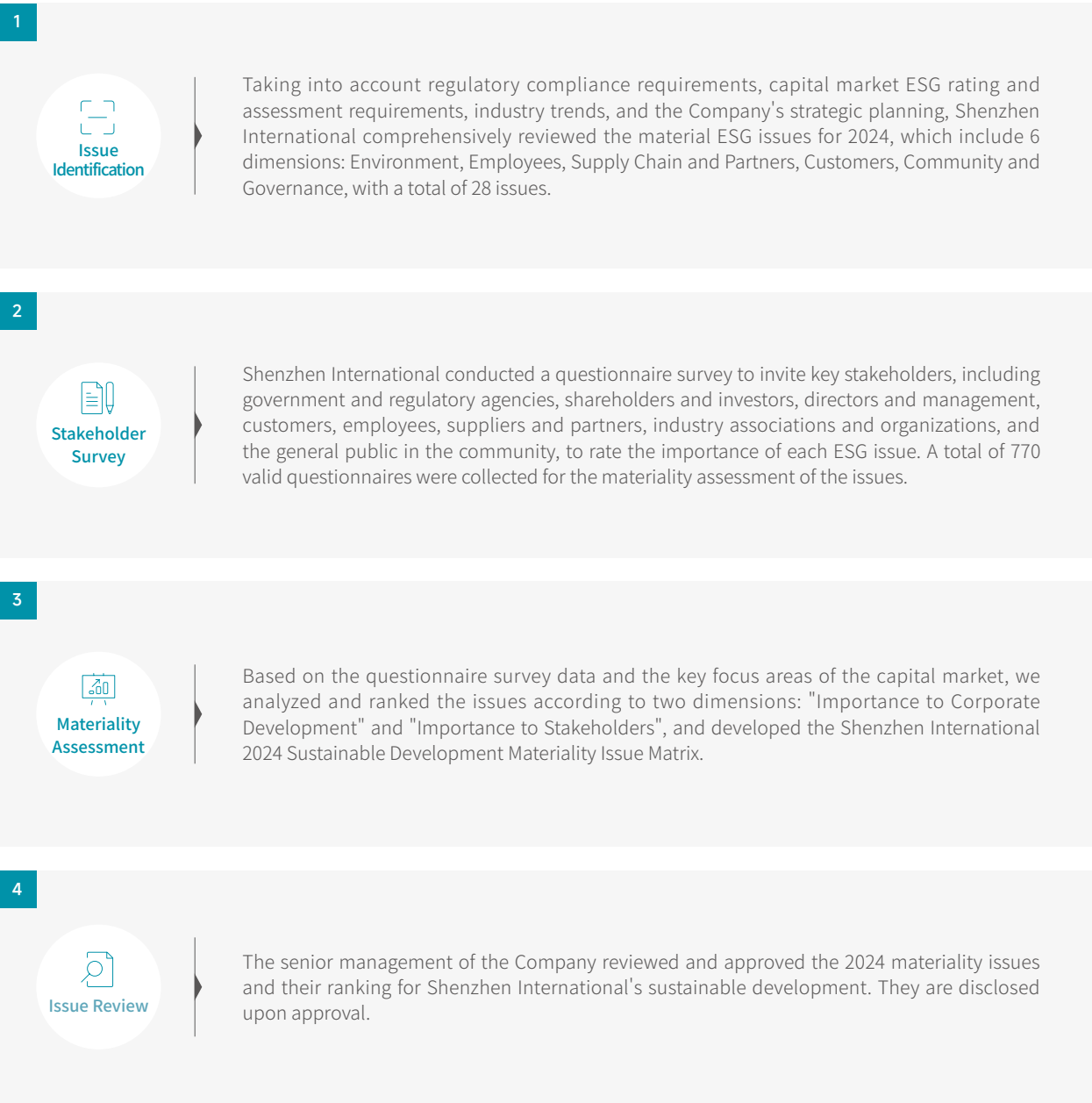


Management of Material Issues

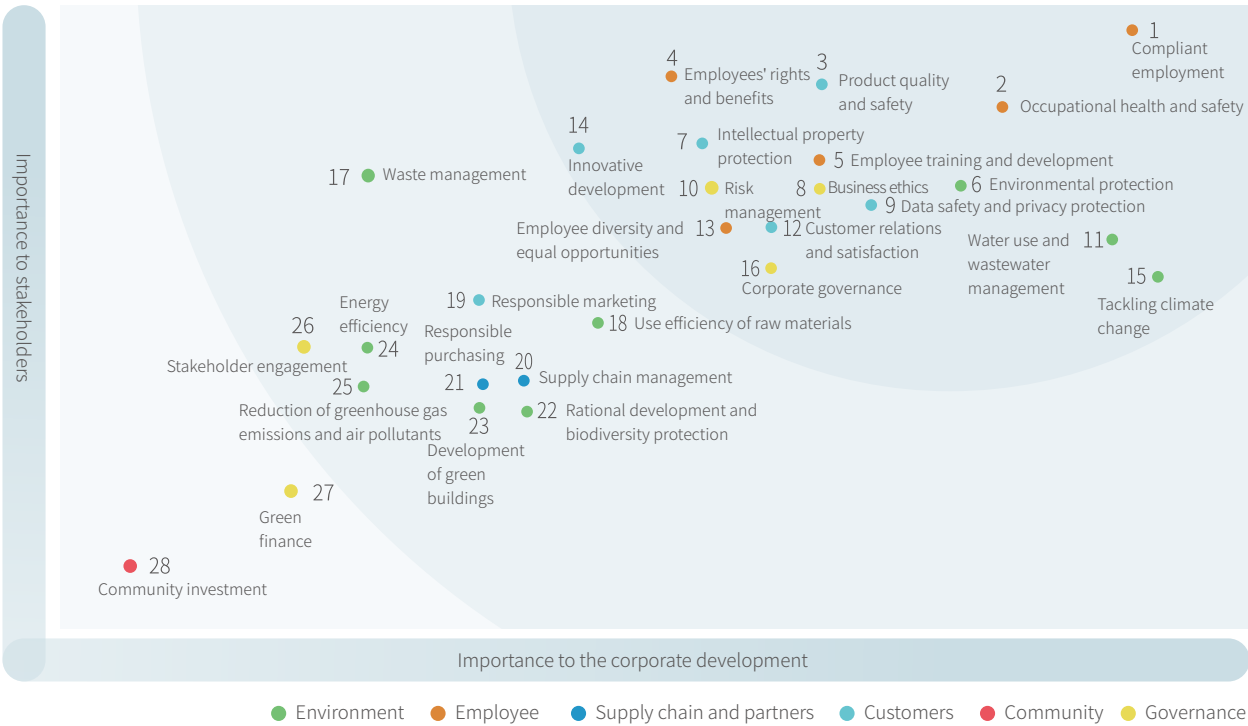
In the current year, with the assistance of a third-party independent organization, we distributed questionnaire surveys to various internal and external stakeholders, including directors, management, employees, shareholders and investors, customers, suppliers and business partners. Through the survey on material issues, we aim to understand the sustainability issues that stakeholders are most concerned about. This will help guide the management and disclosure direction of sustainability affairs within the Company.

Our steps for analyzing material issues are as follows:

Process for the determination of material issues by Shenzhen International



2024 Materiality Matrix of Issues on Sustainable Development of Shenzhen International



List of Material Issues for Shenzhen International in 2024		
Highly important issues		
Issue Ranking	Issue Category	Material Issues
1	Employee	Compliant employment
2	Employee	Occupational health and safety
3	Customer	Product quality and safety
4	Employee	Employees' rights and benefits
5	Employee	Employee training and development
6	Environment	Environmental protection
7	Customer	Intellectual property protection
8	Governance	Business ethics
9	Customer	Data safety and privacy protection
10	Governance	Risk management
11	Environment	Water use and wastewater management
12	Customer	Customer relations and satisfaction
13	Employee	Employee diversity and equal opportunities
14	Customer	Innovative development
15	Environment	Tackling climate change
16	Governance	Corporate governance

List of Material Issues for Shenzhen International in 2024		
Ordinarily important issues		
Issue Ranking	Issue Category	Material Issues
17	Environment	Waste management
18	Environment	Use efficiency of raw materials
19	Customer	Responsible marketing
20	Supply chain and partners	Supply chain management
21	Supply chain and partners	Responsible purchasing
22	Environment	Rational development and biodiversity protection
23	Environment	Development of green buildings
24	Environment	Energy efficiency
25	Environment	Reduction of greenhouse gas emissions and air pollutants
26	Governance	Stakeholder engagement
27	Governance	Green finance
28	Community	Community investment

List of Material Issues for Shenzhen International in 2024



# Compliant Operation



Shenzhen International upholds the principle that "compliance is a shared responsibility and creates value." The Company continually refines its fundamental compliance management system and specialized frameworks for key areas, places significant emphasis on risk management and fostering a culture of integrity, and strives to cultivate a stable, healthy, and orderly internal operating environment.

## Compliance Management

Shenzhen International has comprehensively upgraded its compliance management by establishing a robust compliance management system, covering organizational structure, system development, and operational mechanisms. Structurally, the Company has implemented a three-tiered framework of "governance, management, and execution," establishing a Compliance Management Committee and appointing a Chief Compliance Officer. It has clearly delineated the "three lines of defense": Business and Functional Departments as the first line, the Compliance Management Department as the second, and the Discipline Inspection and Audit Departments as the third. Compliance officers are stationed across all sectors and departments, and all staff are required to sign a *Compliance Commitment*, embedding compliance into every aspect of business operations.

Regarding system development, the Company adopted the "1+2+3" work strategy in 2024, publishing the *Compliance Management Manual of Shenzhen International Holdings Limited* and enhancing core systems like the *Rules of Procedure for the Compliance Management Committee (Trial)* and the *Compliance Management Regulations*. We also developed essential checklists, including the "Job Responsibility Checklist", "Risk Identification Checklist", and "Process Control Checklist." By aligning with business and job requirements, we conducted thorough analyses of compliance obligations and demands. Through systematic initiatives, we continuously strengthened our compliance system, effectively mitigated operational risks, and provided robust support for the Company's high-quality development.

### Case: Shenzhen International Holds Special Training on SASAC's Trade Management Policies and Supply Chain Risk Prevention and Control



In April 2024, Shenzhen International held special training on SASAC's trade policies and supply chain risk prevention and control. External experts in supply chain risk management were invited to deliver lectures, providing a comprehensive interpretation of SASAC's "Ten Prohibitions" policy on trade management. Through case studies, they elaborated on complex issues such as legal concerns in financing trade, key points for effective internal control mechanisms, and self-inspection checkpoints to ensure business compliance. Additionally, they proposed 8 specific risk control suggestions for the entire process management. Over 70 Group members attended the training, laying a solid foundation for the subsequent compliant operation and development of the Group's supply chain business.



Shenzhen International Invited External Experts to Hold Risk Training on Supply Chain Businesses

Proposed  
**8**  
specific risk control suggestions for the entire process management



Over  
**70**  
Group members attended the training



# Risk Management

Shenzhen International has established a series of internal risk management systems, including the *Regulations on the Internal Control System Evaluation and Management*, the *Internal Control System*, the *Comprehensive Risk Management Regulations*, the *Work Guidelines for the Risk Control Committee*, the *Significant Risk Assessment Plan*, etc. We continuously refine the risk management framework, clarify risk assessment and management processes, regularly identify and evaluate internal and external risks within the Company. This approach continually enhances the Company's capacity to manage regular, significant, and emergent risks.

## Risk Management Framework

Shenzhen International strictly complies with national and industry laws and regulations. In line with the *Code of Corporate Governance Practices* and regulatory requirements, the Company has established an internal control and oversight system, with "Subsidiaries - Risk Management Department and Risk Control Committee - Management & Board of Directors" as the core. The Risk Control Committee works with departments like audit, finance, and corporate management to review and approve major risk events and new business initiatives. The Risk Management Department coordinates an integrated platform covering compliance, risk control, internal control, and legal affairs, and assesses and reports on major risk management promptly through a dynamic reporting

system. To effectively prevent compliance risks, we have set up three risk defense lines with "Functional Departments of Subsidiaries/the Headquarters - Risk Management Department - Audit Department/Discipline Inspection and Supervision Office." This clarifies risk management responsibilities at all levels and ensures orderly risk management. Business units and compliance officers act as the first line of defense, implementing compliance controls in key areas. The Risk Management Department serves as the second line, managing "compliance, risk control, internal control, and legal affairs" holistically. The Discipline Inspection and Supervision Office and Audit Department form the third line, enhancing audit and supervision of compliance issues.

## Risk Management Mechanism

Shenzhen International prioritizes the prevention and mitigation of significant risks. By establishing and enhancing a risk monitoring and early warning system, the Company has achieved comprehensive, full-cycle risk management. The Company regularly produces quarterly risk assessment reports, financial early warning reports, and annual risk evaluation reports, shifting the focus of risk control from in-course and post-event measures to proactive pre-event warnings. This has significantly improved the foresight and initiative in risk prevention and control.

In accordance with the *Comprehensive Risk Management Regulations*, all units of the Company submit quarterly reports on the management of significant risks, continuously monitoring the progress of legacy risks and systematically identifying new risks arising from business operations. This has ensured the timely updating and dynamic management of risk information. We have implemented a company-wide risk management process that effectively manages our risk landscape through 6 key steps, providing a foundation for risk management oversight and enhancement.



Major Risk Assessment Procedures



In 2024, the Company compiled a "Risk Identification Checklist," systematically identifying 119 compliance risk points and formulating 119 corresponding control measures. Additionally, we established an internal control matrix system for key processes such as fund management, procurement management, and engineering management, which encompasses 3 levels of processes, 15 modules, and nearly 200 control points. This system has achieved comprehensive risk prevention and control across all business segments.

Internal Control Audit

The Board of Directors and its Audit Committee of Shenzhen International regularly conduct comprehensive reviews and assessments of the Company's internal control, risk management, and compliance management systems, and provide guidance on the resources and mechanisms for the internal audit function. The Company's Audit Department independently conducts audits on compliance management implementation, as well as the suitability and effectiveness of the compliance system, in line with the annual plan or specific project needs. In 2024, the Company's internal control audit covered key processes such as contract management, procurement management, park operation management, and engineering management. A total of 13 special audits were conducted throughout the year, including 6 audits within plans and 7 audits outside plans, and 49 on-site audits in subsidiaries.

Business Ethics

Shenzhen International is dedicated to cultivating a clean and ethical business environment by continually elevating employees' business ethics. We uphold the strictest standards in business ethics and anti-corruption efforts, firmly opposing any form of misconduct, including corruption and bribery.

Management System Building

The Company strictly adheres to relevant laws and regulations such as the *Criminal Law of the People's Republic of China* and the *Company Law of the People's Republic of China*. We have formulated business ethics and anti-corruption policies such as the *Anti-Fraud Management Measures*, the *Risk Prevention and Control Guidelines for Working with Integrity*, the *Confidentiality Management Regulations for Disciplinary Inspection and Supervision Work*, and the *Policy for Reporting Misconduct*, to clarify the contents of anti-corruption and anti-bribery, the responsibilities of relevant departments, prevention and control processes for fraud and corruption, as well as procedures for whistle-blowing and handling such incidents. We also ensure that at least every three years, the Company's ethical standards, anti-corruption policies and business behaviors within the whole scope of operation of the Company are evaluated and audited. In 2024, the Company zeroed in on 12 key rectification areas and elaborated on 14 rectification measures. We initiated 17 joint supervision and integrity-building demonstration projects, intensifying on-site research and oversight to seamlessly integrate investigation, development, problem identification, review and rectification efforts. Furthermore, in line with the Group's procurement management policies, all procurement projects exceeding RMB 100,000 are required to sign *Anti-Commercial Bribery Agreements*, achieving a 100% signing rate in 2024.

Shenzhen International has established a top-down anti-corruption and anti-fraud management system. The Board

of Directors, as the highest governing and responsible body, regularly receives and reviews reports on anti-corruption and anti-fraud efforts provided by the Party Committee, the Discipline Inspection Commission, and the Department of Discipline Inspection and Supervision to ensure effective implementation of the relevant systems and policies. To firmly uphold the Company's business ethics and foster a culture of integrity and cleanliness within the industry, for its employees, Shenzhen International requires department heads, sector leaders, and leaders of subsidiaries to sign the *Letter of Responsibility for Targets of Party Conduct and Clean Governance Construction* every year. They are also required to provide annual reports on their performance and integrity, assuming primary responsibility for the anti-corruption and anti-fraud work in their respective departments or subsidiaries. Regarding external partners, Shenzhen International requires all project partners, including general contractors and supervisory units, to sign the *Anti-Commercial Bribery Agreements* and promote the *Ten Initiatives and Ten Declarations for Integrity Cooperation*.

In 2024

The Company  
did not experience  
any corruption-related litigation cases



Whistle-blowing Acceptance Mechanism

Shenzhen International takes concrete measures to protect the legitimate rights and interests of whistleblowers, strictly safeguarding information such as names, work units, family members, home addresses, and the content of reports made by those who submit letters and visits for complaints or reports. The Company has formulated management regulations including the *Confidentiality Management Regulations for Disciplinary Inspection and Supervision Work*, the *Policy for Reporting Misconduct*, the *Measures for Managing Problem Leads*, and *Work Confidentiality*, which clearly define the scope of policy application, safeguards for whistleblowers, reporting channels and forms, and investigation procedures. Shenzhen International accepts anonymous reports and encourages real-name reports, providing multiple reporting channels such as email and physical mailboxes to widely collect information from all employees and relevant parties with whom the Company has dealings. Additionally, the Company resolutely protects the personal safety and privacy information of whistleblowers, strictly keeping their identities confidential to ensure that their basic rights and interests are not infringed upon. Any form of threat or retaliation is strictly prohibited, and disciplinary action will be taken against any violations. We are committed to handling corruption, fraud, and other improper behaviors in a responsible and effective manner.

Integrity Culture Construction

Shenzhen International organizes annual anti-corruption training and ethics education for all directors, employees (full-time and part-time), and suppliers to cultivate a clean and positive corporate environment, enhance management's theoretical knowledge and anti-corruption awareness, and bolster employees' legal risk prevention consciousness. Through diverse methods like specialized training, integrity workshops, and integrity vow, we effectively strengthen employees' anti-corruption mindset, providing robust support for the Company's commitment to clean and compliant operations. In 2024, Shenzhen International conducted business ethics and anti-corruption training that encompassed all directors, employees (full-time and part-time), and suppliers.

Shenzhen International Organizes the 4th Vow of Integrity Event for Young Employees



In August 2024, Shenzhen International organized the 4th Integrity Development and Vow of Integrity Event for Young Employees. Over 150 participants, including the Director of the Discipline Inspection and Supervision Office at the headquarters, the Secretary of the Youth League Committee of the Group, the Secretaries of the Discipline Inspection Commissions and the Heads of the Discipline Inspection Teams from various subsidiaries, as well as young employees, attended the event both online and offline. During the event, the young employees expressed their beliefs and commitments to practicing integrity in their professions, demonstrating the firm determination of all young employees to uphold their political convictions and engage in clean and integrity work.



In 2024

Over  
150 participants



Zhilian Shenzhen International Holds a Special Study Session on Clean Governance and Anti-corruption Education



On September 5, 2024, Zhilian Shenzhen International convened its 2024 Work Conference on Party Conduct, Clean Governance, and Anti-Corruption, along with a Special Session on Party Discipline and Educational Learning, targeting the Company's management and department heads. The session emphasized the need for continued strengthening of supervision and discipline enforcement, enhanced oversight and inspection, and the promotion of integrity culture. It advocated for a work ethic of "strictness, sincerity, thoroughness, practicality, and efficiency" to drive effective implementation and quality development through improved work practices.





Intellectual Property Protection

Shenzhen International strictly adheres to laws and regulations such as the *Trademark Law of the People's Republic of China*, the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and the *Anti-Unfair Competition Law of the People's Republic of China*. We promptly apply for and register intellectual property achievements, standardize the licensing and transfer of intellectual property, and strengthen the protection of trade secrets and trademarks to ensure the lawful use of others' intellectual property and eliminate any infringement. In terms of software copyright management, the Company has formulated the *Genuine Software Licensing Management Measures*, which continuously improves the management level of genuine software by strengthening compliance reviews of software usage in daily business operations, further reinforcing intellectual property protection efforts.

During the Reporting Period:

Shenzhen International Jingjiang "Smart Port" project had

2

patents



2

Software copyrights



Shenzhen International Liguang "Smart Logistics Park" had

6

software copyrights

Obtained a total of

252

national patents and software copyrights

Information Security Protection

Shenzhen International strictly adheres to laws and regulations such as the *Personal Information Protection Law of the People's Republic of China* and the *Cybersecurity Law of the People's Republic of China*. Additionally, we have formulated and implemented the *Group Information Security Management Measures* to comprehensively implement the information system security classification protection policies.

The Company has set a network security goal of "zero network security incident throughout the year". This goal comprehensively covers the Company's headquarters, various business sectors, and directly managed enterprises. To achieve this goal, we have established an information security risk management and assessment system to clarify information security management organizations and duties, security inspection requirements, emergency prevention measures, risk assessment and management processes, and information security training regulations. By reasonably evaluating and controlling network risks, we have strengthened the network security defense lines.

Regarding data security, we standardize every step of information processing, from collection and storage to usage, processing,

transmission, sharing, disclosure, and deletion. Effective measures are implemented to prevent information from being leaked, tampered with, damaged, or lost, ensuring comprehensive protection of corporate and personal data.

To continuously enhance the professional standards of information security management and maintenance, we regularly provide specialized technical training for personnel responsible for information security, effectively mitigating information security risks. In addition, we require new hires to sign information security confidentiality agreements and conduct systematic training to thoroughly promote and implement network and information security management standards, ensuring information confidentiality. In 2024, Shenzhen International continued to improve and optimize its intranet security, achieved "zero incidents" in network security for five consecutive years, and successfully passed five network security attack and defense drills, including "Deep Blue 2024", "Yue Shield 2024", and "Yue Network Security", organized at the national, provincial, and municipal levels.

Shenzhen EDI Co., Ltd. Establishes a Comprehensive Information Management System



Shenzhen EDI Co., Ltd., a subsidiary of Shenzhen International, has established internal management policies such as the *Data Security Management System of Shenzhen EDI Co., Ltd.*, the *Information System Authorization and Approval Management System of Shenzhen EDI Co., Ltd.*, and the *Network Security Emergency Response Plan of Shenzhen EDI Co., Ltd.*, in compliance with the *Measures for the Administration of Communication Network Security Protection*. These policies encompass organizational structure, personnel, physical equipment, environment, security system construction, and security operations and maintenance. The Company has classified and registered its information systems, conducted annual compliance assessments and security risk evaluations, and promptly rectified potential data security vulnerabilities based on assessment findings to prevent data loss, leakage, or unauthorized access.



Information Security Level Filing of Shenzhen EDI Co., Ltd.



The Graded Cybersecurity Protection Evaluation of Shenzhen EDI Co., Ltd. has Yielded a Favorable Outcome





# Pursuing Unremitting Refinement for Supreme Excellence

Shenzhen International has been focusing on building up a state-owned developer and operator of municipal ancillaries with strength in key strategic regions such as the Guangdong-Hong Kong-Macao Greater Bay Area (Greater Bay Area), the Yangtze River Delta, and the Bohai Rim, and has gradually established a business structure with four engines of growth, namely modern logistics, toll roads, ports and general-environmental protection. Seizing major historical opportunities for Shenzhen such as the development of the Greater Bay Area, building a pilot demonstration area of socialism with Chinese characteristics , the comprehensive pilot reforms in Shenzhen and the deepened reform and opening-up of Qianhai, Shenzhen International focuses on its main business, gives play to its strengths and avoids weaknesses, and continuously improves and optimizes its business model, fulfilling its commitment to becoming a leading urban infrastructure developer and operator as well as a smart transportation and logistics industry builder and promoter in China.

Response to ESG major issues in this chapter:

- Product quality and safety
- Innovative development
- Customer relations and satisfaction
- Responsible marketing
- Data security and privacy protection

Response to relevant SDGs issues in this chapter:



Obligation Performance

Negative incidents caused by product or service quality issues was	The number of customer complaints received was	Customer information leakage was
0	0	0
The Group has invested more than	An increase of	Customer satisfaction rates across all business units of Shenzhen International are above
RMB60 million	150% year-on-year	94%
Incidents of marketing violations		
0		





Exploring Innovative Logistics Models

Building a New Landscape of Integrated Multimodal Transportation

In active response to the national strategic deployment<sup>1</sup> of building featuring channels, hubs and network, Shenzhen International, based on the Greater Bay Area, has laid out 46 logistics projects in 42 logistics node cities across the country, developing and constructing national logistics hubs, and building a logistics network integrating "Inland Port Networking, Logistics Parks, Air Cargo and Railway Freight Logistics Infrastructure". In 2024, we made significant progress in business innovation. Firstly, we actively explored the "logistics+" model and low altitude economy to build an efficient and convenient integrated multimodal transport system. Additionally, we have made multiple technological breakthroughs in intelligent logistics and warehousing, achieving one-stop intelligent and efficient storage. Meanwhile, we have developed smart logistics projects to provide customers with high-quality services throughout the entire chain from warehousing to logistics.

Developing and Constructing National Logistics Hubs

Currently, Shenzhen has become the first hub city in China to have "all four functions" (airport-based, port-based, production-service-oriented, and commercial-service-oriented). Shenzhen International, based on its own advantages, comprehensively integrates resources from all parties and actively plays its leading and driving role as a regional leading enterprise. It has undertaken the construction tasks of two national logistics hubs, and strives to put them into operation by early 2026.

Shenzhen International Builds the First Logistics Project Featuring Compound Development of Building Logistics Parks on Top of Railroads

The Pinghu South project of Shenzhen International is the first logistics project in China featuring compound development of building logistics parks on top of railroads. The project is developed in a compound approach of combining S (railway land) and W0 (logistics and warehousing land), and the nature of land use is both for regional transportation and logistics. The project covers an area of 333,600 square meters, with a capacity rate of 2.55, and a designed floorage of 850,000 square meters. The original plan of the project included 6 railway tracks in 3 groups, container operation area, e-commerce express operation area, commodity vehicle operation area, and 37,000 square meters of supporting production and living area, with an investment of approximately RMB 960 million. The project has introduced a pioneering approach of building rights division on different floors and compound development of the original railway freight yard. It has retained all the functions of the originally planned railway freight yard, on the basis of which a multi-level modern logistics facility is constructed over the railway freight tracks with a floorage of 850,000 square meters and a floor height of 11 meters. With these efforts, it aims to build a novel smart logistics park, and upgrade the traditional railway freight yard into an urban comprehensive logistics service center with functions of both railway and modern logistics.



Location and Transportation of Pinghu South Integrated Logistics Hub Center



Overall Plan of the Pinghu South Project



<sup>1</sup> Plans for a Modern Distribution System over the 14th Five-Year Plan Period (2021-2025)

The Bao'an, Shenzhen Project Provides Intelligent and Comprehensive Logistics Services

The Shenzhen International Western Highway Hub Logistics Park (Bao'an, Shenzhen Project), developed and operated by Shenzhen International Bay Area Investment Development Co., Ltd., a subsidiary of Shenzhen International, is located in Songgang Street, Bao'an District, covering an area of 75,000 square meters. It is a flagship project and a core carrier of Shenzhen's production service-oriented national logistics hub. Once it is completed, it will provide intelligent and comprehensive logistics services for Shenzhen's high-end manufacturing, injecting impetus into Shenzhen's manufacturing.



Bao'an, Shenzhen Project



"Logistics+" Innovation

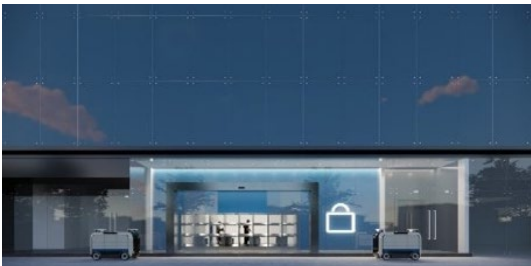
Shenzhen International actively explores innovative models in "public transportation + logistics", "Metro + logistics" and "railway + logistics", and is committed to solving the pain points of urban logistics. In 2024, we carried out diversified utilization of logistics through transportation infrastructure such as metro depots, to reduce idle stations and space waste by adding logistics functions, thus improving asset utilization efficiency, and enhancing the asset value of the public transportation industry. We strengthened cooperation with municipal state-owned enterprises such as Shenzhen Bus and Shenzhen Metro Group. We establish strategic cooperation relationships to achieve complementary use of resources and promote deep integration of transportation and logistics, jointly assisting Shenzhen in improving its modern land logistics system.

Shenzhen International Launches a New Model of "Public Transportation + Logistics"

Shenzhen International, in partnership with Bus Group, carried out transformation and upgrading of inefficient bus depots to adapt them to logistics functions. We have introduced logistics formats to unlock the potential of the resources of bus depots and integrated the needs of supermarkets, urban distribution, e-commerce terminal distribution, and express delivery. We have built front-end warehouses and terminal node warehouses and smoothed the "last mile" delivery. Furthermore, a dual-purpose logistics network has been established to cater to the emergency distribution requirements of the city. In addition, we have established a scientific evaluation system to reasonably price the logistics function transformation of bus depots. We have introduced social capital and expanded the revenue sources of the public transportation industry, to feed back to public transportation, so as to maximize resource value and improve public service quality. We have accelerated the construction of a modern urban distribution system and jointly created a new model of "public transportation + logistics".



Image of "Public Transportation + Logistics"





Shenzhen International Actively Explores the "Metro + Logistics" Model

Following the implementation path of "setting up pilot projects first, then conducting project evaluation, and finally promoting the model", Shenzhen International guides the transformation and upgrading of metro depots to adapt them to logistics functions. Meanwhile, it explores the integration of three-level logistics distribution stations and the construction of public infrastructure for both normal and emergency use. It also assists in the construction of integrating the city-wide logistics into "one network", comprehensively improving the distribution and operation efficiency of urban logistics network, enhancing the supporting role of logistics in urban industrial development, consumption improvement, and emergency support, while assisting the industry in breaking through the policy difficulties of the "metro + logistics" model and opening up the market-oriented operation mode. We formulate scientific and reasonable dual industry format integration plans, and gradually develop the construction, planning, operation, and investment standards of "logistics+" innovative business.



The Metro Depot Before Transformation and Upgrading



The Metro Depot after Transformation and Upgrading

Smart Logistics Project

Shenzhen International is committed to innovation and practice in the field of smart logistics. It promotes the transformation and upgrading of logistics business through the construction of information platforms, the development of intelligent application systems, and the exploration of digital service models. In 2024, we have made significant progress in intelligent warehousing, smart park platform construction, digital logistics, and other areas, providing strong support for logistics park operations and management, customer experience improvement, and business expansion.

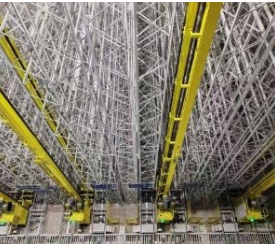
The Liguang Project Sets a "New Benchmark" for Smart Logistics

The Liguang Refrigerated Warehouse Project has a construction area of approximately 58,000 square meters, covering 2 underground floors and multi-storey warehouses on the 1st to 6th floors above ground and three-dimensional warehouses. Through intelligent equipment, goods are vertically and horizontally connected, significantly improving storage and operational efficiency. We provide customers with one-stop services such as multi-temperature warehousing, inbound and outbound management, and cargo sorting and packaging. Meanwhile, the project is equipped with intelligent equipment such as stackers, automatic conveyor lines, infrared temperature measurement, as well as advanced systems such as WMS and OMS to ensure efficient and accurate warehousing operations.

In 2024, the Shenzhen International Smart Park platform was officially put into operation in the Liguang project. It displays electricity consumption data and other information through cameras and smart systems to achieve standardized and digital park management. It has demonstrated remarkable results in energy conservation and emission reduction, efficiency improvement, digital management, monitoring and resolution of abnormalities, customer service and satisfaction enhancement. After the implementation of the smart park construction, the vehicle entry and exit time in Liguang Park has been reduced by 50%; the platform occupancy time has been reduced by 50%; the security manpower efficiency has been improved by 25%, and the abnormal event identification rate has been increased to 99%. In the future, the Company plans to apply the successful experience of Liguang to other areas such as Yantian and Pingshan, achieving the goals of digitalizing, intelligentizing and visualizing operation management, asset management, logistics business, green and zero carbon initiatives, and equipment and facilities of the logistics park.



Liguang Refrigerated Warehouse Project



Visualization Dashboard of the Smart Park

AI Easy Trucking: the Tool for Container Transport Management in a Digital Port

AI Easy Trucking is a digital management tool tailored for port-bound transportation enterprises that has achieved digital management for the entire process, covering customer profile establishment, contract management, waybill management, business progress management, payment settlement and other links. The platform has integrated EIR printing, reserving containers in the external container yard, and paperless dispatch system. It also supports automatic tracking and information sharing. Its function for Shenzhen Port container pick-up trend query can help enterprises accurately evaluate market trends and seize opportunities. AI Easy Trucking also provides efficient supporting tools, supporting full process tracking and management of orders, gathering diversified business resources, and providing real-time collaboration for drivers and dispatchers.



AI Easy Trucking

Exploration of Low Altitude Economy

Shenzhen International makes active efforts to seize the opportunity for the development of low altitude economy. It strengthens coordinated linkage with relevant scientific research institutions, industry associations, and key enterprises, makes a comprehensive study of companies in the low altitude industry, and actively explores opportunities to participate in the construction of low altitude economy infrastructure in Shenzhen and opportunities to participate in comprehensive development. It provides significant strategic support and extensive application scenarios for cultivating and developing new quality productivity. The Phase II of Shenzhen International Pinghu South project systematically reserves carrier space for low altitude economy in the warehousing facility planning, and reserves the possibility of expansion for future access to composite scenarios.

Shenzhen International has reached strategic cooperation with four well-known enterprises in the low altitude economy industry, including Phoenix Wings of SF Express, Skyevtol, Shenzhen Smart City, and Airport Low Altitude Industry Company, as well as two associations including Shenzhen Aviation Association and Shenzhen Low-altitude Economy Industry Association. We will invest in key nodes of low-altitude economy in stages and work together to explore opportunities in low-altitude economy and build Shenzhen into a "city in the sky".

While promoting the development of the logistics industry, Shenzhen International is committed to setting a benchmark in the industry based on improving its service capabilities, injecting vitality into the high-quality development of the industry through innovation and upgrading, and promoting regional economic prosperity. Looking ahead, Shenzhen International will deepen the construction of its integrated multimodal transport system, strengthen cooperation and innovation, and explore new logistics models and technologies. Upholding green concepts, we strive to contribute to the efficient, green, and sustainable logistics development, while continuing to lead the industry, and creating greater social value.



# Distinctive Craftsmanship

Shenzhen International has established a comprehensive product quality management system and strict quality inspection and evaluation mechanism to ensure excellent quality of our products and services. Meanwhile, we make continuous efforts to promote innovation-driven development, explore new technologies and methods, and continuously optimize our products and services to provide customers with efficient and high-quality solutions.

## Product Quality Management System

Strictly complying with product quality related laws and regulations such as the *Product Quality Law of the People's Republic of China*, we have developed a series of internal management systems including the *Construction Quality Standardization Manual*, the *Construction Safety and Civilization Standardization Manual*, the *Guidelines for Construction Project Planning*, and the *Standardization Manual of Safety and Civilized Construction Management for Construction Projects*, which comprehensively cover key aspects such as engineering quality, safe and civilized production, and supplier management. In 2024, we continued to optimize the relevant institutional system and comprehensively revise and improve 18 engineering construction systems, including the *Engineering Construction Management Measures* and the *Compilation of Engineering Management Systems*, as well as management systems in some other business fields such as freight forwarding, management output, and business expansion.

To ensure the implementation of the product quality management system, the Company continued to invite external professional third parties to conduct quality management related audits and certifications in 2024. Shenzhen International Bay Area Investment has obtained ISO 9001 external audit certification.



Shenzhen International Bay Area Investment has obtained ISO 9001 certification.



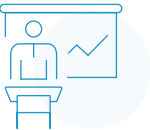
Shenzhen EDI has obtained ISO 9001 certification.

## Quality Inspection and Assessment

The Company has established a comprehensive quality inspection and assessment mechanism throughout the entire process, from design, construction and delivery to the operation and maintenance. In addition, it carries out training and promotion activities to enhance the quality awareness of all staff, thus ensuring the implementation of quality management.



In addition, the Company regularly conducts quality training and promotion activities. In 2024, we strengthened employees' understanding and implementation of quality management through banners, posters, promotional videos, posts, and other forms, ensuring that the concept has taken root and laying a solid foundation for high-quality products and services.



Conducting Quality Training Among Employees



Innovative Development

The Company puts emphasis on exploring cutting-edge technologies and has formulated a series of internal management systems such as the *Administrative Measures for Innovative Incentives* and the *Administrative Measures for Innovative Support Funds*. In 2024, we issued the *Overall Plan for Innovation Work of Shenzhen International Holdings Co., Ltd.*, and established a leading group for the innovation work of the Group. We set innovation assessment and evaluation indicators for each unit, guided and encouraged responsible persons of each unit to take the lead in innovation, and set the goal of "by the end of 2024, the absolute value of the Company's R&D investments shall reach more than RMB 55 million, and the investment intensity will reach more than 1.2%, comprehensively enhancing the innovative development level of Shenzhen International.

In 2024, the Shenzhen International P&M is committed to promoting high-quality development of strategic emerging industries, and has invested in five major directions, namely the construction of industrial public spaces, the operation of industrial public spaces, Space Up digital platform operation, demonstration project of integrated application of Photovoltaic, Energy Storage, Charging, and Discharging, and fast charging pile technology. The total investments amounted to RMB 41.2187 million.

To inspire the innovative passion of employees, the Group has established an annual innovation reward fund to support the application and selection of innovative projects, in a bid to create an open innovation ecosystem. In 2024, five projects won the Technology Innovation Award and Business Model Innovation Award supported by the Group's annual innovation reward fund, namely the "Research on the Applicability of the

Major Structural Configurations of Logistics Warehouse", the "Innovative Development of Dedicated Logistics System Software for Equipment of Liguang Three-dimensional Refrigerated Warehouse", the "Intelligent Control of Bucket-wheel Stacker and Digital Storage Yard", the "AI Easy Trucking Shapes Future Logistics with Intelligence" and the "Integrated Business of Gravel Transportation and Trade".

In 2024

The Group has invested more than

RMB 60 million



An increase of

150% year-on-year

The Logistics Development Engineering Management Team Has Made a Breakthrough in Implementing a Double-Deck, High-Specification Warehouse Project



In 2024, the engineering management team of Shenzhen International Logistics Development Company Limited innovatively researched the intended structure scheme of double-deck warehouses to be promoted in Jiangsu and Anhui provinces. Through scientific calculations, reasonable analysis, and multi-dimensional simulations, the team deeply explored the deep intention of the specifications, fully demonstrated the feasibility of the scheme, and successfully implemented the first local double-deck high-specification warehouse project with a concrete frame at the first deck and a portal steel frame system. This innovation not only effectively reduces construction costs and streamlines construction processes, but also practices the green and sustainable construction philosophy advocated in China, providing a solid guarantee for early delivery of project and revenue generation.



Hangzhou Phase I of Double-Deck, High-Specification Warehouse Project

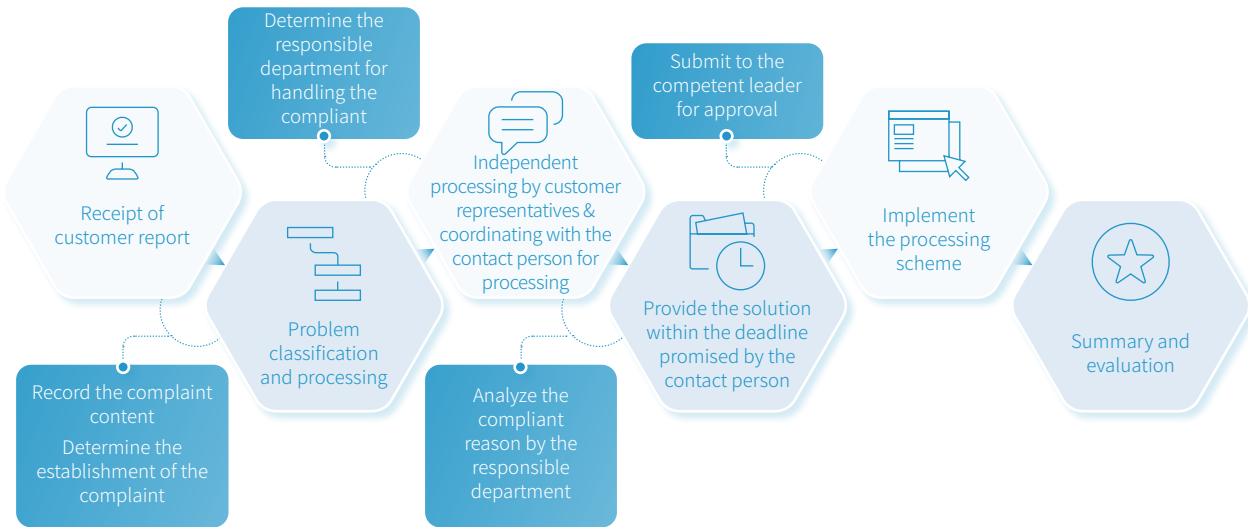
High-Quality Services



Shenzhen International continuously optimizes its customer complaint handling and improves its service quality. It strictly controls customer privacy risks and resolutely prevents the leakage of user information. It is committed to practicing responsible marketing, improving customer satisfaction, and providing reliable products and services.

Optimizing Complaint Handling

Shenzhen International has developed internal institutional documents such as the *Complaint Registration Form* and the *Guidelines for Daily Operation of Customer Service Team*, established a well-defined customer complaint handling mechanism, and built diversified complaint channels, including service accounts, customer hotline, email, and the smart park system. We provide fast and effective responses to different levels of complaints. We implement differentiated service response mechanisms based on the characteristics of customer groups. Meanwhile, we formulate rectification measures in response to customer feedback on the service attitude of customer service staff and other aspects. We also implement performance appraisals, linking employee performance with customer satisfaction to motivate employees to improve service quality.



Customer Complaint Handling Process

In 2024

In addition, we record customers' complaint information in detail in strict accordance with regulations, ensuring traceability of the entire complaint handling process. We deeply analyze the reasons for complaints and accurately identify weak links in services, on the basis of which we develop targeted corrective measures.

Shenzhen International received customer complaints

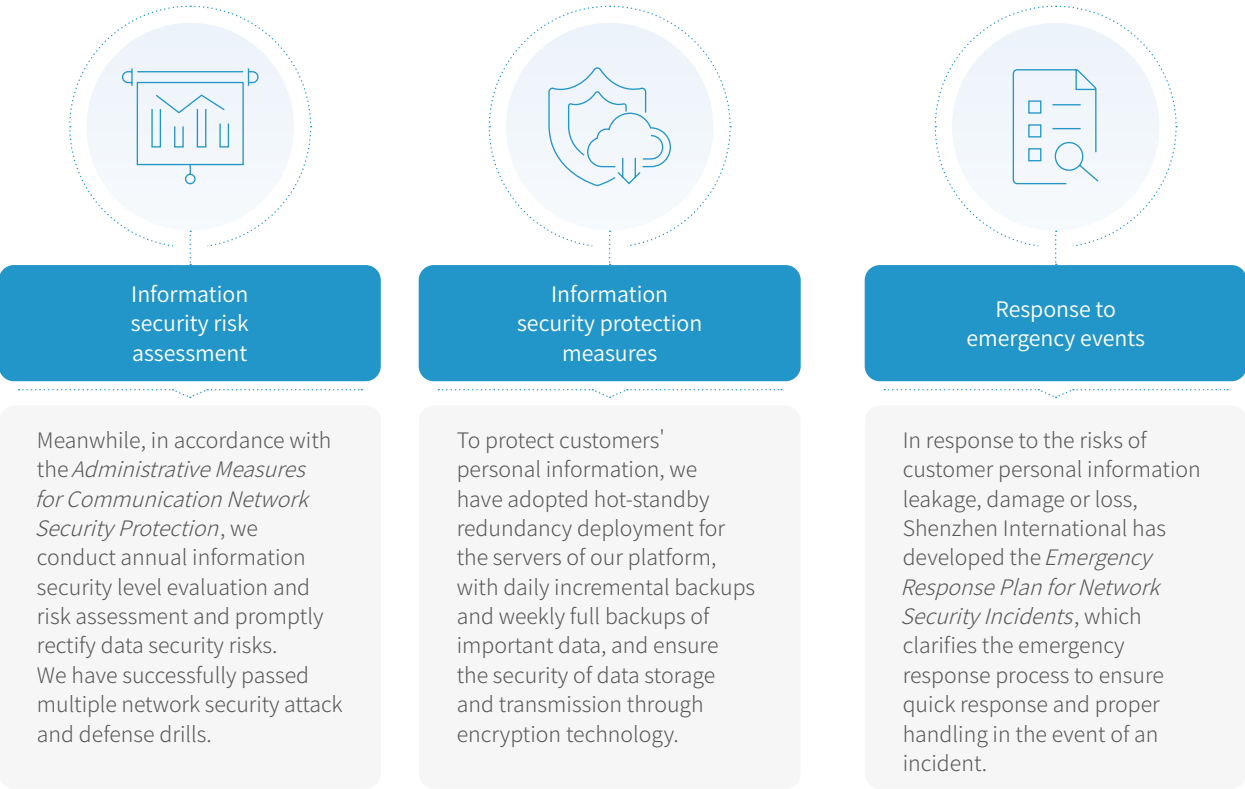
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## Customer Privacy Protection

Strictly complying with laws and regulations such as the *Personal Information Protection Law of the People's Republic of China* and the *Cybersecurity Law of the People's Republic of China*, Shenzhen International has formulated a series of systems, including the *Group Information Security Management Measures*, the *Shenzhen EDI Personal Privacy Protection System for Network Platforms*, and the *Privacy Policy of Haiyun Zhi Lian APP*, which comprehensively cover multiple aspects such as institutional personnel, physical equipment, and security operation and maintenance to ensure the legal and compliant use of customer information. We explicitly promise to strictly abide by confidentiality regulations to collect and use customer information on network application platforms, resolutely prevent the leakage, tampering or damage of customer information, and prohibit the sale or illegal provision of users' personal information to others. We conduct regular information security risk assessments, and develop various information security protection measures and emergency response measures for information security incidents, to safeguard customers' privacy security.



In 2024, Shenzhen International strictly adhered to the above-mentioned systems and regulations, and no customer information leakage incidents occurred.

## Responsible Marketing

Shenzhen International adheres to the philosophy of responsible marketing. We strictly adhere to laws and regulations such as the *Advertising Law of the People's Republic of China* and have continuously improved a series of internal regulations, including the *Interim Measures for Public Opinion Detection and Response*, the *Administrative Measures for Information Promotion Initiatives*, and the *Interim Measures for Brand Management* to regulate marketing activities and prohibit false or exaggerated advertising. All marketing materials undergo internal approval before they are released, ensuring the protection of customer interests and fair competition. In 2024, Shenzhen International continued to maintain zero marketing violations, fulfilling our commitment to customers with practical actions, and building a positive corporate image.

## Customer Satisfaction Improvement

Shenzhen International continued to improve its internal regulations such as the *Program for Measuring Customer Satisfaction*, the *Satisfaction Survey Work Plan*, and the *Guidelines for Daily Operation of Customer Service Team*. It provides differentiated services for different customer groups and conducts regular customer satisfaction surveys. In 2024, we deepened our business coordination efforts, organized customer panel discussions, C-level visits, and regular follow-up visits, effectively improving our customer service and influence in the industry. Meanwhile, we have established a rapid response mechanism with dedicated personnel available for connection around the clock. We also accelerate the development of information services such as the client-oriented mini program, and promptly handle customer feedback.

### Satisfaction Survey

The Company has formulated internal policies such as the *Customer Satisfaction Survey System (Industrial Office Project)*, and regularly collects customer feedback to optimize service and management processes in a timely manner, in a bid to enhance customer experience. We regularly conduct customer satisfaction surveys on various business segments and develop diverse research strategies for different business segments and customer groups. In 2024, the customer satisfaction of each business segment of Shenzhen International was above 94%.





# Embracing Green Sustainability for Harmonious Coexistence

Shenzhen International persists in integrating environmental protection with high-quality development and pursuing a path of ecological civilization and low-carbon development. The Company strictly upholds its corporate environmental responsibilities, deeply promotes ecological progress, and actively practices energy conservation and emissions reduction. We also strive tirelessly to promote sustainable development through green transformation, and achieve harmony between humanity and nature.

## Response to ESG major issues in this chapter

- Reduction of greenhouse gas emissions and air pollutants
- Energy efficiency
- Waste management
- Tackling climate change
- Water use and wastewater management
- Use efficiency of raw materials
- Biodiversity conservation
- Development of green buildings
- Environmental protection

## Response to relevant SDGs issues in this chapter



## Obligation Performance

Nanjing Xiba Port under Shenzhen International Ports had obtained ISO 14001 Environmental Management System Certification.

1,135,896<sub>kWh</sub>  
of renewable energy was used

18  
projects fulfilled the Green Building Design Standard or obtained Green Building Certification, among which the Qianhai Yidu Building project obtained **LEED-CS Platinum Certification**

The replacement rate of water-saving appliances in operation parks in Shenzhen reached

100%

Jingjiang Port under the Company has built

7 projects

of shore power supply connection devices

Realized the

100%

shore power coverage of quay berths





Responsibility Spotlight

with Green Empowerment

Forging a High-Quality Development Path

Under the new development paradigm guided by the "carbon peaking and carbon neutrality" strategy, the logistics industry, as a key sector in achieving green transformation, is facing unprecedented challenges and opportunities. Leveraging its strengths in logistics infrastructure and services, Shenzhen International is systematically promoting the use of green energy, accelerating the development of low-carbon logistics parks and green and smart ports, and deepening the integration of its industrial ecosystem. The Company continuously enhances its exemplary role in areas such as energy conservation, emissions reduction, and green development, striving to pioneer a new chapter of high-quality development.

Innovative Practice of Smart Energy Management by the Virtual Power Plant Project

The "Shenzhen International Building Load Access to Virtual Power Plant" management project has successfully integrated dispersed air conditioning loads into a flexible "virtual unit" through the deep integration of the Internet of Things (IoT) and energy management models. This project has achieved three breakthroughs, namely efficient utilization of demand-side resources, significant cost reduction and efficiency improvement on the user side, and enhanced safety for system operation. According to calculations, the aggregated air conditioning load is equivalent to building a small peak-shaving power station at the headquarters building. On average, it can respond to nearly 100 peak-shaving and valley-filling requests from the municipal power supply bureau annually. Moreover, the project has achieved an average energy-saving rate of over 8% for users and improved frequency regulation accuracy by more than 25%. This project effectively alleviates the pressure of peak-valley differences on the power grid, thus paving a new path for the Group's green transformation and serving as a model practice in the construction of a new type of power system.



Shenzhen International Awarded "Excellent Enterprises for Virtual Power Plant Precision Response in Shenzhen"



Low-Carbon Logistics Parks

Shenzhen International systematically integrates the green development concept of carbon emission reduction during the entire lifecycle of logistics parks, covering planning, construction, operation, and management. Focusing on business scenarios such as warehousing, usage, distribution, and delivery, the Company promotes low-carbon industrial transformation and resource recycling through smart management, with the aim to create low-carbon logistics parks.

Planning phase

During the planning phase, we adopt an intensive spatial design to reduce operational costs while effectively achieving energy conservation, emission reduction, cost reduction, and efficiency improvement.

Construction phase

We utilize eco-friendly equipment during the construction process. We implement various environmental protection measures, such as installing dust suppression devices at construction sites, to promote green construction and minimize environmental impact.

Operation and management phase

We continuously advance the implementation of green and low-carbon concepts. We also intensify efforts to promote the construction and operation of new energy vehicle charging piles, consistently optimize the intelligent park system, and achieve green and digital management of the park.

Zhengding Smart Port Project Aims to Become a Model Project for Comprehensive Energy Application

Embracing the concept of green development, the Zhengding Smart Port project of Shenzhen International is planned to adopt clean energy technologies such as photovoltaic power generation and ground-source heat pumps to reduce reliance on traditional grid loads and systematically promote environmental protection and efficient energy utilization. During the design phase, an innovative integrated energy system was introduced. Through the optimized integration of ground-source heat pumps with chiller units and air-source heat pumps, the system is able to reduce energy consumption by over 30% compared with traditional systems and meet 80% of the cooling and heating demands for commercial areas,

thus significantly improving energy efficiency. In the construction phase, environmentally friendly equipment was utilized. The usage rate of new energy vehicles for earthwork and concrete transport was increased to 70%, while heavy-duty diesel-powered vehicles were prohibited. In terms of operational management, we developed an advanced integrated energy smart management platform. Through the large screen display and 3D visualization capabilities, we can monitor the energy usage, facility operations, and comprehensive management status of the park in real-time. This approach also supports operations and decision-making to achieve integrated smart energy management.



New Energy Transport Vehicle



High-efficiency Screw Chiller Unit



Advancing Photovoltaic Construction

Shenzhen International is committed to deeply implementing the national strategy of "carbon peaking and carbon neutrality" by conducting forward-looking planning and transformation exploration in the new energy sector. The Company has launched pilot projects, continuously optimized technical paths and business models, and summarized valuable experience. We also engage in developing standardized paths that can be copied and promoted widely. In 2024, focusing on the first batch of five photovoltaic pilot parks, we conducted in-depth field surveys and inspections of 11 parks in operation or under construction to comprehensively assess the current status of photovoltaic and energy storage facilities. As of the end of 2024, the cumulative installed photovoltaic capacity in the logistics sector reached approximately 9.32 MW, while the port sector achieved a total installed capacity of 12.09 MW.

Logistics sector

Leveraging the rooftop resources in logistics parks, we have carried out photovoltaic power generation projects. These projects meet the electricity demands of multiple operational scenarios in warehouses, including lighting, automated sorting, automated packaging, and automated picking.

Port sector

Under the model of "self-generation and self-consumption with surplus power fed into the grid", we install solar power facilities in utilizable areas of port terminals to promote the use of clean energy.



Shenzhen International Port · Jiangsu Jingjiang Port Sets a New Benchmark for Green Energy in Ports

The Jingjiang Port Photovoltaic Power Generation (Phase I) project utilizes existing structures such as three large sheds, conveyor corridors, transfer stations, and office buildings to install photovoltaic systems. The project ranks among the top in the province's port industry in terms of the scale and power generation capacity. It is expected to generate approximately electricity of 12 million kWh, save about 3,800 tonnes of standard coal, and reduce carbon dioxide emissions by approximately 12,000 tonnes per year. This project also sets a new benchmark for green development in the industry.



Sheds Covered with Photovoltaic Panels in Jingjiang Port

The Shenyang Project Builds a Distributed Photovoltaic Power Station

The Shenyang Project actively promotes the construction of ecological civilization in the park. In cooperation with Shenyang Guodian Electric Power New Energy Development Co., Ltd., the project aims to introduce and develop a 46,000-square-meter distributed photovoltaic power station. To date, the facility has been operating steadily for nearly two years and generating an average of 32,000 kWh of electricity per day, 3,000 kWh of which is consumed by the park. This project has effectively reduced costs and enhanced efficiency.



The Distributed Photovoltaic Power Station at the Shenyang Project

Green and Smart Port

Shenzhen International actively implements the "Port Networking Strategy", aiming to integrate port, shipping, and supply chain operations while building interconnected service platforms. The Company is increasing investment and expanding its presence along the Yangtze River and other inland waterways. We have conducted extensive exploration and practices in areas such as energy conservation, carbon reduction, pollution prevention, and the promotion of clean energy, in a bid to drive continuous upgrades in green, efficiency-efficient initiatives. Focusing on the construction of green and smart ports, we have proposed practical measures to facilitate the transformation and upgrading of port operations. These measures include constructing yard sheds, promoting photovoltaic power generation and green lighting technologies, and widely adopting shore power connection facilities. By leveraging strategic planning and guidance, we provide robust support for the high-quality development of our port operations.



Shenzhen International Adopts Multiple Measures to Build a "Near-Zero Carbon Port"

The Jingjiang Port of Shenzhen International, recognized as the lowest-carbon and most eco-friendly bulk cargo port along the Yangtze River, has pioneered several innovative solutions. These include constructing the first fully enclosed steel-structure canopy along the Yangtze River, combined with enclosed corridors, dry fog dust suppression systems, dust monitoring, wastewater treatment systems, and shore power connection facilities. These measures effectively prevent dust from open-air operations, thus achieving dust control at the source. In addition, we have taken the lead in engineering technology by deploying intelligent logistics loading and unloading systems, digital yard management, unmanned smart operations, fully enclosed coal sheds, and photovoltaic power generation. The aim is to build a modern, smart logistics hub that integrates environmental protection, intelligent operations, energy conservation, and green practices.



Jingjiang Port Open for Navigation

Industrial Ecosystem Integration

Shenzhen International adheres to the principles of urban environmental protection, eco-friendliness, and sustainable development. Seizing the opportunities for the transformation and upgrading of traditional industrial parks brought by urbanization, we make persistent efforts to promote the development and value realization of logistics park assets during the entire lifecycle. We are committed to building a fully closed-loop business model comprised of "investment, construction, management, and operation". The Qianhai Yidu Building has obtained LEED CS Platinum Certification by strictly controlling aspects such as sustainable development, water use efficiency, energy and environment, materials and resources, and innovative design. Furthermore, we have established the Shenzhen International South China Digital Valley, which integrates industry, living, and ecology under the guidance of green and eco-friendly principles. Through initiatives such as developing and utilizing green energy, building integrated energy systems, and implementing energy-saving and carbon-reduction renovations, it sets a benchmark for green and low-carbon industrial parks.

The South China Digital Valley Pioneers Green and Low-carbon Park Demonstration

The South China Digital Valley has implemented measures such as building distributed photovoltaic systems, deploying energy storage cabinets, and installing EV chargers, thus achieving integrated optical storage and charging applications and significantly improving energy efficiency. Currently, the installed capacity of photovoltaic power at South China Digital Valley has reached 85.1 kWp, with 320 charging piles installed. Meanwhile, the park focuses on building an integrated energy system. It has developed an energy consumption monitoring platform and connected distributed resources to a virtual power plant. This enables both visualized management of energy consumption data and enhanced capabilities for energy integration and scheduling. In terms of energy conservation and carbon reduction, South China Digital Valley has upgraded equipment such as transformers, lighting systems, elevators, and air conditioning units, thus effectively reducing energy consumption and carbon emissions. In the future, South China Digital Valley will continue to adhere to its green philosophy, implement advanced energy storage solutions, and explore participation in carbon emissions trading and green electricity trading, as part of its efforts to advance low-carbon transformation.



Shenzhen International South China Digital Valley



South China Digital Valley Integrated Optical Storage and Charging Project

Guided by the concept of green development, Shenzhen International has not only enhanced its logistics service capabilities but also pioneered a new path for green transformation in the logistics industry. Looking ahead, we will continue to deepen the construction of a green logistics system, actively explore new models and technologies for green logistics, and persistently contribute to building a resource-efficient and environment-friendly society. We will also make sustained contributions to achieving the national goals of "carbon peaking and carbon neutrality".



# Environmental Management



Shenzhen International strictly adheres to relevant laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, and has formulated internal systems such as the *Environmental Impact Assessment Standards*, the *Environmental Protection Management System*, the *Environmental Protection Inspection and Assessment System*, and the *Environmental Sanitation and Greening Management System*. We continuously strengthen the standardization, restraint, and guidance of environmental management for various business sectors to further consolidate the environmental management system. We have set a series of management goals covering water resources, energy use, waste disposal, and biodiversity conservation, and proposed comprehensive environmental management requirements to avoid and mitigate the risks and negative impacts on the environment that may arise from business operations. In 2024, Shenzhen International did not experience any major pollution accidents or significant ecological damage incidents, nor did we receive any penalties from relevant authorities. At the same time, we actively promoted third-party environmental management system certification. As of the end of the Reporting Period, Nanjing Xiba Port under Shenzhen International Ports had obtained ISO 14001 Environmental Management System Certification.



Nanjing Xiba Port Obtained ISO 14001 Certification

## Water utilization

- Gradually realize the rational use and conservation of water resources and strive to reduce water consumption in business operations year by year.
- Implement water recycling projects to improve the efficiency of water use.

## Energy utilization

- Proactively shift to cleaner and renewable energy sources to reduce the use of fossil energy and lower carbon emissions.

## Hazardous and non-hazardous waste

- Establish a comprehensive waste classification and treatment system to ensure that hazardous waste is handled in a compliant manner to avoid environmental pollution.
- Strengthen waste minimization measures to reduce waste generation and increase resource recycling rates.

## Biodiversity and land use

- Avoid, minimize, restore and offset negative impacts on biodiversity as a result of the Company's operations, and strive to minimize the environmental impacts of its own operations.

# Building Green Logistics Parks



Shenzhen International systematically integrates the green development concept of carbon emission reduction into the planning, management, and operation of its industrial parks. By leveraging smart management, we promote low-carbon transformation and resource recycling in the industry and actively advance green building certification, with the utmost dedication to building low-carbon and smart logistics parks.

## Promoting Green Buildings

Shenzhen International attaches great importance to creating a green and low-carbon logistics development model, and has set phased targets for sustainable green building certification. We are committed to deeply integrating the concepts such as "green" and "sustainable" into the entire lifecycle of our projects.

We have established a closed-loop management system aimed at green building operation from the dimensions such as planning, design, materials, construction, delivery, and operation & maintenance.



### Green planning

- Define the core objectives and specific requirements, comprehensively coordinate the implementation process, and develop scientific and reasonable plans for green buildings.



### Green design

- Strictly control the green performance of buildings, adopt the optimal green technologies and solutions, and ensure all requirements are properly connected.



### Green construction

- Promote industrialized and intelligent construction methods, actively apply new technologies, materials, processes, and equipment for green construction, and strive to achieve low energy consumption, low emissions, high quality, and high efficiency in engineering construction.



### Green materials

- Strictly select building materials that comply with national and local standards, prioritize the use of eco-friendly building materials and components, implement localized procurement strategies, and promote the recycling of building materials.



### Green delivery:

- Follow relevant green building standards, conduct green building performance testing, integrate and calibrate technical data such as design, construction, and testing, and hand over the information to the operation team according to relevant standards.



### Green operation and maintenance (O&M)

- Develop an intelligent management system platform to realize comprehensive monitoring and intelligent regulation of facilities, resources, safety, and other aspects in the park, enhance the environmental awareness and professional skills of O&M personnel, and enable them to fully understand and practice the concept and requirements of green O&M.



Shenzhen International's Hainan Chengmai Project Obtains LEED Silver Certification

On August 9, 2024, the Hainan Chengmai project obtained LEED Silver Certification for 3 buildings with a total certified area of 52,800 square meters. The project features skylights on the top floor of the warehouse area, significantly improving natural lighting conditions and reducing lighting energy consumption. Meanwhile, an energy consumption management system was installed to monitor energy consumption data in real-time. The project also incorporates sponge city design concepts and efficient water-saving technologies by utilizing a rainwater harvesting and recycling system to collect and reuse rainwater. During the entire lifecycle, the project is expected to reduce carbon dioxide emissions by approximately 2,100 tonnes per year.



Chengmai Project Receives LEED Silver Certification



Type	Project Name	Green Building Standard
Projects with green building certifications	• Qianhai Yidu Building Project	LEED-CS Platinum Green Building Standard 2-star Level
	• Hainan Chengmai Project	LEED BD+C Silver
	• Shenyang Integrated Logistics Hub Project	Level 1 Green Warehouse
	• Shijiazhuang Integrated Logistics Hub Project	
	• Phase II Main Project of South China Logistics Center	Green Building Standard 1-star Level
	• South China Digital Valley	
	• Yijin Plaza • Qiwanli • Yiwafu	Green Building Standard 2-star Level
Projects that follow design standards	• Nanjing Xiba Port Project	Four-star Jiangsu Green Port
	• Shenzhen Pingshan Project	Green Building Standard 1-star Level
	• Shenzhen Yantian Project	Green Building Standard 2-star Level
	• Liguang Logistics Park Project	
	• Shenzhen International Integrated Logistics Hub Center (Pinghunan Project)	
	• Shenzhen International Highway Hub Logistics Port (Bao'an Project)	Green Building Standard 3-star Level LEED-CS Platinum
	• Foshan Shunde Project	LEED BD+C Gold
	• Foshan Nanhai Project • Zhanjiang Project	LEED BD+C Silver

List of Green Building Certifications

Developing Green Construction

Shenzhen International actively implements a series of internal systems for its projects, including the *Environmental Protection Management System*, the *Bulk Cargo Dust Control Management System*, the *Waste Material Management Measures*, the *Construction Waste Management System*, and the *Guidance Manual for Construction Waste Reduction at Construction Sites*. We promote various environmental protection measures and focus on reducing environmental impact through green construction. Before the commencement of a project, we strictly implement environmental impact assessment and

approval procedures and conduct comprehensive feasibility studies and environmental impact assessment registration for new projects. During the construction phase, we implement waste management plans, classify construction waste, domestic waste, and other types of waste, and reuse recyclable waste. We also take measures such as using energy-saving LED lamps, installing dust suppression facilities, and setting up waste bins to minimize the environmental impact of wastewater, waste gas, and waste materials to the greatest extent possible.



Tower Cranes Equipped with Energy-saving LED Lamps



Dust Suppression Vehicle Regularly Sprinkling Water to Reduce Dust



Construction Waste Collection Pool at the Construction Site



Greenery at the Entrance Area of the Construction Site

Practicing Green Operations

Shenzhen International continuously explores new mechanisms and innovative methods for the environmental management of logistics parks, with the aim of practicing green operations. Through various initiatives, such as promoting the construction of charging piles, implementing water recycling, and utilizing energy management systems, we strive to build environment-friendly logistics parks. In 2024, our headquarters building was awarded the Shenzhen Green Property Management Evaluation Label (3-star Level), marking a milestone as the first municipal state-owned enterprise headquarters building in Shenzhen to achieve this distinction.



Highest Level of Shenzhen Green Property Management Certification (3-Star)



Promoting the construction of charging piles in the park

Seizing the opportunity to "create a zero-carbon freight corridor", we actively explore incorporating logistics parks in Shenzhen (Liguang, Pinghunan, Pingshandong, etc.) and six historical sites along the Shenzhen Bao'an International Airport Expressway into the city's logistics new energy replenishment network. By planning charging pile locations and securing power capacity in advance, we aim to revitalize historical sites. Furthermore, we have signed a strategic cooperation agreement with State Grid Electric Vehicle Service Co., Ltd. to promote the construction and operation of new energy vehicle charging piles within the national network of Shenzhen International Logistics Hub. As of December 2024, we had deployed over 130 new energy vehicle charging piles and more than 180 charging guns in parks in locations such as Xi'an, Changsha, Kunming, Guiyang, and Chongqing. It is estimated that the existing charging piles can effectively reduce the carbon dioxide emissions from logistics vehicles by over 1,100 tonnes per year.

Achieving water recycling

The Company is dedicated to improving the efficiency of water resource utilization through various measures, including setting up rainwater reuse systems, promoting sponge city construction, adopting efficient water-saving appliances, and raising public awareness of water conservation. We also strive to make a positive contribution to building a water-saving society.

Applying energy management system

Shenzhen International continuously optimizes the construction of smart systems within its parks. With a focus on zero-carbon goals, the Company has developed a green zero-carbon platform supported by the Internet of Things (IoT). Through this IoT platform, various sensors and terminal devices in the park are interconnected, enabling real-time monitoring and control of key areas and efficient management of energy consumption.

Building Green Ports

Shenzhen International, with the construction of green and smart ports at its core, sets and regularly reviews annual energy usage targets. The Company plays a strategically leading role in multiple areas, including energy management, emission management, noise management, water resource management, and waste management, and provides strong support for the high-quality development of port business.

Energy Usage Targets for the Ports

The Company's assessment target was

The production electricity consumption intensity was

7,600 kWh/10,000 tonnes  
(for port operations)

7,177.24 kWh/10,000 tonnes



Energy Conservation and Consumption Reduction Management

The Company strictly complies with the *Law of the People's Republic of China on Conserving Energy* and the relevant laws and regulations of the regions where we operate. We have formulated internal systems, including the *Energy and Resource Management System* and the *Regulations on Shore Power Supply Connection*. By promoting initiatives such as photovoltaic power generation, green lighting technologies, and the widespread application of shore power, we continuously enhance the efficiency of energy utilization. In 2024, Jiangsu Jingjiang Port constructed 7 sets of shore power systems to reduce air pollutants and carbon dioxide emissions during berthing. Achieving 100% shore power coverage for all berths in the province, this initiative fully meets the power demands of various vessels during berthing.

At the same time, we continue to promote the development of photovoltaic projects and install solar power generation facilities in certain usable areas of port terminals. As of 2024, Jiangsu Jingjiang Port is expected to have an average annual power generation capacity of approximately 12 million kWh, and the total installed capacity of photovoltaic power at Nanjing Xiba Port will reach 13 MW.

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Emissions and Pollutants Management

In strict accordance with the *Environmental Protection Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the Company has formulated internal systems, such as the *Bulk Cargo Dust Control Management System* and the *Management Measures for Ship Pollutants*, continuously reduces pollutant emissions, and minimized its impact on the environment.

Multiple Water-saving Measures  
Adopted by Bao'an Project to  
Achieve Water Recycling



The Bao'an Project has meticulously integrated rainwater-based ecological facilities into its design, aiming to efficiently absorb and utilize rainwater on the site. The park features permeable pavement and sunken green spaces to absorb and purify rainwater, which also reduces surface runoff. We have installed integrated water metering systems, sub-metering systems, and smart water meters indoors and outdoors to achieve real-time monitoring, data storage, and analysis. This intelligent approach helps reduce resource consumption during the operational phase. Moreover, a three-stage sedimentation tank has been set up to separate and filter wastewater generated during construction. The treated wastewater is pressurized by water pump units and used for vehicle washing, thereby maximizing the reuse of water resources.



Three-stage Sedimentation Tank Facilitates Water Resource Recycling



Shenzhen International Adopts  
Advanced Energy Management  
System



The energy management system utilizes automated data collection technology to comprehensively monitor the usage of water and electricity within the park. This enables us to optimize energy efficiency, enhance safety, and build a systematic energy consumption management system that spans from the park to individual tenants and equipment. Furthermore, we also conduct real-time monitoring of key facilities such as power distribution rooms, lighting systems, charging piles, and cold storage, further strengthening the safety of energy usage.



Real-Time Overview of Energy Consumption





Waste gas pollution

In accordance with the relevant provisions of the pollutant discharge permit, we have established a well-developed emissions monitoring system to regularly monitor and assess exhaust emissions at each port. Meanwhile, Jiangsu Jingjiang Port is equipped with systems such as dust concentration monitoring, carbon monoxide and methane concentration monitoring and alarm, fire alarm and firefighting cannon control, and infrared thermal imaging temperature measurement, thereby achieving intelligent dust monitoring.

Jiangsu Jingjiang Port Implements Multiple Measures to Effectively Prevent Dust Emissions

- Jiangsu Jingjiang Port has implemented a series of effective measures to strengthen dust control at all stages and ensure a clean surrounding environment and air quality.
- Facilities such as enclosed systems, dry fog dust suppression, and dust-proof funnels are installed. The discharge height of grab buckets is strictly controlled during loading and unloading operations to reduce dust emissions.
  - A fully enclosed belt conveyor equipped with dust covers and windbreaks is utilized for horizontal transportation, thus effectively preventing dust pollution caused by wind.
  - Fully enclosed dry coal sheds and silos are built in the storage yard, which is equipped with spraying facilities for dust suppression.
  - By rationally designing chutes and material guides, we ensure smooth material transfer via transfer stations. Equipped with dry fog dust suppression systems, it can comprehensively prevent the escape of bulk cargo dust.



Dry Fog Sprayer on Ship Unloaders



Dust Control Facility Upgrade at Nanjing Xiba Port

In 2024, Nanjing Xiba Port upgraded its existing dust control facilities by replacing and installing dust covers on belt conveyors in the yard area. This addressed the issue of reduced dust suppression effectiveness due to aging covers at certain points. In addition, suppression facilities such as spray systems were installed at key dust-prone points at the head and tail of the conveyor belts to strengthen dust control during operations. In the second half of 2024, an early warning system was added to its on-site dust monitoring points to enhance response efficiency when alerts are triggered.



Dust Prevention Facilities at Xiba Port



Noise pollution

We strictly comply with the *Environmental Quality Standards for Noise* and focus on noise management. Through a series of noise reduction measures, we ensure that operational noise is controlled within reasonable limits and create a quieter and more comfortable living environment for surrounding residents.

Noise Pollution Control at Henan Shenqiu Port

The Henan Shenqiu Port project is located near a residential area. During the project design and operation process, we strictly adhered to the requirements of the *Environmental Quality Standards for Noise* (GB3096-2008). To address potential noise from the belt conveyor corridor, we adopted a fully-enclosed structural design that is capable of effectively blocking the noise transmission path. Meanwhile, we conducted comprehensive noise monitoring around the port terminal and in the adjacent residential area. The results showed that noise levels met the Class 3 standards of the *Environmental Quality Standards for Noise* during both daytime and nighttime, while the residential area achieved the stricter Class 2 standards for both periods.



Noise Pollution Control at Shenqiu Port



Water Resources Management

In strict accordance with relevant laws and regulations including the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*, Shenzhen International has formulated internal regulations such as the *Water Pollution Prevention, Control and Management Measures* and the *Water Pollution Management Policy* to regularly monitor wastewater discharge. Through a series of initiatives, including the recycling of treated wastewater and rainwater, we continuously improve the reuse rate of water resources. No issue in sourcing water had been identified during the year 2024.

Wastewater Recycling Initiatives at Nanjing Xiba Port and Jiangsu Jingjiang Port

Nanjing Xiba Port

Both the terminal and storage yards at Nanjing Xiba Port are equipped with wastewater treatment systems to receive and treat domestic sewage from arriving vessels and rainwater from the site. The treated wastewater is used for operations such as spraying and washing large machinery and the site. Both domestic and industrial wastewater is not discharged externally. Instead, after being treated to meet reclaimed water standards, it is reused for on-site greening and firefighting purposes.



Wastewater Treatment System at Xiba Port





Wastewater Recycling Initiatives at Nanjing Xiba Port and Jiangsu Jingjiang Port

Jiangsu Jingjiang Port

Jiangsu Jingjiang Port adheres to the principles of "separating rainwater from sewage, clean water from polluted water, multiple uses of water, recycling of reclaimed water, and treatment according to water quality". It has constructed facilities such as a drainage system, production wastewater treatment station, sewage regulation tank, reuse water tank, sewage sedimentation tank, and integrated wastewater treatment equipment. These facilities ensure that coal-containing wastewater, initial rainwater runoff, and domestic and industrial wastewater from the port area undergo thorough treatment before being recycled for landscaping and environmental protection purposes within the port. This approach has achieved "zero discharge" of wastewater from the port area.



Integrated Wastewater Treatment Equipment at Jingjiang Port



Waste Management

Shenzhen International strictly complies with national laws and regulations and has formulated internal regulations such as the *Management Measures for the Collection and Disposal of Hazardous Waste* and the *Management Measures for Waste Materials*. These policies clearly define disposal management standards for different types of waste. We also continuously adopt various measures to repair and recycle used and waste materials for both economic benefits and environmental benefits.

Renovation and Recycle Measures Taken at Xiba Port, Jingjiang Port and Shenqiu Port

Nanjing Xiba Port

In 2024, Nanjing Xiba Port conducted self-repair of 2,000 waste rollers, 2 waste oil cylinders, and 10 magnetic dampers, saving approximately RMB 460,000 in costs.



Some Repaired and Reused Items

Jiangsu Jingjiang Port

In 2024, Jiangsu Jingjiang Port collected approximately 540 liters of used grease from roller bearings to lubricate steel ropes. Meanwhile, the port effectively saved costs by replacing or repairing bearings instead of entire rollers. These various measures for repairing used items and utilizing waste saved approximately RMB 170,000.

Henan Shenqiu Port

In 2024, Henan Shenqiu Port cut discarded conveyor belts to use as covers for on-site drainage ditches and repurposed scrap steel plates for applications such as on-site conveyor belt guards and funnel skirting, as part of its recycling measures.

Eco-Environmental Protection

Shenzhen International incorporates the concept of ecological and environmental protection into the full lifecycle management of its projects. The Company proactively identifies and manages risks that business activities pose to biodiversity and ecosystems. We prioritize production and operations in already developed areas and actively engage in land reclamation and restoration for the harmonious coexistence with the environment.

Biodiversity Conservation

Shenzhen International commits to avoiding project construction in national nature reserves to protect local natural ecosystems. By establishing a biodiversity conservation management system, implementing continuous ecological environment monitoring, and carrying out biodiversity protection initiatives, the Company strives to avoid, reduce, restore, and offset negative impacts on biodiversity resulting from its operations.

Biodiversity conservation management system

Shenzhen International strictly adheres to the *Environmental Protection Law of the People's Republic of China* and has established a comprehensive biodiversity conservation system, including the *Safety, Health and Environmental Protection Management Regulations*, the *Administrative Measures for Safety, Health and Environmental Protection Performance Assessment*, and other internal policies covering all operating locations and supply chains of the Company. We promote the sustainable use or procurement of natural resources and raw materials. The impact on surrounding flora and fauna in all stages of project planning, design, construction, and operation & maintenance is considered, and continuous monitoring is conducted over the surrounding environment of the project location:

Before construction

Conduct on-site surveys to assess the impact of construction on the local community environment, water ecosystem, and biodiversity. Stay away from high-value areas of biodiversity such as water resource conservation areas and protect the fauna and flora of the construction area as much as possible;

During construction

Promote greeneries in the entire project and surrounding communities in a planned manner to maintain the original ecology of the developed area;

During operation

Develop and implement strict emission treatment policies and procedures, monitor the surrounding environment, ensure that coal-containing wastewater generated during operation does not affect the surrounding ecological environment, and strive for harmonious development with the surrounding natural and social environment.

Environmental Impact Assessment Conducted in the Early Stages of the Shenqiu Project

During the early stages of the Shenqiu Port project, Shenzhen International conducted a rigorous environmental impact assessment. The assessment thoroughly considered the fauna and flora resources in the project location to ensure that no nationally protected terrestrial species will be affected during future operations.

**Current status of fauna resources:** We conducted a survey of local fauna resources. The animals involved included the Siberian weasel (Huang You), Tolai hare (Cao Tu), hedgehog, mouse, Common Nightingale (Tong Yeying), Common Kingfisher, woodpecker, lark, magpie, Great Tit, Common Cuckoo, Common Swift, Barn Swallow, Crested Myna, Great Reed Warbler, Large-billed Crow, Eurasian Siskin (Huang Que), Ashy Drongo (Hui Yan), Yellow-browed Warbler, and Carrion Crow). Insects mainly included large bagworm moths, longhorn beetles, mole crickets, stink bugs, clearwing moths, slug moths, scarab beetles, cutworms, red spiders, ladybugs, aphids, etc.

**Current status of flora resources:** We conducted a survey of local flora resources. The area belongs to the warm-temperate deciduous broad-leaved forest zone. The vegetation within the zone is primarily secondary vegetation and artificially cultivated vegetation, along with some crops, including poplar, pine, Bermuda grass (Gou Ya Gen), foxtail grass (Gou Wei Cao), Achyranthes (Niu Xi), horseweed (Xiao Peng Cao), wheat, corn, peanut, soybean, rapeseed, vegetables, etc.



Environmental Protection Acceptance Inspection Upon Project Completion and Public Opinion Survey for the Jingjiang Port Project

Before the acceptance of the Jingjiang Port project of Shenzhen International, an environmental protection acceptance inspection upon project completion and a public opinion survey were conducted. The survey assessed the community's basic attitude towards the project construction, the impact of project-generated noise, dust, wastewater, and solid waste storage, transportation, and disposal on their lives and work, as well as satisfaction with the implementation of environmental protection measures. The results showed that the public was satisfied with the environmental protection measures taken during the construction and operation of the project. Pollution has been effectively controlled, and no adverse effects on the production activities of surrounding residents were reported.

Biodiversity conservation practices

Shenzhen International actively implements various biodiversity conservation measures. During the entire lifecycle of project construction and operation, we explore effective solutions for species conservation at all operational sites. We are committed to protecting wildlife and the surrounding environment, in a bid to realize harmonious coexistence between project operations and nature.

Ecological Protection Practices at Jingjiang Port Project

To strengthen education and management efforts for ecological environment and biodiversity protection, the Jingjiang Port Project enhanced environmental protection for water-related operations during the construction period. Construction schedules were reasonably planned to avoid the migration periods of key species such as Chinese mitten crabs, the four major Chinese carp species, eels, *Coilia nasus*, and Chinese sturgeons. After construction, we collaborated with local fishery authorities to implement ecological restoration and compensation measures through the artificial release of local species. We released benthic organisms such as clams, shrimp, sandworms, and Chinese mitten crab larvae, as well as fish species including grass carp, silver carp, yellow catfish, and mandarin fish to mitigate the impact of dredging operations on benthic organisms.

Government-Enterprise Collaboration in Stock Enhancement and Release

Land Reclamation and Restoration

Insisting on the principle of "the one who causes damages should be responsible for reclamation", Shenzhen International strictly abides by the relevant requirements and regulations on construction activities, natural damages and land reclamation in laws and regulations such as the *Land Administration Law of the People's Republic of China* and the *Regulation on Land Reclamation*, and has formulated the *Safety, Health and Environmental Protection Management Regulations* and the *Administrative Measures for Safety, Health and Environmental Protection Performance Assessment* and other relevant internal policies covering all operations and upstream and downstream supply chains of the Company, based on the above regulations, ensuring the restoration and reclamation

of all disturbed land. For all our operations, we conduct comprehensive surveys of nature reserves, ecological protection areas, and rare animal and plant species. We accurately assess the fragility of local ecosystems and the status of biological resources, and scientifically predict the ecological impacts of greenfield or brownfield project development. This provides a solid foundation for ecological protection and sustainable development. For all land resources that have been damaged during the business process at all operational sites, we set indicators and targets related to the greening rate, regularly carry out tree planting for employees, tree maintenance, and slope greening, and restore and replant the damaged local vegetation.

Biodiversity and Land Use Targets

Nanjing Xiba Port of Shenzhen International sets a target of	Jiangsu Jingjiang Port of Shenzhen International sets a target of	Henan Shengqiu Port of Shenzhen International sets a target of
35%	7%	3%
for the greening rate	for the greening rate	for the greening rate



Multiple Slope Greening Measures Adopted for Port Development

Xiba Port

In March 2024, Xiba Port organized a tree-planting activity with the theme "Protecting Green Ports, Building a Beautiful Home Together". The event raised awareness among all employees regarding greening, nature, and environmental protection and inspired a sense of responsibility and action toward environmental protection.

Tree-planting Activity at Xiba Port

Jingjiang Port

In March 2024, Jingjiang Port organized an environmental activity for its employees themed "Welcoming Tree Planting Day with Garbage Cleanup". The staff cleaned up garbage along the tidal flats near the terminal, further improving the ecological environment of the Yangtze River basin.

Garbage Cleanup Activity at Jingjiang Port

Shenzhen International Conducts Land Reclamation

With approval from the Longhua district government, Shenzhen International has reclaimed a triangular wasteland near the South China Digital Valley, planning to transform it into an urban park. During the reclamation process, we cleared weeds and garbage and comprehensively remediated the land. Combining the characteristics of Digital Valley with surrounding needs, we have created a multi-functional fitness and leisure space for employees of digital economy enterprises in the area and nearby residents.

Urban Park Under Construction



# Tackling Climate Change

Focusing on the national goals of "carbon peaking and carbon neutrality", Shenzhen International continuously strengthens its resilience in addressing climate risks and scientifically plans greenhouse gas emission reduction pathways. While pursuing its own carbon reduction, the Company also pays attention to the carbon reduction situation in the external value chain and makes active contributions. In all aspects, the Company demonstrates confidence in low-carbon development.

## Climate risk management

Facing the risks and opportunities brought by climate change, we have preliminarily identified potential physical and transition risks of climate change for our port operations based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and in combination with our own business characteristics. In the future, we plan to systematically conduct risk identification work covering all business segments of the Group.

Risk Type		Risk Impact
Physical risk	Typhoons	<ul style="list-style-type: none"><li>• Typhoons may damage terminal equipment or open-air stockpiles and require repair or replacement, leading to business interruptions and additional cost expenditures.</li><li>• Ships docking or encountering issues, especially during heavy storms, ship control and operation will become difficult, negatively impacting port operations.</li><li>• Crane operations are restricted above a certain wind speed, affecting port loading and unloading efficiency.</li></ul>
	Extreme precipitation	<ul style="list-style-type: none"><li>• Heavy rainfall may increase fog, affecting visibility for vessels, thereby impacting navigation and anchoring, causing ships to have to wait for a long time outside the port and negatively affecting the port operation.</li><li>• Heavy rainfall can lead to a sharp increase in water level and speed, which in turn affects the maneuverability of vessels. For example, at the entrance to a harbor, vessels may be hindered by its inability to adapt to the change in water flow.</li></ul>
	Extreme heat	<ul style="list-style-type: none"><li>• Equipment and goods are more susceptible to damage, requiring additional time and money for repairs, resulting in increased costs.</li><li>• Higher energy consumption for cooling has a greater environmental impact.</li><li>• Health and safety issues for personnel and crew become more severe, requiring more safety measures and training.</li></ul>
	Sea level rise inland river leading to level rise	<ul style="list-style-type: none"><li>• Port infrastructure is susceptible to flooding and damage. Without major upgrades (such as port elevation and coastal protection), the risk of permanent flooding of facilities increases, rendering the port unable to operate normally.</li></ul>
Transition risk	Policy and legal risk	<ul style="list-style-type: none"><li>• National and local government regulations are gradually requiring strengthened green port construction to prevent pollution from ships and port terminals. Failure to effectively transform and upgrade existing business models and facilities to low-carbon options may lead to policy and legal violation risks and fines.</li></ul>
	Reputational risk	<ul style="list-style-type: none"><li>• Stakeholders demand higher information disclosure and management requirements for Shenzhen International's response to climate change. Failure to respond could affect the Company's reputation.</li></ul>

Additionally, Shenzhen International has established emergency plans for extreme weather and natural disasters, including internal regulations such as the *Special Emergency Plan for Typhoon and Flood Prevention*, the *Emergency Plan for Cold Currents and Heavy Snow Weather*, the *Special Emergency Plan for Natural Disasters (Earthquakes)* and others. The Company comprehensively investigates risk hazards in key dangerous areas such as low-lying areas prone to water accumulation and dangerous slopes, ensures emergency supplies are available, strengthens duty shifts and information reporting, and strictly implements 24/7 duty and leadership on-duty systems. This approach ensures timely and decisive handling of emergencies, minimizes various losses, and guarantees the safety of all parks and projects during typhoon and flood seasons.

Ports

Monitor weather forecasts on a daily basis, emphasize typhoon safety precautions during pre-shift meetings, implement wind prevention measures in advance, anchor ship unloaders when not in operation, monitor wind force alarm displays in real-time at control centers, immediately stop operations when wind speed reaches level 6, secure equipment, and tighten wind-resistant cables.

To cope with extreme typhoons, Jingjiang Port has enhanced the wind-proofing measures for its equipment. In a stationary state, wheel clamps and electric anti-creep devices immediately engage and brake.

Shenqiu Port, located in Central China, is less affected by typhoons but provides safety reminders in daily pre-shift meetings, and requires heavy machinery operators to monitor wind speed meters and suspend operations during level 6 or higher winds.

Logistics parks

Organize flood prevention emergency training and drills for typhoon and flood emergency response, etc. to enhance the park's flood prevention and disaster rescue emergency capabilities.

Climate Risk Prevention Measures for Each Sector

Demonstrating the Responsibility of State-owned Enterprises with Flood Emergency Response

On July 17, 2024, Shenqiu Port urgently assembled personnel from production, equipment, scheduling, and safety departments to assist residents near the Fen River in coping with flood disasters. They developed a hoisting plan, made the arrangements for equipment operation, hoisting command, and safety supervision, and dispatched dredging barges to the rescue site. Through the joint efforts of all employees, this emergency rescue operation was carried out in an efficient and orderly manner. It fully demonstrated our professional capabilities and responsibility in responding to extreme climate risks.

Emergency Response Scene

"Flood Fighting and Emergency Rescue, Responsible State-owned Enterprise" Honorary Banner



Extreme Weather Training at Shenzhen International's Nanchang Park



In July 2024, the Nanchang Park of Shenzhen International organized flood prevention emergency training. The training covered basic knowledge of typhoon and flood prevention, preparatory work before typhoon arrival, safety protection measures during the flood season, guidance on post-disaster recovery and reconstruction work, practical operation drills, and case studies. This initiative helped employees understand the hazards of typhoons and floods and equipped them with basic disaster response skills, thus significantly enhancing their professional competence and emergency response capabilities.



Typhoon and Flood Emergency Response Drill at Shenzhen International's Chengmai Park



In May 2024, the Chengmai Park of Shenzhen International organized a typhoon and flood prevention emergency response drill. The drill included inspecting ground surfaces, rooftops, all ground drains, rainwater wells, and drainage pipes to ensure they were unobstructed, and checking whether drainage equipment and power distribution equipment and facilities were operating normally. Any hazards discovered during the inspection were promptly rectified. This drill effectively tested the rapid response and efficient handling capabilities of the park's property logistics support team when facing emergencies such as heavy rain, typhoons, and floods. It also further enhanced the park's flood prevention and disaster rescue emergency response level.

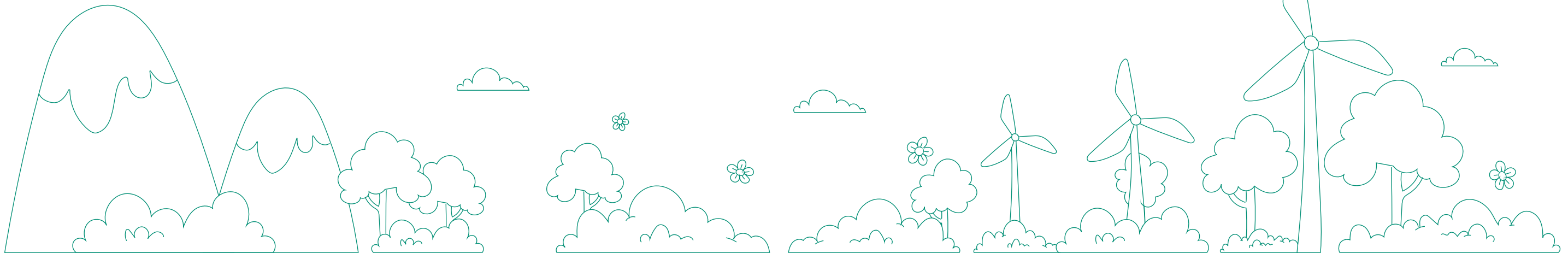


Staff Performing Preparatory Checks



Low-carbon strategic actions

Amid the pressing global climate crisis, the transition to a low-carbon society is increasingly urgent. Aligning with internal and external policy trends and actively responding to the nation's strategic call, Shenzhen International has formulated the *Greenhouse Gas Emission Management Regulations* to enhance control over greenhouse gas emissions and also integrated the "carbon peaking and carbon neutrality" target into the Company's development planning. Through a series of strategic actions, such as continuously promoting the development of green buildings, developing distributed photovoltaic power generation projects, creating near-zero carbon ports, and advancing energy conservation and emission reduction, we actively explore and formulate our own paths towards low-carbon transformation and high-quality development. We are devoted to empowering customers in the value chain to achieve energy conservation and carbon reduction and jointly contributing to achieving the national goals of "carbon peaking and carbon neutrality".



Green Awakening



Shenzhen International places high importance on promoting environmental protection and low-carbon awareness among employees. In 2024, we organized a series of energy conservation and emission reduction activities themed "Green Transformation, Energy-saving Campaign". We broadly promoted mainstream values of ecological civilization and advocated for all employees to actively practice simple, moderate, green, low-carbon, civilized, and healthy work and lifestyle habits. We also fostered a culture that values frugality, rational consumption, and environmental protection, aiming to jointly promote the beautiful development of the logistics industry. In 2024, we conducted over 260 inspections of the public areas in our buildings, during which we turned off air conditioning systems more than 904 times and lights more than 937 times. This effectively eliminated energy-wasting phenomena such as "always-on lights and running water" and ensured that energy conservation and consumption reduction measures were effectively implemented.

In 2024

Conducted inspections of the public areas in our buildings over

260 times

During which we turned off air conditioning systems more than

904 times

During which we turned off lights more than

937 times



Energy Conservation Week Poster

Meanwhile, we continue to deeply implement the "Clean Plate Campaign" and embed the concept of food conservation in the heart of every employee. Through diverse publicity and educational activities, we have effectively reduced food waste and contributed to building a resource-saving and environment-friendly enterprise.



# Putting Talent First to Build Team Cohesion

Shenzhen International prioritizes the protection of employees' legitimate rights and interests as a core aspect of its operations. Adhering to the international principles of human rights with the highest standards, the Company aims to foster an equal, just, and diverse and inclusive workplace that enables employees to realize their potential. Upholding the concept of "safety first, prevention first", we have formulated a scientific safety management system and ensure the safety and health of the workplace through measures such as safety training, risk inspections, and emergency drills. Meanwhile, we value employees' career development and well-being. We also provide communication channels, create promotion pathways, and offer rich training resources to help employees achieve their personal value and career aspirations.

## Response to ESG major issues in this chapter

- Compliant employment
- Employee diversity and equal opportunities
- Employees' rights and interests
- Employee training and development
- Occupational health and safety

## Response to relevant SDGs issues in this chapter

3
GOOD HEALTH AND WELL-BEING

4
QUALITY EDUCATION

5
GENDER EQUALITY

8
DECENT WORK AND ECONOMIC GROWTH

10
REDUCED INEQUALITIES

## Obligation Performance

Major labor disputes	Human rights-related complaints	Employee training coverage reached	The average training hours per capita reached
0 case	0 case	100%	17.08 hours
The coverage rate of production safety training (including contractors) reached		Conducted third-party unannounced safety inspections at 152 units, the remediation rate of each unit reached	
100%		100%	

Subsidiaries including Nanjing Xiba Port, Shenzhen Total Logistics Service Co., Ltd. and Shenyang Logistics Hub obtained **ISO 45001 and other occupational health and safety management system certifications**

The health consultation room received **1,231 visits** from the general employees and management

The Caring Fund disbursed condolence payments **RMB 337,700**





# Protecting Employee's Rights and Interests



Shenzhen International resolutely opposes all forms of discriminatory and unfair treatment. In the talent recruitment and appointment phase, the Company strictly adheres to the principles of fairness and justice and establishes an equal platform for career development. Meanwhile, the Company has built a competitive remuneration and benefits system and continuously optimizes related supporting mechanisms to ensure that employees' value is fully recognized and reasonably rewarded.

## Human Rights Protection

Shenzhen International places great emphasis on human rights protection, extending it to all directors and employees, community members and suppliers involved in operations, as well as other people that may be affected by using the products and services of the Group. Based on the *International Labor Convention*, the *Universal Declaration of Human Rights*, and the *UN Global Compact*, we have followed the *Labor Law of the People's Republic of China*, "The Law of the People's Republic of China on the Protection of Minors", and other laws and regulations, and developed internal rules and regulations including the *Employee Handbook* and the *Measures for the Management of Employee Recruitment in Shenzhen International Holdings Limited*. We have also set a series of indicators and goals to closely monitor the implementation of policies. Meanwhile, we regularly conduct human rights risk assessments and human rights training, continuously strengthen human rights risk management in our operations and supply chains, and systematically enhance labor compliance and our capacity to protect workers' human rights. The Company clearly and explicitly presents its solemn commitments in the following areas:

Equal opportunities	<ul style="list-style-type: none"><li>• Treat and respect every employee equally, regardless of their work assignments and position. Selections and appointments must follow the principles of fairness, impartiality and openness.</li></ul>
Discrimination elimination	<ul style="list-style-type: none"><li>• Establish a good working environment, prohibit all discrimination and harassment behaviors due to discrepancies in factors such as ethnicity, complexion, nationality, religious beliefs or gender.</li></ul>
Prohibit the employment of child labor or forced labor	<ul style="list-style-type: none"><li>• Explicitly stipulates that persons under the age of 16 are not allowed to be employed, do not force employees to work against their will, and resolutely prohibit threatening or restricting their actions.</li></ul>
Freedom of association	<ul style="list-style-type: none"><li>• Comply with laws and regulations regarding the freedom of association.</li></ul>
Free expression of opinions	<ul style="list-style-type: none"><li>• Respect employees' freedom of speech within the legal boundaries and encourage employees to express their opinions freely and actively communicate with the management.</li></ul>
Rights to rest and vacation	<ul style="list-style-type: none"><li>• All employees are provided with legal paid leaves such as annual leave, sick leave, marriage leave, maternity leave and paternity leave according to their local laws and regulations.</li></ul>
Health and safety	<ul style="list-style-type: none"><li>• Safeguard the health and safety of all stakeholders including employees, contractors, suppliers, clients and community members. Be sure to attain the goal of "zero major work-related injury and zero fatality".</li></ul>
Good community relations	<ul style="list-style-type: none"><li>• We respect the rights of the local and indigenous people in the community affected by the operating activities, protect and respect their cultural customs and diversity. We will identify related risks and take appropriate measures to reduce negative impacts as much as possible.</li></ul>

Human Rights Commitment of Shenzhen International in 2024

Shenzhen International is committed to fulfilling the human rights principle through the highest standards. In 2024, Shenzhen International was not involved in major labor disputes and received no complaints on human rights issues.

## Fair Employment

Shenzhen International places high priority on protecting employees' legitimate rights and interests and building harmonious labor relations. The Company strictly abides by national laws and regulations such as the *Labor Law of the People's Republic of China*. We have formulated internal management measures including the *Measures for the Management of Employee Recruitment*, the *Employee Recruitment Guidelines of Subsidiaries*, and the *Employee Handbook* to comprehensively ensure that talent selection is conducted in an open, transparent, standardized, and orderly manner.

In compliance with national regulations such as the *Regulations on the Selection and Appointment of Party and Government Leading Cadres* and the *Implementation Opinions of Shenzhen Municipality on Full-Process Documentation for the Selection and Appointment of Municipal Leading Cadres (For Trial Implementation)*, we revised and improved internal policies, including *Management Regulations on Leader Selection and Appointment* and the *Implementation Measures for Full-Process Documentation of Leading Cadre Selection and Appointment* in 2024. These revisions aim to further standardize the selection and appointment of cadres, strengthen full-process supervision and accountability in personnel selection, and enhance the credibility of the selection process.



Shenzhen International highly values talent attraction and team cohesion, and strives to create an equal and harmonious workplace. We respect employees' religious beliefs and diverse cultural backgrounds, and strictly oppose any form of discrimination, bullying, harassment, violence, and conflict. In all stages, including recruitment, onboarding, training, promotion, and reward, we strictly adhere to the principles of fairness and impartiality and never discriminate or unfairly treat employees due to discrepancies in factors such as gender, age, ethnicity, complexion, sexual orientation, nationality, place of origin, or religious beliefs. To safeguard the legitimate labor rights of special groups, the Company has taken active steps to organize special recruitment activities oriented at people with disabilities and ex-service men. We also aim to help more special groups achieve employment with dignity. In 2024, there were no incidents of discrimination at the Company. As of 31 December 2024, Shenzhen International had 1,706 employees in total, including 1,682 employees in Chinese mainland, and the degree of localization reached 98.6%<sup>2</sup>.



Shenzhen International strictly adheres to laws and regulations, and resolutely opposes child labor and forced labor. The Group explicitly stipulates that persons under the age of 16 are not allowed to be employed by its subordinate units. During the recruitment process, we avoid mistakenly recruiting child labor by strictly checking their identification information. Once the recruitment of child labor or forced labor is found, we will seriously deal with it according to relevant national laws and regulations. After comprehensive inspections, no instances related to child labor and forced labor were detected in the Company and related supply chains in 2024.

### As of 31 December 2024

Shenzhen International had employees in total	Including employees in Chinese mainland	The degree of localization reached
1,706 persons	1,682 persons	98.6%

<sup>2</sup> Local employees are identified based on Chinese mainland standards.



Remuneration and Benefits

Shenzhen International has established comprehensive remuneration and benefits systems and management regulations. With the market salary level as the benchmark, we undertake to provide employees with salaries above the national minimum wage and implement a diversified remuneration and benefits system including basic salary, annual bonus, allowance and subsidy, five social insurances, housing provident fund and enterprise annuity, which fully reflects its fairness and competitiveness. In terms of institutional guarantees, the Company has formulated the *Salary Management System* and the *Assessment Measure of Performance Management* to ensure scientific and reasonable payments of salaries. In 2024, the Company revised the *Measures for the Management of Employee Leave and Overtime Working*, and provided employees with ten leave benefits including annual leave, personal leave, sick leave, paternity leave, family planning leave, and exam leave. Through scientific and reasonable system design and diverse benefit provisions, Shenzhen International fosters a fair, healthy, and harmonious workplace for its employees.



Employee Training and Development



Shenzhen International places great importance on the cultivation and development of talents. We have provided a diverse range of training course systems and planned clear and smooth pathways for promotion. This approach not only helps employees achieve their career goals and realize self-worth, but also continuously injects strong momentum into the Company's long-term and stable development.

Employee Training

In order to promote the quality improvement and personal career development of employees, we have formulated the *Measures for the Management of Employee Training of Shenzhen International Holdings Limited*, established a blended training system that integrates both internal and external training systems, and clearly defined key aspects such as the operational duties of the training management department, training plan development, and training content design. In addition, we emphasize building assessment and feedback mechanisms for the training effect. Upon conclusion of training events, we conduct systematic assessments of the training effect. Through multi-dimensional assessment and feedback tracking, we ensure the effective transformation and application of training outcomes. At the same time, we collect opinions and feedback from participants, establish continuous improvement mechanisms, and continuously optimize training plans and content arrangements, thus providing strong support for future training endeavors.

Below are the details and highlight cases of our training system:

Internal training



Conduct relevant professional training lectured by senior management or professional and technical backbones within the Company headquarters.

External training



Encompass a wide array of training organized by the Company headquarters, including specialized courses training and learning, enterprise manager training, certificate training, academic education training, and training in professional knowledge or skills.

Training System of Shenzhen International

Multi-directional Secondment Training Successfully Concluded in 2024



Aiming to broaden the channels for talent development and practical exercising, as well as to fortify the collaboration between the headquarters and its subsidiaries, Shenzhen International launched a six-month multi-directional secondment program in April 2024. In September 2024, Shenzhen International held a debriefing meeting for the participants of the multi-directional secondment program. The 25 employees involved shared their reflections on their work content and learning gains during the secondment period. This training aimed to align with the "1+6" standards for good cadres and the Group's senior leadership requirements for "internal cultivation and external recruitment" of talents. The secondment approach helps to achieve comprehensive training across multiple positions and cultivate high-quality, professional, and versatile talents.





"Elite Program" for Fresh Graduate Training in 2024

In September 2024, Shenzhen International organized a three-day training program for 29 fresh graduates of the 2024 class. The training consisted of centralized learning, site visits, and quality development activities. The training course is diverse, covering company overview and integrity education. Through site visits to the Liguang Project and the Kanghuai E-commerce Center, we enhanced the trainees' understanding of our main businesses.



Scene from the "Elite Program" for Fresh Graduates in 2024

Employee Career Development

To promote the career development and enhance the work enthusiasm of employees, Shenzhen International has implemented the following measures:

Provide channels for career advancement

Shenzhen International provides all employees with open and transparent channels for career advancement. The Company has formulated the *Measures for the Management of Position and Promotion of Shenzhen International Holdings Limited*, which clearly specifies the prerequisites for promotion of management and professional positions. This initiative aims to offer employees clear career development pathways and encourage them to continuously enhance their capabilities and achieve their personal career goals.

Optimize performance assessment management

In 2024, the Company further revised the *Measures for the Management of Headquarters Department and Employee Performance Assessment* to standardize and optimize the performance assessment work of the Group's headquarters departments and employees. The policy ensures the smooth achievement of the Group's business plans and goals, while strengthening employees' sense of responsibility, diligence, fighting spirit, and crisis awareness. Moreover, these measures apply to various departments of the headquarters, middle- management, and department employees. Classified assessments are also implemented comprehensively based on department categories and business nature.

Establish incentive and constraint mechanisms

With the aim of establishing an effective incentive and constraint mechanism, Shenzhen International formulated the *Management Methods for the Selection of Excellence* in 2024. This measure scientifically, fairly, and reasonably selects and recognizes outstanding collectives and individuals who have made significant contributions to the Group, thereby motivating the work enthusiasm and potential of all employees. In addition, we encourage employees to grow with the Company and provide benefits such as reimbursement of examination fees for employees who actively participate in and pass relevant professional qualification examinations related to their positions.

In 2024

The training coverage rate of the Company's employees reached

100%



The average training hours per capita reached

17.08 hours



Employees' Health and Safety



Shenzhen International places great emphasis on employee health and safety. By organizing a variety of health and wellness activities and establishing a comprehensive safety production management system, the Company creates a safe, healthy, and harmonious workplace for its employees. This lays a solid foundation for the stable development of the Company.

Employee Health Initiatives

In 2024, the Company was committed to strengthening employees' physical fitness, enriching their lives, and promoting healthy lifestyles through a series of carefully crafted health-related initiatives. These activities included staff sports competitions, health consultations, and other programs aimed at enriching employees' leisure life and helping them cultivate a healthy lifestyle. The efforts significantly improved both the physical and mental well-being of our workforce.

In 2024

The health consultation room received

1,231 visits

from the general employees and management



In 2024, the Company held 8 sessions of the "Health Lecture Series" activities featuring senior experts who provided practical and professional guidance to assist employees in managing their health. During the year, our health consultation room received 1,231 person-times from the general employees and management and offered a wide range of services including expert consultations, routine check-ups, health guidance, injury treatment, medication dispensing, general prescription writing, assistance with outpatient registration, appointment scheduling/check-ups, and report interpretation. The Company also provided annual health check-ups for employees(including retirees) of the Group. During the health check-up process, we also provided various considerate services such as pre-checkup surveys, communication and coordination with hospitals/health check-up institutions, personalized health check-up packages and plans, information collection from participants, and post-checkup report interpretation and specialist appointments.



Shenzhen International Health Consultation Room



Shenzhen International Health Lecture Series



"Healthy Yidu, Free Clinic with Compassion" for Employees



In January 2024, a meaningful free clinic activity was jointly organized by Shenzhen Qianhai Shekou Free Trade Zone Hospital and Shenzhen International Qianhai Asset Management (Shenzhen) Co., Ltd. at Shenzhen International Qianhai Yidu Building. The event aimed to provide meticulous health care for employees within the park.



Free Health Clinic at Qianhai Yidu Building

2024 Staff Sports Competition



In October 2024, Shenzhen International hosted its 2024 Staff Sports Competition, in which 25 events of 10 categories were set up, with a total of around 200 participants from 8 teams. It provided a platform for employees to unite and strive for the best while inspiring their enthusiasm for sports, health, and vitality. This effort also fostered a healthy and civilized sports culture with high spirits and full participation.



2024 Staff Sports Competition

Safety Production Management

Shenzhen International consistently integrates the principle of "safety first, prevention first" into every aspect of the production and operations of the Company, and is devoted to building a perfect safety network and continuously optimizing its internal safety policies and systems.

Construction of safety management system

Shenzhen International strictly adheres to relevant laws and regulations including the *Work Safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, and has formulated internal management systems such as the *Management Measures for Safety Production Policies and Objectives*, the *Management Measures for Safety Organization and Construction*, the *Management Measures for Safety Education and Training*, the *Management Measures for Fire Safety*, the *Measures for Safety Management of Equipment and Facilities*, the *Management Measures for Dangerous Operations*, the *Management Measures for Safety, Health and Environmental Protection of Related Parties*, the *Management Measures for Supervision and Inspection of Production Safety and Investigation of Hidden Hazards*, the *Management Measures for Safety Production Emergencies*, and the *Administrative Measures for Safety, Health and Environmental Protection Performance Assessment*. This scope of these policies comprehensively covers all employees of the Company and external related parties such as contractors to clearly define responsibilities for safety production, provide clear and specific code of conduct for employees, and effectively facilitate the implementation of various safety management and risk control measures. Additionally, the Company regularly conducts annual reviews of these policies, actively monitors updates to national laws and regulations, and promptly makes revisions and optimizations to ensure their effectiveness and authority.



Safety management structure

- In accordance with the *Management Measures for Safety Organization and Construction*, Shenzhen International has established the Safety Production Committee as the highest safety management body of the Company. Under the leadership of the Company's Board of Directors, the Committee adheres to and implements national policies, laws, and regulations on safety production, and is responsible for formulating the Company's guidelines, policies, and objectives on safety production. In addition, the committee is responsible for approving the Company's overall development strategy on safety and its performance indicators, promoting the development of the safety culture within the Group, coordinating and solving major problems in safety management, and ensuring full coverage of safety management of all business units.
- The chair of the Safety Production Committee is the Chairman of the Company's Board of Directors and the Company's CEO. The Safety Production Committee has set up the Safety Production Committee Office, which serves as the routine executive organ of the committee. According to changes in the internal safety trends and business development needs, the Safety Production Committee Meeting is held on a quarter basis and the Safety Production Work Conference is held on a monthly basis. Through these meetings, the committee conveys and implements the superior's requirements on safety production work in a timely manner, solves the safety problems in production and operation activities, identifies and eliminates hidden hazards, and continuously advances the improvement of safety management capabilities.



Safety targets setting

- Shenzhen International has set the target of zero accident and standardized safety, which applies to all employees of the Group as well as its contractors. We strictly implement a safety production responsibility system covering all employees, break down the responsibility for safety production into units and posts at all levels, and associate safety performance with the performance remuneration of the heads and senior management of the relevant business units. The Chairman and the general manager of various segments pay risk deposits every year, which will be deducted in the case of safety incidents or exceeding the targets of the safety responsibility statement.
- In order to achieve the safety targets above, in addition to continuously optimizing our safety management system and management structure, we have also comprehensively enhanced the Company's safety management level through a series of measures, such as establishing a dual prevention mechanism for risk classification and control of safety production and the identification and management of hidden hazards, carrying out standardized development of safety production, conducting safety training on a regular basis, and conducting special safety inspections.



Safety management for related parties

- To strengthen safety management for related parties, the Company has formulated the *Management Measures for Safety, Health, and Environmental Protection of Related Parties*, the *Agreement on the Safety Production Management*, and other policies for all related parties inside and outside the workplace (including but not limited to contractors, suppliers, etc.) that are related to or affected by the safety production performance of the headquarters and each segment and unit under its direct management. By setting up the entry standards, the Company clarifies the responsibilities and obligations of both parties for safety production. We also establish the regular safety inspection mechanism and manage the whole process in terms of target setting, policy making, risk assessment, staff training, and performance indicators.



Standardized of safety production

- The Company has established a standardized safety production management system and promoted full participation to achieve full-process and all-around management of production and operations. Each unit should conduct self-assessment on the operation of the standardized safety production management system on an annual basis to verify the appropriateness, adequacy, and effectiveness of the various safety production systems and measures, and comprehensively check the completion of the safety production goals and targets. By analyzing the operation quality of the standardized management system for safety production in an objective manner, the Company continuously adjusts and improves the relevant policy documents and process control as well as promotes continuous improvement optimizes the performance of safety production.



Improving safety management system

- Shenzhen International remains committed to refining and optimizing its safety management system to build a perfect safety policy system. This system fully integrates core elements of both international and domestic standards, including ISO 45001 and Work Safety Standardization, thus consolidating the foundation of safety management and actively advancing the certification of the occupational health management system. As of the end of the Reporting Period, the subsidiaries, including Nanjing Xiba Port Co., Ltd., Shenzhen International Total Logistics Co., Ltd., and Shenyang Shenzhen International Integrated Logistics Hub Real Estate Co., Ltd., had obtained relevant certifications. This marks a milestone in the Company's occupational health and safety management.





ISO 45001 Certification of Nanjing Xiba Port Co., Ltd.  
ISO 45001 Certification of Shenzhen International Booming Total Logistics Co., Ltd.  
ISO 45001 Certification of Shenyang Shenzhen International Integrated Logistics Hub Real Estate Co., Ltd.

Strengthen safety inspection

The Shenzhen International Engineering Supervision Center and the Safety Production Committee Office implement a full-process tracking audit and prepare and issue audit reports on a monthly basis for major construction projects with investments exceeding RMB 500 million. The monthly reports accurately identify and highlight potential risk points in areas such as management systems, systems and processes, construction standards and scales, construction period management, investment control, on-site safety management, and the performance of major contracts. The Safety Production Committee Office regularly issues special audit opinions on key aspects such as project bidding and procurement, as well as engineering changes.

In 2024, we organized various safety inspections, including unannounced inspections, process audits, and irregular on-site checks, to eliminate various risks that may arise in the production, based on core safety performance indicators such as the number of work-related injuries, the number of working days lost due to work-related injuries, the number of work-related fatalities, and the coverage rate of safety production training covering our employees and contractors:

• **Unannounced inspection:** Effective identification of hazardous sources and risk assessment were performed to provide professional advice on enhancement and optimization measures for each unit to prevent risks, eliminate hidden dangers, and curb accidents. In 2024, we carried out 4 rounds of unannounced inspections on projects under construction, primarily covering construction quality, safe and civilized construction, management

behaviors, and construction progress. The inspection results indicated steady improvement in quality and safety, and all identified problems were subject to closed-loop remediation. The remediation rate of non-conformities in each unit has reached 100%.

- **Process audits for major projects:** In 2024, we conducted process audits for 17 major projects and completed the transfer of process audit work for the Changsha Project (Phase II A), the Pengshen Project, the Liguang Pile Foundation Engineering and Earthwork Project, reviewed 123 bidding projects (including 23 statutory public bidding projects) and audited 991 engineering changes (including 10 changes in files for major projects) and issued over 2,000 audit opinions in total.
- **Special work on identifying and remedying major hidden dangers:** We have conducted special supervision and inspection, strictly required each unit to strengthen the safety management work related to different parties, promoted the implementation of the key control measures, effectively identified all kinds of hidden safety problems, and actively promoted the remediation of hidden dangers to guarantee closed-loop management.
- **Cross-inspection:** The safety management staff of each unit was selected to inspect the sites outside their jurisdiction, exchanged excellent experiences and practices with each other, and solved on-site hidden safety hazards and management problems. In 2024, Shenzhen International conducted 78 cross-inspections in total.



Scene of Safety Inspection

Enhance safety skills

In order to enhance employees' safety awareness and strengthen the identity of corporate safety culture, Shenzhen International identifies safety education and training needs on a regular basis, develops and implements safety education and training plans, and ensures the necessary safety education and training resources. We make it clear that "employees without qualification of safety education and training are not allowed to work". In 2024, we provided our employees with diversified safety training activities and courses, such as special training and training activities for Fire Safety Month, to improve the safety quality and capability of our employees at all levels and further safeguard their occupational health and safety.

In 2024

The coverage rate of safety production training for employees was

100%

The coverage rate of safety production training for contractors was

100%

The Group Conducts Fire Safety Management Capability Enhancement Training

In November 2024, the Group invited external experts to conduct a Fire Safety Management Capability Enhancement Training covering all segments, parks, and ongoing projects of the Group. Nearly 300 participants attended the training both online and offline, including heads of safety departments and safety management personnel from various units, key leaders of operational logistics parks and ongoing projects, as well as heads and relevant management staff from property units. Through this training, participants enhanced their competency on fire safety, deepened their understanding of fire safety regulations, and acquired more knowledge about the types, hazards, and causes of related accidents, thereby raising their awareness of risk prevention. In the next step, the Safety Production Committee Office will further consolidate the training effect, continue to strengthen fire safety management, implement fire safety responsibilities, and ensure the continuous stability of the Group's fire safety status.





# Care for Employees

Adhering to a people-oriented management philosophy, Shenzhen International places great importance on gathering and analyzing employee feedback. By accurately researching employee needs and continuously optimizing both the work and living environments, we aim to create an efficient and comfortable workplace, offer a diverse range of corporate cultural activities, and promote the long-term development of the Company.

## Employee Communication

Effective employee communication is essential to ensuring the harmonious and stable growth. With the establishment of the Company's Trade Union, Shenzhen International is committed to serving the employees with enthusiasm, and reflecting and satisfying the demands and wishes of the employees. In order to expand the channels for employees to offer advice and suggestions, we conduct the rational collection of suggestions through channels such as the OA system and WeChat official account to listen to employees' ideas. Employees whose suggestions are accepted will be rewarded by the Company according to regulations, and their wise advice achievements will be taken as the bonus point factor in the annual performance evaluation.

## Employee Benefits

Since the employees are the cornerstone of corporate development, Shenzhen International is committed to conveying the warmth of the Company and strengthening the cohesion of the Company through sincere care and support.

### Actions for employee care

In order to address the challenges faced by the employees in need, the Company has formulated the *Management Measures for Mutual Care Fund for Employees*, established the "triad" employee care mechanism consisting of social medical insurance, Shenzhen Mutual Employee Assistance Plan, and the Company Mutual Assistance and Care Fund, and organized all the employees to carry out donations every year. In 2024, the Company's Care Fund provided a total of RMB 337,700 in consolation money. In addition, we also regularly arrange birthday meetings, holiday welfare programs, and other care events to narrow the distance between the Company and the employees and foster the employees' sense of closeness to the Company.

Bay Area Investment Trade Union Carries Out Employee Care Activities

Amid persistent high temperatures, the trade union of Bay Area Investment under Shenzhen International carried out the "Caring for the Front-line Employees and Providing Summer Relief" care event to ensure effective heatstroke prevention and cooling measures and to convey the "union's warmth". During the event, staff of Bay Area Investment visited the Liguang Project, Pingshan Project, and Yantian Project at Shenzhen International Intelligent Logistics Port, and emphasized the importance of safeguarding occupational health. They distributed summer relief supplies to front-line employees, reminded them to arrange their work and rest time reasonably, and enhanced their safety awareness. This care event not only protected employees' rights and interests but also helped maintain stable and safe production.



"Caring for Front-line Employee and Providing Summer Relief" Care Event

## Enrich employees' life

In order to enrich the cultural life of employees and enhance team cohesion, Shenzhen International carefully plans and organizes a variety of cultural and sports activities, including basketball, soccer, and yoga interest groups, and the special activity for Mid-Autumn Festival to foster team spirit and a sense of belonging. Meanwhile, by organizing events such as the Family Day, the Company has created a platform for interaction between the corporate family and employees' families, thereby further enhancing organizational cohesion.

## Create a healthy space

We place the physical and mental health of our employees at the core of our organization and are committed to creating a healthy and safe workplace. We not only pay attention to the physical safety of the office environment, but also provide many facilities to promote the physical and mental health of our employees, such as the establishment of professional gyms, so that employees can keep exercising in the busy work to improve their health. At the same time, we pay attention to the healthy diet of employees, introduce high-quality canteen services, and provide meal choices with balanced nutrition, to constantly improve the overall satisfaction of employees and enhance the cohesion and competitiveness of the Company, thus creating a warm, healthy and dynamic office atmosphere for employees.

Shenzhen International Holds the 2nd Corporate Culture Family Day

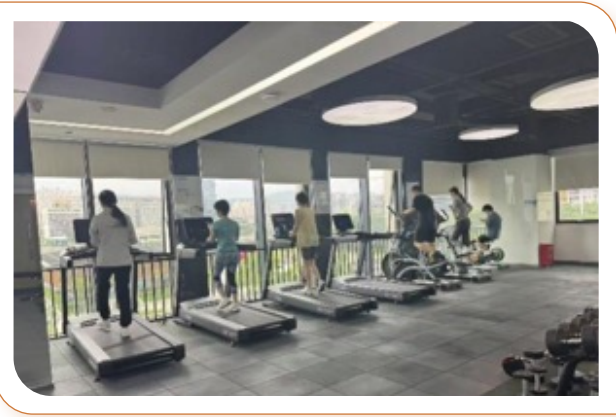
In November 2024, Shenzhen International hosted its 2nd Family Day themed "Building Dreams Together, Enhancing Cohesion". The event brought together over 40 outstanding employees, Party members, and their loved ones, providing a unique opportunity for them to appreciate our vibrant corporate culture. Shenzhen International has held the Family Day event for two consecutive sessions. By continuously innovating and improving the content and format, we have achieved high levels of participation and recognition from our employees and their families.



Shenzhen International's 2nd Corporate Culture Family Day



Staff Gym





# Pooling United Efforts for Mutual Benefits and Common Prosperity

Shenzhen International has always made it its mission to drive high-quality development in the industry. The Company is dedicated to optimizing supply chain management, creating a green, efficient, and sustainable supply chain system, and fostering collaborative growth between upstream and downstream sectors of the industrial chain. Meanwhile, the Company actively engages in industry exchanges, strengthens industry-academia-research collaboration, and promotes technological innovation and the commercialization of research outcomes, thereby injecting fresh vitality into the sector. Furthermore, Shenzhen International places a strong emphasis on community engagement and development, aligning closely with national strategies. Leveraging industrial empowerment and resource integration, we support rural revitalization initiatives, fulfill our corporate social responsibilities, and strive to build harmonious communities, exemplifying the commitment and mission of a state-owned enterprise.

Response to ESG major issues in this chapter:

- Supply chain management
- Responsible purchasing
- Community investment
- Green finance

Response to relevant SDGs issues in this chapter:



## Obligation Performance

The signing rate of our integrity agreement with suppliers was  
**100%**

The total annual charitable expenditure reached RMB  
**473,000**

The China-Europe Railway Express has run in total  
**771 pieces**

With a total value of goods exceeding USD  
**2.5 billion**

Enterprises with stable and efficient international logistics services serving over  
**6,888**

Complaints were received from community residents  
**0 case**





# Supply Chain Management and Development

In strict accordance with relevant laws and regulations such as the *Regulations on the Implementation of the Bidding Law of the People's Republic of China* and other relevant, Shenzhen International has established a comprehensive system covering supplier access, assessment, and risk management. This ensures the standardized operation of the supply chain and achieves reasonable risk control. Meanwhile, the Company actively promotes transparent procurement and advocates for green purchasing concepts, striving to create an efficient, transparent, and sustainable supply chain ecosystem.

## Supplier Management System

The Company has developed a robust supplier management process and continually refines group-wide supplier management systems, including the *Measures of Shenzhen International Holdings Limited for Procurement Management*, to implement comprehensive management of suppliers from access screening to risk assessment.

### Supplier full process management



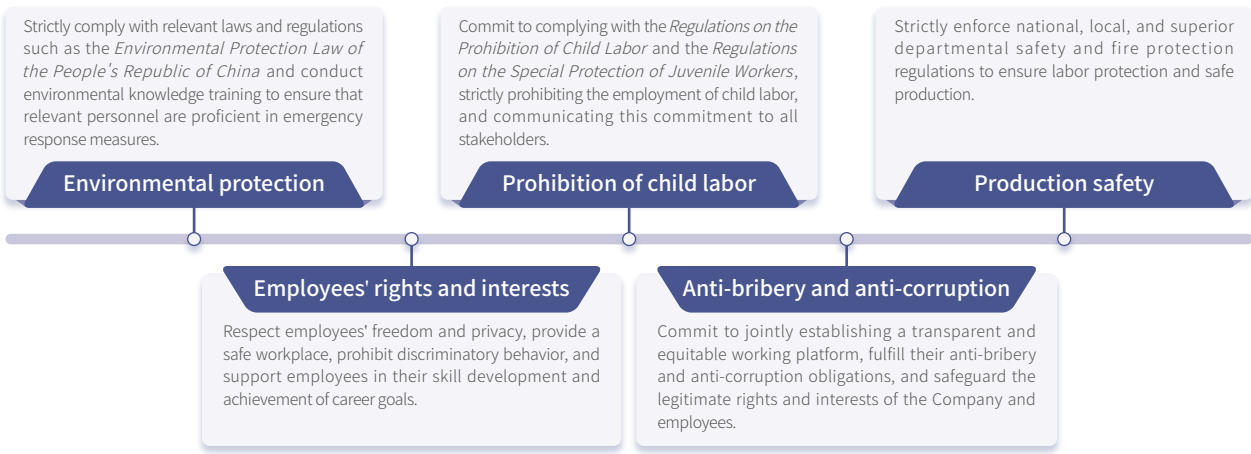
Comprehensive Management of Suppliers

## Building the Sustainable Supply Chain

We have thoroughly integrated ESG principles into our supplier management system, promoting continuous improvement among suppliers through stringent ESG assessment standards. Meanwhile, the Company actively engages in responsible procurement, giving preference to suppliers that adhere to environmental standards. We ensure transparency, fairness, and integrity throughout the supply chain by establishing integrity and compliance mechanisms, along with an anti-corruption system.

### ESG management in suppliers

We ensure that suppliers meet the Company's standards in environmental protection, employee rights protection, and other areas through stringent contract terms and qualification requirements.



ESG Requirements for Suppliers/Contractors

### Responsible procurement

We practice green purchasing and encourage suppliers to offer eco-friendly products and services. Our procurement policy mandates: "Promote green purchasing by prioritizing energy-efficient, water-saving, and material-conserving raw materials, products, and services that benefit environmental protection." We also actively pursue localized procurement to minimize the environmental footprint of transportation and packaging, thereby fostering local economic growth. In our supplier selection process, we require ISO 14001 and other environmental management system certifications, giving preferential consideration and appropriate scoring bonuses to certified suppliers. This strategy steers our supply chain towards greater sustainability and environmental responsibility.

### Supplier code of business ethics

We have formulated the *Measures of Shenzhen International Holdings Limited for Procurement Management* and the *Measures for Management of Selecting Intermediary Agencies* to ensure the integrity and transparency of our supply chain. These measures explicitly stipulate that suppliers with contract amounts exceeding RMB 100,000 must sign the *Anti-Commercial Bribery Agreement*, effectively preventing corruption risks. Additionally, we have established a Supervision Department for the bidding and procurement process and set reporting hotlines and email addresses to provide suppliers with unobstructed reporting channels. In 2024, the signing rate of our integrity agreement was 100%.

We ensure compliance with business ethics in our supply chain by rigorously reviewing procurement projects, auditing business ethics, and performing special procurement inspections:

Procurement review:	To enhance the procurement oversight process, we have updated our OA-based procurement approval workflow. At the group level, we have appointed dedicated procurement review specialists to review all procurement projects.
Business ethics auditing:	We have established a three-line defense mechanism comprising the Business Department, the Risk Control Department, and the Audit Department. Regular business ethics audits are conducted across all operational sites to ensure compliance and transparency within the supply chain.
Special inspections:	In 2024, we carried out special inspections on bidding and procurement processes, enhancing compliance through quarterly and semi-annual reviews. Upon verification, there were no procurement projects within Shenzhen International and its subsidiaries that required open bidding but were not conducted as such, nor were there any unresolved procurement projects that should have been closed.

In 2024, we have made significant strides in promoting transparent procurement by clearly stating in our *Measures for Procurement Management* that the Company adheres to the SASAC's requirement of "prioritizing open procurement" and standardizing the bidding process. Since the implementation of these policies, our open procurement ratio has reached 54.96%, demonstrating notable success.



# Industry Exchange and Collaboration

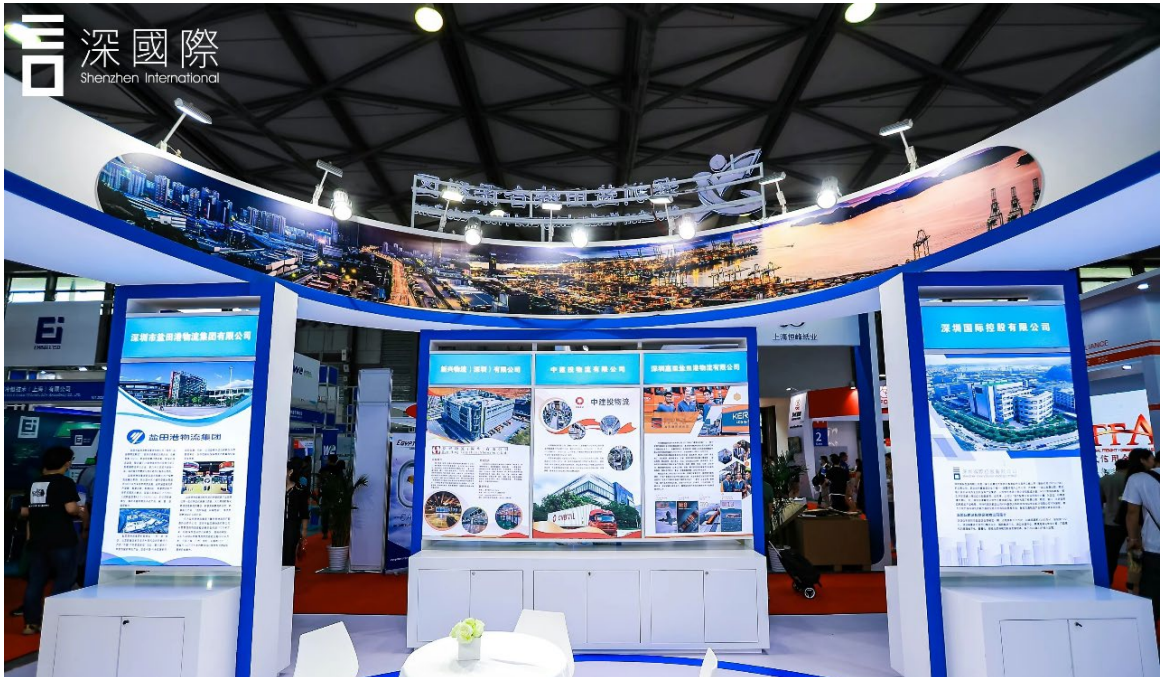
Shenzhen International continues to advance collaboration with strategic partners from various sectors such as business and academia to fully leverage each party's advantages. This approach drives innovation and efficiency, fosters a mutually beneficial and win-win ecosystem, enhances core competitiveness, and injects new impetus into the high-quality development of the industry.

## Industry Exchange

In 2024, we actively participated in industry exhibition events such as the 2024 Transport Logistic China and the 18th Logistics Fair, and organized industry activities like customer exchange forums. Through resource sharing and complementary advantages, we deepened cooperation with industry partners to jointly promote the high-quality development of the logistics industry.

### Shenzhen International at the 2024 Transport Logistic China

In 2024, Shenzhen International made a prominent appearance at the 2024 Transport Logistic China, engaging with peers and customers to share the achievements of its efforts over the years in building a panoramic logistics ecosystem encompassing "Inland Port Networking, Logistics Parks, Air Cargo and Railway Freight Logistics Infrastructure" along with "Intelligent and Cold Chain Logistics", as well as its innovative practices in warehouse leasing solutions and smart park developments. This demonstration highlighted Shenzhen International's strength as a leading integrated service provider in the smart logistics industry and its commitment to upholding the responsible corporate spirit of "Logistics with Ethics, for a Better World."



Shenzhen International at the 2024 Transport Logistic China

### Shenzhen International Successfully Holds the Opening Ceremony for Its 6 Million Square Meters of High-standard Warehouses and the Inaugural Key Customer Exchange Meeting

On December 18, 2024, Shenzhen International successfully held the opening ceremony for its 6 million square meters of high-standard warehouses and the inaugural key customer exchange meeting at Shenzhen Wuzhou Guest House. Industry leaders from companies such as JD.com, Air China Cargo Co., Ltd., and Shenzhen Smart City Technology Development Group Co., Ltd., along with over 300 customers, gathered to witness this significant occasion. The attendees engaged in in-depth discussions on the development trends and future opportunities of the logistics industry, providing valuable insights for industry innovation and collaboration.



## Industry-Academia-Research Collaboration

We actively promote the deep integration of industry, academia, and research by collaborating with top scientific research institutions to empower technological innovation and industrial upgrading in the logistics sector. In 2024, the Company participated in preparing the industry standard *Statistical Classification of National Logistics Hubs*. It was approved and released by the National Development and Reform Commission in November and officially implemented on December 1st, crucially supporting the standardized development of the industry.

### Collaborating with Research Institute of Tsinghua University in Shenzhen to Jointly Develop Smart Logistics Robots

In 2024, Shenzhen International and the Research Institute of Tsinghua University in Shenzhen jointly established a research institute. Leveraging Shenzhen International's extensive logistics scenario resources and the research institute's robust technical capabilities, they initiated projects such as the development of smart logistics loading and unloading robots. Currently, the logistics-specific robot project under collaboration has focused on the "last-mile" unloading process in standardized scenarios such as pharmaceuticals. They intended to expand the research into more complex application scenarios like express delivery and courier services. This collaboration aimed to enhance logistics efficiency while providing a demonstrative case for the intelligent transformation of the industry.





Community Building

Shenzhen International actively engages in community building and fully fulfills its corporate social responsibilities. The Company promotes sustainable social development through practical actions, such as supporting rural revitalization strategies and operating the Shenzhen-Europe Railway Express to bolster the "Belt and Road" Initiative. These efforts contribute to the establishment of a harmonious community and make significant contributions to regional economic growth and social development.

Supporting Rural Revitalization

Shenzhen International embraces the national rural revitalization strategy by implementing multi-dimensional measures such as consumption assistance, industrial support, and livelihood improvement to effectively aid rural development. The Company combines "blood transfusion (direct support)" and "blood generation (capacity building)" approaches to promote rural economic revitalization, cultural heritage preservation, and livelihood enhancement, providing a robust impetus for the construction of beautiful villages.

Carrying out In-Depth "Three-Sharing" Practice to Support the Construction of Beautiful Villages

In 2024, Shenzhen International dispatched 15 employees to participate in the "Three-Sharing" program (sharing meals, accommodations, and labor with the local villagers). They immersed themselves in rural life through agricultural tasks like spring plowing and planting, tea harvesting and processing, vegetable cultivation, and fishpond cleaning. Beyond farming, they engaged in diverse community activities, including village clean-ups, visits to revolutionary sites, poverty alleviation efforts, nursing home outreach, educational programs in schools, and free photography services in villages, truly "delivering practical services to the people." Deeply integrating into local communities, the employees gained insights into villagers' lives, brainstormed development strategies, and helped improve village environments and address real-life challenges. Their practical efforts enhanced villagers' well-being and contributed to the high-quality development of beautiful villages.



Labor Collaborative Work with the Local Villagers



"Three-Sharing" Public Welfare Photography Activity



Stationing in Shangguan Town to Comprehensively Promote Rural Revitalization

Over the past two years, Shenzhen International has been deeply stationed in Shangguan Town, adhering to the concept of rural revitalization and taking multiple measures to promote rural development. We have actively mobilized support from our backend units and caring enterprises to purchase local agricultural products through methods such as "buying for donation" and "purchasing for support," with the cumulative amount exceeding RMB 2 million.

In 2024, we facilitated land transfer contracts between major grain growers in Shangguan Town and 1,239 households and partnered with a county-level assistance platform to initiate a rural revitalization experimental field project. Securing the status of implementing entity for a provincial Simiao Rice Agro-Industrial Park, we developed a 200-mu (a traditional unit of area in China, and one mu approximately equals 0.0667 hectare) experimental field. Collaborating with the Shangguan Town government, we pioneered Dongyuan County's first township-led local government special bond project, focusing on the integrated development of primary, secondary, and tertiary industries in specialty agriculture, particularly around Xianhu Tea. Furthermore, we supported the compilation and publication of Red Reflections of Shangguan by the work team in assisted villages, which systematically documented and preserved the town's red cultural heritage, earning it recognition as "one of the province's top 100 rural revitalization research reports" and fostering deep integration between red cultural preservation and rural revitalization.



Red Reflections of Shangguan



Co-building the Belt and Road

Shenzhen International has been actively implementing the "Belt and Road" Initiative by deepening economic and trade cooperation with countries along the "Belt and Road" through innovative logistics models such as the Shenzhen-Europe Railway Express and integrated multimodal transportation. These efforts have significantly promoted regional economic interconnectivity. As of the end of 2024, the Company has conducted 771 trips of Shenzhen-Europe Railway Express, with accumulated freight volume reaching 74,400 TEUs and total freight value exceeding USD2.5 billion. We have provided stable and efficient international logistics services for over 6,888 enterprises, contributing to the high-quality development of the "Belt and Road" Initiative.

As of the end of 2024

The Company has conducted of Shenzhen-Europe Railway Express	With accumulated freight volume reaching	Total freight value exceeding USD	We have provided stable and efficient international logistics services for over
771 trips	74,400 TEUs	2.5 billion	6,888 companies

Explore New Port Routes to Enhance Regional Cooperation

On February 10, 2024, the Company launched the first trip of Shenzhen-Europe Railway Express from Guangdong via the Tongjiangbei Port, with a dedicated train carrying 55 standard containers of Midea household appliances departing from Shenzhen Pinghunan Railway Hub Station towards Russia. The opening of this new route injected new momentum into the openness and development of the Tongjiangbei region and further highlighted Shenzhen's status as an international comprehensive logistics hub, laying a solid foundation for the economic integration and synergistic development of the Greater Bay Area.



Implementing Innovating the China-Kyrgyzstan-Uzbekistan International Railway-Road Intermodal Transport

On October 16, 2024, the Company successfully launched the China-Kyrgyzstan-Uzbekistan international railway-road intermodal transport. The cargo departed from Shenzhen Pinghunan Railway Hub Station, was transferred to trucks at Kashgar Station, and transported to Uzbekistan via the Irkeshtam port. This mode employed innovative customs clearance methods such as "single document" and "single container" systems. Export enterprises can complete customs declaration and cargo inspection procedures in Shenzhen. Throughout the multimodal transport process, only logistics node information needed to be declared, significantly streamlining customs procedures and improving logistics efficiency. This serves as a new model for trade facilitation along the "Belt and Road".



China-Kyrgyzstan-Uzbekistan International Railway-Road Intermodal Transport





Community Communication and Engagement

The Company has always prioritized communication and engagement with the community, actively fostering community development and enhancing residents' well-being through diverse community activities and public welfare initiatives.

Amicable community communication

We have established smooth community engagement platforms for all stakeholders in every project, fostering ongoing and amicable communication mechanisms. We give full consideration to the interests of stakeholders throughout the project's assessment, preliminary research, construction and operation phases. To ensure we listen attentively to the voices of the community, we engage in regular interactions and communications with local communities, including party organizations and trade unions.

Within the scope of our operations, Shenzhen International pledges to:



Reducing community impact

To minimize the impact of our projects on surrounding communities, we conduct social stability assessments prior to the commencement of each project. We collect feedback from local community residents on the projects through methods such as opinion surveys and implement targeted measures to address issues like noise. In 2024, we received no complaints from community members.

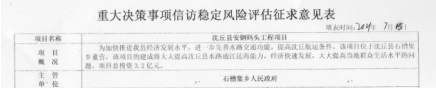

**Jingjiang Port: Environmental Protection Acceptance Inspection Gains Public Recognition**

Before the environmental protection acceptance inspection of the Jingjiang Port project, we organized a public opinion survey among residents of Liuzhu Village, Xieqiao Town, Jingjiang, regarding the environmental protection acceptance upon project completion. The survey covered their attitudes towards the project, as well as the impact of noise, dust, wastewater, and solid waste management on their daily lives. The results showed that the public was satisfied with the project's environmental protection measures, believing that environmental pollution had been effectively controlled and had not disrupted the production or daily lives of nearby residents. All respondents approved of the project's environmental efforts without negative feedback.



**Shenqiu Port: Gaining 100% Support from the Public**

The Shenqiu Port project affected 23 rural households, with five feedback forms issued and retrieved, achieving a 100% approval rate. Throughout the construction phase, the project fully respected public opinions to safeguard community interests. Effective communication and environmental protection measures were implemented to minimize the project's impact on the lives of nearby residents.



Feedback for Shenqiu Port

Promoting community development

Leveraging innovative investments and social services, we offer high-quality living and working environments for community residents and businesses. In 2024, the Company remained committed to advancing projects in industrial public park upgrades, commercial facility renovations, public space operations, and new energy applications. Additionally, we actively engage in urban infrastructure development, fostering community prosperity and sustainable growth.

**Construction of the South China Digital Valley Urban Park**

In response to urban governance needs, we have converted the triangular wasteland around South China Digital Valley into a multifunctional urban park. Previously a neglected area, the site was approved by the Longhua Government for the Company's investment, construction, and development. We aimed to offer fitness and leisure spaces for employees of digital economy firms and nearby residents, improving the area's environmental quality while invigorating the community.



South China Digital Valley Urban Park



Appendices

Index of HKEX ESG Indicators

Mandatory Disclosure Indicators			
Aspects	Indicator content		Corresponding location in the Report
Governance Structure	a disclosure of the board's oversight of ESG issues		Board Statement
	the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses)		Board Statement
	how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.		Board Statement
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.		About this Report
"Comply or Explain" Indicators			
Environmental			
Aspect	Indicator No.	Indicator content	Corresponding location in the Report
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.	Embracing Green Sustainability for Harmonious Coexistence
	A1.1	The types of emissions and respective emissions data.	ESG Performance Indicators
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Performance Indicators
	A1.3	Total hazardous waste produced (in tonnes) and (where appropriate) intensity (e.g. per unit of production volume, per facility).	ESG Performance Indicators
	A1.4	Total non-hazardous waste produced (calculated by tonnes) and (where appropriate) intensity (e.g. per unit of production volume, per facility).	ESG Performance Indicators
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Embracing Green Sustainability for Harmonious Coexistence
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Embracing Green Sustainability for Harmonious Coexistence

"Comply or Explain" Indicators			
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Embracing Green Sustainability for Harmonious Coexistence
	A2.1	Direct and/or indirect energy consumption by type (such as electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ESG Performance Indicators
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ESG Performance Indicators
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Embracing Green Sustainability for Harmonious Coexistence
	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.	Embracing Green Sustainability for Harmonious Coexistence
A3: The Environment and Natural Resources	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	ESG Performance Indicators
	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Embracing Green Sustainability for Harmonious Coexistence
A4: Climate Change	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Embracing Green Sustainability for Harmonious Coexistence
	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Embracing Green Sustainability for Harmonious Coexistence
	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.	Embracing Green Sustainability for Harmonious Coexistence
Social			
Aspect	Indicator No.	Indicator content	Corresponding location in the Report
B1: Employment	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.	Putting Talent First to Build Team Cohesion
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group, and geographical region.	ESG Performance Indicators
	B1.2	Employee turnover rate by gender, age group and geographical region.	ESG Performance Indicators
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.	Putting Talent First to Build Team Cohesion
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	ESG Performance Indicators
	B2.2	Lost days due to work injury.	ESG Performance Indicators
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Putting Talent First to Build Team Cohesion
	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Putting Talent First to Build Team Cohesion
B3: Development and Training	B3.1	The percentage of employees trained by gender and employee category (such as senior management, middle management).	ESG Performance Indicators
	B3.2	The average training hours completed per employee by gender and employee category.	ESG Performance Indicators



"Comply or Explain" Indicators			
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.	Putting Talent First to Build Team Cohesion
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	Putting Talent First to Build Team Cohesion
	B4.2	Description of steps taken to eliminate such practices when discovered.	Putting Talent First to Build Team Cohesion
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Pooling United Efforts for Mutual Benefits and Common Prosperity
	B5.1	Number of suppliers by geographical region.	ESG Performance Indicators
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Pooling United Efforts for Mutual Benefits and Common Prosperity
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Pooling United Efforts for Mutual Benefits and Common Prosperity
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Pooling United Efforts for Mutual Benefits and Common Prosperity
B6: Product Responsibility	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.	Promoting Robust Growth with Responsible Governance
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Company involved no product recalls
	B6.2	Number of products and service related complaints received and how they are dealt with.	Promoting Robust Growth with Responsible Governance
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Promoting Robust Growth with Responsible Governance
	B6.4	Description of quality assurance process and recall procedures.	Promoting Robust Growth with Responsible Governance
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Promoting Robust Growth with Responsible Governance
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.	Promoting Robust Growth with Responsible Governance
	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.	Promoting Robust Growth with Responsible Governance
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Promoting Robust Growth with Responsible Governance
	B7.3	Description of anti-corruption training provided to directors and staff.	Promoting Robust Growth with Responsible Governance
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.	Pooling United Efforts for Mutual Benefits and Common Prosperity
	B8.1	Focus areas of contribution (such as education, environmental matters, labor needs, health, culture, sports).	Pooling United Efforts for Mutual Benefits and Common Prosperity
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Pooling United Efforts for Mutual Benefits and Common Prosperity

List of ESG Policies and Regulations

ESG Indicators	Laws and Regulations	Internal Policies
A1: Environmental	Environmental Protection Law of the People's Republic of China	Environmental Protection Management System
	Law of the People's Republic of China on Environmental Impact Assessment	Management Measures for the Assessment of Energy Conservation and Consumption Reduction
	Atmospheric Pollution Prevention and Control Law of the People's Republic of China	Management Measures for the Collection and Disposal of Hazardous Waste
	Water Pollution Prevention and Control Law of the People's Republic of China	Water Pollution Prevention, Control and Management Measures
	Law of the People's Republic of China on the Prevention and Control of Environment	Water Pollution Management Policy
	Pollution Caused by Solid Wastes	Management Measures for Waste Materials
	Marine Environmental Protection Law of the People's Republic of China	Management System for the Bulk Cargo Dust Control
	Land Administration Law of the People's Republic of China	Management System Management Measures for Ship Pollutants
	Regulations of the People's Republic of China on Nature Reserves	Construction Waste Management System
	Regulation on Land Reclamation	Guidance Manual for Construction Waste Reduction at Construction Sites
B1: Employment	Labor Law of the People's Republic of China	Regulations on Safety, Health and Environmental Protection
	Labor Contract Law of the People's Republic of China	Safety, Health and Environmental Protection Management
	Employment Promotion Law of the People's Republic of China Regulation on Paid Annual Leave for Employees	Regulations Administrative Measures for Safety, Health and Environmental Protection Performance Assessment
	Law of the People's Republic of China on the Protection of Minors	Special Emergency Plan for Typhoon and Flood Prevention
	Provisions of the State Council on the Working Hours of Employees	Emergency Plan for Cold Currents and Heavy Snow Weather
	Regulation on Public Holidays for National Annual Festivals and Memorial Days	Special Emergency Plan for Natural Disasters (Earthquakes)
	Interim Provisions on Wages Payment	Greenhouse Gas Emission Management Regulations
	Labor Law of the People's Republic of China	Employee Handbook
	Work Safety Law of the People's Republic of China	Measures for the Management of Employee Recruitment in Shenzhen International Holdings Limited Management
	Fire Protection Law of the People's Republic of China	Regulations on Leaders Selection and Appointment of Shenzhen International Holdings Limited
B2: Health and Safety	Law of the People's Republic of China on the Prevention and Control of Occupational Diseases	Employee Recruitment Guidelines of Subsidiaries of Shenzhen International Holdings Limited
	Regulation on the Work-related Insurance of the People's Republic of China	Salary Management System
	Emergency Response Law of the People's Republic of China	Assessment Measure of the Performance Management
		Measures for the Management of Employee Leave and Overtime Working
		Management Measures for Mutual Care Fund for Employees
		Management Measures for Safety Production Policies and Objectives
		Management Measures for Safety Organization and Construction
		Management Measures for Safety Education and Training
		Management Measures for Fire Safety
		Measures for Safety Management of Equipment and Facilities
B3: Development and Training		Management Measures for Dangerous Operations
		Management Measures for Safety, Health and Environmental Protection of Related Parties
		Management Measures for Supervision and Inspection of Production Safety and Investigation of Hidden Hazards
		Management Measures for Safety Production Emergencies
		Administrative Measures for Safety, Health and Environmental Protection Performance Assessment
	/	Measures for the Management of Employee Training of Shenzhen International Holdings Limited
		Measures for the Management of Position and Promotion of Shenzhen International Holdings Limited



ESG Indicators	Laws and Regulations	Internal Policies
B4: Labor Standards	Labor Law of the People's Republic of China	Employee Handbook
	Law of the People's Republic of China on the Protection of Minors	Measures for the Management of Employee Recruitment in Shenzhen International Holdings Limited Employee
	Labor Contract Law of the People's Republic of China	Recruitment Guidelines of Subsidiaries of Shenzhen International Holdings Limited
B5: Supply Chain Management	The Bidding Law of the People's Republic of China	Measures of Shenzhen International Holdings Limited for Procurement Management
	Regulation on the Implementation of the Bidding Law of the People's Republic of China	Measures for Management of Selecting Intermediary Agencies
		Property Management Manual
B6: Product Responsibility		Anti-commercial Bribery Agreement
	Product Quality Law of the People's Republic of China	Engineering Supervision Management Measures
	Telecommunication Regulation of the People's Republic of China	Engineering Unannounced Inspection Work Guidelines
	Provisions on Protecting the Personal Information of Telecommunications and Internet Users	Engineering Completion Acceptance Supervision Work Guidelines
	Advertising Law of the People's Republic of China	Engineering Quality Management System
	Trademark Law of the People's Republic of China	Guidelines for Technical Risk Assessment in Project Engineering Reports
	Patent Law of the People's Republic of China	Administrative Measures for Innovative Incentives
	Copyright Law of the People's Republic of China	Administrative Measures for Innovative Support Funds
	Anti-Unfair Competition Law of the People's Republic of China	Implementation Rules for Special Funds for Investments in Innovations
	Personal Information Protection Law of the People's Republic of China	Digital Management Measures
	Cybersecurity Law of the People's Republic of China	Management Regulations on Digital Project Construction
		Implementation Rules for Digital (Information Technology)
		Project Management
		Complaint Registration Form
		Guidelines for Daily Operation of Customer Service Team
		Personal Privacy Protection System for Network Application Platforms
		Information Asset Management Measures
		Privacy Agreement
		Interim Measures for Public Opinion Detection and Response
		Interim Measures for Information Propagation
		Interim Measures for Brand Management
B7: Anti-corruption	Criminal Law of the People's Republic of China	Program for Measuring Customer Satisfaction
	Company Law of the People's Republic of China	Satisfaction Survey Work Plan
	Anti-money Laundering Law of the People's Republic of China	Genuine Software Licensing Management Measures
	Anti-monopoly Law of the People's Republic of China	Group Information Security Management Measures
	Anti-Unfair Competition Law of the People's Republic of China	
B8: Community Investment	/	/

ESG Performance Indicators<sup>3</sup>

ESG Indicator Performance Table

Category	ESG Indicator	Unit	2023	2024
A. Environmental				
A1 Emissions	A1.1 The types of emissions and respective emissions data			
	Respirable suspended particulates	Kg	731.60	702.74
	Sulphur oxides	Kg	422.95	592.49
	Nitrogen oxides	Kg	10,638.83	10,420.02
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity			
	Direct greenhouse gas emissions (Scope 1) <sup>4</sup>	Tonne of CO <sub>2</sub> e	2,924.40	9,398.59
	Indirect greenhouse gas emissions (Scope 2) <sup>5</sup>	Tonne of CO <sub>2</sub> e	28,549.00	30,862.75
	Other indirect greenhouse gas emission (Scope 3) <sup>6</sup>	Tonne of CO <sub>2</sub> e	603.25	671.99
	Total greenhouse gas emissions (Scopes 1, 2 and 3)	Tonne of CO <sub>2</sub> e	32,076.65	40,933.33
	Total greenhouse gas emission intensity (by area) <sup>7</sup>	Tonne of CO <sub>2</sub> e/square meter	0.01	0.006
	A1.3 Total hazardous waste produced and intensity			
	Total hazardous waste	Tonne	1.09	0.81
	Total hazardous waste landfilled	Tonne	0.53	0.13
	Total hazardous waste recycled	Tonne	0.56	0.68
	Hazardous waste intensity (by area)	Tonne/10,000 square meter	0.0019	0.0013
	A1.4 Total non-hazardous waste produced and intensity			
	Total non-hazardous waste	Tonne	8,153.91	8,872.11
	Total non-hazardous waste landfilled	Tonne	5,209.78	5,634.04
	Total non-hazardous waste incinerated	Tonne	1,345.48	1,704.75

<sup>3</sup> The statistical scope of the 2024 ESG indicators can be found in the Scope of Report section of the "About This Report".

<sup>4</sup> Scope 1 GHG emissions in 2024 are mainly from the use of fossil energy, refrigerants and fire extinguishers. For relevant emission factors, please refer to the *2006 IPCC Guidelines for National Greenhouse Gas Inventories, General Principles for Calculation of the Comprehensive Energy Consumption of China (GB/T2589-2020)*, and the *Guidelines for Accounting Methods and Reporting on Greenhouse Gas Emission of Other Industrial Enterprises (Trial)*.

<sup>5</sup> Scope 2 GHG emissions in 2024 are mainly from the use of purchased heat and purchased electricity. The relevant emission factors refer to the *Notice on the Release of the 2022 Carbon Dioxide Emission Factors for Electricity* and the *Guidelines for Accounting Methods and Reporting on Greenhouse Gas Emission of Other Industrial Enterprises (Trial)*.

<sup>6</sup> Scope 3 GHG emissions in 2024 are mainly from business travel, which includes airplanes, high-speed rail, and hotel stays. The relevant emission factors refer to the *China Products Carbon Footprint Factors Database*.

<sup>7</sup> The GHG emission intensity is calculated based on the total emissions in Scope 1 and Scope 2.



Category	ESG Indicator	Unit	2023	2024
A1 Emissions	Total non-hazardous waste reused	Tonne	132.01	182.41
	Total non-hazardous waste recycled	Tonne	0.44	0.46
	Total non-hazardous waste disposed of through other channels	Tonne	1,466.20	1,350.45
	Non-hazardous waste intensity (by area)	Tonne/10,000 square meter	14.21	14.09
A2 Use of Resources	A2.1 Direct or indirect energy consumption by type in total and intensity			
	Gasoline	MWh	1,072.70	1,332.05
	Diesel oil	MWh	3,498.58	3,743.92
	Natural gas	MWh	4,557.33	4,053.47
	Liquefied petroleum gas	MWh	172.57	157.84
	Renewable energy used	MWh	820.38	1,135.90
	Purchased electricity	MWh	50,037.44	57,336.00
	Purchased steam	MWh	31.93	242.92
	Direct energy	MWh	10,121.56	10,423.18
	Indirect energy	MWh	50,069.37	57,578.92
	Total energy consumption	MWh	60,190.93	68,002.09
	Total energy consumption density (by area)	MWh/square meter	0.01	0.01
	A2.2 Water consumption in total and intensity			
	Total water consumption	Cubic meter	651,392.16	748,396.75
	Total water consumption intensity (by area)	Cubic meter/ square meter	0.11	0.12
	Recycled water consumption	Cubic meter	567,875.80	754,889.00
	Discharge amount of wastewater	Cubic meter	242,072.26	286,578.00
	A2.5 Total packaging material used for finished products and with reference to per unit produced			
	Total amount of packaging materials used	Tonne	9.91	1.01
	Intensity of packing materials used (by area)	Tonne/1,000,000 square meter	1.73	0.16
B. Social				
B1 Employment	B1.1 Number of employees: classified by gender, employment type, age group and geographical region			
	Total workforce	Person	1,591	1,706
	By gender			
	Male	Person	1,051	1,131
	Female	Person	540	575
	By employment type			

Category	ESG Indicator	Unit	2023	2024
B1 Employment	Full-time	Person	1,591	1,706
	Part-time	Person	0	0
	By rank			
	Senior management	Person	9	9
	Middle management	Person	85	99
	General/grassroots staff	Person	1,497	1,598
	By age			
	30 and below	Person	372	399
	31 to 40	Person	733	800
	41 to 50	Person	336	345
	51 and above	Person	150	162
	By region			
	Chinese mainland	Person	1,567	1,682
	Hong Kong, Macao and Taiwan regions	Person	24	24
	Overseas areas	Person	0	0
	B1.2 Employee turnover rate: classified by gender, employment type, age group and geographical region			
	Overall employee turnover rate	Percentage	4.78%	5.33%
	By gender			
	Male	Percentage	4.85%	5.57%
	Female	Percentage	4.63%	4.87%
	By age			
	30 and below	Percentage	6.18%	4.51%
	31 to 40	Percentage	3.27%	4.50%
	41 to 50	Percentage	3.57%	4.93%
	51 and above	Percentage	11.33%	12.35%
	By region			
	Chinese mainland	Percentage	4.79%	5.41%
	Hong Kong, Macao and Taiwan regions	Percentage	4.17%	0.00%
	Overseas areas	Percentage	0.00%	0.00%



Category	ESG Indicator	Unit	2022	2023	2024
B2 Health and Safety	B2.1 Number and rate of work-related fatalities occurred in each of the past three years (including the reporting year)				
	Number of work-related fatalities	Person	0	0	0
	Rate of work-related	Percentage	0.00%	0.00%	0.00%
	B2.2 Working days lost due to work-related injury				
	Number of work-related injuries	Person	0	2	0
	Percentage of work-related	Percentage	0.00%	0.13%	0.00%
	Working days lost due to work-related injury / number of leave days due to work-related injury	Day	0	229	0
Category	ESG Indicator	Unit	2023	2024	
B3 Development and Training	B3.1 The percentage of employees trained by gender and employee category				
	Percentage of employees trained	Percentage	100.00%	100.00%	
	Percentage of employees trained by gender				
	Male employees	Percentage	100.00%	100.00%	
	Female employees	Percentage	100.00%	100.00%	
	Percentage of employees trained by rank				
	Senior management	Percentage	100.00%	100.00%	
	Middle management	Percentage	100.00%	100.00%	
	General/grassroots staff	Percentage	100.00%	100.00%	
	B3.2 The average training hours completed per employee by gender and employee category				
	Total training hours of employees	Hour	25,944.00	29,136.00	
	Average training hours of employees	Hour	16.31	17.08	
	Average training hours of male or female employees				
	Average training hours of male employees	Hour	17.85	17.75	
	Average training hours of female employees	Hour	13.31	15.76	
Average training hours of different rank					
Average training hours of senior management	Hour	44.33	95.11		
Average training hours of middle management	Hour	43.69	26.16		
Average training hours of general/grassroots staff	Hour	14.58	16.09		
B5 Supply Chain Management	B5.1 Number of suppliers by geographical region				
	Total number of product suppliers	Supplier	911	822	
	Product suppliers – Chinese mainland	Supplier	889	799	
	Product suppliers - Hong Kong and Macao region	Supplier	22	23	
	Product suppliers - overseas areas	Supplier	0	0	

Category	ESG Indicator	Unit	2023	2024
B5 Supply Chain Management	Total number of engineering suppliers	Supplier	339	334
	Engineering suppliers - Chinese mainland	Supplier	338	334
	Engineering suppliers - Hong Kong and Macao regions	Supplier	1	0
	Engineering suppliers - overseas areas	Supplier	0	0
	Number of new suppliers - Product	Supplier	638	493
	Number of new suppliers - Engineering	Supplier	282	18
	Total number of suppliers	Supplier	1,250	1,156
B6 Product Responsibility	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons			
	Products subject to recalls	Percentage	<i>Not applicable</i>	<i>Not applicable</i>
	B6.2 Number of products and service related complaints received			
	Total number of products and service related complaints	Time(s)	0	0
	Number of negative events caused by the Company's own products or service	Time(s)	0	0
	B6.3 Description of practises relating to observing and protecting intellectual property rights			
	Number of patents applied for	Patent	6	13
	Number of patents granted	Patent	13	7
B7 Anti-corruption	B7.1 Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the			
	Legal cases regarding corrupt practises	Case	0	0
	B7.3 Description of anti-corruption training provided to directors and staf			
	Number of directors participating in anti-corruption	Person	4	4
	Number of employees participating in anti-corruption training	Person	150	156
	Hours of anti-corruption training	Hour	120.00	128.00
	Hours of anti-corruption training for directors	Hour	52.00	56.00
B8 Community Investment	Hours of anti-corruption training for employees	Hour	68.00	72.00
	Coverage rate of anti-corruption training for contractors	Percentage	100.00%	100.00%
	B8.2 Resources contributed to the focus area			
	Total investment in the public welfare	RMB10,000	31.16	47.30
	Number of hours for participating in the public welfare/volunteer activities by employees	Hour	125.50	81.00
	Total number of people participating in the public welfare/volunteer activities	Person	130	102



