ON TIME 如祺出行
O N T I M E

股份代号 9680.HK

2024

Chenqi Technology Limited

Environmental, Social and Governance Report

Contents

Chenqi Technology Limited
2024 ESG Report

Special Topic

Smart Mobility Empowering a Bright Future

01

Sustainable Responsibility, Leading the Forward

02

Transparent Governance and Steady Development

03

Safety Ensuring Delightful Journeys

04

Green Operation to Promote Carbon Management

05

Diversity, Inclusion and Develop Together

06

Win-win Corporations and Contributing to Society

Appendix

About the Report

Introduction to the report

This report is the first Environmental, Social and Governance (ESG) Report (the Report) published by the Group. The purpose of this report is to fully demonstrate the Group's ESG philosophy, management, actions and results in 2024 to stakeholders. The Board of Directors of the Group is responsible for supervising the contents of the report and ensuring that there are no false records, misleading statements or material omissions.

Preparation standards

The report has complied with all the mandatory disclosure requirements and the "comply or explain" provisions set out in the *Environmental, Social and Governance Reporting Code* (the *ESG Reporting Code*) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (HKEX). The content index of the *ESG Reporting Code* is set out in Appendix 2 of the report, which is available for readers to quickly inquire.

The report adheres to the four reporting principles of materiality, quantification, consistency, and balance as mentioned in the *ESG Reporting Code*, striving to fully reflect the Group's management status and work effectiveness in ESG. The report assesses and responds to the principle of materiality through materiality issue analysis; it responds to the principle of quantification with a list of quantified data; and it ensures that the scope of disclosure and reporting methods remain largely consistent year-on-year to respond to the principle of consistency, ensuring good comparability of historical data. At the same time, it responds to the principle of balance by reviewing negative issues and poor performance.

Reporting scope and boundaries

The information contained in the Report covers the period from 1 January 2024 to 31 December 2024 (the Year) and the business scope of the Report is consistent with the annual report, covering the Group's mobility services, technical services, fleet sales and maintenance businesses. For details of the Group's business strategies, operations and financial performance, please refer to the Group's 2024 annual financial report.

Information Sources

The information disclosed in the report is derived from official documents, reports or relevant publicly available information of the Group, and all the data used in this report are derived from the relevant functional departments of the Company and its selected subsidiaries. Unless otherwise stated, the data in this report are denominated in RMB.

Appellation description

For the convenience of expression and reading, unless otherwise specified, "the Company" in this report refers to Chenqi Techonology Limited. "the Group", "our Company", "we" or "us" refer to the Company and its subsidiaries.

Report acquisition

The report is available in both Chinese and English versions, and is published in electronic form. If there is any discrepancy between the Chinese and English versions of this report, please refer to the Chinese version. You can access the electronic copy of this report on the official website of the Group (https://www.ruqimobility.com) or the website of the Hong Kong Stock Exchange (www.hkexnews.hk). For further enquiries, or any comments or suggestions regarding this report, please contact the Group at ir@ruqimobility.com.

About the Report | About the Company | Special Topic: Smart Mobility Empowering a Bright Future | ① Sustainable Responsibility, Leading the Forward | ② Transparent Governance and Steady Development | ③ Safety Ensuring Delightful Journeys | ④ Green Operation to Promote Carbon Management | ⑤ Diversity and Inclusive, Develop Together | ⑥ Win-win Corporations and Contributing to Society | Appendix

About the Company

Company Profile

Launched in Guangzhou in 2019, the Group is a mobility service company in China whose business covers mobility services, technology services and fleet sales and maintenance. Among them, the mobility services are mainly Offering ride-hailing and Robotaxi services; Technology services mainly include AI data and model solutions, and high-definition (HD) maps; Fleet sales and maintenance Offer a full suite of support for drivers and car partners. We adhere to compliant operations, focus on high-quality services, create a three-dimensional mobility ecosystem, build a fully open autonomous driving operation technology system, and are committed to becoming a pioneer in promoting the commercialization of autonomous driving technology. In July 2024, we listed officially on the Hong Kong Stock Exchange under the stock code 09680.HK. We actively implement the concept of sustainable development, integrate sustainable development into our overall development strategy, and serve and connect various participants of the mobility industry including the passengers, drivers, vehicle manufacturers, vehicle service providers and autonomous driving solution providers.

Mobility Services	Technology Services	Fleet Sales and Maintenance
Offering ride-hailing and Robotaxi services	Mainly includes AI data, model solutions, and high-definition (HD) maps	Offer a full suite of support for drivers and car partners/ franchise

Value System

With the mission of "Connecting better lives with smart mobility", we attract and unite employees with common values, share the vision of "Becoming the most prominent mobility platform in the next decade." and build the corporate values of "User-centric and fostered a positive symbiosis with the cities where we operate".

The Mission

The Corporate Values

The Vision

- Connecting better lives with smart mobility
- User-centric and fostered a positive symbiosis with the cities where we operate
- Becoming the most prominent mobility platform in the next decade
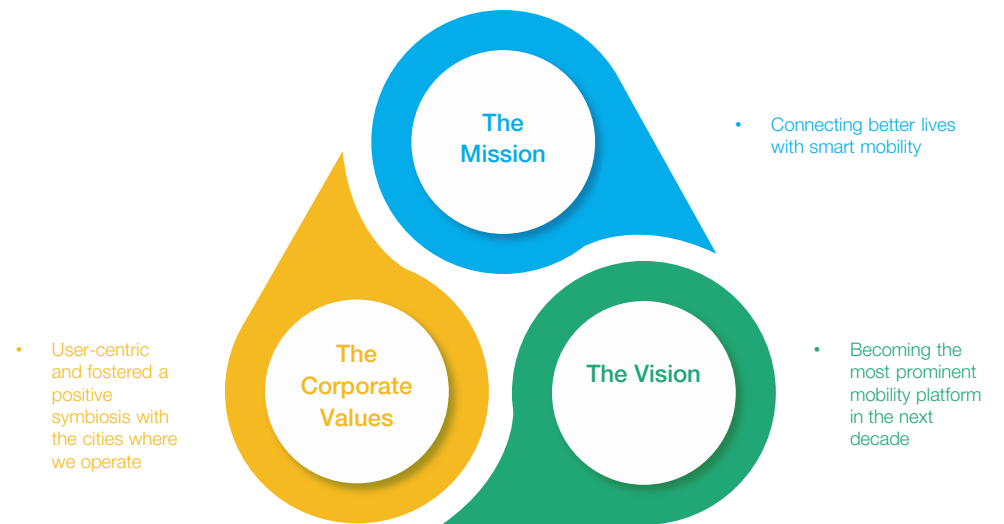
Enterprise Development History

2020
- In January, the Company established OnTime College to establish standardized service management and control.
- In June, the Company released a new brand proposition - Born to understand better.

- In June, the Company's Hitchhiking started internal testing.
- In August, the Company has launched operational services in Foshan.

- In April, the Company signed a strategic cooperation agreement with Pony.
- In April, the Company's one-stop super service platform OnTime Car Service officially opened its first store in Guangzhou.
- In June, the Company officially opened operation services in Changsha and Zhongshan cities.

2022
- In June, the Company released a new brand IP -Miao Xiaoqi.
- In June, the Company's Robotaxi operation technology platform was publicly demonstrated for the first time at the "2022 GAC Group Technology Day".
- In August, the Company launched a designated driving service.

2024
- In January, the Company obtained the Shenzhen Robotaxi manned demonstration application qualification and began to provide autonomous driving mobility services to citizens, and obtained the pilot license for commercialization of intelligent connected vehicles in Baoan District, Shenzhen.
- In April, the project participated in was selected into the second batch of national intelligent transportation pilot application pilots.
- In June, the Company obtained national intelligent connected vehicle service pilot access qualification.
- In July, the Company was officially listed on the main board of the Hong Kong Stock Exchange.
- In September, the Company's Robotaxi officially started commercial operations in Hengqin.
- In October, the Company's research findings were accepted by the globally renowned artificial intelligence conference WACV, and its online vector map construction solution has received international authoritative recognition.

2019
- In June, the Company was officially launched in Guangzhou.
- In October, the Company launched APP of enterprise car.
- In November, the Company launched the industry's first "Clean Service Standard".

2021
- In April, the Company has launched operational services in Zhuhai.
- In May, the Company has launched operational services in Shenzhen.
- In October, the Company has launched operational services in Dongguan.

- In November, the Company signed strategic cooperation agreements with GAC Group and WeRide.
- In November, the Company created the first self-driving vehicle test ride experience project in the history of Guangzhou Auto Show.

2023
- In January, the Company ranked on Forbes China's 2022 New Unicorn List.
- In January, the Company was recognized as a "National High-tech Enterprise", a "Specialized, Special and New Small and Medium-sized Enterprise" in Guangdong Province, and an innovative small and medium-sized enterprise.

2024
- In November, the data closed-loop flywheel operation was released at the 2024 Guangzhou Auto Show to feed back the accelerated commercialization of smart driving technology.
- In December, the Company obtained Class B surveying and mapping qualification for navigation electronic map production, and closed-loop high-quality data accelerated the iteration of intelligent driving technology; The four places in the Greater Bay Area cooperate to promote mutual recognition of pilot demonstration applications of intelligent connected vehicles, and are the first batch of cooperative enterprises.

About the Report

About the Company

Special Topic: Smart Mobility Empowering a Bright Future

① Sustainable Responsibility, Leading the Forward

② Transparent Governance and Steady Development

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⑤ Diversity and Inclusive, Develop Together

⑥ Win-win Corporations and Contributing to Society

Appendix

Annual Honors

Name of Award	Awards Institution
National "High-tech Enterprise"	National High-tech Enterprise Recognition Management Leading Group Office
Forbes China 2022 New Unicorns	Forbes China
2023 & 2024 Hurun Global Unicorns	Hurun Report
Jiazi 20: 2023 List of the Most Commercial Potential in China's Intelligent Driving Field	Jiazi Guangnian
The Most Investment Value Future Star of the Year	Financial Associated Press
EDGE Awards Global Selection Annual Technological Innovation Product List in the Mobility Field	Titanium media
Future Mobility Innovation Application of the Year	Heart of Car
2023 Artificial Intelligence Outstanding Solution of the Year	Qubit

Name of Award	Awards Institution
2023 Automotive Electronics Science and Technology Award Outstanding Enterprise Award	Shenzhen Automotive Electronics Industry Association
2024 Golden Mouse International Digital Marketing Festival and the 15th Golden Mouse Digital Marketing Competition-Most Innovative Brand Award in Digital Marketing	Net Win Tianxia Net
Top 20 Innovative Brands of the Year	Forbes China
AAAA Rating for Service Quality	Guangzhou Transportation Bureau
Smart Mobility Enterprise of the Year 2024	Smart Driving Network
The Most Influential Artificial Intelligence Companies	Guangzhou Technology Finance Group, Guangzhou Industrial Development Research Institute and PwC China Jointly Sponsored
National-level Specialized and New "little giant" enterprise	National Ministry of Industry and Information Technology

About the Report

About the Company

Special Topic: Smart Mobility Empowering a Bright Future

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② Transparent Governance and Steady Development

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⑤ Diversity and Inclusive, Develop Together

⑥ Win-win Corporations and Contributing to Society

Appendix

Key Performance in 2024

Economic performance

Operating income RMB **2.4634** billion, representing a year-on-year increase of 14%

Net assets RMB **1.1063** billion

Total assets RMB **1.3786** billion

Environmental Performance

In 2024, the new energy fleet of the mobility service platform operated more than **950** million kilometers, helping to reduce **67,638** tons of carbon dioxide equivalent emissions

Energy consumption **999.35** MWh

Water consumption **4, 611.8** m³

General office waste emission **2,570** tons

Social performance

12 hours of training per employee

R&D investment RMB **141.4** million

Driver training coverage **100%**

Female directors account for **22%**

Female employees accounted for **34.34%**

Customer complaint resolution rate **99.92%**

As of December 31, 2024, the Company has a total of **66** invention patents, and **27** newly authorized invention patents were added during the reporting period

As of December 31, 2024, the Company has a total of **23** computer software copyrights, and **3** new computer software copyrights were added during the reporting period

Obtained **ISO 27001** information security management system certification

Obtained **ISO 20000** information technology service management system certification

Special Topic:
Smart Mobility
Empowering a Bright Future

Focusing on providing high quality ride-hailing services, the Group has launched a hybrid operation model of ride-hailing and Robotaxi. The Group has built and continuously improved a fully open autonomous driving operation technology system, deeply cultivated smart travel, and firmly believed that good things always come as scheduled.

1. Smart Mobility Services

2. Innovation Empowers Intelligent Driving

3. Mobility Services Ecosystem

Smart Mobility Services

We regard high-standard manned online ride-hailing as our business core. Based on our user base and vast amount of scenario data accumulated over the years of business, we simultaneously launched a hybrid operation model that integrates manned online ride-hailing and Robotaxi. We intend to deepen the hybrid operation model, which paves the way for the future hybrid operation model based on Robotaxi. This will drive the evolution and upgrade of the smart mobility service industry.

Online Ride-hailing Service

The Group has launched a nationwide industrial layout. It has obtained online ride-hailing operation qualifications in 61 cities. Through the aggregation model, the Group coordinates multi-traffic platforms to help the business growth of cities outside the Greater Bay Area. Meanwhile, we continue to maintain high-compliance operations. In the monthly order compliance rate published by the Ministry of Transport, the Company has ranked first for a cumulative total of 22 times. It has become the travel platform with the most first-place finishes nationwide, with compliance performance consistently leading the industry.

Robotaxi

The Group is committed to building a comprehensive and three-dimensional mobility technology solution and service system. The Group promotes the evolution and upgrade of data closed-loop capabilities, and deeply cultivates the research and development of 4D data annotation technology. Compared with traditional static annotation technology, our solution can save 60% of manual annotation costs and continue to promote our Robotaxi operations. During the reporting period, we have obtained Robotaxi commercial operation qualifications in Guangzhou, Shenzhen and Hengqin Guangdong-Hong Kong-Macao Cooperation Zone, becoming the only service platform in the industry who carries out Robotaxi commercial operations in these regions.

The Group won the classic case of "Intelligent Connected Vehicle-Road-Cloud Integration"

During the reporting period, the Group's "Vehicle-Road-Cloud Integration C-V2X Vehicle Terminal Large-Scale Application Project" was selected as a classic case of "Intelligent Connected Vehicle-Road-Cloud Integration" at the 3rd Future Transportation Industry Development Summit in 2024, providing solid strength for promoting smart cities and smart transportation construction.

● Classic case of future transportation industry development

The Group was invited to appear at the 2024 Vehicle-Road-Cloud 50-person Annual Development Forum

In October 2024, the Group was invited to participate in the "2024 Vehicle-Road-Cloud 50-person Annual Development Forum" as the only invited travel service platform. At the meeting, the Vice President of the Group delivered a keynote speech focusing on "Robotaxi's Industrial Strategy and Commercialization Practice", explaining the industry insights and latest business results related to Robotaxi to the representatives from government, industry, academia. This sharing provides important reference for the development of the industry. In addition, the Group participated in the launch ceremony of the "triple operator integration" cooperation organization, which includes cloud control infrastructure operators, connected vehicle dedicated network operators, and value-added connected vehicle service operators. This participation aims to build the smallest commercial closed-loop model and continuously inject development momentum into the cross-domain collaboration and commercial closed-loop of the integrated vehicle-road-cloud ecosystem.

● 50-person Annual Development Forum site

Robotaxi made a stunning appearance at the Hengqin science popularization event, revealing the secrets of autonomous driving

In December 2024, the Group was invited to participate in the "Connected Vehicles Intelligent Mobility Hengqin" popularization event on campus. We provided elementary school teachers and students with knowledge about autonomous driving and related development concepts of China's intelligent connected autonomous vehicles. In addition, we brought our Robotaxi to the campus, giving teachers and students the opportunity to closely interact with devices such as vehicle-mounted lidars and cameras. This initiative received high participation and recognition from the teachers and students.


● Popularization event site

About the Report   About the Company   **Special Topic: Smart Mobility Empowering a Bright Future**   ① Sustainable Responsibility, Leading the Forward   ② Transparent Governance and Steady Development   ③ Safety Ensuring Delightful Journeys   ④ Green Operation to Promote Carbon Management   ⑤ Diversity and Inclusive, Develop Together   ⑥ Win-win Corporations and Contributing to Society   Appendix

Innovation Empowers Intelligent Driving

Based on the forefront of the industry, the Group devotes itself to developing highly integrated autonomous driving solutions. We continue to integrate industrial resource advantages in related fields, build an autonomous driving operation technology system, and accelerate the construction of a data closed-loop flywheel. This provides reliable technical support for Robotaxi operations, and helps the upstream and downstream of the industrial chain jointly Promote the commercialization of autonomous driving.
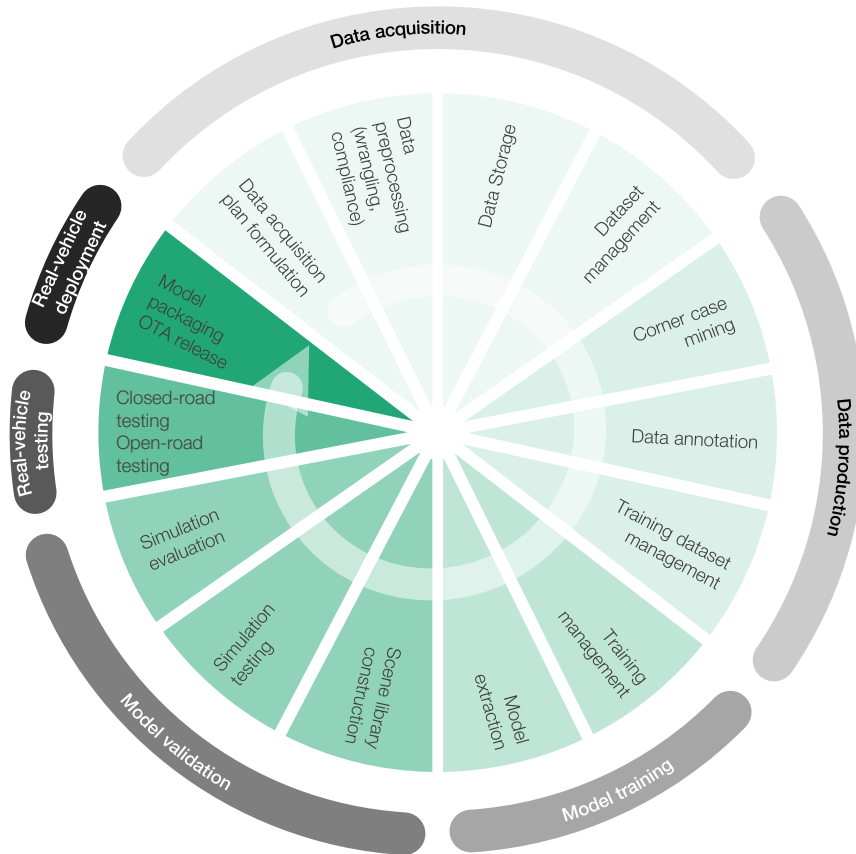

Data closed-loop flywheel

Autonomous Driving Solutions

The Group strictly abides by *the Notice of the Ministry of Natural Resources on Strengthening the Security Management of Surveying, Mapping and Geographic Information of Intelligent Connected Vehicles* and other laws and regulations. The Group formulates and implements *the Measures for the Management of Product Research and Development Process*, continuously increases investment in research and development of autonomous driving solutions, and further promotes technological innovation and industrial development in the field of autonomous driving. The Group has launched autonomous driving solutions covering three major sectors: the data annotation platform ONTIME Data Encoder, the high-precision map tool chain ONTIME MapNet, and the intelligent driving simulation platform ONTIME NexSim, promoting the evolution and upgrade of closed-loop of driving autonomous driving data.

Data Annotation Platform ONTIME Data Encoder

ONTIME Data Encoder is a comprehensive one-stop annotation platform mainly for the field of autonomous driving. It integrates annotation tools, data acquisition, process management, project management, intelligent AI pre-annotation and quality inspection and other functions, and supports data annotation of 2D image data, 3D point cloud data, and 4D data categories in intelligent driving. It improves the efficiency of data annotation.
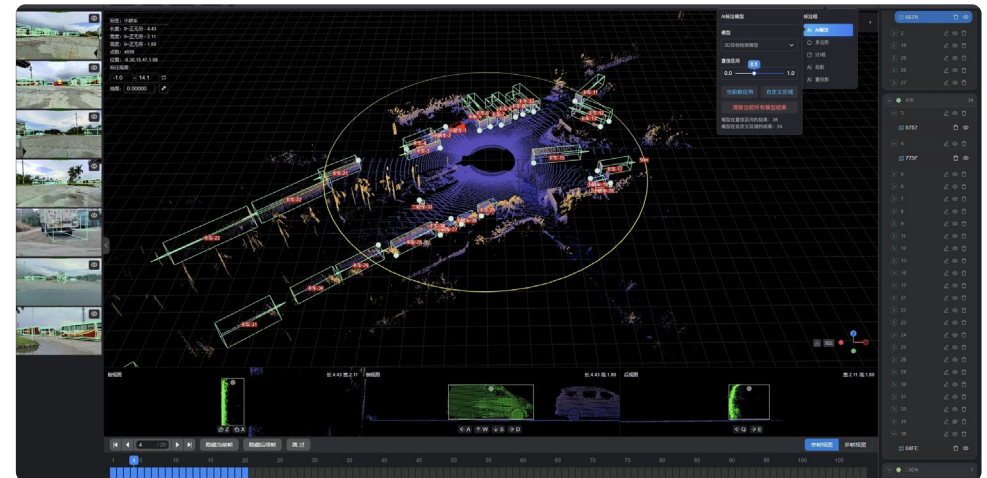

● Data annotation platform interface

High-precision Map Toolchain ONTIME MapNet

ONTIME MapNet is a high-precision map toolchain developed by the Group. It integrates data acquisition, data fusion, map production, map compilation and Operational Design Domain (ODD) management. It is an advanced geographic information service system. The toolchain enhances map editing functions, establishes over 600 map quality inspection rules, and independently develops algorithms that better meet user needs. It provides users with more accurate, reliable, and efficient map services. This supports precise vehicle positioning, navigation, and route planning, meeting the high standards required for autonomous driving and geospatial information services.

- Inner page of paper

In addition, we have been actively developing innovative technologies to enhance its autonomous driving capabilities. One such technology is the Ruqi Zhongyuan Map(如祺众源地圖) Technology, which shifts the focus of map updates from traditional centralized drawing to distributed uploads based on vehicle perception. This technology allows vehicles to upload collected road information to the cloud in real-time during their operation, where the map is then drawn, achieving high real-time performance, lightweight operations, and a high degree of automation. Meanwhile, Ruqi Zhongyuan Map Technology is the first to explore an online vector map construction scheme based on historical prediction results, which can efficiently use historical information to solve occlusion problems and improve detection accuracy. This study proposes the first use of historical frame prediction representation for time series modeling, the first dual-mode training strategy, and the optimization of the auxiliary one-to-many matching mechanism in the training stage into a group-wise version. It has been widely used by computer vision and machine learning globally. Well-known academic conference in the field (The IEEE/CVF Computer Vision and Pattern Recognition Conference, CVPR, IEEE) WACV 2025 directly received.
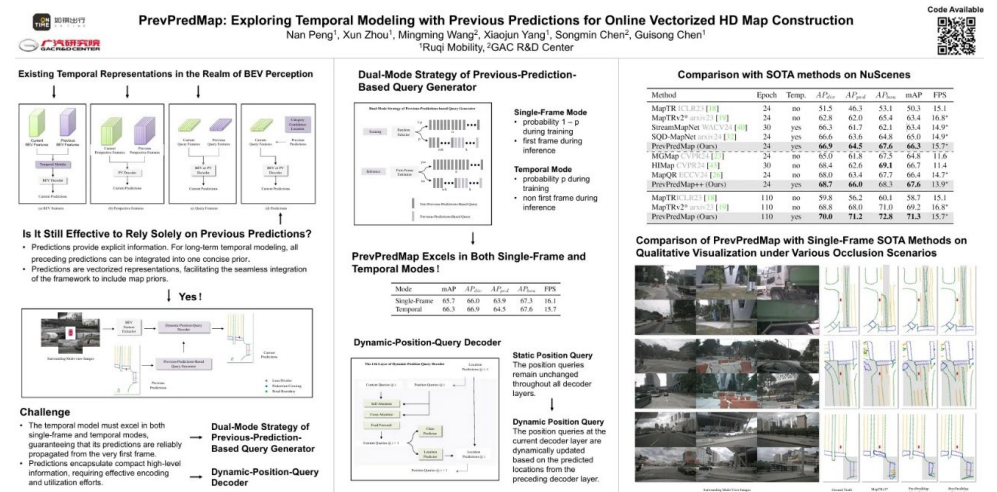
> At the same time, the Group has obtained Grade B surveying and mapping qualification certificates for geographic information system engineering, internet map services and electronic map production, which fully guarantees the Group's business in compliance with laws and regulation. It lays a solid foundation for applying Grade A surveying and mapping qualification in the future.

- Grade B surveying and mapping qualification certificate

About the Report About the Company **Special Topic: Smart Mobility Empowering a Bright Future** ① Sustainable Responsibility, Leading the Forward ② Transparent Governance and Steady Development ③ Safety Ensuring Delightful Journeys ④ Green Operation to Promote Carbon Management ⑤ Diversity and Inclusive, Develop Together ⑥ Win-win Corporations and Contributing to Society Appendix

Intelligent Driving Simulation Platform ONTIME NexSim

ONTIME NexSim is our self-developed one-stop intelligent driving simulation platform. It is designed to meet the R&D needs of L3 and L4 autonomous driving for major OEMs, Tier-1 suppliers and scientific research institutions. The platform offers a comprehensive intelligent driving simulation solution that integrates scheme pre-research, R&D iteration, batch testing, and mass production equipment. It provides a rich library of scenarios, built-in high-fidelity vehicle dynamics and sensor models and data, and supports LogSim, WorldSim, and Log2World simulation forms as well as a multi-dimensional professional evaluation system. The platform helps users reduce R&D and testing costs throughout the process and significantly enhances the safety and reliability of intelligent driving products.

In the autonomous driving model verification stage, ONTIME NexSim can deeply support scene library construction, simulation testing and simulation evaluation. It has excellent simulation capabilities and can further enhance the effectiveness of model verification.

Scene Library Construction

ONTIME NexSim supports OpenX standard format scene parsing, scene classification and collection, and scene generalization, which can further build a scene database.

Scene analysis	Through programmatic modeling, common road sections such as terrain, expressways, elevated roads, urban roads and surrounding buildings can be automatically constructed, and the road network topology matching with high-precision maps can be generated.
Scene aggregation	By supporting users to classify scenarios in diversity, targeted regression testing, and batch testing are realized by building scenario sets for each functional scenario and abstract scenario.
Scene generalization	Based on logical abstraction and parametric definition, similar scenarios are generated in batches to ensure the coverage of simulation tests and quickly accumulate effective mileage.

Simulation Capabilities

ONTIME NexSim has high-quality simulation capabilities in sensor simulation, kinetic simulation, traffic flow simulation, and environmental simulation dimensions, which can improve the stability during testing.

Sensor Simulation
- The physics-based sensor simulation method can output the available data consistent with the real sense sensor distribution, and can carry out real time physical simulation of the current market virtual camera, laser radar, target level sensor and other sensors.

Kinetic simulation
- It supports kinetic simulation of electric vehicles, fuel vehicles and special vehicles. Users can map the kinetic parameters of real vehicles to NexSim through the built-in parameter mapping tool.

Traffic flow simulation
- According to road distribution, traffic light timing and road network rules, it can simulate various real and reliable traffic flow scenarios in macro and micro scenes, and interact with real-driven vehicles.

Environmental simulation
- It can realize continuous changes in various lighting and extreme weather conditions, simulate the challenges of autonomous driving under such circumstances. It can be used to test the stability of intelligent driving systems under various lighting and weather conditions.

Simulation capabilities of ONTIME NexSim
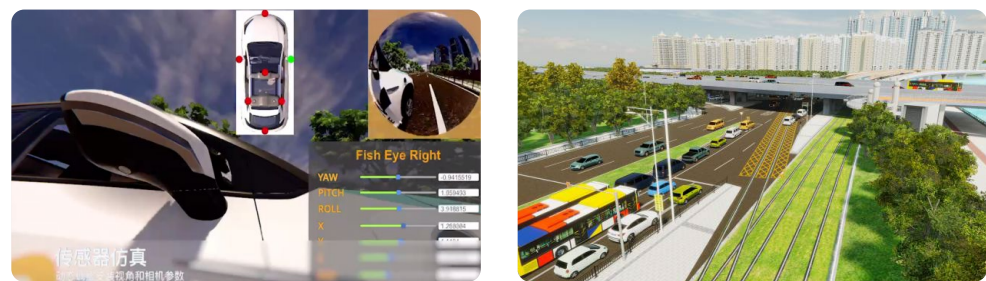
Simulation Application

Meanwhile, the simulation platform supports LogSim, WorldSim, Log2World simulation forms and multi-dimensional professional evaluation system, which can adapt to the requirements of model simulation testing and more effectively guarantee the integrity, authenticity and security of simulation testing.

LogSim
It supports batch import of driving logs, sensor data, map data, and even V2X roadside data from users and third parties. This is used to verify the algorithms of the host vehicle and ensure the authenticity of test content through regression testing.

WorldSim
It supports the construction of static virtual scenes through high-precision maps to achieve digital twins with the real world, which can realize continuous changes under various extreme weather and lighting. It can also be used to build dangerous driving scenarios to ensure the integrity of autonomous driving tests.

Training data generation
ONTIME NexSim employs a physics-based sensor simulation method, which can output sensors and true values consistent with the real sensor distribution. Users can realize training data set generation, guide training, algorithm detection, and supplement sensor data for dangerous and extreme scenarios according to R&D.

Adversarial simulation
Virtual and real pedestrians are linked through VR, and the driving simulator controls the virtual vehicle, so that the virtual pedestrians and vehicles controlled by real people can interact with the virtual host vehicle in the simulation environment to verify the safety and response ability of the autonomous driving algorithm.

Simulation application

● Simulation platform-sensor simulation (demo)

● Simulation platform-environment simulation (demo)
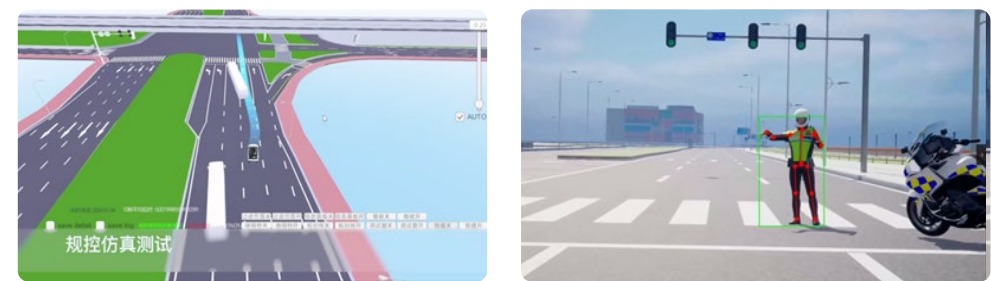
● Simulation platform-regulatory simulation test (demo)

● Simulation platform- adversarial simulation (demo)

Robotaxi Operation Technology Platform

The Group independently developed the world's first open Robotaxi operation technology platform, which covers three core modules: vehicle management system, operation supervision platform and Robotaxi data platform. It helps to improve Robotaxi's asset management, daily transportation capacity management and supervision and management efficiency, ensuring the stability of Robotaxi's operation, and making great contributions to the innovation and construction of future travel service models.

Vehicle Management System (VMS)

The vehicle management system consists of three major functional sections: vehicle asset management, operation management, and service management. It has comprehensive management and service capabilities, including inventory and archiving of Robotaxi vehicles and their components, management of operational areas and stations, real-time monitoring of vehicle location and driving status, fleet operations, intelligent assessment of vehicle service status, charging and maintenance, vehicle insurance, and handling of accidents and violations.

As an important part of our fully open autonomous driving operation technology system, the vehicle management system has significant openness and can provide comprehensive management services for all Robotaxi vehicles operated by the platform, effectively ensuring vehicle operation stability and service sustainability, helping us move forward steadily in the field of autonomous driving online ride-hailing, and pushing intelligent mobility services to new heights.

In addition to comprehensively ensuring asset safety and stable supply of transportation capacity, the system can reduce the time, labor and other costs invested in vehicle charging, cleaning, maintenance, accident handling. This helps lower the Total cost of ownership (TCO) of the vehicles and assists the platform build a positive cycle Robotaxi operations.


Operation Monitoring Platform (OMP)

The Group strictly complied with *the Notice on Launching the Pilot Project of Access and Road Launch of Intelligent Connected Vehicles (Trial Draft)*. Based on artificial intelligence and big data technology, we have independently developed the first open Robotaxi operation supervision platform in China. The platform has the functions of remote supervision, management, control, and evaluation of Robotaxi, which can monitor vehicle and road conditions in real time, optimize dispatch orders, and achieve a balance between mixed dispatch efficiency and safety.

The Group continues to explore the gradual transition of in-vehicle safety officers from offline takeover to remote takeover on the platform, comprehensively improving the emergency response capability of vehicle operation in emergency scenarios, so as to ensure passenger safety and reliable service.

The platform has been connected to the platform of regulatory agencies, which can assist regulatory agencies in establishing an autonomous driving safety operation management system. It promotes the commercialization process of online ride-hailing autonomous driving, provides a solid guarantee for the efficient and safe operation of Robotaxi, and leads the development of the industry.
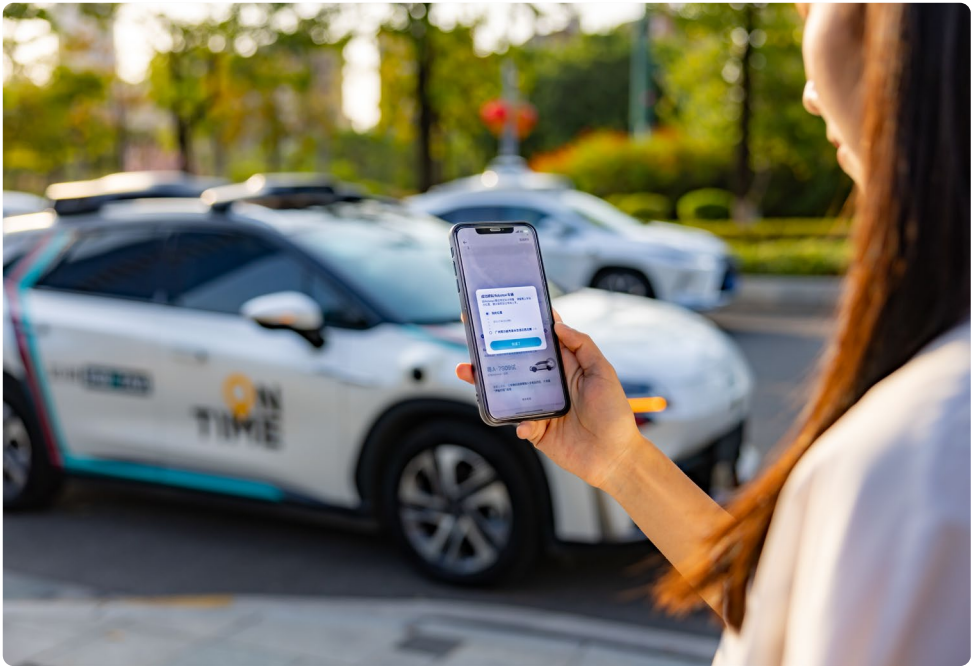
Mobility Services Ecosystem

The Group continued to integrate high-quality industrial resources, focused on the "four major ecosystems" of vehicle ecology, driver ecology, energy ecology and user ecology, established a one-stop super service platform - OnTime auto service center, and built a "mobility-car service" ecological closed loop. We provide services such as vehicle maintenance, repair, cleaning, pre-departure preparation, and post-return inspection for ride-hailing vehicles. We empower and connect all stakeholders in the ride-hailing industry to build a better mobility service ecosystem.

Meanwhile, the Group actively focused on autonomous driving operation scenarios, explored after-vehicle automation services for autonomous vehicles, continuously improved the autonomous driving operation technology system, and transformed autonomous driving from cutting-edge technology into a commercial service scenario that can be implemented, operated and sustainable.

Vehicle
- Actively exploring the used car auction business and assisting Car Partners (CP) to complete asset disposal at a more competitive price level in a short period of time. Meanwhile, the long-term vehicle rental model was introduced to reduce CP asset purchase pressure and operational risks. In 2024, the Group assisted CP in auctioning 557 vehicles with a disposal amount of RMB19, 867,100, and established long-term vehicle rental relationships with 4 partners for long-term rental of 2,428 vehicles.

Driver
- Launching exclusive mobile phone card package with low monthly rent, large traffic and long call duration for ride-hailing drivers, so that ride-hailing drivers can obtain the best cost-effective communication scheme for communicating with passengers.
- Launching the online mall to provide a variety of competitive vehicle rental solutions for ride-hailing drivers.
- Introducing lost-time insurance to provide drivers with compensation schemes for losses caused by car damage or illness.
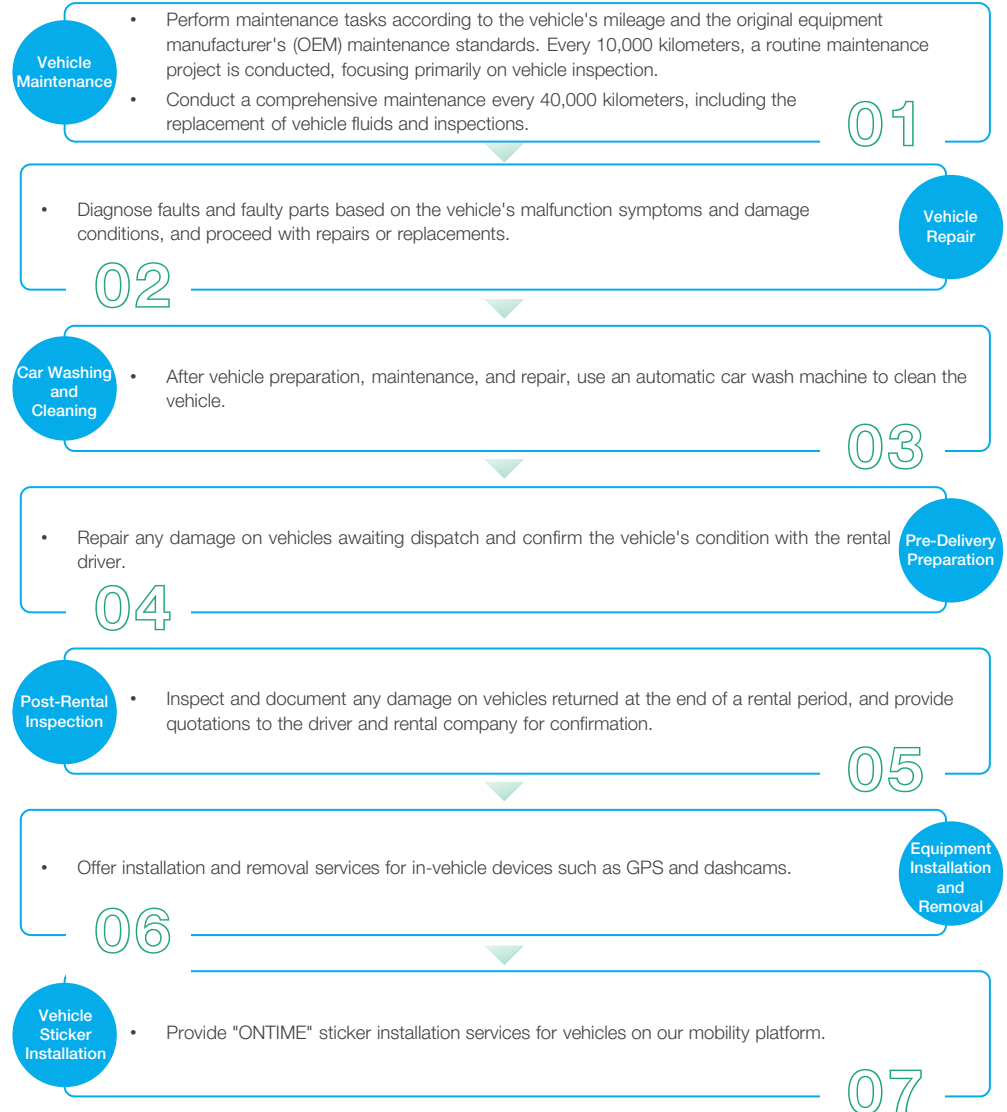
Energy
- Cooperating with third-party aggregated charging service platforms to provide drivers with more favorable and convenient charging services on our *ONTIME Mobility* APP driver side.

User
- Carrying out safety training for ride-hailing drivers every month to further enhance their service awareness and safe driving awareness, and further improve the service satisfaction rate.
- Regularly organizing driver care activities to increase drivers' sense of belonging and stickiness to our platform.

Our Car Service provides full-process services for manned and unmanned vehicles, including but not limited to:

01 Vehicle Maintenance
- Perform maintenance tasks according to the vehicle's mileage and the original equipment manufacturer's (OEM) maintenance standards. Every 10,000 kilometers, a routine maintenance project is conducted, focusing primarily on vehicle inspection.
- Conduct a comprehensive maintenance every 40,000 kilometers, including the replacement of vehicle fluids and inspections.

02 Vehicle Repair
- Diagnose faults and faulty parts based on the vehicle's malfunction symptoms and damage conditions, and proceed with repairs or replacements.

03 Car Washing and Cleaning
- After vehicle preparation, maintenance, and repair, use an automatic car wash machine to clean the vehicle.

04 Pre-Delivery Preparation
- Repair any damage on vehicles awaiting dispatch and confirm the vehicle's condition with the rental driver.

05 Post-Rental Inspection
- Inspect and document any damage on vehicles returned at the end of a rental period, and provide quotations to the driver and rental company for confirmation.

06 Equipment Installation and Removal
- Offer installation and removal services for in-vehicle devices such as GPS and dashcams.

07 Vehicle Sticker Installation
- Provide "ONTIME" sticker installation services for vehicles on our mobility platform.

01

Sustainable Responsibility, Leading the Forward

The Group attaches great importance to sustainable development and establishes a sound ESG governance structure to ensure that the concept of sustainable development runs through all aspects of daily operations. We always uphold an open and inclusive attitude, pay close attention to the demands and expectations of stakeholders, actively listen to and respond to them, and are committed to promoting the harmonious development of economy, environment and society through responsible management and practice.

1. Sustainable Development Concept

4. Stakeholder Communication

2. Statement of the Board

5. Assessment of ESG Materiality Issues

3. ESG Governance Structure

Sustainable Development Concept

The Group deeply integrates the concept of sustainable development into its strategy and operation, takes ESG indicators related to service quality, R&D and innovation, responsible supply chain and other issues as important reference indicators for corporate development in daily business decisions, adheres to compliance operations, cares for talents, continues to provide passengers with a safe, convenient and green mobility experience, promotes the positive development of the smart driving industry through innovation, and creates long-term value for all stakeholders.

Statement of the Board

The Board assumes full responsibility for the Group's ESG management approach, strategies and reporting. As the core decision-making body of ESG management, the Board is fully responsible for strategic planning, implementation and supervision, regularly reviewing material ESG issues, and assessing risks and opportunities in the environmental, social and governance areas. We regard the management and improvement of key ESG issues as our annual work focus, and continuously improve ESG performance by defining objectives, optimizing practices and strengthening supervision. The Board is committed to communicating with stakeholders in a transparent and responsible manner, ensuring that ESG practices are consistent with the Group's long-term development goals, and making positive contributions to creating sustainable value.

ESG Governance Structure

Based on its own business development, the Group pays attention to relevant ESG policies both domestically and internationally. It has establishes a three-level ESG governance structure of "decision-making-management-execution", and clarifies the responsibilities and authorities of each level in ESG governance to ensure the effective management of the Group's sustainable development issues.

ESG Governance Structure

```
        Board of Directors
             ↑  ↓
Responsible and    Authorization,
reporting to       guidance, provide
                   resources and
                   oversight

        ESG Committee
             ↑  ↓
Responsible and    Authorization,
reporting to       guidance, provide
                   resources and
                   oversight

        Responsible Unit
```

Board of Directors：
It is the highest governance body of the Group, responsible for identifying, evaluating and managing ESG-related risks and opportunities, resolving and supervising ESG governance and information disclosure, setting ESG-related goals and indicators, and ensuring the effective operation of ESG governance. In order to improve the efficiency of the Board's decision-making, the Board and the management set up an ESG committee to assist the Board in completing ESG management and report to the Board regularly.

ESG Committee:
Manages ESG matters in accordance with the instructions of the Board, reviews and evaluates development plans and submits them to the Board for resolution; Improve the governance structure, review the Group's ESG-related reports and make recommendations, and regularly report the progress of sustainable development management to the Board; Organize various functions and business departments of the Group to promote ESG-related work.

Responsible unit:
It is composed of various functional and business departments of the Group, responsible for implementing specific ESG-related work and maintaining close communication with the ESG Committee and the Board of Directors, so as to actively enhance the sustainable development capabilities of the Group.

Stakeholder Communication

The Group attaches great importance to communicating with stakeholders. Based on the Group's business characteristics and industry, we identify seven major stakeholders, including shareholders and investors, customers, drivers, employee, government and regulatory authorities, society and public, suppliers and partners, and actively understand and respond to the expectations and needs of each stakeholder, so as to identify and seize development opportunities. Our current stakeholder communication can be summarized as follows:

Stakeholders	Expectations and Needs	Respond
Shareholders and investors	• Company information disclosure • Return on investment and growth • Legal and compliant business operations	• Conduct investor communication • Responsible investing • Construction of compliance system
Customers	• Driver and passenger safety • Privacy protection • Mobility service quality • Stable solutions	• Improving service quality • Improve information network security management and control • Resolve customer demands in a timely manner • Unblock feedback channels • Compliance marketing
Driver	• Driver and passenger safety • Driving employment opportunities • Care and welfare	• Conduct safety topic training • Provide employment opportunities • Provide special care activities
Employee	• Employee compensation and benefits • Employee health and safety • Career development and training	• Improve the remuneration and welfare system • Ensuring a safe working environment • Improve the career promotion mechanism • Conduct regular training

Stakeholders	Expectations and Needs	Respond
Government and regulatory authorities	• Compliance operations • Tax payment according to law • Responding to national policies • Support local development	• Operate in compliance with laws and regulations • Pay taxes in full and on time • Actively respond to policies and regulations
Society and public	• Support charity • Adhere to social responsibility	• Engage in public welfare and charity • Create employment opportunities
Suppliers and partners	• Supplier management • Exchange and sharing of industry experience • Mutual benefit and win-win • Fair competition • Serving urban smart transportation	• Compliance tendering • Building responsible supply chain • Participation in trade associations • Sharing industry experience • Promote strategic cooperation and organizational communication • Conduct safety topic training

Assessment of ESG Materiality Issues

During the Year, in order to clarify the focus of the Group's ESG management, we conducted a comprehensive assessment of material issues. The Group actively conducts interviews with functional departments related to internal ESG work, peer benchmarking and expert evaluation, and identifies and ranks important issues that have a substantial impact on the Group based on our actual operations, aiming to strengthen the effective management of ESG risks and explore potential opportunities.

ESG Materiality Assessment Procedures

Identifying issues

Based on the characteristics of the Group's business, combined with macro policies, industry trends, excellent practices of peers and the disclosure requirements of the *ESG Reporting Code*, the Group systematically sorted out the material ESG issues during the Year.

Assessment and ranking

Communicate with stakeholders regularly to understand and collect the expectations and suggestions of internal and external stakeholders on the Group's ESG development. On this basis, combined with the development of the enterprise itself, the important issues are evaluated and ranked.

Determination of materiality

The Board and management of the Group reviewed and confirmed material issues, drawn up an ESG materiality matrix, and disclosed key issues of concern to stakeholders in this report.

ESG Materiality Issue Matrix

High Importance

High Importance

Importance to Stakeholders

Importance to Group's Development

High Importance

High Importance

- 9 Promoting Green Mobility
- 1 Driver and Passenger Safety
- 2 Information Security and Privacy Protection
- 7 Providing Employment Opportunities
- 3 Technological Innovation
- 11 Employee Training and Development
- 4 Compliance Operations
- 17 Energy Management
- 8 Employee Rights and Benefits
- 5 Customer Service and Satisfaction
- 12 Employee Health and Safety
- 18 Waste Management
- 6 Serving Urban Smart Transportation
- 13 Business Ethics and Anti-Corruption
- 20 Water Resources Management
- 10 Compliance Employment
- 14 Diversity, Equality and Inclusion
- 22 Responding to Climate Change
- 15 Protection of Intellectual Property Rights
- 19 Risk Management
- 23 Public Welfare and Charity
- 16 Supplier Management
- 21 Corporate Governance

● Environmental issues   ● Social issues   ● Governance issues

The Group's 2024 Comprehensive Assessment Results of Materiality Issues

Importance Degree	Material Issues	
Highly Important Issues	1 Driver and Passenger Safety	5 Customer Service and Satisfaction
	2 Information Security and Privacy Protection	6 Serving Urban Smart Transportation
	3 Technological Innovation	7 Providing Employment Opportunities
	4 Compliance Operations	
Moderate Important Issues	8 Employee Rights and Benefits	14 Diversity, Equality and Inclusion
	9 Promoting Green Mobility	15 Protection of Intellectual Property Rights
	10 Compliance Employment	16 Supplier Management
	11 Employee Training and Development	17 Energy Management
	12 Employee Health and Safety	18 Waste Management
	13 Business Ethics and Anti-Corruption	
General Important Issues	19 Risk Management	22 Responding to Climate Change
	20 Water Resources Management	23 Public Welfare and Charity
	21 Corporate Governance	

According to the results of the comprehensive assessment of materiality issues, the highest ranking of materiality issues this year focused on driver and passenger saftyy, information security and privacy protection, technological innovation, compliance operation, customer service and satisfaction, etc. Based on the assessment results of material issues, the Group focuses on disclosure and management of relevant issues, and continuously improve the ESG management level of the Group.

02

Transparent Governance and Steady Development

Establishing and effectively operating a transparent and effective corporate governance structure and a standardized governance mechanism is an important cornerstone for us to safeguard the rights and interests of various participants and promote the steady development of the Company's business. The Group has established a sound and effective corporate governance structure, effectively implemented risk control and compliance management, actively built an operating environment with business ethics, and legally and compliantly protected intellectual property rights to ensure the stable development of the Group.

1. Corporate Governance

2. Risk and Compliance Management

3. Construction of Business Ethics

4. Intellectual Property Protection

Corporate Governance

In strict compliance with *the Company Law of the People's Republic of China, the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange* and other laws and regulations, the Group has established a corporate governance structure comprising the General Meeting, the Board and senior management of the Company, formulated and implemented the Articles of Association, and exercised its duties through resolutions of the general meeting, nomination of directors and appointment of senior management in strict accordance with the corporate governance structure.

Governance Structure of the Board

The Company's Board is composed of members with extensive professional experience and deep field expertise, and is responsible for setting the company's strategic direction and overseeing the management's strategy implementation. The Board consists of the Audit Committee, the Remuneration Committee and the Nomination Committee. Each committee performs its respective duties and jointly supervises the implementation of corporate governance, reviews the corporate development strategies and objectives, strictly controls the operating conditions and financial performance, evaluates the business performance of the management, and effectively supports the decision-making of the Board meetings. During the reporting period, all directors participated in the decision-making of the Board meetings.

The Board

Audit Committee

The Audit Committee comprises three independent non-executive Directors, who are mainly responsible for reviewing and reviewing the Company's accounting policies and practices, supervising the performance of the Company's external auditors and audit monitoring center, reviewing the Company's financial information, and supervising the Company's financial reporting system, risk management and internal control systems.

Remuneration Committee

The Remuneration Committee is responsible for the policy and structure for the remuneration of all Directors and senior management, making recommendations on the establishment of a formal and transparent procedure for developing remuneration policy, reviewing and approving the remuneration of Directors and senior management in relation to sustainability.

Nomination Committee

The Nomination Committee is responsible for reviewing the structure and composition of the Board, reviewing the Board diversity policy, making recommendations on the election and nomination of candidates for directorships, making recommendations to the Board on the appointment of directors, and succession planning of directors, and assessing the independence of independent non-executive directors.

Independence and Diversity of the Board

In accordance with the Working Rules of the Audit Committee of the Board, we fully consider various factors such as independence, professional experience and age in the nomination and appointment of members of the Audit Committee, and meet the requirements that the majority of the members of the Audit Committee must be independent non-executive Directors of the Company and the chairman must also be an independent non-executive Director. As of December 31, 2024, the Company has a total of 9 directors.

We strive to promote the diversity of the Board in terms of gender, culture, professional skills and other aspects, so as to enhance the comprehensive governance and insight capabilities of the Board. This improves the Board's ability to prevent and respond to risks, effectively support the Company's strategic decisions, and give full play to the effectiveness of the Board. All members of the Board have extensive industry experience and professional capabilities in the fields of transportation, automobile manufacturing, intelligent network connectivity, investment management, financial management, corporate governance and law. As of the end of the reporting period, we had 2 female directors, accounting for 22%.
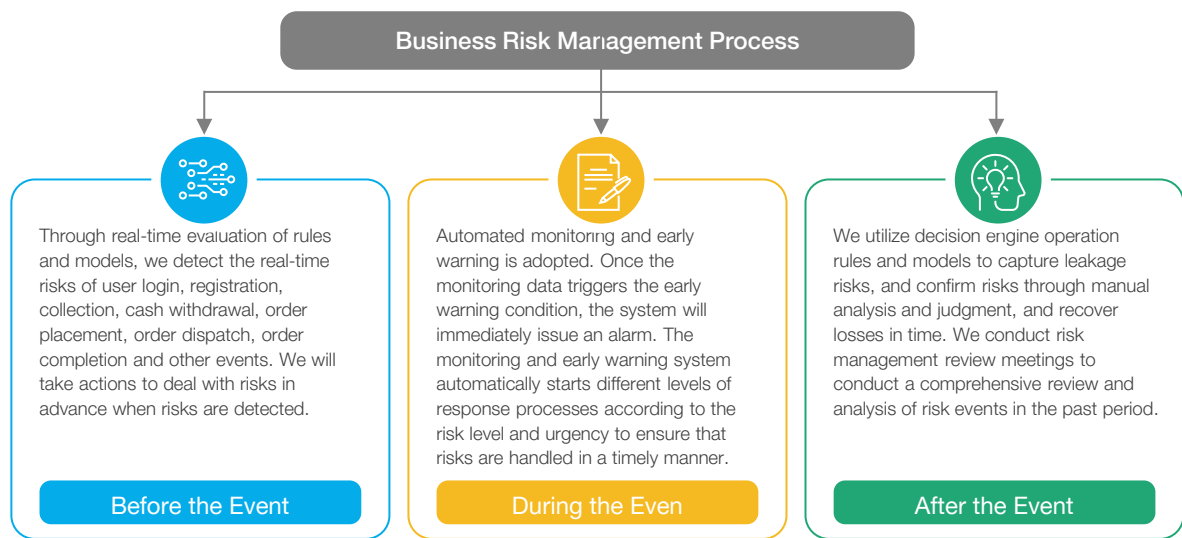
Risk and Compliance Management

The Group attaches great importance to risk and compliance management, continuously improves the risk management mechanism, establishes an effective compliance management system, and effectively implements compliance management to ensure the steady operation of the enterprise.

Risk Management

The Group continues to establish and improve the risk management mechanism in accordance with the requirements on risk management and internal control as set out in *the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange*. We consistently improve the "three lines of defense" of enterprise risk management, be responsible for the implementation of risk management responsibilities, promote and supervise the implementation of risk management, and ensure the effectiveness of risk management. We Embed risk management and control measures into rules and regulations and daily business approval processes to protect the company's healthy and long-term operation. Meanwhile, the Group regularly conducts investigation of major operational risk events based on our policy, conducts risk assessment every year, tracks the progress of risk events, formulates key risks and response measures, and timely implements risk response measures to ensure the effectiveness of risk management.

In addition, we have established a cross-departmental professional risk identification team to specify the business risk management process based on the pre-event-post-event dimensions. We conduct regular risk investigation meetings, collect front-line feedback, study industry trends, etc., conduct in-depth scanning of all levels of the Group's operations, identify and establish risk indicators, and evaluate them on a weekly, monthly, quarterly and annual basis. If the observation period is not reached, the future value of indicators will be predicted in advance through models to perceive risks in advance.

Business Risk Management Process

Before the Event

Through real-time evaluation of rules and models, we detect the real-time risks of user login, registration, collection, cash withdrawal, order placement, order dispatch, order completion and other events. We will take actions to deal with risks in advance when risks are detected.

During the Even

Automated monitoring and early warning is adopted. Once the monitoring data triggers the early warning condition, the system will immediately issue an alarm. The monitoring and early warning system automatically starts different levels of response processes according to the risk level and urgency to ensure that risks are handled in a timely manner.

After the Event

We utilize decision engine operation rules and models to capture leakage risks, and confirm risks through manual analysis and judgment, and recover losses in time. We conduct risk management review meetings to conduct a comprehensive review and analysis of risk events in the past period.

Compliance Management

Compliance management is the key to ensuring the stable operation of enterprises, protecting the rights and interests of all parties, and maintaining market order. The Group strictly complies with *the Interim Measures for the Administration of Online Taxi Booking Operation Services* and other relevant laws, regulations and regulatory policies. The Group have obtained complete and effective operational qualifications including *the Online Taxi Booking Operation License and the Intelligent Connected Vehicle (Autonomous Driving) Demonstration Operation (Application) License*, and provides safe, comfortable and convenient services to passengers in accordance with relevant passenger transport service quality standards. We have formulated and implemented the internal compliance management systems such as *the Insider Trading System and the Measures for Compliance Management of Transportation Capacity*, and clarified the compliance management regulations on various issues to ensure the legal and compliant operations.

In order to strengthen compliance management, the Group continues to increase investment in compliance training and carried out corresponding compliance training according to the characteristics of different positions and different business segments. Through internal publications, online courses, case sharing sessions and other forms, we simultaneously carried out compliance publicity and education to popularize compliance knowledge to employees in an all-round and multi-dimensional manner. The Company was listed on the Main Board of the Hong Kong Stock Exchange in July 2024. In order to further meet the listing compliance requirements of the Stock Exchange, we conduct in-depth Hong Kong listing compliance training for senior management irregularly.

Hong Kong Listing Compliance Training

In August 2024, we invited a well-known law firm to conduct compliance training for all directors and senior management on Hong Kong listing regulations. This training aimed to comprehensively enhance the understanding and compliance of all directors and senior management with external regulatory rules, and to further optimize our internal management work such as information disclosure, declaration of interests, and connected transactions. The training focused on the basic principles of information disclosure for Hong Kong-listed companies, general disclosure obligations, statutory requirements for the disclosure of inside information, disclosure obligations related to performance, declaration of interests, transactions that must be announced, and connected transactions.

Construction of Business Ethics

As a responsible company, we always adheres to high standards of business ethics in the process of operation and development, and strictly abides by all applicable laws, regulations and standards on anti-corruption, prevention of conflicts of interest, anti-fraud, anti-monopoly and anti-unfair competition in the jurisdictions where we operates. The Group strictly abides by the *Anti-Unfair Competition Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China and the Supervision Law of the People's Republic of China.* We have established sound regulations such as *the Anti-Money Laundering Management Measures* to manage the integrity of employees and suppliers. We also ensure smooth channels for whistle-blowing, such as hotlines and mailboxes. We keep the information of the reporters and the content of the reports confidential to prevent reporters from suffering retaliation due to information leaks. After receiving reports of violations, the audit department of the Group will follow up promptly. Depending on the nature and severity of the incidents, we will impose corresponding penalties on those with serious offenses and reserve the right to pursue their legal responsibilities. Meanwhile, we continue to strengthen the Company's integrity culture education, enhance the business ethics awareness of all employees, and build a clean and honest business environment.

During the reporting period, we conducted training on anti-corruption and integrity, anti-unfair competition and crime prevention for all directors and employees, comprehensively enhanced their understanding and cognition of business ethics, and promoted the construction of a good business ethics atmosphere.

Training on Identification and Prevention of Duty Crimes for Enterprise Employees

In October 2024, in order to further consolidate and deepen the results of party discipline study and education, and strengthen the awareness of integrity among the company's party members, cadres and employees, we invited a partner of a well-known law firm to conduct a special integrity topic on "Identification and Prevention of Occupational Crimes of Enterprise Employees" for employees and senior executives training. All employees participated in this training.

The training focuses on detailed explanations of legal knowledge, common types and prevention guidelines related to job-related corruption crimes, and deeply analyzes the harmfulness and seriousness of job-related crimes in the form of case analysis. This training improves employees' awareness and understanding of the seriousness of duty crimes, and helps all employees to continuously enhance their consciousness and initiative in honest work.

● Training event site

Intellectual Property Protection

The Group attaches great importance to the protection and management of intellectual property rights. We abide by laws and regulations such as *the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and the Copyright Law of the People's Republic of China*. We establishes a centralized management department for intellectual property affairs, continuously improves internal systems such as *the Intellectual Property Management Policy*, clarifies the management process and responsibilities of intellectual property rights, implements internal management requirements, firmly safeguards itself and respects the intellectual property rights of others, and further enhances the effectiveness of intellectual property protection through brand awareness.

Internal manage-ment

- **Process:** We set up a supporting intellectual property application process, and the legal department personnel provide application guidance and follow-up of the whole process for departments with intellectual property protection needs.
- **Contract:** The contracts signed by the Company or the Company's contract template are required to set intellectual property clauses, which mainly stipulates intellectual property guarantee, ownership and corresponding liability clauses for breach of contract. It ensures that the company has a corresponding contract basis in case of subsequent intellectual property disputes.
- **Publicity and implementation:** We organize training related to intellectual property protection from time to time. In the process of providing daily legal support, the Legal Department of the Company provides targeted answers to questions related to intellectual property protection of business departments.

External rights protection

- **For trademark rights protection:** we protect our trademarks by taking actions such as the cancellation of trademarks that have not been used for three consecutive years, declaration of invalidity, and opposition against trademarks that may be similar to or pose obstacles to our company's trademarks. Meanwhile, we take actions against companies that are suspected of infringing our trademarks or engaging in unfair competition through administrative complaints, litigation, and other means.
- **For other intellectual property rights protection:** We take actions such as consultation, lawyer's letter, complaint, litigation and other measures according to the actual situation.

Brand Enhance-ment

- By applying for key trademarks, high-tech enterprises and other projects in Guangdong Province, we will expand the Company's intellectual property popularity and provide a stronger and more authoritative basis for the company's intellectual property protection.

In addition, we actively create a corporate culture of knowledge innovation, encourage employees to carry out innovative research and development and actively apply for patents, and have formulated corresponding reward mechanisms for this purpose. For employees who have made outstanding contributions to the creation and protection of intellectual property rights, the Company rewards and commends employees to stimulate their enthusiasm for innovation.

In 2024, the Group's intellectual property achievements are as follows:

Invention patent

As of December 31, 2024, the cumulative number of invention patents of the Group is **66**.

The Group had **27** newly authorized invention patents in 2024.

Computer software copyright

As of December 31, 2024, the Group had a total of **23** computer software copyrights.

The Group had **3** new computer software copyrights added in 2024.

Trademark

As of December 31, 2024, the Group had a total of **508** trademarks.

The Group had **12** new trademarks added in 2024.

Art work

As of December 31, 2024, the Group had a total of **2** art works.

03

Safety Ensuring Delightful Journeys

The Company always puts improving mobility service quality and ensuring mobility safety at the core, strives to build a refined and high-standard service system, practices driver care actions, sincerely listens to the voices of drivers and passengers, and contributes to the construction of a beautiful mobility ecology. At the same time, we have formulated a safety guarantee mechanism covering the entire journey process, and actively explored innovative applications of network data security technologies in the mobility and automotive fields, leading the industry to develop in a safer and better direction.

1. Improving Product and Service Quality

3. Information Security and Privacy Protection

2. Ensure the Safety of Drivers and Passengers

4. Responsible Marketing

Improving Product and Service Quality

We continuously optimize the mobility experience, and strive to provide passengers with better mobility services by establishing sound service quality standards, protecting drivers' rights and interests, and establishing communication channels, so as to gain long-term development advantages for the Company in the market.

Improving Service Quality

Service Standards and Evaluation

In order to ensure passengers' experience and enable drivers to provide more professional and standardized services, we have established "New Clean World" eight service standards. These standards regulate drivers' basic behaviors before, during and after journeys. We have also compiled a "Service communication" manual for drivers to help them present a professional and considerate good image in every service.

We have defined the service quality assessment system and continuously improve our service level through the mechanism of clear rewards and penalties. We set up a "Service Incentive Award" for different driver groups, including a newcomer progress award, monthly/annual service star and other awards to encourage drivers to improve their service quality comprehensively. For drivers with many negative service reviews and frequent complaints, we would issue rectification tasks through the platform, or implement silent control and clearance processing, so as to effectively improve the overall service level of drivers.

Service Standards Training

The OnTime Experience Center has built a comprehensive training system for franchisees and drivers, covering "pre-job training" and "return training", covering 100% of cities that have opened e-hailing services, ensuring that franchisees and drivers can quickly familiarize themselves with platform rules and service standards.

"Pre-job training" is mainly a course for novice drivers, including the red line of laws and regulations, driver-side operation procedures, order types and other course contents. Drivers need to complete relevant courses and pass the exam before taking orders online for the first time before they can get out of the car. When drivers violate the platform rules, they need to receive "return training". The platform configure relevant training courses for drivers to conduct online learning and exams. At the same time, our franchisees would conduct offline one-on-one communication with drivers to continuously strengthen drivers' safety awareness.

Protection of Drivers' Rights and Interests

We actively fulfill our corporate responsibilities and open up broad employment space for drivers by creating jobs. At the same time, we attach great importance to the protection of drivers' rights and interests, and build a solid drivers' rights and interests protection system from three dimensions: driver income security, development support and care action.

Income Security

- **Guaranteed income:** Drivers who have invested reasonable working hours and intensity are guaranteed to get hourly and monthly wages higher than the minimum standard in their cities.
- **Reasonable pricing:** According to market demand, the platform will introduce empty driving fees, holiday fees, gratitude fees, cross-city fees, extreme weather premiums, etc. to ensure that drivers can get reasonable income.
- **Price adjustment announcement:** Implement the early announcement system of pricing adjustment, and display driver service fees immediately to ensure income transparency.

Develop-ment Support

- **Fair access:** There are no discriminatory conditions for platform capacity access, and no property such as drivers' guarantees, deposits and certificates is charged. Drivers are free to "enter and leave", creating a fair employment environment.
- **New driver protection:** Each city sets higher-than-average exclusive rewards for new drivers, and at the same time sets up one-month comprehensive point or service point protection.
- **Dispatch fairness:** The platform sets dispatch rules with efficiency and fairness as the core to achieve fairness and justice in dispatch.
- **Safety guarantee:** In addition to complying with the requirements of the Implementation Regulations of the Road Traffic Safety Law, strict anti-fatigue driving strategies are implemented to guide online ride-hailing drivers to arrange rest time reasonably.
- **Safety education:** Organize various forms of safety production education, fully implement pre-job safety and monthly continuing education matters for drivers, and each driver must receive monthly safety education of 2 hours per month.
- **Professional training:** The OnTime Experience Center was established as the core department of driver training and service management and control to provide professional and standardized service training for drivers and provide solid support for their career development.

Care Action

- **Expand insurance coverage:** Cooperate with transport capacity franchisees to insure "carrier liability insurance" for both passengers and drivers, and encourage franchisees or individuals to join drivers to insure commercial "on-board personnel liability insurance" for vehicles.
- **Medical insurance:** Apply for critical illness insurance for drivers and push it to registered drivers through the platform to inform them of relevant insurance details and compensation procedures.
- **Caring for driver health:** Provide annual physical examination for head drivers, carry out special education on occupational health, cooperate with Haizhu District, Guangzhou Trade Union to explore mental health training for ride-hailing drivers, and provide free psychological counseling services.
- **Driver rights points:** When a driver reaches a certain level and has enough points, goods/services can be redeemed.
- **Honor and commendation of drivers:** Set up special safety awards to commend online ride-hailing drivers who step forward in times of emergency and resolve sudden safety crises, and invite outstanding drivers to participate in family day activities to enhance the sense of belonging to the platform.
- **High-temperature care:** Successfully applied for high-temperature care for drivers from the Guangzhou Federation of Online Car-hailing Trade Unions, purchased ice sleeves, light shields, cold drinks, etc. according to the actual situation, and jointly organized a number of high-temperature care activities.

● Driver training site

Listen to Customers

We continue to optimize the customer service management system. We have formulated internal systems such as the Work Management System of Customer Service Department, clarified customer service responsibilities and behavioral norms, and carefully built a professional and efficient customer service team to strengthen quick response capabilities and enhance customer experience.

Multiple measures to consolidate customer service quality

- Monitor efficiency levels through indicators such as phone pick-up rate, online pick-up rate, and 72-hour work order resolution rate.
- Monitor service quality through customer satisfaction, one-time resolution rate, quality inspection pass rate, settlement rate and other indicators.
- Through manual quality inspection and intelligent quality inspection, the service quality of customer service personnel is supervised in multiple dimensions by randomly listening, scoring and assessing the recordings.
- Formulate corresponding training programs for new and old employees, so that employees can receive systematic training from the beginning of employment, and comprehensively improve the professional level and quality of customer service personnel.
- The on-site operation team has management roles such as monitor, supervisor, and manager, who are responsible for on-site operation results, personnel growth, and customer service experience.

We regularly analyze and compile complaint statistics to understand trends and identify areas for improvement. Our customer service team proactively takes steps to improve management and service with the goal of radically reducing and resolving complaints related to service quality.
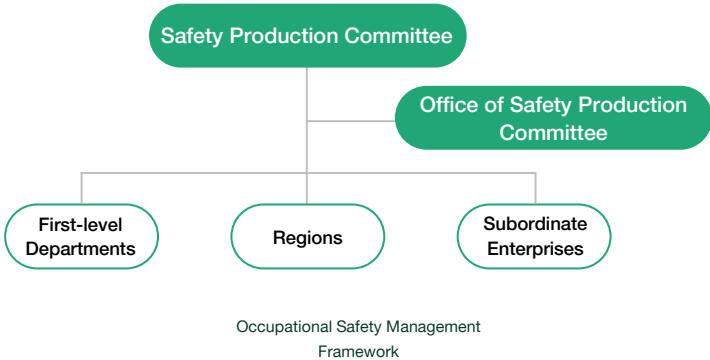
Ensure the Safety of Drivers and Passengers

Ensuring the safety of drivers and passengers is the cornerstone of mobility service quality. We comply with relevant laws and regulations, build a sound safety management system, and strengthen driver safety education and training to protect the safety of every journey.

Safety Management System

We attach great importance to the safety of passengers and drivers. We strictly abide by laws and regulations such as *the Implementation Regulations of the Road Traffic Safety Law of the People's Republic of China, the Regulations of the People's Republic of China on Road Transport, the Safety Management Standards of Road Passenger Transport Enterprises, the Interim Measures for the Administration of Online Taxi Booking Services* and the Interim Measures for the Administration of Online Taxi Booking Services of various cities. We have formulated and implement internal systems such *as the Safety Supervision Rules for Online Car-Hailing Drivers of On Time*, and standardize the systematic construction of safety management.

In order to comprehensively and effectively implement the hierarchical management of safety risks, we set up a Safety Production Committee, appointed the chairman and general manager as the director of the Safety Production Committee (the first person responsible for the Company's production safety), and assumed the overall leadership responsibility for the Company's production safety. The Office of Safety Production Committee is set up under the Safety Production Committee, which is responsible for the Company's daily safety management. The members of the Office of the Safety Production Committee are responsible persons of first-level departments, regions and subordinate enterprises, and are responsible for the implementation and implementation of the Company's daily safety management work.

```
        Safety Production Committee
                    │
                    │──── Office of Safety Production
                    │        Committee
    ┌───────────────┼───────────────┐
First-level       Regions       Subordinate
Departments                     Enterprises
```

Occupational Safety Management Framework

The Company's first responsible person for safety production signs an annual responsibility letter for safety production and stability maintenance and comprehensive management with the responsible persons of first-level departments, regions and subordinate enterprises every year, and the department heads and department employees sign a commitment letter for safety production to ensure that all employees cover the responsibility for occupational, health and safety, leaving no blind spots in safety management responsibility. We conduct occupational, health and safety assessment in a regular basis. Every six months, GAC Group would conduct mid-year and year-end assessments on the Company's safety production and stability maintenance comprehensive management work around 25 dimensions, including safety plan, safety responsibility system, safety management system, safety education and training, traffic safety management and on-site safety management. In 2024, the Company's mid-year and year-end safety production and stability maintenance comprehensive management assessment results were "excellent".

At the same time, we have established a set of comprehensive safety guarantee mechanism, covering all stages before, during and after the trip, which serves as the Company's action guidance for safe mobility and protects the safety of drivers and passengers throughout the process.

Pre-trip

Driver and vehicle access review: Qualified third-party service providers are engaged to conduct online background checks to achieve screening, and these service providers manually screen all drivers based on data in professional safety databases.

Ensure that the driver's identity is true and consistent with the vehicle: The driver's face recognition and self-inspection measures effectively prevent the driver's account from being stolen or the vehicle from being put on the road without safety inspection. At the same time, a variety of strategies are set up for multiple scenarios to randomly inspect drivers to improve the safety and reliability of passengers.

Regularly report health status: By filling in personal health status information, the driver can grasp the driver's physical condition in time, prevent driving safety accidents caused by driver health problems, ensure the overall health and stability of the driver team, and provide a solid foundation guarantee for safe driving.

On-trip

Remind passengers to fasten their seat belts through multiple channels: Remind passengers to fasten their seat belts through voice broadcasts, safety lanterns, etc., effectively reducing the risk of passengers being injured in traffic accidents.

Emergency help: Passengers can set up emergency contacts in the security center and choose to share their real-time itinerary information. The application also has a one-button alarm function, which allows passengers to make emergency calls to the police in real time. Our customer service team and safety management department are online 24 hours a day to help customers solve their safety concerns. Our system analyzes the trip route in real time with the support of GPS functionality and alerts passengers and drivers simultaneously when the actual route deviates significantly from the planned route.

Audio and video recording: The driver must turn on the microphone permission of the mobile phone and record each trip through the built-in recording module of the driver's application. For safety reasons, we recommend that passengers turn on audio and video recordings, but they have the sole discretion to do so.

Safety supervision: Use AI technology and speech recognition technology to monitor vehicle running status such as vehicle speed change, door status and vehicle start-stop status, analyze and discover abnormal situations, and issue warning information to drivers for behaviors such as sudden braking, sudden start, and driver fatigue driving, so as to supervise and correct drivers' bad driving behaviors.

Night driving voice prompt: Play a night driving safety prompt voice to the driver every once in a while, including reasonable use of lights, observation of road conditions, avoidance of fatigue driving, and countermeasures to prevent emergencies at night.

Ensure the safety and service quality of drunk passengers: Establish a mechanism for passengers to report drunk rides and call back visit after the order is completed, so as to provide more intimate and safe service guarantee for drunk passengers. Through timely return visits and communication, the platform can discover and deal with possible problems in time, ensuring that passengers can reach their destinations safely and comfortably.

Correct drivers' unsafe driving behaviors in time: Establish feedback channels for drivers' unsafe driving behaviors at the passenger end, so that passengers can become an important force in supervising drivers' driving behaviors. The platform can obtain the feedback information from passengers in time, and take quick actions to deal with and educate drivers, effectively curbing drivers' unsafe driving behaviors.

● App emergency help method tips

Post-trip

Compulsory rest for overtime driving: Once the driver's continuous driving time reaches the set threshold, the system will automatically trigger the compulsory rest command, thereby avoiding the driver's fatigue due to long-term continuous driving and reducing the incidence of traffic accidents caused by fatigue driving.

Speeding monitoring education: Monitor drivers' speeding information records in orders and upload them to the background, conduct statistical analysis on speeding records regularly, and arrange special safety education and training courses for drivers who frequently speed.

Driver evaluation mechanism: Passengers will be invited to provide anonymous one-star to five-star evaluation of the driver, and can also post specific evaluations or ask questions. We also arrange specialists responsible for quality supervision in each city to conduct regular inspections on the service quality of drivers, striving to ensure consistent service quality.

Safety Culture Promotion and Implementation

We pay attention to the promotion and implementation of safety culture, and carry out special education and training such as safe driving and daily legal popularization for novice drivers and all driver groups to create a safe mobility atmosphere.

Novice drivers special safety training

In order to strengthen the professional ability and safety awareness of novice drivers, we conduct special empowerment training for novice drivers who have been on the platform for 1-90 days, covering the interpretation of traffic safety laws and regulations, teaching basic driving knowledge, prevention of high-risk driving behaviors, explanation of driving skills in special weather and practical first aid training for the wounded. The training achieved remarkable results, with more than 120,000 participants, effectively improving the safety awareness and driving skills of novice drivers, and providing guarantee for the safe operation and service quality of the platform.

● Training site

Launch the " Driver Safety Special Training" and "300 Days of Safe Transportation" special activities

From March to December 2024, we launched the " Driver Safety Special Training" and "300 Days of Safe Traffic" special activities to widely disseminate the concept of safety and civilization. During this special event, we enhanced drivers' sensitivity to high-risk scenarios through the form of "one test a day", reminded drivers to prohibit fatigue and speeding in the form of voice broadcast, and conducted interviews and education for drivers who were responsible for injury accidents, so as to comprehensively strengthen the safety awareness of drivers and passengers.

Carry out special safety training for spring festival mobility

From January 24 to March 5, 2024, we carried out special Spring Festival mobility safety training for all drivers on the platform, with a total of more than 50,000 participants. The training includes the implementation of safe actions during the trip, safe driving in special weather and special road sections, precautions for serving passengers, and early warning of high-risk accidents during the peak return journey and the resumption of work and production. Through this comprehensive and in-depth training, drivers' safety awareness was effectively enhanced, and a solid foundation was laid for safe mobility during Spring Festival mobility rush.

● Training site

Information Security and Privacy Protection

We attach great importance to the information security issues of ourselves and customers. We strictly abide by laws and regulations such as *the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the Security Requirements for Network Data Processing and the Data Security Requirements for Online Car Reservation Services*, and build a sound information security and privacy protection management system, while enhancing the information security awareness of all employees, and striving to build a safe, reliable and compliant information technology environment. During the Year, the Group did not have any major or extraordinarily serious data security incidents.

Information Security Management System

We actively promote the construction of standardized information systems. The Group has formulated and implemented internal policies such as *Data Security Management System, Data Classification and Grading Security Management System, and Information Security Management System*, clarify the responsibilities of data compliance entities, standardize information security work, and ensure information security and customer privacy protection in the Group's operation management and business operations.

We specially set up an Information Security Management Committee, and the Company's management directly coordinates the construction of the Group's cyber security, data security and personal information protection systems. The Information Security Management Committee has a sub-department called the Cyber Data Security Office, which is responsible for implementing the resolutions of the Information Security Management Committee, supervising, coordinating and standardizing the information security management, and regularly reporting to the Information Security Management Committee; Each department is responsible for its own cyber security, data security and personal information protection, and conducts inspections on internal and external cyber security, data security and personal information protection.

Build a Solid Information Security Defense Line

We have established a comprehensive information security and personal privacy protection system to effectively reduce the risk of information leakage. It enhances customers' trust in products and services, and provides a solid guarantee for the Group's steady development in the digital economy era.

Information Security Assurance

- **Organized Attack and Defense Drills:** Regularly participate in cyber security attack and defense drills organized within the industry and region on an annual basis. By simulating real-world scenarios, the team's defensive capabilities and emergency response abilities are enhanced.

- **Regular Vulnerability Scanning:** Conduct periodic security scans, penetration tests, and vulnerability intelligence gathering to promptly identify security risks such as privilege escalation vulnerabilities in critical business systems.

- **Participation in Compliance Certification:** Fully implement the Cybersecurity Tiered Protection System. Regularly undergo assessments and certifications by third-party organizations to ensure that critical information infrastructure and business systems meet national information security standards.

- **Optimization of Security Tools:** Continuously update core security tools such as endpoint security software, vulnerability scanners, host security, and Web Application Firewalls. Regularly refresh security rules and attack payload libraries to more effectively defend against new types of cyberattacks.

Personal Privacy Protection

- **Data Encryption:** Encrypt personal privacy data throughout its entire lifecycle to ensure the security of data during storage, transmission, and processing.

- **Access Control:** Implement role-based access control and the principle of least privilege to strictly manage internal data access permissions, preventing unauthorized operations and information leakage.

- **Privacy Policy and Terms:** Develop and disclose transparent privacy policies and terms, clearly explaining how customer data is collected, used, and stored. At the same time, provide customers with the right to access and delete their data.

- **Compliance Risk Assessment:** Conduct privacy compliance risk assessments for all mobile application products on a quarterly basis and promote rectification efforts.

About the
Report

About the
Company

Special Topic: Smart Mobility
Empowering a Bright Future

① Sustainable Responsibility,
Leading the Forward

② Transparent Governance
and Steady Development

③ Safety Ensuring
Delightful Journeys

④ Green Operation to
Promote Carbon
Management

⑤ Diversity and
Inclusive, Develop
Together

⑥ Win-win Corporations
and Contributing to
Society

Appendix

The Group's self-developed Continuous Threat Exposure Management comprehensively guarantees enterprise information security

The Group has independently developed an attack threat exposure continuous monitoring operation platform (Continuous Threat Exposure Management, CTEM), which integrates "data leakage monitoring", "threat exposure monitoring", "data security life cycle protection" and other functional modules to continuously sort out and evaluate the external and internal asset security of the enterprise, and effectively reduce the enterprise attack surface. The platform can realize classified and hierarchical identification, desensitization, encrypted transmission and storage protection of enterprise data, user information data and customer privacy data, further enhance the information security management level of the Group, significantly reduce enterprise information security risks, and protect the development of the Group.

● Interface of CTEM

As of December 31, 2024, the Group obtained the Capability Maturity Model Integration Level 3 Certification, and the information technology service management activities related to computer application software development and data processing to external customers have obtained ISO 9001 Quality Management System, ISO 20000 Information Technology Service Management System and ISO27001 Information Security Management System Certification, further standardizing the information management process and comprehensively ensuring information security and service quality.

Maturity Model Integration Level 3 Certification

ISO 9001 Quality Management System Certification

ISO 20000 Information Technology Service Management System Certification

ISO27001 Information Security Management System Certification

About the Report

About the Company

Special Topic: Smart Mobility Empowering a Bright Future

① Sustainable Responsibility, Leading the Forward

② Transparent Governance and Steady Development

③ **Safety Ensuring Delightful Journeys**

④ Green Operation to Promote Carbon Management

⑤ Diversity and Inclusive, Develop Together

⑥ Win-win Corporations and Contributing to Society

Appendix

Participate in offensive and defensive drills to prevent network security risks

In June 2024, The Group participated in the 2024 "Pujian Cup" network security actual combat offensive and defensive drill that empowers new productivity. This activity aims at the key information infrastructure and network systems of key units within Huangpu's jurisdiction. In a safe and controllable environment, excellent offensive and defensive teams and security vendors from all over the country were organized to jointly implement offensive and defensive confrontations, aiming at improving network security protection capabilities and emergency response capabilities, and building a more stable network security barrier.

Carry out special training on APP security compliance under the new situation

In October 2024, the Group conducted special information security training for relevant personnel of the technical research and development team, security team and product team to interpret the latest security compliance policies and regulations, including the specific requirements of *the Personal Information Protection Law and the Data Security Law*, and help the team identify common compliance risks. Through this training, the participants discussed data collection, customer privacy protection and third-party risk management and control in depth, and deepened their understanding of the importance of APP security compliance.

▌ Promotion and Implementation of Information Security Culture

We regularly and irregularly organize personal privacy protection and information security related trainings for employees to enhance employees' emphasis on network security and enhance their information security awareness and sense of responsibility. In order to strengthen the responsibility for information security, we have formulated the internal system of *Information Security Rewards and Punishments Management*, clarified the detailed rules of information security rewards and punishments of the Group, and fully mobilized employees' initiative in ensuring information security.

▌ Promote the Construction of Industry Information Security

As the automotive industry accelerates its strides towards intelligent networking, data value, data security and data applications are receiving great attention from the industry. In 2024, we organized a technical team to participate in the "Yangcheng Cup" Guangdong-Hong Kong-Macau Greater Bay Area Cyber Security Competition, conducted technical exchanges with cyber security experts and won the third prize, fully demonstrating the Group's profound foundation in the field of cyber security. At the same time, we actively carry out multi-dimensional cooperation and exchanges with industry-leading security teams, jointly explore innovative applications of network data security technologies in the mobility and automotive fields, and enhance industry data security defense capabilities.

Carry out cyber security training for new employees

In November 2024, the Group conducted network security training for new employees, emphasizing the importance of network data security, explaining how to establish a security management mechanism for the entire data life cycle, sharing issues that need attention in the process of data security management, and discussing the best practices of data security protection. Through this training, the data security awareness of new employees has been comprehensively improved, laying the foundation for the subsequent implementation of stricter data security strategies.

Assist GAC AION to establish a cyber data security operation system

As a leading new energy vehicle company in China, GAC AION has high requirements for cyber data security in the process of informatization and digital transformation. We have empowered GAC AION in an all-round way to help it improve its cyber data security protection capabilities and protect digital transformation by assisting in sorting out and classifying data assets, guiding the establishment of security operation centers, conducting annual risk assessments, formulating and drilling emergency response plans, deploying self-developed vulnerability scanning and threat exposure detection systems, and organizing special training.

Jointly build the "Qidun Cyber Data Security Joint Innovation Laboratory" with Tencent Cloud

In December 2023, the Group and Tencent Cloud signed *the Cyber Data Security Joint Innovation Laboratory Cooperation Agreement*, and the two parties cooperated to establish the "Qidun Cyber Data Security Joint Innovation Laboratory". Since the cooperation, the innovation laboratory has carried out research and exploration in various aspects such as internet of vehicles security capability building, network attack and defense research and capability improvement, data security technology protection exploration, etc., and continues to improve the data security management and technology system in the field of mobility technology. In November 2024, we conducted in-depth communications with Tencent security team represented by Cohen Lab to discuss security protection strategies. It strives to promote the in-depth integration and innovative application of cyber data security technology with mobility and vehicle ecological scenarios, and escort intelligent connected vehicles development.

● Joint innovation laboratory signing and unveiling ceremony

Responsible Marketing

We strictly abide by the Advertising Law of *the People's Republic of China, the Measures for the Administration of Internet Advertising* and other laws and regulations. We have formulated and implemented internal systems such as *the Measures for the Administration of Press Release and the Measures for the Administration of Self-owned Media*, which requires publicity materials to be strictly reviewed before publishing, so as to ensure the authenticity, accuracy and compliance of marketing activities such as advertisements and labels of products and services provided, eliminate false and exaggerated publicity, and fully protect customers' right to know.

At the same time, we always uphold the concept of green environmental protection in carrying out marketing activities, attach importance to the recycling of promotional materials, timely count and classify various promotional materials after the activities, avoid waste of resources and environmental pollution, and effectively integrate green environmental protection measures into marketing activities.

About this report

About the Company

Special Topic: Smart Mobility, Empowering a Bright Future

① Sustainable Responsibility, Leading the Forward

② Transparent Governance and Steady Development

③ Safety Ensuring Delightful Journeys

④ Green Operation to Promote Carbon Management

⑤ Diversity and Inclusive, Develop Together

⑥ Win-win Corporations and Contributing to Society

Appendix

04

Green Operation to Promote Carbon Management

The Group continues to improve sustainable development governance, formulate sustainable development strategies, actively implement measures such as energy conservation, water conservation, waste management, and green commuting to help protect the environment and cope with climate change, and practice the concept of sustainable development, promoting the achievement of "2030 carbon peaking, 2060 carbon neutrality" national carbon targets.

1. Climate Action

2. Practice Low-Carbon Operation

3. Promoting Green Mobility

Climate Action

Climate change is the focus of global attention, which has a profound impact on the operation model and long-term development of enterprises. The Group attaches great importance to climate change issues and incorporates them into strategic planning and daily operations. We systematically manage climate-related risks and opportunities from four dimensions: governance, strategy, risk management and metrics and targets, promoting green transformation and contribute to a low-carbon future.

Governance

The BOARD	Identify, assess and manage climate-related risks and opportunities, set climate-related strategic targets, and ensure that climate issues are integrated into the Group's long-term development plans.
ESG Committee	Under the guidance of the Board, monitor the implementation of climate-related policies, regularly evaluate the progress of climate goals and report to the Board.
Responsible Unit	The responsible unit is composed of various functions and business departments of the Group, and is responsible for the specific implementation of climate management measures, including data collection, target implementation and emission reduction actions in daily operations, so as to ensure the effective promotion of climate-related work.

Climate Governance Structure

The Group attaches great importance to the challenges posed by climate change and incorporates them into the core topics of the Group's ESG governance. On the basis of the ESG governance structure, we have further improved the Climate Governance Structure and the responsibilities of all levels.

Strategy

Based on the climate information disclosure framework recommended by the International Sustainability Standards Board (ISSB), the Group identifies climate-related risks and opportunities based on its business characteristics to comprehensively assess the impact of climate change on its business. Based on the results of the assessment, we formulate targeted response measures to reduce potential risks while seizing new opportunities in the transformation of green economy and promoting sustainable development.

Identified climate risks and opportunities

Climate-related risks and opportunities	Risk/Opportunity Category	Risk/Opportunity Description	Countermeasures
Transformation risk	Legal and Policy Risks	As the government and regulatory agencies may formulate stricter climate management policies to promote enterprises to participate in actions to reduce greenhouse gas emissions and promote the achievement of national dual carbon goals. The Group may need to invest more resources to meet new regulatory standards and regulatory requirements, such as facing stricter climate change-related information disclosure requirements, which may cause the Group to face additional compliance cost pressure.	Pay attention to the latest trends in policies and regulatory requirements, and timely incorporate climate change-related issues into the Group's long-term planning.
	Technical risks	In order to cope with the risks of transformation, new technologies may emerge, such as more efficient and low-carbon electric vehicle technology, intelligent traffic management system, etc. The Group may need to continuously invest in the research and development of autonomous driving technology, upgrade lower-carbon online ride-hailing equipment or related energy management systems to maintain competitiveness. This may require substantial capital commitments, with implications for the Group's financial position and capital budget.	Most of the service vehicles operated on the Group's platform are new energy vehicles or hybrid vehicles, and the research and development of autonomous driving platforms/online ride-hailing management platforms and other systems in energy management and other fields has been strengthened to help improve the carbon management of the Group's daily operations.

Climate-related risks and opportunities	Risk/Opportunity Category	Risk/Opportunity Description	Countermeasures
Transformation risk	Market risk	As users pay more attention to climate change, users may be more inclined to choose low-carbon, environmentally friendly, and more socially responsible travel service providers. If the Group fails to adjust its business operation strategy and implement supporting measures in a timely manner according to user preferences, it may face the risk of market share decline.	Strengthen the publicity of the results of the Group's low-carbon and environmental protection work and strengthen its own carbon management capacity.
	Reputation risk	Stakeholders have raised their attention to risks and opportunities related to climate change. If the Group fails to disclose relevant information on climate change response in a timely and transparent manner, it may lead to distrust of the Group by investors/regulators/customers and other stakeholders, resulting in damage to the Group's reputation.	Actively respond to the demands of various stakeholders and timely disclose the Group's management and work results in climate change.
Physical risk	Acute risk	The Group's business operations are temporarily concentrated in the Pearl River Delta region of Guangdong Province, which may be threatened by extreme typhoons, floods, and high temperature weather. However, this will lead to interruptions in online ride-hailing services and an increase in the frequency of equipment maintenance, which may affect the Group's short-term income and operational stability.	Actively respond to the acute risks brought by climate change, and introduce extreme weather warnings on the driver side of the online car-hailing platform to remind drivers to pay attention to the water accumulation on the road and ensure driving safety.
	Chronic risk	Affected by global warming, the Group may face more extreme weather conditions, and continuous response to extreme weather may increase the possibility of disruption to the Group's operational stability, and it is necessary to increase investment in emergency response.	The Group continues to improve the emergency plan for extreme weather, organizes employees to participate in emergency drills, and enhances employees' awareness of extreme weather and emergency response capabilities.
Opportunity	Low Carbon Services	As users' awareness of climate change increases, they may be more inclined to choose travel service providers that are low-carbon, environmentally friendly, and socially responsible. Travel service providers with low-carbon operations are likely to gain user preference.	More than 95% of the service vehicles operated on the Group's platform are new energy vehicles or hybrid vehicles, which can significantly reduce the carbon emissions of daily operations compared with traditional vehicles and provide customers with lower-carbon travel services.

Risk Management

The Group is referring to guidance documents such as *the ESG Reporting Code*, and will establish management mechanisms and risk assessment processes related to ESG risks (including climate-related risks) to further standardize the effectiveness of corporate management of climate-related risks and opportunities.

Metrics and Targets

The Group has set quantitative targets for greenhouse gas emission reduction, defined qualitative targets for energy conservation and emission reduction, water conservation and waste reduction, and reviewed the progress of each target in a timely manner to help enterprises improve their climate change response and environmental management systems.

- Short to medium term targets (2025-2027): reduction of more than 50,000 tons of CO_2 equivalent per year.

Target	
Energy conservation and emission reduction target	• The Company continues to track and analyze the energy consumption and greenhouse gas emissions involved in the Company's daily operations, and sets reasonable energy saving and carbon reduction targets in stages to promote the Company's low-carbon development.
Waste reduction target	• The company takes actions such as limiting the use of plastic and reducing waste, encourages employees to participate in green living to reduce waste generation, and actively advocates for waste sorting to achieve resource reuse.
Water saving target	• The company takes actions such as limiting the use of plastic and reducing waste, encourages employees to participate in green living to reduce waste generation, and actively advocates for waste sorting to achieve resource reuse.

During the Year, the total greenhouse gas emissions[1] of the Group were 77,156.37 tons of carbon dioxide equivalent, with a year-on-year decrease of 6%. Among these, the Group does not use direct energy in its daily operations, and therefore Scope 1 is not applicable; Scope 2 emissions were 77,015.04 tons of carbon dioxide equivalent, and Scope 3 emissions were 141.33 tons of carbon dioxide equivalent.

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[1] The total amount of greenhouse gas emissions is the sum of Scope 1 emissions, Scope 2 emissions, and Scope 3 emissions. Among these, Scope 2 emissions come from purchased electricity, including the electricity consumed by the operating fleet of the mobility service platform and the electricity used in the Group's daily office operations; Scope 3 emissions come from business travel and commuting of employees.

🌱 Practice Low-Carbon Operation

The Group always regards sustainable development as one of its core strategies, and actively takes measures such as energy conservation, water conservation, waste reduction, recycling and green commuting to effectively reduce the impact of operations on the environment and promote the green and low-carbon transformation of enterprises.

Energy Saving

The Group actively responds to the government's call for energy conservation and emission reduction, organizes energy conservation themed activities and related trainings, actively participates in energy conservation and emission reduction actions. Trough these measures, we continue to comprehensively enhance employees' awareness of energy conservation and environmental protection concepts. In terms of hardware facilities, our office areas have fully adopted first-class energy-efficient inverter air conditioning systems and are equipped with intelligent temperature detectors, which can achieve precise temperature control and ensure maximum energy efficiency. Meanwhile, we have placed energy-saving reminder signs in conspicuous locations near the switches of energy-consuming equipment, and strictly enforce power disconnection during non-use periods, etc. By continuously optimizing energy use efficiency and effectively reducing operational energy consumption, we are committed to creating a green and low-carbon office environment.

📝 Energy-saving and Emission Reduction Measures of Physical Server Room

1. Procurement of energy-saving equipment:

- Prioritize energy-efficient servers that leverage advanced power management technology to significantly reduce energy consumption while maintaining performance
- Replacement of traditional lighting facilities with LED bulbs with low power consumption

2. Optimize the cooling system:

- Apply high-efficiency inverter air conditioners with regular maintenance to maintain optimal performance
- Implement hot and cold aisle isolation design to optimize airflow path and reduce energy loss

3. Virtualization and cloud migration:

- Integrate applications to high-performance servers or migrate to the cloud to reduce the number of physical devices, reduce energy consumption and maintenance costs

Water Resources Saving

In terms of water resources management, the Group further enhances employees' awareness of water conservation by posting water-saving signs and conducting water-saving publicity and training. It also encourages employees to actively implement water-saving behaviors in their daily lives. At the same time, the Group selects water-saving equipment to improve the efficiency of water resources use and further reduce the waste of water resources. The main water consumption of the Group is domestic water, sourced from the municipal water supply system. Therefore, there are no issues related to obtaining a suitable water source.

Waste Management

The Group is committed to achieving efficient use of resources through waste reduction and recycling. To reduce waste generation, we have fully implemented a paperless office initiative, advocating for double-sided printing and black-and-white printing to decrease paper usage. We encourage the reduction of single-use items; we have installed direct drinking water facilities in our offices to reduce the production of plastic bottles. We have established a shared office supply area, where supplies are purchased centrally and distributed on an as-needed basis to avoid resource waste. Regarding waste disposal, we sort and dispose of non-hazardous domestic waste. We entrust professional third-party recycling service vehicles to handle some second-hand spare parts and dispose of hazardous waste such as used batteries. We are actively promoting the reuse of waste resources.

Green Mobility

The Group actively promotes the concept of green mobility and encourages employees to choose low-carbon commuting methods. We do not allocate official vehicles; instead, employees primarily commute by public transportation and self-driving cars. We also advocate employees using new energy vehicles and carpooling to reduce carbon emissions. Meanwhile, by optimizing the platform's vehicle structure, we vigorously promote the use of new energy vehicles and hybrid vehicles to further reduce the carbon footprint of the mobility service industry.

In the future, we will continue to deepen our green operation measures, explore innovative technologies and management models, comprehensively improve resource utilization efficiency, and reduce our environmental carbon footprint. We plan to implement energy-saving renovations, including the installation of energy-saving lamps, the promotion of automatic induction lighting systems, and the optimization of air-conditioning management, among other measures. Additionally, we will continue to strengthen our employees' awareness of energy conservation and environmental protection, striving to become a leader in the field of green travel and contributing to the realization of sustainable development goals.

Promoting Green Mobility

Under the guidance of national carbon targets, the Group, as a smart mobility platform, has been committed to creating a green and energy-saving shared mobility ecosystem since its launch. The Group takes the comprehensive electrification of transportation as its core strategy, and promotes the development of low-carbon transportation through large-scale application of new energy vehicles and innovative technology research and development.

Year 2024
In 2024, the cumulative mileage of the Group's new energy vehicles exceeded **950** million kilometers, achieving a reduction in carbon emissions of **67,638** tons.

Year 2019 – Year 2024
Over the past five years, the new energy vehicles of our ride-hailing fleet have accumulated a total mileage of **2.74** billion kilometers, resulting in a cumulative reduction of carbon emissions up to **195,138** tons.

📋 The second-generation Toyota Mirai hydrogen fuel cell vehicle has been launched in service

The Group has undertaken the demonstration operation of the first hydrogen fuel cell vehicle under the GAC Group and is the first mobility platform in the Guangdong-Hong Kong-Macau Greater Bay Area to launch the demonstration operation of hydrogen fuel cell vehicles. The second-generation Mirai models operated on our platform are powered by hydrogen fuel. The hydrogen fuel cell reactito drive the electric motor that propels the wheels. The only emission is water. on generates electricity, which is then used Refueling with hydrogen takes only 3-5 minutes, and the vehicle can travel up to 800 kilometers on a single fill, truly achieving 'zero emissions, no pollution.' This provides our users with a more energy-efficient and environmentally friendly new energy vehicle travel experience

Technology empowers emission reduction

The Group continues to explore smarter technologies and strategies to further improve operational efficiency, thereby empowering green travel, effectively providing green and low-carbon travel services to all stakeholders, and helping achieve the national carbon targets.

Our Robotaxi operation supervision platform has powerful real-time data analysis capabilities, which can dynamically plan the optimal route, effectively avoid congestion, achieve efficient allocation of vehicles, and reduce idle and empty mileage of vehicles. Combined with autonomous driving technology, the platform can significantly reduce the probability of accidents and congestion, effectively reduce energy waste, and reduce carbon emissions. In addition, the platform integrates social transportation resources, actively develops ride-hailing business, makes full use of idle vehicle resources, alleviates urban congestion, and promotes low-carbon mobility.

05

Diversity and Inclusive, Develop Together

Adhering to the people-oriented development concept, the Group continues to improve the compliance employment management mechanism, effectively implements the protection of employees' rights and interests, actively improves the talent training plan, fully cares for the physical and mental health of employees, and strives to create a harmonious and stable working environment and a broad career development platform for employees.

1. Compliant Employment

2. Protecting Employees' Rights and Interests

3. Promoting Talent Development

4. Caring For Employees

Compliant Employment

The Group strictly abides by *the Labor Law of the People's Republic of China*, *the Labor Contract Law of the People's Republic of China* and other laws and regulations, formulates and implements internal systems such as *the Staffing Management System*, *the Employee Training System, the Labor Contract Management Measures, the Attendance and Holiday Management Measures*, and clarifies the implementation process of selection, recruitment, regularization and job transfer, so as to ensure institutionalized, efficient and humanized employment management. We adhere to the principles of fairness, impartiality, openness, ability and political integrity, and adaptability of people and posts to carry out recruitment work. Based on the "2024 Human Resources Plan", we select and recruit talents through school recruitment, social recruitment, internal recommendation and other forms, providing strong impetus for the business development of the Group.

Meanwhile, we strictly abide by laws and regulations such *as the Law of the People's Republic of China on the Protection of Minors and the Provisions on Prohibition of Using Child Labor*, and explicitly prohibit the use of child labor and forced labor. Before joining the job, we strictly check the identity information of applicants to ensure that their age meets the statutory work requirements. During the Year, we did not use child labor or forced labor.

On the basis of "equality, voluntariness and consensus through consultation", the Group signs labor contracts with all regular employees in accordance with the law, clarifying the obligations and legitimate rights and interests of both employers and employees, including working hours, remuneration, overtime pay, vacation time, etc., to ensure that employment is lawful and compliant. In addition, we strictly abide by *the Law of the People's Republic of China on Safeguarding the Rights and Interests of Women* and *the Special Rules on the Labor Protection of Female Employee*s and other laws and regulations, conduct fair employment according to job requirements, personal ability and other standards, and do not discriminate against recruiters and workers due to differences in ethnicity, race, nationality, gender, religion, age, sexual orientation, political orientation, marital status, etc., and strictly implement equal pay for equal work.

During the Year, the Group had a total of 431 employees.

148
34%

Number of employees by gender

283
66%

■ Male
■ Female

111
26%

3
1%

Number of employees by age group

317
73%

■ Under 35 years old
■ 35-50 years old
■ Over 50 years old

1

Number of employees by region

430

■ Chinese Mainland
■ Foreign
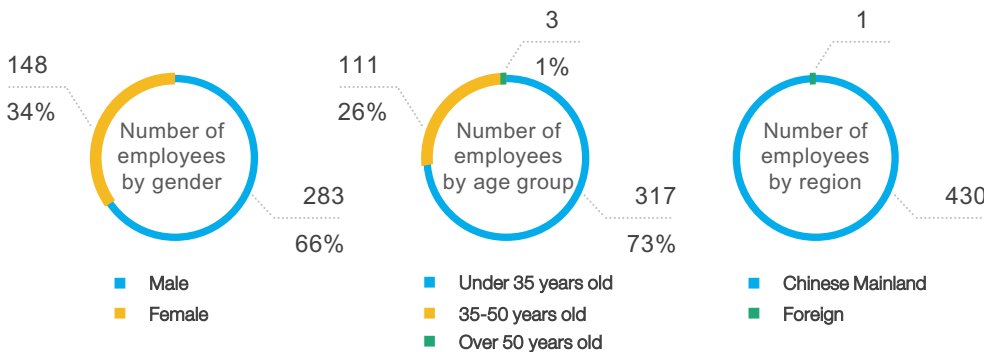
Protecting Employees' Rights and Interests

To meet the company's talent development needs, we adhere to the principles of competitiveness, fairness, and differentiation to build a competitive compensation and benefits system that fully motivates employees. At the same time, we continue to establish, improve and implement occupational health and safety management mechanisms to ensure that employees enjoy a healthy and safe working environment.

Competitive principle
- Regularly organize benchmarking with external salary levels, establish external competitive salary incentive mechanism, and ensure that the company's salary matches the company's status, profitability, industry and development stage.

Equity principle
- Pay attention to internal balance and fairness, and build a salary system based on job value, and implement the salary concepts of "paying for the job", "paying for personal ability" and "paying for performance".

Differentiation Principle
- Based on factors such as job function characteristics and salary grade differences, combined with the basic requirements of job positions and levels, a differentiated salary structure ratio is designed.

Remuneration and Benefits

The Group has formulated and implemented internal systems such as the "Remuneration Management System" and "Performance Management System", established a unified remuneration structure, and specified that employee remuneration consists of total cash remuneration, statutory benefits, non-statutory benefits and special incentives. At the same time, we advocate a sustainable salary adjustment mechanism, and dynamically adjust employees' salary and benefits according to operating results, with reference to factors such as labor market price, price level and employee performance appraisal results. In terms of employee welfare, we strictly abide by the Social Insurance Law of the People's Republic of China, the Regulations on the Administration of Housing Accumulation Funds, the Regulations on Paid Annual Leave for Employees and other laws and regulations, and provide employees with paid annual leave, holiday gifts, regular physical examination, supplementary commercial insurance and other benefits, so as to fully implement employee care.

Total cash remuneration	Statutory benefits	Non-statutory benefits
• Monthly salary (including posit salary and performance salary) • Annual Performance • Subsidy (overtime subsidy, meal subsidy), etc.	• Five insurances and one housing fund • Housing provident fund • Holidays such as paid annual leave	• Supplementary commercial medical insurance • Regular physical examination • Holiday gift package benefits, etc.

In terms of performance and incentives, we have established a performance management mechanism with "performance planning, performance coaching and target review, performance appraisal and performance feedback" as the core procedures, aiming to maximize the ability and value of employees, provide them with growth opportunities and promote employee development. In addition, according to the equity incentive plan considered and approved by the Board of Directors and the shareholders' meeting, the Group officially implemented the long-term incentive policy for employees in July 2021, granting incentives to employees above a certain level in the management sequence and professional sequence, as well as the initial founding team, covering approximately 40% of core and key talents. We will actively promote the implementation of the equity incentive plan and continue to strengthen the incentive effect.

Occupational Health and Safety

The Group attaches great importance to the labor safety and health of employees, is committed to creating a safe working environment for employees, regularly organizes safety training and drills, health check-ups, health sharing and other activities, enhances employees' safety awareness, including traffic safety and fire safety, promotes employees to pay attention to their own health, and comprehensively protects employees' health.

The Group 2024 Traditional Chinese Medicine Physiotherapy Health Care

In February 2024, to advocate a healthy lifestyle and establish a healthy and civilized concept of life for all, the Group's trade union launched a free clinic offering traditional Chinese medicine physiotherapy and health care. The event was rich and diverse, covering blood pressure measurement, pulse diagnosis with traditional Chinese medicine, local massage, acupuncture and cupping, scraping and detoxification, moxibustion, and treatment and troubleshooting of common diseases. It attracted over 100 employees to actively participate and received unanimous praise from everyone.

Promoting Talent Development

Adhering to the vision of "Good things always come as scheduled", the Group has carefully developed a comprehensive talent training and development plan. We continue to invest resources to support the construction of talent team, formulate clear career development sequences, and smooth career promotion channels; At the same time, we will build a complete talent training system to further enhance the professionalism and business capabilities of the talent team and lay a talent foundation for the long-term development of the enterprise.

We formulated the "Employee Training System" to clarify the relevant contents and requirements of internal training and external training, and set up and continuously improve the employee education and training system with the "Qichen Program" and "Star Program" as the core, so as to empower talent growth. In addition, we set up internal trainers to reward their internal teaching, and give appropriate bonus points whenever internal trainers participate in rank promotion, job competition and annual evaluation of departments.

1 Qichen Program

- The Qichen Program is our training program for high-potential talents, and has successfully carried out three seasons of project training.
- In August 2024, the Group launched the Qichen Program, which offered four courses, namely "Seven Habits of Highly Effective Persons", "GAC Working Style", "Pyramid Principle and Structured Thinking" and "Effective Communication", to further strengthen the structured thinking and communication skills of high-potential talents, promote the personal growth of employees, and significantly improve teamwork and leadership skills. A total of 30 people participated in this training.

● Qichen Program training site

2 Star Program

- The Star Program is a training program for reserve management personnel. As of the end of the Reporting Period, we have successfully carried out three seasons of project training.
- In October 2024, the Star Program was officially launched. This plan offers a total of four courses: "Three Exercises for Managers", "Super Interviewer", "Coaching Problem Analysis and Solving" and "Emotional Control and Stress Management", which not only Improve managers' comprehensive capabilities in time management, decision-making ability and team motivation, and at the same time help managers improve leadership, work efficiency and team cohesion. At the same time, with the help of coaching guidance methods, this training improves the quality and efficiency of trainees' problem solving, helps employees learn to effectively manage their emotions and stress, and enhances their mental toughness and self-regulation ability. A total of 32 people participated in this training.

● Star Program training site

During the reporting period, the participation rate of employees in training of the company reached 100%. The following is the specific training hours per employee:

The Group average training hours per employee by gender and rank in 2024

Male: **12** hours | Female: **12** hours

General employee: **12** hours

Middle Management: **12** hours

Senior Management: **8** hours

About this report | About the Company | Special Topic: Smart Mobility Empowering a Bright Future | ① Sustainable Responsibility, Leading the Forward | ② Transparent Governance and Steady Development | ③ Safety Ensuring Delightful Journeys | ④ Green Operation to Promote Carbon Management | ⑤ Diversity and Inclusive, Develop Together | ⑥ Win-win Corporations and Contributing to Society | Appendix

Caring For Employees

The Group always attaches importance to employee care and communication, actively organizes employee care activities, unblocks employee communication channels and conducts employee satisfaction surveys, sincerely listens to employees' voices, and continuously enhances employees' sense of belonging and job satisfaction.

Employee Care Activities

We actively organize a variety of employee care activities such as festival celebrations and employee birthday parties. In addition to distributing gifts on statutory holidays, we will also distribute gifts in the fourth quarter of each year to encourage all employees to go all out to achieve the annual business plan goals, guide employees to seek a balance between work and life, and convey deep care and gratitude to employees.

The Group 2024 Dragon Boat Festival Activities

In June 2024, in order to promote the excellent culture of the Chinese nation, the Group's trade union organized a Dragon Boat Festival activity and distributed a total of 540 holiday gifts. This activity allowed employees to deeply feel the atmosphere of traditional Chinese festivals, enhanced their understanding of traditional Chinese culture, and enhanced employees' cohesion and centripetal force.

● Holiday gifts

Hold Employee Birthday Party Every Month

In order to effectively care for and appreciate employees, The Group's labor union regularly holds employee birthday parties every month. The birthday party is rich in content, covering dining, lottery, cake tasting and other links, aiming to create a happy and relaxed atmosphere for employees, effectively promote communication and interaction among employees, and enhance mutual understanding and recognition.

● Birthday party event site

Women's Day Events

In March 2024, the Group's labor union held a Women's Day event. This event covered interesting projects such as making tea around the stove and handicrafts. It attracted about 80 female employees to participate, effectively enhancing communication and cooperation among female employees, and at the same time enhancing the entire team. The cohesion and centripetal force, the overall satisfaction is good.

● Women's Day event tea making scene

Employee Communication

We have set up diversified and multi-level communication channels for employees to facilitate employees to reflect problems in different ways. The Group carried out employee communication activities such as Yiqi Yihui , CEO face-to-face, to further close the distance with employees and conduct in-depth exchanges. Yiqi Yihui creates opportunities for employees to meet with the CEO, smoothes employees' direct expression channels to the top management, and builds an equal and open communication platform. Since 2021, 12 sessions have been held, with a total of more than 330 participants, and employees have contributed more than 200 improvement suggestions. During the Reporting Period, we organized a total of 2 sessions of Yiqi Yihui activities to collect employees' opinions, many of which have been adopted and implemented.

- Yiqi Yihui site

Employee Satisfaction Survey

In addition, the Group regularly organizes employee satisfaction surveys every year to understand the situation of employees from the dimensions of strategy, organizational ability, employee ability, employee thinking, employee governance and confidence index. Through investigation, the feedback of employee problems and corresponding investigation conclusions are finally obtained, and detailed data analysis is provided for the management as a basis for decision-making, so as to continuously improve employee satisfaction.

About this report

About the Company

Special Topic: Smart Mobility, Empowering a Bright Future

① Sustainable Responsibility, Leading the Forward

② Transparent Governance and Steady Development

③ Safety Ensuring Delightful Journeys

④ Green Operation to Promote Carbon Management

⑤ Diversity and Inclusive, Develop Together

⑥ Win-win Corporations and Contributing to Society

Appendix

06

Win-win Corporations and Contributing to Society

The Group is well aware of the importance of partners to business development, attaches great importance to the sustainable development of the supply chain, continuously improves the management mechanism, screens high-quality suppliers, builds a standardized and reliable supply chain system, and ensures the safety and efficiency of travel services. The Group actively participates in industry exchanges and cooperation, promotes resource integration, and works with partners to explore new energy technologies and smart travel models to jointly build a green transportation ecosystem. In addition, the Group upholds the awareness of social responsibility, pays attention to workers, actively participates in various public welfare activities, and contributes to creating a good social environment and building a harmonious society.

1. Build A Responsible Supply Chain

2. Promote Industry Development

3. Help to Build a Better Society

Build A Responsible Supply Chain

The Group is committed to building a fully competitive, fair and just supply chain system, strictly abides by the *Tendering and Bidding Law of the People's Republic of China*, the *Government Procurement Law of the People's Republic of China* and other relevant laws and regulations, formulates and implements internal management policies applicable to all suppliers such as the *Supplier Management Policy.* We integrate ESG risks such as product quality and environmental protection into supply chain management. We strictly regulates supplier access, supplier daily management and supplier assessment, so as to identify, monitor and manage ESG related risks in supply chain, which improves procurement quality and efficiency and ensure the transparency, compliance and sustainability of the supply chain.

Supply Chain Management

Supplier Access	• **Supplier Development:** Based on the "Procurement Project Application Form" submitted by the procurement demand department, conduct corresponding supplier development work. • **Supplier Admission Review and Investigation:** Conduct a comprehensive review of the supplier based on the "Supplier Assessment Form" submitted by the demand department, including both documentary evidence (such as qualification certificates) and physical evidence (such as product samples), to ensure that the supplier meets the requirements for business qualifications and professional quality.
Supplier Daily Management	• **Market Research and Continuous Optimization:** Conduct market research on goods or services that are continuously purchased to find suppliers with more competitive prices, services, quality, or transaction terms. • **Grading Management:** The group implements a grading management system for suppliers, dividing them into four levels: A, B, C, and D. Priority is given to purchasing from A-level suppliers. Cooperation relationship with D-level suppliers will be terminated, and suppliers who do not meet the requirements will be promptly eliminated.
Supplier Assessment	• **Assessment Content:** Establish an assessment team to regularly assess suppliers involved in continuous procurement. Evaluations are conducted from four dimensions: quality, cost, delivery, and service, based on factual data (such as historical order prices, fulfillment situations) and subjective judgments (such as service attitude, technical support, R&D capabilities) to ensure that the assessment results are objective and fair.

Responsible Procurement

The Group has always adhered to the management principle of integrity, fairness and win-win development. The Group strictly complies with the *Anti-Unfair Competition Law of the People's Republic of China*, and defines the requirements for fair competition and integrity management of suppliers in the procurement system, improves the mechanism for reporting and handling violations of business ethics by suppliers, and actively builds a fair and integrity supply chain.

At the same time, we preferred low-carbon and environmentally friendly materials in the procurement stage, such as prioritizing the procurement of zero-formaldehyde office furniture and first-class energy-efficient inverter air conditioners, and actively implemented green and environmentally friendly procurement.

Fair Competition	Integrity Management	Supervision and Feedback
Full competition: We use public bidding for procurement to ensure that all qualified suppliers have equal opportunities to participate; The number of candidate suppliers should be three times that of cooperative suppliers, and market information should be extensively collected to ensure reasonable and transparent purchase prices.	**Anti-corruption clauses:** The procurement system specifies strict anti-corruption and anti-corruption clauses, prohibiting suppliers from raising prices or offering kickbacks through improper means, so as to eliminate corruption risks from the source. **Integrity Agreement:** The Group entered into integrity agreements with suppliers to clarify the responsibilities and obligations of both parties, including prohibiting bribery, prohibiting the transfer of improper benefits, and ensuring the transparency of transactions.	**Supervision department:** As the supervision department of supplier management, the Audit and Legal Department supervises and guides the whole process of supplier management to ensure its transparency and standardization. **Supplier feedback mechanism:** The Group encourages suppliers to monitor our employee. If any bribery is found, please report it promptly. Upon verification, the supplier will receive bonus points in the assessment to help maintain a fair procurement environment.

Key initiatives for responsible procurement

Promote Industry Development

As a member of the China Association of Automobile Manufacturers, the Group actively participates in the formulation of industry standards to promote the vigorous development of the industry. During the Year, as the main compiler, we actively participated in the drafting and preparation of various industry standards such as *Technical Requirements and Test Methods for Onboard monitoring device of Intelligent and Connected Vehicle*, *Specifications for Setting Up Intelligent Connected Vehicles (Autonomous Driving) Demonstration Operation Parking Stations*, *and Technical Specifications (Autonomous Driving) of Intelligent Connected Vehicles,* providing clear technical and management frameworks for key elements such as equipment functions, environmental adaptability and calculation specifications of intelligent connected vehicles. In addition, actively exert the influence of the vice president unit of the association and call on all member companies in the industry to jointly promote the *Guangzhou Intelligent Connected Automotive Electronics Industry Development Promotion Association Autonomous Driving Application Demonstration Operation Guarantee Fund Management Rules* and *Guangzhou Intelligent Connected Automotive (A series of documents such as the Guidelines for the Training and Management of Autonomous Driving Safety Officers* were reviewed and approved to help further accelerate the healthy and rapid development of Guangzhou's intelligent connected automobile industry.

Serial number	Name of participating trade association (part)	Position
1	Guangzhou Promotion Association for Intelligent Connected Vehicle E/E Industry	Vice President Unit
2	Guangzhou Intelligent Connected Vehicle Demonstration Zone Operation Center Autonomous Driving Special Committee	Vice President Unit
3	Guangdong Intelligent Transportation Association	Vice President Unit
4	Guangdong Beidou Scale Application Association	Member units
5	Guangdong Automotive Engineering Society	Member units
6	China Association of Automobile Manufacturers	Member units
7	"National Intelligent Connected Vehicles and Smart Travel" Industry-Education Integration Community	Member units

The Group brings autonomous driving data solutions to the 2024 World Artificial Intelligence Conference

In July 2024, the 2024 World Artificial Intelligence Conference (WAIC 2024), jointly organized by nine departments including the Ministry of Foreign Affairs and the National Development and Reform Commission, was inaugurated with great fanfare in Shanghai. The conference focused on fields such as large models, computing power, robots, and autonomous driving, attracting more than 500 domestic and international companies to participate in the exhibition. As a company deeply involved in the commercialization of autonomous driving, we presented our autonomous driving data solution, showcasing our high-quality data closed-loop capabilities based on Robotaxi operations. Currently, the solution has provided services to numerous autonomous driving technology companies, leading automobile OEMs, and smart car solution providers, accelerating the commercialization of autonomous driving.


● World Artificial Intelligence Conference 2024 (WAIC 2024)

The Group's research results were included in the global authoritative academic conference in the field of computer vision and machine learning-IEEE/CVF Winter Conference on Computer Vision Applications (hereinafter referred to as the "WACV Conference")

In 2024, the Group and GAC Research Institute jointly research results PrevPredMap: Exploring Temporal Modeling with Previous Predictions for Online Vectorized HD Map Construction was directly accepted in the first round of review by the WACV Conference, a well-known academic conference in the field of computer vision and machine learning in the world, and will be officially published after the WACV conference in February 2025.

This innovative exploration has been gradually applied to the joint research project "Research on Light Map Technology Based on Perception Real-time Mapping" between the two parties. The project uses sensor data collected by smart cars to realize rapid update and personalized customization of map data, thereby providing intelligent driving The system provides more accurate and real-time map services.
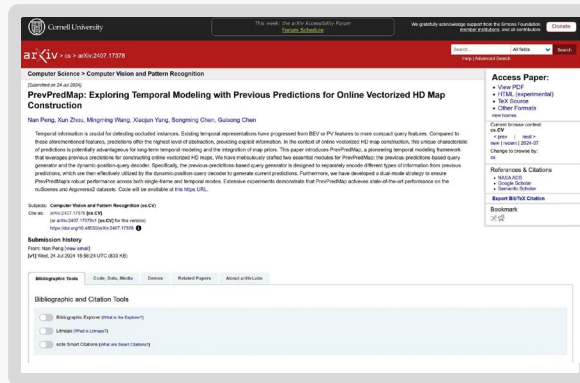
● Abstract of the paper

Participated in the 2nd Digital Skills Competition and AI Large Model Application Innovation Competition of GAC Group

In November 2024, the Group actively participated in the Second Digital Skills Competition and AI Large Model Application Innovation Competition held by GAC Group. This competition focuses on mainstream AI large models and related cutting-edge technologies. A total of 40 teams from 17 companies participated in the competition. Each team fully demonstrated the innovative solutions and highlights of its AI large models in solving problems in actual business scenarios. We won the second prize in this competition with the "Smart Driving 4D Annotation Solution", demonstrating the Group's strength in AI application, scenario mining and product design.

● Competition site

About the Report | About the Company | Special Topic: Smart Mobility Empowering a Bright Future | ① Sustainable Responsibility, Leading the Forward | ② Transparent Governance and Steady Development | ③ Safety Ensuring Delightful Journeys | ④ Green Operation to Promote Carbon Management | ⑤ Diversity and Inclusive, Develop Together | ⑥ Win-win Corporations and Contributing to Society | Appendix

Help to Build a Better Society

The Group always keeps social responsibility in mind and actively participates in building a harmonious and beautiful social environment. We pay attention to workers, convey care and support through a series of warm and powerful actions, fulfill the social responsibilities of the Group with practical actions, and contribute to building a harmonious and beautiful social environment. The Group encourages employees to do more good deeds, establishes the 30300 Award (namely "The Group's Good Person Award"), and regularly rewards and commends employees who actively convey positive energy to the society on a daily basis. In the future, we will increase our investment in public welfare and charity undertakings, actively organize employees to participate in voluntary activities, and add luster to a better society.

● 30300 Awards Site

2024 Guangzhou Trade Union New Employment Form Worker Warm Action Service Month

In May 2024, the Group actively participated in the "2024 Guangzhou Trade Union New Employment Form Worker Warm Action Service Month" activity launched by the Guangzhou Online Car-hailing Industry Trade Union Federation. On the occasion of International Labor Day, 1,000 gifts were distributed to the representatives of online ride-hailing drivers in Guangzhou, covering 30 online ride-hailing member platforms, and sincere holiday greetings and blessings were sent to the drivers, thanking them for their contribution to urban transportation.

● On-site map of distributing gifts to representatives of Guangzhou ride-hailing driver

Distributing care packages brings warmth to their hearts

During the sweltering heat of 2024, the Group is well aware of the difficulties faced by ride-hailing drivers in the high temperatures. In response, we have launched a special high-temperature care initiative, distributing care packages to them to bring a touch of summer coolness. This event extends care to the drivers, including charging subsidies, summer heat prevention kits, and trade union care packages, allowing them to feel the care and greetings amidst their busy work, which has received unanimous praise from the drivers.
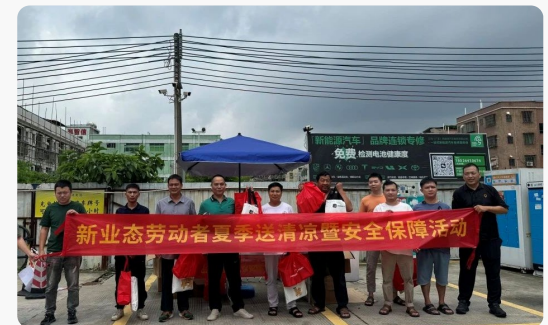
● Activity site

Appendix 1: 2024 ESG Key Performance Indicators

Environmental Key Performance Indicators

The Group's environmental key performance indicators for 2024 calculated in accordance with *the ESG Reporting Code* are shown in the following table:

Number	Environmental key performance indicators	Units	Consumption/ Emissions
A1.1	Sulfur oxides	Kilogram	0
	Nitrogen oxides	Kilogram	0
	Particulate matter	Kilogram	0
A1.2	Greenhouse gas emissions (Scope 1)	Tons of CO2 equivalent	0
	Greenhouse gas reduction (Scope 1)	Tons of CO2 equivalent	0
	Greenhouse gas emissions (Scope 2)	Tons of CO2 equivalent	77,015.04
	Greenhouse gas emissions (Scope 3)	Tons of CO2 equivalent	141.33
	Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	Tons of CO2 equivalent	77,156.37
A1.3	Hazardous waste	Tons	2.91
	Hazardous waste intensity	Tons/RMB million Revenue	0.001
A1.4	Non-hazardous waste	Tons	2.57
	Non-hazardous waste intensity	Tons/RMB million Revenue	0.001
A2.1	Electricity consumption	Megawatt-hour	999.35
	Direct energy consumption	Megawatt-hour	0
	Indirect energy consumption	Megawatt-hour	999.35
	Total energy consumption (direct energy consumption + indirect energy consumption)	Megawatt-hour	999.35
	Energy consumption intensity	MWh/RMB million Revenue	0.41
A2.2	Water consumption	Cubic meters	4611.80
	Water use intensity	Cubic meters/RMB million Revenue	1.87

Description of environmental data in 2024:

1 Data time range: January 1 to December 31, 2024.

2 Scope of data disclosure: including the energy and resource consumption of the Group's offices and business operations.

3 Non-hazardous waste is mainly general office waste; Hazardous waste mainly contains discarded batteries.

4 The Group is not a manufacturing enterprise and does not own official vehicles, so there is no pollution emission such as sulfur oxides, nitrogen oxides and particulate matter.

5 The Group's energy consumption types are mainly purchased electricity and there is no other direct energy consumption, so the greenhouse gas emissions mainly come from Scope 2 and Scope 3. Among them, greenhouse gas emissions (Scope 2) mainly come from purchased electricity. When calculating Scope 2 carbon emissions, we have included the electricity consumption of the fleet of our mobility service platform and the daily office electricity consumption of the Group in the calculation; Scope 3 comes from employee commuting and business travel.

6 The greenhouse gas emission coefficient of purchased electricity refers to the 2022 national power grid average emission factor released by the Ministry of Ecology and Environment; Other emission factors refer to the ESG Reporting Code of the Stock Exchange and the China Products Carbon Footprint Factors Database (CPCD).

7 Consumption intensity = total energy consumption/million income, water consumption intensity = water consumption/million income.

8 As the Group's business does not involve manufacturing production and packaging processes, nor does it involve the use of packaging materials, the packaging materials referred to in KPI A2.5 are not applicable.

Social Key Performance Indicators

Social Key Performance Indicators		Units	Numerical Value
B1 Employment			
B1.1 Total workforce by gender, employment type, age group and geographical region			
Total number of employees		Person	431
By gender	Male	Person	283
	Female	Person	148
By age group	Under 35 years old	Person	317
	35-50 years old	Person	111
	Over 50 years old	Person	3
By position level	Senior management	Person	4
	Middle management	Person	13
	General employees	Person	414
By geographical region	Mainland China	Person	430
	Hong Kong, Macao and Taiwan	Person	0
	Foreign	Person	1
B1.2 Employee turnover rate by gender, age group and geographical region			
Total turnover rate		%	24.50%
By gender	Male	%	14.40%
	Female	%	10.20%
By age group	Under 35 years old	%	19.80%
	35-50 years old	%	4.70%
	Over 50 years old	%	0.00%
By geographical region	Mainland China	%	24.50%
	Hong Kong, Macao and Taiwan	%	0.00%
	Foreign	%	0.00%

Social Key Performance Indicators		Units	Numerical Value
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			
2024		People; %	0；0%
2023		People; %	0；0%
2022		People; %	0；0%
B2.2 Lost days due to work injury			
Number of days lost due to work-related injury		Day	0
B3 Development and Training			
B3.1 The percentage of employees trained by gender and employment category			
By gender	Male	%	65.66%
	Female	%	34.34%
By employment category	Senior management	%	0.93%
	Middle management	%	3.02%
	General employees	%	96.06%
B3.2 The average training hours completed per employee by gender and employment category			
By gender	Male	Hour	12
	Female	Hour	12
By employment category	Senior management	Hour	8
	Middle Management	Hour	13
	General employees	Hour	12
B5 Supply Chain Management			
B5.1 Number of suppliers by geographical region			
By geographical region	Chinese Mainland	/	2,379
	Overseas	/	46

Social Key Performance Indicators		Units	Numerical Value
B6 Product Responsibility			
B6.2 Number of products and service related complaints received and how they are dealt with			
Number of complaints received		Times	723,425
Customer complaint resolution rate		%	99.92%
B7 Anti-Corruption			
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			
Number of concluded corruption proceedings		Case	0
B7.3 Description of anti-corruption training provided to directors and staff			
Total number of people receiving anti-corruption training	Director	Person	9
	Staff	Person	431
B8 Community Investment			
B8.2 Resources contributed to the focus area			
Funds spent in areas of focus		RMB	3,000

Appendix 2: Content Index of ESG Reporting Code

ESG Metrics		Disclosure	Corresponding Section
A1 General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	Green Operation to Promote Carbon Management

ESG Metrics		Disclosure	Corresponding Section
A1.1	The types of emissions and respective emissions data.	Disclosed	Green Operation to Promote Carbon Management Appendix 1
A1.2 *This indicator has been moved into Part D of the ESG Reporting Code for the financial year beginning on 1 January 2025*	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	Green Operation to Promote Carbon Management Appendix 1
A1.3	Total hazardous waste generated (in tons) and, where applicable, intensity (e.g. per unit of production volume, per facility).	Disclosed	Green Operation to Promote Carbon Management Appendix 1
A1.4	Total non-hazardous waste generated (in tons) and, where applicable, intensity (e.g. per unit of production volume, per facility).	Disclosed	Green Operation to Promote Carbon Management Appendix 1
A1.5	Describe the emission target(s) set and the steps taken to achieve them.	Disclosed	Green Operation to Promote Carbon Management
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.	Disclosed	Green Operation to Promote Carbon Management
A2 General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Disclosed	Green Operation to Promote Carbon Management
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Disclosed	Green Operation to Promote Carbon Management Appendix 1
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	Green Operation to Promote Carbon Management Appendix 1

ESG Metrics		Disclosure	Corresponding Section
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	Green Operation to Promote Carbon Management
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.	Disclosed	Green Operation to Promote Carbon Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	The Group is a non-manufacturing enterprise and does not use packaging materials
A3 General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Disclosed	Green Operation to Promote Carbon Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	Green Operation to Promote Carbon Management
A4 General Disclosure *This indicator has been moved into Part D of the ESG Reporting Code for the financial year beginning on 1 January 2025*	Policy on identifying and responding to significant climate-related issues that have and may have an impact on the issuer.	Disclosed	Green Operation to Promote Carbon Management
A4.1 *This indicator has been moved into Part D of the ESG Reporting Code for the financial year beginning on 1 January 2025*	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Disclosed	Green Operation to Promote Carbon Management
B1 General Disclosure	Information on the policies and 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.	Disclosed	Diversity, Inclusion and Develop Together
B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	Disclosed	Diversity, Inclusion and Develop Together Appendix 1

ESG Metrics		Disclosure	Corresponding Section
B1.2	Employee turnover rate by gender, age group and geographical region.	Disclosed	Diversity, Inclusion and Develop Together Appendix 1
B2 General Disclosure	Information on the policies and 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.	Disclosed	Diversity, Inclusion and Develop Together
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	Diversity, Inclusion and Develop Together Appendix 1
B2.2	Lost days due to work injury.	Disclosed	Diversity, Inclusion and Develop Together Appendix 1
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Disclosed	Diversity, Inclusion and Develop Together
B3 General Disclosure	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Disclosed	Diversity, Inclusion and Develop Together
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	Diversity, Inclusion and Develop Together Appendix 1
B3.2	The average training hours completed per employee by gender and employee category.	Disclosed	Diversity, Inclusion and Develop Together Appendix 1
B4 General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Disclosed	Diversity, Inclusion and Develop Together
B4.1	Description of measures to review employment practices to avoid child and forced labor.	Disclosed	Diversity, Inclusion and Develop Together

ESG Metrics		Disclosure	Corresponding Section
B4.2	Description of steps taken to eliminate such practices when discovered.	Disclosed	Diversity, Inclusion and Develop Together
B5 General Disclosure	Policies on managing environmental and social risks of the supply chain.	Disclosed	Win-win Corporations and Contributing to Society
B5.1	Number of suppliers by geographical region.	Disclosed	Win-win Corporations and Contributing to Society Appendix 1
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored .	Disclosed	Win-win Corporations and Contributing to Society
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	Win-win Corporations and Contributing to Society
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	Win-win Corporations and Contributing to Society
B6 General Disclosure	Information on the policies and 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.	Disclosed	Safety Ensuring Delightful Journeys
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable	——
B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosed	Safety Ensuring Delightful Journeys
B6.3	Description of practices relating to observing and protecting intellectual property rights .	Disclosed	Transparent Governance and Steady Development

ESG Metrics		Disclosure	Corresponding Section
B6.4	Description of quality assurance process and recall procedures.	Disclosed	Safety Ensuring Delightful Journeys
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	Safety Ensuring Delightful Journeys
B7 General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Disclosed	Transparent Governance and Steady Development
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.	Disclosed	Transparent Governance and Steady Development Appendix 1
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	Transparent Governance and Steady Development
B7.3	Description of anti-corruption training provided to directors and staff.	Disclosed	Transparent Governance and Steady Development Appendix 1
B8 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' interest	Disclosed	Win-win Corporations and Contributing to Society
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Disclosed	Win-win Corporations and Contributing to Society
B8.2	Resources contributed (e.g. money or time) to the focus area.	Disclosed	Win-win Corporations and Contributing to Society Appendix 1

Appendix 3: List of Compliance Major Law, Regulations and Internal Policies

ESG Metrics	Scope	Compliance with Laws and Regulations	The Group's Internal Policies	
A1 Emissions	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection Law of the People's Republic of China Law of the People's Republic of China on Noise Pollution Prevention and Control Law of the People's Republic of China on Noise Pollution Prevention and Control	Environmental and Social Responsibility Management System	
A2 Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials.	Water Pollution Prevention and Control Law of the People's Republic of China Marine Environmental Protection Law of the People's Republic of China		
A3 Environment and Natural Resources	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Regulations Concerning the Prevention and Cure of Pollution Damage of Marine Environment by Seashore Construction Project Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes Measures for the Transfer of Hazardous Wastes Work Plan for Controlling Greenhouse Gas Emissions during the 13th Five-Year Plan Regulations on the Administration of Construction Project Environmental Protection (2017 Amendment)		
B1 Employment	Information on policies and 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.	Labor Law of the People's Republic of China Trade Union Law of the People's Republic of China Labor Contract Law of the People's Republic of China Employment Promotion Law of the People's Republic of China Social Insurance Law of the People's Republic of China Provisions on Minimum Wages	Management System for Labor Protection Equipment Measures for the Administration and Implementation of Work Safety Committee Safety Production Responsibility System Safety Production Inspection System Safety Production Training and Education System Fire Safety Management System Work Safety Conference System Traffic Safety Management System	Management System for Dual Prevention Mechanism of Safety Risk Grading Control and Hidden Danger Investigation and Management Labor Contract Management Measures" Attendance and Holiday Management Measures Reward and Punishment System Remuneration Management System Performance Management System
B2 Health and Safety	Information on policies and 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.	Law of the People's Republic of China on the Prevention and Control of Occupational Diseases Work Safety Law of the People's Republic of China Fire Protection Law of the People's Republic of China Emergency Response Law of the People's Republic of China Regulations on the Safety Management of Hazardous Chemicals	Labor Contract Safety Supervision and Management System Labor Protection System for Female and Underage Workers Relevant Party Safety Management System Occupational Health Management System National Security Liaison Work Management System Safety Production Reward and Punishment System Fire Safety Management System for Operating Vehicles	Measures for the Administration of Welfare and Subsidy Staff Training System Physical Environment Safety Management Regulations" Computer Room Management System Post Management System" Vehicle Service Employee Training Management System
B3 Development and Training	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents Interim Provisions on the Investigation and Control of Safety Accidents		
B4 Labour Standards	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Regulation on Work-Related Injury Insurance Provisions on the Administration of Occupational Health at Workplaces Occupational Disease Classification and Directory Provisions on the Prohibition of Using Child Labor		

ESG Metrics	Scope	Compliance with Laws and Regulations	The Group's Internal Policies	
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	The Bidding Law of the People's Republic of China Government Procurement Law of the People's Republic of China	Administrative Measures for Traffic Accidents of Franchisees Administrative Measures for Franchisees Supplier Management System Goods and Services Procurement Management System	
B6 Product Responsibility	Information on the policies and 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.	Law of the People's Republic of China on the Protection of Consumer Rights and Interests Civil Code of the People's Republic of China Personal Information Protection Law of the People's Republic of China Cybersecurity Law of the People's Republic of China Advertising Law of the People's Republic of China	Implementation Rules for Platform User Security Guarantee Standards Measures for the Administration of Transportation Capacity Compliance Vehicle Captain Management System Management Measures for Passenger Resource Positions Intellectual Property Management System Measures for the Management of Major Customers Enterprise Edition Vehicle Management Measures Enterprise Customer Management Measures Measures for the Management of Product Research and Development Process Information Resources Management System Measures for the Management of Fault Emergency Treatment Process Measures for the Administration of Production Release Process Measures for the Management of Product Acceptance Process Measures for the Administration of Release Review Process Measures for the Management of Test Case Review Process Measures for the Management of Requirements Review Process Measures for the Administration of Technical Review Process Measures for the Administration of Test Process Operation and Maintenance Process Management Measures System Management Measures	Confidentiality Management System Cybersecurity Level Protection Assessment Management System Backup and Recovery Management Regulations Regulations on Information Security Management of Third-Party Personnel Measures for the Administration of Enterprise Edition Vehicles Information Security Management System Regulations on Information Security Incident Management Information Security Emergency Plan Management System Management System for External Information Submission Software Management System Measures for the Management of Car Service Customers Measures for the Administration of Test Ride and Test Drive Vehicles Administrative Measures for Driver Training Measures for the Administration of Self-owned Media Press Release Management System Data Classification and Grading Safety Management System Data Security Management System Data Deletion and Destruction Management System Measures for the Administration of Billing Rules for Personal Vehicles
B7 Anti-Corruption	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Unfair Competition Law of the People's Republic of China Interim Provisions on Banning Commercial Bribery Anti-Monopoly Law of the People's Republic of China Oversight Law of the People's Republic of China Regulations of the Communist Party of China on Disciplinary Actions	Regulation on Handling Petitions via Letters and Visits Emergency Response Plan for Letters and Visits Connected Transaction Decision-Making System Anti-Money Laundering Administrative Measures Insider Trading System Management System for Securities Transactions by Directors and Employees	
B8 Community Investment	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.	Charity Law of the People's Republic of China	Environmental and Social Responsibility Management System	

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