



# Environmental, Social and Governance Report

# 2023



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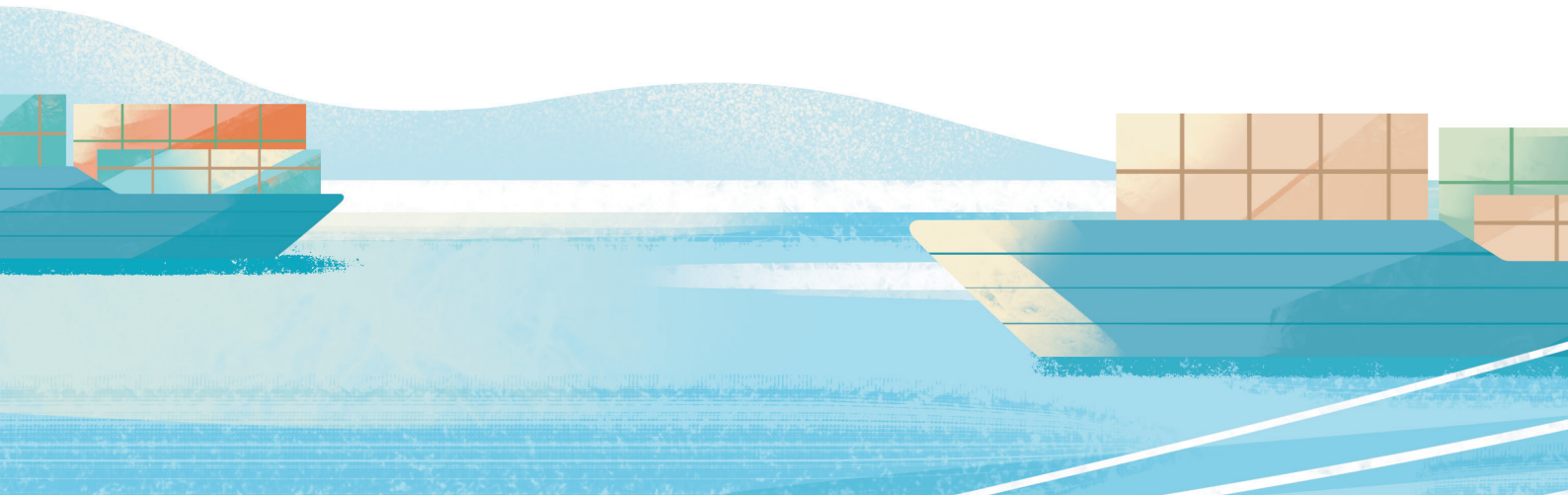
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# Introduction to Report

## Report scope

This is the seventh environmental, social and governance (the “ESG”) report of Changan Minsheng APLL Logistics Co., Ltd. (stock code: 01292HK), covering the period from 1 January 2023 to 31 December 2023. In view of the continuity and comparability of the report content, some statements and data should be appropriately traced or extended.

## Preparation basis

The report has been prepared mainly with reference to the Appendix C2: Environmental, Social and Governance Reporting Guide (the “ESG Guide”) of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and under the principle of materiality, quantitative, balance and consistency.

- **Materiality:** Communication with stakeholders and substantive issue identification and the list of substantive issues are disclosed in this report.
- **Quantitative:** The statistical criteria, methods, assumptions and/or calculation tools used to quantify key performance indicators in this report, as well as the sources of conversion factors, are explained in the explanatory notes of this report.
- **Balance:** This report presents the performance of the Company during the reporting period in an impartial manner to avoid choices, omissions or presentation formats that may improperly affect the decision or judgment of the report readers.
- **Consistency:** Unless otherwise specified, the statistical methods and caliber used for the data disclosed in this report are consistent with those used in previous years.

## Scope of report

Unless otherwise specified, the coverage of policy documents, statements and data in this report should be consistent with the Company’s annual financial report.

## Addressing and representation

For the convenience of expression and reading, “the Company”, “Company” or “we” in this report refer to “Changan Minsheng APLL Logistics Co., Ltd.”.

## Content scope

This report covers the important issues and performance of the Company in environmental, social and governance during the reporting period.

## Description of report data

The data and cases in this report are mainly from the Company’s statistical reports and relevant documents. The Company is committed to the truthfulness, accuracy and completeness of the report and undertakes that there are no false records or misrepresentations in the report.

## Access and Feedback on the Report

This is an independent report. The soft copy of this report is accessible on the Stock Exchange’s HKEXnews website (www.hkexnews.hk) and the Company’s official website (www.camsl.com).



## Statement by Directors

The Board of Directors is fully responsible for ESG supervision and management, and is ultimately responsible for ESG, mainly including formulation of the Company's ESG strategies and regular review of their implementation; identification and evaluation of ESG risks and development of response plans; review of ESG management policies to ensure their continuous implementation, of ESG plans and objectives, of the achievement of ESG objectives, and of ESG performance. The Board of Directors authorizes the ESG management working group to be responsible for coordinating, implementing, and executing related work.

Based on national planning, stakeholders' expectations and the Company's development strategy, the Board of Directors will continue to pay attention to sustainable development trends at home and abroad, strengthen the determination of substantive ESG issues, discuss and determine the Company's ESG risks and opportunities, and prioritize the management and improvement of key issues for sustainable development.

The Company has prepared this ESG report in strict compliance with the disclosure requirements of Environmental, Social and Governance Reporting Guide published by the Stock Exchange. This report is issued after being reviewed and approved by the Board of Directors.

# ABOUT US

## Corporate profile

Changan Minsheng APLL Logistics Co., Ltd. is a professional intelligent logistics and supply chain platform service provider. Founded in August 2001, the Company is an automobile logistics enterprise listed in Hong Kong (stock code: HK.01292), with a registered capital of RMB162 million. Its substantial shareholders include China Changan Automobile Group Co., Ltd., Minsheng Industrial (Group) Co., Ltd. and APL Logistics Ltd.

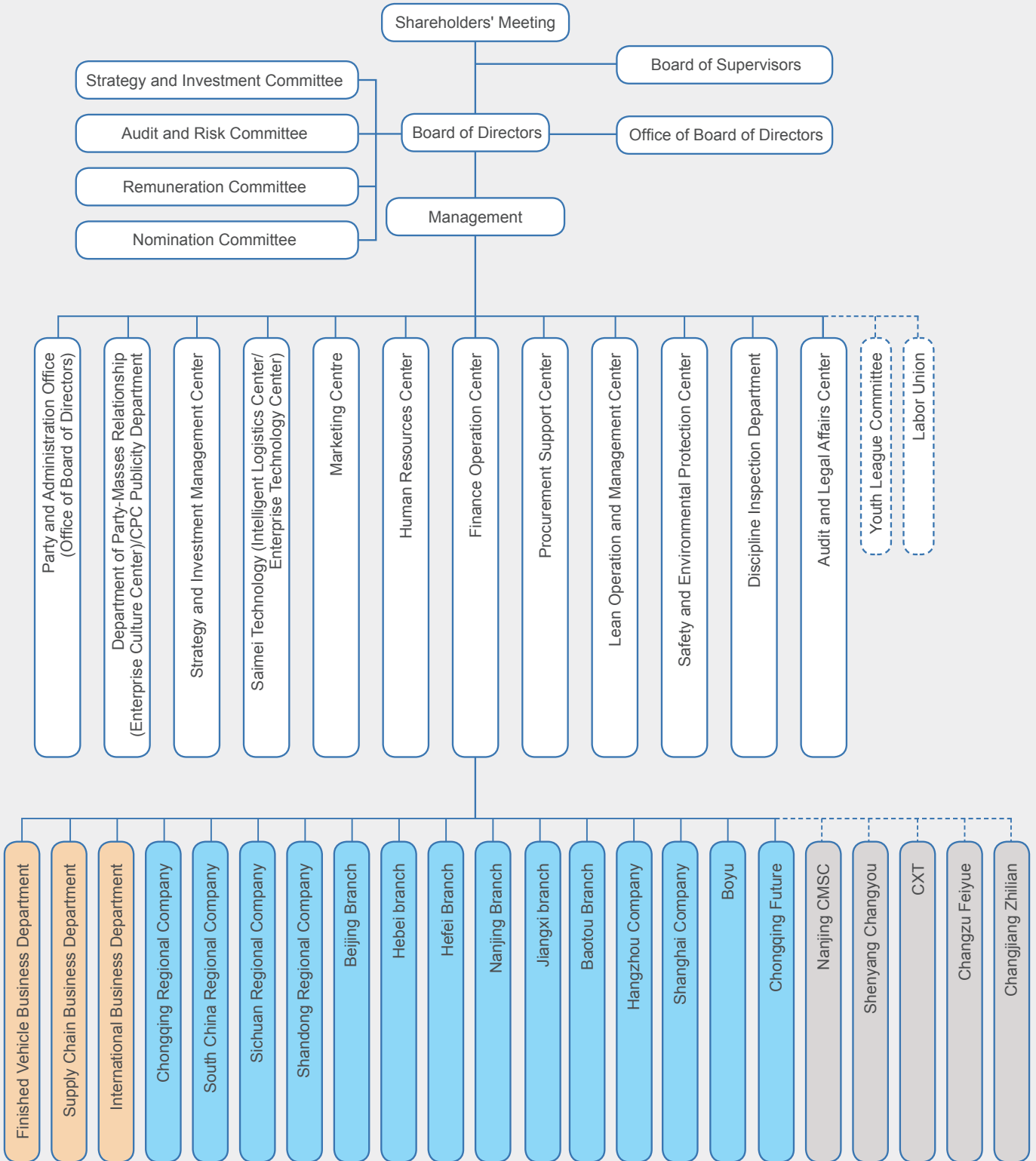
After 23 years of development, the Company has grown into a leading intelligent logistics platform service provider in China's automobile logistics industry and a large-scale intelligent logistics platform provider in western China. It is a national key Sino-foreign joint venture logistics enterprise, a foreign-invested pilot logistics enterprise, a national 5A comprehensive service logistics enterprise, a national advanced logistics enterprise, one of the top 50 enterprises in Chongqing's service industry, a civilized unit in Chongqing, and a winner of Chongqing's May Day labor medal. It has won awards such as National Innovation Achievement Award, Industrial S&T Progress Award and Logistics KPI Benchmark Award.

The Company's main business covers all fields of industry chain and supply chain, providing customers with services such as finished vehicle logistics, parts logistics, spare parts and bulk cargo logistics, international logistics, distribution processing, procurement trade, supply chain finance and shared leasing.

Under the corporate mission of "innovative logistics service makes life better", the Company is committed to becoming a trusted first-class intelligent logistics platform service provider. With a professional and efficient logistics operation management system and ability, it provides customers with integrated logistics solutions "that are cost-effective, time-saving, worry-free and value-added".



# Organization



## Enterprise Culture

With “becoming world-class” as the goal, green, intelligent and digital technologies as the key, the “service leading strategy” as the cornerstone, and building “five high” (high technology, high vitality, high efficiency, high brand and high quality) as the direction, the Company is committed to transforming and upgrading from traditional logistics to a world-class green intelligent supply chain logistics technology company in 10 to 15 years by strengthening automobile logistics, expanding non-automobile logistics, and the logistics ecosystem, so that customers can trust us and entrust us with their business.

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Develop and innovate our logistics management process and logistics model and contribute to society in a professional and efficient manner to create a better and brighter life.

- **For society:** earnest in the performance of our social responsibilities, constantly reforming and innovating, a pioneer and industry leader in socially, economically and environmentally sustainable development.
- **To customers:** We provide professional, efficient and high-quality one-stop logistics solutions for customers to keep creating values for them and improving their satisfaction and loyalty.
- **To employees:** Being contributor-valued, we build a platform for respect, happiness, innovation, and sharing, create a fair, simple and transparent atmosphere for cooperation, keep improving our workforce, and enable our employees to pursue personal development.
- **To shareholders:** We pursue a mode that is transparent, efficient, growth-centered and prudent; while focusing on business growth, we also keep optimizing our profitability and risk tolerance to provide our shareholders with long-term, stable and high returns.
- **To partners:** We build long-term cooperation relationships with our partners for jointly creating values, sharing benefits and bearing risks on the principles of integrity, equality and win-win outcomes to pursue growth, meet challenges and win a bright future together.

- 
- Customer satisfaction
  - To develop employees
  - To be honest and responsible
  - To maintain a spirit of cooperation
  - Self-criticism

### Enterprise vision

To become a world-class green intelligent supply chain logistics technology company

### Enterprise mission

To use innovative logistics to create a better life for all stakeholders

### Enterprise core values



## Honour



Prize awarding institutions	Awards/Honour
China Culture Administration Association	<ul style="list-style-type: none"> <li>✧ Silver Award Endorsement Works of the Voice of the Most Beautiful Brand</li> <li>✧ First Prize of Enterprise Party Building Brand Innovation Achievement</li> <li>✧ Silver Award Endorsement Works of the Voice of the Most Beautiful Pioneers</li> <li>✧ Advanced Unit of Enterprise Happiness Index Construction in 2023</li> <li>✧ Special Award for Outstanding Green Enterprise Cases</li> </ul>
Dun & Bradstreet Group	<ul style="list-style-type: none"> <li>✧ D-U-N-S Number</li> </ul>
Chongqing Enterprise Management Modernisation Innovation Achievement Approval Committee	<ul style="list-style-type: none"> <li>✧ First Class Achievements for Enterprise Management Modernisation Innovation Achievements in Chongqing in 2023</li> </ul>
China Federation of Logistics & Purchasing	<ul style="list-style-type: none"> <li>✧ Logistics Technology Innovation Cases</li> <li>✧ Recommended Brands in Logistics Technology and Equipment</li> <li>✧ KPI Benchmarking Enterprises for Automotive Finished Vehicle Logistics</li> <li>✧ KPI Benchmarking Enterprises for Automotive After-Sales Parts Logistics</li> <li>✧ Outstanding Innovation Cases in Automotive Logistics Industry</li> </ul>
Chongqing Changan Automobile Co., Ltd.	<ul style="list-style-type: none"> <li>✧ 2023 Excellent Supplier</li> </ul>
Changan Ford Automobile Co., Ltd.	<ul style="list-style-type: none"> <li>✧ 2023 Excellent Supplier</li> </ul>

# Governance

## Govern the enterprise according to regulations and maintain sustainable economic growth

The Company adheres to governing the enterprise according to law, standardizes the construction of internal control system, actively practices clean employment, and constantly improves the governance structure of sustainable development, so as to lay a solid foundation for steady development.

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ESG governance 09

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The Board of Directors consists of **9** directors



including **1** chairman



and **3** independent non-executive directors

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## Company management

In strict accordance with the Company Law, the listing rules of the place of listing and the Articles of Association, the Company has continuously improved the corporate governance structure, established a relatively perfect governance system and a standardized management of “three meetings and one level” (the general meeting of shareholders, the Board of Directors, the Board of Supervisors and the management). Under the Board of Directors, there are Strategy and Investment Committee, Nomination Committee, Remuneration Committee and Audit and Risk Committee. The Board of Directors consists of 9 directors, including 3 independent non-executive directors and 1 chairman. In terms of discipline diversity, the Company’s directors have different discipline backgrounds such as finance, logistics and risk management, and can provide professional advice for the company in different aspects; In terms of gender diversity, among the 9 directors, there are 2 female directors and 7 male directors; In terms of nationality diversity, among the 9 directors, there are 8 Chinese directors and 1 Hong Kong director; In terms of age diversity, the 9 directors have a wide range of ages, ranging from 40 to 70.



Independent non-executive directors, who account for more than one-third of the directors, are independent of the Company’s management and have extensive business and financial experience to advise the Board of Directors and management on the Company’s strategic development and to provide checks and balances to protect the interests of shareholders and the Company as a whole. Directors (excluding independent non-executive directors) may concurrently serve as the general manager or other senior management positions (excluding supervisors). In June 2023, the Company re-elected the members of the Board of Directors and at this time all the incumbent Independent Non-Executive Directors joined the Board of Directors of the Company. During the year, the Company received confirmation letters from each of the independent non-executive directors regarding their independence.

## ESG governance

### ESG structure

The Board of Directors is the decision-making level of ESG, the office to the Board of Directors is the leading department, and the service centre, business department and each level of regional company participate in ESG management, operation, and implementation.

The Company continues to improve the ESG system and sets up an ESG working group to effectively promote the ESG management of the Company. By establishing an environmental and social work management system in line with their own business development, all departments of the Company clarify their responsibilities and perform their respective duties to jointly promote the practice of sustainable development.

The Board of Directors and the management collaborate with each other to incorporate environmental, social, and governance sustainability into the daily operation and management of the Company, enable ESG transformation and upgrading with “high technology” and traditional business with “digitization, intelligence and greening”, and explore new business to accelerate the transformation into a technology company and promote the green development of the Company.

## Stakeholders identification and communication

Through multi-channel communication with various stakeholders, the Company actively understands their expectations and requirements, improves its ESG performance in a targeted manner, shares its sustainable development concept and actions with stakeholders, creates sustainable value and achieves all-win.

Stakeholders	Expectations and demands	Communication methods	
 Government	<ul style="list-style-type: none"> <li>Observe law and discipline</li> <li>Tax payment</li> <li>Economic development</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Department visit</li> </ul>	<ul style="list-style-type: none"> <li>Communication meeting</li> <li>Public events</li> </ul>
 Shareholders and investors	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Economic value</li> <li>Compliance information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting</li> <li>Official website</li> <li>Public reporting</li> </ul>	<ul style="list-style-type: none"> <li>Regular reporting</li> <li>Analyst briefing</li> </ul>
 Customer	<ul style="list-style-type: none"> <li>Service improving</li> <li>Safe delivery and transportation</li> <li>Privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>Official website</li> <li>Customer Interviews</li> <li>Customer service hotline</li> <li>Customer relationship periodic maintenance</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction</li> <li>VIP Customer communication annual meeting</li> <li>Quarterly delivery quality meeting</li> </ul>
 Supplier	<ul style="list-style-type: none"> <li>Fairness, justice and open purchasing</li> <li>Sustainable supply chain</li> <li>Promote industry development</li> </ul>	<ul style="list-style-type: none"> <li>Direct Communication visit</li> <li>Supplier meeting</li> <li>Online opinion survey</li> </ul>	<ul style="list-style-type: none"> <li>Procurement and resource management platform</li> <li>Regular review and assessment</li> <li>Bidding activities</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>Salary and welfare guarantee</li> <li>Health and safety</li> <li>Training and development</li> <li>Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Company intranet</li> <li>Employee mailbox</li> <li>Employee family visit</li> </ul>	<ul style="list-style-type: none"> <li>Employee meeting</li> <li>Employee recreational activities</li> <li>Employee training</li> </ul>
 Community	<ul style="list-style-type: none"> <li>Participate in community building</li> <li>Concern for vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>Fixed-point poverty alleviation</li> <li>Charity donation</li> <li>Offering job opportunities</li> </ul>	
 Media/public	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Communication mechanism</li> </ul>	<ul style="list-style-type: none"> <li>Online opinion survey</li> <li>Site visits</li> </ul>	

## List of important topics

After an analysis on the Company's ESG work in respect of present status, media coverage and peer comparison, in combination with the Company's development plan and communication results with stakeholders, the Management of the Company confirmed that all the issues applicable to the businesses of the Company as set out in the ESG Guide are issues of significance to our own development. Moreover, by hiring external experts and inviting corporate officers to review the substantive issues, we have ranked each issue upon its importance extent, and responded to each material issue in this report. As there is no significant change in the Company's business during the reporting period, the determination results of substantive issues of this year are basically consistent with those of the previous year. The specific issues and their ranking are listed as follows:

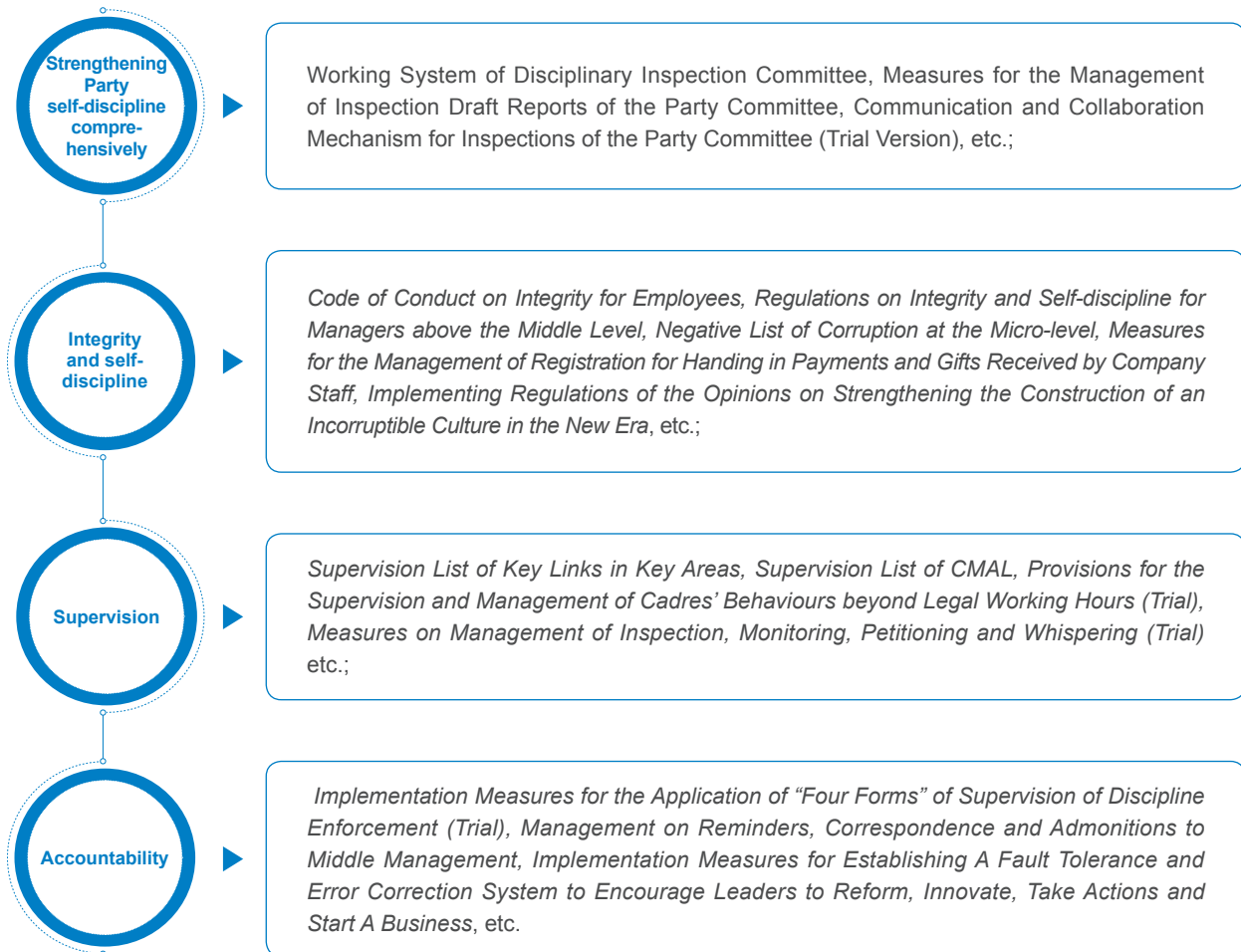
Topic	Materiality
Product Liability	1
Health and safety	2
Climate change	3
Emission	4
Resource use	5
Supply chain management	6
Employment	7
Development and training	8
Labour standards	9
Anti-corruption	10
Environment and natural resources	11
Community investment	12

## Anti-corruption

The Company strictly abides by the *Criminal Law of the People's Republic of China*, *Anti-Unfair Competition Law of the People's Republic of China*, *Law of the People's Republic of China on Anti-money Laundering* and other laws and regulations, adheres to honest operation, fair competition, keeps to business ethics, and resolutely prohibits bribery, extortion, fraud and money laundering. During the reporting period, the Company had no legal litigation cases relating to corruption and bribery.

## Improve construction of integrity system

During the reporting period, the Company continuously reinforced the construction of integrity system, comprehensively strengthened Party self-discipline, built a solid ideological bottom line for employees to observe law and discipline, implemented the construction of integrity in all links of key areas and key post management, intensified the restriction and supervision of power operation, and promoted a mechanism that “dare not corrupt, cannot corrupt, do not want to corrupt” to strictly prevent commercial bribery and commercial corruption.



During the reporting period, the Company has formulated *the Measures on Management of Inspection, Monitoring, Petitioning and Whispering (Trial)* and updated the *Negative List of Corruption at the Micro-level, Measures for the Management of Registration for Handing in Payments and Gifts Received by Company Staff, and Implementation Rules of the Company's Construction of Large Supervision System*, so as to further standardize its internal integrity control system and regulate the development of integrity work.

## Carry out special rectification

Carry out the special rectification by conducting business line self-inspection in four key links of transport capacity allocation, business outsourcing, foreign and domestic storage management, and waste material disposal, as well as in three key areas of procurement, internal control and intelligent logistics construction in combination with the characteristics of the logistics industry, identifying management and system problems and rectifying them.

## Establish reporting channels

The Company establishes multiple channels such as reporting mailbox, telephone and mailbox to receive anti-corruption complaints and reports, timely deal with various problems reflected and feedback the results. The Company strictly keeps confidential the informant's name, work unit, home address and other relevant information as well as the contents of the reporting, and includes the reporting materials in confidential document management.

## Develop honesty education

The Company develops various forms of honesty education activities, covering both the Company's management and grass-roots employees, and focusing on education in "plane", training in "line" and warning in "point". The effectiveness of combating corruption and upholding integrity has been recognized by employees.

Related measures:

Sign enterprise-wide commitment letters on the construction of a clean and honest Party work style, and establish 36 personalized indicators; identify 81 key positions such as HR, procurement, marketing, engineering, reform and research etc., and sign 1,382 integrity commitment letters at all levels;



Carry out warning education activities at different levels through various forms such as middle-level cadre meetings and business line case sharing;



Strengthen supervision on department leaders. Talk to department leaders and the newly appointed cadres about integrity and carry out 78 times of self-exposure of problems in their duties, work and integrity for the latter, urging them to buckle up the "first buckle" of integrity in career;



Formulate the 2023 warning education plan, carry out training for branch secretaries, middle management, supervisors and team leaders at different levels, and carry out 64 times of warning education activities by way of propaganda for frontline employees by Discipline Inspection Committee members, inspection and propaganda at the same time by inspection cadres, cross-unit propaganda by Discipline Inspection Committee members, with 3826 persons attended in person.



In 2023,

○ Times of publicity and education training of anti-corruption

**38** times

○ Employees participating in corruption combating and integrity upholding training

**9,755** attendance

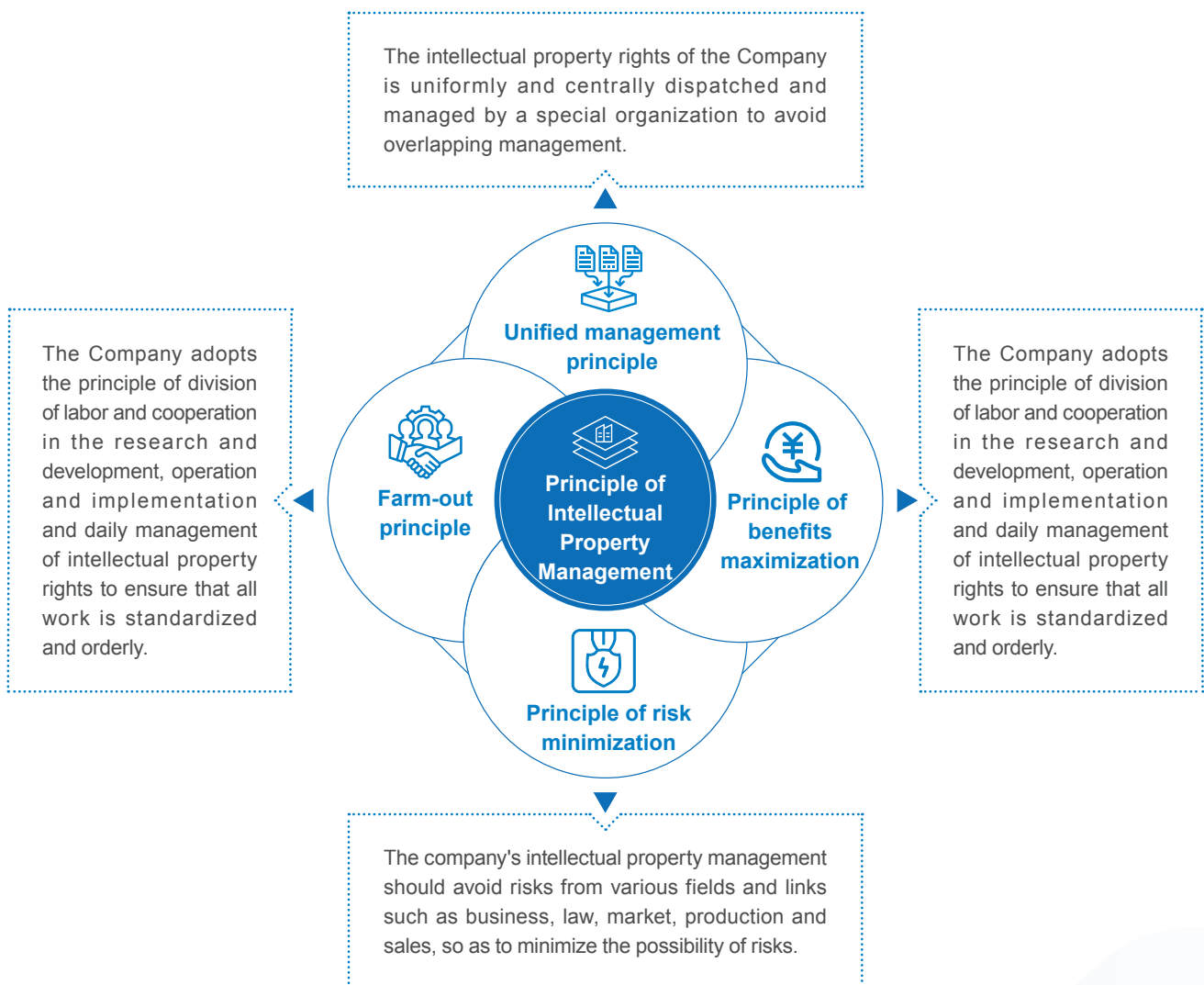
○ Directors participating in corruption combating and integrity upholding training

**18** attendance



# Intellectual property protection

In strict accordance with the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China* and other relevant laws and regulations of China and Chongqing, the Company formulates *Administrative Measures for Intellectual Property Rights (Trial)* and *Administrative Procedures for Intellectual Property Rights* to check the links that may have intellectual property infringement risk. If there is intellectual property infringement risk, the Company avoids infringing others' intellectual property rights by avoidance design, invalid patent, obtaining patent license and other strategies. For acts involving infringement of the Company's intellectual property rights and interests, the Company will protect its rights in accordance with national laws and regulations and relevant procedures and the Company's systems.



# Environment

## Establish environmentally friendly and green channels

Global climate change is a common challenge facing mankind. By always taking “becoming a world-class green intelligent supply chain logistics technology company” as the vision, the Company attaches great importance to environmental protection, energy conservation, and carbon reduction during operation, actively supports the development of national carbon peaking and carbon neutralization undertakings, integrates green concepts into multiple links such as warehousing, transportation, packaging, and recycling, builds a carbon reduction ecology, and creates green logistics channels.

The Company has caused no significant impact on the environment or natural resources. The Company observes the principles of environmental protection and conservation of natural resources in its operations, complies with environmental, social and governance policies and procedures, and applies relevant policies in energy conservation and environmental protection to avoid significant impact on the environment or excessive consumption of natural resources.

Strengthen environmental management 17

Combat climate change 28

Practice energy conservation and emission reduction 20

Spread green culture 30



all departments of the Company carried out **153** environmental protection trainings



with a total number of **6,463** participants



**11** emergency drills for environmental emergencies



## Strengthen environmental management

The Company has deeply promoted the construction of the QHSE management system, continuously improved environmental protection related policies and system documents, established a safety and environmental protection committee, which is responsible for studying, coordinating, guiding, and resolving environmental protection related issues of the Company, ensuring the operation, review, and continuous improvement of the environmental protection management system, promoting environmental protection responsibility from management to practice, and conducting energy conservation and environmental protection training to making all employees responsible for and practitioners of environmental protection and jointly protect the ecological environment.

### Management structure and mechanism of safety and environmental protection committee

The director of the environmental protection committee is Chairman of the Board, the deputy director is the General Manager, and the members are composed of senior executives, and principals of functional centres, regional companies, business departments and subsidiaries. The office of the environmental protection committee is located in the environmental protection coordination department, with the principal of the environmental protection coordination department serving as the office director. The office of the environmental protection committee is mainly responsible for the daily affairs of the committee, including regularly organizing meetings (held together with the safety committee), and inspecting and assessing the implementation of environmental protection work of each department. The environmental protection committee shall hold a meeting at least once a quarter to convey and implement environmental production laws, regulations, and other requirements issued by the state or higher authorities, summarize and analyse the Company's environmental management status, discuss and determine the Company's major environmental issues, and propose work objectives and plans.

#### System guarantee

- Strictly abide by national laws and regulations such as *Environmental Protection Law of the People's Republic of China*, *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution*, *Regulations on the Management of Environmental Protection upon Completion of Construction Projects and Administrative Measures for Environmental Protection Acceptance of Construction Projects*.
- Develop Hazardous Chemicals Management Process, and constantly improve internal management systems such as *Administrative Measures for Prevention and Control of Environmental Pollutants*, *Administrative Measures for Environmental Protection*, *Environmental Factor Identification and Evaluation Process*, *Environmental Risk and Opportunity Identification and Assessment Process*, *Noise Emission Control Management Process*, *Process for Control and Management of Waste Water Discharge and Waste Gas Emission*, and *Environmental Risk and Identification and Assessment Process*.

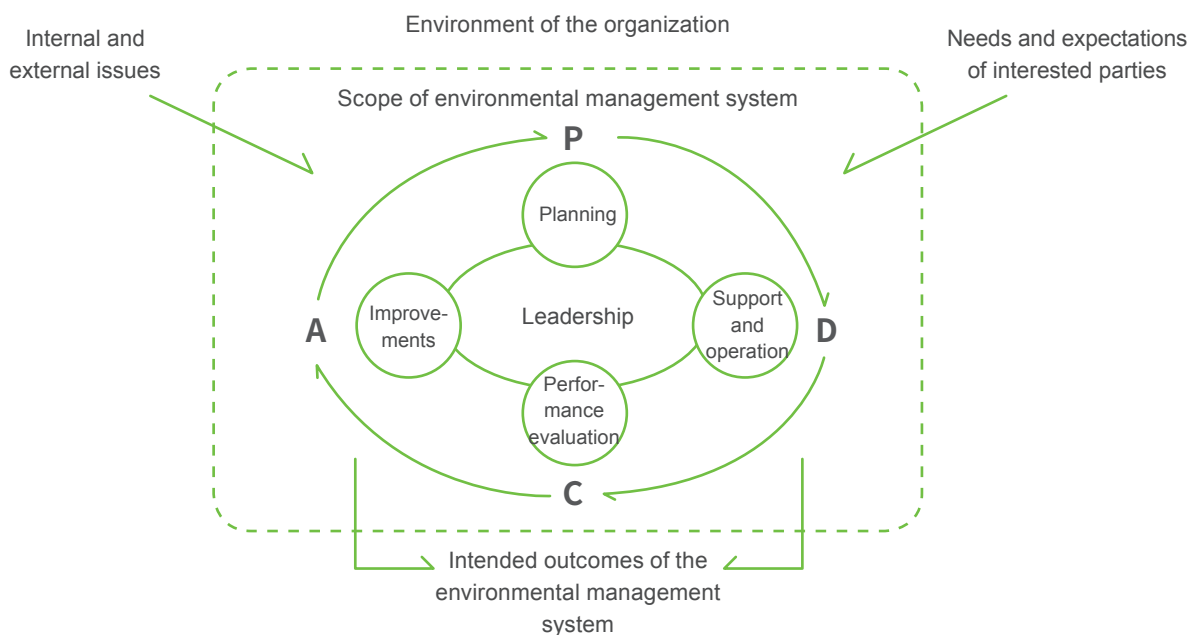
#### Management guarantee

- Set up a safety and environmental protection committee to form an internal environmental protection organization with the Safety and Environmental Protection Centre of the headquarters as the leader and supervisor and each department as the performer. Each department performs their duties in the environmental protection process. The leader is responsible for formulating regulations and procedures regarding environmental protection and planning the Company's environmental management work. Each performer is responsible for identifying the environmental elements involved within their management scope, formulating controlling measures, ensuring compliant emissions, minimizing environmental risks, so as to ensure the effective implementation and operation of QHSE management system within the Company.

### Implementation guarantee

- Perfect the preparation of environmental management manual and management measures, guide each department to prepare three-level operation documents such as relevant operation procedures, management regulations and control requirements, and supervise the implementation.
- Perfect *Internal Audit Control Process* and *Management Review Management Process* which require each department to regularly organize internal audit and management review for their systems as planned, and accept the external audit. If problems are found in various audits, the responsible department will be responsible for implementing the rectification and closure and each business department/subsidiary will assist with verification work; in addition, the Safety and Environmental Protection Centre of the Company's headquarters will supervise and inspect the implementation of the rectification.
- In August, the Company passed the verification of the ISO14001 and ISO45001 by China Quality Certification Company, which fully proved the appropriateness, adequacy and effectiveness of the Company's environmental system.

### Operation Mode of Environmental Management System



Environmental management targets	Target value	Completion value
“0” general and above environmental emergency	0	0
100% completion rate of rectification of potential environmental hazards on schedule	100%	100%
100% service guarantee rate of environmental protection facilities after transformation	100%	100%
100% compliance rate of solid waste collection, temporary storage and disposal management regulations	100%	100%
Administrative penalty for ecological environment protection “0”	0	0

### Environmental objectives



#### Greenhouse gas reduction target

Carbon dioxide emissions per RMB10,000 of revenue in each of the two years ending 2025 are planned to be 4% and 4% respectively lower than that in the previous year, with an overall reduction of 8% in 2025 as compared to the actual in 2023.



#### Waste reduction target

Reduce waste generation, gradually improve the use efficiency of recycling packaging and reduce packaging loss by publicizing recycling, promoting the application of green networked recycling packaging and practicing waste classification.



#### Energy conservation target

Comprehensive energy consumption per RMB10,000 of revenue in the two years ending 2025 is planned to be reduced by 4% and 3% respectively as compared with that in the previous year, with the overall reduction of 7% in 2025 as compared with the actual in 2023.



#### Water conservation target

Reduce the discharge of domestic sewage and gradually explore and establish the target of water resource consumption through repairing water facilities and advocating water conservation.

## Practice energy conservation and emission reduction

The Company actively carried out energy conservation and emission reduction and ecological environment protection, formulate *Administrative Measures for Prevention and Control of Environmental Pollutants*, used scientific management system, took pollution prevention as the core, adopted advanced science and technology, and striven to reduce pollutant emissions, optimize resource use efficiency and achieve green and long-term development.

### Emissions management

The Company involves the emissions of solid wastes, waste water and waste gas during its operation. We establish the concept of “zero emission and zero pollution”, continue to carry out comprehensive, whole process, full participation and closed-loop environmental management activities, strictly manage pollutant emission in the process of operation, and take effective disposal measures for different types of pollutants to ensure that all pollutant emissions meet the requirements of national and local laws and regulations. During the reporting period, the Company carried out annual environmental factor monitoring, including 87 samples under 4 categories from 12 regions, none of which exceeded the standard, and all emissions met the standard.

### Solid wastes management

The Company has formulated special procedures such as *Resource Management Measures*, *Fixed Assets Disposal Process* and *Non-fixed Assets Disposal Process* to strictly standardize the recycling and utilization of solid wastes. In the daily production and operation of the Company, the possible solid wastes include the used fluorescent tubes and used printer cartridges, and used batteries from battery forklifts and other equipment, and used engine oil from vehicle maintenance. We attach great importance to the disposal of these wastes, and require all responsible departments to adhere to the principle of “anyone who causes pollution shall be responsible for the pollution treatment”, take the environmental protection as an important part of production management, dispose wastes in strict accordance with relevant environmental protection rules and regulations, and delegate to qualified third-party organization for professional treatment to ensure that the environmental pollution caused in the production process of the Company is minimized.

**During the reporting period, the Company strictly standardized the classified collection and treatment of domestic waste in various departments. Specific measures include:**

- Continue to invest in purchasing or leasing electric forklifts to replace diesel forklifts to reduce waste gas emissions;
- It vigorously promoted the best practice cases of energy and environmental protection, transformed the automatic power-off charging devices and intelligent liquid replenishers, and added leak proof trays to prevent the leakage of battery electrolyte. Some departments piloted lithium battery forklifts and trailers, which essentially eliminate the leakage of battery electrolyte;
- The Company standardized the management of key areas such as charging area and maintenance area in 2023, established pollution prevention and control measures, standardized waste water discharge, transferred and disposed of more than 50 tons of hazardous waste in accordance with laws and regulations, to prevent environmental pollution incidents;
- Standardize the sorted collection and treatment of domestic waste by hazardous waste, perishable waste, recyclable waste, and other waste in each department.

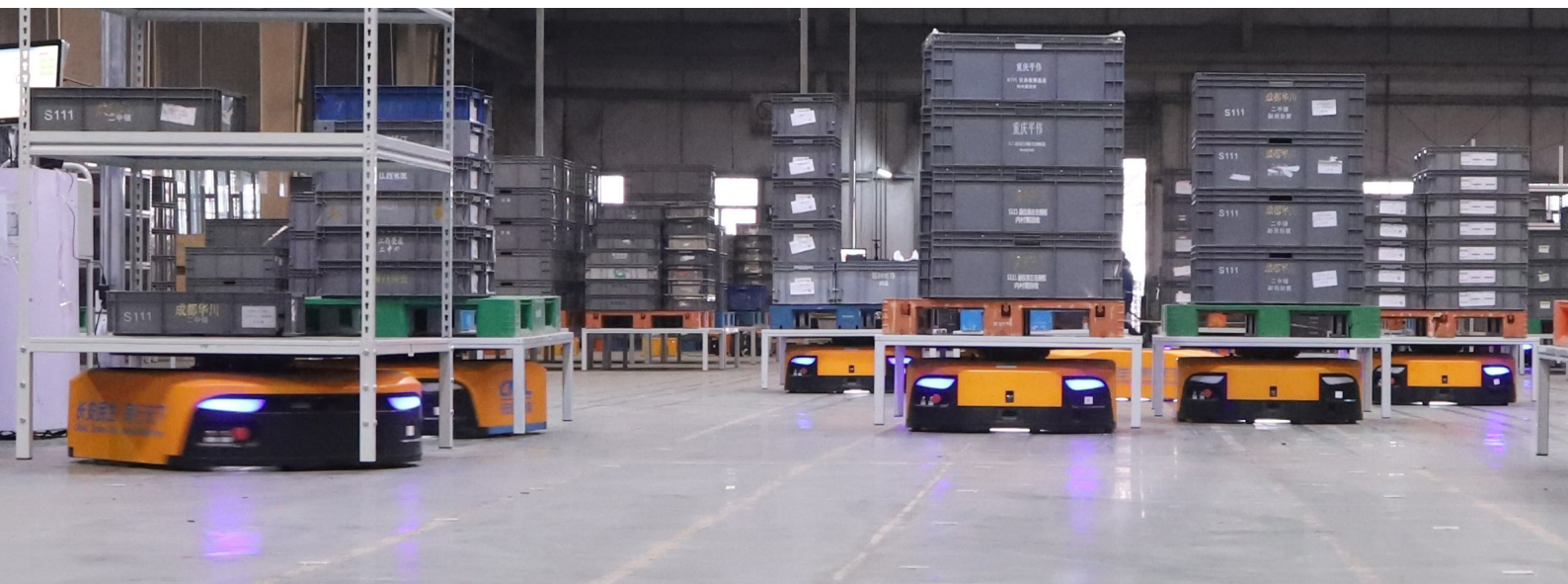
During the reporting period, the main waste emission of the Company was as follows:

Volume of hazardous waste produced <sup>1</sup>	Unit	2023
Used engine oil	t	0.89
Used engine oil density	ton/RMB100 million revenue	0.011
Used printer cartridge	t	0.74
Used battery	t	0.68
Used forklift batteries	t	58.20
Used fluorescent tube	t	0.08
Total amount of hazardous wastes	t	60.58
Density of hazardous waste	ton/RMB100 million revenue	0.76

<sup>1</sup> Total hazardous waste comprises of the production of used engine oil, used cartridges, used batteries, used fluorescent tubes and used batteries of forklifts.

Volume of non-hazardous waste produced <sup>2</sup>	Unit	2023
Used tires	t	1.64
Used paper	t	33.02
Used wooden pallet	t	27.00
Used plastics	t	30.00
Used cardboard	t	63.22
Total amount of non-hazardous wastes	t	154.88
Density of non-hazardous wastes	ton/RMB100 million revenue	1.944

<sup>2</sup> Total non-hazardous waste comprises of the production of used tyres, used papers, used wooden pallets, used plastics and used cardboard.

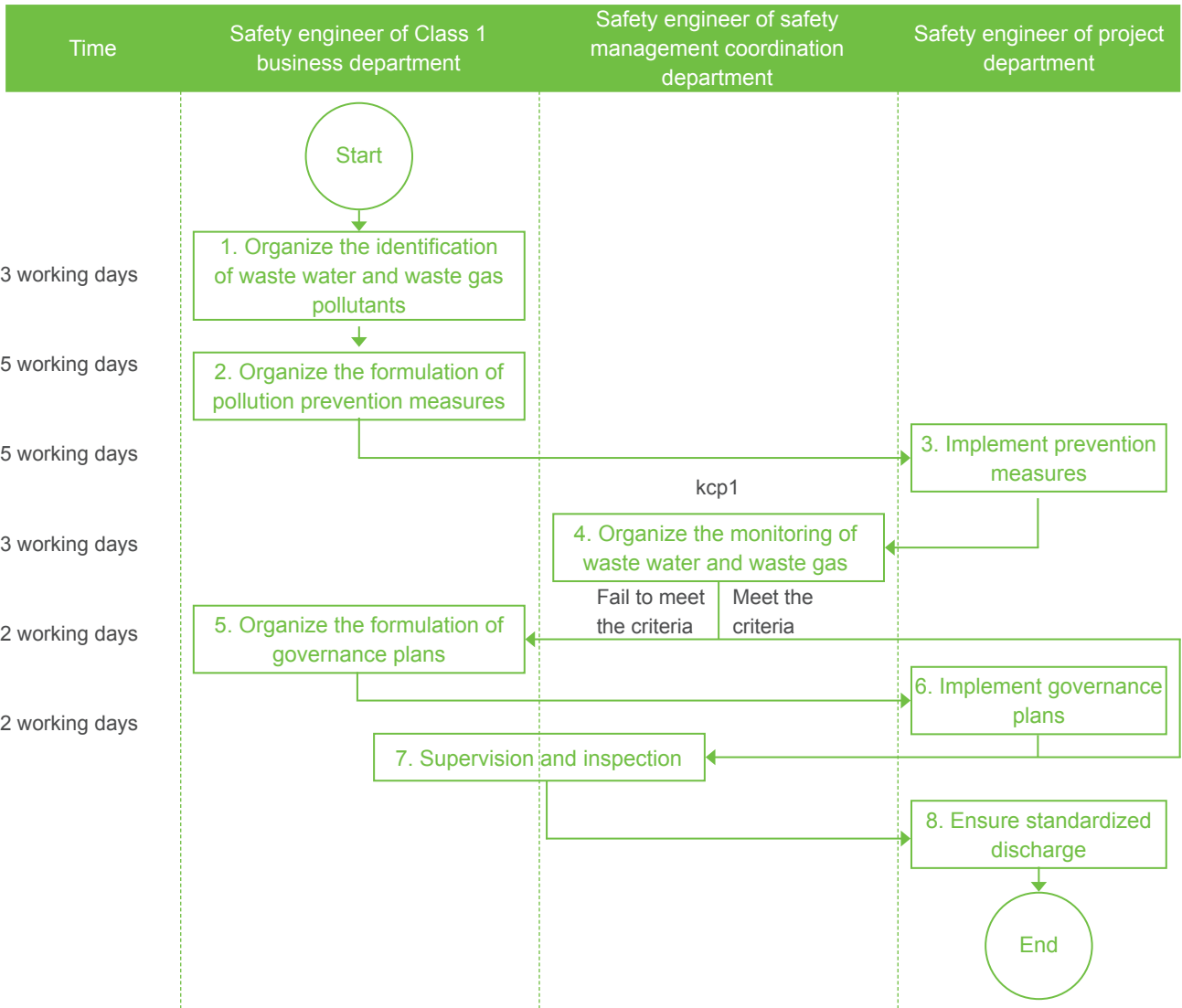




### Flow Chart of Waste Water and Waste Gas Emission Control Management

Process name: waste water and waste gas emission control management process

Process owner: safety management coordination department



## Waste water management

The Company has established strict environmental management system, including *Process for Control and Management of Waste Water Discharge and Waste Gas Emission*, to control the generation and treatment of waste water. The Company generates limited volume of waste water, mainly including lightly pollutive domestic sewage and vehicle wash water, which will be verified by the environmental authority and discharged to the municipal sewage network for unified treatment.

During the reporting period, the Company took the following measures for waste water management:

- Conduct environmental monitoring at least once a year and keep monitoring reports. In case of non-compliance with the corresponding national limits, the first-tier business units shall organize the formulation and implementation of water pollution control and rectification measures to ensure that the pollutants are discharged up to standard;
- The waste water generating department is responsible for preparing waste water discharge management provisions or operating procedures, formulating detailed pollution prevention and control implementation plans and organizing their implementation. It is strictly prohibited to discharge waste water in an irregular manner;
- Departments where water pollution accidents are likely to occur shall establish environmental emergency plans to reduce the impact and pollution as much as possible;
- The oily waste water from the canteen is treated in an oil separator, and the treated waste water is discharged into the designated sewage pipe network. It is strictly prohibited to discharge it into the rainwater pipe network. The use of phosphorus-based detergents in the canteen is strictly prohibited;

Waste water discharge and density	Unit	2023
Total waste water discharge	m	182,617.00
Density of waste water density	m <sup>3</sup> /RMB100 million revenue	2,291.59

## Waste gas management

The Company pays attention to waste gas management, pays close attention to the source of oil to ensure that motor vehicles use gasoline that meets the national emission standards, and promotes vehicle urea to help heavy trucks, buses and other diesel vehicles reduce pollutant emissions. During the reporting period, the Company invested RMB892,000 to continuously purchase or lease electric forklifts to replace diesel forklifts to reduce waste gas emissions.



## Greenhouse gas management

The greenhouse gas emissions of the Company mainly come from the energy consumption such as gasoline and diesel used in the transportation process and the purchased power consumption used in the administrative office area. We continue to strengthen the control of greenhouse gas emissions and contribute to China's goal of carbon peaking and carbon neutralization.

We adjust the energy consumption structure, adopt renewable energy solutions, invest and build photovoltaic projects in appropriate bases and parks, gradually increase the application of new energy vehicles and change the type of energy use, so as to greatly reduce the carbon emission of business operation; apply carbon reduction technology, establish a carbon footprint digital management platform, use artificial intelligence, big data, Internet of Things and other leading technologies to realise low-carbon intelligent operations, which facilitate the realisation of the digital management of the whole process, and multi-dimensional and in-depth intelligent carbon management analysis; upgrade the business model, improve operation efficiency and reduce carbon emissions by gradually promoting convective transportation, milk run, modal shift from road to rail/from road to waterway and multimodal transport, using green and low-carbon packaging, intelligent enterprise management, and providing customers with green and intelligent supply chain integration solutions.

During the reporting period, the Company's greenhouse gas emissions were as follows:

Greenhouse gas emissions and intensity <sup>3</sup>	Unit	2023
Greenhouse gas emission (scope 1)	CO2 equivalent - ton	4,269.99
Greenhouse gas emission (scope 2)	CO2 equivalent - ton	4,433.46
Total emissions of greenhouse gas	CO2 equivalent - ton	8,703.45
Density of greenhouse gas emission	CO2 equivalent - ton/RMB100 million revenue	109.22

<sup>3</sup> Greenhouse gases mainly include carbon dioxide, methane and nitrous oxide. The calculation method of greenhouse gas emissions refers to the Accounting and Reporting Standard of Greenhouse Gas Accounting System for Enterprises 2012 (Revised Edition) issued by World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) and the Fifth Assessment Report issued by Intergovernmental Panel on Climate Change (IPCC); the grid emission factors used in the calculation of scope II is derived from the average emission factors of the national grid in 2022 published in the Notice on the Report and Administration of Greenhouse Gas Emissions of Power Generation Enterprises from 2023 to 2025 by the General Office of the Ministry of Ecology and Environment. Total greenhouse gas emissions include emissions in scope 1 and scope 2.

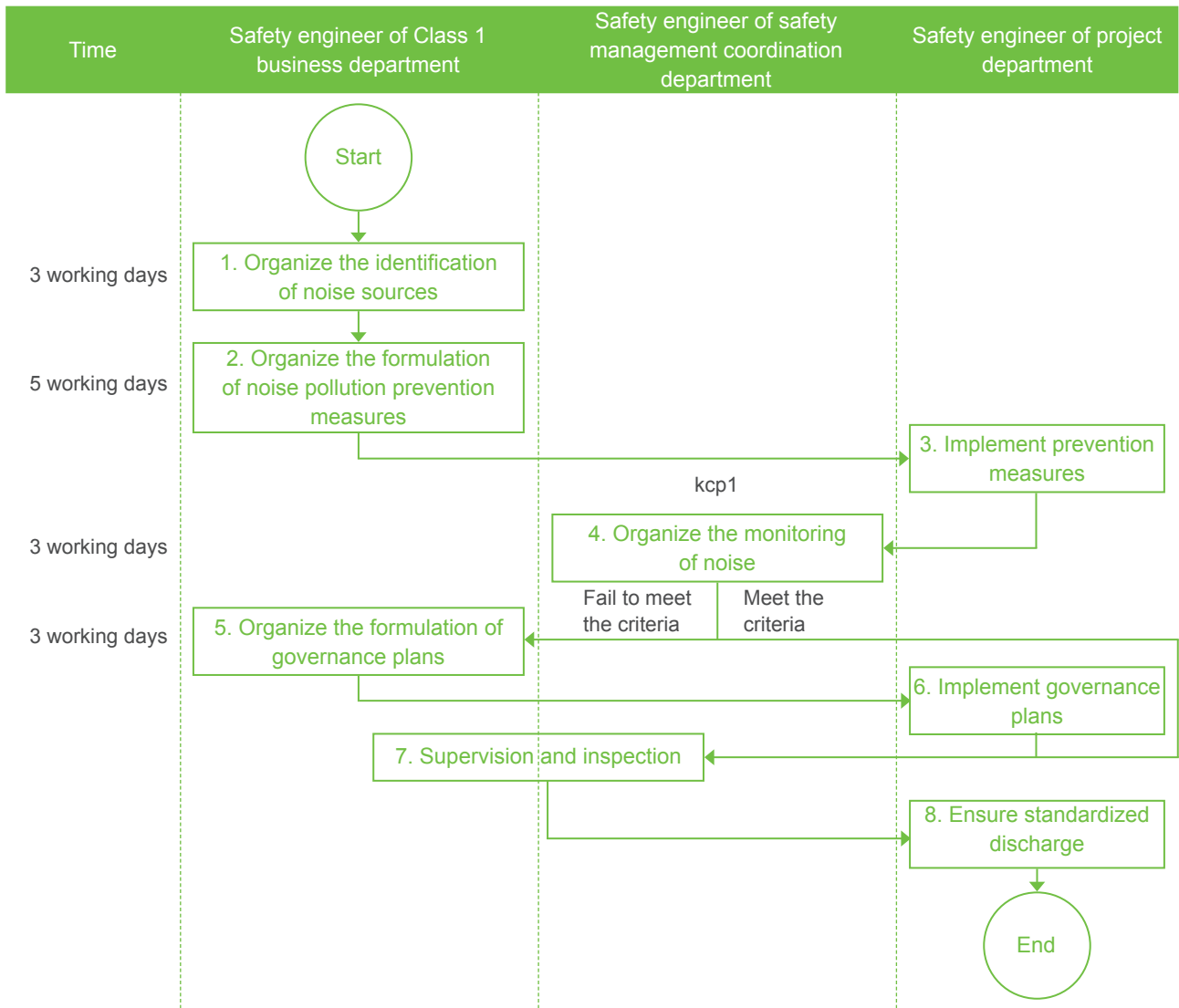


## Noise management

Noise pollution is involved in the production process of the Company. We have formulated the *Noise Emission Control Management Procedures*, and regularly monitor environmental factors every year. Through effective management and control of noise generated in production and business activities, noise emission is ensured to meet the requirements of national laws and regulations, so as to protect the physical and mental health of employees and the masses and reduce environmental impacts. During the reporting period, the Company carried out annual environmental factor monitoring, including 87 samples under 4 categories from 12 regions, none of which exceeded the standard, and all emissions met the standard.

**Process name: waste water and waste gas emission control management process**

**Process owner: safety management coordination department**



**Noise Emission Management Flow Chart**

## Resource use

The main energy consumption of the Company includes electricity, gasoline, diesel, natural gas and other energy sources. In order to implement the national policy of attaching equal importance to energy development and conservation, comprehensively strengthen the Company's energy use management, reduce energy consumption, improve energy utilization efficiency, and enhance the Company's economic efficiency, we strictly abide by laws and regulations such as *Law of the People's Republic of China on Conserving Energy*, *Cleaner Production Promotion Law of the People's Republic of China*, *Circular Economy Promotion Law of the People's Republic of China*, and *Interim Regulations on Energy Conservation Management* of the State Council, issue internal systems such as *Resource Management Measures and Administrative Measures for Environmental Protection*, and newly formulate *Energy Management Measures* based on the actual situation of the Company to continuously strengthen the effective management of energy and resources.

## Power management

We continue to optimize the energy structure, eliminate old equipment and improve energy efficiency. At the same time, we actively promote green office and save unnecessary resource consumption. For example, the inspection and notification mechanism for turning off lights at night requires all employees to turn off the lighting system in their area after work to save electricity. If the inspectors find that the lights are not turned off, the informed criticism will be given inside the Company to remind them and improve the awareness of saving electricity and environmental protection of all employees.

During the reporting period, the Company's energy usage was as follows:

Total direct and indirect energy consumption and density by type	Unit	2023
Unleaded petrol	Liter	131,294.93
Diesel	Liter	1,356,165.16
Natural gas	m3	151,252.00
Outsourced electricity	MWh	9,953.91
Direct energy consumption	MWh	16,613.71
Indirect energy consumption	MWh	9,953.91
Total energy consumption	MWh	26,567.63
Density of total energy consumption	kWh/RMB100 million revenue	333.39



## Water resource management

The Company attaches importance to the rational and scientific use of water resources to enhance the efficiency of water consumption, monitors the water consumption of each unit on a monthly basis, strengthens the conservation of water resources, and strictly eliminates waste of water resource arising from leakage, and the relevant work is examined in the annual performance appraisal. For example, we carry out key inspections and supervise the rectification of water supply and firefighting pipe networks that have been in use for a long time, so as to effectively avoid the waste of water resources. The Group did not encounter difficulties in finding suitable water sources. The Group has a stable water source which is sufficient to meet its daily operational needs.

During the reporting period, the Company's water usage was as follows:

Total water consumption and density	Unit	2023
Total water consumption	m <sup>3</sup>	204,337.66
Water consumption density	m <sup>3</sup> /RMB100 million revenue	2,564.16
Water saving amount	m <sup>3</sup>	370.00

## Material resource management

The Company has devoted to the development of green products and strengthened the management of the whole process, optimized the input of raw materials, vigorously carried out the technological innovation, reduced pollutant emissions from various aspects such as technological innovation, product design, product production and packaging, building an environment-friendly enterprise image. The Company reduced the use of disposable materials and introduced new recyclable packaging materials during the operation, so as to reduce the cost of disposable packaging, extend the product life cycle, improve the resource utilization efficiency and reduce the generation of disposable wastes.

During the reporting period, the Company's packaging material usage was as follows:

Total amount and density of packaging material	Unit	2023 年
Paper	t	404.38
Wooden products	t	62
Plastics	t	192.59
Total amount of packaging material	t	658.97
Density of packaging material	ton/RMB100 million revenue	8.27

## Combat climate change

Climate change is one of the greatest risks facing the world. The Company actively carries out the identification of climate change risks and opportunities, continuously optimizes and improves the Company's overall low-carbon logistics strategy and layout, and takes effective measures to reduce carbon emissions and mitigate the impact of climate change.

	Climate change risks and opportunities	Time dimension	Our action
Transformation risk	<p><b>Policy risk</b></p> <p>The implementation of the “carbon peaking and carbon neutralization” plan and the introduction of policies related to energy conservation and emission reduction may have an impact on the service and operation mode of express companies, leading to an increase in expenses of environmental protection, energy conservation and emission reduction</p>	Medium- and long-term	<ul style="list-style-type: none"> <li>Set scientific greenhouse gas emission reduction targets</li> <li>Launch strategic plans for low-carbon logistics</li> <li>Carry out energy conservation and consumption reduction and promote the use of renewable energy sources</li> <li>Apply carbon reduction technology and use green low-carbon packaging</li> </ul>
	<p><b>Technical risk</b></p> <p>Green packaging technology R&amp;D, green transportation, green office, etc.</p>	Medium- and long-term	<ul style="list-style-type: none"> <li>Increase investment in low-carbon technology R&amp;D and improve R&amp;D efficiency</li> </ul>
	<p><b>Market risk</b></p> <p>Consumers pay more attention to the impact of products and services on climate</p>	Medium- and long-term	<ul style="list-style-type: none"> <li>Strengthen the promotion of green transformation of products and services, and create a low-carbon brand image</li> </ul>
	<p><b>Reputation risks</b></p> <p>Investors' attention, upstream and downstream demand of the supply chain, community's attention</p>	Long-term	<ul style="list-style-type: none"> <li>Strengthen communication with stakeholders, disclose low-carbon and environmental actions and data; join suppliers in low-carbon actions</li> </ul>
Physical risk	<p><b>Acute risk</b></p> <p>Extreme weather events and major natural disasters may pose a threat to transportation safety</p>	Short- and medium-term	<ul style="list-style-type: none"> <li>Establish <i>Special Emergency Plan for Sudden Natural Disasters</i> for extreme weather and natural disasters such as earthquake, debris flow, landslide, rainstorm, hurricane and blizzard, take emergency measures to effectively prevent and reduce the occurrence of emergencies, and control, reduce and eliminate serious social hazards caused by emergencies.</li> </ul>
	<p><b>Chronic risk</b></p> <p>Temperature rise and sea level rise may have an impact on human living environment and business scope</p>	Long-term	<ul style="list-style-type: none"> <li>Participate in climate change actions and protect the ecological environment</li> </ul>

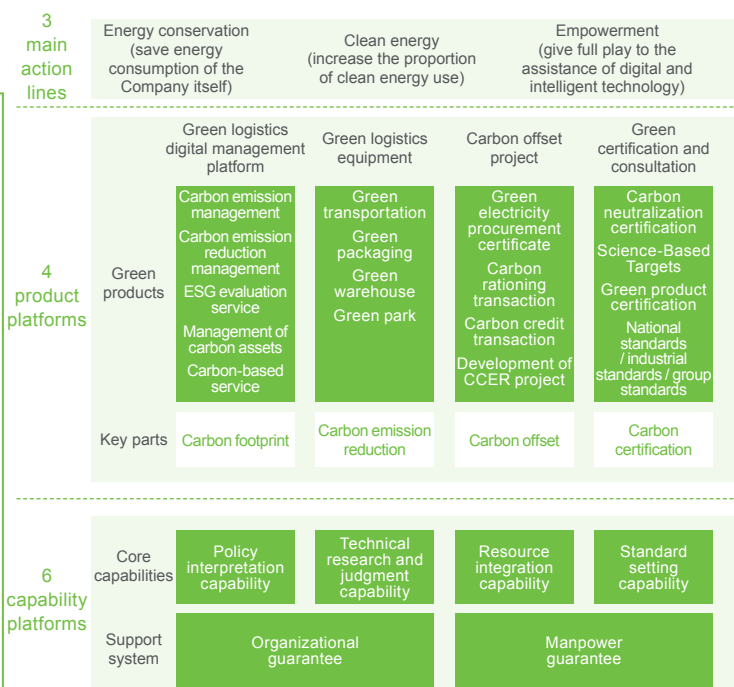
## Strategic planning for low-carbon logistics

The Company actively responded to the national “carbon peaking and carbon neutralization” policy and proposed a green and low-carbon logistics strategy during the reporting period. Starting from the three main action lines of energy conservation, clean energy, and empowerment, the Company continued to increase low-carbon technology and product R&D, achieved carbon footprint management, carbon emission reduction, carbon offset, and carbon certification through four product platforms of green logistics digital management platform, green logistics equipment, carbon offset project, and green certification and consultation, and enhanced its green competitiveness by establishing a carbon ecosystem.

### Overall Green and Low-carbon Logistics Strategy of the Company

**Green strategy: CMAL is positioned as an overall solution provider for green industrial logistics**

1. Carbon footprint: Supply chain carbon footprint solution provider
2. Carbon emission reduction:
  - Green transportation: Green transport capacity and intelligent IoT platform provider
  - Green packaging: Overall IoT intelligent circular packaging solution provider
  - Green park: Park energy and carbon emission digital solution provider
3. Carbon offset: Carbon offset project service solution manager
4. Carbon certification: Supply chain low-carbon transformation service solution manager



**Green target: Find out the carbon situation, establish a carbon ecosystem, and enhance green competitiveness**

1. Find out the carbon situation:
  - Build a green logistics digital management platform;
  - Realize carbon emission accounting in the entire process of automobile logistics;
  - Develop emission reduction targets and emission reduction roadmap;
  - Strengthen attention to emission reduction, social responsibility, and sustainable development reports
2. Establish a carbon ecosystem: Cooperate to develop green products and define green logistics solutions.



### Build a digital carbon footprint management platform

The Company plans to build a digital carbon footprint management platform 1.0 to achieve professional and digital carbon emission accounting and management.

**The core functions include:**

- Build four functional modules: carbon accounting organization, product carbon footprint, carbon accounting for emission reduction projects, and carbon emission reduction management
- Establish a carbon emission evaluation system and model and form green and low-carbon accounting and solution capabilities
- Actively expand and upgrade the platform functions on the basis of consolidating carbon accounting and carbon emission reduction management with platform, and carry out carbon footprint multi-valuing in phase II as planned

**Project profit:**

- Realize digital carbon emission management for reducing costs and increasing efficiency, help tap emission reduction potential, and promote technological innovation in energy conservation and emission reduction
- Improve the Company’s carbon management system and reduce potential policy risks
- Provide customers with additional value-added services, including quantifiable green logistics solutions, carbon footprint management services, and assist customers in achieving ESG compliance management
- Cultivate low-carbon awareness, and create a green corporate culture



## Spread green culture

In order to deeply practice President Xi Jinping's ecological civilization thought and fully, accurately and comprehensively implement the new development concept, the Company has carried out extensive publicity and education on energy conservation and carbon reduction, vigorously advocated green and low-carbon production and life style, conducted a series of environmental protection activities, spread green culture, and advocated green and low-carbon work and life concept.

In the information building and canteen area of the Company, we broadcast relevant knowledge of carbon neutralization on public publicity screens. Energy conservation and environmental protection propaganda slogans and posters are posted in all office areas and work sites of the Company; All departments carry out publicity, implementation and learning on energy conservation, emission reduction, and consumption reduction. Learning is performed through Enterprise WeChat and other ways; Project morning meetings and opening and closing meetings of teams are held to promote the concept and knowledge of energy conservation and consumption reduction, ensuring that all employees can actively participate in the activities.

During the reporting period,

all departments of the Company carried out  
**153** environmental protection trainings

with a total number of  
**6,463** participants

**11** emergency drills for environmental emergencies

with a total number of  
**158** participants



### Energy conservation publicity week of the Company

Each department of the Company carries out low-carbon publicity by organizing employees to participate in online question answering, offline poster publicity, and safety officer briefings based on its own actual situation. It extensively carries out publicity and education on energy conservation and carbon reduction, vigorously advocates green and low-carbon production method and life style, and publicizes good experience and practices in energy conservation and carbon reduction, industrial upgrading, energy conservation and efficiency enhancement, and pollution reduction and carbon reduction.



Creation of An Atmosphere for Energy Conservation Publicity Week by Posting Promotional Posters

# Employees

## Cultivate various talents

With regarding employees as the source of power and important competitiveness for the development of the enterprise and “contributor oriented” as its mission, and adhering to the basic concept of “people oriented”, the Company strictly complies with national and regional laws and regulations such as *Labor Law of the People’s Republic of China*, *Labor Contract Law of the People’s Republic of China*, and *Social Insurance Law of the People’s Republic of China*, formulates and implement systems such as *Regulations on the Administration of Labor and Employment* and *Implementation Rules of Labor Contract Management*, establishes standardized employment processes and salary systems, protects the legitimate rights and interests of employees, fully reflects inclusiveness and respect, creates a fair development platform, helps employees grow and become talents, pays attention to employee safety and health, and creates a positive work atmosphere, so as to empower enterprises and employees to develop.

Build a diversified team 33

Broaden development channels 36

Protection for employees’ rights and interests 35

Care for employees’ health 39



**46** college students



**28** junior college students



**75** interns are introduced to supplement fresh blood for the development of the Company

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## Build a diversified team

The Company abides by the legal requirements of the place of operation, establishes and improves the human resource management system, follows the principle of just, fair and open recruitment, introduces talents through multiple channels, and promotes the long-term development of the enterprise.

## Equal and compliant employment

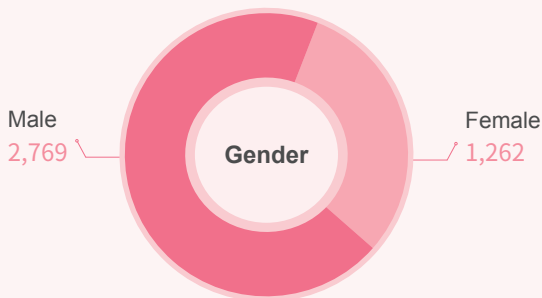
We adhere to the employment principle of "reasonable allocation, balanced demand, openness and justice and optimal cost", strictly follow the *Labor Law*, *Labor Contract Law*, *Tentative Provisions on the Payment of Wages*, *Social Insurance Law*, *Regulations on Worker's Compensation Insurance* and other laws and regulations, and establish management measures such as *Recruitment Management Measures*, *Contract Worker Recruitment Management Measures*, and *Labor Dispatch Management Measures and Labor Outsourcing Management Measures*, so as to improve the processization, institutionalization and specialization of employment management, standardize employment relations, resolutely eliminate employment discrimination due to age, gender, clan and other factors, and provide a fair, diversified and harmonious career platform.

## Diversified talent reserve

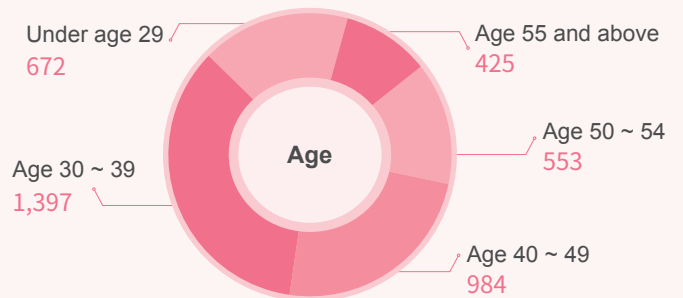
We adhere to the employment principle of "open recruitment, double examination, selective employment and employment from inside to outside", introduce talents through multiple channels, and carry out diversified, multi-field, multi-level and multi-form talent reserve based on strategic development and business support.

### Total number of employees (4,031 person)

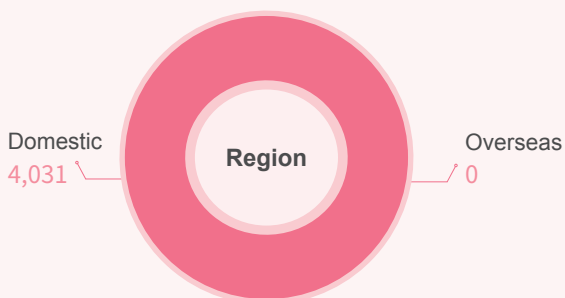
Total number of employees by gender



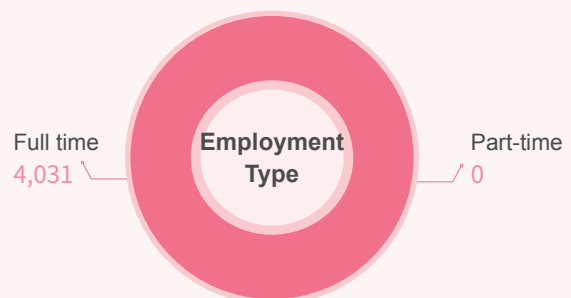
Total number of employees by age



Number of employees by region



Total number of employees by employment type



### New breakthroughs have been made in the talent mechanism



The work of a postdoctoral research workstation is improved. Through cooperation with universities, industry associations, research institutes, and other institutions, 15 co-advisors are hired to build a talent gathering highland.

### Build talent development project



Focusing on intelligent equipment, software, big data, packaging, marketing and other key areas, recruit 29 mature talents (technology 17, market 12), recruit 26 high potential talents from universities (including 17 technology talent and 9 market talents who graduated in 2023). Introduce intelligent equipment leading talent, make breakthrough in recruitment of doctors, so as to facilitate the transformation and upgrading of the Company.

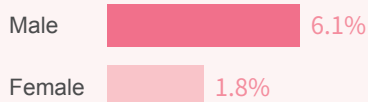
### The reserve talent team is more solid



46 college students (25 master students, 15 students from 985/211 universities), 28 junior college students, and 75 interns are introduced to supplement fresh blood for the development of the Company.

## Annual employee turnover rate (7.9%)

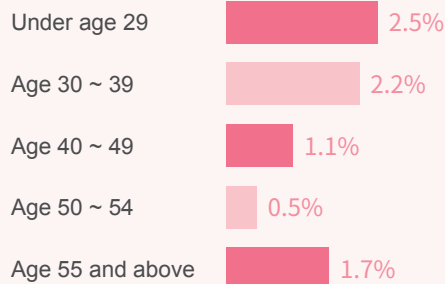
### Employee annual turnover rate by gender



### Employee annual turnover rate by region



### Employee annual turnover rate by age



## Protection for employees' rights and interests

The Company takes safeguarding the rights and interests of employees as its basic responsibility, strictly operates in accordance with laws and regulations, continuously supervises and corrects non-compliance behaviours, continuously optimizes the salary and welfare system, distributes reasonably, reflects the management concept of equality, and benefits all employees more fairly with more development achievements.

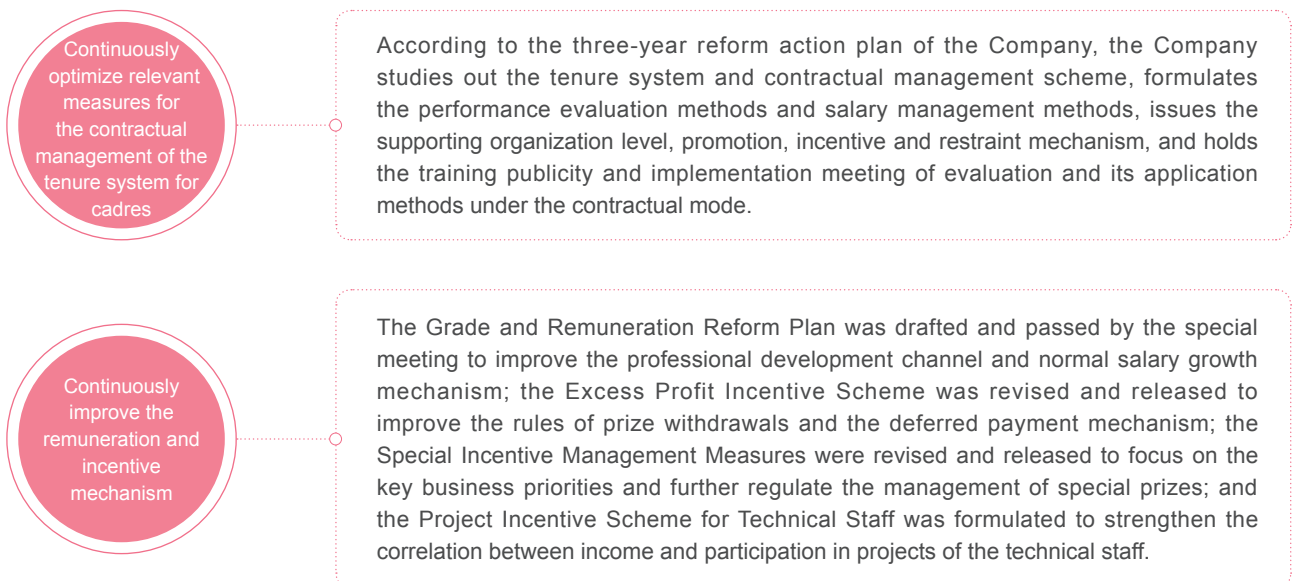
### Avoid child labor and forced labor

We strictly abide by the Law of the People's Republic of China on the Protection of Minors, Provisions on Prohibition of Child Labor and other national laws and regulations, strictly control the age of candidates in the resume screening process, and clarify the working mode, working hours and other standards in the job responsibilities of recruitment. We also revise and issue labor employment management systems such as *Labor Outsourcing Management Measures*, *Labor Dispatch Management Measures*, *Temporary Employment Guidance Management Measures*, and *Measures for Labor Supplier Evaluation, Management, Incentive and Restraint*, clearly specify various employment standards and job conditions, reasonably allocate human resources, and establish harmonious labor employment relationships. The Company conducts quarterly inspection of labour employment. If found, child labour or compulsory labour will be stopped immediately and necessary support measures will be taken to deal with such violation, such as reporting to the local labour authorities and arranging health checks.

### Employees' remuneration and welfare

The Company attaches great importance to the construction of employee salary and welfare system. Relying on the internal scientific and perfect human management mechanism, the Company has established the *Cadre Salary Management Measures*, *Enterprise Annuity Management Measures*, *Welfare Management Measures* and other systems and measures related to salary and welfare, and standardized and defined the standards and application rules of salary and welfare. In strict compliance with national requirements, the Company ensures employees' rights to obtain labor remuneration, labor protection and social security, rest and vacation, and provides employees with enterprise annuity to ensure their quality of life after retirement.

Employee salary management measures:



## Broaden development channels

The Company is committed to building an employee growth platform, unblocking the promotion channel of employees, paying attention to the cultivation of employees' comprehensive quality, constantly improving the training management system, and realizing the common development of employee and enterprise.

### Employee promotion

The Company practices the cultural concept of "contributor-oriented", takes value contribution as the guidance, combines incentive and restraint, establishes internal systems such as *Performance Management Measures*, *Attendance Management Measures* and *Qualification Management Measures*, creates a scientific and reasonable career development path for employees, and tilts honor, resource allocation and career promotion to employees with large value contribution, so as to realize the matching of income and development opportunities with their value contribution.

#### Improve management policies and systems

- Issue a notice on regulations related to the rank evaluation of management cadres, and optimize the *Management Procedures for Discipline Series Qualification Standards*, *Management Process for Grassroots Management Personnel*, and *Management Measures for the Evaluation of Professional Titles*

#### Carry out special management improvement

- Build a skills level certification management system for operational employees from scratch, issue the *Management Measures for Vocational Skills Level Certification*, and organize the first level certification of skilled talents;

#### Effect

- The first skills level certification work received a high degree of participation from the Company's skilled operators, with 189 participants, 86 certificate holders, and a passing rate of 46%;
- Carry out relevant professional title and qualification reviews. 21 employees have passed the professional title review (2 employees with senior professional title, 8 employees with medium-grade professional title, and 11 employees with primary professional title); 189 employees have applied for skills level certification for O-series, and 86 have passed the certification, with a passing rate of about 46%; qualification certification for P-ranked employees, with 473 employees applied and passed, of whom 370 employees are qualified for promotion and the left are kept unchanged. According to the results by each PDC and professional committees, finally, 267 employees were promoted, accounting for 72.1%, which can motivate the staff to improve their capacities.

## Employee training

The Company follows the *Advice on the Implementation of a Lifelong Vocational Skills Training System, Provisions on Safety Training of Production and Business Operation Units*, and formulates training management systems such as *Employee Training Management Measures, Training Management And Result Application Measures, Annual Training Plan Management Process, Employee External Training Process, Annual Training Plan Management and Education Expenditure Standard* in combination with the actual situation of the Company, so as to effectively, clearly and systematically plan the training work, stimulate the learning motivation of all employees, and implement the talent development project.

The Company implements the management concept of lifelong learning, teaching for needs and linking work at selected spots with that in entire areas from three aspects: system construction, training operation and awareness improvement.

### Training and operation

- Taking the “Three Abilities” model and knowledge in the teaching materials as an extension, integrating the typical scenarios and challenge scenarios into the development framework of each course, promoting the “Three Abilities” course development project and cultivation of internal instructors, setting up a course development team consisting of directors, managers and core backbones, joining hands with external course development experts for one-on-one counselling, and developing 28 “Three Abilities” high-quality courses (including instructor’s handbook, trainee’s handbook, slides, case studies, and exercise booklets), which have been applied to the training of cadres at all levels.
- Closely focusing on the requirements for the professionalisation of cadres, we have iterated the four horizontal and three vertical leadership training structure of “executives-directors-managers-grassroots managers”, established the “Three Abilities” assessment model, developed the “One Person, One Strategy” learning product, determined the specific learning content for each individual, and accurately planned the training of cadres.
- Innovative planning of practical learning activities for cadres at all levels. Carrying out manager “Three Abilities” management case practice activities, forming more than 130 managerial practice management cases, and selecting 15 excellent cases to promote learning. The Company has carried out “action learning” for talents reserved for managers, and arrange 50 of them to participate in topic research of the Company to improve their business and management capabilities by way of one-to-one tutoring.
- Innovate in measures for cultivation of composite talent under the theme of “Four Batches”. Select 10 employees to cultivate them in actual working scenarios of new projects and production sites in other cities. By means of “teaching by mature talent” and “practicing”, qualified composite talents have been cultivated by cost-saving and efficient ways.
- Hold training for newly-recruited graduate to help them adapt to their work under the campaign of “New Generation”. Adopt such measures as centralized training, outdoor training and teaching by mature talents to improve their capabilities and trace their growth which has covered the three stages of adaptation, be qualified and development. In 2023, a total of 77 new recruiters attended this programme. In 2022, a total 18 excellent new recruiters finally stayed in the Company, reserving strategic talents for the Company.
- Iterate the training documents for new P-ranked employees, strengthen the three-level training, and achieve “immediate training and all training” through the combination of “online + offline” training. 2023, 3 new employee training sessions were implemented, covering 62 people. The overall coverage rate of new employee training was 100 per cent, with a pass rate of 98.39 per cent.

### Awareness rising

- The Company opens seminars for senior management members to forge a team of entrepreneurial talents by focusing on self-awareness and team guiding, recognize and understand coaching techniques through experiential training, and deepen the in-depth development of personal leadership and the use of coaching techniques by one-on-one guidance.



## Special training

- Participate in on-the-job training, on-the-job promotion, and all-round knowledge and ability training based on KET standards, with a qualification rate of 100%;
- In 2023, vocational skills training and level certification for forklift post are carried out, with a total of 194 employees signing up, with 86 persons passed;
- Special training of company-level internal trainers: Based on the development demand for training resources in the annual training plan, the Company stimulates a large number of employees who are willing to share and professional and profound to participate in the internal trainer program in the form of internal recruitment. The Company organizes the training, empowers internal trainers with course development capabilities and presentation skills, develops 28 internal courses.

Indicator name		Unit	2023 年
Total sessions for employee training		Times	2,046
Total attendance of employee training		Attendance	335,210
Trained employee percentage by gender	Male	%	100
	Female	%	100
Percentage of employees participating in training by type	Managers	%	100
	Specialists	%	100
	Operators	%	100
The average training hour completed per employee		Hour/person	44.47
The average training hour completed per employee by gender	Male	Hour/person	20.47
	Female	Hour/person	50.74
Average hours of trained employee by employee category	Senior management	Hour/person	50.46
	Intermediate management	Hour/person	142.36
Average training hours of employee by types	Managers	Hour/person	140.32
	Specialists	Hour/person	30.16
	Operators	Hour/person	20.85



## Care for employees' health

The Company focuses the work-life balance of their employees, pays much attention on enterprise humanistic care, solves employees' difficulties met in life, cares the physical and mental health of female employee, shows loving care for expatriates and their family members, helps and consoles employees suffering difficulties, organizes and carries out the "Nordic Walking" and other colorful recreational and sports activities for employees, so as to make them feel the warm of "Home".

## Work safety

The Company adheres to the management concept of "When Rules are Internalized, Dangers are Controlled", strictly abides by the *Law of the People's Republic of China on Work Safety, Fire Safety Law and Administrative Measures of Emergency Plan for Work Safety Accidents*, and establishes internal systems such as *Occupational Health, Safety, Environmental Protection, and Fire Protection Accountability System, Occupational Health, Safety and Environmental Management Performance Evaluation Measures, Work Safety Accountability System and Safety Management Measures of Relevant Parties*, one-time passes the national level supervision audit of GB/T45001 Occupational Health and Safety Management System for 2023, and provides the Company with the conditions and basic qualification necessary for production and operation, showing positive image and social responsibility of enterprise. The Company carried out the activities of Week for Occupational Disease Prevention and Control to raise employees' awareness of occupational disease prevention, increased investment in technical defence measures, and installed occupational disease prevention Internet of Things sensors (noise, dust) at production sites to achieve online monitoring and early warning. Established and improved measures on management and despatch of labour protection products, which should be despatched sufficiently according to requirements and needs to protect employees' occupational health.

### Safe construction

- One-time pass the national level supervision audit of GB/T24001, GB/T33000 and GB/T45001 system in 2023, increasing the effective operating of safety, environment and quality management system.
- One-time pass 2023 HSE system audit of China Changan, with conformance rate of system at 81.97%, which is increased by 1.33% compared with that of last year, smoothly achieving the goals set by the superior.
- Continual optimization of the system management documents at the company level. There are 3 documents added newly, 7 documents revised and 4 documents merged and abolished in the whole year, with the optimized quantity accounting for 25%.

### Safe management

- Continuously improve the potential hazard identification and control process system. All staffs (including the employee at front line and the principal leaders of the Company) participated in the supervision and inspection through spot routing inspection, routine safety inspection, various special inspections, and the instant snap by all staffs. The potential hazard identification and control responsibilities are defined in the post responsibilities system, so as to ensure that all staffs participate in the potential hazard identification and control.
- Year for production safety strengthening: in accordance with the relevant requirements, issued a strengthening year implementation programme, including the development of 6 aspects, 20 key tasks, 38 specific work items. Completed the development of standards for lithium batteries, 4 special remediation programmes, and provided guidance and assistance for 3 units.
- Establish and improve the hierarchic prevention and control and the potential hazard governance system of the Company strictly in accordance with the requirements of Opinions by the Office of the Work Safety Commission of the State Council of Implementation of Operating Instructions and Building the Dual Prevention Mechanism to Restrain the Major Accidents (AWB [2016] No. 11). The Company organizes twice potential hazards identifications for whole scope and complete production and operating activities and processes every year, preferentially takes the intrinsic safety measures, and prepares the risk management map according to relevant requirements to clear the safety management leader of each risk point and the requirements of management scheme. Organize the training for all employees, so as to ensure the risk controlled.

### Risk elimination

- Carry out in-depth potential hazard identification, comprehensively investigate all kinds of potential safety hazards, find problems, and make immediate changes.

### Emergency management

- Establish the sound emergency plan and the exercise plan of emergency plan, and organize the exercise at regular intervals. The impact on production and operation is analysed in quarterly safety committees meetings and monthly safety meetings, the preparation of emergency supplies is checked, emergency plans are examined, and drills are organised in a timely manner.
- The company and its units have adequate emergency management: 1,031 pieces of emergency personal protective equipment, 337 emergency call/shouting facilities, 3,222 pieces of emergency rescue materials, 678 pieces of emergency equipment and facilities, and 321 members of the emergency team.

### Safety education

- Chongqing Municipal Bureau of Ecology and Environment Liangjiang New District Branch and the company linked up to carry out the 2023 Road Traffic Accident Secondary Emergency Environmental Incident Emergency Exercise in Ford Inbound Logistics Park, further improving the ability to deal with environmental emergency response to larger traffic accidents. By strengthening the construction of safety production capacity, preventing all kinds of safety risks, improving the level of intrinsic safety, and ensuring the continuous stability of the company's safety production situation.
- The company organised more than 20 people to participate in the training course on emergency response capacity of Liangjiang New District; carried out the safety business line personnel capacity certification examination; combined with the theme of education, carried out the online learning of "keep learning of knowledge on safety and focusing on production safety", and pushed 9 short video courses, with more than 8,000 attendees.
- "Anti-three violations" safety special rectification: carried out 129 publicity training, training attendance reached 5,939. The company organised inspections of key areas and personnel and found 1,094 problems, all of which were rectified. The inspection found 214 times of three violations, 351 times of assessment, assessment amounted to RMB92,990. Each unit implemented the special rectification programme in accordance with the programme, achieving a 30% reduction in three violations and effectively reducing the occurrence of safety incidents.

## Occupational health

The Company follows the *Law of the People's Republic of China on Work Safety*, *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, *National Occupational Disease Prevention Plan*, *General Principles for Evaluation of Occupational Hazards* and other policies, implements the policy of "prevention first, prevention and treatment combination", clarifies various occupational health management systems, implements the pre-job, on-the-job and off-the-job occupational health examination of employees involved in occupational hazards, and pays in full for employee health protection, equipment and facility investment and other expenses to ensure that employees are not affected by occupational diseases in production services. During the reporting period, the Company carried out annual monitoring of occupational hazard factors, and the occupational hazard factors of all posts did not exceed the standard. There were no occupational health cases in the whole year.



## Employee care

The Company is always committed to improving employees' happiness index and encouraging employees to "work efficiently and live happily". The Company regularly carries out recreational and sports activities to promote the normalization and diversification of activities and to stimulate employees' enthusiasm and motivation. At the same time, the Company cares about employees and regularly carries out festival greetings and birthday greetings to warm employees.



Employee Chorus Competition



"International Women's Day" Activities



# Industry

## Realize win-win cooperation and walk hand in hand with partners

With the mission of “innovative logistics service makes life better”, and with a focus on customers, the Company works with customers, partners, supply chain partners and other stakeholders to achieve mutual integration and commensalism, mutual benefit and win-win results while continuously realizing its own business development.

Innovation in logistics solutions 45

Improve quality management 49

Upgrade customer service experience 50

Build a responsible supply chain 52

Promote industrial development 54



Number of product and service complaints

**9** piece



Resolution rate of complaints

**95.24%**



Customer satisfaction

**100%**

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## Innovation in logistics solutions

In order to adapt to change in future logistics industry, the Company strives to make core technological breakthrough of the logistics by focusing on the digitization, the informatization and the greenization. Taking the building of “High Efficiency” and “High Technology” of the Company as the orientation, and regarding the “Process Drives the Collaboration, Scientific Technology Enables the Business and Intelligence Creates the Values” as the key points, the Company aims to establish the market-oriented technology innovation system with deep combination of IUR (Industry-University-Research). The Company quickens the transformation and upgrading with the scene driving, and makes great efforts to stride towards the “World-class Green Intelligent Supply Chain Logistics and Technology Company”.

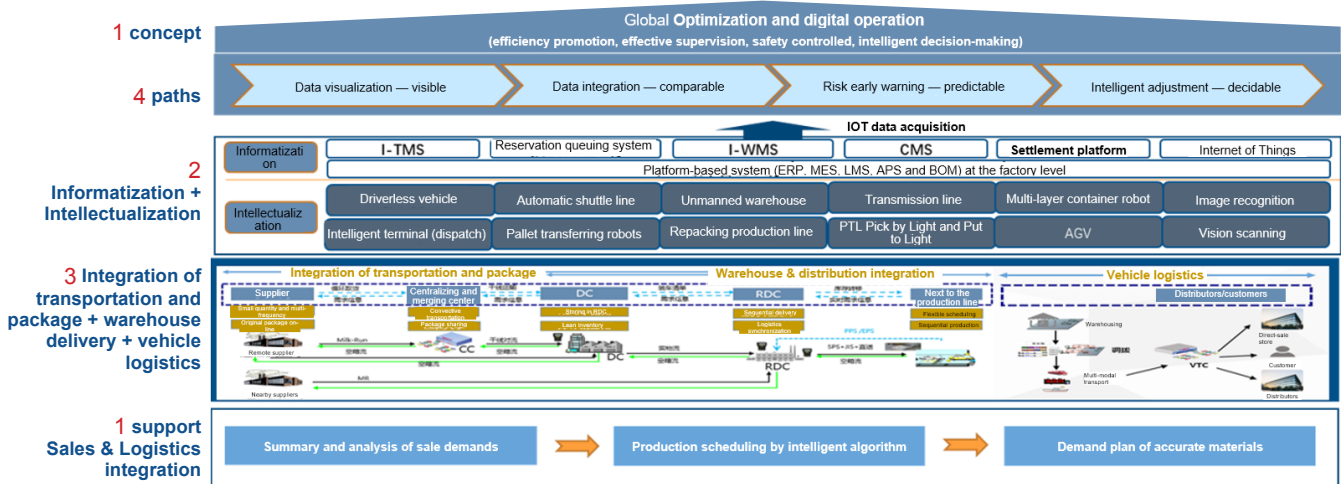


Awards for Logistics Technology Innovation by China Federation of Logistics and Purchasing

## Promote the intellectualization of logistics operation

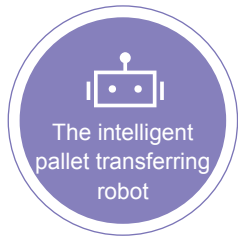
The Company carries out the intelligent construction by focusing on the scene of logistics operation, so as to achieve the goal of supply integration, quick cooperation, excellent delivery, digital and intelligent logistics, and finally realize the low cost and high efficient intelligent logistics mode by bringing in the new planning methods, logistics mode, intelligent device, information architecture, and other manners.

### Intelligent Logistics Framework of the Company

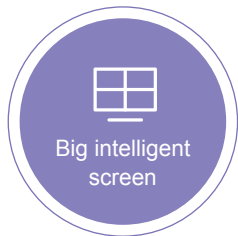




The Company vigorously develops the integration solution of intelligent equipment and intelligent logistics, as the important manners of transformation and upgrading of high-quality development, and carries out the intelligent construction by focusing on the scene of logistics operation.



It consists of pallet robot, networked glass fiber pallet and intelligent circulating material box. It is applicable to the intelligent handling of material in all industries, the automatic in-and-out-of-storage management, the intelligent tracing of container, etc., making the transferring more simple and high efficiency, realizing the seamless connection of material receiving and warehousing, the intelligent identification, picking up, handling and storage of goods, as well as the flexible dispatching of various containers, building the intelligentization of the whole process, and helping the enterprise reduce the cost and increase the profits.



The transportation monitoring system in transit is set up based on the “Hawkeye Map” and vehicle-mounted terminal intelligent box, realizing the visualization monitoring of the whole transportation process. The professional map platform in vertical fields of vehicle logistics is set up, thus the vehicle can be traced by the node visualization and returning point information of vehicle node, building the vehicle logistics with “Express Type” service.



It relies on the supply chain integration, logistics network node and other platform advantages, and launches the new service product “Warehouse Delivery Center”. The digital and intelligent delivery service with visible process, data and experiences are provided at the moment of meeting the personalized service demands of the customers.



The optimal high-efficiency logistics transportation service platform of “Goods and Person” is set up in the manner of “Logistics + Internet”. Relying on the national logistics network and sources, the platform integrates the social goods owner and transport capacity source by utilizing the mobile Internet, cloud calculation, IoT, big data, block chain, and other advanced technologies, realizing the logistics transportation of upstream and downstream enterprises of the supply chain, the merchandise trade, payment and settlement, financial service, and other platformization development.

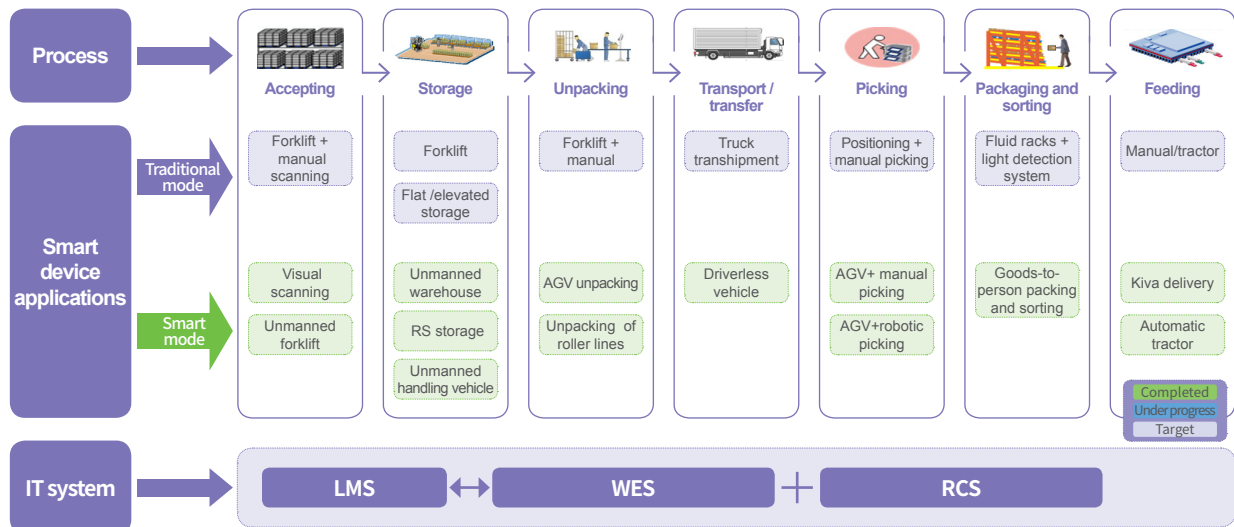


Based on the whole work process, it provides 9 kinds of intelligent products, such as the intelligent monitoring, loading and unloading, storage, handling and picking, etc.; by the AI and information technology manner, it realizes the integrated application of multibody equipment for the customer, and provides them with “one-stop” intelligent logistics overall solution, helping the customer realize the transformation of management mode of supply chain.



## Nanjing Plant - Building the World-leading “Intelligent Logistics Factory”

By taking the “Double Reduction” and “Digital Intelligence” as the main goals, new factory in Nanjing of the Company create a “smart logistics” factory through the digital intelligent factory logistics + online transport management (i-TMS) + intelligent warehouse management (i-WMS) + finished parts and components of the whole process of visualisation and other information systems.



## Promote the online-application of the shared-finance-centre

In 2023, we fully promoted the on-line of the financial sharing information platform, and 33 companies were on-line one after another, with the financial sharing coverage rate reaching 100%. The financial sharing information platform has 9 major functions, including pre-application, expense reimbursement, business reporting, payroll reporting, general ledger reporting, budget control, collection and claiming, invoice management, ledger management, and shared operation, which almost comprehensively covers all the business scenarios of traditional finance, and the digital level of financial management has been greatly improved. In 2023, the cumulative number of documents processed by the financial sharing was nearly 140,000, and the length of document processing was shortened from 7 days to 3.11 days, and the efficiency of document processing was improved by 55%, which is a remarkable result!

**33**  
units have been adopted the financial-sharing platform

**100**  
covered by the financial-sharing platform

**9**  
functions

**140,000**  
receipts were processed

**3.11**  
days for processing time

**55**  
increase in receipt processing efficiency

## Improve green packaging technology

The Company is committed to improving green technology and packaging technology. The Company conducts customer demand research, improves packaging product service technology to meet customers' packaging needs in different business scenarios; builds a joint innovation platform of "two cities and three places", carries out scientific research, advanced research, laboratory construction, knowledge precipitation and capacity building, as well as rapid development of digital intelligent packaging products and platforms; studies the twin carbon "1 + N" policy system through rapid learning and discussion, forms the Company's green development report and explores the road of green logistics development.

Specific measures of green package:



- Production parts packaging, relying on Nanchang, Yubei, Hefei and other bases within the system, the application of the promotion of packaging overall solutions, the initial completion of the new energy automotive packaging design, manufacturing, operation capabilities of the entire region.
- Build Warehouse Management System WMS1.0, Safety Performance Management System MSA2.0, Process System Management System and Packaging Operation Management System 4 independent software products, fully independent implementation of 8 projects, revenue totaling RMB2,899,600, business cost reduction totaling RMB1,083,600.
- Packaging cloud platform construction: demand research, blueprint design, platform construction, platform deployment and simulation testing were completed, and the trial acceptance is currently underway, with overall good progress. Constructed "1+1+3+N" management model to centralise the management of packaging resources and elements, improve market competitiveness and create a new profit growth pole for the company.

## Advance the establishment of green platforms

The Company has continued to promote the construction of green platform project and established the carbon footprint management platform.

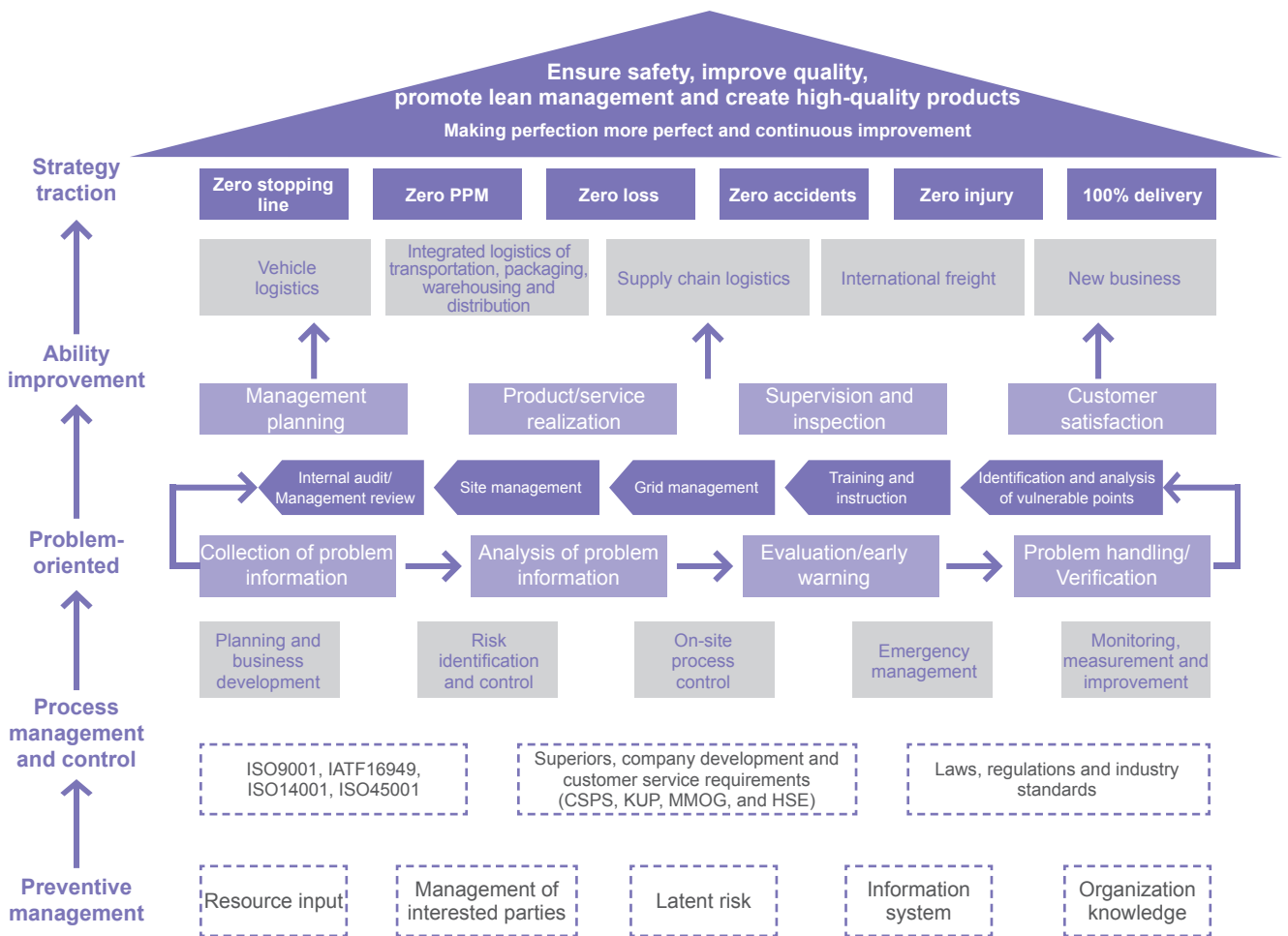
Established the carbon footprint management platform

Completion of demand research, blueprint design, platform construction, platform deployment, simulation testing, unit trial, the current development part of the source code review in the overall progress to meet expectations, take the lead in the automotive logistics industry to complete the carbon footprint digital management platform (Phase I) on-line operation. Achieve digital carbon emission management to reduce costs and increase efficiency, help tap the potential of emission reduction, and promote energy saving and emission reduction technology innovation.

# Improving quality management

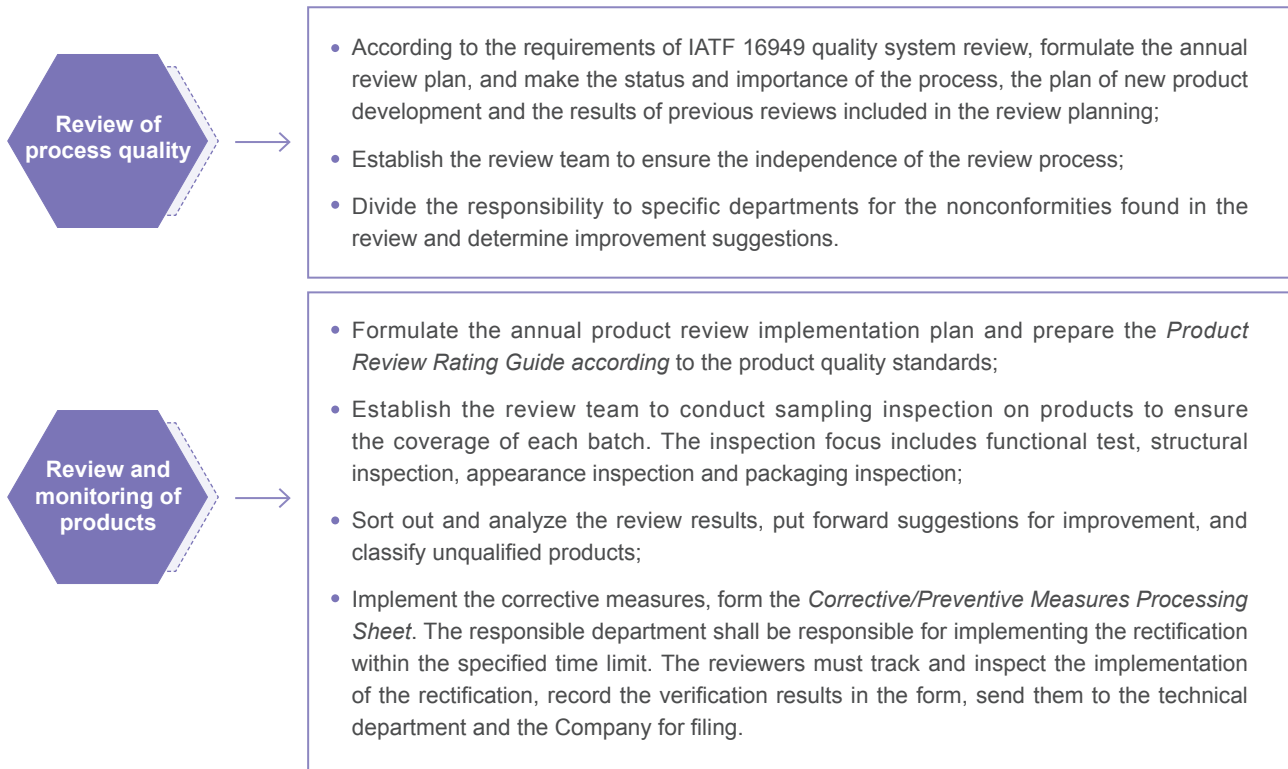
In accordance with the requirements of ISO9001 and other international standards, the Company formulates management systems such as *QHSE Management Manual*, *Quality Risk List*, *Internal Audit Control Management Process* and *Management Review Management Process* to fully implement quality management.

For the quality, occupational health and safety, and environmental protection management (QHSE) system, the Company, with the customer-centered principle, implements the “Four Everything” under the guidance of “1136 plan for daring to create career”, pays close attention to basic management and implements it to teams, and ensures the production and operation of the enterprise through lean improvement and safety assurance, promoting high-quality development. At the same time, in accordance with industry laws and regulations, ISO9001, IATF16949, ISO45001, ISO14001, and customer special requirements and industry standards, with the improvement of the system as the main line, risk management and problem-oriented as the core, the Company comprehensively implements the quality and safety management principles of “excellence in quality, customer satisfaction; when rules are internalized, dangers are controlled”, and gradually achieves the goal of “zero accidents, zero defects, zero errors, zero violations, and zero complaints”.



Quality Assurance System of the Company

In addition, the Company has taken a number of measures to ensure service quality and build “quality logistics”.



## Upgrade customer service experience

### Enhance services quality

The Company adheres to customer-oriented principle, implements the “Service Leading Strategy”, carries out customer service management with the concept of “breakthrough, surpassing and moving”, continues to innovate logistics services, strengthens communication with customers, and implements continuous customer tracking management.

The Company has developed internal systems such as *Customer Problem Handling Process* and *Customer Problem Handling Management Measures* to clarify customer problems, complaint handling methods, and assessment systems. It conducts assessment and accountability for customer complaints, ensuring that customer complaints can be handled in a timely and effective manner, with specific responsibilities assigned to individuals, and strict assessment to promote service quality improvement and achieve service leading.

- Understand service positioning and create a cultural atmosphere

The Company persevered in the “five service commitments” (entrusted with confidence, timely response, accurate delivery, overall optimal and customized services) and determined the service objectives of “three savings and one increase” (worry-saving, time-saving, money-saving and value-added) to create a service leading atmosphere throughout the Company and strengthen the implementation of Grass-roots Service Culture.

• **Actively listen to customers and establish an open and transparent mechanism**

The Company has established a smooth communication channel, and set up customer hotlines and mailboxes. Specially-assigned persons are responsible for receiving and handling customer complaints and other issues. A good cooperative relationship with customers shall be kept to actively listen to customers' voices, respond to customers' needs in a timely manner, transfer the corresponding handling mechanism and situation to customers in place, and inform customers of all the information they need to know frankly and transparently.

• **Ensure the quality of research and define the quality by customers**

Conduct customer satisfaction survey and return visit work every quarter. Take the initiative to survey the customers of each base, fully identify customer requirements, assess and rectify the problems fed back by customers in strict accordance with the management measures, and report the rectification in the next quarter's survey. In 2023, the annual customer satisfaction is no less than 93.5 points, and the annual overall goal has been achieved.

• **Upgrade the service system and provide differentiated personalized services**

The Company has optimized and upgraded service system, formulated and implemented a customer service model of "complaint accountability" and "customer manager system", paid further attention to customer service complaints, and formulated customer service plans in the event of various abnormalities and emergencies.

The Company conducted hierarchical management for customers, accurately evaluated customer demand levels, provided different service quality and methods for customers at different levels, shorten the service quality gap expected by different customers, effectively allocated service resources, and provided differentiated high-quality services to customers.



Recommended Brands by Logistics Technology and Equipment Committee under China Federation of Logistics and Purchasing



KPI Benchmarking Enterprises for Automotive After-Sales Parts Logistics



2023 Excellent Suppliers of Changan Automobile

○ Number of product and service complaints

**9** piece

○ Resolution rate of complaints

**95.24%**

○ Customer satisfaction

**100%**

## Customer privacy protection

Under the background of intelligence and informatization, the Company attaches importance to personal Privacy Protection, constantly upgrades technology and strengthens supervision. The Company strictly abides by *Law of the People's Republic of China on Guarding State Secrets*, *Anti-Unfair Competition Law of the People's Republic of China*, *Law of the People's Republic of China on Guarding State Secrets* and other relevant national laws and regulations, formulate management measures for the protection of trade secrets and *Technical Standards for Document Classification*, optimizes and improves the confidentiality management process of trade secrets, and improves the confidentiality work control requirements. The management scope covers the confidentiality management process for confidential meetings and activities, the confidentiality identification management process, and the management methods for confidential personnel. The Company fully implements customer privacy protection, protects business secrets, and safeguards customer interests.

The Company continued to promote the scientization of confidentiality work and the institutionalization of confidentiality management, building a solid foundation for the systematic confidentiality work. All departments of the Company implemented the deployment and arrangement of confidentiality work, solidly carried out security and confidentiality work, and achieved the work goal of "0" for major disclosure events. The Company continuously enriched the confidentiality team and strengthened the confidentiality awareness of personnel.



- The Company carried out the training for the person responsible for classification, publicized and implemented the working principle of "minimization, whole-process and precision", emphasized the clear rights and responsibilities, sufficient basis and standardized procedures, and timely and accurately implemented confidentiality work.
- The Company organized relevant personnel to receive confidentiality knowledge training and build a solid security defense line. In view of various types of confidentiality risk points, detailed explanations were conducted around basic common sense, management regulations for confidential carriers and personnel, and daily information equipment usage specifications to strengthen a comprehensive and three-dimensional concept of confidentiality and security and resolutely not touch the "red line" of confidentiality and security.

## Building a responsible supply chain

The Company regards suppliers as important resources for its own development, and has established and perfected the Supplier Life Cycle Management Measures, Supplier Procurement Management Measures, Bid Evaluation Expert Management Measures, Supplier Sourcing and Entry Management Process, Supplier Evaluation Management Process, Supplier Elimination Management Process, Supplier Blacklisting Management Process, Supplier Change Audit Operating Guidance, Major Supervision and Inspection Operating Guidance, Supplier Category Change Operating Guidance, Supplier Blacklisting Operating Guidance, Supplier Sourcing and Entry Operating Guidance and other systems, completed the optimization of supplier management system with supplier management logic based on "sourcing access - evaluation application - elimination and cleaning", clarified business logic and rules, gradually improved the use of supplier resource base, established a supplier "selection, cultivation, use, elimination and training" management system, formed a supplier life cycle management, strengthened the effective selection, review and audit of suppliers, and improved the response management of environmental and social risks of suppliers to stabilize the supplier team, improve the quality of suppliers and establish a long-term mutually beneficial relationship between supply and demand.

Concerned about the environmental and social risks of suppliers, we incorporate the requirements of compliance with laws and regulations and action measures on environment, work safety and occupational health into the supplier access standards and evaluation standards, giving priority to the use of raw materials conducive to environmental protection and suppliers who practice environmental protection, resource conservation, safety and health and other sustainable development strategies to build a green supply chain.

During the reporting period, we preliminarily set up a supplier "selection, education, utilization, elimination and training" management system to form a full-life-cycle management of suppliers, and evaluated a total of 535 suppliers from 18 business units and 8 functional centres in 2023. There are 386 suppliers in the production category, accounting for 72%, and 149 suppliers in the non-production category, accounting for 28%. The total number of suppliers to be eliminated is 4, 2 from the main pool, 1 from the auxiliary pool and 1 from the shared pool.

A total of 535 suppliers were evaluated by **18** business units

including **386** production suppliers, accounting for 72% of the total evaluation

**4** suppliers were eliminated by category

and **8** functional centers

**149** non-production suppliers, accounting for 28% of the total evaluation



Efficient management

We have built a procurement and resource platform, helping to carry out supplier management efficiently through procurement informatization. At the same time, we have completed supplier online collaborative access, pricing, orders and other business, which effectively shortened the procurement cycle, realized the integration of information and resources, improved the transparency of supplier procurement process through unified standardized management and strengthened transparent purchase.



Sourcing and access

Classified management: we classified suppliers in combination with procurement type, market supply risk and procurement expenditure, clarified the cooperation and management mode with five types of suppliers to avoid potential risks and ensure the stability of the supply chain;

Strict audit: there are full-time departments to standardize the access audit process. The whole process includes 8 key audit nodes, up to the audit and approval of the general manager, and an evaluation team consisting of the relevant business departments, supplier management departments and procurement management departments jointly comprehensively evaluate the comprehensive ability of suppliers according to the access requirements;

Implementation of blacklist system: after the blacklist of two-level suppliers of the Group is released, the units listed in the blacklist of enterprise-level suppliers shall strictly be forbidden to enter the supplier library.



Compliant procurement

Adhering to the principle of “openness, fairness, impartiality, honesty and trustworthiness”, implement transparent purchase, require suppliers to sign the integrity agreement in the contract and strengthen the code of conduct in all aspects of procurement.





Supervision and evaluation

Daily evaluation: the full-time department and user department shall conduct monthly evaluation and assessment on the daily operation KPI and performance of suppliers (transportation, warehousing, outsourcing, agency and key non-production) according to the business operation requirements;

Dynamic assessment: strengthen the comprehensive management and assessment of suppliers' problems in product and service quality level, on-site installation and commissioning and on-site management, business cooperation ability, cost competitiveness, contract performance and so on;

Timely rectification: supervise and guide suppliers to improve negative behaviors found in the process of daily and dynamic evaluation in time to reduce and eliminate risks, ensuring that suppliers meet the requirements of service, quality, delivery and business of the Company, and realizing supplier dynamic management and supplier support and integration.



Performance management

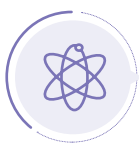
In combination with the characteristics of the industry, we carry out the annual evaluation of suppliers regularly. The full-time department complete the screening of the annual evaluation supplier list, and then organize the annual scoring of suppliers according to the annual evaluation standards in multiple dimensions (daily operation KPI + dynamic evaluation + supplier growth) to form a survival of the fittest mechanism, establishing a stable and reliable supplier system, and continuously optimizing the existing supplier resource pool to meet the production and operation requirements of the Company.

Indicator name	Unit	2023 年
Total number of suppliers implementing relevant practices	Nos.	1,683
Number of suppliers by region	Mainland China	Nos. 1,668
	Hong Kong, Macao and Taiwan (China)	Nos. 12
	Overseas	Nos. 3

## Promote industrial development

### Adhere to technology empower

With the direction of building “high-tech” CMAL and advanced benchmarking, the Company established a fine and lean standardization system to actively seek cooperation and focus on cultivating core strength.



Build a science and technology management system

We have comprehensively constructed and improved a scientific and technological management system to support the steady development of scientific and technological innovation work, including a scientific and technological research and development management system, linking external resources to breakthrough earlier technologies, and developing subsystems; based on maintaining and deeply referencing other comprehensive management system standards, the technology comprehensive management system strengthened product management and assisted in internal control and audit management; the scientific and technological knowledge management system focused on building a scientific and technological knowledge database, synchronizing the experiences and lessons learned from the entire process of developing existing main businesses and incremental new businesses; the scientific and technological talent management system accumulated energy for creating a highly sophisticated and versatile talent team.



**Demand-driven and accurate breakthrough**

We adhere to the problem orientation, strengthen the research and top-level design of various requirements, vigorously cooperate with OTD delivery for the ultimate requirements of vehicle storage, delivery and transportation efficiency, reform the original business model through the combination of intelligent hardware, algorithm model and information system, and strengthen strategic coordination with customers.



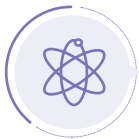
**Strive for independence and self-improvement and core controllability**

We gave priority to the research and promotion of core technologies in terms of the focus and resources of scientific and technological innovation, increased the independent research and development of core technologies to get rid of limits, achieved breakthroughs around the core scenarios and core technologies of industrial logistics, and strove to promote the transformation, pilot application, replication and promotion of scientific and technological achievements.



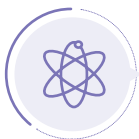
**"Industry-University-Research-Application" ecological cooperation.**

We fully absorbed the intellectual resources of colleges and universities, scientific research institutes, core technology leading enterprises and industry associations for our own use, strengthened external contact and cooperation and internal guidance, and joint project research based on projects and core technologies, shared laboratories, promoted Industry-University-Research technology exchanges and cooperation in cooperation with research institutes and other forms, focusing on the core and high-end, and attached importance to the transformation and application of achievements to enrich and improve the company's scientific and technological R & D system and ecosystem construction.



**Building core competitiveness**

We attracted excellent teams relying on the scientific and technological innovation platform, built core teams relying on major tasks and projects, achieved accurate breakthroughs in core technologies, created a fair, inclusive and open scientific research environment, improved the incentive mechanism for scientific and technological talents, innovated the selection, employment and education mechanism, provided a relaxed atmosphere for the sustainable development of scientific and technological talents, and gradually formed an innovation culture that respects science and technology and puts science and technology first.



**Fruitful S&T accomplishments**

The Company was recognized as a national high-tech enterprise, and the number of intellectual property applications and authorizations increased steadily, making the transformation of scientific and technological achievements a powerful engine.



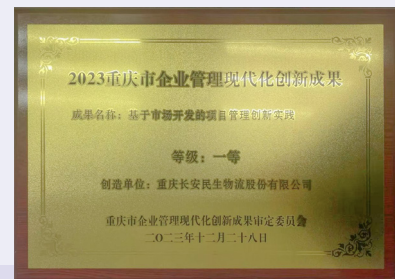
Logistics Industry Innovation Award



Award for Logistics Industry Innovation under Kaicheng Inter-city Freight Mode



D-U-N-S Number



First Class Achievements for Enterprise Management Modernisation Innovation

## Fruitful S&T accomplishments

In 2023, our company passed the high-tech enterprise, one second prize of national management innovation achievements, one first prize, one second prize and two third prizes of provincial and ministerial management innovation achievements and other honours. The total number of intellectual property rights applied for reached 397, with 167 valid patents and 136 software copyrights, ranking the leading position in the industry.

## Contribute to industry progress

This year, the Company has joined four industry associations, namely Chongqing International Logistics and Port Service Association, China Power Battery Recycling and Ladder Utilization Union, China Automotive Logistics Association of CFLP, and China Federation of Logistics & Purchasing (CFLP). In addition, the registration of the logistics industry association in Liang Jiang New Area was completed with the Party and Government Office as the leader. The Company serves as the chairman unit, and is committed to promoting the rapid development of the industry through our innovative leadership.

The Company actively carried out industry, academia and research cooperation, participated in the formulation of industry standards and industry exchanges, and jointly built, shared and won with industry partners. During the reporting period, the Company actively participated in a series of seminars on the formulation of green logistics industry standards, the cultivation of green logistics talents and the construction of green logistics standard system, and cooperated with the CFLP to prepare two technical standards for the green logistics industry, namely, *Enterprise Green Logistics Evaluation Index* and *Logistics Enterprise Greenhouse Gas Emission Accounting Method*. The National Technical Committee for Logistics Standardization (SAC/TC 269) is the centralized organization.



### Promoting the industry-university-research cooperation

Cooperation with Chongqing Jiaotong University: The Company and Chongqing Jiaotong University jointly applied for the Key Laboratory for Green Logistics Intelligent Technology Network in Chongqing, which focuses on the research of four key scientific and technological issues under such for distinctive aspects as optimisation of digital intelligence-enabled end-to-end real-time distribution, optimisation of the intelligent manufacturing logistics system, optimisation of the green shared logistics network online and integration and optimisation of the channel logistics network.

Cooperation with Chongqing Vocational Institute of Engineering: The Company and Chongqing Vocational Institute of Engineering jointly built an automotive international logistics showroom, consisting of five area including a theme image display area, an international logistics sandbox area, an AR/VR virtual simulation area, an international freight forwarder area and a logistics technology display area. The Company formulated a plan for the showroom, and will continue to cooperate with it in terms of the co-development of courses and the design of simulations.



# Community

## Shoulder social responsibility bravely and jointly promote people's livelihood and lasting safety

The Company always adheres to the strict requirements of corporate citizenship, practices corporate social responsibility, and cooperates with various parties to create positive interaction between enterprises and society. It is also committed to rural revitalization, caring for vulnerable groups and building a beautiful community. As a result, through diversified public benefit activities, the Company creates value and gives back to society.

Promote rural revitalization 59

Build a happy community 60



Employees participating in public charity and community volunteers

**210** attendance



Employees participating in public charity and community volunteers

**110** hours

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## Promote rural revitalization

Never forget our original aspiration and founding mission and make an arduous journey to help the countryside. Taking the opportunity of assistance policy, the Company actively served the overall situation of rural revitalization to create a better life. In order to effectively do a good job in heatstroke prevention, actively promote consumption assistance, and assist in rural revitalization, the Company, in combination with the deployment requirements of the “2023 Consumption Assistance” of CSGC, purchased Tibet’s unique assistance products - Tibet’s natural drinking water at RMB200,000, warming the hearts of employees and continuously promoting the development of the unique industries in the assistance area. In terms of rural revitalization, the Company highlighted its own responsibility. The Company donated RMB640,000 worth of quilts, padded quilts, bed sheets and other cold-weather materials to Zhong County and Yunyang County in Chongqing. In addition, the Company has allocated RMB600,000 of targeted assistance funds to Luxi County, Yunnan Province, to fulfill social responsibilities with practical actions and devote their loving hearts.



“Mountain and Sea Kindness” by Assistance Actions



Donation of Quilts and Other Cold-Weather Materials

## Building a happy community

The Company has taken practical actions to promote the voluntary service spirit of “dedication, fraternity, mutual assistance, and progress”, mobilize the enthusiasm and initiative of employees to participate in building a beautiful community, and create a strong atmosphere for all employees to involve in and jointly build a warm community.



### Voluntary Activities for CMAL Youths

The Youth League Committee and the Safety Centre of the Company worked together in launching the Fire Prevention Month Volunteer Service. Through the activities, the volunteers mastered fire protection knowledge and first-aid skills and enhanced the awareness of fire protection, and led parts of the employees of the Company in experiencing fire protection in scenarios. By means of interesting quizzes, interactive questions and fire knowledge prize competition, they shared knowledge in terms of safe use of fire, electricity, gas and other fire prevention, escape and self-rescue knowledge, to popularise fire protection, self-prevention and self-rescue skills.



### Volunteer Service - Anti-Fraud Awareness

The Youth League Branch of Shanghai Company and various enterprises and institutions in the Lujiazui business circle jointly set up a volunteer team in the business circle to publicise and popularise the knowledge of traffic rules, anti-fraud, rubbish classification and fire fighting.





### Blood Donation Activity

The Youth League Branch of Nanjing CMSC jointly carried out the “CMAL Blue” dedication “Hot Blood Red” voluntary blood donation activity with Jiangsu Blood Centre, and more than 30 young members of the Youth League have rolled up their sleeves to offer “an arm’s length” to join the queue of voluntary blood donations, which has strongly demonstrated the commitment of Chang’an Minsheng Logistics’ “hot-blooded” young people.



Indicator name	Indicator unit	2023
Employees participating in public charity and community volunteers	Attendance	210
Employees participating in public charity and community volunteers	Hour	110





# Appendix

## Key performance

### Environmental performance

Indicator	Unit	2022	2023
Used engine oil amount	t	1.25	0.89
Used engine oil density	ton/RMB100 million revenue	0.016	0.011
Amount of used toner cartridge	t	1.11	0.74
Used battery amount	t	0.30	0.68
Amount of used lamp tube	t	0.07	0.08
Amount of used forklift battery	t	46.42	58.20
Total amount of hazardous wastes	t	49.17	60.58
Density of hazardous waste	ton/RMB100 million revenue	0.64	0.76
Amount of used tires	t	5.29	1.64
Amount of used paper	t	19.65	33.02
Amount of used wooden pallets	t	31.84	27.00
Amount of used plastics	t	15.32	30.00
Amount of waste cardboard	t	60.94	63.22
Total amount of non-hazardous wastes	t	133.04	154.88
Density of non-hazardous waste	ton/RMB100 million revenue	1.73	1.944
Amount of waste water emission	m <sup>3</sup>	141,594.84	182,617.00
Density of waste water density	m <sup>3</sup> /RMB100 million revenue	1,839.61	2,291.59
Greenhouse gas emission (scope 1)	CO <sub>2</sub> equivalent - ton	10,893.12	4,269.99
Greenhouse gas emission (scope 2)	CO <sub>2</sub> equivalent - ton	5,567.85	4,316.27
Total emissions of greenhouse gas	CO <sub>2</sub> equivalent - ton	16,460.97	8,749.73
Greenhouse gas emission intensity	CO <sub>2</sub> equivalent - ton/ RMB100 million revenue	213.86	109.8

Indicator	Unit	2022	2023
Amount of lead-free gasoline	Liter	117,062.14	131,294.93
Amount of diesel	Liter	3,675,182.07	1,356,165.16
Amount of natural gas	m <sup>3</sup>	281,599.00	151,252.00
Outsourced electricity	MWh	9,763.02	9,953.91
Direct energy consumption	MWh	41,543.10	16,613.71
Indirect energy consumption	MWh	9,763.02	9,953.91
Total energy consumption	MWh	51,306.12	26,567.73
Density of total energy consumption	kWh/RMB100 million revenue	666.57	333.39
Total water consumption	m <sup>3</sup>	401,033.78	204,337.66
Water consumption density	m <sup>3</sup> /RMB100 million revenue	5,210.26	2,564.16
Water saving amount	m <sup>3</sup>	570.00	370.00
Paper	t	464.80	404.38
Wooden products	t	9.00	62
Plastics	t	358.50	192.59
Total amount of packaging material	t	915.01	658.96
Density of packaging material	ton/RMB100 million revenue	11.89	8.27

## Social performance

Employee total by gender, age group, employment type and region

Indicator	Unit	2022	2023
Total number of employees	Person	4,397	4,031
<b>Total employees by gender</b>			
Female employees	Person	1,373	1,262
Male employees	Person	3,024	1,769
<b>Total employees by age</b>			
Age 29 and above	Person	781	672

Indicator	Unit	2022	2023
Age 30 ~ 39	Person	1,484	1,397
Age 40 ~ 49	Person	1,107	984
Age 50 ~ 54	Person	618	553
Age 55 and above	Person	407	425
<b>Total workforce by employment type</b>			
Full time	Person	4,397	4,031
Part-time	Person	0	0
<b>Total employees by region</b>			
Domestic	Person	4,397	4,031
Overseas	Person	0	0

## Employee turnover rate by gender, age group and region

Indicator	Unit	2022	2023
Annual employee turnover rate	%	9.1	7.9
<b>Employee turnover rate by gender</b>			
Turnover rate of female employee	%	3.0	1.8
Turnover rate of male employee	%	6.1	6.1
<b>Employee turnover rate by age group</b>			
Age 29 and above	%	2.3	2.5
Age 30 ~ 39	%	2.9	2.2
Age 40 ~ 49	%	1.5	1.1
Age 50 ~ 54	%	1.5	0.5
Age 55 and above	%	0.9	1.7
<b>Employee turnover rate by region</b>			
Domestic	%	9.1	7.9
Overseas	%	0	0

Employee health and safety

Indicator	2021	2022	2023
Work fatalities (case)	0	0	0
Death rate per thousand employees (person/thousand people)	0	0	0
Lost days due to general work injury (day)	0	0	0
Number of work injuries (time)	0	0	0

Employee training

Indicator	Unit	2021	2022	2023
Trained employee percentage by gender				
Female employees	%	100	100	100
Male employees	%	100	100	100
Trained employee percentage by post type				
Managers	%	100	100	100
Specialists	%	100	100	100
Operators	%	100	100	100
Trained employee percentage by employee category				
Senior management	%	100	100	100
Middle management	%	100	100	100

The average training hour completed per employee by gender and employee category

Indicator	Unit	2022	2023
The average training hour completed per employee by gender			
Female employees	Hour	23.72	50.74
Male employees	Hour	55.92	20.47

Indicator	Unit	2022	2023
Average hours of trained employee by post type			
Managers	Hour	135.42	142.32
Specialists	Hour	29.20	30.16
Operators	Hour	14.24	20.85
Average hours of trained employee by employee category			
Senior management	Hour	43.94	50.46
Middle management	Hour	138.18	142.36

## Supplier data

Indicator	Unit	2022	2023
Total number of suppliers	Nos.	1,210	1,668

## Product Liability

Indicator	Unit	2022	2023
Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	Not applicable	Not applicable
Analysis results of customer satisfaction survey	%	96.87	95.24
Number of products and service related complaints received	Piece	14	9

## Public investment

Indicator	2022	2023
Resources contributed to the focus area (RMB)	800,600	1,200,145

## Indicator index

No.	Indicator description	Disclosure section
A1. Emissions	<p>General disclosure</p> <p>On waste gas and greenhouse gas emissions, sewage to water and land, and generation of harmful and harmless wastes:</p> <p>(a) policy;</p> <p>(b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>Note: Waste gas emissions include nitrogen oxides, sulfur oxides and other pollutants regulated by national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, fluorohydrocarbon, perfluorocarbons and sulfur hexafluoride.</p> <p>Hazardous waste refers to those defined by national regulations.</p>	2.1 Strengthen environmental management
	A1.1 The types of emissions and respective emissions data.	2.2 Practice energy conservation and emission reduction
	A1.2 Direct (scope 1) and indirect energy (scope 2), total greenhouse gas emissions (in ton) and (if applicable) density (e.g., per production unit, per facility).	2.2 Practice energy conservation and emission reduction
	A1.3 Total amount of hazardous waste generated (by t) and (if applicable) density (e.g. per production unit, per facility).	2.2 Practice energy conservation and emission reduction
	A1.4 Total amount of non-hazardous waste generated (by t) and (if applicable) density (e.g. per production unit, per facility).	2.2 Practice energy conservation and emission reduction
	A1.5 Description of the emission targets set and the steps taken to achieve them.	2.2 Practice energy conservation and emission reduction
	A1.6 Description of the methods of dealing with hazardous and harmless wastes, and Description of the emission targets set and the steps taken to achieve them.	2.2 Practice energy conservation and emission reduction
A2. Use of resources	<p>General disclosure</p> <p>Policies for the effective use of resources, including energy, water and other raw materials.</p> <p>Note: Resources can be used for production, storage, transportation, buildings, electronic equipment, etc.</p>	2.2 Practice energy conservation and emission reduction
	A2.1 Total consumption of direct and / or indirect energy (e.g. electricity, gas or oil) by type (in thousand KWh) and density (e.g. per production unit and per facility).	2.2 Practice energy conservation and emission reduction
	A2.2 Total water consumption and density (if calculated per production unit and per facility).	2.2 Practice energy conservation and emission reduction
	A2.3 Description of the energy efficiency objectives set and the steps taken to achieve them.	2.2 Practice energy conservation and emission reduction
	A2.4 Description of any problems that may arise in obtaining a suitable water source, as well as the water efficiency objectives set and the steps taken to achieve them.	2.2 Practice energy conservation and emission reduction
	A2.5 The total amount of packaging materials used for finished products (in tons) and, if applicable, the proportion per production unit.	2.2 Practice energy conservation and emission reduction
A3. Environment and natural resources	<p>General disclosure</p> <p>Policies to reduce the issuer's significant impact on the environment and natural resources.</p>	
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	N/A (the Company's business operation has no significant impact on the environment or natural resources)

No.	Indicator description	Disclosure section
A4. Climate change	General disclosure: Policies for identifying and responding to major climate related matters that have and may have an impact on the issuer.	2.3 Combat climate change
	A4.1 Description of major climate-related issues that have affected and may affect the issuer and countermeasures.	2.3 Combat climate change
B1 Employment	General disclosure On remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti discrimination and other treatment and benefits: (a) Policy; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	3.1 Build a diversified team
	B1.1 Total employee by gender, employment type (such as full-time and part-time), age group and region.	3.1 Build a diversified team
	B1.2 Employee turnover rate by gender, age group and region	3.1 Build a diversified team
B2 Health and safety	General disclosure On providing a safe working environment and protecting employees from occupational hazards: (a) Policy; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	3.4 Care for employees' health
	B2.1 The number and rate of work-related deaths in each of the past three years (including the reporting year).	3.4 Care for employees' health
	B2.2 Lost days due to general work injury	3.4 Care for employees' health
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored	3.4 Care for employees' health
B3 Development and training	General disclosure On policies on enhancing employees' knowledge and skills in performing their duties. Description of training activity Note: The training refers to vocational training, including internal and external courses paid by the employer.	3.3 Broaden development channels
	B3.1 Percentage of trained employees by gender and employee category (e.g. senior management, middle management, etc.).	3.3 Broaden development channels
	B3.2 The average training hour completed per employee by gender and employee category	3.3 Broaden development channels
B4 Labour standards	General disclosure On the prevention of child or forced labour: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	3.2. Protection for employees' rights and interests
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	3.2. Protection for employees' rights and interests
	B4.2 Description of steps taken to eliminate such practices when discovered.	3.2. Protection for employees' rights and interests

No.	Indicator description	Disclosure section
B5 Supply chain management	General disclosure Environmental and social risk policy of the supply chain management.	4.4 Building a responsible supply chain
	B5.1 Number of suppliers by region.	4.4 Building a responsible supply chain
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	4.4 Building a responsible supply chain
	B5.3 Description of the practices for identifying environmental and social risks in each link of the supply chain, and relevant implementation and monitoring methods.	4.4 Building a responsible supply chain
	B 5.4 Description of the practices of promoting the use of environment-friendly products and services during the selection of suppliers, and relevant implementation and monitoring methods.	4.4 Building a responsible supply chain
B6 Product responsibility	General disclosure On health and safety, advertising, labeling, privacy and remedies for the products and services provided: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	4.3 Upgrade customer experience
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The percentage of total products sold or shipped subject to recalls for safety and health reasons is zero.
	B6.2 Number of products and service related complaints received and how they are dealt with.	4.3 Upgrade customer experience
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	1.4 Intellectual property protection
	B6.4 Description of quality assurance process and recall procedures.	4.2 Improving quality management
	B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	4.3 Upgrade customer experience
B7 Anti-corruption	General disclosure On prevention of bribery, extortion, fraud and money laundering: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	1.3 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.	1.3 Anti-corruption
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	1.3 Anti-corruption
	B7.3 Description of the anti-corruption training provided to the board of directors and employees.	1.3 Anti-corruption
B8 Community investment	General disclosure Policy on community participation to understand the needs of the operating community and ensure that its business activities take into account the interests of the community.	5.1 Promoting rural revitalization 5.2 Building a happy community
	B8.1 Focus on areas of contribution (e.g. education, environmental matters, labor needs, health, culture, and sports).	5.1 Promoting rural revitalization 5.2 Building a happy community
	B8.2 Resources (such as money or time) used in the area of focus.	5.1 Promoting rural revitalization 5.2 Building a happy community







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