CML
长安民生物流

2025 Environmental, Social and Governance Report



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Introduction to Report

Report period

This is the ninth environmental, social and governance (the "**ESG**") report of Changan Minsheng APLL Logistics Co., Ltd. (stock code: 01292HK), covering the period from 1 January 2025 to 31 December 2025. In view of the continuity and comparability of the report content, some statements and data should be appropriately traced or extended.

Preparation basis

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

Materiality: The process of stakeholder communication and identification of material issues and the list of material issues are disclosed in this report.

Quantitative: The statistical criteria, methodology, assumptions and/or calculation tools for quantitative 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 selections, omissions or presentation formats that may improperly affect the decision or judgment of the report readers.

Consistency: Unless otherwise specified, the statistical methods and calibre used for the data disclosed in this report are consistent with those used in previous years.

Reporting boundary:

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

Addressing and representation

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

Content scope

This report covers the key environmental, social and governance issues and performance of the Group 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 misleading representations 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 Exchanges HKEXnews website (www.hkexnews.hk) and the Company's official website (www.camsl.com).

Statement by Directors

The board of directors (the "**Board**") of the Company is fully responsible for the supervision and management of ESG and is ultimately responsible for the Company's ESG governance. Its main responsibilities include formulating the Company's ESG strategy and regularly reviewing the implementation of the strategy; identifying and evaluating ESG risks and formulating a plan to deal with them; reviewing the ESG management policy and ensuring that the policy is consistently implemented and enforced; reviewing the ESG plan and targets and regularly reviewing the achievement of the ESG targets; reviewing the ESG performance. The Board has authorised the ESG Promotion Office to co-ordinate, implement and execute the relevant work.

Based on national planning, stakeholders' expectations and the Company's development strategy, the Board 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 Code* published by the Stock Exchange. This report is issued after being reviewed and approved by the Board.





ABOUT US

Corporate profile

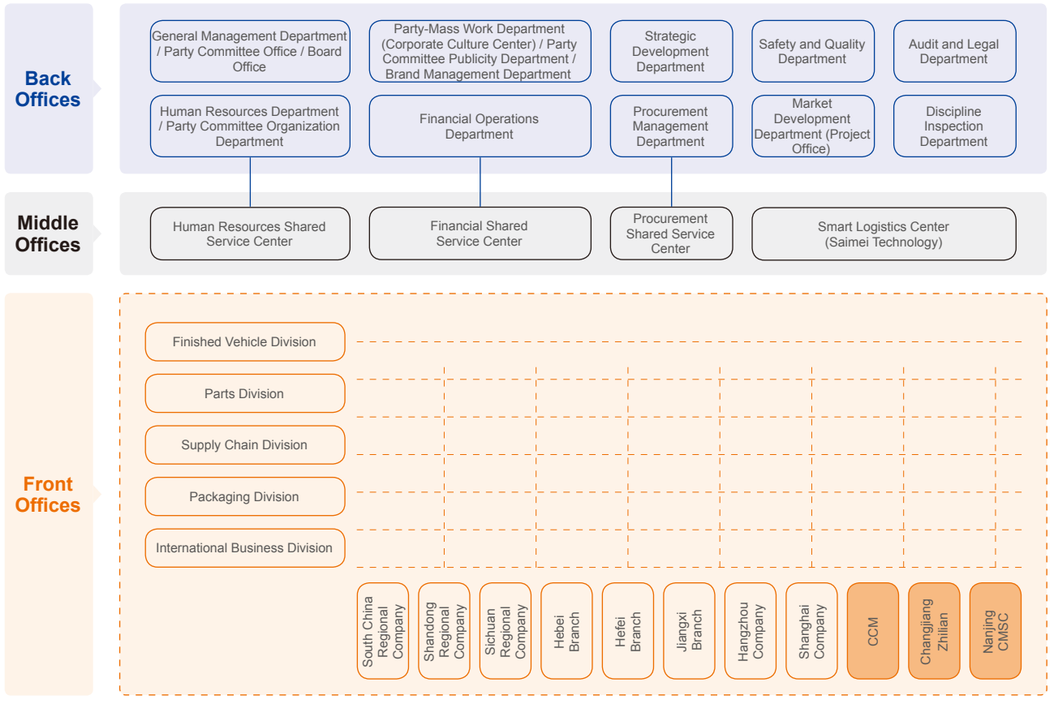
Changan Minsheng APLL Logistics Co., Ltd. is a professional intelligent logistics and supply chain platform service provider. Founded in August 2001, the Company is an automobile logistics enterprise listed in Hong Kong (stock code: HK.01292), with a registered capital of RMB202 million. Its substantial shareholders include ChenZhi Automobile Technology Group Co., Ltd., Minsheng Industrial (Group) Co., Ltd., China South Industries Assets Management Co., Ltd. and Continental Harbour Union Limited.

After 25 years of development, the Company has grown into a leading intelligent logistics platform service provider in Chinas automobile logistics industry and a large-scale intelligent logistics platform provider in western China. It is a national key joint venture 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 labour 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 areas 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 "innovating logistics services, creating a better life", 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

Enterprise vision

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

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.

Enterprise mission

Innovate logistics services, create a better life

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: play an active role in fulfilling our social responsibilities and make constant efforts in reform and innovation to become a pioneer and leader in the industry to finally promote a sustainable development of the society, economy and environment.

To customers: 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 full of 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-centred and prudent; while focusing on business growth, we also keep improving 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 under the principles of integrity, equality and win-win outcomes to pursue growth, meet challenges and win a bright future together.

Enterprise core values

- Satisfy customers
- Be honest and responsible
- Self-criticism
- Cultivate employees
- Maintain a spirit of cooperation

Honour

National Civilized Unit
Central Guidance Commission on Building Spiritual Civilization

2025 Innovative Technology Products in the Field of Transportation and Logistics
China Communications and Transportation Association

Excellent Healthy Canteen
Top 100 Fitness Station
Chongqing Federation of Labour Union

Sincere Cooperation Award
Chengdu Huachuan Electric Parts Co., Ltd.

2025 Excellent Supplier
Chongqing Changan Automobile Co., Ltd.

2025 Excellent Supplier – Golden Stone Mutual Progress Award
Avatr Technology (Chongqing) Co., Ltd.

KPI Benchmarking Enterprises for Automotive Parts Inbound Logistics
Top 50 Enterprises of China’s Logistics Industry
National Digital Warehouse Pilot Enterprise
Key Logistics Enterprises in the Annual Electronics Industry Survey
China Federation of Logistics & Purchasing

2025 Five-Star Brand for Corporate Brand Influence
Gold Award for Most Beautiful Communication Voice
Five-Star Unit for Corporate Party Building Practice Innovation
China Culture Administration Association

Top 100 Enterprises in Chongqing in 2025
Top 100 Enterprises of Chongqing’s Service Industry in 2025
Chongqing Enterprise Confederation (Enterprise Directors Association)

2025 Excellence in Digital Construction for Western Enterprises
Organizing Committee of the Western Enterprise Digital Intelligence Development Conference

Excellent Supplier
Deepal Automotive Technology Co., Ltd.



1 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 the 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.

1.1 Corporate governance 09

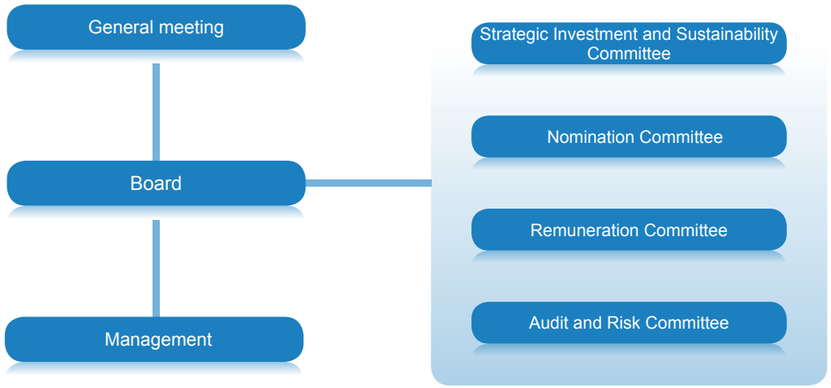
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1.1 Corporate governance

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 its corporate governance structure, established a relatively perfect governance system and a standardized management mode mong the general meeting, the Board and the management. The Board has four committees under it, including the Strategic Investment and Sustainability Committee, Nomination Committee, Remuneration Committee and Audit and Risk Committee.



2025

The Board consists of **8** Includ Non-executive directors **4** Chairman **1**

In terms of professional diversity	The Company's directors have different professional backgrounds such as finance, logistics, risk management and law, and can provide professional advice to the Company in different aspects
In terms of gender diversity	Female director **1** Male directors **7**
In terms of nationality diversity	Directors from China **7** Directors from Hong Kong **1**
In terms of age diversity	The directors have a wide age range, ranging from **40** to **70** years old

The independent non-executive directors, comprising more than one-third of the Board, are independent of the Company's management and have extensive business and financial experience in advising the Board and management on the Company's strategic development and 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. During the year, the Company received confirmation letters from each of the independent non-executive directors regarding their independence.

1.2 ESG governance

ESG structure

The Board is the decision-making body of ESG, the ESG Promotion Office is the leading department, and the service centres, business divisions and each first-tier regional company participate in ESG management, operation, and implementation.



The Company has continued to improve its ESG governance system and sets up the ESG Promotion Office to effectively promote the ESG management of the Company. By establishing an environmental and social work management system that is in line with their own business development, all departments of the Company have clearly defined their responsibilities and performed their respective duties to jointly promote the practice of sustainable development.

The Board and the management collaborate with each other to incorporate environmental, social, and governance sustainability into the daily operation and management of the Company. We promote ESG transformation and upgrade by using high technologies and enhance our competitiveness in traditional businesses by adopting digital, smart and green technologies as well as expanding new businesses, to accelerate the transition of the Company to a tech-oriented one and achieve green development.



Stakeholders identification and communication

Through communication of various kinds with various stakeholders, the Company actively understands their expectations and requirements, improves its ESG performance in a targeted manner, and shares its sustainable development concept and actions with stakeholders to create sustainable values and achieve a win-win results for all parties.

Stakeholder Demand and Response

Stakeholders	Expectations and demands	Communication methods	
Government	Observe law and discipline Tax payment Economic development	Information disclosure Communication meetings	Department visits Public events
Shareholders and investors	Corporate governance Economic value Compliance information disclosure	Shareholder meetings Public reporting Analyst briefing	Official website Regular reports Road show
Customers	Service improving Safe delivery and transportation Privacy protection	Official website Customer service hotline Customer satisfaction Quarterly quality communication meeting	Customer interviews Regular customer relationship maintenance Annual VIP customers communication meeting
Suppliers	Fairness, justice and open purchasing Sustainable supply chain Promote industry development	Direct communication and visits Online opinion survey Regular review and assessment Suppliers meeting	Supplier meetings Procurement and resource management platform Bidding activities
Employees	Salary and welfare guarantee Health and safety Training and development Work-life balance	Company intranet Employee family visits Employee recreational activities	Employee mailbox Employee meetings Employee training
Community	Participate in community building Concern for vulnerable groups	Fixed-point poverty alleviation Offer job opportunities	Charity donation
Media/public	Information disclosure Communication mechanism	Online opinion survey Site visits	

List of material issues

After analyzing the Company's ESG status quo, public opinion and peer benchmarking, as well as combining the Company's development plan and the results of stakeholder communication, the management of the Company confirmed that all issues as listed in the ESG Code which are applicable to the business of the Company are ESG material issues for its own development. At the same time, by engaging external experts and inviting corporate executives to review the substantive issues, we have ranked the importance of each issue and responded to them herein this report. As there were no significant changes in the Company's business during the reporting period, the results of the determination of substantive issues for the current year were basically consistent with those of the previous year. The names of the specific issues and their order of importance are set out below:

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

1.3 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 the principle of operating in good faith and competes fairly, keeps to business ethics, and resolutely prohibits such acts as bribery, extortion, fraud and money laundering. During the reporting period, the Company did not engage in any legal proceedings for corruption or 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 positions, 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.

Strengthening Party self-discipline comprehensively

Working System of Disciplinary Inspection Committee, Measures for the Management of Inspection Draft Reports of the Party Committee, Communication and Collaboration Mechanism for Inspections of the Party Committee (Trial), etc.;

Integrity and self-discipline

Code of Conduct on Integrity for Employees, Regulations on Integrity and Self-discipline for the Middle and Senior Management, Negative List of Malpractice and Micro-Corruption, Measures for the Management of Registration for Handing in Payments and Gifts Received by the Staff, Rules on Implementation of the Opinions on Strengthening the Building of a Culture of Integrity in the New Era, etc.;

Supervision

Supervision List of Key Links in Key Areas, Supervision List of CMAL, Provisions for the Supervision and Management of Cadres' Behaviours beyond Legal Working Hours (Trial), Measures on Management of Inspection, Monitoring, Petitioning and Whispering (Trial) etc.;

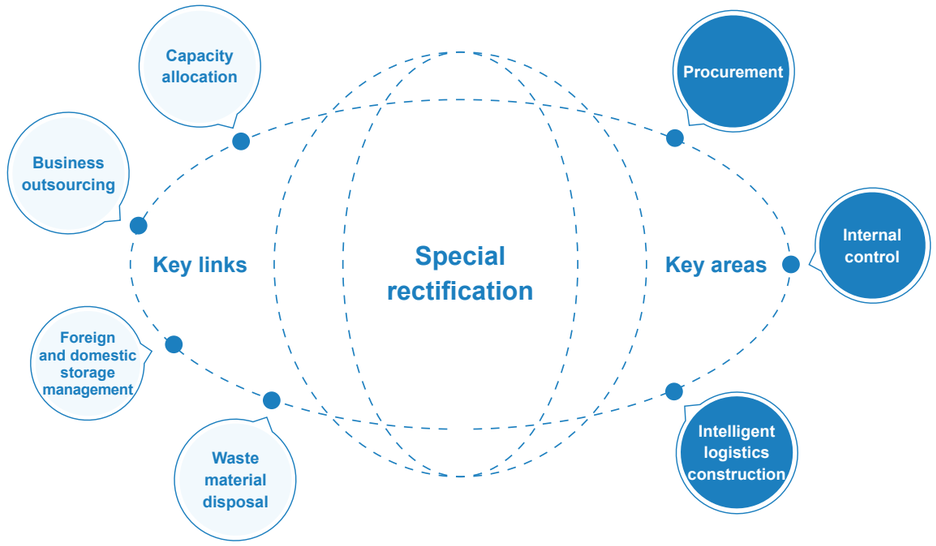
Accountability

Implementation Measures for the Application of "Four Forms" of Supervision of Discipline Enforcement (Trial), Management on Reminders, Correspondence and Admonitions to the Middle Management, Implementation Measures for Establishing a Fault Tolerance and Error Correction System to Encourage Leaders to Reform, Innovate, Take Actions and Start A Business, etc.

During the reporting period, the Company formulated the *Working Rules of the Party Committee of the Company on Strengthening the Supervision of the Department Heads and the Leadership* and *Implementation Measures for the Rectification and Utilisation of the Results of Inspections,* and updated and perfected systems such as the *List of Responsibilities of the Party Committee of the Company for Inspection, Implementation Rules for the Establishment of a Large Supervisory System, Negative List of Malpractice and Micro-Corruption* and *Negative List of Implementing the Central Party Leadership's Eight-Point Decision on Improving Party and Government Conduct* and other systems to further standardise the internal integrity monitoring system of the Company and to regulate the commencement of the 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 whistleblowing 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 the reporting materials are classified as confidential documents for management.



Conduct integrity education

The Company develops various forms of honesty education activities, covering both the Company's management and grass-roots employees, 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 59 personalized indicators; identify 80 key positions such as HR, procurement, marketing, engineering, reform and research etc., and sign 1,987 integrity commitment letters at all levels. We have established a mechanism of conveying responsibilities level by level with undiminished pressure;

Carry out warning education activities at different levels through various forms such as middle-level cadre meetings and business line case sharing; increase the cases for warning education by collecting 27 new cases under different categories to form the Typical Cases Warning Catalogue. We made public 16 typical cases found by the Company and the Group, and educated the employees by their own examples to guide party members and cadres in building up a firm sense of discipline and rules, so as to be aware and cautious of their words and actions;

Strengthen supervision on department leaders. Talk to department leaders and the newly appointed cadres about integrity and carry out 87 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 warning education plan for 2025 and insist on positive guidance. We continuously carried out activities during the Party Conduct and Integrity Education Month, including a themed debate competition entitled "Debate to Clarify Discipline, Discuss to Put into Practice", visits to integrity education bases, collection of integrity-themed family letters, "Read to Reflect on Integrity", "Cartoons on Integrity", and other activities, totaling 26 sessions. The permeating influence of integrity culture was fully brought into play.

The Party branches of the Company held 42 special educational activities such as knowledge quizzes, cleanliness reminder tablets and paintings, and the number of people educated reached 8,940. Distributed 336 copies of the Family Mutual Integrity Initiative, visited the Red Education Base three times, and launched the Family Open Day and other activities to cultivate cleanliness and righteousness through clean family style.

Hold compliance training. The Company has established the *Legal Compliance Risk Guidelines* and the *List of External Legal Compliance Obligations,* launched three compliance training courses on overseas compliance and risk management, data compliance and the impact of risks in the logistics industry, and organised overseas compliance and risk prevention and control training courses for its foreign-business-related staff and core cadres, with a total of 200 participants.

2025

Times of publicity and education training of anti-corruption	Employees participating in corruption combating and integrity upholding training	Directors participating in corruption combating and integrity upholding training
45 times	**8,436** attendance	**18** attendance

1.4 Intellectual property protection

The Company strictly complies 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 and has formulated the *Administrative Measures for Intellectual Property Rights (Trial) and Administrative Procedures for Intellectual Property Rights. The Company* checks the links where may have intellectual property infringement risk. If there is intellectual property infringement risk, the Company avoids infringing other's 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.

Intellectual Property Rights Management Principles

Unified management principle

The intellectual property rights of the Company is uniformly and centrally dispatched and managed by a special organization to avoid overlapping management.

Farm-out principle

The Company adopts the principle of division of labour and cooperation in the research and development, operation and implementation and daily management of intellectual property rights to ensure that all work is standardized and orderly.

Principle of risk minimization

The Company's intellectual property management should avoid risks from various fields and links such as business, law, market, production and sales, so as to minimize the possibility of risks.

Principle of benefits maximization

The Company shall adopt the principle of profit maximization in the management of intellectual property rights in accordance with laws and regulations to improve its operating efficiency.

2 Environment

Establish environmentally friendly and green channels

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

- 2.1 Strengthen environmental management 19
- 2.2 Practice energy conservation and emission reduction 22
- 2.3 Combat climate change 30
- 2.4 Spread green culture 31

2.1 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 safety and 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 deparatments, regional companies, business units and subsidiaries. The office of the safety and 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 to the safety and 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 safety and 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 upon Acceptance of Construction Projects.*
- Develop *Energy Management Measures (Trial), EHS Compliance Evaluation Management Process,* and *Process for Identification of EHS Laws, Regulations and Other Requirements,* and constantly improve internal management systems such as *Hazardous Chemicals Management Process, 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, Process for Control and Management of Waste Water Discharge and Waste Gas Emission, and Environmental Risk and Identification and Assessment Process.*

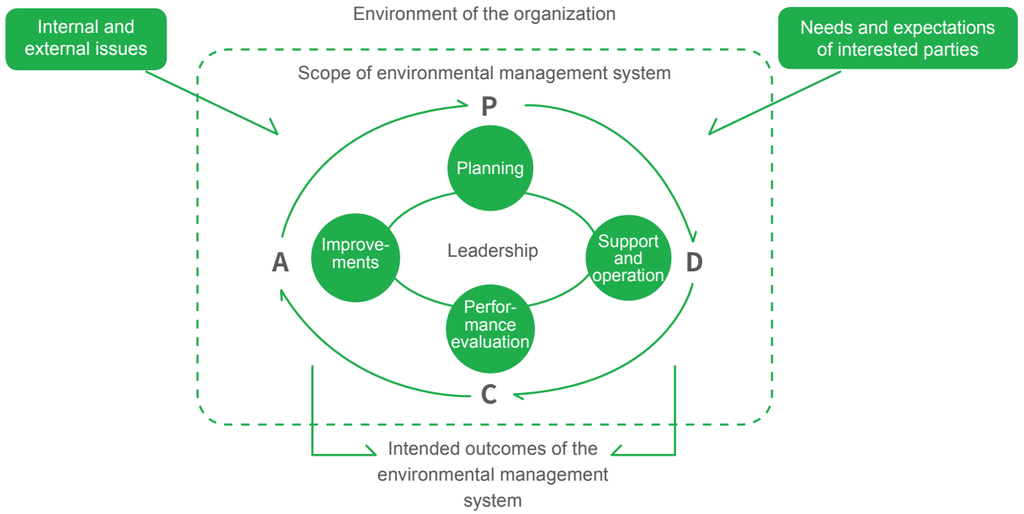
Management guarantee

- Set up a safety and environmental protection committee to form an internal environmental protection organization with the Safety and Quality Department 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, 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 their 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 Quality Department of the Company's headquarters will supervise and inspect the implementation of the rectification.
- The Company passed the verification of the ISO14001 and OHSAS18001 by China Quality Certification Company, which fully proved the appropriateness, adequacy and effectiveness of the Company's environmental system.
- The superior units conducted an annual supervisory audit of the Company's Grade 2 production safety standardisation, and the Company's system operated normally and met the requirements.
- Based on the characteristics of the logistics industry, we have established the CMAL-HSE management system for the Company by deeply integrating the requirements of the Occupational Health and Safety Management System (GB/T45001), the Environmental Management System (GB/T 24001), the Basic Specification for the Standardisation of Production Safety in Enterprises (GB/T33000), the Basic Specification for the Standardisation of Production Safety in Traffic and Transportation Enterprises (JT/T1180), and the Changan China HSE Management System. CMAL-HSE management system was established to promote the standardised safety management of the Company.

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

Carbon dioxide emissions per RMB10,000 of revenue in each of the three years ending 2027 are planned to be 4%, 3%, and 5% respectively lower than in the previous year, with an overall reduction of 12% in 2027 as compared to that in 2024. This is our overall greenhouse gas emissions target. We achieve our decarbonisation goals gradually by purchasing new energy vehicles, optimising logistics efficiency and increasing the use of multimodal transport combining road, rail and waterways. At present, we do not utilise carbon credits, but we will consider doing so in the future.

Waste reduction

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

Comprehensive energy consumption per RMB10,000 of revenue in the three years ending 2027 is planned to be reduced by 3%, 4% and 6% respectively as compared with the previous year, with the overall reduction of 13% in 2027 as compared with that in 2024.

Water conservation

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.

2.2 Practice energy conservation and emission reduction

The Company actively carried out energy conservation and emission reduction and ecological environment protection, formulated *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, wastewater 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 of 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;
- A number of units have promoted energy and environmental best practices by using automatic power-off charging devices, smart liquid refillers and leak-proof trays to prevent electrolyte leakage from batteries and some units are piloting the use of new energy forklifts and use of lead-acid batteries for trailers, essentially eliminating the problem of battery electrolyte leakage;
- The Company standardized the management of key areas such as charging area and maintenance area in 2025, established pollution prevention and control measures, standardized waste water discharge, transferred and disposed of more than 65 tons of hazardous waste in accordance with laws and regulations, to prevent environmental pollution incidents;
- Standardize the separate collection and treatment of domestic waste under four categories including hazardous waste, perishable waste, recyclable waste, and other waste in each unit.

During the reporting period, the main waste generated by the Company was as follows:

Volume of hazardous waste produced [1]	Unit	2025
Used engine oil	t	0.54
Used engine oil density	ton/RMB100 million revenue	0.006
Used printer cartridge	t	1.04
Used battery	t	0.08
Used forklift batteries	t	42.96
Used fluorescent tube	t	0.08
Total amount of hazardous wastes	t	44.69
Density of hazardous waste	ton/RMB100 million revenue	0.47

[1] Total hazardous waste comprises of used engine oil, printer cartridges, batteries, fluorescent tubes and forklift batteries.

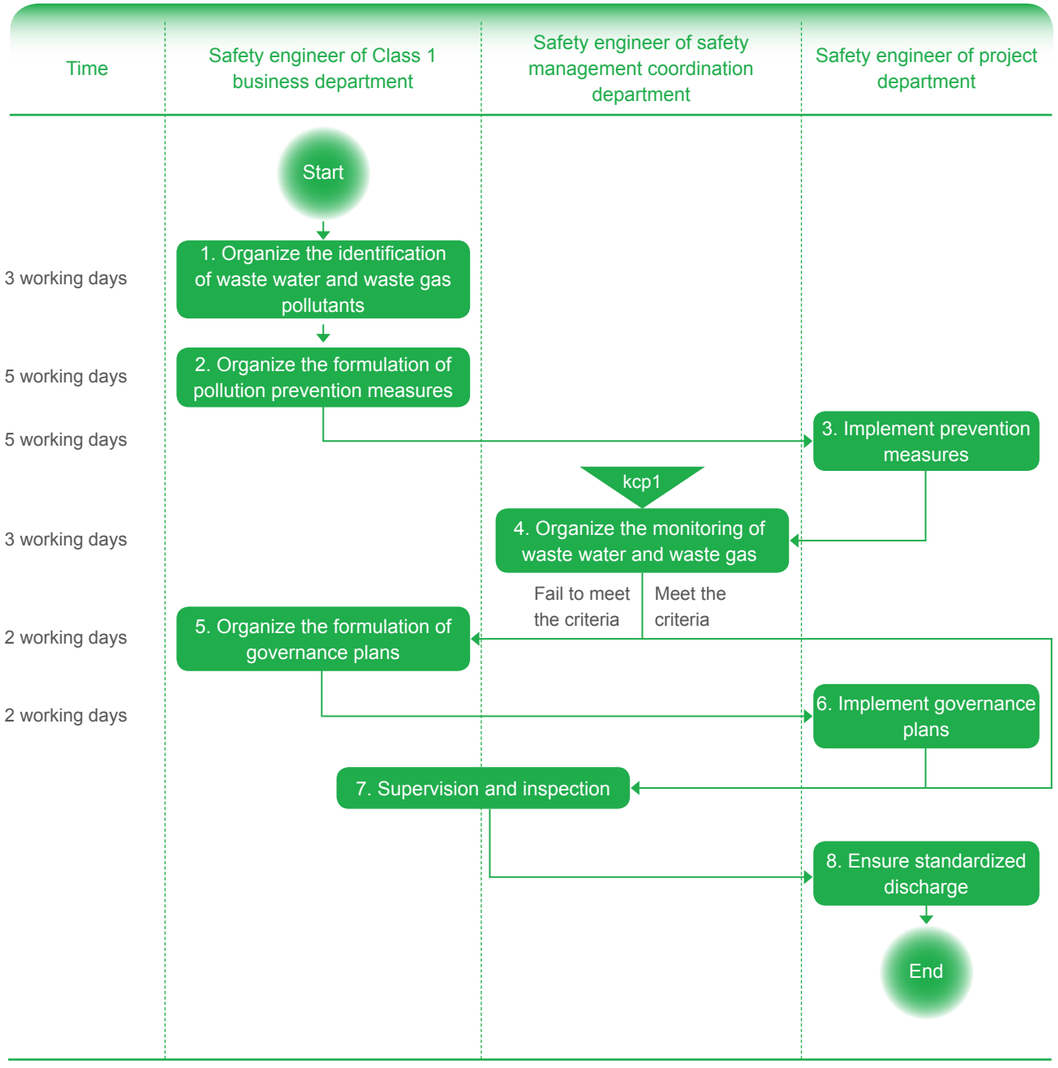
Volume of non-hazardous waste produced [2]	Unit	2025
Used tires	t	2.22
Used paper	t	62.79
Used wooden pallet	t	720.00
Used plastics	t	64.21
Used cardboard	t	85.00
Total amount of non-hazardous wastes	t	934.21
Density of non-hazardous wastes	ton/RMB100 million revenue	9.80

[2] Total non-hazardous waste comprises of used tyres, used paper, 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 a 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 are discharged to the municipal sewage network for unified treatment after being checked and ratified by the environmental authority.

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 standards;
- 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	2025
Total waste water discharge	m^3	171,169.02
Density of waste water	m^3/RMB100 million revenue	1,795.73

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 peak carbon dioxide emissions and carbon neutrality.

We adjust the energy consumption structure, adopt renewable energy solutions, invest and build photovoltaic projects in appropriate bases and parks, gradually increase the use of new energy vehicles and change the type of energy consumption, so as to greatly reduce the carbon emission of business operations; 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 operational 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 [3]	Unit	2025
Greenhouse gas emission (scope 1)	CO_2 equivalent - ton	2,074.45
Greenhouse gas emission (scope 2)	CO_2 equivalent - ton	6,451.39
Total emissions of greenhouse gas	CO_2 equivalent - ton	8,525.83
Density of greenhouse gas emission	CO_2 equivalent - ton/RMB100 million revenue	89.44

[3] 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), which is in line with *the Greenhouse Gas Accounting System: A Corporate Accounting and Reporting Standard (2004)*. 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 I and scope II. The Company converts emissions from purchased fuels such as diesel and petrol, as well as electricity, into emissions using the emission factor calculation method.

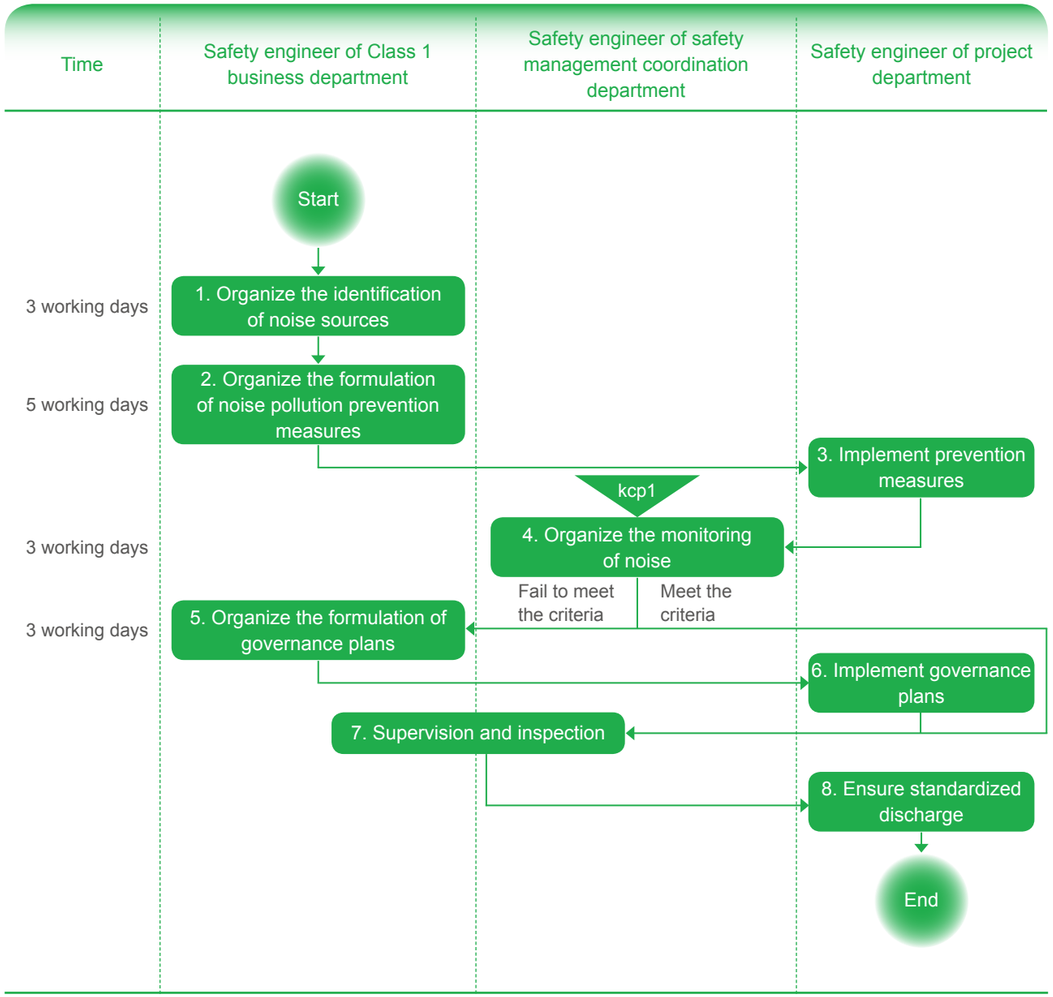


Noise management

Noise pollution is involved in the production 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, we ensure noise emission meets 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.

Noise Emission Management Flow Chart

Process name: noise emission control management process
Process owner: safety management coordination department



Resource use

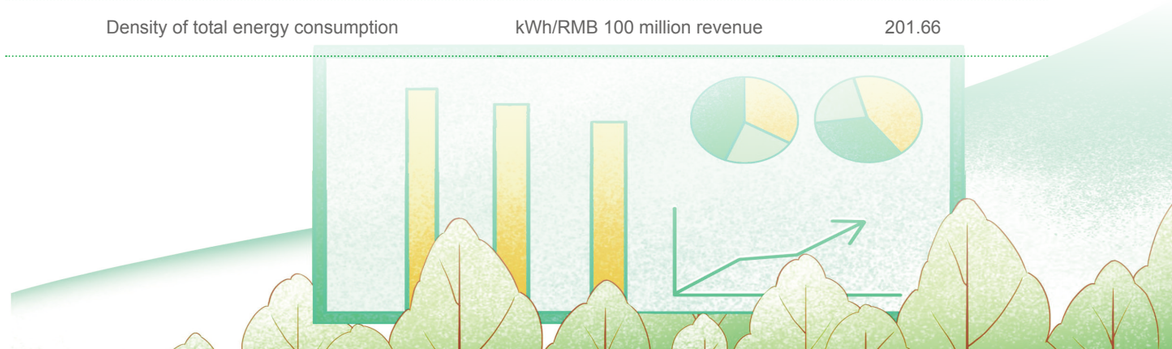
The main energy consumption of the Company includes electricity, gasoline, diesel, natural gas and other energy sources. In order to implement the national policy of attaching equal importance to energy development and conservation, comprehensively strengthen the Company's energy use management, reduce 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. We have carried out a smart lighting control retrofit for the garage, achieving "light on when people are present, off when they leave" -- shifting from passive sensing to active energy-saving mode, avoiding the waste of "always-on lights" and reducing lighting energy consumption by 30% to 50%. If the inspectors find that the lights are not turned off, public 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	2025
Unleaded petrol	Liter	81,628.75
Diesel	Liter	662,940.11
Natural gas	m3	40,285.00
Outsourced electricity	MWh	11,312.27
Direct energy consumption	MWh	7,909.64
Indirect energy consumption	MWh	11,312.27
Total energy consumption	MWh	19,221.91
Density of total energy consumption	kWh/RMB 100 million revenue	201.66



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 at monthly internals, 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, to effectively avoid the waste of water resources.The water used by the Company comes from the municipal tap water or reclaimed water purchased. There are no problems with access to water and no significant environmental impacts.

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

Total water consumption and density	Unit	2025
Total water consumption	m^3	313,646.02
Water consumption density	m3/RMB 100 million revenue	3,290.45
Water saving amount	m^3	1,760.00

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 year, the Company established a Packaging Division to actively expand its packaging business at home and abroad, leading to a significant increase in the total amount of packaging materials consumed.

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

Total amount and density of packaging material	Unit	2025
Paper	t	892.00
Wooden products	t	2,558.00
Plastics	t	439.98
Total amount of packaging material	t	3,889.98
Density of packaging material	ton/RMB 100 million revenue	40.81

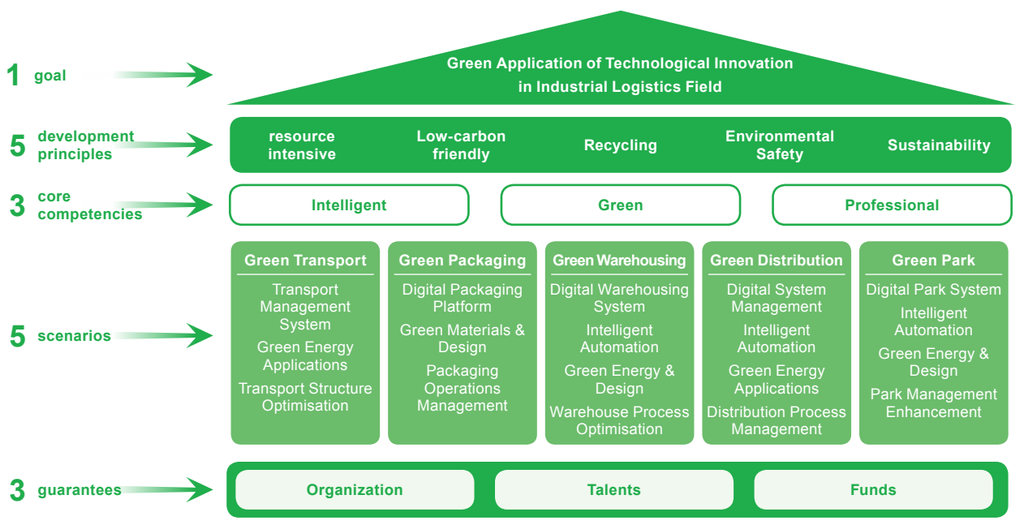
2.3 Combat climate change

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	**Policy risk** The implementation of the "peak carbon dioxide emissions and carbon neutrality" 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	Medium- and long-term	• Set scientific greenhouse gas emission reduction targets • Launch strategic plans for low-carbon logistics • Carry out energy conservation and consumption reduction and promote the use of renewable energy sources • Apply carbon reduction technologies and use green low-carbon packaging
	Technical risk Green packaging technology R&D, green transportation, green office, etc.	Medium- and long-term	• Increase investment in low-carbon technology R&D and improve R&D efficiency
	Market risk Consumers pay more attention to the impact of products and services on climate	Medium- and long-term	• Strengthen the promotion of green transformation of products and services, and create a low-carbon brand image
	Reputation risks Investors' attention, upstream and downstream demand of the supply chain, community's attention	Long-term	• Strengthen communication with stakeholders, disclose low-carbon and environmental actions and data; join suppliers in low-carbon actions
Physical risk	**Acute risk** Extreme weather events and major natural disasters may pose a threat to transportation safety	Short- and medium-term	• Establish *Special Emergency Plan for Sudden Natural Disasters* 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.
	Chronic risk Rising temperature and sea level may have an impact on human living environment and business scope	Long-term	• Participate in climate change actions and protect the ecological environment

Strategic planning for green and low-carbon logistics

In the new development stage, the Company is implementing the new development concept, constructing the new development pattern, and taking advantage of the development of "peak carbon dioxide emissions and carbon neutrality to popularise its innovative technologies and promote their green application to form its own development principle of "resource intensive, low-carbon friendly, recycling, environmental security and sustainability". We will build a digital and green technology system and develop professional service capabilities to achieve efficient management and provide high-quality and sustainable products and services.



General Strategy for Green and Low-carbon Logistics of the Company

2.4 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, and conducted a series of environmental protection activities to spread green culture and advocate green and low-carbon work and life concept.

In the office building and canteen area of the Company, we broadcast relevant knowledge of carbon neutrality 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

The Company carried out environmental protection trainings **2** Times

With attendance reached **117** Attendance

Emergency drills for environmental emergencies, with attendance reached **11** Times

With attendance reached **158** Attendance

Case Energy Conservation Publicity Week of the Company

The Company carried out an Energy Conservation Publicity Week under the theme "Energy Saving and Efficiency Improvement – Leading with Renewal". A total of 128 promotional posters and banners were produced and distributed. The Company organized 92 offline energy conservation learning sessions for employees, with 3,658 participants in total. Energy conservation short videos were pushed via bulletin boards, enterprise WeChat groups, Douyin, and television, achieving 2,437 views. 8 online publicity sessions were organized, with a total of 674 participants. The Company also organized an online World Environment Day quiz for all units, with 5,996 participants. The series of activities carried out by various units of the Company were diverse in form and rich in content, promoting energy conservation concepts and disseminating low-carbon knowledge, thereby creating a strong atmosphere of energy conservation and effectively enhancing employees' awareness and capability in energy saving and carbon reduction.



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

Case Environment Day of the Company

The Company closely follows national requirements and carries out publicity work for the "June 5 Environment Day" under the theme "Beautiful China, I Take the Lead". More than 120 promotional products were produced. Posters and banners for Environmental Day were posted at worksites and office areas, and the June 5 Environment Day promotional video was played. The themes and initiatives of Environment Day were communicated through team meetings and departmental meetings. Over 40 promotional products and 4 online products were produced, and 35 online and offline activities were organized. The Environmental Protection Tips booklet was produced and distributed. In 2025, 5,696 people participated in the online June 5 Environment Day quiz. Environmental protection training was organized for business units, further enriching employees' knowledge of environmental protection and enhancing their environmental awareness and understanding.



Creation of An Atmosphere for "June 5 Environment Day" by Posting Posters

3 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 *Labour Law of the People’s Republic of China, Labour Contract Law of the People’s Republic of China,* and *Social Insurance Law of the People’s Republic of China,* formulates and implements systems such as *Regulations on the Administration of Labour and Employment* and *Implementation Rules of Labour 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 facilitate the development of the Company and its employees.

3.1 Build a diversified team 35

3.2 Protection for employees rights and interests 37

3.3 Broaden development channels 38

3.4 Care for employees health 41

3.1 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 its long-term development.

Equal and compliant employment

We adhere to the employment principle of "job-person matching, efficient allocation, balanced demand, openness and justice and optimal cost", strictly follow the *Labour Law, Labour Contract Law, Tentative Provisions on the Payment of Wages, Social Insurance Law, Regulations on Workers Compensation Insurance* and other laws and regulations, and establish management measures such as *Recruitment Management Measures, Contract Worker Recruitment Management Measures,* and *Labour Dispatch Management Measures and Labour 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 reserves

Following the recruitment principle of "person-position matching, efficient allocation, balanced demand, openness and fairness, and optimal cost" and combining the key talent needs to support the business and the cultivation needs to optimise the talent reserves, we adhere to the principle of "open recruitment, 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 reserves based on strategic development and business support.

Deepen university-enterprise cooperation

We have been steadily advancing the school-enterprise cooperation with Chongqing Vocational College of Industry and Commerce under the "Field Engineer" training program, securing reserve talent in advance, and providing hands-on operational training to build cross-functional competencies.

Build talent development project

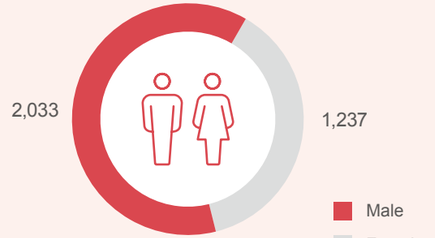
We recruit 40 mature talents experienced in intelligent technologies, packaging, operation and other key fields and 90 talent reserves from universities. 130 interns are introduced to supplement fresh blood for the development of the Company.

Relevant professional title and qualification evaluations were conducted

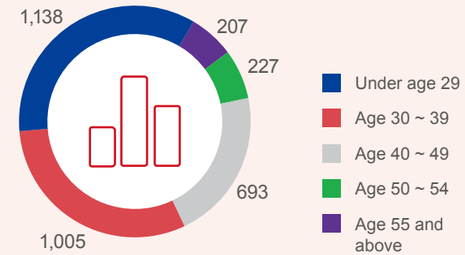
34 employees passed the professional title evaluation; 278 employees registered for O-category skill level certification; over 50 employees in M-category promoted in job grades; over 80 frontline management personnel received job grade promotion; and over 400 employees in P-category promoted in position rank, further driving employee capability enhancement.

Total number of employees (3,270 person)

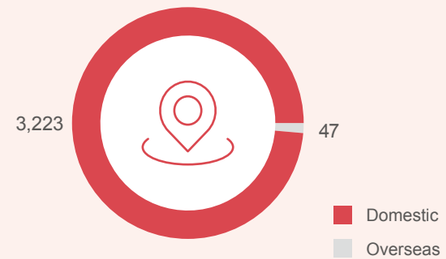
Total number of employees by gender



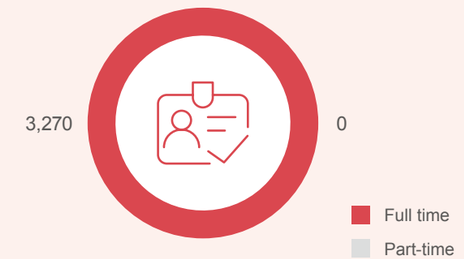
Total number of employees by age



Number of employees by region

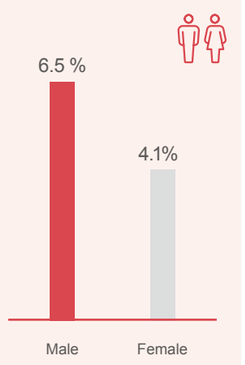


Total number of employees by employment type

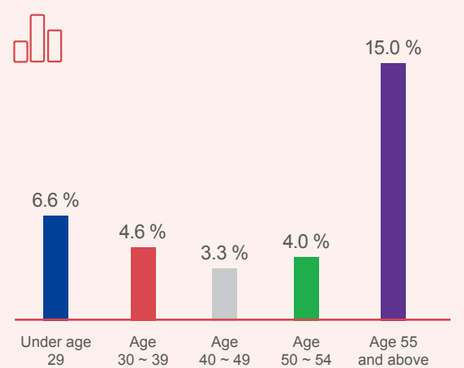


Annual employee turnover rate (5.6%)

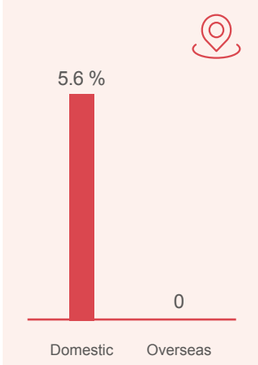
Annual employee turnover rate by gender



Annual employee turnover rate by age



Annual employee turnover rate by region



3.2 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 labour and forced labour

We strictly abide by the *Law of the People's Republic of China on the Protection of Minors, Provisions on Prohibition of Child Labour* 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 labour employment management systems such as *Labour Outsourcing Management Measures, Labour Dispatch Management Measures, Temporary Employment Guidance Management Measures,* and *Measures for Labour Supplier Evaluation, Management, Incentive and Restraint,* clearly specify various employment standards and job conditions, reasonably allocate human resources, and establish harmonious labour employment relationships. At the same time, the Company has set up comprehensive emergency response plan for the matter of child labour, with the work of the individuals involved terminated immediately once such case is identified and reporting procedures will be implemented strictly in accordance with relevant laws and regulations.

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 labour remuneration, labour 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:

Continuously optimize the fixed-term and contract-based management system for cadres

According to the three-year reform action plan of the superior unit, the Company studies out the scheme for term-based contractual system for senior managers, formulates the performance evaluation methods and salary management methods, issues the supporting organization level, promotion, incentive and restraint mechanism, and holds training in the evaluation methods and application of evaluation results under the contractual mode.

Continuously improve the remuneration and incentive mechanism

The Compensation Reform Plan was drafted, approved by the Party Committee, and implemented at the beginning of the year, enhancing employee professional development pathways and normal salary growth. The Ten Billion Breakthrough Incentive Policy was released to further boost employees' drive and vitality. The Special Award Management Measures were issued, targeting key business priorities and further regulating special award management.

3.3 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 the Company and its employees.

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 honour, resource allocation and career promotion to employees with high value contribution, so as to realize the alignment of income and development opportunities with their value contribution.

Improve management policies and systems

- Newly issued the *Management Measures for Multi-Skilled Workers;* revised and issued the Measures for the *Management of Mid-Level Managers, Measures for the Management of Outstanding Young Reserve Talents, Measures for Cadre Transfer and Appointment, Procedures for the Selection and Appointment of Grassroots Management Personnel,* and *Measures for the Management of Overseas Employees.* The Company strictly implements the Measures for the Selection and Appointment of Mid-Level Managers, Measures for the Comprehensive Assessment and Evaluation of Mid-Level Leadership Teams and Members, Measures for the Exchange and Training of Young Cadres, Measures for the Exchange Appointment of Mid-Level Managers, Measures for the Selection and Appointment of Executive-Level Management Personnel, Professional Sequence Qualification Management Process, and Position and Job Grade Management Measures (Trial).

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 continue to organize the level certification of skilled talents.

Effects

- We have carried out relevant professional title and qualification evaluations, among which 34 employees passed the professional title evaluation (including 1 with Principal title, 2 with Senior title, 7 with Intermediate title, and 24 with Junior title). A total of 278 employees registered for the skill level certification for O-category employees, and 81 passed the certification, with a pass rate of approximately 29%. 50 employees in the M-category received job grade promotions, and over 80 frontline management personnel prmoted in the job grade. More than 400 employees in the P-category had prmoted in job level (with a promotion rate of over 90%), further guiding employees in capability improvement.

- We carried out vocational skill level identification for employees, covering 278 individuals, with 81 passing the identification, including 47 junior-level workers, 18 intermediate-level workers, and 16 senior-level workers. The proportion of highly skilled personnel reached 16.4%, further optimizing the structure of the Company's skilled workforce, smoothing the ladder-style growth pathway for skilled talents, promoting the transformation of skilled workers into skilled talents, and building a team of high-precision and elite craftsmen.

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: special training, awareness improvement and training operation.

Special training

- Two-level forklift reserve talent selection: Further optimized the selection criteria for forklift reserve talents. Selected 10 candidates for company-level high-skilled forklift reserve talent pool, and 90 candidates for unit-level part-time forklift reserve talent pool. Promoted 39 employees to obtain training and certification.
- Other certifications: In 2025, based on actual business needs, employees actively pursued new knowledge and obtained relevant certificates from external institutions, such as Certified Professional in Purchasing Manager (CPPM), to enhance their professional capabilities. A total of 30 employees obtained such certifications.
- Company-level internal trainer special training: On the one hand, special Teacher's Day activities were carried out for internal trainers to stimulate their vitality and motivation, involving more than 130 internal trainers. On the other hand, for pre-service internal trainers, based on the development needs of training resources under the annual training plan, the Company adopted an internal recruitment approach to encourage a large number of employees who are willing to share knowledge and possess deep professional expertise to participate in the internal trainer program. A combination of online training camps and offline workshops was adopted to organize TTT (Train the Trainer) training and agile course development training, empowering internal trainers in course development capabilities and presentation skills, involving 38 pre-service internal trainers.
- For frontline managers: On the one hand, the "Blue Ocean Plan" team leader certification program was launched, focusing on three core areas: competency and professionalism, on-site practice, and communication skills. Through a closed-loop mechanism of "practice-correction- review", practical capabilities were honed, forging excellent frontline teams that understand command, excels in operations, and is good at improvement, thereby strengthening the talent foundation. On the other hand, the dual selection of "Best New Talent" and "Outstanding Rising Star" was simultaneously promoted, continuously expanding the frontline management reserve pool and providing a steady source of vitality for the Company's high-quality development.

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.

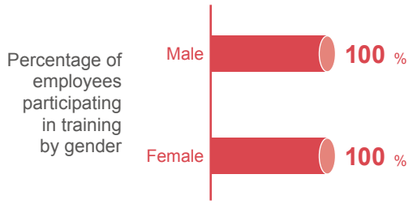
Training and operation

- Cadres are trained in a variety of practical ways to build up their management and integration ability, including internal intensive training classes, instructor-led teaching, rotated assistants, work in other units by rotation, and multi-position training for middle cadres. Specifically, 10 cadre certification training sessions were held at different levels: 1 session for middle cadres, 4 for on-the-job managers, 2 for new directors/managers and 3 for managerial reserves, and 24 people attended the project of "working in other units by rotation".
- Organize training for newly-recruited graduates to help them quickly adapt their jobs. Through the complex training mode of centralised training, extension training, post practice, and teacher-apprentice, which covers the three phases of "to adapt, to qualify and to develop", we have closely followed the growth of the newly-recruited graduates one by one to increase our effects for their training. We trained 96 newcomers in 2025 and selected 14 outstanding employees from those recruited in 2024 for reserve for strategic talents.
- Strengthen three-level training and organize train for the new social recruiters through the combination of online + site mode under the principle of "training upon recruitment, and attendance as much as possible". Three training sessions were held for new employees, covering 35 people, with an overall coverage rate of 100% and a pass rate of 100%. According to the KET three-level training, the new employees under the O-sequence were trained in accordance with the requirements of their positions, with the coverage rate reached 100% and the qualification rate reached 100%.

2025

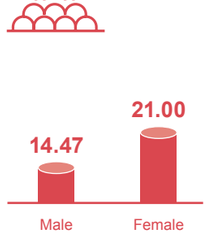
Total sessions for employee training **2,459** Times

Total attendance of employee training **265,220** Attendance

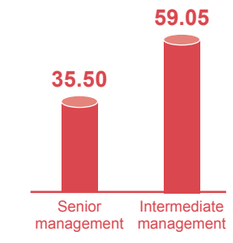




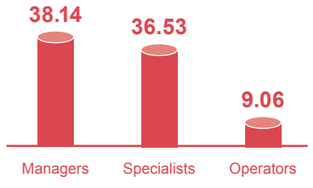
Average training hours per person **38.66** Hour/person



Average training hours per person by gender



Average training hours per person by employee category



Average training hours per person by type

3.4 Care for employee's health

The Company focuses the work-life balance of its employees, pays much attention on enterprise humanistic care, solves employees' difficulties met in life, cares the physical and mental health of female employees, shows loving care for expatriates and their family members, helps and condoles employees suffering difficulties, organizes and carries out the "Nordic Walking" and other colourful 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,* the *Fire Safety Law* and *Administrative Measures of Emergency Plan for Work Safety Accidents*, and establishes and improves internal systems such as *Occupational Health, Safety, Environmental Protection, and Fire Protection Accountability System*, the *Occupational Health, Safety and Environmental Management Performance Evaluation Measures, the Work Safety Accountability System and the Safety Management Measures of Relevant Parties*, one-time passed the 2025 national supervisory audit of the JT/T1180 system, improving the effective operation of safety, environment, and quality management systems, and provides the Company with the conditions and basic qualification necessary for production and operation, showing positive image and social responsibility of the Company.

The Company carried out the activities of Week for Occupational Disease Prevention and Control to raise employee's 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 employee's occupational health.

Safety construction

- Successfully passed the 2025 national supervisory audit of the JT/T1180 system, improving the effective operation of safety, environment, and quality management systems.
- The Company internally established and implemented CMAL-HSE 2.0, which comprises 13 first-level elements, 42 second-level elements, 134 third-level elements, and 584 evaluation clauses, including 70 project veto items and 24 total deduction items. The CMAL-HSE management standard elements are fully covered – not only covering all 17 elements of the China Changan HSE standard, but also integrating the Company's actual production and operations, national basic norms for work safety standardization, safety management requirements for warehousing and logistics enterprises, and the requirements for dual prevention mechanism construction in road transportation, thereby achieving full coverage of the Company's broader safety management scope.
- Optimization of company-level system management documents: 10 documents were optimized and improved throughout the year.

Emergency management

- Establish a sound emergency plan and the drill plan of emergency plan and organize the drills 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 fully prepared to respond to emergencies with a wide range of materials, including: 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 management

- Continuously improve the potential hazards investigation and management process and system, and carry out a series of activities such as the point inspection, daily safety inspection, various special safety inspection, randomly snap picture etc. to make all employees, from the first line employees to the leaders of the Company, to participate in safety supervision and inspection. The responsibility of all the staff for potential safety hazards investigation and management are clearly defined in the post responsibility system, to ensure full participation in potential safety hazards investigation and management.
- Combined with the key work in 2025, the Company has formulated a three-year action plan to break down the key work tasks into 8 major actions, 29 tasks and 67 action initiatives. We completed the relevant work such as the safety standardisation and certification of 9 units, improvement of the system for supervising the management of major accident hazards, and establishment of a working mechanism for the identification of safety risks. In 2025, the Company completed the certification of 100% of its units with production and operation entities in terms of safety production standardisation, improved the system for supervising the management of major accident hazards, and set up a mechanism for the identification of safety risks featured by full participation, full coverage and dynamic updates, and comprehensively took technical, engineering, management and other measures to realise controllable important safety risks.

Risk elimination

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

Safety education

- 9 November 2025 is the 34rd National Fire Safety Day, and each unit of the Company has actively organised and launched various kinds of fire safety publicity activities with the theme of "Fire Safety for All, Life First" to further enhance the fire safety awareness and emergency response capability of all staff.
- A strong publicity atmosphere of fire prevention for all was created, and fire safety knowledge was disseminated 288 times through the hanging of 95 fire safety publicity banners, the posting of 128 posters, and the broadcasting of warning and educational videos on electronic screens.
- Carry out fire safety visits and experiences, simulated fire drills and other activities, work with the Fire Rescue Station to organise the volunteer firefighters firefighting and rescue skills training, and launched activities of various kinds including Fire Equipment Search and Find, Fire Fighting Water Bowling, Fire Fighting Quiz Competition and practical drills to make the concept of fire safety deeply rooted in people's minds. The Company conducted 37 firefighting trainings, with 5,437 people participating in these trainings.
- Fire drills were carried out at different levels, with each unit combining the annual drill plan to carry out fire evacuation and escape, thermal runaway of lithium batteries, and fire of new energy vehicles, etc. A total of 44 fire drills were carried out, with 3,082 participants, which further enhanced the staff's awareness of fire safety and emergency response capability.

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 employee's 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 employee's enthusiasm and motivation. At the same time, the Company cares about employees and regularly carries out festival greetings and birthday greetings to warm employees.





Spring Festival-themed Activities





International Women's Day Activities





Award of "Excellent Healthy Canteen" and "Top 100 Fitness Station" by the Chongqing Federation of Labor Unions





Gifts for Traditional Holidays



"2025 Spring Festival Celebration" held by the Company

4 Industry

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

With the mission of “innovating logistics service, and making a 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.

- 4.1 Innovation in logistics solutions 47
- 4.2 Improving quality management 51
- 4.3 Upgrade customer service experience 52
- 4.4 Building a responsible supply chain 55
- 4.5 Promote industrial development 57

4.1 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 application of digital, informatization and green technologies. Taking the building of “High Efficiency” and “High Technology” of the Company as the orientation, and regarding the “Process Drives the Collaboration, Scientific Technology Facilitate 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”.



“2025 Innovative Technology Products in Transportation and Logistics” - China Communications and Transportation Association

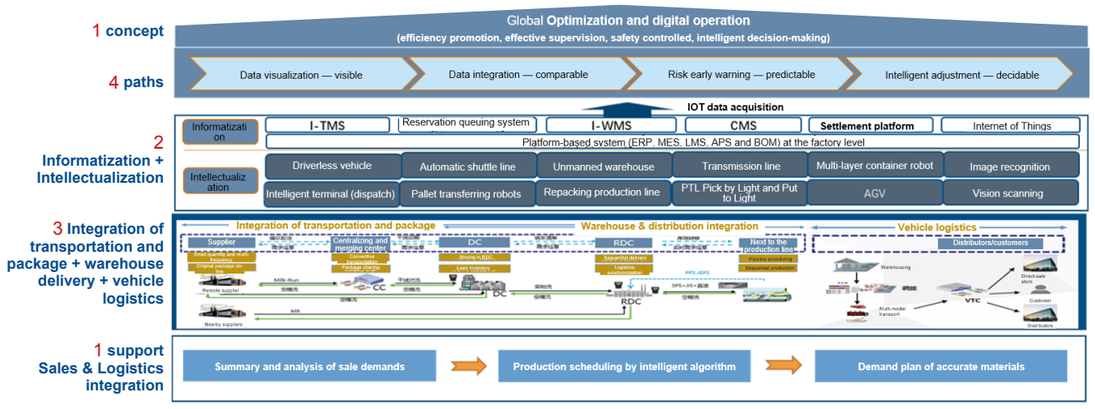


“2025 Excellence in Digital Construction for Western Enterprises” - Organizing Committee of the Western Enterprise Digital Intelligence Development Conference

Promote the application of intelligent technologies in 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 logistics operation scenario.

The intelligent pallet transferring robot

It consists of pallet robot, networked glass fibre 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 whole intelligent process, and helping the enterprises reduce the cost and increase the profits.

Big intelligent screen

The transportation monitoring system in transit is set up based on the “*Hawkeye Map*” and vehicle-mounted terminal intelligent box, realizing the visual 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 an automotive logistics the same as the *“Express Type”* service.

Storage and delivery centre

The Company has launched the new service product of “storage and delivery centre” relying on the supply chain integration, logistics network node and other platform advantages. 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.

Online freight platform

The optimal and 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 a win-win platform-based development of the logistics transportation, the merchandise trade, payment and settlement, financial service, and other services of upstream and downstream enterprises of the supply chain.

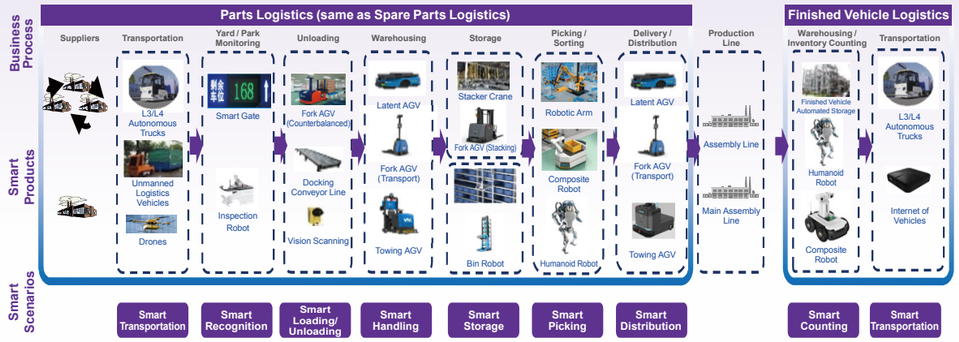
Overall solution of intelligent logistics

Based on the whole work process, the Company provides 9 kinds of intelligent products, such as the intelligent monitoring, loading and unloading, storage, handling and picking, etc.; and realizes the integrated application of various equipment for customers by using AI and information technologies, and provides them with “one-stop” intelligent logistics overall solution to help their realization of the transformation of management mode of supply chain.

Case **Building All-Scenario Intelligent Service Capabilities**

Based on the full business scenarios of automotive logistics, the Company provides eight major intelligent services: intelligent transportation, intelligent identification, intelligent loading and unloading, intelligent handling, intelligent storage, intelligent picking, intelligent delivery, and intelligent inventory counting, achieving labor-saving, reduced manpower, and unmanned operations. The Company offers the “CMAL-Series” intelligent equipment products to customers, involving mainstream logistics intelligent equipment such as unmanned vehicles, unmanned aerial vehicles, AGVs, robotic arms, ASRS automated warehouses, and humanoid robots.

All-Scenario Intelligent Services for Automotive Logistics of CMAL



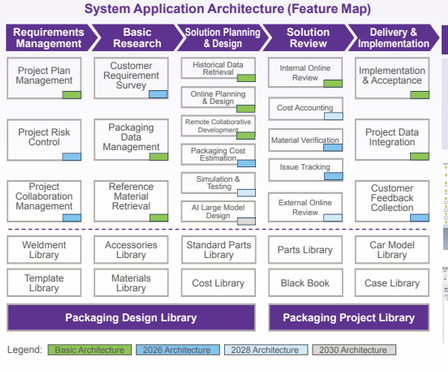
All-Scenario Intelligent Service Capabilities of the Company

Build a Packaging Design Platform (CPLM)

System owner unit | Packaging Division | System construction method | Outsourced + self-developed

- **System Construction Goal:** Using SolidWorks as the primary design tool, based on the business logic of requirements, research, design, review, and delivery, to establish a standardized and normalized enterprise process and build a comprehensive packaging development and design platform.
- **Core System Functions:** Includes 5 secondary functions: requirement intake, basic research, solution planning & design, solution review, delivery & implementation; and 20 tertiary functions such as reference material retrieval, historical data recall, online review, implementation & acceptance, etc.
- **System Application Status:** Completed data entry of 12 standardized templates, 250+ common components, 20+ types of modular components, 10+ common structural templates, 600+ historical packaging design solutions, and 3,600+ items of packaging/part information.
- **System Data Application:** Achieved cross-site design solutions for clients, automatic synchronization of physical files, online sharing of all designers' data, and assisted task allocation. In the future, the database will be further enriched to enable AI-based 3D design, technical review, part management, etc.
- **System Application Value:** Modularization rate of packaging solutions (standard sizes) reaches 100%, generalization rate reaches 65%, standardization rate reaches 86%. Solution retrieval speed increased by 100%, design efficiency improved by 20%.

System Application Architecture (Feature Map)



System Application Status

Modularization rate: 100%

Standardized 46 structural component modules and 12 standard part architectures, resolving quality issues caused by main template vehicle model changes, cockpit, and functional variations.

Standardization rate: 65%

Standardized 16 round box sizes, 6 box sizes, and 7 additional box sizes, providing universal packaging solutions to resolve quality issues caused by cockpit and functional differences.

Solution efficiency and speed increased by 100%

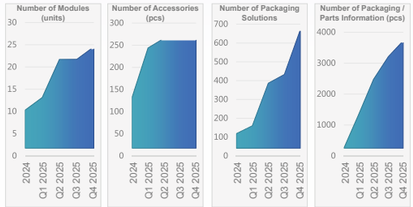
Established six design libraries (packaging weldments, accessories, modules, materials, costs) and four project libraries (parts, vehicle models, cases, Black Book).

Design efficiency increased by 20%

Enabled user-side solution design with automatic synchronization of physical models. All designer materials are shared online, supporting task assignments and improving packaging design efficiency.







Improve green packaging technology

Our company is committed to enhancing green technology and packaging technology. We provide a series of packaging products in four directions: generalisation, lightweighting, modularisation and platformisation, and identify the core technologies of packaging from the whole life cycle of materials, design, manufacturing, testing, operation and protection to support business expansion.

Specific measures of green packaging are set out as follows:

- Enhancement of core packaging technology and capacity: The Company made the first breakthroughs in the packaging and protection of sand core, automatic high-precision frame debugging and high temperature label selection and completed the design of high-precision pallets and the construction of processing capacity.
- Promote the R&D and application of packaging products: add 5 new platform, modular, lightweight and other self-developed products, achieve Internet-linked operation of circular packaging, transform from the mode of suppliers self-invested pallets to the common-shared pallets, to solve the problems of lost and misappropriated use of packages, having no operation data, management opacity of customers, etc.; modular shelves were introduced into the projects, reducing the costs of the whole life cycle by 35%; the weight of lightweight pallets is 42% lower than traditional ones, and 8,000 pieces of glass fiber Internet-linked pallets have been added to comprehensively promote packaging operations and strengthen management of suppliers’ pallets and reduce costs.
- The Packaging Operation Management System realizes the systematic management of the entire process of circular packaging, and at the same time realize the Internet-linked operation of packaging by using IoT tags, with the core functions mainly focusing on asset information, operation information, inventory information and data analysis.
- Relying on the self-developed packaging operation management system (CMS), the green products have facilitated the online operation of 4 projects and platform-based management of 43,087 packages, with a package loss rate of less than 3%, which is 4 percentage points lower than that of the industry.

Advance the establishment of green platforms

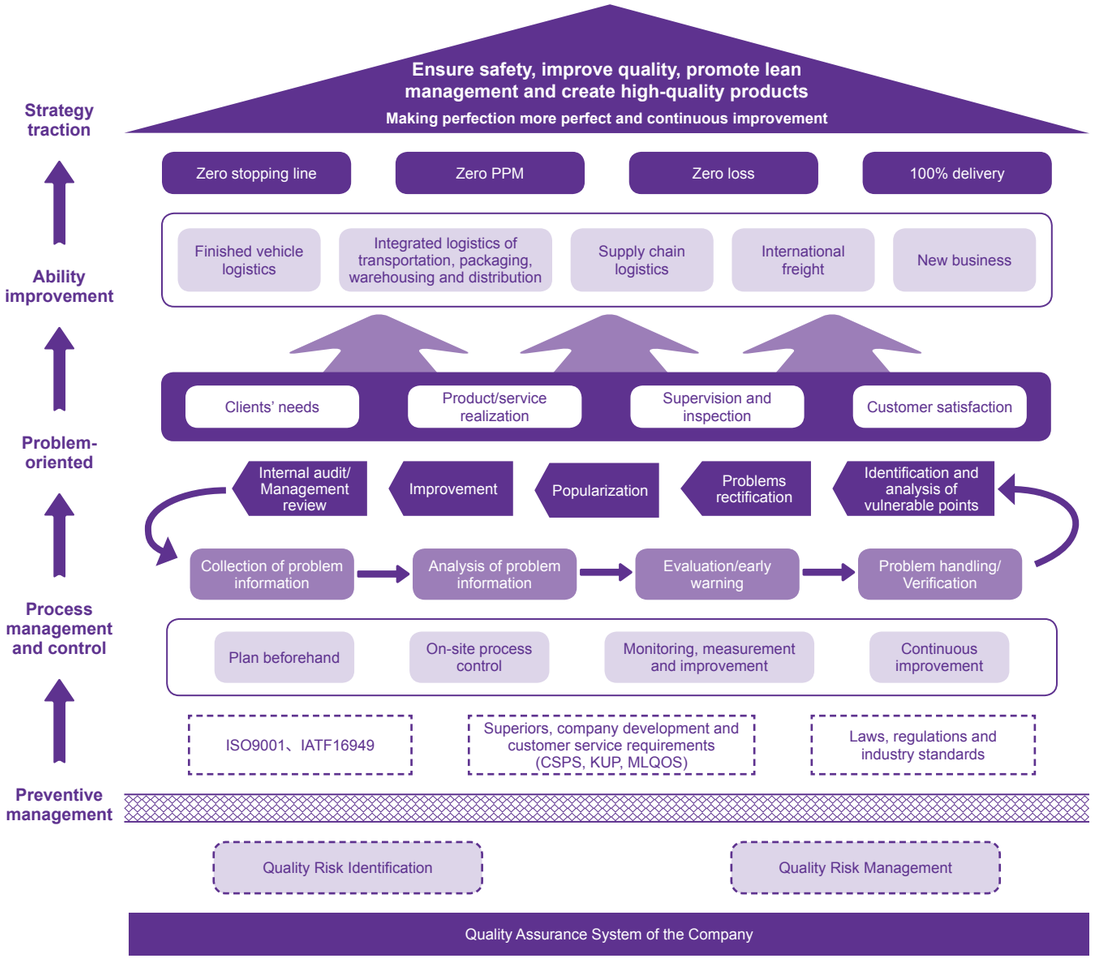
The Company completed the evaluation and acceptance of the carbon footprint management platform.

- The function of reporting carbon emission reduction has been developed and launched and applied to the carbon emission reduction project for customers. At present, 25 units of the Company have compiled and applied carbon emission data, realising professional and digital carbon emission verification and management. The Carbon Footprint Management Platform has improved the Company’s carbon management system, reduced potential policy risks, and at the same time cultivated the employees’ low-carbon awareness and created a green corporate culture.

4.2 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-cantered 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 first-line 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”.



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

Review of process quality

- According to the requirements of IATF 16949 quality system review, formulate the annual review plan, and make the status and importance of the process, the plan of new product development and the results of previous reviews included in the review planning;
- Establish the review team to ensure the independence of the review process;
- Divide the responsibility to specific departments for the nonconformities found in the review and determine improvement suggestions.

Review and monitoring of products

- Formulate the annual product review implementation plan and prepare the Product Review Rating Guide according to the product quality standards;
- Establish the review team to conduct sampling inspection on products to ensure the coverage of each batch. The inspection focus includes functional test, structural inspection, appearance inspection and packaging inspection;
- Sort out and analyse the review results, put forward suggestions for improvement, and classify unqualified products;
- Implement the corrective measures, form the Corrective/Preventive Measures Processing Sheet. The responsible department shall be responsible for implementing the rectification within the specified time limit. The reviewers must track and inspect the implementation of the rectification, record the verification results in the form, send them to the technical department and the Company for filing.

4.3 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 awareness of service culture of firstline employees.

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 by actively listening to customers voices, responding to customers’ needs in a timely manner, transferring the corresponding handling mechanism and situation to customers in place, and informing customers of all the information they need to know frankly and transparently.

Ensure the quality of research and define the quality by customers

- Quarterly collection of key customer satisfaction surveys to identify daily operational issues, monitor rectification of non-compliant items, require immediate corrective actions by all units, and follow up on rectification status in the next quarter’s survey. In 2025, the annual customer satisfaction score reached 95.3 or above, meeting the overall annual target.

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.



KPI Benchmarking Enterprises for Parts In-bound Logistics



2025 Annual Five-Star Brand for Enterprise Brand Influence



2025 Excellent Supplier by Changan Automobile



Excellent Supplier by Deepal Automotive



2025 Excellent Supplier - Golden Stone Mutual Progress Award by Avatr



Sincere Cooperation Award by Chengdu Huachuan Electric Parts Co., Ltd.

2025

Number of product and service complaints	Resolution rate of complaints	Customer satisfaction
6 Piece	**100** %	**95.3** %

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 the Protection of Consumers’ Rights and Interests* and other relevant national laws and regulations, formulates the *Administrative Measures for the Protection of Trade Secrets* and the *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 defence 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.

4.4 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. The Company has established a supplier selection mechanism comprising the setting of entry criteria, environmental management scoring, on-site assessments of key suppliers, inspections and interviews, and the signing of commitment agreements; it also implements management mechanisms covering environmental management during operations, coordination with production, records management, and inspection and evaluation.

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 1,271 suppliers from 21 business units and 10 functional departments in 2025. There are 826 suppliers in the production category, accounting for 64.99%, and 445 suppliers in the non-production category, accounting for 35.01%.

Efficient management

- We have built a procurement and resource platform, helping to carry out supplier management efficiently through online procurement processes. At the same time, we have completed online collaboration of online procurement-related processes such as supplier registration, pricing, orders and other links, 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: we have delegated a department to be responsible for improvement and approval of the supplier registration process. The whole process includes 8 key audit nodes, up to the approval of the general manager, and an evaluation team consisting of the relevant business departments, supplier management departments and procurement management departments being established to 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 superior unit 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 responsible department and the demanding department shall conduct monthly evaluation and assessment on the daily operation KPI and performance of suppliers in terms of 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 behaviours 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.

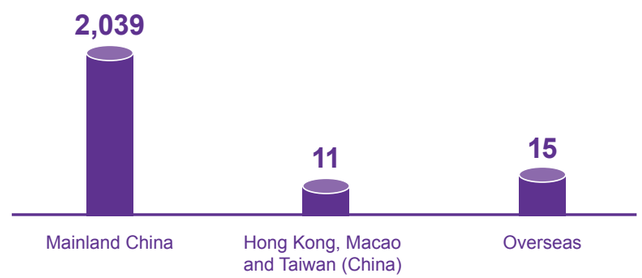
Performance management

- 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.

2025

Total number of suppliers implementing relevant practices

2,065 Nos.



Total number of suppliers implementing relevant practices

4.5 Promote industrial development

Adhere to technologies application

Being oriented toward development with high technologies and through benchmarking with industry advanced, the Company has established a lean and standard system to seek cooperation and enhance core competencies.

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.

Effective incentives for scientific and technological innovation

We have established the *Management Measures for Encouragement of Scientific and Technological and Management Innovation* to enhance the enthusiasm and initiative of our staff in scientific and technological innovation. Through the effective incentive mechanism, we have set up a typical and rewarded advancement, to ensure the sustainable development of our technical services, research and innovation.

Fruitful S&T accomplishments

In 2025, one achievement was selected as the Second Prize of the 32nd National Enterprise Management Modernization Innovation Achievement Awards, and six achievements were selected into the 2025 Chongqing Enterprise Management Modernization Innovation Achievements, including two First Prize achievements, one Second Prize achievement, and three Third Prize achievements. The Company has accumulated 527 intellectual property applications, holds 207 valid patents, and 196 software copyrights, ranking a leading position in the industry.



Typical Case of New Quality Productivity Practice in Logistics



Leading Award for Technological Innovation in Transportation



China Automotive Supply Chain Innovation Achievement

Contribute to industry progress

During the year, the Company joined a total of thirteen industry associations, including the Automotive Logistics Branch of CFLP, China Federation of Logistics & Purchasing, Chongqing Logistics and Supply Chain Association, Chongqing Enterprise Confederation, Chongqing High-tech Enterprise Association, Electronic Logistics Branch of CFLP, Intelligent Equipment Branch of CFLP, Chongqing Liangjiang New Area Logistics Industry Association, Land-Sea Link International Industry-University-Research Cooperation Alliance, Hebei Chamber of Commerce Automobile and Parts Export Committee, Dingzhou Logistics Association, and Chongqing Producer Services Association. The Company actively participated in industry activities, exhibited on multiple platforms, and enhanced its corporate image from various dimensions.

The Company actively carries out technical cooperation, participates in the formulation of industry standards, engages in industry exchanges, and achieves co-construction, sharing, and win-win results with industry partners. During the reporting period, the Company completed a total of 8 enterprise technical standards, and participated in the drafting of 3 national standards in the logistics field, namely Service Indicators and Evaluation Methods for Road Freight Transport Enterprises, Guidelines for Digital Management of Carbon Emission Data of Logistics Enterprises, and Safety Requirements for Installation of Batteries and Battery Packs – Part 5: Safe Operation of Stationary Lithium Batteries.

Case **Laser SLAM Tool (AGV Controller) Project in Cooperation with Chongqing University**

Based on project requirements, the Company and Chongqing University carried out collaborative development. Chongqing University completed the development of the tool software in accordance with the functional requirements and technical specifications, and delivered to the Company the software development documentation, source code, binary code, and supporting documents. In addition, Chongqing University participated in the integration, testing and verification of the tool software with the equipment, and provided training on the tool software to personnel of the Company. In return, the Company dispatched technical personnel to work together with Chongqing University on software design and coding based on the equipment software development content, delivered the source code and supporting documents to Chongqing University, and participated in the integration, testing and verification of the equipment software.

The 2D laser SLAM controller project jointly developed by both parties was completed and accepted in December 2025, achieving an upgrade from QR code navigation to laser navigation technology, and establishing a robot navigation technology foundation integrating perception, positioning and control.



5 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, building a beautiful community, and providing anti-epidemic measures and disaster relief. As a result, through diversified public benefit activities, the Company creates value and gives back to society.

5.1 Promoting rural revitalization 61

5.2 Building a happy community 62

5.1 Promoting 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. 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 “2025 Consumption Assistance” of China South Industries Group Co., Ltd., purchased agricultural products of the helped areas at RMB200,700, 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. In addition, the Company has allocated RMB600,000 of targeted assistance funds to Luxi County, Yunnan Province, to fulfil social responsibilities with practical actions and devote their loving hearts.

2025

Purchased agricultural products of the helped areas at

RMB **200,700**

allocated of targeted assistance funds

RMB **600,000**





Targeted Assistance



5.2 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.

Case **“Youth Love Transmitting, Warming Star Children” – Volunteer Service for Autistic Children**

The Youth League Committee of the Company and the Youth League Branch of Changzu Feiyue jointly carried out the “Youth Love Transmitting, Warming Star Children” Lei Feng Volunteer Service themed activity. Teachers and students from Yuzhou Xinyu Special Education Center gathered together with the Company’s youth volunteer members to sow the seeds of love during the Jingzhe solar term. Guided by the volunteers, the “Star Children” visited the Smart Logistics Laboratory to experience the charm of technology, performed musical instrument and dance, and won rounds of applause. The children’s innocent smiles touched everyone present.





Case **“Youth in Action, Answering the Call” Volunteer Service**

The Youth League Committee of the Company organized various Youth League branches to set up a “Youth in Action, Answering the Call” volunteer service fair on the first floor of the Information Building. Public security officers from the Chongqing Public Security Bureau were invited to jointly conduct awareness sessions on anti-fraud, tax-related prevention, counter-terrorism preparedness, and Yangtze River protection. By creating a diversified and targeted new model of volunteer service, the Company effectively enhanced volunteer service efficiency and demonstrated CMAL youth volunteer power.





Case **Family Open Month Activities**

The Labour Union of the Company launched the family open month acitivities in the theme of In the Name of Family, Walking with Love to further deepen the communication and exchange between the Company and the families of its employees.



Case **Volunteer Service to Bring Warmth to the Lonely Elderly**

The Youth League Committee of the Company, in collaboration with Yunzhu Road Community of Cuiyun Subdistrict, Chongqing Liangjiang New Area, carried out a volunteer service activity caring for the lonely elderly, conveying love and warmth through practical actions and interpreting the profound connotation of Lei Feng spirit in the new era. On the day of the activity, volunteers brought carefully prepared condolences to the community activity center, warmly chatted with the elderly, inquired in detail about their health and daily needs, and patiently listened to their past stories. The volunteers' caring words and sincere smiles made the faces of the elderly shining with smiles, filling the room with laughter and joy. The activity made the lonely elderly feel the care and warmth of society, while also allowing CMAL youth to deeply appreciate the contemporary value of Lei Feng spirit.





2025

Attendance of public charity and community volunteers

Attendance **300**

Duration of participation in public charity and community volunteers

Hour **590**

Appendix

Key performance

Environmental performance

Indicator	Unit	2024	2025
Used engine oil amount	t	1.76	0.54
Used engine oil density	ton/RMB100 million revenue	0.020	0.006
Amount of used toner cartridge	t	1.11	1.04
Used battery amount	t	0.15	0.08
Amount of used lamp tube	t	0.06	0.08
Amount of used forklift battery	t	169.06	42.96
Total amount of hazardous wastes	t	172.14	44.69
Density of hazardous waste	ton/RMB100 million revenue	1.92	0.469
Number of used tires	t	2.48	2.22
Amount of used paper	t	54.07	62.79
Amount of used wooden pallets	t	32.00	720.00
Number of used plastics	t	23.59	64.21
Amount of waste cardboard	t	375.00	85.00
Total amount of non-hazardous wastes	t	487.07	934.21
Density of non-hazardous waste	ton/RMB100 million revenue	5.434	9.801
Amount of waste water emission	m^3	286,825.74	171,169.02
Density of waste water density	m^3/RMB100 million revenue	3,200.11	1,795.73
Greenhouse gas emission (scope 1)	CO_2 equivalent - ton	1,714.88	2,074.45
Greenhouse gas emission (scope 2)	CO_2 equivalent - ton	5,215.25	6,451.39
Total emissions of greenhouse gas	CO_2 equivalent - ton	6,930.13	8,525.83
Greenhouse gas emission intensity	CO_2 equivalent - ton/RMB100 million revenue	77.32	89.44

Indicator	Unit	2024	2025
Amount of lead-free gasoline	Liter	98,816.69	81,628.75
Amount of diesel	Liter	456,625.79	662,940.11
Amount of natural gas	m^3	115,897.00	40,285.00
Outsourced electricity	MWh	9,144.74	11,312.27
Direct energy consumption	MWh	6,774.37	7,909.64
Indirect energy consumption	MWh	9,144.74	11,312.27
Total energy consumption	MWh	15,919.12	19,221.91
Density of total energy consumption	kWh/RMB100 million revenue	177.61	201.66
Total water consumption	m^3	301,049.71	313,646.02
Water consumption density	m^3/RMB100 million revenue	3,358.81	3,290.45
Water saving amount	m^3	500.00	1,760.00
Paper	t	294.00	892.00
Wooden products	t	1,951.20	2,558.00
Plastics	t	192.43	439.98
Total amount of packaging material	t	3,437.63	3,889.98
Density of packaging material	ton/RMB100 million revenue	27.20	40.81

Social performance

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

Indicator	Unit	2024	2025
Total number of employees	Person	3,137	3,270
Total employees by gender			
Female employees	Person	1,937	2,033
Male employees	Person	1,200	1,237
Total employees by age			
Age 29 and above	Person	834	1,138
Age 30 ~ 39	Person	1,250	1,005
Age 40 ~ 49	Person	736	693
Age 50 ~ 54	Person	209	108
Age 55 and above	Person	108	207
Total workforce by employment type			
Full time	Person	3,137	3,270
Part-time	Person	0	0
Total employees by region			
Domestic	Person	3,137	3,270
Overseas	Person	0	0

Employee turnover rate by gender, age group and region

Indicator	Unit	2024	2025
Annual employee turnover rate	%	4.5	5.6
Employee turnover rate by gender			
Turnover rate of female employee	%	3.1	4.1
Turnover rate of male employee	%	1.4	6.5
Employee turnover rate by age group			
Age 29 and above	%	2.6	6.6
Age 30 ~ 39	%	1.7	4.6
Age 40 ~ 49	%	0.1	3.3
Age 50 ~ 54	%	0	4.0
Age 55 and above	%	0	15.0
Employee turnover rate by region			
Domestic	%	4.5	5.6
Overseas	%	0	0

Employee health and safety

Indicator	2023	2024	2025
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	63
Number of work injuries (time)	0	0	1

Employee training

Indicator	Unit	2023	2024	2025
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	2024	2025
The average training hour completed per employee by gender			
Female employees	Hour	45.6	21.00
Male employees	Hour	19.7	14.47
Average hours of trained employee by post type			
Managers	Hour	104.53	38.14
Specialists	Hour	51.58	36.53
Operators	Hour	18.76	9.06
Average hours of trained employee by employee category			
Senior management	Hour	90.41	35.50
Middle management	Hour	133.95	59.05

Supplier data

Indicator	Unit	2024	2025
Total number of suppliers	Nos.	1,543	2,065

Product Liability

Indicator	Unit	2024	2025
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	%	94.9	95.3
Number of products and service-related complaints received	Piece	5	6

Public investment

Indicator	2024	2025 年
Resources contributed to the focus area (RMB)	800,700	800,700

Indicator index

No.	Indicator description	Disclosure section
A1. Emissions	General disclosure On waste gas and greenhouse gas emissions, sewage to water and land, and generation of harmful and harmless wastes: (a) policy; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer. Note: Waste gas emissions include nitrogen oxides, sulfur oxides and other pollutants regulated by national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, fluorohydrocarbon, perfluorocarbons and sulfur hexafluoride. Hazardous waste refers to those defined by national regulations.	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.	2.1 Strengthen environmental management 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.	2.1 Strengthen environmental management 2.2 Practice energy conservation and emission reduction
A2. Use of resources	General disclosure Policies for the effective use of resources, including energy, water and other raw materials. Note: Resources can be used for production, storage, transportation, buildings, electronic equipment, etc.	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.	2.1 Strengthen environmental management 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	General disclosure Policies to reduce the issuers significant impact on the environment and natural resources.	N/A (the Company's business operation has no significant impact on the environment or natural resources)
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	
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 employee's 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 employee's health
	B2.2 Lost days due to general work injury	3.4 Care for employee's health
	B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored	3.4 Care for employee's health
B3 Development and training	General disclosure On policies on enhancing employee's 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, labelling, 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 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, labour 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

2025 Report on Task Force on Climate-Related Financial Disclosures (TCFD)

As a leading comprehensive automotive supply chain logistics service provider in China, CMAL deeply understands the far-reaching impacts of climate change on the global supply chain landscape and the sustainable development of the logistics industry. From a physical perspective, in recent years, the frequency and intensity of extreme weather events (such as severe rainstorms, persistent high temperatures, floods, etc.) have shown a significant upward trend globally, particularly in the Yangtze River Economic Belt and coastal areas where the Company operates. These events not only pose direct and serious challenges to the stability of transportation networks, the safety and operational continuity of warehousing facilities, but also place significant pressure on employee health and supply chain resilience. From a transitional perspective, the world's major economies are accelerating their transition to low-carbon economies. The implementation of the policies such as carbon tariffs and carbon markets, along with stringent requirements from OEMs regarding the carbon footprint of their supply chains, are profoundly reshaping the competitive rules of the logistics industry. Facing this dual challenge, as a responsible enterprise, the Company is committed to integrating climate factors into its top-level strategy and daily operations, viewing green transformation as a key opportunity to reshape core competitiveness and actively promoting sustainable development within the industry.

In 2025, the Board of the Company raised climate change issues to a strategic level, fully integrated them into the Company's ESG governance framework and established "Green and Smart Logistics" as one of the core strategies for the Company's development over the next decade. To achieve the national "dual carbon" goals and respond to the carbon reduction expectations of industrial chain customers, the Company has formulated a carbon emission reduction roadmap, setting the long-term targets of "achieving carbon peak by 2030 and carbon neutrality by 2050". To this end, the Company is committed to actively promoting the replacement of transportation vehicles with new energy alternatives, the low-carbon retrofitting of warehousing facilities, and the intelligent upgrade of operational management. In May 2025, the Company signed a strategic cooperation agreement with the government of Bishan District, Chongqing and FinDreams Battery Co., Ltd. (**"FinDreams Battery"**) to jointly build a distribution centre for new energy vehicle parts along the New Western Land-Sea Corridor. This move marks a milestone step taken by the Company in building a green and efficient logistics system.

This report is prepared in strict accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), aiming to systematically and transparently present to investors and all stakeholders the complete pathway by which the Company identifies, assesses, and manages climate-related risks and opportunities. The report details the Company's specific progress and future plans with respect to governance structure, strategy, risk management processes, and key metrics and targets.



2025 Report on Task Force on Climate-Related Financial Disclosures (TCFD)

	TCFD Disclosure Recommendations	Disclosure Status in 2025	Corresponding Section
Governance	a) Board oversight	Disclosed	1. Governance
	b) Management role	Disclosed	1. Governance
Strategy	a) Climate related risks and opportunities identified	Disclosed	2.2 Analysis of Climate Related Risks and Opportunities
	b) Impact of climate related risks and opportunities	Disclosed	2.2 Analysis of Climate Related Risks and Opportunities
	c) Resilience of the organization's strategy	Disclosed	2.1 Scenario Analysis
			2.2 Analysis of Climate Related Risks and Opportunities
Risk Management	a) Identification and assessment processes	Disclosed	3.1 Climate Risk Identification and Assessment Process
	b) Management processes	Disclosed	3.2 Management Practices for Climate Risks and Opportunities
	c) Integration into overall risk management	Disclosed	3.1 Climate Risk Identification and Assessment Process
			3.2 Management Practices for Climate Risks and Opportunities
Metrics and Targets	a) Climate related metrics	Partially disclosed	4. Metrics and Targets (In the future, more metrics will be disclosed in conjunction with quantitative assessment of financial impacts)
	b) Greenhouse gas emissions	Disclosed	Environmental section of ESG Report
	c) Climate related targets	Disclosed	4. Metrics and Targets Environmental section of ESG Report



1. Governance

The Company fully understands that effective governance is the cornerstone for addressing climate change challenges. To this end, the Company has comprehensively and deeply integrated climate-related responsibilities into its ESG governance system. By defining the specific duties and establishing a regular communication mechanism for climate-related matters at each level of the Company's three-tier governance structure (Board-Management-Business Units), the Company ensures the top-down effective implementation of and feedback on its climate strategy.

1.1 Climate Governance Framework Diagram

Governance Level	Body/Role	Frequency	Ways of obtaining information	Responsibilities
Oversight	Board	Annual	Receiving special reports, reviewing and approving documents, on-site inspections, questioning and feedback	Review and approve the Company's climate vision, strategy and targets; provide ultimate oversight over the identification, assessment and management of climate-related risks and opportunities.
	Strategic Investment and Sustainability Committee	Semi-annual		Fully oversee climate-related matters; regularly review climate risk management processes; monitor progress on climate targets and indicators; recommend strategic adjustments to the Board.
Management	General Manager	Quarterly	Quarterly review meetings, cross-departmental collaboration, on-site supervision, target tracking and reporting	Take overall responsibility for the Company's sustainability affairs; chair the Sustainability Executive Committee; oversee the implementation of climate-related policies and strategies.
	Sustainability Executive Committee	Quarterly		Comprising members from core departments such as operations, safety, strategy, finance, and procurement; coordinate cross-departmental resources; formulate specific climate response measures; drive carbon reduction projects according to milestones.
Execution	ESG Promotion Office	Daily	Daily data reports, monthly operational briefings, on-site implementation checks, and closed-loop feedback on execution	Responsible for daily climate data monitoring, target tracking, internal and external reporting and disclosure; organize business units (finished vehicle logistics, parts logistics, international freight, packaging and warehousing parks, etc.) to implement specific emission reduction actions.
	Each Business Unit	Monthly		Include ESG-related topics in monthly operational reports; implement specific measures such as green transportation and energy saving and consumption reduction; provide execution feedback to management.

Members of each of the Board and the Strategic Investment and Sustainability Committee regularly participate in climate governance training to strengthen oversight effectiveness. The Company also plans to appoint external climate advisory consultants to provide independent advice in the coming years. Through its Strategic Investment and Sustainability Committee, the Board oversees the management and operational departments responsible for climate risks and opportunities by receiving thematic reports on a half-yearly basis, approving climate strategies and targets annually, and conducting on-site inspections where necessary. Board members regularly attend specialised training on climate governance and plan to engage external consultants to provide independent advice in order to strengthen their oversight capabilities. These measures are integrated with functional departments such as Finance, Internal Audit and Procurement through a reporting and corrective action process that runs from 'Executive Level (Business Units) → ESG Promotion Office → Sustainability Executive Committee → Board', thereby fostering cross-departmental collaboration and closed-loop management.

1.2 Minutes of the Board Meeting on Climate Change-Related Topics

Date	Management Level	Topic	Conclusion
2024.03	Board	Approval of climate vision	Incorporated “Green and Smart Logistics” into the Company’s 15th Five-Year Plan
2024.08	Board	Review of carbon neutrality roadmap	Approved the targets and implementation pathway of “carbon peak by 2030 and carbon neutrality by 2050”
2025.03	Board	Review of risk list	Reviewed and approved the Company’s comprehensive risk list, including climate-related risks
2025.05	Board	Approval of green strategic cooperation	Approved the agreement to build a green logistics park in collaboration with FinDreams Battery and the government of Bishan District, Chongqing
2025.11	Management	Special report on “Driving the World Together” initiative	Supported the Company’s initiative to lead industry green and international development
2026.03	Board	Review of TCFD report	Reviewed and approved the 2025 TCFD report

2. Strategy

The Company clearly understands that against the backdrop of climate change, only by proactively identifying and forward-deploying can potential impacts be transformed into development opportunities. To this end, based on its own business characteristics and through scientific scenario analysis, the Company systematically assesses the potential impacts of climate change on its core segments such as finished vehicle transportation, parts warehousing, international freight forwarding, and park operations, and accordingly formulates differentiated response plans. The Company is committed to embedding climate resilience as a core component of its strategic planning.

Pathway for Climate Risk and Opportunity Analysis

Identification	Conduct in-depth interviews with each business unit (finished vehicles, parts, international freight, warehousing parks) and industry benchmarking to comprehensively identify exposure to physical and transition risks.
Qualitative Assessment	Select key climate scenarios, evaluate the impact of risks and opportunities on business operations across different time horizons (short/medium/long term).
Prioritization	Comprehensively assess the likelihood of risk occurrence, the degree of impact, and the Company’s response capability, forming a list of material climate risks and opportunities.
Quantitative Assessment	Identify hotspots of business impact, establish financial correlation models, and gradually carry out quantitative estimation of financial impacts.

2.1 Scenario Analysis

To assess business resilience under different climate futures, the Company uses publicly available climate scenario data to conduct forward-looking analysis of identified risks and opportunities, comprehensively considering the trade-offs between physical and transition risks.

Scenario Analysis Principles

Time Horizon	Align with the Company’s strategic planning: short term (by 2030, carbon peak milestone), medium term (2030-2040), long term (2040-2050, carbon neutrality milestone).
Coverage	Cover the Company’s major warehousing bases, transportation network nodes, business segments and core assets.
Scenario selection	Two strongly contrasting scenarios are adopted to fully consider the trade offs between physical and transition risks. ● **Low emission scenario (transition risk dominated):** Global emergency emission reduction actions, temperature rise limited to within 1.5°C. High carbon prices, strict policies, rapid technology iteration. ● **High emission scenario (physical risk dominated):** Continuation of existing policies, greenhouse gas emissions continue to increase, global temperature rise exceeds 2.4°C, significant increase in extreme weather events.
Data sources	● *World Energy Outlook 2024* by International Energy Agency (IEA) ● Network for Greening the Financial System (NGFS) Phase 4 scenario data ● IPCC AR6 database

Scenario Model Formulation

Scenario Category	Low emission Scenario	High emission Scenario
Temperature rise	Within 1.5°C	Above 2.4°C
Narrative	Global collaboration, ambitious emission reduction actions. Mature carbon pricing mechanisms, clean energy proliferation, surge in market demand for low carbon logistics services.	Limited climate action, continued increase in greenhouse gas emissions. Frequent extreme weather (heavy rain, high temperatures, floods) causing severe physical impacts on transportation networks and warehousing facilities.
Transition risk assessment scenario	IEA Net Zero Emissions (NZE); NGFS Net Zero 2050	IEA Stated Policies Scenario (STEPS); NGFS Current Policies Scenario
Physical risk assessment scenario	IPCC SSP1 2.6	IPCC SSP5 8.5

Resilience assessment conclusions

Impact of analysis results on strategy

Under the high-emission scenario, warehouses located in North China face waterlogging risks. The Company has therefore decided to renovate and upgrade these warehouses and add protective facilities.

Material uncertainties

Technology pathway risk (choice between hydrogen and electric power), evolution of carbon pricing policies.

Adaptive capacity

Through its “Green and Smart Logistics” strategy and strategic partnerships with core partners, the Company possesses strong transition adaptability. However, to cope with the increasing frequency of extreme physical risks, continuous investment in resilience building is still required.

2.2 Analysis of Climate-Related Risks and Opportunities

Based on the outcomes of the scenario analysis described above, the Company organized a cross-departmental team to conduct in-depth discussions and comprehensive assessments of the major risks and opportunities, ultimately forming a corporate-level list of material climate-related risks and opportunities and assessing their degree of impact across different time horizons.

Risk/ Opportunity Type	Details	Degree of Impact		
		Short	Medium	Long Term
Policy & Legal	**R1:** Increasingly stringent climate disclosure requirements. Regulatory requirements for Scope 1, 2 and 3 emissions disclosure for logistics companies become stricter, raising management and compliance costs.	Medium	High	High
	R2: Enhanced emission reduction policies and carbon pricing. Potential inclusion in carbon market controls, rising fuel costs; uncertainty due to changes in road rights and subsidy policies for new energy vehicles.	Low	High	High
Technology	**R3:** Transition costs for low carbon technologies. Significant upfront investment in new energy trucks, charging infrastructure, photovoltaic facilities, etc.; uncertainty remains over technology pathways (e.g., hydrogen vs. electric).	High	Medium	Low
Market	**R4:** Shift in customer low carbon preferences. OEMs (e.g., Changan Automobile) require supply chain emission reductions, increasing demand for green logistics services, but the green premium may not cover costs in the short term.	Medium	Medium	High
	R5: Energy price volatility. Fuel prices have become more volatile due to carbon policies and geopolitical factors, increasing uncertainty in operating costs.	High	High	Medium
Reputation	**R6:** Rising stakeholder attention. Investors, customers and communities have higher expectations for the Company’s climate actions; lagging actions may affect financing costs and brand image.	Low	Medium	Medium
Opportunities (Energy Source)	**O1:** Promotion of new energy transport equipment. Scaled application of new energy trucks (e.g., cooperation with FinDreams Battery) reduces fuel consumption, lowers energy costs and cuts carbon footprint.	Low	High	High
Opportunities (Products/ Services)	**O2:** Development of green logistics service products. Leveraging low carbon transport capacity to offer customers carbon footprint visualization and green supply chain solutions, enhancing market competitiveness.	Medium	Medium	High
Opportunities (Resilience)	**O3:** Energy substitution and smart dispatching. Building charging and swapping infrastructure, introducing smart logistics platforms for route optimisation, reducing unit energy consumption and improving operational efficiency.	Medium	High	High
Opportunities (Market)	**O4:** Supporting Chinese automotive exports. Surging exports of new energy vehicles (up to 103.7% year on year in 2025), driving demand for international freight and overseas supply chain layouts.	Medium	High	High

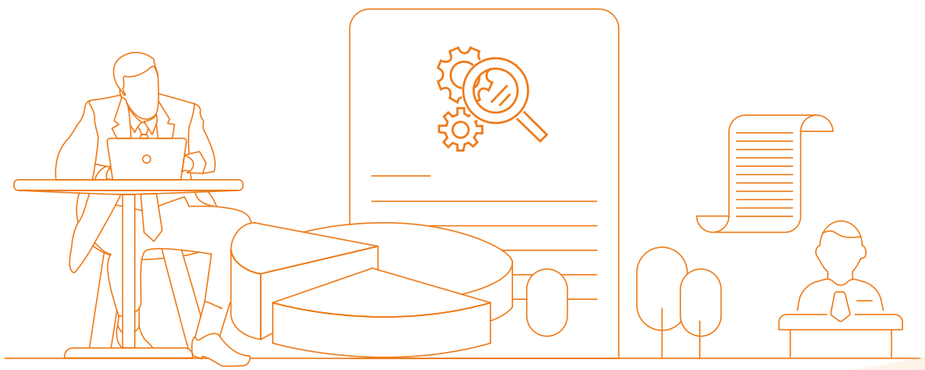
Degree of Impact of Risks: Low | Medium | High

Transition risks mainly affect the long-haul trunk transportation business. In terms of opportunities, new energy vechicles primarily play a role in urban distribution and short-haul transportation, while its impact on long-haul trunk transportation remains less significant.

2.3 Physical Risks List

Risk Type	Details	Time Horizon and Impact Trend
Acute Risks	Heavy rain / flooding / typhoon: leads to warehouse inundation, cargo damage, transportation route disruption, vehicle and equipment damage. Warehouses in Chongqing, along the Yangtze River, and at coastal ports face higher risk.	Medium term (2030-2040): risk increases significantly under the high emission scenario
	Extreme heat: increased health risks for outdoor workers; higher temperature control costs for goods such as tyres and batteries; road softening affects transport safety.	Already emerging in the short term; continues to rise over the medium to long term
	Wildfires / landslides: transport routes through mountainous southwest China face secondary geological disaster risks.	Risk increases over the medium to long term
Chronic Risks	Drought: affects water levels of inland waterways such as the Yangtze River, leading to reduced water transport capacity and higher costs, affecting the stability of multimodal transport.	Impact increases under medium emission scenarios for medium term
	Sea level rise: may threaten coastal warehousing facilities in the long term.	Long term risk

Physical risks (such as heavy rain and flooding) are highly concentrated in the Company's core warehousing parks and transport routes located in the Yangtze River Economic Belt and coastal areas, as well as warehousing parks situated in low-lying areas.



3. Risk Management

The Company has integrated climate-related risk management into the Group's enterprise risk management process. By establishing a systematic, regular mechanism for identification, assessment and response, the Company ensures that all types of climate risks are effectively identified, properly prioritized and subject to closed-loop control within the Group.

3.1 Climate Risk Identification and Assessment Process

The Company's climate risk management begins with a rigorous risk identification process. This process consists of two parts. The first is internal research: led by the ESG Promotion Office, in-depth interviews are conducted across various business units such as finished vehicle logistics, parts logistics, supply chain logistics, international freight, and warehousing parks, to carefully map out the unique climate risk exposures of each segment. The second is external analysis: the Company continuously tracks the latest climate data published by authoritative institutions such as the IPCC and IEA, and combines this with climate policy trends and historical extreme weather records in each of the Company's operating locations (Chongqing and major logistics hub cities across China) to establish and dynamically update an initial risk list.

After completing the initial identification, the Company proceeds to the risk assessment and prioritisation stage. The assessment adopts four internationally recognised core dimensions: "likelihood", "impact magnitude", "adaptive capacity", and "resilience". Organised by the ESG Promotion Office, heads of various business units and key functional departments such as safety, operations and strategy jointly participate in the scoring process. Through cross-departmental professional judgment and discussion, the Company ensures the objectivity and comprehensiveness of the assessment results and reaches an internal consensus on material climate risks. This prioritised risk list and the assessment conclusions are dynamically updated every six months and formally submitted to the Sustainability Executive Committee and the Board for review, ensuring that top management is always aware of the latest risk profile to inform strategic decision-making.

To ensure effective monitoring of identified climate risks, the Company has established a mechanism for continuous tracking and early warning. Each quarter, the ESG Promotion Office collates extreme weather warnings, energy consumption and carbon emissions data, and updates on policy announcements from all business units and key logistics hub cities, and conducts a variance analysis against the existing risk register. Concurrently, all business units are required to initiate the reporting process within 24 hours of any climate-related incidents, such as work stoppages due to high temperatures, disruptions caused by heavy rainfall, or supply chain delays. The safety- and operations- related departments then jointly assess the actual impact of the incident on risk levels, contingency plans and financial implications. The results of these monitoring activities and risk warning information are included in the agenda of the Company's monthly operational analysis meetings, and are cross-checked against the updated risk register every six months to ensure the timeliness, continuity and effectiveness of risk monitoring.

It should be noted that there have been no significant changes to the climate risk management process this year compared to the previous year. The aforementioned mechanisms for identification, assessment, prioritisation and monitoring have been operating continuously and stably, ensuring the comparability of risk management data and consistency in process execution. In the future, the Company will continue to optimise relevant processes in accordance with regulatory requirements and business development needs.

3.2 Management Practices for Climate Risks and Opportunities

In practice, the Company has formally incorporated climate change risk into the Group's unified risk list, alongside strategic risk, operational risk, financial risk and others, achieving integrated management.

Management Tool	Specific Practices
Risk list	Since 2024, "climate change risk" and "green transition opportunities" have been explicitly included as items in the risk list of the Group and all its subsidiaries.
Reporting system	Each functional department and business unit reviews the risk list semi annually, updating risk levels and corresponding response measures. The Group level risk list is reported annually to the Audit and Risk Committee under the Board.
Monthly/Quarterly reporting	Each business unit is required to include progress on material ESG and climate related topics in its monthly report to the management of the Company. Relevant content is also included in the quarterly report delivered to the Board by the management of the Company.
Contingency plans	For physical risks such as heavy rain/flooding and extreme heat, all warehousing bases and transport fleets have developed and regularly drill contingency plans, covering cargo relocation, alternative routes, personnel protection, etc.

Identification of climate opportunities is led by the Strategic Investment and Sustainability Committee. Each business unit submits a "Green Technology and Market Opportunity Report" semi-annually, and opportunities are screened and prioritised based on an assessment of their market potential, technological maturity and alignment with the Company's strategy.



4. Metrics and Targets

Setting scientific metrics and targets is a core tool for measuring management effectiveness and driving continuous improvement. The Company has formally established the overall targets of "achieving carbon peak by 2030 and carbon neutrality by 2050" and is committed to aligning them with the IEA Net Zero Emissions (NZE) scenario requirements. To realise this ambitious blueprint, the Company has broken down the overall targets to each business unit and functional department, forming a top-down target responsibility system.

Selecting appropriate metrics and targets is key for the Company to measure and manage climate-related risks and opportunities. As the Company's climate-related disclosure efforts deepen, in addition to metrics and targets related to greenhouse gas emissions and other areas, we will gradually incorporate additional metrics and targets (e.g., service- or finance-related), continuously track relevant progress and enhance disclosure transparency, thereby more comprehensively demonstrating the Company's performance in addressing climate-related challenges and opportunities. At present, the Company has not yet engaged a third party to validate the methodology or data for setting key targets, nor has it applied an internal carbon pricing mechanism, nor formulated a plan to use carbon credits to offset greenhouse gas emissions.

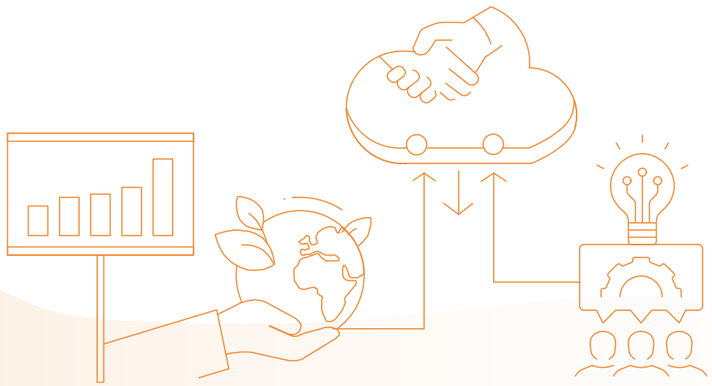
Category	Metrics	Targets
Greenhouse gas emissions	• Scope 1 emissions (tCO_2e) • Scope 2 emissions (tCO_2e) • Scope 3 emissions (tCO_2e, focusing on transportation and distribution of customers and suppliers) • Carbon emission intensity per unit of revenue	• Short term (by 2030): carbon peak, with carbon emission intensity per unit of transport turnover reduced by 15% compared to 2025 • Medium term (2030-2040): 30% reduction from the peak • Long term (2040-2050): carbon neutrality by 2050
Energy structure	• Total energy consumption (MWh) • Number and share of new energy vehicles (NEVs) • Share of clean energy from photovoltaics (PV)	• Pilot cooperation with FinDreams Battery on new energy commercial vehicles launched in 2025 • NEV share not less than 40% by 2030 • 100% of new warehousing facilities to reserve conditions for PV installation; existing parks to gradually roll out PV systems
Operational efficiency	• Load factor (%) • Empty running rate (%) • Smart dispatching system coverage	• Continuously improve route optimisation algorithms to reduce unit energy consumption
Physical risk response	• Achievement rate of flood control capacity for key warehousing nodes • Coverage of extreme weather emergency drill	• 100% of core warehouses to complete physical risk assessment and remediation • Organise emergency drills annually

In 2025, the Company's total assets amounted to RMB5.705 billion. Among these, the carrying value of transport vehicles that are highly dependent on fossil fuels was RMB15.6 million, accounting for 0.2% of total assets. It is expected that as carbon pricing policies tighten, these assets may face impairment risks. Based on the Company's internal assessment drawing on over twenty years of operational experience, the carrying value of RMB55 million of core warehousing and distribution centres located in areas at high risk of heavy rain and flooding represents less than 1% of the Company's total assets. In 2025, the Company raised RMB100 million to be used over the next two years for overseas capability building and smart logistics development, of which RMB40 million is planned for overseas investment and RMB60 million for smart logistics investment. The Company has incorporated environmental protection-related indicators as negative (deduction) metrics for its senior management team, and the Board is evaluating the feasibility of extending this approach to a broader group of senior managers and increasing the number of categories and weightings in the future. With the commercial application of new energy vehicles (including electric and hydrogen vehicles), the Company is increasing its investment in and procurement of new energy solutions. The share of new energy vehicles and equipment is gradually rising, and it is expected that by 2030 the share of clean energy equipment will not be less than 40%.

The total Scope 1 and Scope 2 greenhouse gas emissions in 2025 were 8,525.83 tonnes of CO_2 equivalent. For detailed information, please refer to the ESG Report. Scope 3 greenhouse gas emissions have not yet been disclosed, mainly for the following reasons: (i) Scope 3 covers the upstream and downstream value chain, involving multiple parties such as external suppliers and customers. Some data cannot be directly monitored, and obtaining third-party data involves long cycles with accuracy difficult to guarantee; (ii) the internal accounting system for Scope 3, including quantification methodologies, emission factor selection and data quality management systems, is still under development; and (iii) insufficient supply chain coordination: some suppliers or customers have not yet established carbon emission accounting capabilities or are unwilling to provide detailed data, leading to gaps in emission source identification and data collection.

Looking ahead, the Company will continue to deepen the application of the TCFD framework, gradually establishing quantitative models linking key metrics to financial performance, continuously calibrating and raising the ambition and scientific rigor of its targets, and embedding climate resilience as part of its core competitiveness in a data-driven manner.

The Company deeply recognises that addressing climate change is not only a necessary requirement for fulfilling social responsibilities, but also a core driving force behind the Company's strategic vision of becoming a "world-class green and smart supply chain logistics technology company". In 2025, through its strategic cooperation with FinDreams Battery and active participation in the industry's "Driving the World Together" initiative, the Company made solid strides in green transformation and international expansion. In the future, the Company will continue to deepen the application of the TCFD framework, integrate climate resilience into every logistics link, seize the business opportunities brought by the low-carbon transition, and work together with value chain partners to build a sustainable new ecosystem for automotive logistics.





Tel: 023-88795600

Address: No. 1881 Jinkai Road, Liangjiang New Area, Chongqing, the PRC