



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

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

股份代號 Stock Code : 9878

2021

環境·社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



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環境、社會及管治報告 Environmental, Social and Governance (ESG) Report

關於本報告

本報告是匯通達網絡股份有限公司及其附屬公司(以下簡稱「匯通達」、「本公司」或「公司」)發佈的首份環境、社會及管治(以下簡稱「ESG」)報告(以下簡稱「本報告」)，旨在呈現匯通達2021年度在環境、社會及管治方面的管理實踐，以及履行環境責任、社會責任方面的工作表現。

報告組織範圍

如無特殊說明，本報告所披露文字內容和社會範疇關鍵績效指標的涵蓋範圍與匯通達2021年年報相同。環境範疇的關鍵績效指標僅涵蓋位於中國南京市的匯通達總部園區。

報告時間範圍

本報告為年度報告，時間範圍是2021年1月1日至12月31日。為增強報告的可讀性，部分內容或數據涉及到以往年度或本報告發佈日前。

報告編製依據

本報告依據香港聯合交易所《環境、社會及管治報告指引》披露，並參考了聯合國可持續發展目標(SDGs)。

匯報原則

本報告乃根據以下原則編製：

重要性：我們通過重要性評估確定主要ESG議題，相關過程與結果已經在本報告中披露。

量化原則：本集團依據聯交所「上市規則指引－附錄二十七環境、社會及管治報告指引」中「關鍵績效指標」要求，對「環境」和「社會」範疇的具有歷史數據的關鍵績效指標進行量化的披露。

一致性原則：我們遵循一致的披露統計方法，將在往後年度採用一致的方法進行ESG信息的披露，以便隨後每年進行有意義的比較。

ABOUT THE REPORT

This is the first Environmental, Social and Governance (“ESG”) Report (the “Report”) issued by Huitongda Network Co., Ltd. and its subsidiaries (“Huitongda”, the “Company”). The Report presents the ESG practices of Huitongda and its performance in fulfilling environmental and social responsibilities in 2021.

Organization scope

Unless otherwise specified, the scope of the text and social KPIs disclosed in this Report is the same as that of Huitongda’ 2021 Annual Report. The environmental KPIs cover only the Huitongda headquarters in Nanjing, China.

Time frame

This is an annual report covering the period from January 1 to December 31, 2021. To enhance the readability of this Report, some of the content or data refer to previous years or before the date of this Report.

Preparation basis

This Report is disclosed in accordance with the *Environmental, Social and Governance Reporting Guidelines* of the Stock Exchange of Hong Kong, with reference to the United Nations Sustainable Development Goals (SDGs).

Reporting principles

This report is prepared in accordance with the following principles:

Materiality: We identified key ESG issues through a materiality assessment, and the relevant process and results have been disclosed in this report.

Quantitative: In accordance with the requirements of “Key Performance Indicators” in the “Listing Rules Guidelines – Appendix 27 Environmental, Social and Governance Reporting Guide” of the Stock Exchange, the Group quantified the key performance indicators with historical data in the “Environmental” and “Social” categories.

Consistency: We follow consistent disclosure and statistical methods, and will use consistent methods for ESG information disclosure in subsequent years to facilitate meaningful comparison year by year.

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報告發佈形式

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

聯繫公司

公司十分重視各利益相關方和公眾對本報告的看法，若閣下對公司的環境、社會及管治表現有任何意見或建議，歡迎發送郵件至 ir@htd.cn。

Report release form

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

Contact the Company

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

環境、社會及管治報告

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董事會聲明

匯通達董事會對本公司的環境、社會及管治策略及匯報承擔全部責任，負責評估及釐定本公司有關環境、社會及管治的風險，並確保匯通達設立合適及有效的環境、社會及管治風險管理及內部監控系統。

為有效推進ESG相關事務的執行與管理，匯通達設立了完善而嚴謹的ESG管治架構，董事會對可持續發展的整體方向、戰略、目標、表現和報告負有最終責任，負責ESG事宜的監管，包括ESG關鍵議題的識別和優先次序排列、其目標承諾及實際表現監管，確保ESG理念與公司戰略的融合，並設有由公司董事、總裁辦總監、人力資源中心總監、內控管理中心總監、技術研發中心總監參與的ESG管理委員會，該委員會負責向董事會匯報，以助其評估及梳理公司ESG的風險管理及內部控制系統，監督達成企業戰略目標及提升企業ESG表現。

匯通達致力於成為優秀的企業公民，一貫將企業的環境責任與社會責任視為公司的戰略重要組成部分。董事會重視ESG重要議題的確定，以企業管理策略、經營現狀為基礎，通過與利益相關方的交流和溝通，同業公司披露指標、行業領先實踐的對標梳理，識別和篩選出ESG核心議題，以確定ESG工作與ESG報告的方向。

本報告詳盡披露本公司2021年ESG工作的進展與成效，公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。未來，公司將持續根據利益相關方期望和運營實際調整可持續發展管理策略及推進方式，不斷提升本公司可持續發展水平。

STATEMENT OF THE BOARD OF DIRECTORS

The board of directors of Huitongda assumes full responsibility for the Company's ESG strategy and ESG reporting and for assessing and determining the Company's ESG risks, and ensures that Huitongda has an appropriate and effective system for ESG risk management and internal control in place.

To promote the implementation and management of ESG-related matters, Huitongda has established a comprehensive and rigorous ESG governance structure. The Board is ultimately responsible for the overall direction, strategy, objectives, performance and reporting on sustainable development, and is in charge of overseeing ESG matters, including the identification and prioritization of key ESG issues, its commitment to objectives and actual performance, and ensuring the integration of ESG concepts with the Company's strategy. The ESG Management Committee, which includes the Company directors, Director of President Office, Director of Human Resources Center, Director of Internal Control Management Center, and Director of Technology R&D Center, reports to the Board to help it evaluate and review the Company's ESG risk management and internal control systems, oversee the achievement of corporate strategic objectives, and improve corporate ESG performance.

Committed to being a good corporate citizen, Huitongda has always considered corporate environmental and social responsibility as an important part of the Company's strategy. The Board attaches importance to the identification of important ESG topics, and identifies and screens out core ESG topics based on corporate management strategies and current operating conditions, through exchanges and communications with stakeholders, benchmarking and combing of disclosure indicators of peer companies and leading industry practices, so as to determine the direction of ESG work and ESG reports.

This Report discloses in detail the progress and effectiveness of the Company's ESG work in 2021. The Board and all directors of the Group affirm that this Report contains no false record, misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its content. Striving forward, the Company will continue to adjust its sustainable development management strategies and promotion methods in accordance with the expectations of our stakeholders and the actual operations, so as to bolster the sustainable development of the Company.

環境、社會及管治報告

Environmental, Social and Governance (ESG) Report

一、關於公司

1.1 公司概况

匯通達成立於2010年，是一家快速成長的致力於服務中國零售行業企業客戶的交易及服務平台，並致力於為中國的下沉市場提供優質的商品及服務。由於中國的下沉市場及中國整體市場的零售行業仍然處於高度分散且數字化滲透率較低的狀態，匯通達於2015年為零售企業客戶推出了以會員制為基礎的業務模式，自此公司開始為中國鄉鎮的當地零售門店提供服務，並以此作為公司會員零售門店的核心。公司向會員零售門店提供穩定的一站式供應鏈，其中包括在公司的平台上提供豐富的商品以及靈活的配送服務選項，滿足下沉零售市場的多樣化需求。為加強公司與會員零售門店的互動，公司組建了一支高度本地化且深入了解下沉市場的客戶經理團隊，為會員零售門店店主提供線下培訓及營銷服務。

憑藉廣泛及持續擴張且直達中國鄉鎮的會員零售門店網絡，公司與供應商（包括品牌製造商及分銷商）的關係日益牢固。除了會員零售門店外，公司還將業務擴展至渠道合作客戶，進一步將公司零售生態系統的範圍擴大至更廣闊的下沉市場。同時，公司也將商品品類擴大至涵蓋家用電器、消費電子產品、農業生產資料、交通出行、居家建材以及酒水飲料等六大品類。快速增長的交易服務有助於提高公司對供應商的議價能力，使公司能夠為客戶提供具有價格競爭力的商品，進而穩固了公司在市場上的領先地位。

I. ABOUT THE COMPANY

1.1 Company profile

Established in 2010, Huitongda is a fast growing commerce and service platform dedicated to serving business customers in China's retail market, and endeavours to provide quality merchandise and services to China's lower-tier market. The retail industry in both the lower-tier market and the overall PRC market remains highly fragmented and less penetrated by digitalization. We established a membership-based business model for retail businesses in 2015, since when the Company started to serve local retail stores in China's towns and villages as the core of our member stores. The Company provides its member stores with stable one-stop supply chains, which include abundant merchandise offered on its platform with flexible delivery service options, addressing the diverse needs of the lower-tier retail market. To strengthen its interactions with member stores, the Company built a team of highly localized client managers, who have a deep understanding of the lower-tier market and provide in-person training and marketing services to the owners of our member stores.

With our extensive and expanding member store network that deeply penetrates into the towns and villages in China, the Company has enhanced its relationship with suppliers that include brand manufacturers and distributors. In addition to member stores, the Company has also been developing its business with wholesaler customers, to further expand the reach of its retail ecosystem into the broader lower-tier market. Meanwhile, the Company has also expanded its merchandise offerings to six major categories, including household appliances, consumer electronics, agricultural means of production, vehicles and auto parts, homebuilding and renovation materials, and liquor and beverages. As a result, the rapidly growing commerce business contributes to the Company's higher bargaining power with suppliers, allowing it to supply customers with competitively-priced products. This in turn solidifies its market leadership.

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1.2 年度榮譽

1.2 Annual honors

獲獎時間 Award Time	所獲榮譽 Honor
2021年1月 January 2021	2020 GEI中國獨角獸企業 2020 GEI China Unicorn Company
2021年5月 May 2021	中國電商扶貧聯盟扶貧貢獻獎 Award of Contribution to Poverty Alleviation from the China Electricity Business Alliance for Poverty Alleviation (中國電商扶貧聯盟)
2021年6月 June 2021	「蘇網先鋒」先進集體 Advanced Group Award granted by the Jiangsu Pioneer Net (蘇網)
2021年6月 June 2021	南京市先進基層黨組織 Advanced Grassroots Party Organization in Nanjing
2021年7月 July 2021	入選商務部等8單位公佈的第一批全國供應鏈創新與應用示範企業名單 Selected as the first batch of demonstration enterprises in the innovation and application of national supply chains announced by the Ministry of Commerce and other 8 units
2021年8月 August 2021	入選江蘇省委網信辦、省農業農村廳首批「江蘇省數字鄉村服務資源池」 Selected as the first batch of “Jiangsu Digital Rural Service Resource Pools” by Jiangsu Provincial Party Committee’s Internet Information Office and Jiangsu Provincial Department of Agriculture and Rural Affairs
2021年9月 September 2021	2021江蘇民營企業200強 On the list of Jiangsu Top 200 Private Enterprises in 2021

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獲獎時間 Award Time	所獲榮譽 Honor
2021年9月 September 2021	2021年中國民營企業500強，位列194位 Ranking 194th on the list of China Top 500 Private Enterprises in 2021
2021年9月 September 2021	2021中國企業500強，排名第396位 Ranking 396th on the list of China Top 500 Enterprises in 2021
2021年11月 November 2021	2021年中國互聯網綜合實力前百家企業，排名第78位 Ranking 78th on the list of China Top 100 Internet Enterprises in Overall Strength in 2021
2021年12月 December 2021	2021年中國產業互聯網百強榜，排名第6位 Ranking 6th on the list of China Top 100 Industrial Internet Enterprises in 2021



2021年匯通達榮譽
2021 Huitongda Honors

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1.3 項目參與

2021年，匯通達參與了多項國家級、省級、市級的項目：

1.3 Project participation

In 2021, Huitongda participated in a number of national, provincial and municipal projects.

區域 Region	項目 Project
國家級 National	<ul style="list-style-type: none"> 2021年嵊州國家級電子商務進農村綜合示範項目 Shengzhou National Comprehensive Demonstration E-commerce Project in Rural Areas in 2021 2021年盱眙縣「互聯網+」農產品出村進城項目 Xuyi County Project of "Internet+" Agricultural Products Going from Villages into Cities in 2021
省級 Provincial	<ul style="list-style-type: none"> 公司作為「江蘇省數字鄉村服務資源池」的首批入池單位，與江蘇省委網信辦、江蘇省農業農村廳圍繞「數字鄉村試點」等中央一號文聚焦的重點議題，開展探索實踐，具體工作包含：新農人培訓、鄉鎮店數字化改造、落地「互聯網+」農產品出村進城工程等。 As the first entrant of the "Jiangsu Digital Rural Service Resource Pools", the Company, together with the Jiangsu Provincial Party Committee's Internet Information Office and Jiangsu Provincial Department of Agriculture and Rural Affairs, focusing on the "digital rural pilot" and other key issues articulated in the No. 1 Central Document, has explored a range of projects such as the training for new farmers, digital transformation of township stores, and implementation of the Project of "Internet+" Agricultural Products Going from Villages into Cities. 公司作為江蘇省互聯網協會的戰略合作夥伴，聯合成立「江蘇省互聯網協會直播技術研究中心暨蘇貨直播互聯網營銷實訓基地」，協同江蘇省有關部門、聯合編撰指定「互聯網營銷師鑒定標準」，面向縣域用戶開展包括《網紅直播課》《電商運營課》《直播+短視頻實操課》在內的公益性質技能培訓。 As a strategic partner of the Internet Association of Jiangsu Province, the Company has established the "Live Technology Research Center of the Internet Association of Jiangsu Province and Training Base for Live Streaming Marketing of Jiangsu Products". In cooperation with the relevant departments of Jiangsu Province, the Company has prepared and designated the "Internet Marketer Accreditation Standard", and provided skill training of public service nature to county users, such as "Live Class of Online Celebrities", "E-commerce Operations Class", and "Live + Short Video Hands-on Class". 公司常年積極參與江蘇省委網信辦、江蘇省農業農村廳主辦的「數字鄉村博覽會」，江蘇省互聯網協會主辦的江蘇省互聯網大會「數字鄉村高峰論壇／產業對接高峰論壇」，江蘇省商務廳主辦的江蘇省電子商務大會暨中國產業互聯網峰會，等活動。 The Company has participated in the "Digital Countryside Expo" hosted by the Jiangsu Provincial Party Committee's Internet Information Office and Jiangsu Provincial Department of Agriculture and Rural Affairs, the "Digital Countryside Summit/Industry Matching Summit" hosted by the Internet Association of Jiangsu Province, and the Jiangsu Provincial E-commerce Conference and China Industrial Internet Summit hosted by the Department of Commerce of Jiangsu Province.

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區域 Region	項目 Project
市級 Municipal	<ul style="list-style-type: none">公司與江蘇省委網信辦、南京市委網信辦等部門，積極開展互聯網企業黨建工作，打造「紅色匯支部」黨建品牌，開展「黨員示範店、示範崗」基層組織活動，連續多年被寫入《南京市互聯網行業黨建白皮書》。 The Company, together with the Jiangsu Provincial Party Committee's Internet Information Office and Nanjing Municipal Party Committee's Internet Information Office, has carried out the Party building of Internet enterprises, created the Party building brand of "Red Exchange Branch", and held the grassroots organization activities of "Party Member Demonstration Shops and Demonstration Posts". The Company has been written into the "White Paper on Party Building of the Nanjing Internet Industry".

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二、 ESG管治

2.1 ESG管治架構與戰略

ESG管治架構

在ESG管治方面，公司建立了由戰略委員會、ESG工作組、ESG工作專家組和資源共同領導的ESG管治體系，包括：

- 戰略委員會：負責決策匯通達可持續發展核心領域的戰略目標、策略方向和重點工作範圍，明確ESG管理的內部組織架構，監督並指導工作的執行。戰略委員會向董事會匯報ESG相關工作，確保ESG治理融入企業戰略發展當中。
- ESG工作組：由領導組辦公室、工作組成員及信息搜集網絡組織構成。ESG工作組負責制定ESG工作戰略，識別ESG風險和機遇，披露ESG工作進展，定期向戰略委員會匯報ESG相關工作。通過ESG數據管理體系推動和跟進公司目標在各業務單元與職能體系中的落實，逐步推進ESG治理常態化。

II. ESG GOVERNANCE

2.1 ESG governance structure and strategy

ESG governance structure

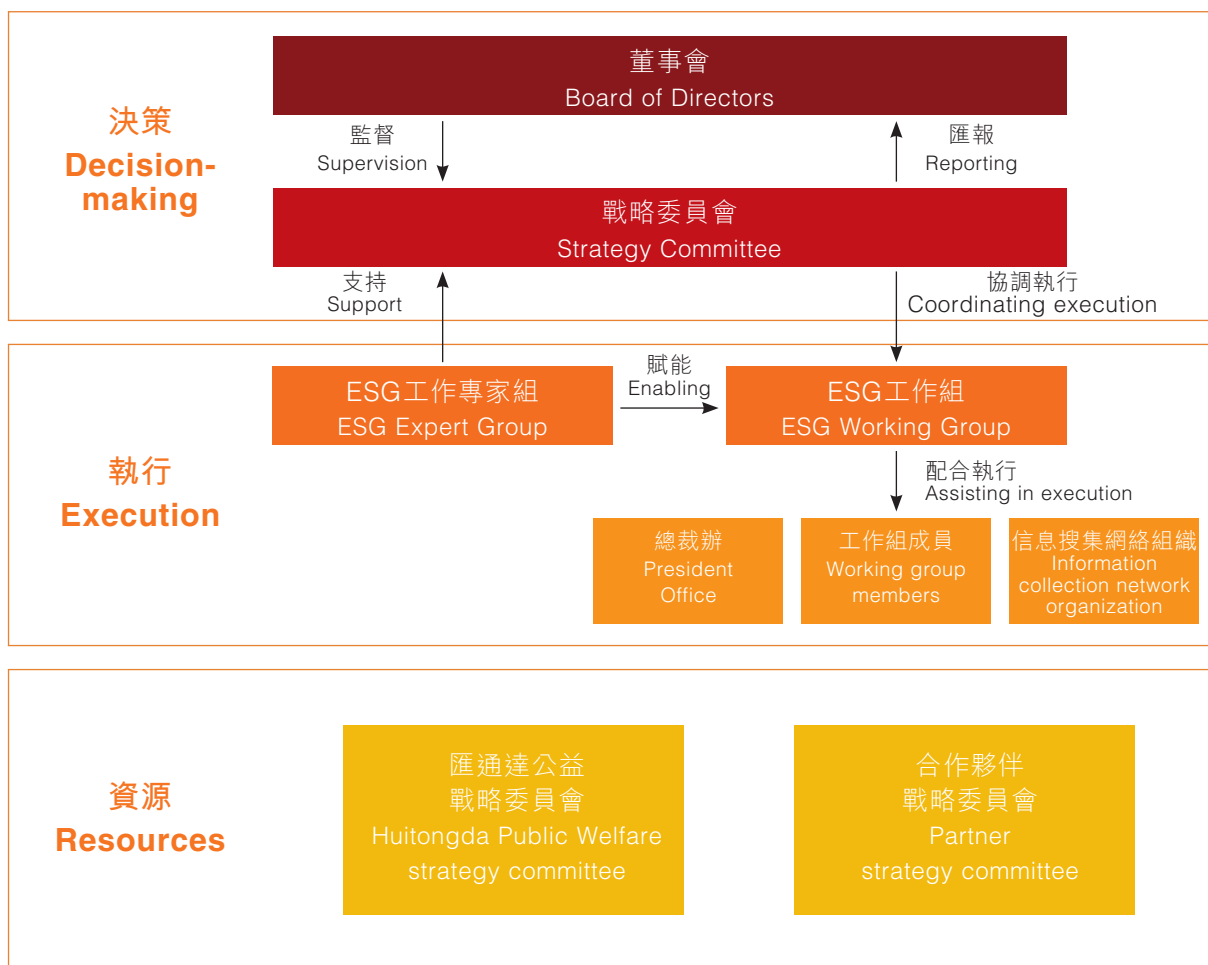
In ESG governance, the Company has established an ESG governance system led by the Strategy Committee, ESG Working Group, and ESG Expert Group, and resources, including:

- Strategy Committee: Responsible for making decisions on strategic objectives, strategic directions and key scope of work in the core area of sustainable development of Huitongda, defining the internal organizational structure of ESG management, and supervising and guiding the implementation of work. The Strategy Committee reports the ESG-related work to the Board and ensures that ESG governance is integrated into the strategic development of the Company.
- ESG Working Group: It is composed of the leadership team office, working group members and information collection network organizations. The ESG Working Group is responsible for formulating the ESG strategy, identifying ESG risks and opportunities, disclosing ESG work progress, and reporting the ESG-related work to the Strategy Committee on a regular basis. The ESG data management system allows us to promote and follow up the implementation of our objectives in each business unit and functional system, and makes ESG governance a part of our development.

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- ESG工作專家組：由高級別外部專家組成，旨在為委員會提供專業建議，支持委員會參與及決策；為ESG工作組提供專業能力建設與培訓，定期分享ESG領先實踐和趨勢。
- ESG Expert Group: Consisting of high-level external experts, it provides professional advice to the committee and assists the committee in participation and decision-making; provides professional capacity building and training services for the ESG Working Group, and regularly shares leading ESG practices and trends.
- 資源：與匯通達公益協同開展工作，攜手匯通達生態夥伴，撬動更多內外資源支持匯通達ESG工作的實施，並藉助資源平台向社會輻射。
- Resources: In collaboration with Huitongda Public Welfare and ecological partners, they mobilize more internal and external resources to support the implementation of ESG work and extend their reach into the outside.



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ESG戰略

秉承「匯聚四海，通達天下」的企業哲學，在「城鄉無界，夢想無限」的品牌主張下，公司不斷拓展經營所在地，並持續關注、關心當地的發展。公司深信，企業是社會的有機組成部分，更廣泛利益相關者所關注的環境效益、社會效益與企業的經濟效益對公司的可持續發展同等重要，因此堅持將ESG理念與公司的業務整合，讓利益相關方與公司一同共創價值，共享成長。

公司堅定「專注農村、服務農村、改變農村」的企業信念，公司堅持「讓農民生活得更美好」的初心，通過尊重人才、培養人才、人盡其才將員工個人的職業發展與企業規模的發展相結合，堅持創業心態，深化創新意識，不斷打磨創造能力，協助平台上的會員店做大做強，以實現「成為中國領先的面向下沉市場零售業企業客戶的交易和服務平台」的企業願景。

ESG目標

公司始終將減排工作與企業經營戰略緊密結合，未來將進一步完善環境管理體系，明確工作職責和考核細則，落實節能環保相關工作要求，有序推進公司節約發展、清潔發展、和諧發展，防止和減少生產經營活動對環境的不利影響，保護和改善生態環境，實現可持續高質量發展。

ESG strategy

In line with the corporate philosophy of “bringing together the forces everywhere and connecting to the world” and the brand proposition of “no boundaries between cities and villages, and unlimited dreams”, the Company continues to expand its business locations and pay attention to and care for the development of local communities. The Company firmly believes that enterprises are an integral part of society and that environmental and social benefits, which are of concern to a wider range of stakeholders, are as important to the Company’s sustainable development as its economic benefits. That’s why the Company insists on integrating the ESG concept with its business, allowing stakeholders to create value and share growth with the Company.

Holding the corporate belief of “focus on, serve and change rural areas”, the Company adhered to the original aspiration of “creating a better life for rural people”. It combines the personal career development of employees with the development of corporate scale by respecting and cultivating talents and making the best use of them. Staying true to the entrepreneurial mindset, the Company deepens its sense of innovation and polishes its creative ability to help the member stores on the platform grow bigger and stronger, with a view to realizing its vision of “becoming the leading trading and service platform for retail corporate customers in China’s lower tier markets”.

ESG goals

The Company has integrated emission reduction with its business strategy. In the future, it will further improve its environmental management system, clarify its work responsibilities and assessment rules, and implement energy-saving and environmental protection-related work requirements. With these efforts, the Company seeks economical, clean and harmonious development in an orderly manner, prevents and reduces the adverse impact of its production and operation activities on the environment, and sustains the ecological environment while pursuing sustainable and high-quality development.

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2.2 商業道德

匯通達嚴格遵守有關反腐敗和反賄賂的法律法規要求，包括《中華人民共和國合同法》《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等。為了加強反舞弊工作，本公司制定了《反舞弊管理制度》，反對並明令禁止貪污、受賄、行賄等行為，預防了各類干擾和破壞公司經營活動的違法亂紀、營私舞弊行為的發生，並保障了公司員工或合作方依法行使舉報的權利。

為了提高員工的反舞弊意識，公司審計部門還定期開展舞弊舉報投訴培訓或講座等活動，並通過文件、網頁、app用戶端、採購合同、海報等多種方式公佈舉報渠道。對於匯通達的供應商和合作夥伴，公司還會與其簽訂「陽光協議」，其中明確了雙方應當遵守的反舞弊規定和違反協議所應當承擔的後果。

在制度規範和文化宣貫以外，公司建立了投訴舉報制度和實施辦法：

➤ 投訴渠道：

- ① 電話舉報：025-89677688
- ② 郵箱舉報：jubao@htd.cn
- ③ 信件舉報：南京市玄武區鐘靈街50號匯通達網絡股份有限公司審計部收

➤ 嚴肅對待：審計部需要對所有舉報信息進行嚴格保密，嚴禁洩露舉報人的姓名、單位、住址、電話等身份信息，不得對外出示舉報材料原件或複印件。如有洩密，公司有權追究其相關責任。

2.2 Business ethics

Huitongda strictly complies with the provisions of laws and regulations relating to anti-corruption and anti-bribery, including the *Contract Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Interim Provisions on Banning Commercial Bribery*. For strengthening anti-fraud work, the Company has mapped out the *Anti-Fraud Management Policy*, which opposes and explicitly prohibits corruption, bribe-taking and bribery. The policy prevents all kinds of illegal, disorderly and corrupting behaviors that interfere with and undermine the Company's business activities, and secures the reporting rights of the Company's employees or partners in accordance with law.

To raise employees' awareness of anti-fraud, the Audit Department regularly conducts activities such as training or lectures on fraud reporting and complaints, and publishes reporting channels through documents, web pages, app user terminals, procurement contracts, posters and other means. The Company will sign a "Sunshine Agreement" with suppliers and partners, defining the anti-fraud regulations that the parties should abide by and the consequences that they should bear for violating the agreement.

The Company has a complaint reporting system and reporting methods in addition to the system specification and culture promotion:

➤ Channel for complaints:

- ① Reporting phone: 025-89677688
- ② Reporting email: jubao@htd.cn
- ③ Reporting address: Audit Department, Huitongda Network Co., Ltd., 50 Zhongling Street, Xuanwu District, Nanjing

➤ Taking it seriously: The Audit Department needs to keep all the reported information confidential, including the name, unit, address, telephone and other identification information of the informant as well as the original or copy of the reported materials. In case of leakage, the Company has the right to pursue its relevant responsibilities.

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案例：全員內控意識提升培訓－全員內控意識提升（包含反舞弊、反貪污）

Case: training on improving the internal control awareness of all employees – raising the internal control awareness of all employees (including anti-fraud and anti-corruption)

在日常的工作中，公司為了增強員工對反舞弊、反貪污相關法律法規、基礎知識、內控實務、制度流程等方面的了解，公司通過「匯學堂」線上學習平台上開展每季度一次的全員內控意識提升培訓。2021年，公司全體員工包括執行董事均參與了線上學習，截至2021年末，已全員通過測試。

In ordinary course of business, the Company will conduct quarterly training on improving internal control awareness through the “Huixuetang” online learning platform, to familiarize employees with anti-fraud and anti-corruption related laws and regulations, basic knowledge, internal control practices, systems, and processes. In 2021, all employees (including executive Directors) of the Company participated in the online study, and by the end of 2021, all of them had passed the test.

結合反舞弊反貪污等商業道德的重要性，2021年5月，公司還組織董事、監事和高級管理人員參加合規培訓，包括避免利益衝突、為公司正當利益行使權力等。

Considering the importance of business ethics such as anti-fraud and anti-corruption, in May 2021, the Company also organized Directors, Supervisors and senior management to participate in compliance training, including avoiding conflicts of interest and exercising power for the legitimate interests of the Company.

案例：反舞弊專項培訓－「人生不能越界，底線必須堅守」

Case: special anti-fraud training – “we must hold on to the bottom line of life”

反舞弊專項培訓是匯通達員工的必修課。

The special anti-fraud special training is a mandatory course for all employees.

2021年，公司開展了4期新員工反舞弊相關培訓，主要培訓內容為：公司反舞弊原則、公司反舞弊規定和態度、常見舞弊行為涉及的法規和案例、舞弊行為舉報和調查等，通過「匯學堂」線上平台進行學習和考核。2021年，共有397名新員工參加了反舞弊培訓，除部分員工在試用期內離職，未完成全部培訓與考核，其餘人員全部通過了考核。

In 2021, the Company conducted four anti-fraud training sessions for new employees, mainly covering anti-fraud principles, anti-fraud rules and attitudes, common fraud-related regulations and cases, fraud reporting and investigation, etc. The training was conducted and assessed through the “Huixuetang” online learning platform. In 2021, a total of 397 new employees attended the anti-fraud training, all of which passed the assessment except part of them who resigned during the probation period without completing the entire training or assessment session.

除了新員工的反舞弊培訓，匯通達的分部也展開了該項培訓。2021年，公司在河南分部開展線下的反舞弊專項培訓，河南分部共有8名中層管理層參加培訓，另外，還有35名客戶經理參與了線上培訓。

In addition to anti-fraud training for new employees, Huitongda’s branches also carried out training. In 2021, the Company’s Henan branch conducted special anti-fraud training offline, with the participation by a total of 8 middle management members. Moreover, 35 account managers participated in online training.

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2021年河南分部反舞弊專項培訓
Special anti-fraud training by Henan Branch in 2021

得益於公司防範在先的制度建設和常抓不懈的培訓體系，2021年，本公司不存在貪污訴訟案件。

In 2021, the Company was not involved in any corruption litigation due to the Company's top-notch system construction and unremitting training system.

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2.3 利益相關方參與

本公司高度重視與各利益相關方的溝通，充分傾聽並考慮利益相關方意見和反饋，與利益相關方共同促進社會發展，共享發展成果。

2.3 Stakeholder participation

The Company attaches the utmost importance to communication with stakeholders, fully listen to and consider their opinions and feedback, work with them to promote social development and share the development fruits.

利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
用戶 User	<ul style="list-style-type: none"> 為用戶提供優質的產品及服務 Offering quality products and services to users 健康的互聯網環境 Healthy Internet environment 持續改善產品和服務品質 Continuously improving product and service quality 重視用戶的信息反饋 Paying attention to user feedback 	<ul style="list-style-type: none"> 提供高質量的產品和服務，滿足用戶需求 Offering quality products and services to meet users' needs 保護用戶隱私 Protect user privacy 建立完善的客戶服務體系及客戶意見反饋及投訴機制 Establishing a sound customer service system and a mechanism of customer feedback and complaints
員工 Employee	<ul style="list-style-type: none"> 保障員工薪酬福利 Protecting employee compensation and benefits 關愛員工安全和健康 Caring for employee safety and health 營造良好的工作環境 Fostering a good working environment 提供公平晉升和發展機會 Providing fair promotion and development opportunities 員工溝通 Employee communication 	<ul style="list-style-type: none"> 嚴格遵守勞動合同條款，完善薪酬和福利待遇體系 Strictly abiding by the terms of the employment contract and improving the system of remuneration and welfare benefits 提供安全與健康的工作環境 Providing a safe and healthy working environment 提供員工發展通道，組織開展員工培訓 Providing staff development channels and organizing staff training 工作環境改善 Working environment improvement 提供平等的溝通渠道 Providing equal communication channels

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利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
股東及投資者 Shareholders and investors	<ul style="list-style-type: none"> 公司市值與盈利水平的提高 Increase in Company market capitalization and earnings 公司環境和社會責任表現不斷提升 Continuous improvement in performance of corporate environmental and social responsibilities 及時、準確和透明的公司信息披露 Timely, accurate and transparent corporate information disclosure 	<ul style="list-style-type: none"> 定期發佈報告，如實、充分地進行信息披露，努力提升業績、創造利潤 Publishing reports regularly, disclosing information truthfully and fully, and striving to improve performance and create profits 提升公司管治及風險管理水平，召開股東大會，加強投資者關係管理，努力提升環境和社會責任管理 Improving corporate governance and risk management, holding shareholders' meetings, strengthening investor relations management, and striving to improve environmental and social responsibility management
供應商／合作夥伴 Suppliers/partners	<ul style="list-style-type: none"> 遵守商業道德，遵守合約 Adhering to business ethics and observing the contract 溝通及時，願意傾聽 Prompt communication and willingness to listen 互相幫助，共同成長 Helping each other to grow together 	<ul style="list-style-type: none"> 依法履行合約 Fulfilling the contract in accordance with law 秉承公開透明的商業原則，實施公開透明的採購模式，打造責任供應鏈 Adhering to open and transparent business principles, implementing an open and transparent procurement model, and creating a responsible supply chain
政府 Government	<ul style="list-style-type: none"> 遵紀守法、合規經營，貫徹國家政策 Complying with law, operating in a compliant manner, and implementing national policies 幫助政府改善社會問題（弱勢群體、貧困人群等） Helping the government improve social issues (disadvantaged groups, the poor, etc.) 	<ul style="list-style-type: none"> 嚴格遵守相關法律法規，持續加強企業合規管理，響應國家相關政策 Strictly abiding by relevant laws and regulations, continuously strengthening corporate compliance management, and responding to relevant national policies 帶動當地經濟，推動鄉村經濟發展，助力鄉村振興 Stimulating the local economy, advancing rural economic development and helping revitalize the countryside

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利益相關方 Stakeholder	期望與訴求 Expectation and Appeal	溝通與回應 Communication and Response
同行 Peer	<ul style="list-style-type: none"> 公平競爭、誠實合作、信息透明公開 Fair competition, honest cooperation, transparent and open information 遵守行業規範，促進產業創新 Complying with industry norms and promoting industry innovation 	<ul style="list-style-type: none"> 加強與同業的交流與合作，共同營造健康、有序的競爭環境 Strengthening communication and cooperation with peers to jointly create a healthy and orderly competitive environment 參與產業創新研究，互惠共贏，共同進步，參與行業評優，為行業規範提供建議 Participating in the industry innovation research, mutual benefit and progress and industry evaluation, and providing suggestions for industry regulations
環境 Environment	<ul style="list-style-type: none"> 應對氣候變化風險 Coping with climate change risk 提升資源使用效率 Improving resource use efficiency 排放與廢棄物管理 Emission and waste management 	<ul style="list-style-type: none"> 提高能源使用效率 Improving the energy utilization efficiency 提高資源回收利用 Improving resource recycling 建立綠色數據中心 Establishing a green data center 綠色辦公 Green office
社會 Society	<ul style="list-style-type: none"> 鄉村振興與扶貧 Rural revitalization and poverty alleviation 	<ul style="list-style-type: none"> 開展扶貧助農活動 Carrying out activities to help the poor and farmers 實施基層治理幫扶計劃 Implementing programs to assist in grassroots governance

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2.4 重大性議題管理

本公司通過訪談、調研、總結對標國內同行對ESG關注的議題，識別出了ESG重大議題，並在報告中有針對性地進行披露，以便有效提升公司的可持續發展管理水平。2021年，本公司通過問卷調研的形式，對議題庫中的ESG議題進行打分，並由此得出了本報告的實質性議題矩陣。

匯通達2021年度ESG報告實質性議題評估流程

01 ESG議題識別和確認

- 全面梳理本公司可持續發展工作要點與各利益相關方的反饋，對標行業熱點與領先實踐，圈定議題範圍；
- 參考資本市場ESG評級評估要素，結合可持續發展信息披露相關指引如可持續會計準則委員會(SASB)制定的《重要性議題庫》等，識別行業在可持續發展領域的關注重點。

02 利益相關方溝通與調研

- 開展利益相關方訪談，收集各相關方對本公司可持續發展實踐的反饋和建議，以及對未來可持續發展策略的看法；

2.4 Significant issue management

Through interviews, surveys, summaries, and benchmarking of ESG issues that are of concern to our domestic peers, the Company has identified significant ESG issues and disclosed them in our report specifically, to improve our sustainable development management. In 2021, the Company scored the ESG issues from the issue database with questionnaires, and arrived at the substantive issue matrix.

Process of assessing the substantive issues of Huitongda's 2021 ESG report

01 Identification and confirmation of ESG issues

- Comprehensively sorted out the key points of our sustainable development and feedback from various stakeholders, benchmarked with industry hotspots and leading practices, and circled the scope of issues;
- Referred to the ESG rating elements in the capital market, based on sustainability disclosure related guidelines such as the *Important Issues Library* developed by the Sustainability Accounting Standards Board (SASB), and identified the industry's focus in sustainability.

02 Communication with stakeholders and research

- Conducted stakeholder interviews to gather feedback and suggestions from various stakeholders on the Company's sustainability practices, as well as their views on future sustainability strategies;

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- 編製ESG實質性議題評估在線調研問卷，邀請內部利益相關方對相應ESG議題的實質性進行打分，並通過整理，分析得出最終調研結果及內部利益相關方對公司可持續發展滿意度的整體評分，得分4.56分（滿分5.00分）。

03 實質性議題評估

- 依據利益相關方調研問卷的結果，結合企業發展情況，從「對利益相關方的重要性」和「對經營管理的重要性」兩個維度，開展實質性議題評估，將各項社會責任議題的實質性按照評分排序，生成矩陣圖。

2021年，本公司對管治、人力資源管理、員工權益與福利、職業健康與安全、發展及培訓、勞動力管理、供應鏈管理、信息安全與隱私、用戶關係管理、知識產權保護和科技創新、產品質量與召回、商業道德與企業公民與慈善等議題給予更多關注。

- Prepared an online questionnaire for ESG materiality assessment, invited internal stakeholders to score the materiality of corresponding ESG issues, and collated and analyzed the final research results and the overall rating of internal stakeholders' satisfaction with the Company's sustainable development, with a score of 4.56 (out of 5.00).

03 Substantive issue assessment

- Based on the results of the stakeholder research questionnaire and the development of the Company, and from the two aspects of "importance to stakeholders" and "importance to business management", we carried out the assessment of issue materiality and ranked the social responsibility issues according to their scores, to generate a matrix.

In 2021, we increased attention to topics such as governance, human resource management, employee right and benefit, occupational health and safety, development and training, workforce management, supply chain management, information security and privacy, user relationship management, intellectual property protection plus scientific and technological innovation, product quality and recall, business ethics, and corporate citizenship and philanthropy.

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2021年ESG報告重要性議題列表

List of key topics in the 2021 ESG report

非常重要

Very important

- | | | |
|--|--|---|
| 1. 企業管治
Corporate governance | 2. ESG管治
ESG governance | 17. 人力資源管理
Human resource management |
| 18. 員工權益與福利
Employee right and welfare | 19. 職業健康與安全
Occupational health and safety | 20. 發展與培訓
Development and training |
| 21. 勞動力管理
Workforce management | 22. 供應鏈管理
Supply chain management | 23. 信息安全與隱私
Information security and privacy |
| 24. 用戶關係管理
User relationship management | 25. 知識產權保護和科技創新
Intellectual property protection plus scientific and technological innovation | 26. 產品質量與召回
Product quality and recall |
| 27. 商業道德
Business ethics | 28. 企業公民與慈善
Corporate citizenship and philanthropy | |

重要

Important

- | | | |
|--|--|---|
| 3. 風險及危機管理
Risk and crisis management | 4. 政策影響
Policy impact | 12. 硬件基礎的環境足跡
Environmental footprint of hardware infrastructure |
| 14. 氣候變化
Climate change | 15. 清潔技術機遇
Clean technology opportunity | 16. 多元化與機會平等
Diversity and equal opportunity |

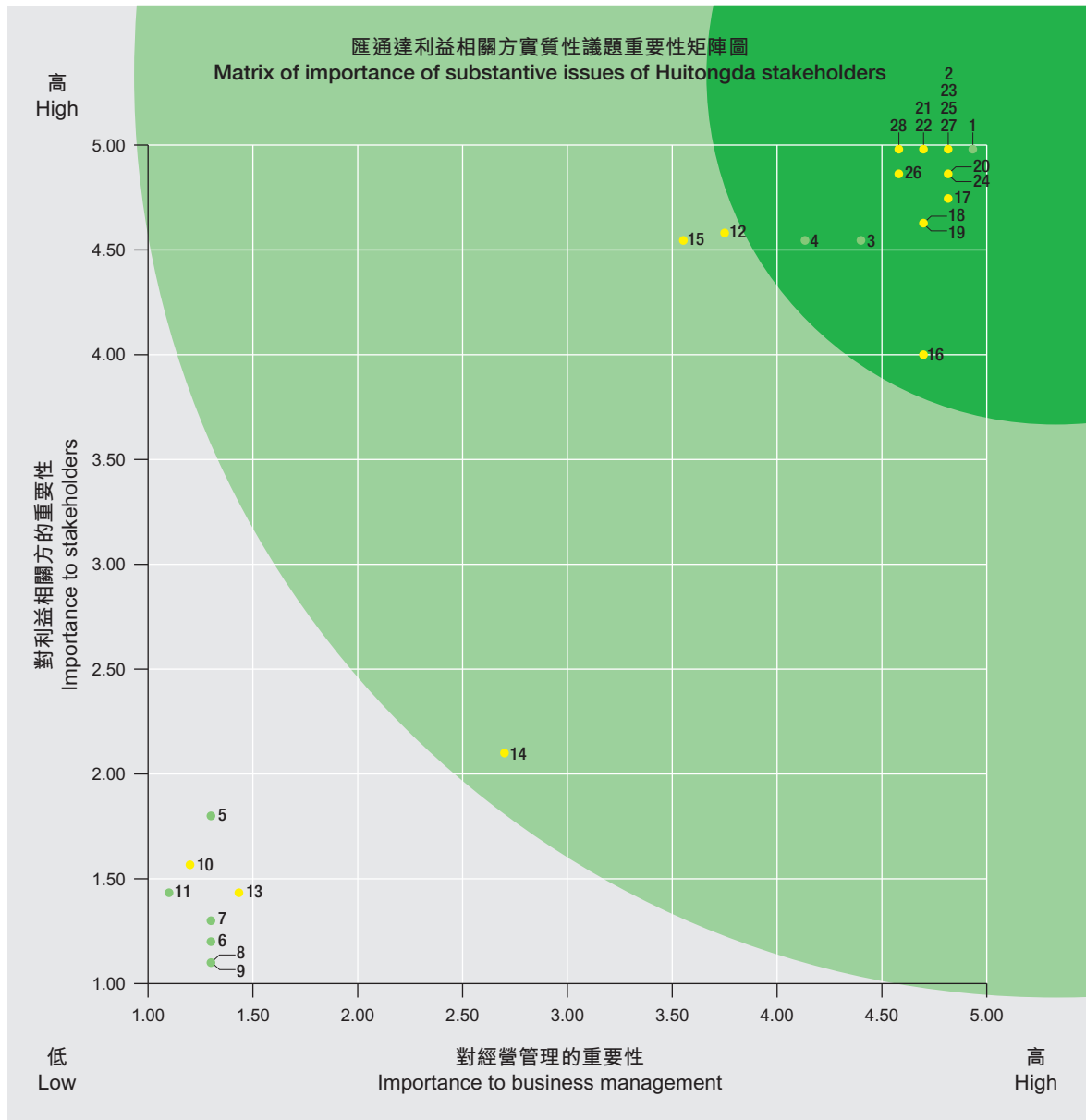
相關

Relevant

- | | | |
|--|--|--|
| 5. 溫室氣體排放
Greenhouse gas emission | 6. 廢氣排放
Waste gas emission | 7. 有害廢棄物排放
Hazardous waste emission |
| 8. 無害廢棄物排放
Non-hazardous waste emission | 9. 廢水排放
Wastewater discharge | 10. 能源使用
Energy use |
| 11. 水資源
Water resources | 13. 對環境和自然資源的影響
Impact on environment and natural resources | |
-

環境、社會及管治報告 Environmental, Social and Governance (ESG) Report

匯通達2021年ESG報告實質性議題矩陣圖
Substantive issue matrix of Huitongda's 2021 ESG Report



環境、社會及管治報告

Environmental, Social and Governance (ESG) Report

三、 打造企業健康生態

3.1 產品／服務管理

匯通達面向下沉市場或零售的企業客戶，為其提供交易和服務的平台，主要為客戶提供技術支持。本公司嚴格遵守《中華人民共和國農產品質量安全法(2018修正)》《中華人民共和國產品質量法(2018修正)》《農產品質量安全監測管理辦法(2022修訂)》《產品質量監督抽查管理暫行辦法》等法律法規的要求，並制定了《匯通達會員店基本法》《匯通達商品出入庫管理辦法》等制度，來規範產品和服務質量，明確各類服務內容，幫助匯通達會員店完成服務動作並達成銷售目標。

未來，公司在產品和服務方面將持續升級：

- 在行業上，將會在行業垂直領域進行細分，更聚焦在6大行業用戶的場景服務，打造完善的行業解決方案和專業產品。
- 在功能上，公司還將持續強化營銷產品體系建設，幫助用戶在流量轉化和用戶留存等方面提供核心能力，提升產品的智能化水平，通過大數據分析以及智能化算法，為企業精細化運營和智能化決策提供服務能力。

III. CREATING A SOUND ENTERPRISE ECOLOGY

3.1 Product/service management

Huitongda is a commerce and service platform dedicated to serving business clients in the lower-tier market or retail market, and mainly provides technical support for clients. We strictly abide by the provisions of laws and regulations such as *the Law of the People's Republic of China on the Quality and Safety of Agricultural Products (2018 Amendment)* (*《中華人民共和國農產品質量安全法(2018 修正)》*), *the Product Quality Law of the People's Republic of China (2018 Amendment)*, *the Measures for Monitoring the Quality and Safety of Agricultural Products (2022 Amendment)* (*《農產品質量安全監測管理辦法(2022 修訂)》*), and *the Interim Measures for the Management of Product Quality Supervision and Random Inspection* (*《產品質量監督檢查管理暫行辦法》*). We have formulated polices such as the Basic Law of Huitongda Member Stores and the Measures for the In-and-out-of-storage management of Huitongda Merchandise to standardize the quality of products and services, clarify various types of services, and help Huitongda member stores deliver services and reach their sales targets.

Striving forward, the Company will renew efforts to upgrade products and services:

- In terms of industry, classify products and services in industry verticals and focus on the scenario services for users in 6 major industries, to deliver perfect industry solutions and professional products.
- In terms of function, we will continue strengthening the construction of marketing product systems to provide users with core capabilities in traffic conversion and user retention, and improve product intelligence. Through big data analysis and intelligent algorithms, we will provide service capabilities in refined operations and intelligent decision-making.

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- 在生態建設上，公司會構建aPaaS平台的開放生態服務，整合更多的行業夥伴，打造基於零售產業的生態平台，既讓用戶有更多的服務選擇，又能夠給公司帶來價值的共創。
- In terms of ecology, we will construct open ecological services through the aPaaS platform, integrate more industry partners, and build an ecological platform based on the retail industry. This will bring not only more service choices to users but also value to us.
- 在服務內容上，公司持續根據會員店需求，整合更多的資源來為公司會員店實現「幫賣、幫買、幫管理」。
- In terms of service content, we will integrate more resources to “help our member stores sell, buy, and manage” according to their needs.
- 在服務評價上，公司將建設完善的客戶服務評價體系，持續提升客戶滿意度。
- In terms of service evaluation, we will construct a perfect customer service evaluation system to continuously improve customer satisfaction.

案例：安全系統工具更新

Case: security system tool update

2021年，本公司對系統漏洞掃描類工具進行了更新，主要更新的產品為：

In 2021, we updated system vulnerability scanning tools, which mainly include:

- ① 黑盒掃描工具：用於開源類的黑客掃描。
Black box scanning tool: used for open source hacker scanning
- ② 白盒掃描工具：「奇安信代碼衛士」掃描軟件，主要功能是持續開展代碼安全審計和修復工作。
White box scanning tool: “Qi'anxin Code Guard (奇安信代碼衛士)” scanning software that continues with code security audit and repair.
- ③ 白帽子安全掃描：一款公司與上海斗象信息科技有限公司(漏洞盒子)白帽子平台合作的軟件，可以對公司互聯網域名、互聯網地址等資產持續進行安全滲透掃描。
White hat security scanning: a software, a cooperative product with the (vulnerability box) white hat platform of Shanghai Douxiang Information Technology Co., Ltd., which conducts continuous security penetration scanning of the Company's Internet domain names, Internet addresses and other assets.

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3.2 可持續供應鏈

供應商准入和年度覆核管理

匯通達針對供應商的類型進行分級管理，為推動業務合作的良性開展，制定了《匯通達供應商分類准入制度》，規範了供應商准入管理，提升了供應商選擇的合理性，確保合格的供應商入圍。

公司會依照平台提供的資料和其他渠道收集的信息，對申請供應商的所屬行業額、資質實力、信用狀況、產品經營、信息真實、關聯關係等方面，進行嚴格的審查和綜合評估，並據此實行分類准入的管理模式，對供應商准入實施的核查原則為：

- 商務部門協同各事業部發佈供應商准入標準
- 供應商准入及分類一經確定，原則上不予更改
- 重點核查是否存在關聯關係，並拒絕劣質供應商准入

截至2021年末，匯通達共有5,160家商品供應商。2021年新增的供應商數量為1,871家，均根據上述准入核查原則進行過審核。此外，本公司對全部已入圍供應商均執行年度覆核，覆核內容包括質量問題、訴訟和行政處罰等。

3.2 Sustainable supply chain

Management of supplier access and annual review

Huitongda implements graded management by supplier type. The Company has formulated the Huitongda Policy on Classified Supplier Access to promote the sound development of business cooperation. The *policy standardizes supplier access management*, improves the rationality of supplier selection, and ensures that qualified suppliers are shortlisted.

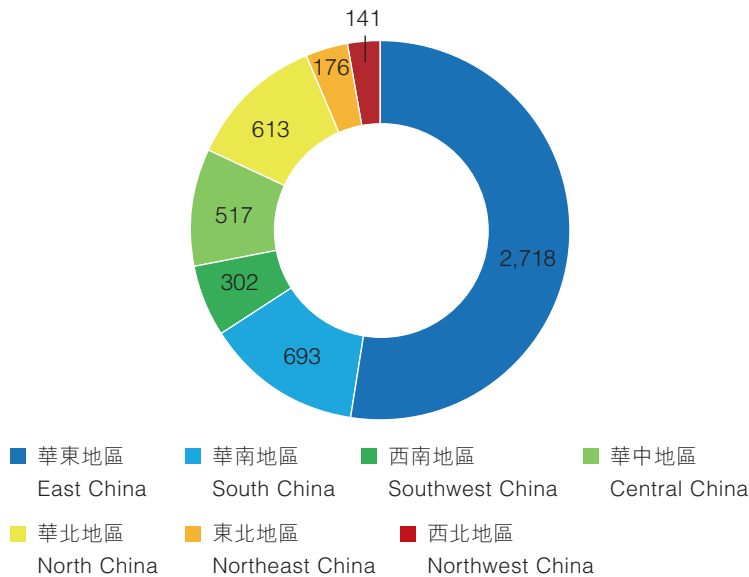
We will, in accordance with the information provided by the platform and collected through other channels, conduct a strict review and comprehensive assessment of the amount of industry to which the applicant suppliers belong, qualification and strength, credit status, product operation, truthfulness of information, related relationship, etc. Accordingly, we will implement the classified access-based management model. The verification principles for supplier access are as follows:

- The business department, in coordination with the business units, releases the supplier access standard
- Once the access and classification of suppliers are determined, no changes will be made in principle
- Focus on verifying the existence of related relationships and rejecting the access of unqualified suppliers

As of the end of 2021, Huitongda had a total of 5,160 merchandise suppliers, of which 1,871 were new and all of which were audited based on the verification principles. The Company performed annual reviews of all shortlisted suppliers around quality issues, litigation and administrative penalties.

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2021年供應商地域分佈
Geographical distribution of suppliers in 2021



綠色採購

匯通達在供應鏈的每個環節考慮環境及社會風險。在倉庫管理方面，於建設、整合倉儲的網絡佈局過程中對環境影響做了全面評估，充分考慮倉庫建設與整合對所在地環境的影響。各倉庫均按「6S」管理標準對倉儲物資進行科學保管和養護，並採用集中庫存的方法，減少對周圍環境的輻射面，降低倉儲系統本身對環境的不利影響。針對特殊貨物比如農藥、化肥等的存貨管理，嚴格按照國家化學品安全管理條例的規定進行管理，對農藥包裝廢棄物，禁止隨意處置，杜絕二次污染，確保不對水源、土壤造成污染，不危害人畜安全。在物流管理方面，本公司現有物流模式為整合社會運力為主，通過優化運輸路徑、減少能源使用，進而減少溫室氣體和尾氣排放污染。

此外，公司在自用設施和物件的採購上，注重環保屬性，例如2021年裝修總部園區，選用物料的標準包括環保無害、易於清潔、使用時間長。

Green procurement

Huitongda considers environmental and social risks at every link of the supply chain. In warehouse management, a comprehensive assessment of environmental impact is made during the construction and integration of warehouse network layout, and the impact of warehouse construction and integration on the local environment is fully considered. Materials of all warehouses are under scientific storage and maintenance according to the “6S” management standard, and the method of centralized inventory is adopted, to reduce the radiation to the surroundings and the negative impact of the storage system on the environment. The inventory management of special goods such as pesticides and fertilizers is in strict compliance with the provisions of the national regulations on chemical safety management. The disposal of pesticide packaging waste is prohibited to eliminate secondary pollution, and keep water sources and soil from pollution and ensure human and animal safety. In terms of logistics management, the Company's existing logistics model features the integration of social transportation capacity. By optimizing transportation paths and reducing energy use, greenhouse gas and exhaust gas emissions are reduced.

In addition, we focus on environmental attributes in the procurement of facilities and objects for our own use. For example, in the renovation of our headquarters in 2021, materials were selected in the principles of environmental friendliness, ease of cleaning, and long service life.

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案例：供應商大會

Case: supplier conference

2021年，匯通達開展了20餘場大型節點促銷活動，聯合數百家上游供應商，整合平台資源，以優質的商品和價格優勢，聯合營銷，共同投入。

In 2021, Huitongda carried out over 20 large-scale nodal promotions, uniting more than 100 upstream suppliers, and integrating platform resources. They carried out joint marketing and investment with high-quality goods and competitive prices.

案例：雙11直播活動

Case: live streaming activity on the Double Eleventh Day

2021年雙十一期間，為會員店提供更多優質貨源，匯通達安排了線上直播活動。在11月9日、11月11日供應商提供直播樣品和直播專享價格政策，平台安排直播運營共同推廣，時長為1小時。會員店通過社群向周邊顧客推送直播間鏈接和活動預告，吸引顧客進直播間觀看。顧客下單後，會員店在超級老闆APP下單，收貨後交付給周邊顧客。通過為會員店提供社群直播銷售，提供了新品牌、新品類，增加了商品的選擇面，促進了與供應商、顧客的互動。

On the Double Eleventh Day in 2021, Huitongda arranged online live streaming activities for member stores to provide more quality goods. On November 9 and November 11, suppliers provided live streaming samples and exclusive price policies, and the platform arranged live operations to jointly promote them for one hour. Member stores pushed the link to the live streaming room and event preview to the neighboring customers through the community, to attract more customers. After customers placing an order, the member stores will place the order again in the Super Boss app, and after receiving the goods, deliver it to the neighboring customers. Along with the community-based live sales for member stores, the Company also provides new brands and categories, promoting the interaction with suppliers and customers.



雙11直播活動

Live event on the Double Eleventh Day

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案例：博興弘豐訂貨會

Case: Boxing Hongfeng order-placing meeting

為了更好地服務會員店，2021年11月，匯通達聯合經銷商一起召開訂貨會，協同經銷商一同邀約客戶，最終共邀約客戶108人，並製作相關物料。此次訂貨會最終肥料訂貨量為500噸。會後公司針對意向客戶協同經銷商業務人員一起上門拜訪，一方面加深了客戶對產品的了解，另一方面贏得了客戶的信任，轉化了部分客戶訂單。

To better serve the member stores, Huitongda held an order-placing meeting together with distributors in November 2021, attracting a total of 108 customers, with relevant materials produced. The final order quantity of fertilizers in this meeting was 500 tons. After the meeting, we, together with the distributors, visited potential customers to deepen their understanding of the products. We won the customers' trust and transformed some orders.



博興弘豐訂貨會現場

Boxing Hongfeng order-placing meeting

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案例：徐州地王肥料客戶答謝會

Case: customer appreciation meeting of Xuzhou Diwang fertilizers

為了對老客戶表示感謝，對新加入的會員表示歡迎，匯通達舉行了客戶答謝會。此次會議的主題為在匯通達的支持下把農資生意做得更好，把會員業務的價值展現得更充分，最終在匯通達供應鏈的支持下，本次答謝會銷售複合肥和尿素共800噸。

Huitongda held a customer appreciation meeting to express its gratitude to the old customers and welcome the new ones. The meeting aimed to make the agricultural business better with the support of Huitongda and demonstrate the value of the member stores' business. Finally, with the support of Huitongda supply chain, a total of 800 tons of compound fertilizer and urea were sold at the appreciation meeting.



徐州地王客戶答謝會現場

Customer appreciation meeting of Xuzhou Diwang

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3.3 商戶管理

為有效管理商戶，並規範對會員店資質的審核，匯通達制定了《匯通達會員店註冊審核規範》《匯通達會員店基本法》等文件。公司還設置專職人員對商戶多渠道、多維度進行巡查，針對巡查結果不合規的商戶，會督促對其業務進行整改。

商戶註冊審核過程中，嚴格按照《匯通達會員店註冊審核規範》審核，流程如下：

- 會員店通過終端APP(超級老闆、超級經理人)填寫資料註冊
- 第三方系統校驗(企查查)
- 業務運營負責人審核
- 客滿審核，並判定客戶的類型：會員店、非會員店

其中，會員店註冊必須遵循以下原則：

- 經營地址必須在中國市場，主要是鄉鎮市場(或撤鎮改街道)
- 必須有實體零售門店
- 經營產品必須符合公司六大行業的細分品類
- 認同匯通達模式，有意願主動加入匯通達會員店

3.3 Merchant management

To better manage merchants and standardize the audit of member store qualifications, Huitongda has formulated such regulations as *the Huitongda Specification on Audit of Member Store Registration* and *the Basic Law of Huitongda Member Stores*. We also deploy dedicated capacities to inspect merchants through multiple channels and dimensions, and urge the rectification of business in case the merchants' inspection results are not compliant.

Merchant registration is audited in strict accordance with *the Huitongda Specification on Audit of Member Store Registration* as follows:

- Member stores register through the terminal APPs (Super Boss and Super Manager) by filling in the information
- A third-party system verifies the registration (qcc.com)
- The business operation manager reviews the registration
- Audit upon full quota and determine client type: member stores or non-member stores

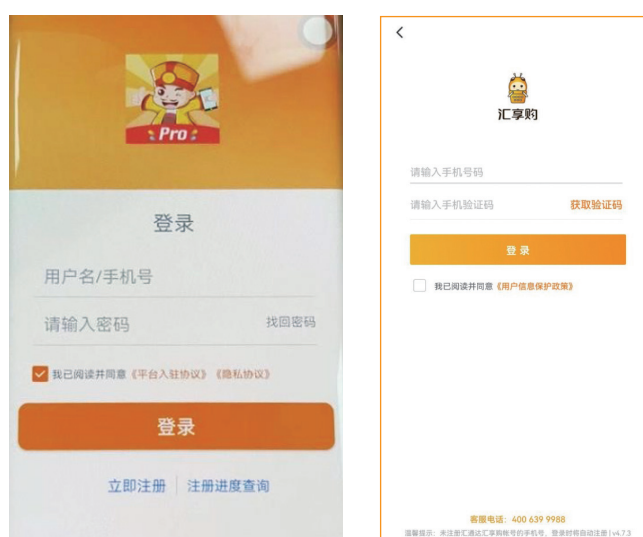
Member store registration follows the following principles:

- The business address must be a Chinese one, mainly the township market (or the street) address
- Have a physical retail store
- Business products must be in line with the Company's six major industry segments
- Recognize the Huitongda model and have the willingness to join Huitongda member stores

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商戶入駐進來後，本公司遵循《匯通達用戶隱私協議》《匯通達保密管理制度》《平台入駐協議》等規定，要求各管理系統實施商戶信息加密處理，保護商戶的隱私安全。

After the merchants are settled in, we will, in accordance with the *Huitongda User Privacy Agreement*, *Huitongda Confidentiality Management System*, *Platform Settlement Agreement*, and other regulations, require each management system to implement the encryption of merchant information, to protect the privacy and security of merchants.



商戶入駐平台app顯示界面
Interface of merchant registration platform app

2021年全年，本公司開展了門店活動超過20,000店次，組織了20餘場主題活動：「年貨節」「418鄉鎮購物節」「豐收節」等全國聯合大促活動，「100週年慶典老歌賽」「廣場舞大賽」等。

Throughout the year of 2021, we carried out more than 20,000 store activities and organized more than 20 thematic events such as New Year's Shopping Festival, 418 Township Shopping Festival and Harvest Festival, which are nationwide joint promotion activities, and 100th Anniversary Celebration – Old Song Contest and Square Dance Competition.

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案例：鄉鎮購物節、超級年貨節

Case: Township Shopping Festival, Super New Year's Shopping Festival

2021年Q4季度，匯通達在江蘇省發起了「第八屆鄉鎮購物節」「超級年貨節」兩大主題活動，線上開展「在線搶福氣省錢過大年」「新人粉絲春聯福袋禮包」等系列活動，讓利消費者。活動期間，全省鄉鎮小店線上線下活動聯動，舉辦「聖誕好禮」「暖冬大促」「寫福字納福氣，助力會員店開門紅」等形式多樣的活動。區域服務人員迅速溝通門店需求，設計活動方案，通過SaaS工具使用，疊加社群營銷、新人禮、秒殺等立體化活動營銷方案，實現門店線上線下活動聯動。

In the fourth quarter of 2021, Huitongda launched two thematic activities in Jiangsu Province, namely “the 8th Township Shopping Festival” and “the Super New Year's Shopping Festival”, and carried out a series of online activities such as “Grabbing the Luck Online and Saving Money for the Chinese New Year”, and “Spring Festival Couplet Lucky Bags and Gift Package to New Fans” to benefit consumers. The small township stores in the province carried out online and offline activities such as the Christmas Gifts, Warm Winter Promotion, and Writing Lucky Words to Get Luck, to Help Member Stores Get off to A Flying Start. After communicating with stores, regional service personnel designed activity plans and using SaaS tools, combined a series of three-dimensional marketing plans such as community marketing, newcomer gifts, and seckill, to integrate online and offline activities.

本次活動聯動全省超過2,000家鄉鎮小店開展線上線下聯合促銷，消費幫促，最終使得江蘇省銷售同比增長76.5%。
The activities linked over 2,000 small township stores across the province to carry out joint online and offline promotions, resulting in a 76.5% year-on-year increase in sales in the province.



鄉鎮購物節現場
Township Shopping Festival

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案例：蘇南分部舒爽家電盛大開業「暖冬盛宴」活動

Case: “Winter Feast” for the grand opening of Shushuang home appliances in the southern Jiangsu division

舒爽家電是匯通達會員店，年底門店重新裝修開業，正好結合購物節活動，採用線上線下雙通道宣傳方式，線上，會員店組建老客戶微信群，利用SaaS營銷工具，以小成本撬動大流量，引爆當地社群，並通過老客戶帶動新客戶入群進一步擴大宣傳，線下通過進店消費購物大轉盤抽獎活動，不僅打造門店活動氛圍，也將會員店本地影響力進一步擴大，活動期間銷售創新高。

Shushuang home appliances is a member store of Huitongda. The redecoration and opening of the store coincided with the shopping festival activities at the end of year. The store promoted its merchandise by taking the online and offline opportunities. Online, the member store set up a WeChat group composed of old customers to fuel large traffic with low costs and stimulate the sales of local communities, by using SaaS marketing tools. The old customers of the member store introduced new ones to further expand publicity. Offline, customers came into the store and participated in the lottery activity themed Wheel of Fortune, which not only fostered the shopping atmosphere, but also expanded the local influence of the store. Both online and offline activities contributed to a new sales high.



舒爽家電盛大開業「暖冬盛宴」活動

“Winter Feast” for the grand opening of Shushuang home appliances

環境、社會及管治報告 Environmental, Social and Governance (ESG) Report

案例：農產品電商人才培訓

Case: agricultural product e-commerce talent training

2021年10月11日，匯通達首場農產品電商人才培訓落地，由盱眙農業農村局組織當地重點推薦企業，開展電商直播主題培訓，共有76人參加此次集訓。

On October 11, 2021, Huitongda held the first training for agricultural product e-commerce talents, with the attendance of e-commerce live streaming thematic training by local key recommended enterprises organized by the Xuyi Agricultural and Rural Bureau and a total of 76 people.

2021年11月12日，公司邀請盱眙縣匯通達體系內農產品相關會員店負責人，開展電商經營主體培訓班，普及電商知識及應用，此次參訓人數為149人。

On November 12, 2021, we invited the responsible persons of member stores in charge of agricultural products within the Huitongda system in Xuyi County to conduct a training course for e-commerce business entities, to popularize the knowledge and application of e-commerce. 149 people participated in the training course.

2021年12月2日，匯通達就電商的發展、現狀、發展趨勢介紹，以及如何將農產品培育為電商產品、如何成為電商戶、如何開設網店等內容進行運營專項培訓，本次參訓人數為95人。

On December 2, 2021, Huitongda conducted special operation training on the development, current situation and development trend of e-commerce, as well as how to transform agricultural products into e-commerce products, how to become an e-commerce operator, and how to open an online store, etc. 95 people participated in the training.



農產品電商人才培訓現場

Agricultural product e-commerce talent training

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3.4 提升客戶服務

客戶投訴、反饋與處理

本公司開闢了多條客戶投訴的渠道，全方位的收集客戶信息與反饋：

➤ 客戶投訴渠道：

- ① 官網客服熱線：4006399988
- ② 企業QQ：4006399988（人工客服）
- ③ 業務聯繫人：客戶經理

通過上述的渠道收集客戶投訴之後，公司會盡快對投訴進行處理並解決客戶的問題，流程如下：

通過客服中心系統，準確地識別用戶來電信息並記錄客戶的訴求，每通來電都有工單記錄保存在本公司的系統中，將客戶的訴求反饋給相關業務部門，及時記錄處理結果，並主動反饋客戶。公司實行「24小時關單制」，即力爭在24小時內解決客戶的訴求，如預計將超時不能第一時間解決的，公司會主動聯繫告知客戶，取得客戶的理解，同時積極地反饋給相關部門直到最終的解決方案得到客戶認可後進行關單處理。

截至2021年末，本公司收到來自客戶400的電話投訴共26個，關單率及解決率達100%。

3.4 Improving customer service

Customer complaint, feedback and processing

We have opened up multiple channels to collect customer information and feedback and handle customer complaints:

➤ Customer complaint channels:

- ① Customer service hotline of official website: 4006399988
- ② Enterprise QQ: 4006399988 (staff service)
- ③ Business contact: client managers

We will handle customer complaints collected through the above channels as soon as possible with the following process:

We identify the user call information and record the customer's request through the customer service center system. The system generates a work order record specific to each call. We feed back the customer's request to the relevant business departments, and record the handling results in time and feed them back to the customers. We implement a "24-hour order closing system", i.e. we strive to address customers' requests within 24 hours. If it is anticipated that the requests cannot be addressed in the shortest time, we will inform the customers for their understanding. Meanwhile, we will feed back the failure to the relevant departments until the customers approve the solution, and then we will close the order.

As of the end of 2021, we received 26 telephone complaints from customers 400 hotline, and the rate of order closing and resolution reached 100%.

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客戶滿意度調查

- 調查主要指標：
 - 工具使用滿意度
 - 業務人員服務滿意度
- 調查參與人次和覆蓋率
 - 2021年，平均每個季度回訪人次約為800-1,000，回訪覆蓋率100%
- 調查得分：
 - 從歷史調研回訪來看，本公司的工具使用和業務人員服務滿意度達90%以上
- 跟進方式：
 - 針對工具使用優化：客服人員會進行記錄並反饋給技術研發部門，再進行後期的迭代優化
 - 針對服務優化：客服人員會反饋至業務負責人並追蹤溝通結果，並進行二次回訪客戶滿意度

Customer satisfaction survey

- Main indicators of the survey:
 - Satisfaction with tool usage
 - Service satisfaction of business personnel
- Number of survey participants and coverage rate
 - In 2021, the average number of return visits per quarter was approximately 800-1,000, with a 100% return coverage
- Survey score:
 - According to historical research and return visits, tool usage and service satisfaction of business personnel of the Company are over 90%
- Follow-up method:
 - Tool optimization: Customer service staff will record the use of tools and feed it back to the technology R&D department before conducting iterative optimization
 - Service optimization: Customer service staff will provide feedback to business leaders and follow up the communication results, before making a second visit to understand customer satisfaction

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3.5 信息安全與隱私保護

政策指引

本公司高度重視信息安全保護，嚴格遵守《中華人民共和國個人信息保護法》等法律法規要求，並制定了《信息系統安全管理制度》《數據庫備份及恢復管理制度》《信息系統應急處理管理制度》《匯通達數據安全分類分級管理制度》《保密管理制度》《關於要求全體員工進一步做好公司內部信息數據、文件資料保密管理的通知》等，進一步加強了公司內部信息、數據、文件、資料的保密管理，提高公司內控管理水平，防止公司核心信息的洩密和流失，規範相關工作程序，並明確了相應的安全保護措施，盡可能的保護用戶的個人信息安全。

明確責任

根據公司制定的各項規章制度，明確每個部門應履行的責任：

- 總部技術研發中心：主要工作職責包括公司的信息系統安全管理、負責數據庫的數據備份、檢查、恢復等工作。技術研發中心的分管副總裁與總監分別任命為信息系統突發事件管理小組組長和副組長，主要負責指導、協調和指揮信息系統突發事件的應急處置工作。
- 總裁辦、業務部門、客服部門：協助處置因信息系統故障造成的業務影響、對外通知、維穩等工作。
- 總裁辦：負責確定公司知識產權、商業秘密的保密範圍和保密等級，並組織對保密工作進行監督和檢查。

3.5 Information security and privacy protection

Policy guidelines

The Company puts a new premium on information security protection. In accordance with the *Personal Information Protection Law of the People's Republic of China* and other laws and regulations, the Company has formulated the *Policy on the Security Management of Information Systems*, *Policy on the Management of Database Backup and Recovery*, *Policy on the Management of Emergency Handling of Information Systems*, *Huitongda Policy on Classified and Grading Management of Data Security*, *Confidentiality Management Policy*, and *Notice on Requiring All Employees to Further Improve the Confidentiality Management of Internal Information, Data, and Documents*. These efforts further strengthen the confidentiality management of the Company's internal information, data, documents and materials, improve the Company's internal control management, prevent the leakage and loss of the Company's core information, standardize relevant work procedures, and clarify the corresponding security protection measures, to protect users' personal information security as much as possible.

Specifying responsibilities

The rules and regulations of the Company define the responsibilities of each department:

- Technology R&D Center in the headquarters: The main responsibilities include the security management of the Company's information system, the data backup, inspection, and recovery of databases, etc. The vice president and director of the Technology R&D Center are appointed as the head and deputy head of the emergency management team of the information system respectively, mainly responsible for guiding, coordinating, and directing the emergency disposal of information system emergencies.
- President Office, business departments and customer service departments: Help handling the business impact caused by information system failure, external notification, and stability maintenance, etc.
- President Office: Responsible for determining the confidentiality scope and level of the Company's intellectual property and trade secrets, and organizing the supervision and inspection of confidentiality.

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隱私保護

本公司注重保護所有員工、客戶及消費者、供應商和業務夥伴的隱私。除了在《保密管理制度》中明確了匯通達全體員工對公司知識產權、商業秘密的保密職責外，在與供應商和合作夥伴簽訂合同時，公司同時要求對方簽署「保密協議」，來明確合作方需要履行的保密義務、保密期限、違約責任以及解決辦法。

在《用戶信息保護政策》中提到公司會如何收集和使用用戶的信息，同時也明確了收集和用戶使用信息之後可以為用戶提供的各項服務、功能。本公司會在用戶使用匯通達提供的產品或服務前，提醒用戶閱讀並理解《用戶信息保護政策》，在取得用戶充分理解並同意後再開始使用本公司的產品和服務，盡可能地為客戶保護個人信息安全。

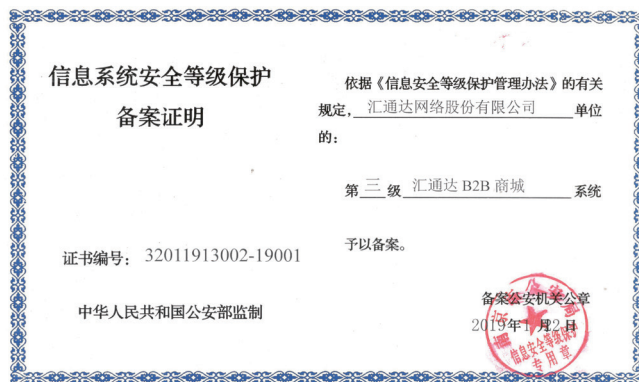
本公司已根據《信息安全登記保護管理辦法》取得信息系統安全等級保護三級證書。

Privacy protection

We are conscious of protecting the privacy of employees, customers, consumers, suppliers, and business partners. *The Confidentiality Management Policy* stipulates the confidentiality duties of all employees in respect of intellectual property and trade secrets. Apart from that, when signing contracts with suppliers and partners, we will require them to sign "Confidentiality Agreements" to clarify the confidentiality obligations, confidentiality periods, liability for breach, and solutions.

The *Policy on User Information Protection* mentions the way we collect and use users' information, and specifies the services and functions to be provided to users after collecting and using information. We will remind users of reading and understanding the *Policy on User Information Protection* and obtain their full understanding and consent before they use the products or services provided by us, in order to protect the security of personal information of our customers as much as possible.

The Company has obtained the Grade III Certificate of Registration and Protection of Information System Security in accordance with *the Measures for the Management of Registration and Protection of Information Security*.



匯通達獲公安部信息安全等保三級證書
Huitongda obtained the Grade III Certificate of Registration and Protection of Information System Security from the Ministry of Public Security

2021年，本公司未發生過與信息安全、隱私保護相關的違法違規事件。

In 2021, the Company did not have any illegal and non-compliant incidents related to information security and privacy protection.

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案例：軟件安全開發能力提升培訓

Case: training on improving the software security development capability

2021年6月29日，公司組織了一場軟件安全開發能力提升的培訓，主要內容包括：SQL注入、防跨站腳本、跨站請求偽造、外部實體注入、服務器端請求偽造、跨域資源共享漏洞、遠程代碼執行等，同時還對各項目內容進行了操作演示，讓學員更直觀地了解培訓的內容。

On June 29, 2021, the Company organized a training on improving the software security development capability covering SQL injection, preventing XSS, cross-site request forgery, external entity injection, server-side request forgery, cross-domain resource sharing vulnerability, remote code execution, etc. The Company also demonstrated the item content to ease participants of training content more intuitively.



2021年匯通達軟件安全開發能力提升培訓

Huitongda training on improving the software security development capability in 2021

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3.6 保護知識產權

本公司高度重視產權保護工作，一方面積極保護本公司形成的知識產權，另一方面尊重他人的知識產權避免侵權。匯通達已經制定了《保密管理制度》等知識產權管理規範，來宣貫和規範知識產權保護，提升員工意識，提高公司在知識產權方面的整體實力和競爭能力，促進公司的發展。

為鼓勵員工發明創造，提高員工的技術創新積極性，保障公司科技成果、創新創意得以及時申報專利，加強公司的知識產權保護，本公司還制定了《專利管理激勵制度》，並成立了專利管理小組，專門為申報專利的員工統籌協調專利申報過程中相關事宜。

截至2021年末，本公司已經累計申報軟件著作權98項；2021新增申報專利21項，累計通過10項；累計註冊商標799個。

知識產權類型

Type of intellectual property rights

軟件著作權	Software copyright
專利	Patents

2021年 新增申報數 Number of new applications in 2021	2021年 新增獲批數 Number of new approvals in 2021
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		66	34
		21	10

知識產權類型

Type of intellectual property rights

商標	Trademark
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2021年 新增申請 商標數量 Number of new trademark applications in 2021	2021年 新增註冊 商標數量 Number of new registered trademarks in 2021
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		69	103
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為了提高員工的創新積極性，公司設置了知識產權激勵獎項。2021年技術研發中心獲得公司級獎項共35人，獎項包括匯寶、年度崗位能手、新人之星、文化之星、專業貢獻等獎項。2021年獲得軟著激勵獎34人、獲得專利激勵獎10人。

3.6 Protection of intellectual property rights

We attach great importance to the protection of property rights. We protect the intellectual property rights of the Company on the one hand, and respect the intellectual property rights of others to avoid infringement on the other hand. We have formulated the *Confidentiality Management Policy* and other related norms to publicize and standardize intellectual property protection. This aims to enhance the awareness, overall strength, and competitiveness in intellectual property, to push forward the development of the Company.

We have formulated the *Patent Management Incentive Policy* and established a patent management team to specifically coordinate matters in patent application, so as to encourage our employees to invent, improve their enthusiasm for technological innovation, apply for patents for our scientific and technological achievements and innovative ideas in time, and strengthen the protection of our intellectual property rights.

By the end of 2021, we applied for a total of 98 software copyrights; applied for 21 new patents in 2021, of which 10 were approved; and had a total of 799 trademarks registered.

The Company has set up intellectual property incentive awards to improve the innovation motivation of employees. A total of 35 employees from the Technology R&D Center received Company-level awards in 2021, such as Huibao, Annual Post Expert, Newcomer Star, Culture Star, Professional Contribution and other awards. In 2021, 34 employees received the Software Copyright Incentive Award and 10 received the Patent Incentive Award.

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案例：帶指揮調度系統圖形用戶界面的手機

Case: mobile phones with command and control system GUI

該項專利主要從以下幾個方面方便用戶使用和提升用戶體驗：

The patent improves the use and user experience in the following aspects:

①主動／智能任務用卡片化設計，使內容規整聚焦；用不同圖標區分任務類型，任務圖標的樣式和與首頁的業務入口相關聯；

① Active/intelligent tasks are card-based designed to make the content neat and focused; different icons are used to distinguish task types, and the style of task icons correlates with the business entrance on the home page;

②任務列表增加進度展示，使用戶快速了解自己當前的完成進度；進行中的任務置頂並提醒截止日期，突出去完成按鈕，引導用戶去完成任務；

② The progress display is added to the task list, so that users can quickly understand their current completion progress; tasks in progress are topped, the deadline is alerted, and the "To Complete" button is highlighted to guide users to complete the tasks;

③任務詳情信息進行了分級展示，並在完成進度列表裡增加了對應會員店的跳轉鏈接，減少操作步驟並提升效率。

③ Task details are displayed in a hierarchical manner, and jump links to member stores are added to the completion progress list to streamline operation and improve efficiency.



「帶指揮調度系統圖形用戶界面的手機」的專利證書
Patent certificate of "mobile phones with command and control system GUI"

環境、社會及管治報告 Environmental, Social and Governance (ESG) Report

案例：帶開單功能圖形用戶界面的收銀機

Case: cashiers with billing function GUI

該項專利主要從以下幾個方面方便用戶使用和提升用戶體驗：

The patent improves the use and user experience in the following aspects:

①從產品信息展示效率上突出重要信息和功能，對信息展示樣式和佈局進行結構化設計，有利於信息流內容的清洗展現。

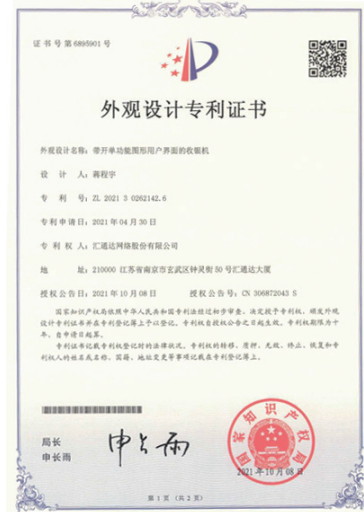
① Highlight important information and functions to improve the display efficiency of product information, and carry out structured design of information display style and layout for more distinct display of information flow content.

②基於業務場景，結合用戶畫像，對常用功能進行個性化改造，以適應用戶的實際需求。

② Based on business scenarios and user portraits, the common functions are personalized and tailored to the actual needs of users.

③頁面風格遵循簡潔、高效、一致的原則，通過視覺規範制定，為用戶打造統一的視覺體驗，幫助用戶獲得更好的體驗。

③ Page style follows the principles of simplicity, efficiency and consistency, and a unified visual experience is created for users through visual specification development to help them obtain better experience.



「帶開單功能圖形用戶界面的收銀機」的專利證書
Patent certificate of "cashiers with billing function GUI"

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四、 人才培養與發展

4.1 僱傭管理與勞工常規

匯通達嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》等法律法規，堅持依法合規僱傭。為此本公司建立了《招聘管理制度》《錄用管理制度》《員工試用期管理制度》等管理制度，嚴禁和抵制任何形式的童工僱傭和強制勞工行為，反對一切形式的性別、民族、年齡、信仰和地域歧視，為所有員工提供平等的工作機會。本公司採用多種招聘方式，包括校園招聘、社會招聘以及內部推薦等方式，以此完善人才儲備。公司人力資源部在錄用員工時檢查身份證信息，以避免招錄童工，並不定期抽查員工資料比對，如發現誤用童工，將立即終止僱傭，並向有關部門報告。本報告期內，匯通達未發生招聘童工和強制勞工的違規事件。

截至2021年12月31日，匯通達員工總數為4,460人；高層及以上層級員工共計32人，其中男性佔比96.9%，女性佔比3.1%，公司的高層員工性別結構正在持續優化中，2021年匯通達員工構成情況請見下表：

IV. TALENT CULTIVATION AND DEVELOPMENT

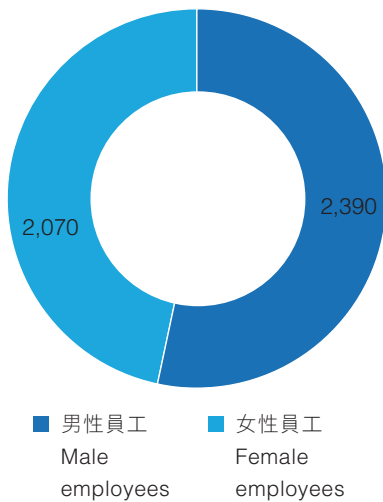
4.1 Employment management and labor routines

Huitongda strictly abides by *the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China* and other laws and regulations, and upholds compliant employment practices according to the law. To this end, we have established such management systems as *the Recruitment Management System, the Hiring Management System, the Employee Probation Period Management System*, etc. We prohibit and resist any form of child labor employment and forced labor practices, oppose all forms of gender, ethnicity, age, faith and geographical discrimination, and provide equal opportunities for all employees. The Company adopts a variety of recruitment methods, including campus recruitment, social recruitment and internal recommendation, as a way to improve the talent pool. The Company's Human Resources (HR) Department checks employees' ID card information when hiring to avoid recruiting child labor, and randomly checks employee information from time to time for comparison. If any child labor is found to be misused, the employment would be terminated immediately and reported to the relevant authorities. During the Reporting Period, Huitongda committed no violations of child labor and forced labor recruitment.

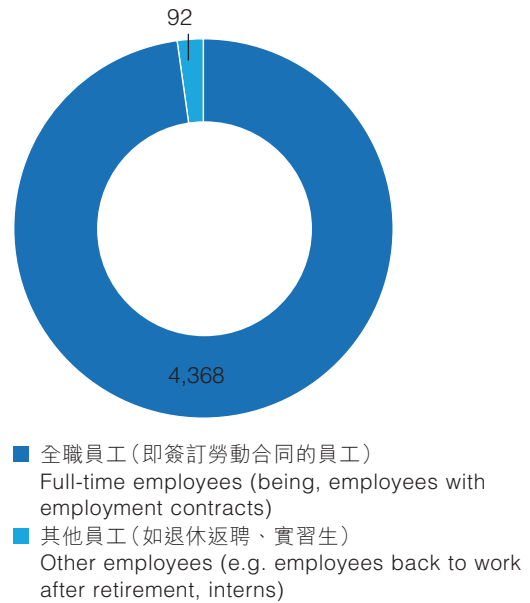
As of December 31, 2021, Huitongda had a total of 4,460 employees, among which 32 were at the senior level and above, of which 96.9% were male and 3.1% were female, indicating constant improvement of the gender structure of the Company's senior employees. The composition of Huitongda's employees in 2021 is set out in the table below:

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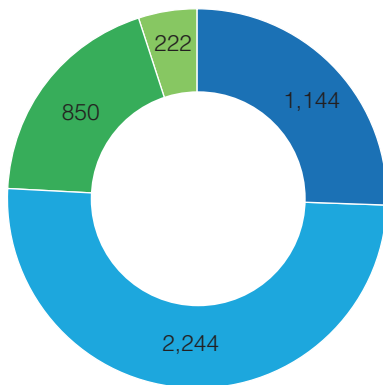
匯通達員工性別分佈
Gender distribution of Huitongda employees



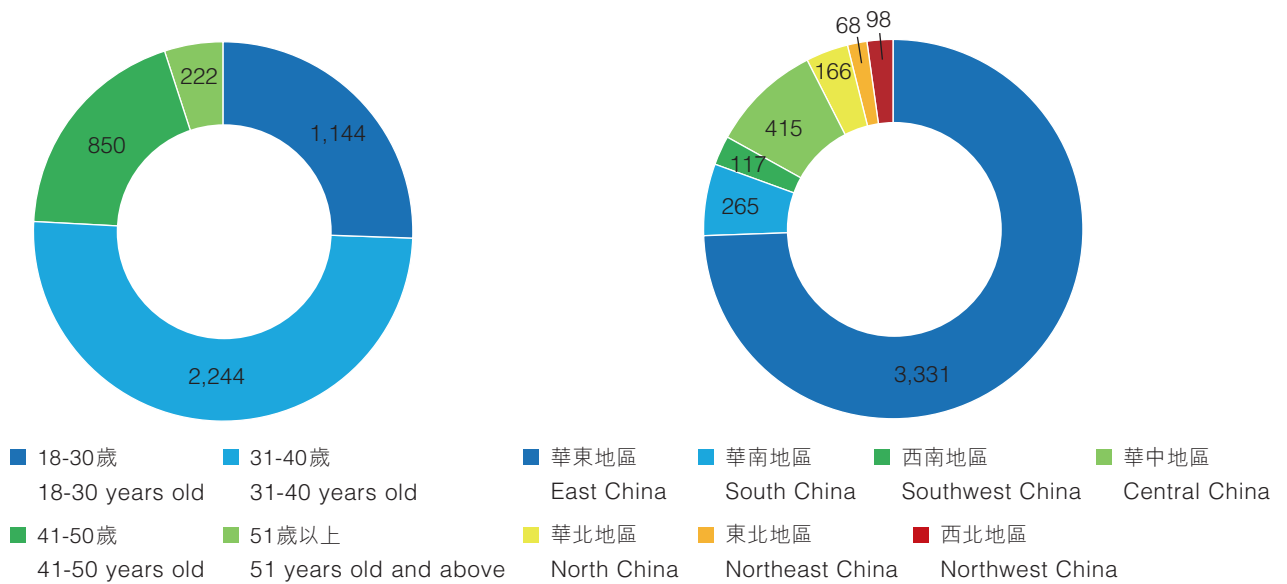
匯通達員工僱傭類型
Employment type of Huitongda employees



匯通達員工年齡分佈
Age distribution of Huitongda employees



匯通達員工地區分佈
Regional distribution of Huitongda employees



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2021年匯通達人員流失率統計如下：

The employee turnover rate of Huitongda in 2021 is as follows:

	項目 Item	2021年流失率 ¹ 2021 turnover rate ¹
按性別的流失率 Turnover rate – categorized by gender	男性員工 Male employees	27.83%
	女性員工 Female employees	28.07%
按僱傭類型的流失率 Turnover rate – categorized by employment type	管理層中的男性員工 Male employees in the management team	0.00%
	管理層中的女性員工 Female employees in the management team	0.00%
	全職員工（即簽訂勞動合同的員工） Full-time employees (i.e. employees with employment contracts)	28.22%
	其他員工（如退休返聘、實習生） Other employees (e.g., rehired employees, interns)	13.64%
按年齡分佈的流失率 Turnover rate – categorized by age	18-30歲 18-30 years old	27.85%
	31-40歲 31-40 years old	27.59%
	41-50歲 41-50 years old	29.91%
	51歲以上 51 years old and above	24.10%
	按地域分佈的流失率 Turnover rate – categorized by region	華東地區 East China
	華南地區 South China	30.83%
	西南地區 Southwest China	23.32%
	華中地區 Central China	30.97%
	華北地區 North China	29.78%
	東北地區 Northeastern China	30.77%
	西北地區 Northwest China	33.08%

¹ 此處流失率統計不包括在試用期內離職或未能通過試用期的情形。

¹ Turnover rate statistics do not include departures during the probation period or failure to pass the probation period.

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4.2 職業健康與安全

公司主要提供網絡技術類服務，無生產相關活動，因此，在工作中極少遇到因任何危險因素導致或可能導致員工身體的傷害。公司在辦公場所嚴格遵循《中華人民共和國消防法》等法律法規和《室內空氣質量標準》等國家標準，確保員工擁有安全的工作環境，具體措施包括：

- 消防演習：在本公司的自有物業匯通達大樓開展消防演習，主要學習消防器材和消防工具的正確使用方法，提高總部全體人員的消防意識，達成在發生火災時能夠安全迅速撲滅各種火災的目的。2021年共開展了1次消防演習，共有120人參加；
- 公司定期對食堂等場所進行消毒，確保食堂的衛生安全；
- 辦公室甲醛清除與檢測；
- 疫情期間，每天對辦公室內部進行消毒，並監督員工日常口罩佩戴情況。

4.2 Occupational health and safety

The Company mainly provides network technology-based services without production-related activities, therefore, its employees rarely encounter any physical injuries caused or may be caused by any dangerous factors at work. The Company strictly complies with laws and regulations such as the *Fire Protection Law of the People's Republic of China* and national standards such as the *Indoor Air Quality Standards* in the office premises to ensure a safe working environment for employees. Specific measures include:

- Conducting fire drills: The Company conducts fire drills in our own property, Huitongda Building, mainly to learn the correct use of fire-fighting equipment and tools, improve the fire-fighting awareness of all headquarters staff, enabling them to be able to put out fires safely and quickly. A total of 1 fire drill was conducted in 2021, with 120 participants;
- The Company routinely disinfects the canteen and other places to ensure their hygiene and safety;
- Removing and detecting formaldehyde in the offices;
- Conducting daily disinfection inside the offices amidst the pandemic and supervising employees' wearing of masks on a daily basis.

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場所消殺
Disinfection of premises

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此外，為了員工的身體健康，公司也積極採取了多項措施，包括：

- 組織員工進行年度體檢，總分部員工體檢覆蓋率為100%；
- 為員工購買包括定期壽險、意外險、意外醫療險、住院醫療險、門急診醫療險、和重大疾病險在內的商業保險，2021年總分部員工這些商業保險的覆蓋率均為100%；
- 在總部園區設立健身房，不定期組織體育健身活動，倡導健康生活的風尚。

公司的業務不涉及危險作業，過去三年因公死亡人數均為零，2021年發生工傷3起，因工傷損失工作日數為195天。

4.3 培訓與發展

為了支持企業戰略轉型，圍繞「隨時學，學而思，思而行，行而顧，砥礪奮進，終生學習」的核心理念，公司依託「匯學堂」平台，通過「層級分班人才培養項目」「能力分院人才培養項目」等運營項目，以績效成果為導向，提高培訓組織效率，增強培訓轉化。「匯學堂」平台作為多元化、數字化的學習平台，有效提升組織和員工能力，成為匯通達數字化服務平台的人才引擎。

本公司制定了《培訓管理制度》《內訓師管理制度》《員工職級晉升管理辦法》等制度文件，設置了全面、多樣、豐富的員工培訓體系：1大平台+2大體系+7大學院，分別是「匯學堂」線上學習平台、課程體系、內訓師體系、以及管理學院、領導力學院、產業學院、會員學院、商傢俱樂部、總經理商學院、文化學院。

In addition, the Company has also actively taken a number of measures for the health of employees, including:

- organizes annual physical examination for employees, with a coverage rate of 100% for employees in the head office;
- purchases commercial insurance for employees, including term life insurance, accident insurance, accident medical insurance, hospitalization medical insurance, emergency medical insurance, and major disease insurance. In 2021, the coverage rate of these commercial insurance for employees in the head office was 100%;
- sets up a gym in the headquarters park, and organizes sports and fitness activities from time to time to advocate a healthy lifestyle.

The Company's business does not involve hazardous operations, with 0 work-related fatalities in the past three years, 3 work-related injuries in 2021, and 195 lost days due to work-related injuries.

4.3 Training and development

As part of our support for corporate strategic transformation, the Company, revolving around the core philosophy of "real-time learning, thinking while learning, acting while thinking, reflecting while acting, striving while reflecting, and learning for life" and orienting on performance and outcomes, relies on the platform of "Huixuetang" to improve the efficiency of training organizations and enhance training transformation by means of operational projects such as "rank-based talent training class" and "ability-based talent training academy". As a diversified and digital learning platform, "Huixuetang" greatly enhances organizational and employee capabilities and grows into a talent engine for Huitongda's digital service platform.

The Company has formulated *the Training Management System, the Internal Trainer Management System, the Staff Rank Promotion Management Measures* and other system documents, and set up a comprehensive, diverse and rich employee training system, shaping the framework of "1 platform + 2 systems + 7 academies", namely, the online learning platform "Huixuetang", curriculum system, internal trainer system, as well as the Management Academy, Leadership Academy, Industry Academy, Membership Academy, Merchant Club, General Manager Business School, and Culture Academy.

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HTD 學習發展架構
HTD Learning & Development Framework

1大平台+2 大體系+7 大學院運維
支撐匯通達年度戰略落地、人才賦能

O&M of 1 platform + 2 systems + 7 academies

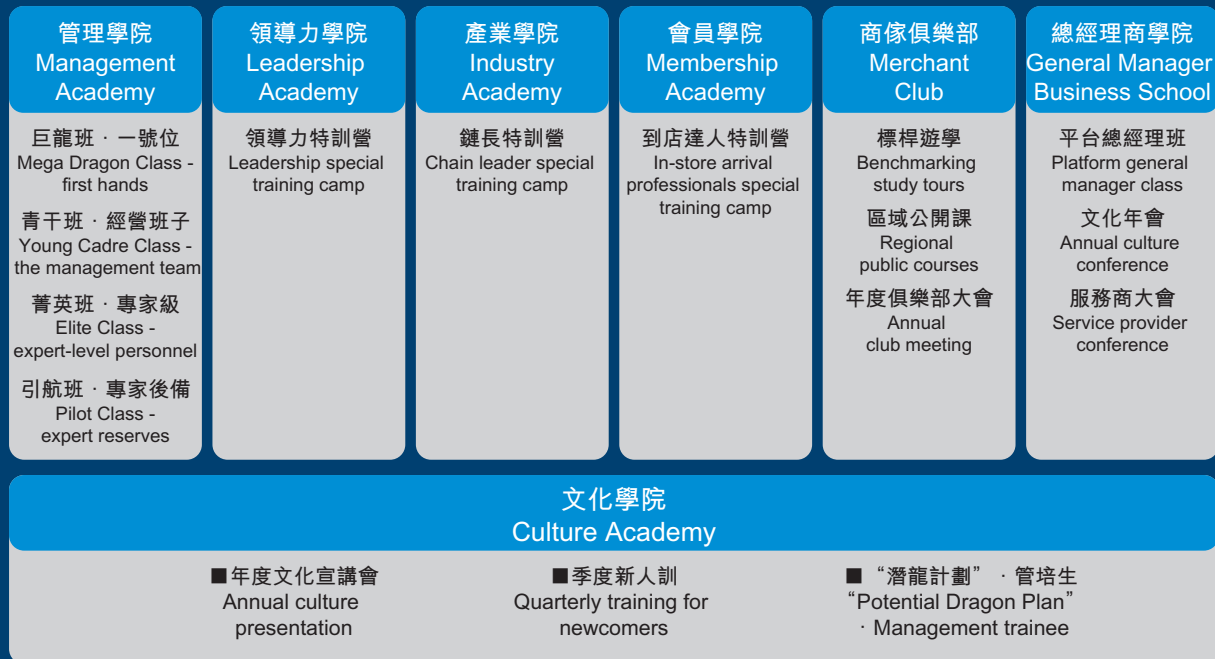
Supports Huitongda's annual strategy implementation and talent empowerment

學習發展

Learning & Development

學習理念：學·思·行·顧（學習·思考·行動·回顧）

Learning concept: Learn · Think · Act · Reflect



1大平台+2 大體系：匯學堂在線學習平台+課程體系、講師體系
1 platform + 2 systems: Online learning platform “Huixuetang” + course system, instructor system

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- 「層級分班」人才培養項目 (4班)

為確保戰略落地過程中，各級員工全面理解、深度認同公司戰略落地，學習發展團隊依託「匯學堂」平台，聚焦四大培養項目：

- 巨龍班：側重戰略變革及格局視野，培訓面向一號位人員；
- 青干班：側重組織戰略及運營方向，培訓面向經營班子成員；
- 菁英班：側重部門管理及業務目標，培訓面向專家級人員；
- 引航班：側重個人成長及專業技能，培訓面向核心崗位人員。

四條跑道同時發力，為企業提供持續、穩定的人才來源，確保組織發展有人用、人好用的核心目的。通過線上開展O2O的學習項目，結合線上課程資源、公司內部直播課程、線下研討會，統一幹部管理層及核心層的思想認識，通過系統性、階梯化的培養，打造匯通達的人才供應鏈。

- “Rank-based talent training class” project (four classes)

To ensure that employees at all levels fully understand and deeply identify with the Company’s strategy implementation during the process, the learning and development team relies on the “Huixuetang” platform to develop the four major training projects:

- Mega Dragon Class: provides training for first hands with a focus on strategic changes and corporate vision;
- Young Cadre Class: provides training for members of the management team with a focus on organizational strategy and operation direction;
- Elite Class: provides training for expert-level personnel with a focus on departmental management and business objectives;
- Pilot Class: provides training for core positions with a focus on personal growth and professional skills.

The four runways double down on providing a constant and stable stream of talents for the Company, ensuring a sufficient and high-quality talent pool throughout its development. By carrying out O2O learning programs online, plus online course resources, internal live courses and offline seminars, they unify the ideological understanding of the management and C-level leaders, and build Huitongda’s talent supply chain through systematic and laddering training.

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	引航计划FC三期专业课程培训 已完成 负责人: 陈毓宁, 戴静文, 钱晶... 归档人: 戴静文 创建人: 戴静文 更新日期: 2022-01-04	2021青干班开班 任务1 【线下课】 2021青干班开班仪式
	2021引航班 已完成 负责人: 钱晶, 李迪, 张霖 归档人: 张霖 创建人: 张霖 更新日期: 2021-12-16	5月优选课程 任务1 【线上课】 《战略方法论: 市场洞察与产品定义》 任务2 【线上课】 《战略方法论: 企业定位分析》 任务3 【线上课】 《战略方法论: 经营策略》 任务4 【线上课】 《战略方法论: 商业模式》
	2021青干班 已完成 负责人: 张霖, 李丹枫, 钱晶 归档人: 张霖 创建人: 张霖 更新日期: 2021-12-01	战略模块作业提交 任务1 【作业】 战略落地作业
	2021菁英班 已完成 负责人: 张霖, 李迪, 钱晶 归档人: 张霖 创建人: 张霖 更新日期: 2021-12-01	集训第2期 高管分享: 如何整合战略资源 任务1 【线下课】 趋势分析: 如何整合战略资源
		集训第3期 任务1 【线下课】 向阿里铁军学管理
		必修课: 管理者终身受用-阿里管理三板斧

「層級分班」人才培養項目相關課程
Courses of “rank-based talent training class” project

2021年,「層級分班」人才培養項目的培訓時長如下:

In 2021, the training hours of the “rank-based talent training class” project are as follows:

班級	參與培訓人數	培訓總次數	其中線上		自學時長	人均在線學習時長	同比增長率
			直播次數	總學習時長			
Class	Number of participants	Total number of training sessions	Of which the number of live sessions	Total learning hours	Self-study hours	Online learning hours per capita	Year-on-year growth rate
巨龍班	Mega Dragon Class	32	/	/	/	/	/
青干班	Young Cadre Class	49	7	5	3,307.57	1,377.92	66.15
菁英班	Elite Class	108	7	5	7,571	3,793.55	68.21
引航班	Pilot Class	204	7	4	11,348.12	4,884	60.36

其中, 巨龍班需要閱讀9本管理類書籍, 並自學完成10門在線課程。

Among them, the Mega Dragon Class requires participants to read 9 management books and finish 10 online courses by self-study.

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- 「能力分院」人才培養項目 (2營)

針對專業條線能力提升，學習發展開展「能力分院」項目：

- 鏈長特訓營：為培養產業鏈經營專家型人才，為產業發展孵化新增長曲線，整合資源，推動產業落地，搭建全鏈路經營團隊，公司特設立產業學院，開設鏈長特訓營，2021年第一期，36位學員入圍，最終32位畢業；
- 到店達人特訓營：圍繞「到店」能力，培養匯通達會員店運營專家型人才，打造一套具有匯通達特色，長期堅持的會員店運營方法論，輸出一批可複製、可推廣的標桿店，整合資源，推動產品到店、服務到店，搭建會員店運營體系及團隊，公司特設立會員學院，開設到店達人特訓營，2021年第一期，26位學員必修，輔修學員55位。

- “Ability-based talent training academy” project (two camps)

For the sake of professional line capacity enhancement, the learning and development team carries out the “ability-based talent training academy” project:

- Chain leader special training camp: To cultivate expert-level talents for industry chain management, incubate new growth curves for industry development, integrate resources, promote industry landing, and build a whole chain management team, the Company set up the Industry Academy and a chain leader special training camp, with 36 students shortlisted and 32 graduated in the first phase in 2021;
- In-store arrival professionals special training camp: With a focus on the “in-store arrival” ability, we cultivate expert-level talents for the operation of Huitongda member stores, create a set of long-term member store operation methodology with Huitongda characteristics, output a number of replicable and promotable benchmark stores, integrate resources, promote in-store arrival of products and services, and build member store operation systems and teams. For these purposes, the Company set up the Membership Academy and a special training camp for in-store arrival professionals. In the first phase in 2021, it had 26 major students and 55 minor ones.

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產業學院－鏈長特訓營

Industry Academy - Chain leader special training camp

聚集鏈長 **6 大能力**，輸出 **6 大報告**，
實戰複盤，檢驗學習

Bringing together the **6 major abilities** of chain leaders, outputting **6 major reports**,
reviewing the practices and learning results

行業分析能力 Industry analysis ability

所屬行業發展現狀、產業鏈情況、
頭部公司（傳統類、新興類）、
品牌分佈；現狀、趨勢、切入點、
痛點、輸出行業分析報告
Current development status of the
industry, industry chain, leading
companies (traditional & emerging
ones), and brand distribution;
status quo, trends, entry points,
pain points, output industry
analysis report

商業模式設計能力 Business model design ability

所屬行業某知名品牌商業模式解讀，
分析未來合作機會點，輸出商業模式
解讀報告
Interpret the business model of a
well-known brand in the industry,
analyze the future cooperation
opportunities, and output the
business model interpretation report

商品佈局能力 Product layout ability

所屬行業某一品牌的爆款打造、
商品矩陣、品牌價格策略等，輸
出商品佈局報告
Create blockbuster products,
product matrix, brand price
strategy, etc. of a brand in the
industry, and output product
layout reports

渠道拓展能力 Channel development ability

所屬行業某品類渠道設計及拓展方
案，輸出渠道拓展報告
Design and deliver channel
development plans and reports for
a category in the industry

營銷策劃能力 Marketing planning ability

結合近期某場營銷活動（包括但不
限於818、十一、雙11等）輸出活動策
劃及推廣策略報告
Output activity planning and
promotion strategy reports for a
recent marketing activity (including
but not limited to 818, National Day,
Double 11, etc.)

財務運維能力 Financial operation and maintenance ability

所屬行業某品類或子產業1-3季度營
運周期、現金流、投入產出比等，
輸出財務分析報告
Output financial analysis reports on
the operating cycle, cash flow,
input-output ratio, etc. on Q1-3 for a
category or sub-industry of the
industry

圍繞「經營」能力，培養匯通達產業鏈經營專家型人才
Cultivate Huitongda industry chain management expert talents around
“management” ability

「鏈長特訓營」與「到店達人特訓營」核心內容
Core contents of the “chain leader special training camp” and
“in-store arrival professionals special training camp”

環境、社會及管治報告 Environmental, Social and Governance (ESG) Report



會員學院 – 到店達人特訓營

Membership Academy - In-store arrival professionals special training camp

聚集「盤、拓、實、聯、服」5大核心能力，
打造到店達人會員店運營能力

Bringing together the 5 core abilities of “store management, expansion, practice, integration, and service” to cultivate in-store arrival professionals



盤店能力
Store management ability

- 思維模式轉變
Mindset change
- 門店診斷能力
Store diagnostic ability
- 單店價值提升
Single store value enhancement



拓店能力
Store expansion ability

- 線上拓店技巧
Online store expansion skills
- 線下拓店技巧
Offline store expansion skills
- 區域市場開發技巧
Regional market development skills



賣貨能力
Sales ability

- 顧客解讀
Customer interpretation
- 產品理解
Product understanding
- 商品佈局
Product layout
- 營銷策略
Marketing strategy



服務能力
Service ability

- 線上運營技巧
Online operation skills
- 活動策劃技巧
Event planning skills
- 一站式服務技巧
One-stop service skills
- 數字化升級技巧
Digital upgrading skills



聯店能力
Store uniting ability

- 平台會員店運營技巧
Platform membership store operation skills
- 產業鏈會員店運營技巧
Industry chain membership store operation skills
- 地推及區域經營技巧
Ground promotion and regional operation skills



圍繞「到店」能力，培養匯通達會員店運營專家型人才

Cultivate Huitongda membership store management expert talents around
“in-store arrival” ability

「鏈長特訓營」與「到店達人特訓營」核心內容

Core contents of the “chain leader special training camp” and
“in-store arrival professionals special training camp”

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2021年，匯通達內部培訓課程總數為1,514門，培訓總時長為26,356.65小時，其中線上課程共有1,131門，線上培訓時長為25,409.85小時，參訓人數總計達1,502人，人均受訓時長為34.75小時。

In 2021, Huitongda provided a total of 1,514 internal training courses, totaling 26,356.65 training hours. Among others, 1,131 were online courses with 25,409.85 hours of online training. The total number of participants reached 1,502, and the average training time per capita was 34.75 hours.

受訓員工類型		男性員工	女性員工	高級管理層	中級管理層	基層員工
Type of employees trained		Male employees	Female employees	Senior management	Middle management	Grassroots employees
受訓人數	Number of trainees	896	606	4	28	1,470
人均受訓時長／小時	Training hours per person/hour	32.2	38.4	4	14.1	35
受訓比例	Training ratio	81%	89%	100%	100%	83%

「成長魔方」系統：

為了有效地提高員工工作和自我成長的積極性和主動性，提升工作效率和效果，公司制定了《員工職級晉升管理辦法》，加強了各級管理人員對員工能力的專注和培養，幫助員工實現職業發展，快速搭建公司內部的人才梯隊。

“Growth Cube” system:

To activate employees in their work and self-growth and to enhance work efficiency and effectiveness, the Company has formulated the *Staff Rank Promotion Management Measures*, which urges managers at all levels to pay more attention to the cultivation of employees' capabilities, help employees with their career development, and build the talent ladder within the Company quickly.

另外，公司還根據《員工職級晉升管理辦法》中的模型建立了「成長魔方」系統。「成長魔方」是匯通達針對全體員工的職級晉升系統，主要考察以下六個維度：

In addition, the Company has also established the “Growth Cube” system based on the model in the *Staff Rank Promotion Management Measures*. The “Growth Cube” is a rank promotion system for all employees of Huitongda, which mainly examines the following six dimensions:

- HTD價值觀：採用行為評價表進行評估，每年集中開展，評估結果分為卓越、優秀、良好、一般、待提升五檔。
- 績效：以簽訂目標責任書的季度考核結果為依據。
- 專業認證：以公司組織的專業／述職認證得分為依據。

- HTD values: evaluates employees with the Behavioral Assessment Scale on a yearly basis, with the results divided into five grades: excellent, good, above average, average, and below average.
- Performance: based on the quarterly assessment results of the signed Letter of Responsibility for Objectives.
- Professional certification: based on the professional/reporting certification score organized by the Company.

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- 學習：以公司組織的培訓及學習為依據，包含線下培訓和在線學習，要求每位員工每季度學習積分不得少於6分，每年度學習積分不得少於24分。
- 司內榮譽：包含上一年度內的年度評優、匯寶、其他獎勵。
- 其他：包含司齡、課程開發、國家專業職稱、國家專利等。

- Learning: based on the training and learning organized by the Company, including offline training and online learning. Each employee is required to acquire no less than 6 learning points per quarter and no less than 24 learning points per year.
- Company honors: include the previous year's annual evaluation result, Huibao, and other awards.
- Others: cover length of service, curriculum development, national professional titles, national patents, etc.

本公司對於前4個維度設置門檻條件，當每一項均滿足門檻條件後，根據《員工職級晉升管理辦法》中的積分規則計算「成長魔方」各維度總積分，滿足一定條件的員工可發起職級晉升申請，員工還可以在系統中及時查詢自己的積分情況，並有針對性地進行學習考核。

Thresholds are set by the Company for the first four dimensions, which when met, the total points of each dimension of the "Growth Cube" will be calculated according to the rules set out in the *Staff Rank Promotion Management Measures*. Employees who meet certain conditions can file a rank promotion application. They can also inquire their own points in the system in real time to prepare for the assessment in a targeted manner.



「成長魔方」系統展示
"Growth Cube" system

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4.4 員工福利與關懷

公司制定了《福利管理制度》，來規範公司的福利管理，健全員工福利體系，提升員工的福利感知度，並增強員工的歸屬感，體現了公司的人性化關懷，吸引和保留優秀人才。公司建立了《匯寶行動5.0》，肯定員工的優秀工作表現，激發正能量，樹立標桿，鼓勵員工發揮積極性、主動性、創造性，營造積極向上、正向激勵的工作氛圍，為公司的發展與運營獻計獻策。

為提倡員工加強鍛煉，總部專門設有健身房；並設置母嬰室為女性員工提供方便。



總部健身房、母嬰室

Gym and mother-and-child rooms at the headquarters

4.4 Employee welfare and care

The Company has established *the Welfare Management System* to standardize our welfare management, improve the employee welfare system, enhance employee welfare perception, and strengthen their sense of belonging, reflecting our humane care in a view to attract and retain outstanding talents. The Company has launched the "*Huibao Action 5.0*" to recognize the excellent performance of employees, stimulate positive energy, set benchmarks, encourage employees to play a positive, proactive and creative role, create a positive and motivating work atmosphere, and contribute to the development and operation of the Company.

To encourage employees to strengthen exercise, the headquarters has set up a special gym; and mother-and-child rooms for the convenience of female employees.

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案例：「愛運動 匯青春」— 匯通達第四屆秋季運動會

Case: “Love Sports, Live Young” - Huitongda 4th Autumn Sports Meeting

健康的體魄是工作、學習的基本保障，把快樂向上作為運動的宗旨，培養團結友愛、互助和諧的集體主義精神，從而增強體質，適應工作和生活的需要。2021年11月，公司舉辦了第四屆秋季運動會，歷時一個月，此次運動會包括了匯跑潮流（線上跑步）、乒乓球比賽、擲蛋比賽、拔河比賽四個項目。本次運動會不僅保留了非常體現團隊合作的拔河項目和乒乓球項目，還開拓了線上跑步項目，使得分部夥伴可以一同參與。通過運動會，公司傳達了匯通達的精神風貌，體現了公司的德育工作成效。

A healthy body secure both our work and study. Taking happiness as the tenet of sports, we cultivate the collectivist spirit featuring unity, friendship, mutual assistance and harmony, so as to invigorate health and adapt to the needs of work and life. In November 2021, the Company held the 4th autumn sports meeting, which lasted for one month. The sports meeting covered four events: Hui running (online running), table tennis competition, guandan competition and tug-of-war competition. While retaining the tug of war and table tennis events which feature teamwork, the sports meeting explored the form of online running to engage employees at the branches. Through the games, the Company conveyed the spirit of Huitongda and its moral education results.



秋季運動會乒乓球和拔河比賽

Table tennis and tug of war in the autumn sports meeting

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案例：各類團建活動

Case: various team building activities

為了增強員工的團隊凝聚力，並讓員工在緊張的工作之餘得到放鬆的機會，2021年公司及工會舉辦了多項活動，比如戶外團建、各類節日福利、入職週年慶祝、集體生日、高溫福利等，均獲得員工的一致好評。

To boost team cohesion and offer employees a chance to relax after stressful work, the Company and the labor union held a number of activities in 2021, such as outdoor team building, holiday and anniversary celebrations, collective birthday parties, and provided high temperature benefit packages, all of which were well received by employees.



各類團建活動
Various team building activities

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五、綠色可持續發展

5.1 排放物管理²

公司對於環境及自然資源的主要影響為因運營導致的排放物及資源使用。公司嚴格遵守運營所在地環境保護和污染防治相關法律法規，並制定了《環境衛生管理制度》，積極採取各項措施踐行綠色發展理念與低碳戰略，以自身的實際行動踐行低碳運營的承諾。

公司針對有害、無害廢棄物以及廢水均有不同管理與再利用制度，實行分別處置的原則：

- 無害廢棄物：主要包括總部辦公場所產生的廢紙和塑料包裝等辦公垃圾，由有相關資質的社會單位負責每日清運，日產日清；
- 有害廢棄物：主要是廢棄電池、燈管、口罩，建立健全危險廢物管理，對危險廢物進行了分類收集、貯存並設置危險廢物標誌，定期將收集的危險廢物交給政府統一安排的有資質單位進行處置，避免環境污染，其中打印機所使用的硒鼓墨盒，均由打印機租賃公司定期來進行回收；

V. GREEN AND SUSTAINABLE DEVELOPMENT

5.1 Emissions management²

The Company's main impacts on the environment and natural resources are emissions and resource use due to our operations. The Company strictly complies with the laws and regulations related to environmental protection and pollution prevention in the places where we operate, and have established the *Environmental Sanitation and Hygiene Management System*. Taking active measures to practice the green development concept and low-carbon strategy, we fulfill our commitment to low-carbon operation by our practical actions.

The Company has set up different management and reuse systems for hazardous and non-hazardous waste and wastewater, and implements the principle of separate disposal for:

- Non-hazardous waste: mainly includes office waste such as waste paper and plastic packaging generated in the headquarters office, which is removed daily by social units with relevant qualifications;
- Hazardous waste: mainly represents waste batteries, lamps, masks. A sound management system for hazardous waste has been established for their collection and storage, and relevant signs developed. The collected hazardous waste is transported to the qualified government units for disposal regularly, thus avoiding environmental pollution. Among others, toner cartridges used by printers, are recycled by the printer leasing company on a regular basis;

² 本節提到的所有內容只適用於匯通達總部園區。

² All the contents mentioned in this section are only applicable to the headquarters of Huitongda.

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- 廢水：公司積極推進廢水就近利用原則，噴泉水池水需定期更換，原水直接用於園區植被灌溉，持續降低新水消耗；定期檢查公司各類污水管井，發現問題及時排除或聯繫政府職能部門維修；水閥調小出水量等。

基於匯通達的業務性質，公司並未對環境和自然資源產生重大的污染或影響，公司積極主動地採取各項措施降低自身運營對環境所帶來的影響。為倡導綠色低碳發展，公司在總部大樓每一層都放置了淨水機，以此建議員工減少外購飲料，減少使用塑料瓶。疫情開始之後，公司在總部大樓每層都設置了口罩回收處，並對其每天進行消殺，每週再由第三方環保公司來回收處置。

- Wastewater: the Company promotes the principle of using wastewater in the vicinity. The water of the fountain pool is replaced regularly, and the raw water is directly used for irrigation of vegetation in the park to continuously reduce the consumption of new water. All sewage pipes of the Company are regularly checked. Once problems are found, relevant governmental functionaries will be contacted for maintenance. The water valves are adjusted to reduce the water output.

Owing to Huitongda's business nature, the Company does not exert significant impact on the environment and natural resources nor generate pollution. That said, the Company takes various measures to minimize the impact of our operations on the environment. With the effort to go low-carbon and green, the Company has placed water purifiers on each floor of the headquarters building, encouraging employees to reduce purchase of beverages and use of plastic bottles. Following the outbreak of the pandemic, the Company has set up a mask collection site on each floor of the headquarters building, which is disinfected daily and collected and disposed of by a third-party environmental protection company on a weekly basis.

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5.2 能源及資源使用³

為規範匯通達總部園區管理，提高園區的服務質量和水平，明確園區運營中各單位的管理職責，公司制定了《匯通達園區運營管理制度》，來塑造匯通達園區管理有序、服務周到、優質整潔的形象，公司致力於打造一個智慧化、信息化、規範化的匯通達園區，營造舒適整潔的辦公環境。

公司對於節能節水方面的管理在《匯通達園區運營管理制度》中的「設備設施管理規範」體現：

- 節約用水：洗手間水龍頭閥值調小，減少出水量，並在更換設備時優先考慮節水型龍頭；
- 節約用電：規範可使用空調的時間以及溫度，夏季溫度設置不得低於26度；冬季溫度設置不得高於21度），日間公共區域充分藉助自然光，關閉部分照明，加強晚間樓宇及辦公區巡查，及時關閉水電並給與通報獎懲；
- 合理關閉部分設施，比如晚間及週末關閉兩部電梯（全年節省用電3,360度）、辦公區域照明燈管開啟減少1/3（全年節省用電18,250度）；
- 汽油節約方面：嚴控公務車輛使用審批，市內鼓勵使用公共交通工具，高鐵動車可至區域不使用公務車且不建議自駕，定期根據出車記錄核算油耗。

5.2 Utilization of energy and resources³

As part of our efforts to standardize park management of Huitongda headquarters, improve the service quality and level, and clarify the management responsibilities of each unit in the operations, the Company has formulated the *Huitongda Park Operation and Management System* to shape the image featuring orderly management, considerate service, high quality and neatness. The Company is committed to building a smart, informative and standardized park while creating a comfortable, clean and tidy office environment.

The management of energy and water conservation issues of the Company are set out in the *Equipment and Facilities Management Specifications* section of the Huitongda Park Operation and Management System:

- Water conservation: reduce the valve value of the water taps in the restrooms to reduce the volume of water discharged, and give priority to water-saving taps when replacing them;
- Electricity saving: standardize the hours and temperature of air conditioner use (the temperature shall not be set lower than 26 degrees in summer and higher than 21 degrees in winter); make full use of natural light in public areas during daytime; turn off part of the lighting; strengthen the inspection of buildings and office areas at night; turn off water and electricity in time, and announce rewards and punishments for employees in this respect;
- Shutdown some facilities, such as two elevators at nights and on weekends (saving 3,360 kWh of electricity throughout the year); reduce the lighting of office areas by 1/3 (saving 18,250 kWh of electricity throughout the year);
- Gasoline saving: strictly control the approval of the use of official vehicles; encourage the use of public transportation for travels within the city; do not use official vehicles and do not recommend self-driving in areas where high-speed trains are available; and regularly calculate gasoline consumption based on travel records.

³ 本節提到的排放物數量均為匯通達總部的排放量。

³ The amount of emissions mentioned in this section are all from the Huitongda headquarters.

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為貫徹落實可持續的發展理念，公司積極引導並推行綠色辦公，鼓勵節約資源和能源，減少污染物排放，使用並回收可再生產品；同時提倡以人為本，和諧辦公，積極為員工打造綠色舒適的辦公環境，結合國家相關政策，公司開展以下工作：

- 節約水電：規定辦公場所相關電器的使用規範，如午休時，關閉辦公室電燈；下班後，關閉所有電器設備電源；在採購時選擇節能環保產品；建立節約用水規章制度，會議和集體活動時，減少一次性紙杯和瓶裝飲用水；洗手間張貼「節約用水」宣傳標語，強化節能意識。關注水資源設施，各樓層加裝淨水機，加強飲用水安全；
- 支持並參與在總部園區設置空氣監測點，加強環保指標統計監控，定時統計公司及周邊污染物排放量，配合環保部門報送排放污染物動態申報表；
- 根據氣溫靈活啟停中央空調，明確冬、夏2季空調開放時間及溫度設置要求；
- 減少辦公設備（電腦、複印機、打印機）電耗和待機能耗；
- 加大巡視力度，對公司各區域的管路和水閥以及空調系統檢查，避免跑冒滴漏現象發生；
- 節約用紙：充分使用網絡辦公，提倡文件材料雙面打印，定期整理回收可利用的紙張；
- 鼓勵員工乘坐公共交通工具出行，減少公務用車與私家車使用頻率。

To implement the concept of sustainable development, the Company guides and promotes green office, encourages the conservation of resources and energy and the reduction of pollutant emissions, uses and recycles renewable products. Meanwhile, it advocates people-oriented and harmonious office, strives to create a green and comfortable office environment for employees, and carries out the following work in accordance with relevant national policies:

- Water and electricity conservation: set rules for the use of electrical appliances in the office, such as turning off office lights during lunch breaks; turning off the power of all electrical equipment after work; choosing energy-saving and environmentally friendly products when purchasing; establishing rules and regulations for water conservation; reducing disposable paper cups and bottled drinking water during meetings and group activities; posting "water conservation" slogans in restrooms; paying attention to water resources facilities and installing water purifiers on each floor to enhance drinking water safety;
- Set up air monitoring sites in the headquarters campus to strengthen statistical monitoring of environmental protection indicators, regularly count pollutant emissions in and around the Company, and cooperate with environmental protection departments to submit dynamic declaration forms for pollutant emissions;
- Flexibly turn on and off central air conditioning based on the temperature, and clarify the running hours and temperature setting requirements for air conditioning in winter and summer;
- Reduce electricity consumption and standby energy consumption of office equipment (computers, copiers, printers);
- Increase inspection efforts to check pipelines and water valves in all areas of the Company as well as the air conditioning system to avoid water leaks;
- Paper saving: fully use network office, advocate double-sided printing of documents and materials, and regularly recycle usable paper;
- Encourage employees to travel by public transportation and reduce the frequency of official and private car use.

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指標 Indicators		2021年 2021
能源使用		
耗電量(千瓦時)	Power consumption (kWh)	980,000
汽油消耗量(升)	Gasoline consumption (liters)	21,000
綜合能源消耗量(千瓦時 ⁴)	Integrated energy consumption (kWh ⁴)	1,002,557
綜合能源消耗密度(千瓦時/人 ⁵)	Integrated energy consumption intensity (kWh/person ⁵)	0.95
水資源使用		
耗水量(噸)	Water consumption (tons)	15,000
耗水密度(噸/人 ⁵)	Water consumption intensity (tons/person ⁵)	14.26
排放物		
溫室氣體(範圍一)排放量(噸二氧化碳當量 ⁶)	Greenhouse gas (Scope 1) emissions (t CO ₂ e ⁶)	4.60
溫室氣體(範圍二)排放量(噸二氧化碳當量 ⁷)	Greenhouse gas (Scope 2) emissions (t CO ₂ e ⁷)	68.94
溫室氣體排放總量(噸二氧化碳當量)	Total greenhouse gas emissions (t CO ₂ e)	73.54
溫室氣體排放強度(噸二氧化碳當量/人 ⁵)	Greenhouse gas emission intensity (t CO ₂ e/person ⁵)	0.7
有害廢棄物產生量 – 廢燈管(個)	Hazardous waste generated – waste lamps (pcs)	220
有害廢棄物產生量 – 廢電池(個)	Hazardous waste generated – used batteries (pcs)	110
可回收廢棄物產生量 – 紙類(噸)	Recyclable waste generated – paper (tons)	0.625
可回收廢棄物產生量 – 塑料類(噸)	Recyclable waste generated – plastic (tons)	0.05
不可回收廢棄物量 – 口罩(個)	Non-recyclable waste generated – masks (pcs)	1,000

能源合理使用一直是公司「降本增效」這項長期性工作的重要組成部分。目標設置主要以費用控制和「時時節約、處處節儉」根植於員工，貫穿於日常。通過各級領導在各類會議上的明確要求、相關的「設備設施管理規範」制度、相關的宣貫、通知、檢查、通報、複盤建議、獎懲，整體形成了能源合理使用與管理的閉環。

The rational use of energy has always been a big part of the Company's long-term efforts to "reduce costs and increase efficiency". When setting the objectives, the employees bear in mind cost control and the philosophy of "saving at anytime, anywhere" and act towards them in daily routines. The specific requirements of leaders at all levels put forward in various meetings, the relevant provisions of the "Equipment and Facilities Management Specifications", together with related publicity, notifications, inspections, announcements, review suggestions, rewards and punishments, form a closed loop for the rational use and management of energy.

在水資源管理方面，公司用水均來自市政供水，在水資源的獲取上並不存在重大問題，使用後的水亦通過市政渠道排放。

In terms of water resources management, the Company's water supply comes from municipal water, so it does not face any major problems in obtaining water resources, and the used water is discharged through the municipal pipelines.

4 綜合能源耗用根據中華人民共和國國家標準《綜合能耗計算通則(GB/T2589-2020)》中的換算因子計算所得。

4 Integrated energy consumption is calculated based on the conversion factors in the National Standards of the People's Republic of China *General Principles for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020)*.

5 強度指標中的分母為在中國南京總部的人員。

5 The denominator in the intensity indicator is the personnel at the headquarters in Nanjing, China.

6 直接溫室氣體排放根據《中國能源統計年鑒2020》附錄4、GHG Protocol、《IPCC, 2014: 氣候變化2014: 綜合報告, 政府間氣候變化專門委員會第五次評估報告第一工作組、第二工作組和第三工作組報告》《省級溫室氣體清單編製指南》(試行, 2011年5月)和《能源統計工作手冊》(國家統計局能源司, 2010)計算所得。

6 Direct greenhouse gas emissions is calculated based on *Appendix IV of China Energy Statistical Yearbook 2020, GHG Protocol, IPCC, 2014: Climate Change, 2014: Consolidated Reports of the First Working Group, the Second Working Group and the Third Working Group in the IPCC Fifth Assessment Report, Guidance for Compiling Provincial GHG Emission Inventory (trial, May 2011) and the Handbook for Energy-related Statistics of the State Statistics Bureau (Department of Energy Statistics, National Bureau of Statistics, 2010)*.

7 間接溫室氣體排放根據中華人民共和國國家發展和改革委員會《2011年和2012年中國區域電網平均二氧化碳排放因子》中2012年中國區域電網平均CO₂排放因子計算所得。以及翻譯對應腳註7英文

7 Indirect greenhouse gas emissions is calculated based on 2012 regional power grid average CO₂ emission factors in China of *2011-2012 Regional Power Grid Average CO₂ Emission Factors in China published by the National Development and Reform Commission of the PRC*.

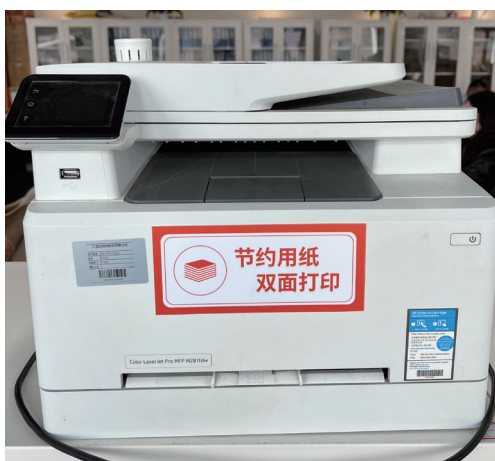
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案例：無紙化辦公

Case: Paperless office

在日常辦公中，公司提倡無紙化辦公，所有流程都通過線上OA平台進行審核，據統計，此舉可節約518,995張用紙。對於無法避免的用紙需求，比如政策性文件等，盡量做到雙面打印，針對宣傳海報等的用紙，審批部門會嚴格審核用紙數量和大小。

The Company advocates paperless office, with all processes reviewed online through the OA platform, which is expected to save up to 518,995 sheets of paper. For unavoidable paper uses, such as policy documents, we try to print on both sides of the paper. The approval department will strictly review the amount and size of paper used for publicity posters.



節約用紙標語
Paper-saving slogan

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5.3 環境及天然資源

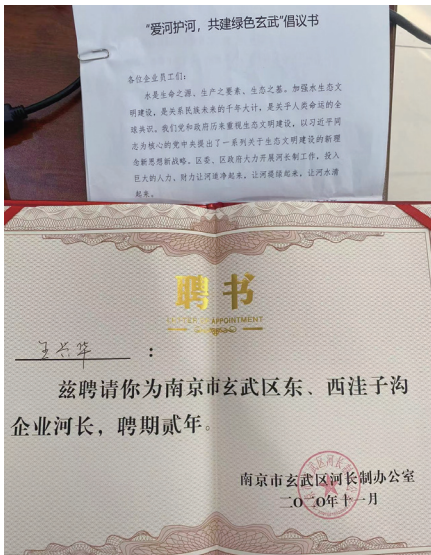
5.3 Environment and natural resources

案例：巡河活動

Case: River patrol activities

為了加強水生生態文明建設，並響應黨和政府的號召，公司王興華先生由南京市玄武區河長制辦公室聘為玄武區東、西窪子溝企業河長。在受聘期間，王興華先生參與了政府組織的水資源保護講堂的學習，並帶領公司黨員參加巡河去污活動，取得了不錯的成效。

To strengthen water ecological civilization construction and to respond to the call of the Party and the government, Mr. Wang Xinghua, the Company's General Manager, was hired by Xuanwu District River Chief Office of Nanjing as the enterprise river chief of East and West Wazi Ditch, Xuanwu District. During his appointment period, Mr. Wang Xinghua attended the water resources protection lectures organized by the government and led the Company's Party members to participate in the river patrol and decontamination activities, which achieved good results.



水生生態文明建設活動

Water ecological civilization construction activities

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5.4 應對氣候變化

在全球氣候變暖的大背景下，諸如暴雪、颱風、暴雨等極端天氣事件的出現頻率更高、強度更大、持續時間更長的特點，隨之而來的供電中斷、城市內澇等一系列連鎖反應，將對數據中心的系統造成極大的安全風險和影響。匯通達積極識別氣候變化風險，並為識別出的風險展開應對措施。

案例：異地災備升級

Case: Off-site disaster recovery upgrading

本公司高度重視客戶的數據安全，數據庫備份採用本地、異地多份備份的存儲模式。2021年，公司對異地災備系統進行了升級，本地備份完成後，通過crontab定時任務向阿里雲上海和杭州兩處數據存儲服務器傳送備份副本並永久保存，不僅滿足了政府監管對數據保存要求，同時還保證了公司系統在極端條件或發生意外的情況下系統連續服務的能力，同時備份文件通過des3算法加密，有效地保證數據安全。

Our Company attaches great importance to the data security of our customers and adopts a storage mode of local and off-site multiple backups for databases. In 2021, the Company upgraded its off-site disaster recovery system. After local backup is completed, backup copies are transmitted to Ali Cloud's two data storage servers in Shanghai and Hangzhou through crontab timed tasks and stored permanently there, which not only meets government regulatory requirements for data preservation, but also secures our system's ability to provide continuous service in the event of extreme conditions or accidents. Meanwhile, the backup files are encrypted by des3 algorithm, ensuring data security.

案例：混合雲雙活架構

Case: Hybrid cloud dual-active architecture

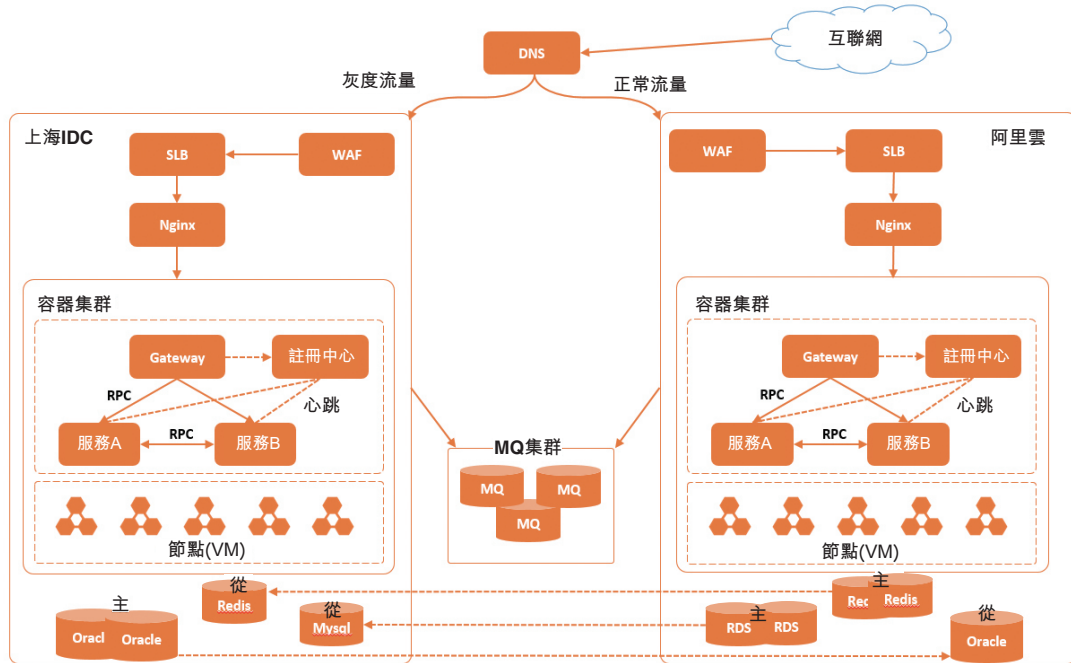
2021年，本公司開展混合雲雙活架構建設，匯通達上海IDC數據中心和阿里雲華東數據中心通過光纖專線打通，通過入口流量統一調度，應用雙向部署、微服務雙向實時同步、數據庫雙向實時同步實現核心業務系統雙活災備部署，具備分鍾級的動態擴容能力和分鍾級的災備恢復能力，保障系統可用性達99.95%，通過精準分流實現業務系統不停機發佈能力。

In 2021, the Company proceeded with the construction of hybrid cloud dual-active architecture, connecting Huitongda's Shanghai IDC data center and Ali Cloud's East China data center through dedicated fiber optic lines, allowing unified scheduling through entrance traffic; and realized dual-active disaster recovery deployment of core business systems, as well as minute-level dynamic expansion capability and minute-level disaster recovery capability, through bidirectional application deployment, bidirectional real-time synchronization of microservices, and bidirectional real-time synchronization of databases. The availability of the guarantee system hit 99.95%, and non-stop release capability of business systems was achieved through accurate traffic offload.

5.4 Tackling climate change

As global warming advances, extreme weather events such as snowstorms, typhoons and rainstorms occur more frequently, with greater intensity and longer duration, which, together with their ensuing chain reactions such as power outages and urban flooding, will pose great security risks and impacts on the supply systems of data centers. Huitongda identifies climate change risks proactively and unfolds countermeasures for the risks identified.

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混合雲架構拓撲圖
Hybrid cloud architecture topology diagram

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六、攜手共同成長

VI. GROW TOGETHER HAND IN HAND

6.1 交流合作

6.1 Exchange and cooperation

案例：匯通達聯合重慶集團共同發力東部農資市場

Case: Huitongda joins hands with Chongqing Agricultural Products (Group) to double down on eastern agricultural materials market

2021年4月7日，匯通達農資板塊全資子公司阡耘科技（下稱「阡耘科技」）與重慶市農業生產資料（集團）有限公司（下稱「重慶農資」）在重慶就合作設立面向華東、華北市場的大型區域性農資流通平台舉行簽約儀式，雙方將共同出資成立新公司（下稱「合資公司」），阡耘科技與重慶集團將基於供應鏈互補、渠道深度融合、閉環肥料產業生態圈的基礎上共同開拓農資市場，成立合資公司，打造農資流通和農業服務行業龍頭企業，服務農業農村現代化發展，助推鄉村振興戰略。

On April 7, 2021, Qianyun Information Technology Co., Ltd. (hereinafter referred to as “Qianyun Information Technology”), a wholly-owned subsidiary of Huitongda in the agricultural materials segment, and Chongqing Chongqing Material of Agriculture Production (Group) Company Limited (hereinafter referred to as “Chongqing Material of Agriculture Production”) held a signing ceremony in Chongqing for the establishment of a large-scale regional agricultural materials circulation platform for the East and North China markets. The two will jointly fund a new company (hereinafter referred to as the “joint venture”). On the basis of complementary supply chains, deep channel integration and closed-loop fertilizer industry ecosystem, Qianyun Information Technology and Chongqing Material of Agriculture Production (Group) Company Limited will jointly develop the agricultural materials market and grow the joint venture into a leading enterprise in the field of agricultural materials distribution and services to serve the modernization of agriculture and rural areas and promote the rural revitalization strategy.

2021年以來世界形勢風雲變幻，農業問題越來越成為重中之重，隨著國家對於推動現代農業高質量發展的政策的不斷出台，國家對優質農資的需求量越來越巨大。

Since 2021, agricultural issues have been gaining momentum in the ever-changing global landscape. With the introduction of an array of national policies on high-quality development of modern agriculture, there is increasing demand for high-quality agricultural materials in China.

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匯通達一直致力於以創新模式和數字化能力，通過會員制形式整合產業鏈供應端到零售端，為產業鏈中相關企業客戶提供一站式服務解決方案，實現產業鏈的重構升級、降本增效。匯通達專設農資板塊，基於農資行業市場碎片化、需求碎片化、生產碎片化、供給碎片化的特徵，為飼料、化肥、農藥、農用機械、農膜等行業企業提供一站式數字服務解決方案，為農業行業客戶構建完整的產業生態圈。

Huitongda has been, leveraging its innovative mode and digital capability, committed to providing one-stop service solutions for related enterprises in the industry chain by integrating the supply side to the retail side by means by a membership system, realizing the restructuring and upgrading of the industry chain and while reducing costs and increasing efficiency. Huitongda has set up a special agricultural materials section to provide one-stop digital service solutions for enterprises in the feed, fertilizer, pesticide, agricultural machinery and agricultural film industries based on the fragmented markets, demands, production and supply, building a complete industrial ecosystem for customers in the agricultural industry.



三方簽約合照

Group photo of the three parties signing a deal

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6.2 公益之路

6.2 Public welfare

案例：暖冬助童行動

Case: Winter child support initiative

匯通達開展首屆暖冬行動，這個冬天，因為有愛，不再寒冷。

Huitongda launched the first winter child support initiative to warm the children's heart.

2021年12月31日上午，匯通達組織了首屆暖冬助童公益活動捐贈儀式為需要幫助的孩子們獻上自己的愛心。用涓涓細流匯成慈善的汪洋。本次公益募捐活動共募集善款近人民幣五萬元及物資31箱、消毒紙巾24箱等，所有善款及物資均定向捐贈至貴州省畢節市織金縣川硐小學。

In the morning of December 31, 2021, Huitongda organized a donation ceremony for the first winter child support initiative to help the children in need. With trickles of water, we aim at an ocean of charity. The event raised nearly RMB50,000 in cash, as well as 31 boxes of supplies and 24 boxes of disinfectant paper towels, all of which were donated to Chuandong Primary School in Zhijin County, Bijie City, Guizhou Province.

匯通達作為一家立足於農村市場的產業互聯網平台，紮根於農村，服務於農民，並且用自己的力量去關愛鄉村教育，關愛留守兒童，把承擔社會責任融入到企業發展戰略，以實際行動彰顯企業的品質和道德觀念，為鄉村振興助力，為共同富裕揚帆。

As an industrial Internet platform based in the rural market, Huitongda is committed to serving the countryside and farmers, contributing its share to rural education and supporting the children left behind. With these efforts, we integrate our social responsibility into our corporate development strategy, showing our moral values with practical actions, while helping to revitalize the countryside and contribute to common prosperity.



暖冬助童行動
Winter child support initiative

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案例：「四心」活動

Case: “Four hearts” activities

匯通達的「四心」活動分別為：

Huitongda’s “four hearts” activities include:

- 「愛心」行動：是以渲染大愛的形式做好黨員在關鍵時刻思想引領工作，在特殊時期堅定體現政治擔當，為有困難需要幫助的人民群眾獻出愛心。匯通達鼓勵支持和倡導全體青年職工進行義務獻血，多為患病需要血液的病人貢獻自己的力量。比如，公司每年都會組織一到兩次獻血活動，並給予獻血達人匯通達積分，可以在年終歲尾兌換小禮品，這得到廣大員工的積極響應和參與。在近年來的幾次社區、廣場、醫院定向獻血活動中，充分展現了匯通達公司員工的社會愛心，也彰顯了企業無私奉獻的社會責任感。

“Caring Heart” action: Guide Party members’ thoughts and fulfill our political commitments at critical moments by means of advocating unconditional love, and make donations to people in difficulty. Huitongda encourages and advocates all young workers to donate blood on a voluntary basis for patients who need blood. For example, the Company organizes blood donation activities once or twice a year and gives blood donors Huitongda points, which can be exchanged for small gifts at the end of the year. This activity has been embraced and widely participated by the majority of employees. Several targeted blood donation activities in communities, squares and hospitals in recent years have fully demonstrated the unconditional love of Huitongda’s employees as well as our sense of social responsibility and dedication.
- 「暖心」行動：是舉行多種特色助病助貧活動，增強黨支部和工會組織的凝聚力，提升企業在群眾內部組織力。除常年組織對困難職工家庭的捐助活動以外，匯通達還聯合A.O.史密斯、格力、海爾、京東五星等16家企業共同發起「家電與愛同行」公益基金，目的是匯聚起各大企業的愛心力量，創建愛心公益基金，將專款專用於需要幫扶的家電服務人員及其家庭。

“Heart Warming” action: Hold a variety of activities to help the sick and poor, enhance the cohesion of the Party branch and trade union, and improve the internal organization ability of the Company. In addition to the donations for the families of workers in difficulty, Huitongda also joined hands with 16 other enterprises such as A.O. Smith, Gree, Haier and JD Five Star to launch the “Home Appliance Along with Love” public welfare fund, which aims to bring together the power of major enterprises and to create a public welfare fund that will be earmarked for the home appliance service personnel and their families who need help.
- 「向心」行動：是圍繞企業文化發展方向，團結人才配合增進理解，提升工會行動引領力。匯通達常年開展「秋季運動會」「員工流動書屋」「超級解說家」「超級設計師」「達人名師」等文化活動，活躍公司氛圍、加強學習文化，同時也合理挖掘、培養公司的儲備人才隊伍。

“Towards the Heart” action: Unite talents around the direction of corporate culture development, promote understanding, and enhance the leading power of union action. Huitongda carries out cultural activities such as “autumn sports meeting”, “staff mobile bookstore”, “super explainer”, “super designer”, “master teacher”, to activate the company atmosphere and strengthen the learning culture, as well as to reasonably explore and cultivate the Company’s talent pool.
- 「信心」行動：是引導黨員會員以實際行動參與社會消費、服務線上消費，使服務客戶的能力和水平快速提升。公司積極參與社區、街道、政府開展的各項活動，如：「工會安全知識競賽」「提倡線下消費增強經濟復甦」等。

“Heart Assuring” action: Guide party members to engage in social consumption and serve online consumption with practical actions, thus rapidly improving their ability to serve customers. The Company has been actively involved in various activities carried out by the community, street and government, such as “trade union safety knowledge contest”, “promoting offline consumption to boost economic recovery”.

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案例：「抗疫助農」

Case: “Anti-pandemic and farmer assistance” activities

匯通達通過「抗疫助農」的活動，為農民們增加收入，其中，為八卦洲紅杜鵑農場的陽光玫瑰助銷5,000斤，增收人民幣44萬元；為江寧區銅曹農場的翠冠梨助銷6,000斤，增收人民幣30萬元；為溧水烏山農場助銷黃桃5,000斤、夏黑5,000斤、翠冠梨5,000斤，總助銷人民幣75萬元。

Huitongda helped farmers to increase their income through “anti-pandemic and farmer assistance” activities: we helped Baguazhou Red Azalea Farm to sell 2,500 kg of sunshine roses, increasing their income by RMB440,000; helped Tongcao Farm in Jiangning District to sell 3,000 kg of Cuiguan pears, increasing their income by RMB300,000; helped Wushan Farm in Lishui District to sell 2,500 kg of yellow peaches, summer black grape and Cuiguan pears, respectively, increasing their income by RMB750,000.



「抗疫助農」活動

“Anti-pandemic and farmer assistance” activities

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案例：扶貧助農活動－「數字鄉村」助農富農

Case: Poverty alleviation and farmer assistance activities – enrich farmers with the “digital villages” initiative

2021年6月16日，匯通達攜手百度智能小程序及盱眙縣政府舉辦了旨在「打造互聯網+農產品出村進城項目新標桿」的三方戰略合作發佈會。三方宣佈將以數字化供應鏈以及互聯網營銷服務，構建江蘇省特色地理標識產品－「盱眙龍蝦」上行「最先一公里」的新通路。

On June 16, 2021, Huitongda, together with Baidu Smart Applet and Xuyi County Government, held a three-party strategic cooperation conference to “create a new benchmark for Internet+ and agricultural products to go out of villages and into cities”. The three parties announced that they would build a new pathway for “Xuyi Lobster”, the characteristic geographical indication product of Jiangsu Province, to move “the first kilometer” toward the market with digital supply chain and Internet marketing service.

三方基於「盱眙龍蝦」地理標誌性品牌的戰略合作，是對於運用數字化手段助力農產品上行的有效實踐，也將為「數字鄉村」實施方案的落地帶來新經驗、新示範。

The strategic cooperation among the three parties based on “Xuyi Lobster” is an effective practice of using digital means to help agricultural products go upstream, and will bring new experience and demonstration for the implementation of “digital villages” initiative.

匯通達已完成智能零售SaaS+工具「匯享購」與百度智能小程序的生態互嵌，雙方將打通數據和流量，通過品牌+銷售一體化實現產品與消費者的有效連接，助力「盱眙龍蝦」地標性品牌的建設，深度挖掘「盱眙龍蝦」的產業品牌價值，助力鄉村產業振興。

Huitongda has completed the ecological inter-embedding of “Huixianggou”, an intelligent retail SaaS+ tool and Baidu Smart Applet, and the two parties will connect their data and traffic, as well as products and consumers through the integration of branding and sales, thus fueling the construction of the geographical indication brand of “Xuyi Lobster” and the exploration of its brand value, and boosting rural revitalization.



「數字鄉村」助農富農三方簽約合照

Group photo of the signing of the tripartite agreement of “digital villages” to help farmers and enrich them

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6.3 共克時艱

6.3 Overcome difficulties together

案例：眾志成城同心戰「疫」

Case: Work together to fight against the “pandemic”

2021年7月底，南京新一輪疫情暴發後，在匯通達的支持下，全公司黨員、員工踴躍報名，組成「黨員抗疫先鋒隊」和「志願者服務隊」，積極參與孝陵衛街道、農科院社區防疫抗疫支援工作，累計參與志願活動的志願者達90人、113人次，服務了近萬名群眾，在疫情防控一線充分體現了匯通達的責任擔當和匯通達人的精神風範。在這場沒有硝煙的抗疫鬥爭中，匯通達人志願者挺身而出，慷慨前行，是公司心中最美的英雄。此次抗疫圓滿結束，但偉大的抗疫精神將永遠鼓舞公司前行。

Following a new wave of pandemic outbreak in Nanjing at the end of July 2021, all Party members and employees of Huitongda, backed and supported by the Company, enthusiastically signed up to form the “anti-pandemic vanguard of Party members” and “volunteer team” and actively participated in the anti-pandemic work in Xiaolingwei Street and the community of the Academy of Agricultural Sciences. A total of 90 volunteers (113 person times) have participated in volunteer activities, serving nearly 10,000 people. Their efforts in the front line of pandemic prevention and control fully reflect the social responsibility of Huitongda and the dedication of our employees. In this fight against the pandemic without smoke, Huitongda volunteers, who threw themselves into the breach, were the most respectful heroes in our eyes. The fight against the pandemic came to a satisfactory close, yet the spirit will always inspire the Company to move forward.



眾志成城 同心戰「疫」

Work together to fight the pandemic

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附錄

APPENDIX

香港聯交所《環境、社會及管治報告指引》內容索引

Index to the Environmental, Social and Governance Reporting Guide of The Hong Kong Stock Exchange

《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide	章節 Section	備註 Remark
主要範疇A. 環境 Main Category A. Environmental		
層面A1：排放物 Aspect A1: Emissions		
A1 一般披露 General Disclosure 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5.1	
A1.1 排放物種類及相關排放數據。 The types of emissions and respective emissions data.	5.1	
A1.2 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.1	
A1.3 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.1	
A1.4 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.1	
A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions targets and the steps taken to achieve such targets.	5.1	
A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) and steps taken to achieve them.	5.1	

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《環境、社會及管治報告指引》		章節	備註
Environmental, Social and Governance Reporting Guide		Section	Remark
層面A2：資源使用 Aspect A2: Use of Resources			
A2	一般披露 General Disclosure 有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	5.2	
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	5.2	
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5.2	
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	5.2	
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5.2	
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	–	不適用 N/A
層面A3：環境及天然資源 Aspect A3: Environment and Natural Resources			
A3	一般披露 General Disclosure 減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impacts on the environment and natural resources.	5.3	
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5.3	
層面A4：氣候變化 Aspects A4: Climate Change			
A4	一般披露 General Disclosure 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	5.4	
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the actions taken to manage them.	5.4	

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《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide		章節 Section	備註 Remark
主要範疇B. 社會 Main Category B. Social			
僱傭及勞工常規 Employment and Labor Practices			
層面B1：僱傭 Aspect B1: Employment			
B1	一般披露 General Disclosure 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.1	
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region.	4.1	
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.		
層面B2：健康與安全 Aspect B2: Health and Safety			
B2	一般披露 General Disclosure 有關提供安全工作環境及保障僱員避免職業性危害的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.2	
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities in each of the past three years (including the reporting year).	4.2	
B2.2	因工傷損失工作日數。 Lost days due to work injury.	4.2	
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.2	

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Environmental, Social and Governance Reporting Guide		Section	Remark
層面B3：發展及培訓 Aspect B3: Development and Training			
B3	一般披露 General Disclosure 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.3	
B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3	
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	4.3	
層面B4：勞工準則 Aspect B4: Labor Standards			
B4	一般披露 General Disclosure 有關防止童工或強制勞工的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	4.1	
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	4.1	
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	4.1	

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《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide		章節 Section	備註 Remark
營運慣例 Operating Practices			
層面B5：供應鏈管理 Aspect B5: Supply Chain Management			
B5	一般披露 General Disclosure 管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	3.2	
B5.1	按地區劃分的供貨商數目。 Number of suppliers by geographical region.	3.2	
B5.2	描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	3.2	
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks at along of the supply chain, and how they are implemented and monitored.	3.2	
B5.4	描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.2	
層面B6：產品責任 Aspect B6: Product Responsibility			
B6	一般披露 General Disclosure 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	3.1	
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.		不適用 N/A
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	3.4	

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Environmental, Social and Governance Reporting Guide		Section	Remark
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	3.6	
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.		不適用 N/A
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.5	
層面B7：反貪污 Aspect B7: Anti-corruption			
B7	一般披露 General Disclosure 有關賄賂、勒索、欺詐及洗黑錢的： Information on: (a) 政策；及 the policies; and (b) 遵守對發行人有重大影響的相關法律及規例的資料。 compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	2.2	
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.		不適用 N/A
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	2.2	
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption trainings provided to directors and employees.	2.2	
社區 Communities			
層面B8：社區投資 Aspect B8: Community Investment			
B8	一般披露 General Disclosure 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6.1	
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	6.2, 6.3	
B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	6.2, 6.3	

