

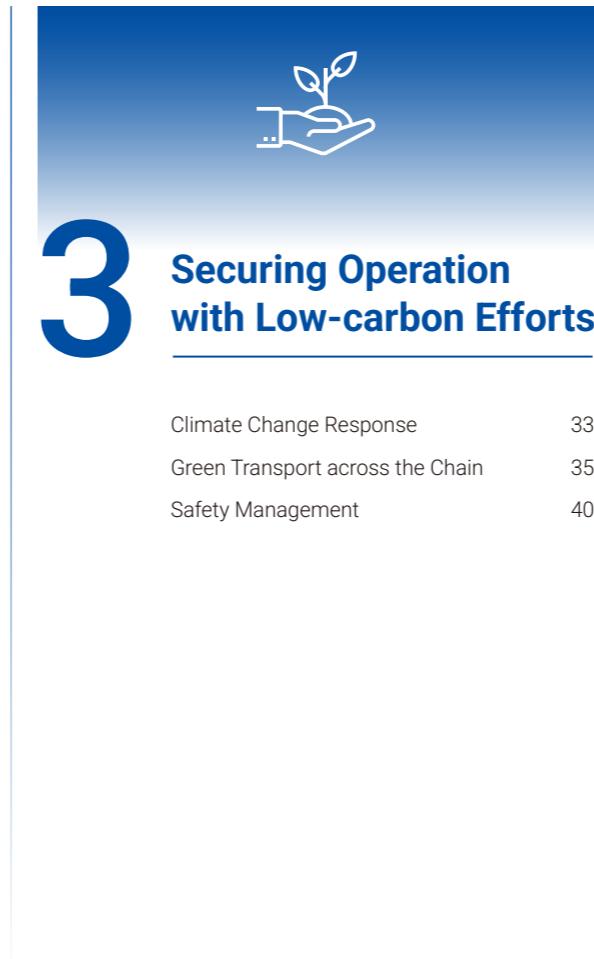


**ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE (ESG) REPORT  
SAIC ANJI LOGISTICS CO., LTD.  
2024**



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## About the Report

### I Reporting Period

The report covers from January 1, 2024 to December 31, 2024, and also includes additional information beyond the stated reporting period.

### I Reporting Boundary

Unless otherwise specified, this report is consistent with the organization scope of Company's consolidated financial statements. In this report, "we/our", "the Company", and "Anji Logistics" all refer to SAIC Anji Logistics Co., Ltd.

### I Compilation Principles

The report is prepared with reference to the Global Sustainability Standards Board's (GSSB) *GRI Sustainability Reporting Standards 2021 (GRI Standards 2021)*, International Organization for Standardization *ISO 26000:2010 Guidance on Social Responsibility*, *IFRS Sustainability Disclosure Standard S1—General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1)*, *IFRS Sustainability Disclosure Standard S2—Climate-related Disclosure (IFRS S2)* and United Nations Sustainable Development Goals (UN SDGs).

### I Data Source

All information and data disclosed in the report come from official documents and statistical reports of SAIC Anji Logistics Co., Ltd. All monetary amounts quoted in this report are shown in RMB (yuan) unless otherwise stated.

### I Reporting Cycle

This report is released annually.

### I Accessibility of the Report

The report is available in electronic version. In order to reduce the environmental impact of printing, we encourage readers to download and read electronic documents whenever possible.

### I Reporting Feedback

If you have any opinions or suggestions on SAIC Anji Logistics Co., Ltd.'s sustainability management and this report, you can provide feedback in the following ways. This will help us continuously improve the level of sustainability information disclosure and advance the management and practice of sustainability.

Telephone: 021-25050666

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## A Letter from the General Manager



In 2024, amid profound adjustments across the global automotive industry and accelerating transformations within the logistics sector, Anji Logistics remained resolute. Guided by China's 14th Five-Year Plan and centered on the goal of transformation and upgrading, we forged ahead through a complex and challenging market environment. With reform as our catalyst and innovation as our engine, we delivered a strong performance in advancing national strategies, empowering SAIC Motor's core business, and expanding our global footprint.

**Strengthening our core business to enable industry growth.** We continue to focus on enhancing service quality in our core business and reinforcing our logistics capabilities within the dual circulation development pattern that takes domestic development as the mainstay, with domestic and international development reinforcing each other. In 2024, our domestic market share in vehicle transportation remained steady at 22%, while the owned transport capacity of our self-operated overseas ships grew by 21% year on year—building a robust, integrated land-sea logistics network that supports SAIC Motor's internationalization strategy. The maiden voyage of three newly delivered ro-ro vessels—SINCERITY, SPLENDOR, and PRESTIGE—marked a milestone, along with the opening of Haitong (Taicang) Auto Terminal, the largest automobile ro-ro terminal along the Yangtze River, and the commissioning of the Anting whole vehicle automated stereoscopic warehouse. These infrastructure upgrades have significantly elevated our industry competitiveness, enabling a high-efficiency, end-to-end logistics pathway from production to consumption, and from China to the world.

**Advancing win-win cooperation for a global collaborative ecosystem.** With an open and inclusive approach, we deepen collaboration across the supply chain to foster a shared logistics ecosystem of win-win outcomes. Domestically, we have strengthened partnerships with major players including NIO, and XPeng, earning multiple "Best Supplier" accolades. Joint efforts with strategic partners help us build an expansive multimodal transport network and improve logistics coordination. Internationally, our Hong Kong shipping subsidiary has begun operating independently, and we have forged deep partnerships with the Association of European Vehicle Logistics (ECG), Spain's Noatum Logistics, and the Port of Antwerp-Bruges in Belgium—significantly enhancing our overseas operation capabilities. Through innovative mechanisms such as our centralized booking platform and the "Pioneer Project," we have achieved resource sharing and delivered exceptional outcomes in the global automotive logistics landscape.

**Setting a benchmark for low-carbon logistics based on green development.** In alignment with China's carbon peaking and carbon neutrality strategy, we fully integrate green practices throughout our operations. We scale up the deployment of clean-energy vessels. The construction of methanol-ready ro-ro ships with a capacity of 9,500 CEUs has commenced and eco-friendly ships like SAIC ANJI SINCERITY are put into operation—boosting the share of clean-energy tonnage and safeguarding our oceans through low-carbon shipping. By upgrading to smart ports and automated stereoscopic warehouses, we have reduced energy consumption across storage and transportation, leveraging digital intelligence to improve resource efficiency. Additionally, we actively contribute to industry standard-setting, transforming corporate action into industry consensus and accelerating the sustainable development across the logistics supply chain.

**Embracing social responsibility and demonstrating business for good.** We remain committed to giving back to society. On the employee front, we improve training and promotion systems, earning the "Top Employer China" distinction for the sixth consecutive year and providing our employees with ample opportunities for career growth. In terms of philanthropic efforts, we contribute to the community through volunteering and emergency relief—demonstrating our sense of corporate responsibility. In global markets, we uphold high compliance standards and have gained international recognition, presenting a responsible and trustworthy image of a Chinese logistics enterprise to the world.

**Enhancing governance to unlock organizational momentum.** We optimize our organizational structure to improve governance and decision-making efficiency. We have reinforced business ethics, internal controls, and risk management, strengthened our compliance framework, and work to cultivate a fair and just business environment. Through open communication and collaboration with stakeholders, we lay a strong foundation for high-quality, sustainable development.

At the right time to advance, we must act with resolve; though the tasks are weighty and the journey long, we must remain focused and press ahead. The year 2025 will mark the conclusion of China's 14th Five-Year Plan and a pivotal year for Anji Logistics' transformation and upgrade. Standing at a new historical starting point, we will remain committed to serving national strategies and enabling industrial upgrading. In the face of change, we will seek new opportunities; in the face of challenge, we will forge new paths. Together with our clients, partners, and the times, we will grow, thrive, and advance—striving to build a logistics system that is more efficient, more eco-friendly, and more globally competitive.

General Manager, SAIC Anji Logistics Co., Ltd.

Zhuang Jingxiong

## Company Profile

### About Us

Established in August 2000, SAIC Anji Logistics Co., Ltd. is a world-leading automotive logistics company. It was among the China's first 5A-grade logistics enterprises.

Anji Logistics has 8 ports in Shanghai, Guangzhou and Tianjin with shoreline resources of 5,820 meters, port operation area of 4.67 million square meters, and annual import and export operation capacity of 5.4 million vehicles. There are 30 vehicle logistics operation centers with an area of 7.73 million square meters, and 181 parts warehouses with 4.89 million square meters. The Company has a network of road, rail and water transportation covering all domestic cities. We have invested in the construction of 50 ro-ro ships, 100 railway platforms, and 20,000 trucks, with an annual operating capacity of 8 million vehicles. At the same time, we have set up overseas logistics subsidiaries in the United States, Mexico, the United Kingdom, the Netherlands, Indonesia, Thailand, and Australia, and our international service network covers more than 100 countries.

Anji Logistics was selected into the enterprise list of "Double Hundred Action for SOE Reform" of the State-owned Assets Supervision and Administration Commission of the State Council, and was also awarded the honor of "National Multimodal Transport Demonstration Project." We have been granted the "Annual Global Special Contribution Award" by SAIC-GM, "Annual Excellent Logistics Provider" by Yutong Group, "Quality Excellent Partner Award" by NIO, "Best Supplier" by Jinkon SERES, "Annual Best Guarantee Service Provider" by GAC Toyota, the "Top Employer China" for six consecutive years and other awards.

As a pioneer in the application of intelligent logistics technology and a promoter of the Internet + automobile logistics model, Anji Logistics is committed to the construction of intelligent logistics supply chain and to creating a new benchmark for high-tech logistics enterprises.

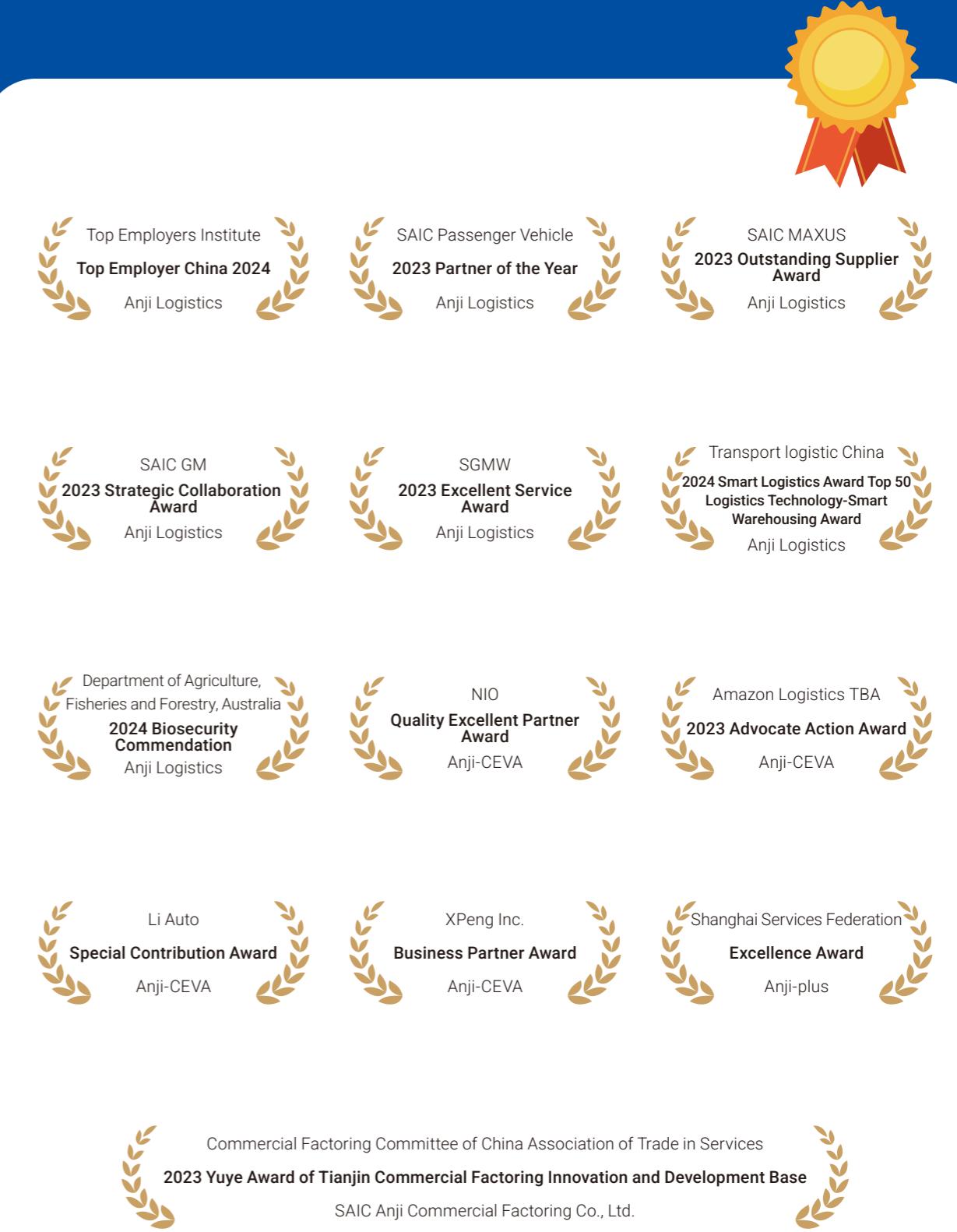
### Corporate Culture

 **Corporate Spirits**  
Service with heart  
Affect with passion/love  
Accomplish with intelligence

 **Our Vision**  
A Complete Supply Chain Service Provider  
with Technology-led & Digital-driven

 **Core Values**  
Reliable Carrier Trustworthy  
Delivery

### CSR Honors



## Sustainability Management

Anji Logistics is committed to integrating its corporate values with social values, and have continued to improve our sustainability organization, implement our sustainability management system, raise internal awareness, and strengthen stakeholder communication. We actively embed sustainability into our corporate strategy and day-to-day operations, working with stakeholders to pursue harmony and shared success—contributing to the sustainable development of our business, the economy, the environment, and society at large.

## Sustainability Philosophy

In response to the United Nations Sustainable Development Goals (UN SDGs), Anji Logistics establishes a sustainability policy, and is collaborating with all stakeholders to maximize economic, social and environmental values by leveraging its intelligent logistics system and supply chains. The Company endeavors to build itself a responsible brand with high-quality services, empower industrial development with technological innovation; As part of our ongoing enhancements of our sustainability capabilities, we organize and participate in CSR and sustainability-related training and knowledge exchanges. Through benchmarking studies of sustainability projects, we adjust our priorities and measures in a targeted manner, laying a strong foundation for deepening sustainability practices.

## Sustainability Ratings



EcoVadis Bronze Medal



2024 SAQ5.0 sustainability rating scored 88 points



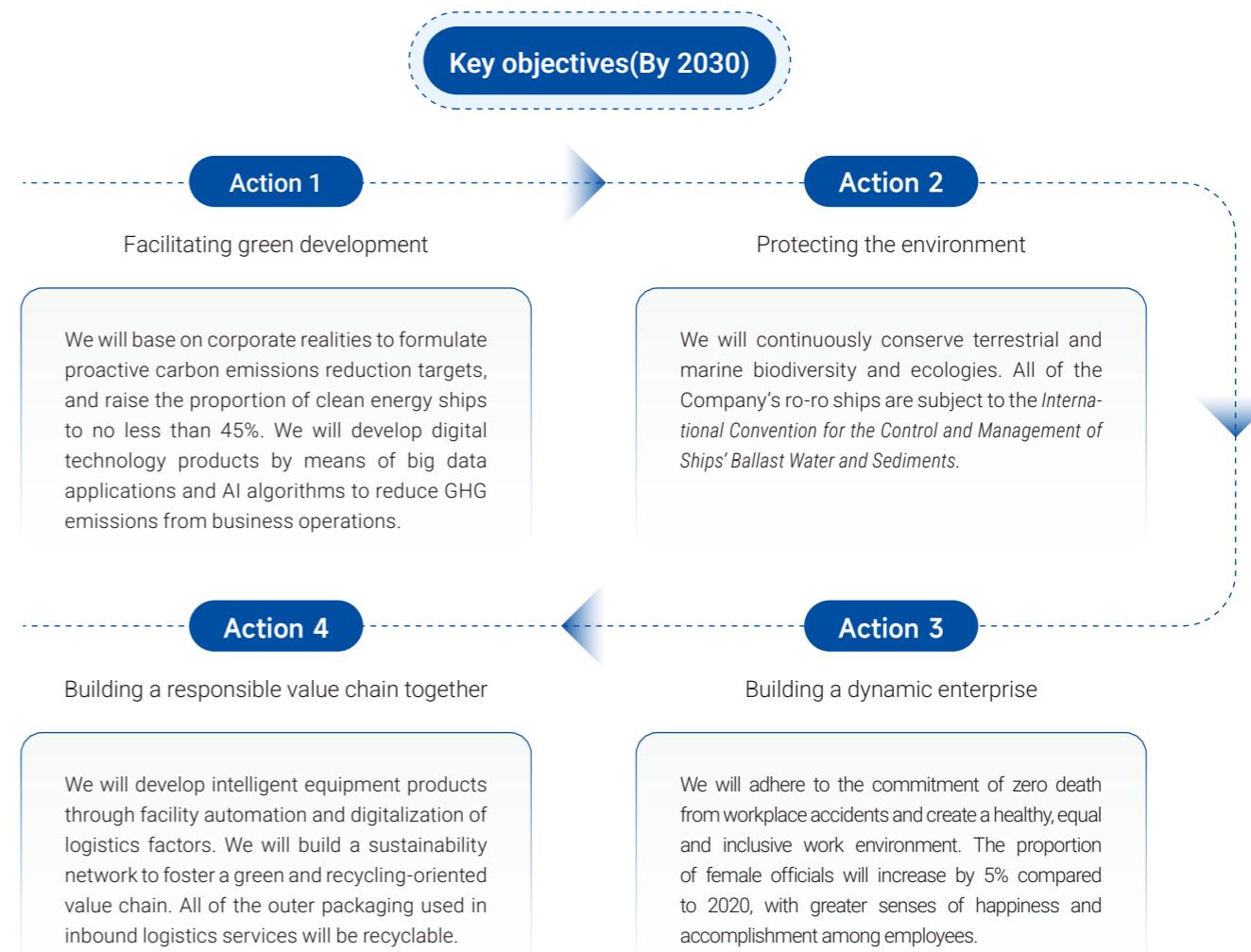
SAQ 5.0 Rating

## Sustainability Governance Structure

Anji Logistics continues to strengthen our sustainability management system by building a top-down organizational framework with clearly defined roles and responsibilities. In January 2025, we established a Sustainability Leadership Group and a task force to provide organizational support for our sustainability efforts.

Our Sustainability Leadership Group and task force are responsible for reviewing the formulation and implementation of the Company's strategic plans. They also research environmental, social, and governance (ESG)-related policies and provide recommendations to the Board of Directors on setting corporate development goals and strategic policies. The groups review the Company's medium-and long-term strategic plans and execution roadmaps, as well as the annual ESG Report and related disclosures. At the departmental level, designated sustainability coordinators are appointed to implement daily sustainability-related tasks. They also provide regular updates to ensure that sustainability work is progressing in a well-organized and effectively supervised manner.

## Sustainability Initiatives



## Sustainability Communication

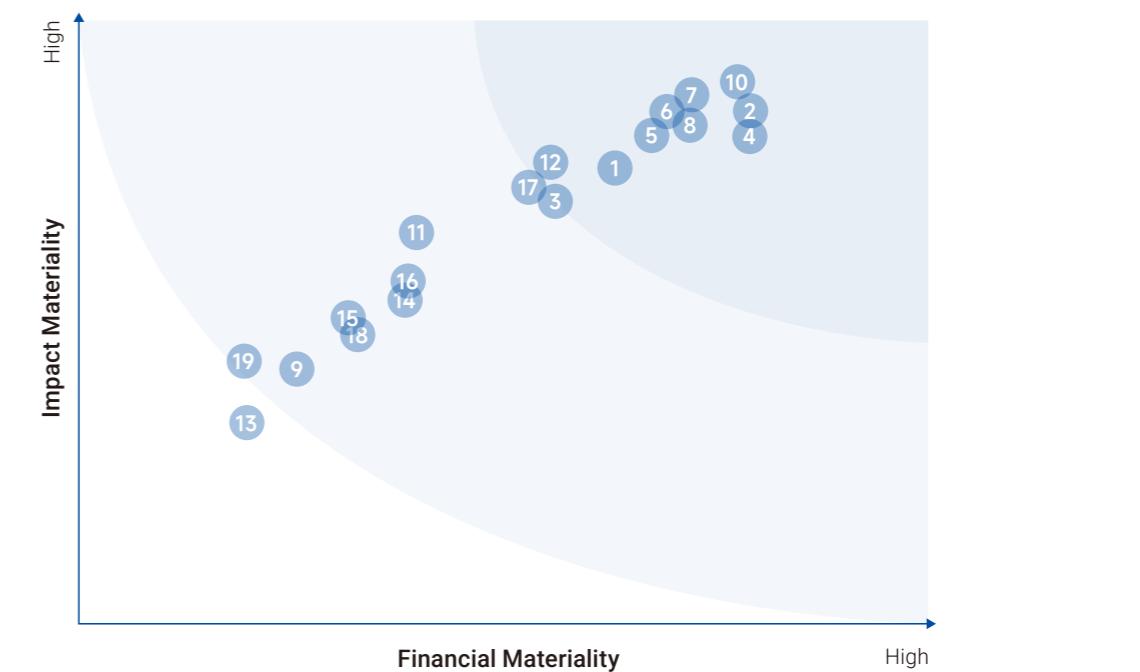
### I Stakeholder communication

Anji Logistics highly values stakeholders and thus maintains regular and diversified communication with shareholders, suppliers, customers, employees, society, and government agencies, etc. We proactively track and respond to the needs and expectations of stakeholders in a timely manner, transforming them into action goals for corporate development, trying to create a responsible brand image.

| Stakeholder  | Stakeholder demand   | Response method   |
|--|--|---|
|  Shareholders | <ul style="list-style-type: none"> <li>◆ Risk management and control</li> <li>◆ Compliant operation</li> </ul>   | <ul style="list-style-type: none"> <li>◆ General meeting of shareholders</li> <li>◆ Regular reports</li> </ul>  |
|  Suppliers    | <ul style="list-style-type: none"> <li>◆ Sustainable procurement</li> <li>◆ Adhering to business ethics and integrity</li> <li>◆ Promoting mutual benefits and shared development</li> </ul> | <ul style="list-style-type: none"> <li>◆ Supplier CSR training, evaluating, auditing, etc.</li> <li>◆ Training on <i>Supplier Code of Conduct</i> and making a commitment</li> <li>◆ Supplier conference</li> </ul>   |
|  Customers  | <ul style="list-style-type: none"> <li>◆ Quality services</li> <li>◆ Intelligent solutions</li> </ul>  | <ul style="list-style-type: none"> <li>◆ Delivering high-quality products and services</li> <li>◆ Customer visits and in-depth communication with customers</li> <li>◆ Exclusive customer hotline, and satisfaction survey</li> </ul>   |
|  Employees  | <ul style="list-style-type: none"> <li>◆ Basic rights protection</li> <li>◆ Occupational health and safety</li> <li>◆ Training and development</li> </ul>                                    | <ul style="list-style-type: none"> <li>◆ Offering supportive working conditions and fair compensation and benefits</li> <li>◆ Guarantee of occupational health and safety, and employee satisfaction survey</li> <li>◆ Providing diverse and unblocked career development pathways</li> </ul> |
|  Society    | <ul style="list-style-type: none"> <li>◆ Undertaking social responsibility</li> <li>◆ Caring for social welfare and organizing volunteer activities</li> </ul>                               | <ul style="list-style-type: none"> <li>◆ Participating in social welfare undertakings</li> <li>◆ Leveraging its role when participating in various social activities</li> </ul>   |
|  Government | <ul style="list-style-type: none"> <li>◆ Complying with the laws and regulations of the country/region of operation and establishing relevant corporate regulations</li> </ul>               | <ul style="list-style-type: none"> <li>◆ Operating in compliance with laws and regulations</li> <li>◆ Establishing sound corporate rules and regulations</li> </ul>   |

## I Materiality assessment

In response to stakeholders' feedback and our judgement on global sustainable development trends, we regularly review business-related ESG topics from the perspective of the significance to the sustainable development of Anji Logistics and significance to its stakeholders. Based on the GRI Standards, regulatory requirements, peer benchmarking, mainstream ESG rating agencies' focus, etc., we apply a double materiality analysis framework that integrates impact materiality and financial materiality to prioritize relevant ESG topics and develop a materiality matrix. In 2024, we identified 19 material topics that are highly relevant to the Company, among which 11 topics were assessed as having double materiality.



### Governance

- 1 Sustainability governance
- 2 Anti-bribery and anti-corruption
- 3 Anti-unfair competition
- 4 Risk management and control

### Social

- 5 Product and service safety and quality
- 6 Data security and customer privacy protection
- 7 Transportation security
- 8 Supply chain security
- 9 Innovation-driven development
- 10 Protection of employee rights and interests
- 11 Career development and training
- 12 Occupational health and safety
- 13 Rural vitalization
- 14 Social contribution

### Environmental

- 15 Resource utilization
- 16 Pollution prevention and control
- 17 Climate change response
- 18 Circular economy
- 19 Ecosystems and biodiversity conservation

| Material topics                                       | Anti-bribery and anti-corruption   | Risk management and control   | Protection of employee rights and interests  | Transportation security   |
|---|--|---|--|---|
| <b>Governance</b>                                     | We work to establish a sound system for anti-bribery and anti-corruption, specifying the responsibilities of each level across the Company in preventing such behaviors. The legal and audit departments regularly audit the Company's business processes and key areas to ensure operational compliance and transparency. We also strengthen communication and collaboration with external regulators to promptly understand and align with the latest compliance requirements. | We have built a comprehensive risk management system covering market risk, credit risk, operational risk, and others. Our risk management task force is in place to conduct regular risk assessments, and quantitative analysis of various risks faced by the Company, providing data support for decision-making.  | We have established a robust system to safeguard employee rights, including provisions on compensation, working hours, rest and leave, occupational safety, and health. We set up grievance channels to ensure timely feedback and resolution when their rights are infringed upon. Our regular surveys on employee satisfaction gather feedback and suggestions regarding company management and rights protection. | We have developed a strict management mechanism for transportation security, specifying maintenance standards for transport equipment, operational standards for drivers, and safety requirements for loading and unloading. We set up a supervision mechanism for transportation security to monitor the entire transportation process.                |
| <b>Strategies</b>                                     | We incorporate anti-bribery and anti-corruption principles into our core values. Through continuous communication and training, the integrity awareness of all employees will be bolstered. In external partnerships, priority is given to partners with strong business ethics and compliance records, fostering a healthy business ecosystem together.   | Based on controllable risks, we formulate business development strategy. When expanding into new business areas or entering new markets, we thoroughly assess potential risks and develop corresponding risk response measures. Through diversified business operations and market coverage, we mitigate the impact of fluctuations in individual businesses or markets on the Company's overall performance.     | Valuing employees as our most valuable asset, we attract and retain outstanding talents through a competitive compensation and benefit package, opportunities for professional growth, and a comfortable work environment. We also conduct employee care activities to enhance their sense of belonging and loyalty, fostering the long-term stable development of the Company.                                      | Centering on transportation security, we optimize the transportation network and distribution schemes to enhance transport efficiency while ensuring cargo security. We introduce advanced transport technologies and equipment such as intelligent transport systems, safety protection devices, etc., to raise our transportation security standards. |
| <b>Risk/opportunity identification and management</b> | We are faced with the risk of being implicated due to the misconduct of business partners and the risk of internal employees violating ethical limits due to temptation. We align with compliance standards, strengthen anti-bribery and anti-corruption management, and elevate the Company's standing with clients, partners, and regulators, thereby gaining access to more high-quality cooperation opportunities and market resources.                                      | Coupled with traditional market and operational risks, intensifying industry competition and rapid market environment changes have the Company confronted with technology and compliance risks, arising from the application of emerging technologies. Effective risk management can assist the Company in identifying and seizing potential opportunities amidst market changes, thereby expanding market share. | We are exposed to legal risks and reputational risks from labor disputes, as well as loss of skilled professionals due to low employee satisfaction. We safeguard employee rights and interests, stimulate their enthusiasm and creativity at work to bring about higher production efficiency and innovation capabilities, thereby enhancing our market competitiveness.  | Risks such as traffic accidents, cargo damage or loss, adverse weather could lead to economic losses and decreased customer satisfaction. By enhancing transportation security management, we attract more customers with higher cargo security requirements, and expand into the high-end logistics market.  |
| <b>Objectives</b>                                     | All staff sign the <i>Integrity Pledge Agreement</i> and all core staff sign the <i>Clean Conduct Declaration</i> , with no significant economic losses due to commercial bribery and corruption.  | We establish a comprehensive risk alert mechanism to ensure that all major risks have clear response plans in place.  | We continue to enhance employee satisfaction by providing competitive compensation and benefits.   | We ensure no fatal road traffic accidents involving principal and above responsibility, guarantee safety equipment provision on all transportation vehicles/ships, and provide all drivers with security training.  |

| Material topics  | Sustainability governance   | Product and service safety and quality  | Data security and customer privacy protection  | Supply chain security   |
|--|---|---|--|---|
| <b>Governance</b>                                      | <p>Our sustainability leadership group and task force are responsible for assessing the formulation and implementation procedures of our strategic planning, conducting research on sustainability policies, and reviewing mid-to-long-term development strategies and implementation plans, among other tasks.</p> <p>We appoint sustainability coordinators within departments to drive and implement routine sustainability efforts.</p>   | <p>We have established and implemented a total quality management system based on ISO 9001, clearly covering the quality standards and operating specifications of the whole chain from receiving orders, warehousing, transportation to final delivery. We set up a quality department to be fully responsible for the supervision, handling, analysis and improvement of quality problems, and report to the management regularly. We establish a clear and efficient closed-loop management mechanism for customer reviews to ensure that customer feedback can be responded to and properly resolved.</p> | <p>We develop policies and procedures for data security and customer privacy protection, clarifying security requirements for data collection, storage, usage, transmission, and disposal. We also strengthen data access management, utilize encryption technologies to protect sensitive data. We have appointed data security personnel responsible for overseeing the implementation of company data security policies and addressing data security incidents in time.</p>   | <p>We conduct comprehensive security assessments and monitoring on various aspects of the supply chain, including supplier management, production, transportation, warehousing. We have established a supplier entry and exit mechanism, selecting suppliers with good security records and risk management capabilities. We also strengthen supply chain information sharing and collaboration to promptly communicate and resolve issues that could affect the security of the supply chain.</p>  |
| <b>Strategies</b>                                      | <p>We integrate sustainability into our corporate strategy and daily operations through energy conservation, emission reduction, green transportation, and circular economy initiatives to minimize environmental impact. We actively engage in social welfare programs, fulfill our corporate social responsibilities and enhance our public image. To drive long-term economic sustainability, we innovate in business models and optimize operational efficiency, ensuring stable and profitable growth.</p> | <p>We adhere to the principle of "Guided by customer needs, we improve the connotation of technical management. With the goal of customer satisfaction, we provide efficient and high-quality services". We continue to optimize the service process and gain the trust of customers with a good reputation.</p>  | <p>We consider data security and customer privacy protection as a key part of our digital transformation strategy. Through technological innovation and management optimization, we enhance our business efficiency while safeguarding data security and customer privacy.</p>   | <p>We build a resilient supply chain and emergency supply chain plan to enhance our ability to respond to supply chain disruption risks. We advance security standards and regulations with partners in the supply chain to improve overall security across the entire supply chain.</p>  |
| <b>Risk/ opportunity identification and management</b> | <p>Sustainability compliance requirements and standards are becoming increasingly stringent. We face sustainability risks from evolving environmental regulations and societal scrutiny.</p> <p>Consumers' demand for sustainable products and services is increasing. Through good sustainability management capabilities and results, it is easier to attract ESG investment, seize the development opportunities of responsible products and services, win customer trust, and open up new markets.</p>      | <p>Factors including irregular industry competition and varying standards may reduce operational efficiency and bring costs.</p> <p>Stable and reliable service quality is the key to winning high-end customers and establishing long-term cooperative relationships, which can effectively improve customer stickiness. Leveraging market opportunities brought about by national policies, we grasp the transportation situation in real time through technological progress, warn of risks in advance, and reduce accidents and cargo damage.</p>   | <p>For risks such as hacking attacks, data breaches, and internal employee misconduct, domestic and international data security compliance requirements like the <i>Personal Information Protection Law of the People's Republic of China</i>, <i>Cybersecurity Law of the People's Republic of China</i>, and the EU's <i>General Data Protection Regulation (GDPR)</i>, we set strict limitations on data processing, which may increase operational costs for businesses.</p> <p>We utilize technologies such as big data and artificial intelligence to optimize internal control processes, and reduce human errors through automated systems, gaining customer trust and a competitive edge in the market.</p> | <p>We are faced with risks of supply chain disruptions due to natural disasters, geopolitical conflicts, as well as differences and high demands in the operations and implementation of overseas supply chains.</p> <p>We strengthen supply chain security management to enhance its stability and reliability, as well as reduce operational costs. Meanwhile, we seize overseas opportunities, establish a benchmark for supply chain security management within and beyond the industry. This will attract more partners and customers.</p> |
| <b>Objectives</b>                                      | <p>We improve the organizational structure of sustainability management and continuously improve our sustainability management capabilities. We build a sound sustainability management system, and ensure that our domestic and international authoritative sustainability ratings and certifications keep steady improvement.</p>   | <p>We make sure that client's service satisfaction score remains above the industry excellent standard, achieve zero major service quality and safety accidents, and ensure that all products and services meet the national and industrial quality standards.</p>  | <p>We establish a comprehensive information security and privacy protection system to ensure the security of our core data. We strive to obtain the ISO 27001 and ISO 27701 certification and pass the annual audit.</p>   | <p>We continuously reduce supply chain disruption risks to ensure no occurrence of information security incidents in supply chain.</p> <p>We make sure that all business suppliers sign the Supplier Code of Conduct and a framework agreement with CSR provisions.</p> <p>We ensure that all business suppliers undergo entry reviews and assessments in line with CSR standards.</p>  |

| Material topics  | Anti-unfair competition  | Occupational health and safety  | Climate change response  |
|--|--|---|--|
| <b>Governance</b>                                      | We formulate regulations to prevent unfair competition, specifying the code of conduct for employees in market competition. We strengthen market monitoring to detect and halt unfair competitive practices by competitors in a timely manner. The legal and audit departments will, when necessary, utilize legal means to safeguard the Company's legitimate rights and interests. | We have established a comprehensive management system for occupational health and safety, defining workplace safety standards, labor protection requirements, and regulations for employee occupational health checkups. The safety management department is responsible for supervising the implementation of the Company's occupational health and safety policies, conducting regular safety inspections and hazard assessments, and providing employees with necessary labor protection equipment and occupational health training. | We place high emphasis on energy consumption and greenhouse gas emissions. We have established an environment and energy management system in compliance with regulations, and develop energy-saving management procedures.  |
| <b>Strategies</b>                                      | Through enhanced product and service quality, innovated business models, and other means, we increase our core competitiveness to stand out in the market through legitimate methods. We actively engage in industry association activities to promote industry self-regulation and create a fair competitive market environment for all.  | We put first employee occupational health and safety. By implementing measures such as improving the work environment, optimizing work processes, and introducing advanced safety technologies and equipment, we reduce safety risks for employees during work. We foster an occupational health and safety culture to enhance employees' self-protection awareness and safety operational skills.  | We have developed a green development strategy to foster digital operations and advance green transport, green warehousing, green packaging, and green office practices, with an aim to reduce carbon emissions across multiple operational stages. We utilize intelligent technologies to monitor carbon emission data, enhance logistics efficiency, and reduce energy consumption during waiting period. We communicate green and low-carbon concepts throughout the value chain and drive the transformation of the value chain towards green and low-carbon development.  |
| <b>Risk/ opportunity identification and management</b> | Some competitors may resort to unfair competition tactics such as price dumping, commercial defamation, intellectual property infringement, which pose risks to corporate market share. We firmly oppose the unfair practices, and safeguard our legitimate rights, fostering a positive corporate image. Through these efforts, we can earn the trust of customers and partners.    | We are confronted with risks such as employee injuries or fatalities, legal disputes, and reputational damage due to workplace safety accidents and occupational diseases. We improve occupational health and safety management, and boost employee security awareness and risk response capabilities to reduce human resource costs, while fostering a positive corporate image.   | We are confronted with such transition risks as increasingly stringent policies and regulations on climate change, higher operational costs due to changing carbon tax requirements, a growing demand for green solutions from customers, and the physical risks posed by more frequent extreme weather impacting logistics efficiency. We make a strategic planning of resource conservation throughout the entire lifecycle and constantly advance solar power projects. We introduce new energy-powered transportation vehicles to offer clients green logistics solutions. We develop various digital platforms to boost operation efficiency, so as to enhance our green competitiveness. |
| <b>Objectives</b>                                      | All staff at key positions receive business ethics training to ensure that there are no significant economic losses due to unfair competition practices.   | We promise zero cases of serious injuries or fatalities resulting from work accidents.  | We implement a five-year rolling plan on carbon peaking and carbon neutrality and commit to taking proactive measures towards emissions reduction, progressing towards carbon neutrality.  |



# 01

## Strengthening the Foundation for Growth Based Resilient Governance

Anji Logistics continues to strengthen governance by clarifying roles and responsibilities, enhancing internal structures, and improving resource allocation efficiency. We work to promote a transparent and accountable corporate ecosystem, driving us toward becoming a world-class enterprise.



# Corporate Governance

## Governance structure

We strictly comply with national laws and regulations and have established a governance framework centered on the Shareholders' Meeting, Board of Directors, Board of Supervisors, and senior management, guided by the *Articles of Association* and procedural rules to ensure efficient corporate operations. The composition of the Board is designed with diversity in mind—considering gender, age, educational background, and expertise—to enhance the balance and scientific rigor of decision-making.

We continue to streamline and optimize our organizational structure to build a customer-centric, flat, and agile organization. We have clearly defined three major business groups—Finished Vehicle Logistics, Supply Chain Business Unit, International Business Group—and realigned supporting departments accordingly. We have completed synchronized adjustments in management roles, workflows, and appointments of directors and supervisors at subsidiaries. In addition, we established integrated shared service centers covering Legal Affairs, Finance, Procurement, Human Resources, Administration, and IT. We also formed cross-functional, project-based business teams to further improve internal efficiency and external responsiveness.

## Internal control

We have thoroughly implemented the guiding principles of the *Guidelines on Deepening State-owned Enterprise Reform* and actively responded to updated regulatory frameworks such as the new *Company Law* and *Foreign Investment Law*. One of our focuses is the revision of joint venture articles of association to ensure the compliant governance structure. We have reviewed and refined our internal processes from top to bottom and promoted coordinated business process reengineering. These efforts aim to ensure clarity of responsibility and effective oversight across internal controls. Sample audits on projects like sensitive transactions, business hospitality, travel expenses, gifts and other. In strict accordance with requirements of laws, regulations and company systems. Designated departments and personnel are responsible for the registration, collection, storage and process, with registrars issuing a *Certificate of Submission of Cash Gifts, Vouchers, and Shopping Cards* to recipients and regularly reporting to the higher-level discipline inspection department. Following the requirements outlined in our *Internal Control Manual*, we conduct a full-scope impact assessment and review of all operational sites every three years, with a focus on identifying the current and potential risks in areas such as corruption, anti-competitive behavior, information security, personnel management, employee health and safety, and environmental issues to ensure that our systems and processes are scientific, effective, and standardized.

We have established a tax management information platform to strengthen tax compliance management and control tax risks. A specialized tax management chapter is set up in the *Internal Control Manual*, specifying standardized tax processes throughout the entire workflow. We continuously monitor the latest tax laws, regulations, and policies in all operational areas to ensure accurate tax reporting and timely payment of taxes. This proactive approach aims to prevent significant tax disputes or adverse tax-related events that could impact our reputation. In 2024, no significant or material deficiencies were identified in either financial or non-financial reporting.

In 2024

|                                 |                               |
|---------------------------------|-------------------------------|
| Directors in the Board          | Supervisors                   |
| <b>9</b><br>(including 2 women) | <b>3</b>                      |
| -----                           | -----                         |
| Board meetings                  | Board of Supervisors meetings |
| <b>2</b>                        | <b>2</b>                      |

## Risk control

We have launched a dedicated initiative to address financial risks by forming a task force to systematically review root causes and targeted mitigation measures. We also have introduced corresponding assessment and management mechanisms to ensure closed-loop business control. To mitigate international supply chain risks, we have developed a global knowledge base by organizing relevant expertise, and reviewing overseas contract templates, dispute clauses, and litigation/arbitration practices. We continue building our international resource repository and have held a series of training sessions on compliance and risk prevention in overseas operations. We also focus on managing labor-related risks. This includes compliance reviews of HR policies and procedures as well as employment practices. A special investigation was conducted to identify HR risks, with emphasis on building and improving core HR management systems. We have also established a reporting mechanism for major HR issues and classified risks by urgency and severity. Digital tools have been adopted to improve the risk speed and accuracy of response and decision-making speed.

# System development

We carry out several targeted studies focused on system development, knowledge base, and employee care culture. These efforts contribute to the development of an ESG-aligned global compliance system, an international dispute resolution system centered on arbitration, an overseas emergency response system for incident handling, a global knowledge base aligned with international supply chain operations, and a corporate culture system emphasizing care for overseas employees and their families.

## Information security

Anji-plus, a subsidiary of Anji Logistics, is responsible for the centralized development and operation of the Company's information security systems. It has developed a full suite of policy documents, including the *Data Security Management Procedures*, *Personal Information Management Procedures*, *Management Procedures for Cybers Security Incidents*, and *Access Control Management Procedures*, forming a comprehensive information security governance framework. The Information Security Management Committee oversees this system and convenes quarterly cybersecurity meetings to set clear annual objectives. Responsibility agreements are signed with all business units. Risk assessments and privacy compliance risk checks are regularly conducted for overseas sites. Strict internal controls have been implemented across all information systems. Security teams are deeply involved in security reviews, with a strong emphasis on enforcing encrypted transmission and other key security requirements. A unified incident response process has been established, supported by a centralized reporting center and dedicated contacts in all subsidiaries. Ongoing annual training programs are in place, with a strong focus on AI-related training. Regular emergency drills are conducted for common security incidents and internal system vulnerabilities to ensure that our response capabilities remain strong and effective. We evaluate information security risks through external audits and special inspections, prevent the emergence of information security vulnerabilities, and dispose incidents such as system vulnerabilities, computer viruses, and cyberattacks, to effectively prevent the company's information security risks.

Anji Logistics is certified to ISO 27001 (Information security management systems) and ISO 27701 (Privacy information management systems). Its subsidiary Anji-CEVA is also certified to ISO 27001. Over 60% of our business operations are now covered by corporate ethics certification. Our OA, email, and financial systems have earned Level-3 certification under China's Classified Protection of Cybersecurity framework, while our official website is certified at Level 2. In 2024, no significant information security incidents occurred.



ISO 27001 Information security management systems certification



ISO 27701 Privacy information management systems certification

# Audit and oversight

Besides regular special audit reporting, we conduct quarterly risk scans and semi-annual declarations of major matters. As a liaison with SAIC Motor and the Shanghai Municipal Audit Bureau, we support the collection and organization of audit materials, serving as both an information hub and an internal "early warning sensor." We have completed more than 20 audit projects during 2024, including economic responsibility audits for SAIC Motor executives, audits related to Belt and Road project construction and operations, audits of equity-participated companies, and strengthen the internal control through closed-loop rectification.

In 2024

Completion rate for employee cybersecurity awareness training

**100%**

We have established a dedicated reporting channel for cyber security incidents to assist designated information security contacts or the AJSRC Emergency Response Center in responding to incidents based on their severity. WeCom: Information Security HelpDesk Email: security@anji-logistics.com

## Business Ethics

### Anti-corruption

We continued to advance the Clean Conduct Initiative, requiring the management and personnel in key positions to sign a *Pledge to Voluntarily Reject Inappropriate Hospitality*. New managers are briefed on integrity requirements during onboarding, where content from the initiative is incorporated into training materials and compliance expectations are clearly communicated. We also carry out targeted inspections on matters such as compensation entitlements, gift handling, and business entertainment expenses for the management team. To strengthen accountability, we have further refined our collaborative responsibility system and required major personnel to sign the *Integrity Pledge Agreement*. No corruption or bribery incidents were reported during the 2024 reporting period.

### Fair competition

We strictly prohibit all forms of commercial bribery and false advertising. Employees are forbidden from infringing upon trade secrets or attempting to obtain or disclose such information through unlawful or unethical means, such as in bidding processes. This includes bid prices, proposal content, or any other confidential material. Unlawful acts such as fraud, forgery, extortion, theft, and embezzlement—especially those that disrupt market competition or harm the rights and interests of competitors or consumers—are strictly forbidden. We also prohibit any participation in money laundering activities and ensure compliance with laws and regulations such as *China's Anti-Money Laundering Law*. We have clearly identified key compliance risks and continue to refine the *Fair Competition Conduct Guidelines* by incorporating case studies and alerts. Legal awareness training on anti-unfair competition is regularly conducted among employees to clarify dos' and don'ts. In the event of any violations or reported concerns, cases are handled in accordance with the *Fair Competition Conduct Guidelines* and *Employee Disciplinary Action Procedures*, etc.

### Conflict of interest

We strictly adhere to all applicable laws, regulations, and internal policies concerning conflicts of interest. Any potential, actual, or perceived conflicts of interest are prohibited. Employees are forbidden from using company resources or their position to obtain improper benefits for any unrelated individuals or affiliated parties. We continue to strengthen our declaration mechanism for conflicts of interest, with relevant guidelines clearly set out in the *Employee Handbook*.

## IPR protection

We strictly protect our intangible assets and prohibit the infringement of others' intellectual property rights (IPRs). We are committed to not using any products that infringe others' IPRs, including but not limited to pirated software, counterfeit trademarks, and fake patented products. We have established a comprehensive infringement response and reporting mechanism, and regularly conduct training programs on IPR protection, including sessions on software infringement handling. Special training is primarily delivered through Anji Lecture, our online learning platform.

In 2024

| Total of patents authorized by the state | Including Invention patents | Utility model patents | Software copyrights |
|--|-----------------------------|-----------------------|---------------------|
| 19                                       | 10                          | 9                     | 14                  |

### Whistleblowing management

We place great importance on the integrity and fairness of our operations. To detect and eliminate misconduct or complaints that may pose risks to the Company or our employees, we encourage and expect employees to report issues to their direct supervisor or the discipline inspection department. Reports may be made anonymously or confidentially at the employee's discretion. Such risks include, but are not limited to commercial bribery, corruption, fraud, money laundering, unfair competition, data and information leaks, discrimination or harassment, and environmental complaints. We are committed to maintaining strict confidentiality of the whistleblower's identity and report content. Any retaliation or unauthorized disclosure will result in disciplinary action, depending on severity.

 Hotline: 021-25050626

In 2024

|                                  |  |  |
|----------------------------------|--|--|
| Report letters were received     | Integrity-themed inspections and audits conducted        | Completion rate of annual conflict-of-interest declarations by senior managers or higher and key personnel |
| 13                               | 6  | 100%   |
| Cases related to business ethics | Integrity-themed "Anji Lecture" sessions                 | Percentage of employees covered by business ethics training  |
| 0                                | 5  | 100%   |
| Report resolution rate           | Participants in integrity-themed "Anji Lecture" sessions | Percentage of operational sites audited or assessed for business ethics issues                             |
| 100%                             | 700+   | 100%   |

# 02

## Pursuing Excellence in Service through Innovation

At Anji Logistics, we deeply integrate frontier technologies into logistics practices, with an aim to expand vision through knowledge innovation, enhance services through technological innovation, and streamline operations through management innovation. Through digital operations, we are helping shape a new smart logistics ecosystem.

9  
INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



12  
RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

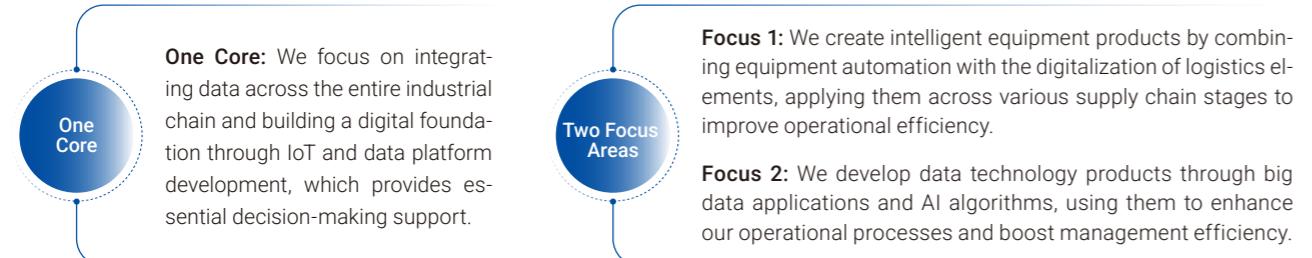


## Intelligence-enabled Innovation

Technological innovation is both the engine and foundation of high-quality development in the logistics industry. Anchored in our corporate vision of being a complete supply chain service provider with technology-led & digital-driven, we have continuously improved our innovation management mechanisms. To promote a culture of innovation across the entire supply chain, we have developed the *Incentive Management Measures for Technological Innovation* to encourage and support technological innovation and accelerate our pace of transformation in response to evolving market dynamics.

### Strategic planning

We adhere to a development strategy based on "digitalization and intelligentization, globalization, socialization, diversification" ("New Four Modernizations" for short.) Under the theme of "Technology Empowerment and Efficiency for Success," we integrate both information technology and equipment technology in our development efforts. Key focus areas include business management systems, automated warehousing and transport equipment, stereoscopic equipment, technology for collaborative production, Internet of Vehicles (IoV) in freight transport, big data analysis, and AI-driven decision-making applications. These initiatives are implemented based on the evaluation of the informatization and digital maturity levels, as well as intelligent technology coverage across the entire supply chain. We have adopted a "One Core, Two Focus Areas" approach to our strategic planning and implementation, forming a closed data loop across the entire supply chain.

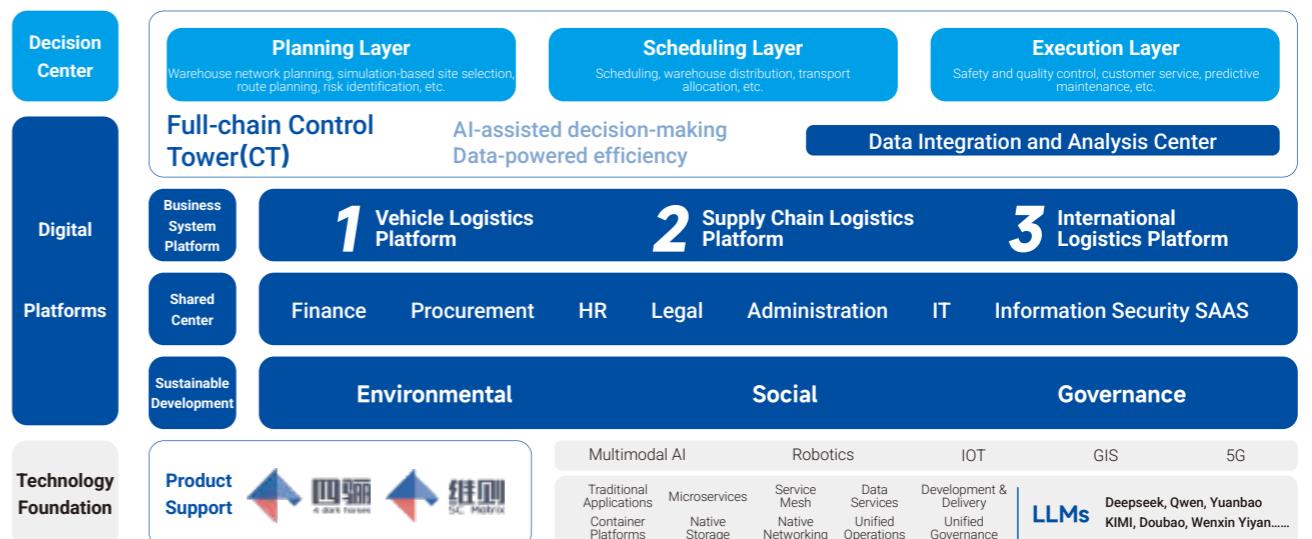


### Organizational support

We have established an integrated IT shared service center, with Anji-plus serving as the main implementer. As a central technology hub, it drives digital innovation and R&D across the Company. By continuously optimizing our organizational structure, digitizing tool management, and integrating shared services, we are empowering digital transformation in our three core business groups: Finished Vehicle Logistics, Supply Chain Business Unit, and International Business Group.

### Technology R&D

We pursue end-to-end innovation across the entire supply chain. By deeply integrating next-generation technologies—including cloud computing, big data, artificial intelligence, and the Internet of Things—we have achieved breakthroughs in areas such as business systems, automated warehousing and transport equipment, stereoscopic equipment, technology for collaborative production, Internet of Vehicles (IoV) in freight transport, big data analysis, and AI-driven decision-making applications. These innovations not only meet the needs of our diverse domestic clients, but also empower the development of our international business.



Architecture of Anji Logistics' Unified Digital Platform

### Building an integrated data workshop for the supply chain

By integrating data, we eliminate information silos, streamline warehousing and distribution processes, and coordinate resources across all parties—thereby building a transparent, digital supply chain network. We have completed a blueprint for a multi-brand integration system and built a unified transportation management platform. This supports an integrated warehousing and distribution business model across the supply chain, enhances warehouse operational efficiency, and facilitates the productization of the physical transport network. Through the establishment of multi-brand consolidated warehouses, shared collection and distribution, and re-configuration of allocation routes, we have achieved shared warehousing, integrated terminal delivery, unified trunk-line transport, and coordinated planning. These efforts continuously reduce transportation costs and improve service quality.

### Empowering supply chain powered with AI algorithms

From smart wearables to vertical parking systems, we are applying proprietary AI vision technologies and intelligent algorithms across complex, multi-scenario, high-demand supply chain environments. These solutions have significantly increased logistics capacity, improved operational efficiency, and ensured service consistency.



#### Case: AI empowers corporate operation

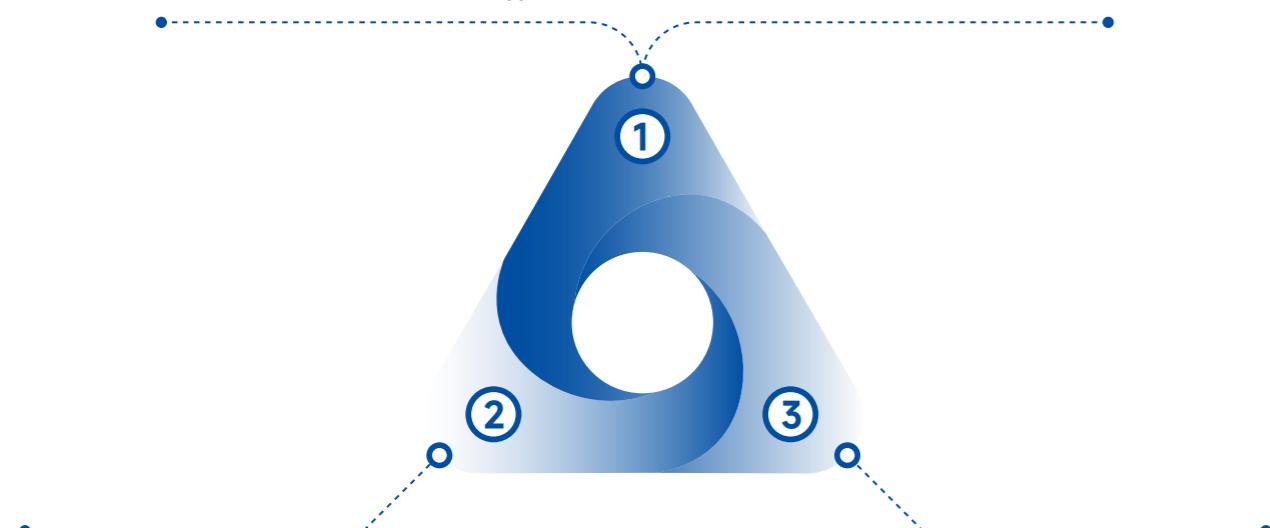
Anji-plus has established a dedicated AI algorithm team under Anji Logistics to explore real-world applications of AI technologies. It has designed pallet optimization algorithms for the intelligent order-bidding platform, driving business model innovation by the intelligent vehicle transport order receiving project. It applies algorithm-based optimization to improve the storage capacity of Vehicle Distribution Center (VDC), refining the resource allocation in the intelligent planning project for the vehicle warehouse, which increased slot number by 3%. Additionally, the team optimizes the express delivery plan and dynamic scheduling algorithm scheme, achieving a significant improvement in scheduling success rate and logistics operation efficiency, and enabling a leap in the efficiency of the intelligent express delivery scheduling project.



### Innovation incentives

We organize training and exchange activities to foster innovation and recognize outstanding achievements. In 2024, we held the annual Anji Logistics Innovation Studio Evaluation and conducted follow-up reviews of studios previously certified at or above the Company level, continuously enhancing our innovation capabilities. According to the *Employee Innovation Studio Management Guidelines*, intellectual property outcomes from the studios are officially recognized and rewarded. We also actively submitted projects for the 35th Shanghai Excellent Invention Selection and the SAIC Motor Excellent Incentive Suggestions.

Anji Shanghai's integrated wireless RFID logistics management device received the Silver Award for Excellent Invention at the 35th Shanghai Excellent Invention Selection. The blocked-vehicle slot allocation optimization project was awarded the Bronze Award for Excellent Innovation at the same event. The project on improving container loading efficiency for vehicles won the Outstanding Achievement Award of 2023 SAIC Motor Incentive Suggestions. The project on optimizing warehouse layout and storage-picking strategies received the Continuous Improvement Award of SAIC Motor Incentive Suggestions.



Anji-plus SC Matrix digital service platform was awarded the Bronze Award for Excellent Invention at the 35th Shanghai Outstanding Invention Competition.

## Refined Service Quality

### Delivering quality services

Over the years, we have continued to improve our domestic and international end-to-end logistics network, promoting high-quality transport development and optimizing transportation structures. We have integrated logistics service offerings to provide end-to-end, full-chain solutions, enhancing both internal operations and customer stickiness through multimodal transport hubs. Leveraging our export capacity and full-chain capabilities, we support the secure, stable, and efficient operation of China's automotive supply chain. By drawing on our strengths in warehousing and supply chain networks, we advance the integration of multi-brand logistics hubs and resource consolidation. We also capitalize on the experience gained from digital and intelligent innovation to shape a logistics ecosystem that is smarter, faster, and more efficient.



We continue to explore new frontiers in diversified services. In cross-sector expansion, we secured the nationwide warehousing project for New Era Cap, marking our first entry into the apparel and footwear sector. In the industrial space, we signed an agreement with Parker Hannifin to operate a bonded logistics center, developing both bonded and non-bonded warehousing services to support the upgrading of their China supply chain. In the high-tech logistics field, we accumulated experience in lean management and continuous improvement, earning both the "Joint Innovation Award" from Huawei and the "Best Quality Award" from ZTE. These efforts support semiconductor and new energy clients with cross-border logistics for precision equipment.



**Case:** "Focusing on Customer Experience and Building Quality SAIC Motor Together" – Quality Month Campaign

In September 2024, in response to the *Outline for Building a Quality-Oriented Nation*, we launched a Quality Month campaign focused on new energy and intelligent connected vehicles. The campaign centered on improving customer satisfaction, enhancing quality management practices, and strengthening overseas quality systems. We organized a company-wide knowledge competition to raise awareness of quality risks and challenges, uphold the bottom line of product safety, reinforce quality discipline, and cultivate a strong sense of responsibility. Through a proactive, improvement-driven mindset, we aim to better address intense market competition and ensure service excellence.



**Case:** Active participation in China-Australia automotive export biosecurity material testing and inspection training

Australia's strict entry biological quarantine system has long posed a rigorous challenge for Chinese vehicle transport companies in their cross-border operations. On December 12 and 13, 2024, Anji Logistics actively participated in the Biosecurity Risk Material Inspection and Testing Training for Chinese Automotive Exports to Australia, organized by the China Automotive Logistics Association of China Federation of Logistics & Purchasing (CFLP). The training focused on staying current with Australia's latest biological quarantine laws and regulations. Anji Logistics leveraged its coordination strength between OEMs and terminals, adopting high-standard vehicle washing and inspection procedures. The Company also held knowledge exchange and learning activities on several key topics, including updated biosecurity material standards and testing requirements, process optimization for vehicle customs clearance, and the establishment of training and cooperation mechanisms. These efforts aim to define the "gold standard" for Chinese automotive exports to Australia.

## Enhancing service experience

As a leading integrated logistics service provider, we are guided by the corporate ethos of "serving with dedication, motivating with sincerity, and achieving with wisdom." We have obtained ISO 9001 quality management systems certification and regard customer experience as a core strategic priority. We are committed to protecting customer rights by ensuring transparency and accountability while safeguarding their privacy and information security through mechanisms such as confidentiality agreements. We strictly comply with *China's Advertising Law* and other laws and regulations, and follow a multilayered internal review and approval process to ensure that all promotional content is truthful, lawful, and appropriate—prohibiting any false or misleading advertising.

In 2024, we partnered with a third-party research authority to conduct our annual customer satisfaction survey. The goal was to gain deeper insight into customer needs and evolving industry trends, providing strong support for enhancing our market competitiveness and service capabilities. To better reflect the true voice of our customers, we upgraded our survey framework by optimizing the sample structure and adding a Net Promoter Score (NPS) indicator. We focused our analysis on perceived core strengths and differentiation advantages, identifying pain points and unmet needs within the customer service process. Additional models were surveyed on the customer service requirement and expert interviews. Survey results show that our overall customer satisfaction index has exceeded the top-tier benchmark for B2B logistics companies, reaching a leading position within the industry. Based on customer feedback, we launched a targeted satisfaction improvement initiative, building a closed-loop management model of "issue resolution – onsite follow-up – results verification – continuous tracking". This effort reflects our shift from "meeting expectations" to "setting the standard", as we strive to establish a new benchmark for service excellence in the industry.

As one of the earliest Chinese automotive logistics companies to explore the China–Australia ship route, we have worked proactively to help clients address the biosecurity challenges of exporting to Australia. Through policy adaptation, technical enablement, and ecological restructuring, we have developed an end-to-end biosecurity management system covering domestic transport, terminal inspections, ocean shipping, and customs clearance at destination ports. This high-quality shipping standard has become a hallmark of our service. In recognition of these efforts, we were granted the Biosecurity Commendation 2024 by the Department of Agriculture, Fisheries and Forestry (DAFF), Australia. Our practices offer valuable insights for Chinese companies seeking deeper engagement in global competition, and we continue working with clients, peers, and partners to safeguard global biodiversity and ecosystem security.



## 2024 Service Honors

- ◆ Anji Logistics received the "**Strategic Collaboration Contribution Award**" at the 26th SAIC General Motors Supplier Conference and 2023 Annual Supplier Awards Ceremony. Anji-CEVA was honored with the "**Supplier of the Year Award**", while Haitong Logistics and Anji Shipping respectively received the "**Outstanding Supplier Award**".
- ◆ Anji Logistics received the "**2023 Partner of the Year**" award from SAIC Passenger Vehicle.
- ◆ Anji Logistics was granted "**Outstanding Supplier Award**" by SAIC MAXUS.
- ◆ Anji Logistics received "**Excellent Service Award**" from SGMW.
- ◆ Anji-CEVA was presented with the 2023 "**Bias for Action**" Award by Amazon.
- ◆ Anji-CEVA received the "**NIO Quality Premium Partner Award**" for the second consecutive year.
- ◆ Anji-CEVA received the "**Special Contribution Award**" from Li Auto.
- ◆ Anji-CEVA won XPeng's annual "**Business Partner Award**" for the first time.
- ◆ Anji Indonesia was honored with the "**Best Partnership Award**" at the 2024 Wuling Indonesia Supplier Conference.
- ◆ SAIC Anji Commercial Factoring received the 2023 "**Yuye Award**" of Tianjin Commercial Factoring Innovation and Development Base from the Commercial Factoring Committee of China Service Trade Association of Trade in Services. This marks the third consecutive year the company has been recognized at the China Commercial Factoring Industry Summit and the Yujiapu Factoring Forum.



# 03

## Securing Operation with Low-carbon Efforts

Anji Logistics reduces carbon emissions by optimizing transport routes, and building smart warehousing systems. These initiatives also lower operational costs and enhance supply chain resilience. By enabling green transformation across the industry, we contribute to the protection of the planet's ecosystems and promote the coordinated development of both the economy and the environment.



# Climate Change Response

## Climate change management

In alignment with the *Paris Agreement* and China's carbon peaking and carbon neutrality strategy, we are continuously improving our climate governance framework. We actively identify climate-related risks and opportunities and have formulated corresponding response strategies and action plans.

### Governance

We have established a Sustainability Leadership Group and a task force to oversee the review and evaluation of sustainability policies, goals, plans, and implementation measures covering environmental, social, and governance (ESG) areas. We attach great importance to managing climate-related risks and opportunities. Relevant departments are required to develop five-year rolling plans on reducing carbon emissions based on business needs and development priorities. Environmental management indicators are also integrated into departmental performance appraisals.

### Strategy

Focusing on environmental protection and resource conservation, we prioritize energy consumption and greenhouse gas (GHG) emissions. We have established a robust energy management system and continue to update our five-year rolling plan on carbon peaking and neutrality. To support our decarbonization targets, we have introduced the *Greenhouse Gas Inventory Management Procedure (Trial)* and the *GHG Accounting and Data Quality Management Guidelines (Trial)*. These documents guide us in mapping our carbon baseline and formulating actionable decarbonization initiatives, including reduction measures and project budgets. A dedicated management team has been formed, and specific emission reduction goals and plans have been cascaded to each business sector based on projected carbon outputs to fully unlock their reduction potential.

### Risk management

We have integrated climate change risk into our corporate risk assessment and control system. We systematically identify and analyze the climate risks and opportunities associated with our operations, categorizing them by likelihood and impact level. Forward-looking policies and measures are developed accordingly to mitigate risks and seize opportunities for value creation. In 2024, we completed the CDP (Center for Global Environmental Information Research) climate change questionnaire for the first time and received a grade C, and we will continue to promote green transformation through effective control measures in the future.

### Metrics and targets

In accordance with the *GHG Protocol*, we have developed the proprietary Anji Carbon Management System to collect, analyze, and visualize the Company's carbon emissions data across all operations. This system includes a performance management module that allows real-time monitoring of emission reduction project progress and quantifies the achievement of carbon reduction targets for each business sector. Currently, activity-level data across business sectors is updated monthly. We compile and disclose company-wide carbon data annually, and engage an independent third-party firm to conduct full-scope carbon inventory and verification. Disclosed results are used to assess the achievement of reduction targets and to ensure the timely realization of our carbon goals.

## Energy management

The Company has formulated and implemented the *Procedures for Energy Conservation and Consumption Control* to build a clean, efficient, and low-carbon energy management system. Through comprehensive measures such as technology upgrades and equipment renewal, we continue to improve energy efficiency and implement our internal energy-saving initiatives.

We actively optimize energy mix and explore the integrated application of new and renewable energy sources, combining green infrastructure with digitalization. In addition, we encourage the substitution of fossil fuels with clean energy. The Company continues to expand rooftop photovoltaic power generation projects, building a low-carbon development model.

In 2024

Solar power generated in total

**1,989.1** MWh

Reducing carbon emissions more than

**978** tons

## Green operations and offices

We promote green office practices by means of paperless workflows, digital approval systems, online collaboration platforms, virtual meetings, energy-efficient equipment, waste sorting, and low-carbon commuting. These initiatives help minimize environmental impact during daily operations and reduce both energy consumption and carbon emissions.

Since 2023, we have implemented a pilot lighting program titled "networked lighting to smartly connect everything." By replacing traditional lighting materials, we have achieved full LED coverage to support energy saving and emission reduction. Moving forward, we will adopt intelligent lighting systems with real-time digital monitoring to predict usage patterns and automatically adjust brightness.

To reduce energy consumption in air conditioning, we have installed 24 sets of VRV energy-efficient indoor air conditioners and 2 sets of outdoor units. This high-efficiency cooling system meets indoor temperature demands while avoiding frequent compressor cycling, enhancing both energy efficiency and environmental performance in our offices. In addition, the Company actively promotes paperless operations. Through digital transformation, we have fully digitized document management, significantly reducing paper usage, minimizing waste generation, and lowering carbon emissions.



## Green Transport across the Chain

### Environmental compliance management

We strictly comply with China's *Environmental Protection Law*, *Law on the Prevention and Control of Environmental Pollution by Solid Waste*, and the *Standard for Fugitive Emission of Volatile Organic Compounds*, among other laws and regulations. Besides our ongoing efforts on the environmental management systems and institutional systems, we implement the "Three Simultaneities" principle for projects, enforce accountability in evaluations, and continuously enhance management capabilities and technologies, striving to minimize environmental impact throughout our production and operations.



## Pollution prevention and control

The Company strictly adheres to national standards and regulatory requirements for the discharge of air pollutants, wastewater, waste materials, soil, and groundwater contaminants. We handle all types of pollutants in a lawful and compliant manner and promote clean and green production technologies at the source to reduce pollutant generation and prevent environmental incidents.

### I Pollution control

We enforce the *Procedures for the Management of Waste, Wastewater, Air Emissions, and Noise*, ensuring the compliant disposal of waste. To manage noise pollution, we prohibit honking in office areas. We also follow strict packaging and loading standards, implement safety measures during transport, and prepare emergency response plans to meet the safety requirements for the storage and transport of hazardous chemicals. These efforts help prevent environmental risks such as soil pollution caused by cargo leakage or mishandling.

### I Waste disposal

In accordance with our *Waste Sorting Management System*, we classify waste based on usability and hazardousness into categories A, B, and C. Household waste, used light tubes, toner cartridges, and other materials are collectively handled by qualified third-party service providers.



► Use of categorized waste bins



► On-site waste sorting notices

### I Waste recycling and reuse

We are committed to recycling and reusing waste materials. After classification, recyclable and reusable materials are repurposed to maximize resource efficiency. Among our green initiatives focused on waste utilization, we promote the reuse of material boxes and racks, minimize waste from KD packaging, and implement improvement measures to identify and repurpose obsolete internal materials.



#### Case: Deepening the use of recyclable packaging

Anji Logistics has consistently increased the use of recycled and reused packaging materials and introduced the concept of standardized green packaging. After years of exploration, we have adopted two major service models: integrated packaging and socially shared packaging rental. We have fully implemented 100% recyclable packaging and offer standardized, modular packaging design services to our customers. Through the widespread adoption of standardized green packaging and systematic management, we have enabled packaging sharing across different clients and factories, helping customers reduce their packaging equipment investments and improve resource efficiency.

This initiative saves approximately **1,100** packaging boxes each year.

Discarded cardboard boxes are shredded and reused as filler material for package consolidation, reducing the use of kraft paper rolls by approximately **36** rolls annually.

## Green transportation and warehousing

The Company is advancing green transportation and communicating low-carbon and green concepts to customers. Our diverse innovative products and technologies, such as digital fleets, clean ship, and supply chain system solutions, also support customers in reducing their environmental impact. The Company advances green warehousing, striving for coordinated carbon reduction through various innovative measures. We have implemented granular management of lighting. Lighting equipment is configured based on the actual needs of different areas to avoid energy waste. Furthermore, we are promoting warehouse intelligence by introducing advanced equipment such as stereoscopic warehouse to enhance warehouse operation efficiency and reduce labor and energy consumption, providing strong support for our green and sustainable development.

- Deploying clean ships**

In January, the "SAIC ANJI SINCERITY," a clean energy ro-ro ship with the world's largest loading capacity and the highest degree of localization at that time, was named and made its maiden voyage to Europe. In May, the ship successfully returned to port for the first time. Additionally, in March and November, Anji Logistics commenced the construction of several 9,500 CEU methanol-ready pure car and truck carrier (PCTC) vessels, further expanding the clean energy-powered ship fleets.
- Building green ports**

On March 26, the photovoltaic power station and integrated photovoltaic parking shed for charging and power generation at Haijia Automobile Terminal of Guangzhou Port were officially connected to the grid and put into operation. The project enables self-use of green electricity, lower energy consumption and electricity costs as well as higher venue and building utilization. It is expected to reduce carbon emissions by about 105.3 tons per year.
- Transitioning transport modes**

On March 1, Anji-CEVA's network transport department officially launched the Michelin water transportation project. The shift from land to water transportation in the project achieved annual carbon reduction of 1,476 tons in 2024, helping Michelin reach its carbon reduction target, and accomplishing goals of cost reductions and customer carbon reduction.
- Deepening multimodal transport**

We advance the intermodal transport model for road, rail and water. On February 7, IM Motors adopted waterway transport for the first time, reducing the cost of individual vehicle transportation while lowering carbon emissions of traditional road transport.
- Improving transport materials**

With the continuous increase in our owned transport capacity, we continue to improve the fixed loading of car shipping containers and reduce the volume and usage of packaging materials inside the containers to lower operational costs. We have switched from using long block spacers to triangular wood, resulting in a decrease in overall packaging material usage and operational costs.



### Case: Maiden voyage of China's largest clean energy car carrier

On January 17, 2024, the first ocean-going car carrier (ro-ro vessel) built by China State Shipbuilding Corporation (CSSC) and commissioned by SAIC Motor, the "SAIC ANJI SINCERITY," embarked on its maiden voyage. This ocean-going behemoth has a capacity of 7,600 CEUs, with a displacement exceeding 40,000 tons. It is equipped with a new dual-fuel engine that runs on liquefied natural gas (LNG) and fuel oil, capable of reducing carbon dioxide emissions by 30%. As a symbol of "China-made ships to transport China-made vehicles," the SAIC ANJI SINCERITY is a clean energy ro-ro ship with the world's largest loading capacity and the highest degree of localization. It will transport the first batch of self-branded new vehicles from SAIC Motor, Dongfeng Motor Corporation, and Yutong to Europe.

Currently, Anji Logistics has established China's largest self-operated fleet for automobile enterprises, comprising 31 car carriers of various types, and has opened seven international self-operated routes to Southeast Asia, Mexico, the western coast of South America, and Europe, etc. Over the next three years, 14 ocean-going car carriers with capacities of 7,000, 7,600, 7,800, and 9,500 CEUs will gradually join Anji Logistics' ocean fleet, supporting Chinese automotive brands in accelerating their overseas expansion.



### Case: Granular lighting control minimizes energy waste

Liaoning Anji-lianhe Automotive Logistics Co., Ltd., a subsidiary of Anji-CEVA, conducted an in-depth analysis of the key parts of energy consumption in the vehicle storage process and introduced the granular lighting control improvement program. This program features lean management to rationalize warehouse lighting by adjusting the distribution of lights in each area based on season and traffic flow periods, helping avoid energy waste in the storage area when there are fewer people or vehicles. The program involves the closure or adjustment of high-pole lights to meet the basic requirements of the storage and shipping areas, reducing the number of light bulbs by 55% while ensuring the illumination needs of the car parking and shipping areas. This initiative saves more than 500,000 kWh of electricity, reduces costs by more than RMB 330,000 and reduces carbon dioxide emissions by more than 270 tons.



**Case:** New era of green and intelligent warehousing with automated stereoscopic warehouses in logistics

As China's first and largest intelligent whole vehicle stereoscopic warehouse, Anting whole vehicle automated stereoscopic warehouse has a twelve-story fully intelligent planar-movement mechanical system with a capacity of 7,315 vehicles. It includes eight units such as maintenance stations, loading sheds, and unloading sheds, increasing the land utilization efficiency of the warehouse by at least twelve times. The warehouse meets the intensive and automated requirements of whole vehicle logistics. Vehicles are moved in a flat manner, with automated handling robots as the vehicle retrieval carriers, enabling fully automatic operations. Equipped with entrance and exit devices, lifts, and a one-way traffic system, the warehouse ensures that vehicles enter from one side and exit from the other. It realizes hourly vehicle throughput of 400 and enables 24/7 year-round operations. Meanwhile, with the Volkswagen OMS system, the warehouse applies an intelligent and efficient operational logic for storing, inspecting, and retrieving vehicles.

The stereoscopic warehouse addresses storage capacity issues, which saves warehouse rental costs and transportation maintenance expenses, and maximizes resources efficiency to mitigate urban land scarcity. Leveraging automation, the project, upon its operation, can increase the hourly vehicle throughput from 180 to 400, significantly enhancing per capita efficiency, improves the warehouse energy usage efficiency, furthering green and intelligent whole vehicle warehouse.

## Biodiversity conservation

We place great importance on biodiversity conservation and try to avoid biodiversity-sensitive areas when selecting project sites. If our projects are near a biodiversity-sensitive area, we manage to prevent our activities from having negative impact on the local biodiversity. We actively identify and comply with biodiversity requirements set by customers and local governments. We ensure that 100% of our outbound vessels comply with the *Biofouling Management Plan* and the *Ballast Water Management Convention*. All of our ro-ro ships have joined the *International Convention for the Control and Management of Ships' Ballast Water and Sediments* to prevent invasive species from entering inland waterways where our ships are docked. In accordance with local laws and regulations concerning biological pollution control, we support efforts to address biofouling on ships and minimize the risk of transferring invasive aquatic species through biofouling. We also continuously enhance the awareness and capabilities of employees and stakeholders in biodiversity conservation. In 2024, themed training sessions were conducted around "Yangtze River environmental protection," with a total of 544 trainees.



**Case:** Meeting on biological control with agricultural counsellor from the Australian Embassy in China

On April 17, 2024, Xing Jianmin, Anji Logistics' Vice General Manager and General Manager of the International Business Group, and other leaders met with Ms. Deb Langford, Minister Counselor for Agriculture at the Australian Embassy. During the meeting, Anji Logistics provided a detailed overview of the recent experience and lessons learned in biological control of vehicles exported to Australia and New Zealand. Ms. Deb Langford commended Anji Logistics for its significant investments in biological control for new vehicles and the positive impact it has had on the entire supply chain in China. She also congratulated Anji Logistics on its high-quality performance in transportation since July of the previous year. Both parties exchanged information on the latest work policies and plans of the Department of Agriculture, Fisheries and Forestry (DAFF) of Australia regarding biosecurity for vehicles overseas. They discussed potential areas for further collaboration and shared their opinions, providing a clearer and more defined direction for Anji Logistics' future biosecurity efforts.

## Safety Management

### Occupational health and safety

Our commitment to continuous improvement in the occupational health and safety management system is reflected in our policy enhancement. We have formulated and put in place the *Occupational Health Management System* and the *Special Collective Contract for Labor Safety and Occupational Health* to safeguard the health of employees and relevant stakeholders. To implement the three-level safety education system, we accordingly carry out regular safety training and education activities, distribute the *Employee Handbook* in different language versions for targeted employees to facilitate their learning. We attach great importance to the rights and interests of employees in terms of occupational health, as well as the prevention and control of occupational diseases. We have established employee health profiles, and hired a third-party institution to formulate the employee health plans. Apart from annual health check-ups for all staff, we also offer mandatory pre-employment physical examinations and occupational disease examinations for targeted positions to safeguard the physical and mental health of employees on all fronts.

We provide EAP service via SAIC "Employee Home", and offer around-the-clock free psychological consultations, tests, courses, etc. Through the SAIC labor union psychological service platform to help employees establish correct mental health ideas, acquire relevant knowledge, and assist them in relieving negative emotions and stress.

#### Mental health

In accordance with the *Risk Identification and Classification Procedures* and the *Hazard Sources List*, we carry out health and safety risk assessments. To enhance risk prediction, we consistently improve risk identification and hierarchical management procedures, and implement the interim regulations on the "Three Simultanities" principles of safety facilities to prevent health and safety risks caused by project changes.

#### Occupational health

To cure common occupational disease like neck and low back pain, we invited a senior health management expert from the Shanghai Institute of Traditional Chinese Medicine to conduct traditional Chinese medicine health consultation event. The event provided various health consultations such as pulse diagnosis, health report analysis, and traditional Chinese medicine treatments like acupuncture and cupping. Among our health monitoring and education services, a cloud clinic is set up for employees working overseas, with such services as family doctor consultation, online consultation, hospital registration assistance, escort service, green path for critical illness surgery.

#### By the end of 2024

The headquarters and major subsidiaries of Anji Logistics have obtained ISO 45001 certification, with certification coverage exceeding 75%.

#### Risk control

#### Work environment safety

Our labor union and employees jointly promote democratic supervision, and regularly carry out supervisory audits to ensure a safe work environment. We also established a special fund to provide employees with security and defense, labor protection, and other support. Besides, our regular inspections of the safety and effectiveness of equipment, and enhancement of ergonomic measures, selecting height-adjustable ergonomic chairs with lumbar pillow support in the office area, using natural light combined with soft LED light sources; replacing repetitive manual operations with automated tools in the business area, ensuring workstations are well ventilated, and relevant training materials help prevent employees from suffering repetitive strain injuries.

#### In 2024

Cases of occupational disease injuries occurred

0

## Work safety

We adhere to the principle that safety is mandatory in industry management, business operations, production processes. Specifically, we give priority to the accountability for work safety across the Company, hierarchical management of safety risks, and dual-prevention mechanisms for hazard identification and rectification. By perfecting organizational safety, enhancing safety training, and strengthening emergency management, we aim to raise awareness of safety precautions among all employees and comply with the safety limits.

As part of our work safety accountability system, we have signed the *Work Safety Responsibility Agreement* and established a company-wide system where the General Manager holds primary responsibility for work safety. Meanwhile, to enforce work safety supervision responsibility, the headquarters implements hierarchical supervision of our subsidiaries based on investment ratio and enterprise risks, further refining the supervisory hierarchy. The safety systems of subsidiaries across all business sectors are continuously improved, resulting in heightened employee safety awareness and overall work safety control.



# 04

## Progressing Together Towards a Better Future

Anji Logistics nurtures strategic talents and enhances our multi-tier workforce to realize high-quality development. We also work to drive the shared development of industry chain partners. Besides, we support the philanthropy in the new era, ensuring that the benefits of development reach all stakeholders.



## Support for Talent Growth

### Employee rights

Anji Logistics strictly abides by Chinese laws and regulations, such as the *Labor Law*, the *Labor Contract Law*, as well as the international labor conventions recognized by the *Chinese Government including the Universal Declaration of Human Rights*, the *UN Guiding Principles on Business and Human Rights*, among other laws and regulations. Meanwhile, we have formulated a number of internal rules and regulations such as the Employee Handbook, aiming to establish a sound, equitable, and democratic employee management system.

In 2024

Total employees

**4,589**

### Equal employment

The Company adheres to the principles of openness, fairness and merit-based selection. Our Employee Service Center provides recruitment and deployment sharing, and launches the MOKA recruitment management system. Based on our internal recruitment platform "Anji Talent Seeking", we provide specialized training for recruitment personnel, ensuring that employees are treated equally free regardless of gender, age, nationality, race, religious belief, family background and health status, etc. Meanwhile, we provide equal employment opportunities for vulnerable groups such as ethnic minorities, and advocate the recruitment of employees with disabilities. The information of our candidates is subject to strict review to forbid any form of forced labor or child labor.

### Anti-discrimination and diversity

At Anji Logistics, all forms of discrimination, harassment, abuse, coercion, and violence that violate human rights shall be forbidden. Each employee shall be treated as an individual to foster a diverse and inclusive workplace. Besides systematic prevention and response mechanisms, we have set up dedicated reporting channels, and formulated standardized processing procedures, alongside regular anti-discrimination training to raise the awareness of all employees. Moreover, we have formulated the *Special Collective Agreement for Female Employees* to protect the legitimate rights of female employees, including career development, labor protection, and life needs. We respect the dietary and customary needs of ethnic minority employees, set up halal menus in the cafeteria, and respect traditional ethnic festivals. Focusing on the care of disabled employees, the office set up barrier-free facilities, giving more employees the opportunity to share development. In 2024, no human rights violations incidents occurred such as child labor, forced labor, discrimination and harassment.

### Compensation and performance assessment

In strict accordance with relevant laws and regulations, the Company pays all employees in full and on time, complying with the principle of "equal pay for equal work". We regularly entrust third parties to conduct surveys on salary levels, set different ranges for each position according to the salary levels in external market, our post systems and salary strategies, and have established a differentiated and market-oriented compensation system. We inform our employees of the payment details for confirmation by push notifications, and set the Q&A section. The Compensation Calculation Center collects and researches salary data within the Finished Vehicle Logistics and digital intelligence sectors, and develops a standardized operating manual for the Compensation Sharing Service Center. In line with the *New Employee Probation Assessment Management System* and the *Employee Performance Management System*, we carry out employee performance assessment. Based on our performance assessment mechanism for operators, we implement the official assessment measures, and optimize the incremental incentive plan for operators. Employee salaries and bonuses will be regularly adjusted according to the assessment results. The Company has established a collective wage negotiation system, and when revising compensation distribution systems, we negotiate with the labor union, submit proposals for review by the Workers' Congress according to prescribed procedures, and sign the *Special Collective Agreement for Wage*.

### Benefit package

We afford employees full social insurance and benefits on time, including endowment insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance, and housing provident fund, and guarantee the living allowance of retirees. Meanwhile, employees are entitled to paid annual leave, marriage and funeral leave, maternity leave, breastfeeding leave, and public leave, etc.

In 2024

Employees on maternity leave and parental leave

**45**

### Working hours

We uphold the principle of "8 working hours at most per day". If overtime is necessary, we will reach an agreement with the labor union and workers involved in advance, and arrange compensatory time off or overtime payment according to regulations. Flexible working arrangements may be implemented based on departmental or external requirements, with flexible work plans formulated by departments and executed after approval.

In 2024

Social insurance coverage

**100%**

Employees covered by formally elected workers' representatives in subsidiaries with labor unions

**100%**

Employees undergoing regular performance and career development assessments

**100%**

Employees signing collective contracts, special collective agreement for wage, special collective agreement for female employees, and special collective agreement for labor safety and occupational health in subsidiaries with labor unions

**100%**

Employee satisfaction

**78.8%**

Anji Logistics provides complaint and feedback channels. Employees can report any violations of employee rights by phone, email or directly to the Company's HR Department or the labor union either in real names or anonymously. Contacts will be made within five working days upon the receipt of the complaint. The Company promises to protect complainants, and will handle the complaints according to relevant procedures and announce the progress. Measures will be taken to timely correct the violations and to punish persons involved. We conduct annual assessment of the effectiveness of our complaint procedures for further improvement.

HR Department hotline

**25050630**

HR Department email

[chenli5@anji-logistics.com](mailto:chenli5@anji-logistics.com)

Labor Union hotline

**25050502**

Labor Union email

[gonghui@anji-logistics.com](mailto:gonghui@anji-logistics.com)

## Employee development

### I Career development

We have established management systems for officials and employee career development, with a multi-track rank system including management, functions, sales, technology and skills, encouraging employees to develop in positions in accordance with their expertise and interests. We conduct annual talent inventory, refine talent assessment dimensions, and optimize personnel selection criteria. Based on appointments and open competitions, we select capable talents and promote the rejuvenation of officials and job competition.



### I Education and training

We have established Anji Academy—the training and development center, providing public and professional courses through Anji Lecture. The lecture covers various modules such as CEO's time, Seek Anji Power - Party lectures by Party Secretary, Anji Stars - excellent case sharing, Anji Forward – Anji's Capacity Building, etc., creating a communication platform for employees to stay informed about current affairs, understand development, learn advanced skills, and showcase talents. Course design closely aligns with the Company's key tasks and employee needs, including organizational structure adjustments and process reform communication. Meanwhile, the course also provides excellent experiences and best practices in information security, risk management, marketing methods, customer satisfaction, lean management, as well as talent assessment tools, digital empowerment management, etc.

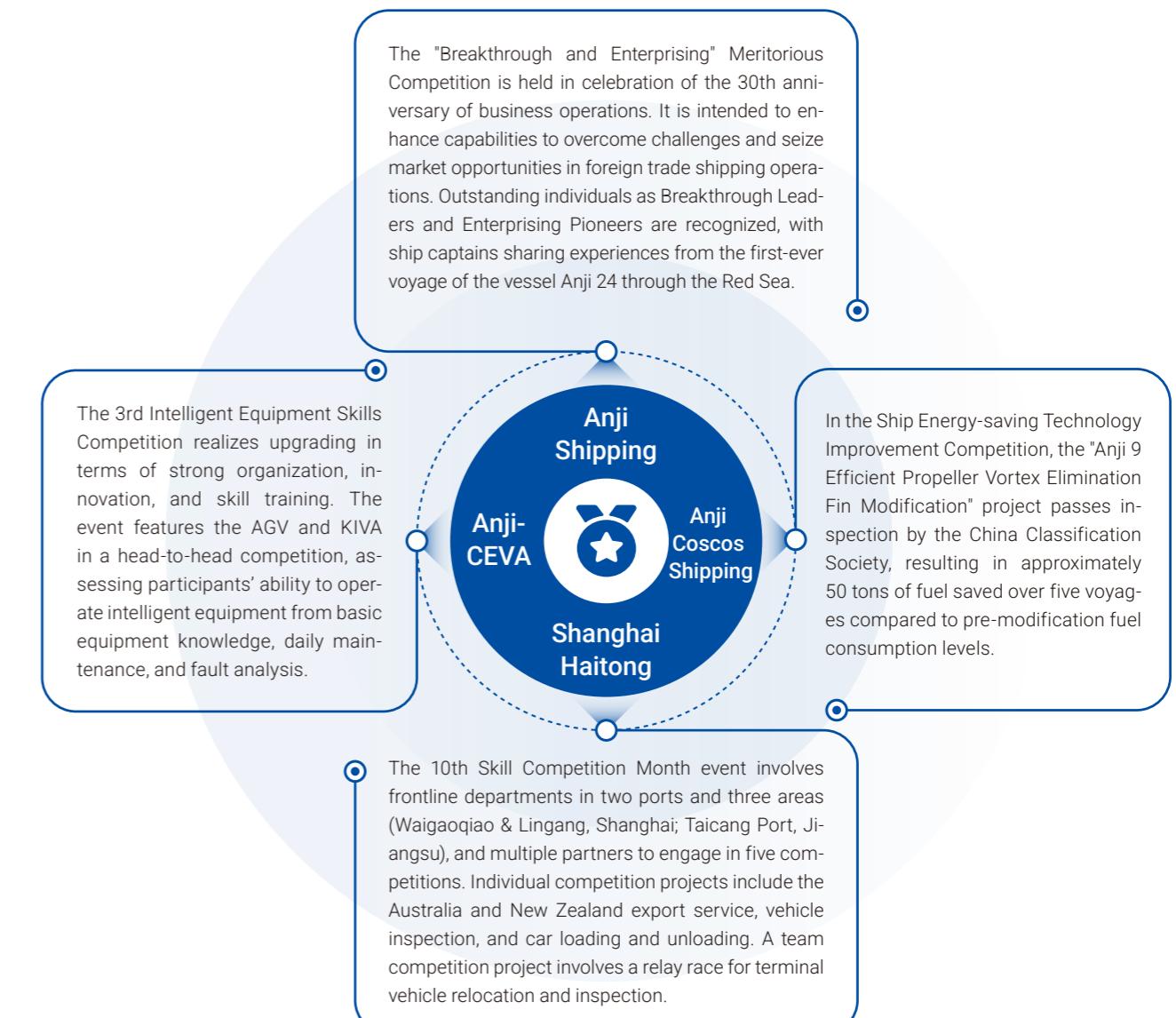


**In 2024**

|                                     |       |              |     |
|-------------------------------------|-------|--------------|-----|
| Launched training programs in total | 243   | Participants | 281 |
| Introduced new courses              | 3,445 |              |     |

### I Occupational competitions

Following the principles of striving for excellence, efficiency, and competitiveness, we work to establish a high-efficiency team. To this end, we have carried out activities themed "Anything I Can Do-You Can Do Better", revolving around brand communication, maximum cost reduction, continuous improvement, work safety, quality management, and occupational skills. We also held 22 technical and labor competitions including cost reduction and efficiency improvement competition for the asset transportation company, improvement on ship energy-efficient technology, the inspection project of vehicles exported to Australia and New Zealand, the "Capture the Flag" event for network security, the "Everyone is a Teacher" micro-course competition, spontaneous reporting of safety hazards, and a large-scale legal position training exercise, covering over 2,000 participants. This initiative effectively mobilizes all employees to be proactive in their positions, transforming empowerment for corporate development into a collective conscious effort.



**In 2024**

|                              |                            |                                     |   |
|------------------------------|----------------------------|-------------------------------------|---|
| Training hours for employees | Employee training coverage | Average training hours per employee | Employees receiving professional or skills training |
| 164,911 hours                | 100%                       | 35.94 hours per capita              | 100%  |

## Employee care

### I Democracy management

We improve the democracy management system with the Workers' Congress as the foundation. In 2024, a total of 25 sessions of the Workers' Congress were held by the headquarters and our subsidiaries, protecting employees' rights to know, to participate, to express views, and to supervise the exercise of power. To facilitate communication between employees and the Company, we released the 2024 *Anji Logistics Special Report on Corporate Affairs*, exploring more democratic forms to enable public disclosures in a structured and phased manner. Through various channels such as employee forums and questionnaire surveys, we do our best to cater to employees' legitimate interests and grievances. Meanwhile, we have established online feedback channels such as "Light Up a Wish" and the Q&A column on our WeChat platform to serve as effective communication links.

In 2024

Collective negotiation meetings held

**26**

Workers' Congress held

**25**

Items of revisions reviewed at the Workers' Congress

**107**

Qualified subsidiaries that have established labor unions

**100%**

### I Employee care and assistance

To strengthen the assistance system for those in need, we have built a labor union support system centering on targeted assistance, enhancing the service functions of our sub-support center. Adhering to the principles of employee needs, universal benefit, corporate capacity, long-term sustainability, we carry out the "I'm Here to Help You" initiative for the community, including enhancement of working environments, cultural and sports facilities, employee services, and educational advancement. We help employees balance work and life, and push "parenting secrets" and training videos to working parents through the official account to alleviate parenting anxiety. Built on our assistance initiatives such as sympathy visits in New Year, Spring Festival and winter holiday, anniversary celebrations, work surveys, and support for key projects, we bring our care and greetings to front-line employees. We also provide care for key personnel through initiatives like driver rest stations, domestic services, and health stations.

In 2024

Employees received support and assistance

**116**

20 disadvantaged employees receiving from the SAIC Motor's special assistance fund

**RMB 116,000**

The "I'm Here to Help You" initiative covers

**52 projects**

Employees benefiting

**6,000+**

Frontline employees were assisted

**8,000+**

Key personnel were provided care

**600+**

► Activities were organized on International Women's Day, Children's Day, etc.



#### Case: Driver rest stations

To enhance care and support for front-line drivers, based on SAIC Motor's "Fulfilling Wishes" ongoing project, Anji Logistics has set up 11 driver rest stations at the workplaces of frontline drivers in its subsidiaries such as Shanghai Anji Automobile Transportation Co., Ltd., Shanghai Anfu Auto Barge Co., Ltd., Anting whole vehicle automated stereoscopic warehouse, Shanghai Anji Xunda Automobile Transportation Co., Ltd, Anji logistics (Hubei), Anji logistics (Hunan), Chongqing Jiangsheng Automobile Logistics Co., Ltd., Anji logistics (Guangxi), Anji Huayu, and Anji logistics (Zhejiang). These rest stations aim to improve the onsite resting environment for frontline drivers and convey the care and greetings of the union organization to the frontline driver community.





### I'm Here - By Your Side

We actively promote the "I'm Here - By Your Side" theme activity, creating care cards for expatriate employees, providing household maintenance, appliance maintenance, and repair services for **91** expatriate employee families. This initiative ensures that expatriate employees, even when far from home, can feel the care and warmth of the organization.



### Happiness Express

We have piloted the Happiness Express initiative in areas outside Shanghai by holding the event in the Nanjing region. **9** renowned Shanghai brands participated in the event (including China Time-honored Brands), engaging over **400** employees from **4** companies in Nanjing. It further boosted frontline employees' sense of happiness.

## I Cultural and sports activities

To advance the community culture, Anji Logistics has established the tennis club in addition to existing clubs such as football, basketball, badminton, running, dancing, volunteering, and debating. Being active in both internal and external competitions, we have formed teams to compete in the Teramont Cup Tug-of-War Competition held by SAIC Volkswagen, earning the Partner Progress Award. Members of the Anji football club formed the SAIC Anji Logistics team which participated in the 3rd Wolfsburg United Cup and secured the fourth position. The Anji badminton club formed a team to compete in the Jiangpu Cup Badminton Tournament organized by Jiangpu Road Street General Union and emerged as the champion. The Anji running club formed a team that took part in the SAIC Volkswagen 40th Anniversary ID. Run and received the Partner Progress Award.



### Case: Family Open Day

Anji Logistics hosted the 10th Healthy Run and Family Open Day event at the Shanghai Binjiang Forest Park. More than 330 employees and their families from 15 subsidiaries under Anji Logistics, as well as guest representatives from 9 partner companies, participated in the event. Simultaneous races took place in 9 different regions including Nanjing, Ningde, Wuhan, Zhengzhou, Changsha, Chongqing, Guangzhou, Liuzhou, and Shenyang outside Shanghai.



### Case: Public welfare learning series

Anji Logistics organized public welfare learning classes titled "Master of Emotions" and Western-style Flower Arrangement, with over 50 employees involved. According to practical needs of employees, diverse course content and lively and interesting teaching methods were utilized, providing employees with a rich and colorful learning experience.



## Sincere Cooperation for Win-Win Results

### Standardized procurement management

Anji Logistics continues to advance the construction of the Anji Logistics Procurement Shared Service Center, with a focus on developing the multidimensional system covering procurement target management, process management, contract management, and supplier management. We improve the procurement management system, tighten oversight over corruption and bribery risks in the procurement process and promote a diverse culture. Our goal is to enable transparent, green, and efficient procurement activities, moving towards a more sustainable future with partners.

#### I Compliance and transparent procurement

Anji Logistics strictly complies with international and domestic laws and regulations such as the *Contract Law*. In 2024, we made revisions to the standard contract framework for business procurement, specialized technical terms, and safety quality terms to ensure the legality and compliance of procurement activities. We respect the principle of freedom of contract, clearly define contractual terms and obligations, and uphold the principle of contract fulfillment with integrity. To promote fair, just, and transparent procurement, the Company establishes electronic procurement platforms and uses other digital means, enabling full-process online and transparency in a gradual manner. To ensure business ethics, we oversee both procurement personnel and suppliers to see that there are no violations of business ethics between the Company and suppliers.

#### I Human rights protection and diversified procurement

Anji Logistics is committed to demonstrating and promoting respect for human rights throughout our business operations and value chain. We expect our suppliers to adhere to internationally recognized human rights and labor standards, and strictly prohibit child labor and any form of forced labor, discrimination, harassment, or abuse. Suppliers are encouraged to establish diverse and inclusive teams. Furthermore, we take actions to enhance diversity, fairness, and inclusion, and support diversified enterprises through cooperation, training, or other incentives.

#### I Green procurement

Anji Logistics makes surveys on local suppliers with environmental advantages to promote the priority procurement of green and low-carbon products and services. We have established a mechanism for collecting Scope 3 greenhouse gas emissions data and keep improving it. Meanwhile, we encourage more suppliers to provide carbon emissions data and reuse packaging materials or containers and racks in transportation and warehousing.

#### I Procurement personnel awareness

The Company irregularly provides sustainable procurement training for our procurement staff, covering topics like ethical standards, labor rights, health and safety, environmental protection, and management systems. The training aims to enhance their capability and performance in supplier entry, day-to-day management, and continuous evaluation effectively.

In 2024

Procurement staff within all regions undergoing sustainable procurement training

100%

### Sustainable supply chain

To pursue win-win cooperation, Anji Logistics sets up a full lifecycle management system covering supplier entry review, hiring, evaluation, and exit to promote standardized management of suppliers.

#### I Supplier entry review

Anji Logistics permits qualified supplier entry. According to our *Measures for Supplier Entry and Evaluation*, we select outstanding suppliers based on multiple dimensions, including corporate credit, financial status, environmental protection, and occupational safety. Before onboarding a supplier, our procurement staff conduct due diligence and analyze risks related to anti-corruption and anti-bribery, information security, environmental compliance, operational security, etc. Suppliers are required to complete the *Supplier Social Standards Compliance Self-Assessment Questionnaire* to ensure their compliance. System and technical reviews are conducted in the supplier selection process. Through the "Potential Supplier Assessment" (PSA), we conduct preliminary reviews of suppliers.

In 2024

Business suppliers signing sustainable procurement charters or *Supplier Code of Conduct*

100%

Business suppliers signing contracts containing environmental, labor, and human rights requirements clauses

100%

Business suppliers undergoing CSR assessments

100%

Business suppliers participating in improvement initiatives, capacity building and training, etc.

100%

#### I Supplier hiring

Anji Logistics requires suppliers to comply with the *Supplier Code of Conduct* and to sign agreements such as the *Business Safety Management Agreement*, *Environmental Protection Management Agreement*, *Supplier Corporate Social Responsibility Agreement*, and *Integrity Agreement* during contract execution. This process further promotes the implementation of sustainability requirements by suppliers.

#### I Supplier evaluation

Anji Logistics reviews suppliers using the *Supplier Information Registration Form* and *Entry Qualification Requirements Form*. We analyze the sustainability risks of suppliers around quality, business ethics, environment, labor rights, and guide the formulation of relevant risk management measures. In everyday management, our operations department assesses suppliers based on six dimensions across three aspects, including customer, system, and internal requirements (such as operation, safety and environmental issues), using KPI scoring. The Procurement Department evaluates suppliers through SA scoring of basic management and system management, customer satisfaction, resource (including personnel) management, and supplier management. Based on regular evaluations and reviews, we may increase the frequency of on-site audits depending on risk and actual circumstances.

#### I Supplier exit

Anji Logistics ranks suppliers annually based on service satisfaction and various quality weightings, eliminating underperforming suppliers. Suppliers with excellent performance are prioritized for cooperation under equal conditions or provided with regular cooperation opportunities. Suppliers that fail to meet standards or show deficiencies may be provided with coaching or corrective measures when necessary, and even termination of the partnership.

#### I Supplier capacity building

The Company holds supplier training sessions covering topics such as supplier evaluation and management requirements, corporate social responsibility, and environmental management to enable suppliers to engage in appropriate social responsibility practices with Anji Logistics. We periodically organize supplier conferences, during which we recognize and award outstanding suppliers, particularly those excelling in environmental and social issues.



## Industrial cooperation

Anji Logistics is committed to building an open cooperation and exchange mechanism. We carry out extensive strategic cooperation and exchanges with industry-leading enterprises, enterprises across the supply chains, research institutions, and other partners to promote the development of key technologies and project implementation. This effort aims to build an efficient and interconnected logistics system, thereby supporting the flourishing development of the industry and injecting fresh impetus into global trade and economic growth.

### January

Haitong Port (Shanghai), Jiangsheng Port (Nanjing), Guoyuan Port (Chongqing), Jiangsheng Port (Wuhan), all of which owned by Anji Logistics, together with the Ro-Ro Transport Branch of Anhui Port Group Wuhu Co., Ltd, participated in the seminar on the strategic cooperation of main RoRo terminals along the Yangtze River and signing ceremony. Discussions focused on deeply integrating into the global commercial vehicle industry chain and value chain system, promoting the integrated development of the RoRo industry in the Yangtze River Basin. The event hopes to promote multiple-level and comprehensive cooperation around building a production scheduling information platform, opening Ro-Ro express lines, stabilizing export channels, promoting business convergence, and establishing collaborative mechanisms. The event will accelerate the establishment of an efficient and stable intermodal transportation service system for commercial vehicles, continuously strengthening and expanding the automotive Ro-Ro business.

### March

Haitong Port under Anji Logistics, together with BLG Auto Terminal Bremerhaven, held the Friendship Ports Signing Ceremony in Shanghai. Both parties will actively transform their respective strengths into common advantages focusing on themes such as production efficiency, service innovation, smart and green initiatives to provide global automotive manufacturers with a higher quality service experience.

### November

Anji Logistics attended the 2024 Automotive Logistics Conference and the 20th Anniversary Conference of China Automotive Logistics Association of China Federation of Logistics & Purchasing (CFLP) and delivered an opening speech. The Company will work together with brother units in the automotive logistics industry to support industry innovation, transformation, and development.

### February

A strategic cooperation signing ceremony was held with Shanghai Motor Vehicle Inspection Certification & Tech Innovation Center Co., Ltd (SMVIC) to transform its warehousing and transportation integration project into a flagship project for Anji Logistics through extensive supply chain service experience and continuously optimized solutions.

### May

Anji-CEVA attended the 2024 National Auto Parts Logistics Conference and participated as a revisor of the Automotive parts plastic turnover boxes-size and technical parameters requirements, the national standard and group standard, joining the standard launch ceremony with various enterprises.

### December

The Haitong -Taicang Auto Terminal, jointly created by SAIC, SIPC, and Jiangsu Port Group, officially commenced production and operation. The plaque for the SAIC Anji Export Logistics Base was unveiled at the ceremony. As the largest auto ro-ro terminal in the Yangtze River Basin, with an annual throughput of 1.3 million CEUs, the Haitong-Taicang Auto Terminal will actively serve automotive industry clients and vigorously open up a new channel for Chinese automotive brands to go global.

## Contribution to Social Harmony

Anji Logistics actively assumes social responsibility by organizing diverse public welfare and charity activities, covering education assistance, disaster relief, and vulnerable groups support, aiming to build a warm society and spread the spirit of philanthropy.



Anji Logistics assisted Beijing Hoing Science & Technology Development Co., Ltd in donating to the Shanghai Laiyifen Foundation. We established a caring material delivery team and assigned dedicated personnel and vehicles to provide packaging, loading, transportation, and other services, completing the transportation of nearly **50,000** pieces of donated clothing and materials. This initiative delivered new clothes to children and families in need in both locations in the new year.



Anji Logistics organized a voluntary blood donation event at the blood center of Red Cross Society of China Shanghai Branch. A total of **9** employees engaged in the event, donating **2,000** milliliters of blood.



Anji Logistics contributed to building the **Haitong Port Experience Camp** as the youth study tour route. We organized the third session of the "Artificial Intelligence+" scientific innovation incubator program in 2024. Students were led to explore the SAIC Green Intelligent Port at the Haitong Port, learning about navigation technology, maritime life, and the application of digital empowerment and new technologies in the port.



Anji-plus and Shanghai Maritime University have jointly supported Niuren Primary School and Zhuyuan Primary School in Xiangxi Prefecture for four consecutive years. In 2024 alone, they collected and donated **688** items of school supplies, books, and other materials, spreading warmth and educational support between Shanghai and Hunan.



Anji Shanghai, in collaboration with Anji Liuzhou, has partnered with Gaoding Primary School in Dudong Township, Liuzhou, Guangxi for five consecutive years, offering compassionate support to **152** children, including 50 children from low-income families and one child with disability. Over the years, the partnership has raised more than RMB 10,000 in donations and supported **24** outstanding students from disadvantaged backgrounds.



Since August 2023, the Company has signed a four-year urban-rural paired assistance agreement with Jibang Village, Zhongxing Town, Chongming District. An annual contribution of RMB **265,000** is dedicated to improving village landscaping, maintaining infrastructure, providing Spring Festival care, and offering financial support for children's education in the autumn.

**Case: Guardian of children with autism**

Since 2017, Anji Logistics has been working with the Shanghai Rainbow Rain Children Intelligent Training Center to carry out the campaign called "Guardian of Little Stars, Lighting Wishes" to care for children with autism. Our volunteer service association conduct various volunteer activities to protect children with autism. We have established a volunteer service association and organized a variety of activities such as birthday parties, charity donations, and fundraising sales, earning the "Autism Care Contribution Award" for eight consecutive years. In 2024, our employees voluntarily donated RMB 145,000 to 70 children with autism.

**January**

Our volunteer service association hosted a special group birthday party for children at Shanghai Rainbow Rain Children Intelligence Training Center.

**February**

Chen Qianqian, chairwoman of the labor union, represented the Company in making a charitable donation to the Rainbow Rain Children Intelligence Training Center during the Spring Festival gathering.

**March**

Our volunteer service association accompanied children with autism from Rainbow Rain Center to attend a charity performance and participate in handicraft activities, sharing the warmth of companionship and giving.

**April**

Our volunteer service association organized a group birthday party for the children using sand painting and dance therapy activities.

**August**

We held a "Volunteer Family Day" at the Rainbow Rain Center-Anji Logistics Volunteer Base, where employees and their families took part in volunteer services with their children.

► Collaborative "Love Graffiti"

► Exploring Haichang Polar Ocean Park together

► Haitong Port Experience Camp as the youth study tour route to explore the SAIC Green Intelligent Port

► Anji-plus spreads warmth and educational support between Shanghai and Hunan

## Responsibility Performance

| Category | Indicators  | Unit        | 2024   |
|----------|---|-------------|--------|
| Economic | Gross operating income  | RMB billion | 21.895 |
|          | Total assets  | RMB billion | 36.660 |
|          | Total tax payments  | RMB billion | 0.709  |
|          | Number of operational suppliers   | /           | 800    |
|          | Total employees   | headcount   | 4,589  |
|          | Employees by gender   |             |        |
| Social   | Male employees  | %           | 70     |
|          | Female employees  | %           | 30     |
|          | Employees by age group  |             |        |
|          | Aged 30 or younger  | %           | 10     |
|          | Aged 31-40  | %           | 37     |
|          | Aged 41-50  | %           | 40     |
|          | Aged 51 or older  | %           | 13     |
|          | Percentage of employees from ethnic minority groups   | %           | 2      |
|          | Percentage of female executives   | %           | 26.2   |
|          | Percentage of female in the Board   | %           | 22     |
|          | Average unadjusted gender pay gap <sup>1</sup>  | %           | 19.7   |
|          | Coverage of collective contracts in subsidiaries with labor unions                          | %           | 100    |
|          | Coverage of social insurance  | %           | 100    |
|          | Number of identified discrimination or harassment incidents                                 | /           | 0      |
|          | Proportion of employees who received training of employees on discrimination and harassment | %           | 82     |
|          | Average paid leave days   | day         | 10.06  |

1. Average unadjusted gender pay gap = [average pay of men - average pay of women] ÷ average pay of men x 100

| Category      | Indicators  | Unit                          | 2024         |
|---------------|---|-------------------------------|--------------|
| Social        | Employees satisfaction  | %                             | 78.8         |
|               | Number of reported incidents of child labor or forced labor   | /                             | 0            |
|               | Employees covered by formally elected workers' representatives in subsidiaries with labor unions                                    | %                             | 100          |
|               | Total training hours  | hour                          | 164,911      |
|               | Average training hours per employee   | hour per capita               | 35.94        |
|               | Percentage of employees who receive regular performance assessment and career development appraisal (management personnel excluded) | %                             | 100          |
|               | Percentage of management who receive regular performance assessment and career development appraisal                                | %                             | 100          |
|               | Employees receiving professional development plan   | headcount                     | 373          |
|               | Percentage of employees receiving professional or skills training   | %                             | 100          |
|               | Coverage of medical examination   | %                             | 100          |
|               | Work safety accidents   | /                             | 0            |
|               | Number of work-related ill health   | /                             | 0            |
|               | Number of employees attending training on health and safety issues  | /                             | 28,950       |
|               | Percentage of workplaces that have conducted employee health and safety risk assessments  | %                             | 88           |
|               | Total investment in public welfare  | RMB                           | 200,948      |
|               | Employee volunteers   | headcount                     | 265          |
|               | Length of public services   | hour                          | 410          |
|               | Percentage of business suppliers signing sustainable procurement charters or supplier codes of conduct                              | %                             | 100          |
| Environmental | Percentage of business suppliers signing contracts containing environmental, labor, and human rights requirements clauses           | %                             | 100          |
|               | Percentage of business suppliers undergoing CSR assessments   | %                             | 100          |
|               | Percentage of procurement staff within all regions undergoing sustainable procurement training                                      | %                             | 100          |
|               | Percentage of business suppliers participating in improvement initiatives, capacity building and training, etc.                     | %                             | 100          |
|               | Percentage of employees received environmental training   | %                             | 81           |
|               | Percentage of work sites that underwent environmental risk assessments  | %                             | 81           |
|               | Total greenhouse gas emissions  | tCO <sub>2</sub> e            | 3,480,833.36 |
|               | Intensity of GHG emissions  | tCO <sub>2</sub> e/RMB 10,000 | 1.5898       |
|               | Total gross Scope 1 GHG emissions   | tCO <sub>2</sub> e            | 434,404.40   |

| Category      | Indicators  | Unit               | 2024         |
|---------------|---|--------------------|--------------|
| Environmental | Total gross Scope 2 GHG emissions                           | tCO <sub>2</sub> e | 13,073.64    |
|               | Total gross Scope 3 GHG emissions                           | tCO <sub>2</sub> e | 3,033,355.32 |
|               | Total gross Scope 3 Upstream GHG emissions                  | tCO <sub>2</sub> e | 3,022,059.35 |
|               | Total gross Scope 3 Downstream GHG emissions                | tCO <sub>2</sub> e | 11,295.97    |
|               | Total weight of waste generated                             | ton                | 2,444.64     |
|               | Discharge of solid waste                                    | ton                | 2,132.71     |
|               | Discharge of hazardous waste                                | ton                | 311.93       |
|               | Total weight of waste recovered                             | ton                | 34.41        |
|               | Total energy consumption                                    | MWh                | 1,650,739.48 |
|               | Power consumption   | MWh                | 23,712.74    |
|               | Renewable energy consumption                                | MWh                | 1,989.1      |
|               | Diesel consumption  | ton                | 9,159.31     |
|               | Gasoline consumption  | ton                | 136.01       |
|               | Natural gas consumption                                     | cubic meter        | 4,802,461.90 |
|               | Marine heavy oil  | ton                | 78,194       |
|               | Light fuel oil  | ton                | 7,502.11     |
|               | Heavy fuel oil  | ton                | 40,283.42    |
|               | Total water consumption                                     | cubic meter        | 282,385.40   |
|               | Paper consumption   | ton                | 174.21       |
| Governance    | Investment in energy-saving technological improvement       | RMB 10,000         | 114.44       |
|               | Number of energy-saving technological improvement projects  | /                  | 4            |
|               | Power saved by installing LED lamps                         | kWh                | 310,000      |
|               | Incidents related to business ethics were reported          | /                  | 0            |
|               | Incidents related to corruption or bribery were reported    | /                  | 0            |
|               | Incidents related to information security were reported     | /                  | 0            |
|               | Percentage of employees covered by business ethics training | %                  | 100          |

# GRI Index

**Statement of use** Anji Logistics Co., Ltd. has reported the information for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 1: Foundation 2021

| GRI Standard                           | Disclosure   | Position(s)               |
|--|--|---------------------------|
| <b>GRI 2: General Disclosures 2021</b> |  |                           |
| 2-1                                    | Organizational details   | About Us                  |
| 2-2                                    | Entities included in the organization's sustainability reporting | About the Report          |
| 2-3                                    | Reporting period, frequency and contact point                    | About the Report          |
| 2-6                                    | Activities, value chain and other business relationships         | About Us                  |
| 2-7                                    | Employees  | Support for Talent Growth |
| 2-13                                   | Delegation of responsibility for managing impacts                | Sustainability Management |
| 2-14                                   | Role of the highest governance body in sustainability reporting  | Sustainability Management |
| 2-15                                   | Conflicts of interest  | Business Ethics           |
| 2-16                                   | Communication of critical concerns                               | Sustainability Management |
| 2-20                                   | Process to determine remuneration                                | Support for Talent Growth |
| 2-22                                   | Statement on sustainable development strategy                    | Sustainability Management |
| 2-23                                   | Policy commitments   | Sustainability Management |
| 2-26                                   | Mechanisms for seeking advice and raising concerns               | Business Ethics           |
| 2-27                                   | Compliance with laws and regulations                             | Business Ethics           |
| 2-29                                   | Approach to stakeholder engagement                               | Sustainability Management |
| 2-30                                   | Collective bargaining agreements                                 | Support for Talent Growth |
| <b>GRI 3: Material Topics 2021</b>     |  |                           |
| 3-1                                    | Process to determine material topics                             | Sustainability Management |
| 3-2                                    | List of material topics  | Sustainability Management |
| 3-3                                    | Management of material topics                                    | Sustainability Management |

| GRI Standard                                   | Disclosure  | Position(s)  |
|--|---|--|
| <b>Economic</b>                                |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Support for Talent Growth                                 |
| 201-3  | Defined benefit plan obligations and other retirement plans                     | Support for Talent Growth  |
| <b>GRI 201: Economic Performance 2016</b>      |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Sincere Cooperation for Win-Win Results                   |
| <b>GRI 204: Procurement Practices 2016</b>     |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Business Ethics   |
| 205-1  | Operations assessed for risks related to corruption                             | Business Ethics  |
| 205-2  | Communication and training about anti-corruption policies and procedures        | Business Ethics  |
| 205-3  | Confirmed incidents of corruption and actions taken                             | Business Ethics  |
| <b>GRI 205: Anti-corruption 2016</b>           |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Business Ethics   |
| 206-1  | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Business Ethics  |
| <b>GRI 206: Anti-competitive Behavior 2016</b> |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Climate Change Response, Green Transport across the Chain |
| 302-1  | Energy consumption within the organization                                      | Responsibility Performance   |
| 302-3  | Energy intensity  | Responsibility Performance   |
| 302-4  | Reduction of energy consumption   | Climate Change Response, Green Transport across the Chain                            |
| 302-5  | Reductions in energy requirements of products and services                      | Climate Change Response, Green Transport across the Chain                            |
| <b>GRI 302: Energy 2016</b>                    |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Green Transport across the Chain                          |
| 303-2  | Management of water discharge-related impacts                                   | Green Transport across the Chain   |
| 303-5  | Water consumption   | Responsibility Performance   |
| <b>GRI 303: Water and Effluents 2018</b>       |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Green Transport across the Chain                          |
| 305-1  | Direct (Scope 1) GHG emissions  | Responsibility Performance   |
| 305-2  | Energy indirect (Scope 2) GHG emissions   | Responsibility Performance   |
| <b>GRI 305: Emissions 2016</b>                 |   |  |

| GRI Standard   | Disclosure  | Position(s)  |
|--|---|--|
| 305-3  | Other indirect (Scope 3) GHG emissions  | Responsibility Performance   |
| 305-5  | Reduction of GHG emissions  | Climate Change Response, Green Transport across the Chain          |
| <b>GRI 306: Waste 2020</b>                             |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Green Transport across the Chain        |
| 306-1  | Waste generation and significant waste-related impacts  | Green Transport across the Chain                                   |
| 306-2  | Management of significant waste-related impacts   | Green Transport across the Chain                                   |
| 306-3  | Waste generated   | Responsibility Performance   |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Sincere Cooperation for Win-Win Results |
| 308-1  | New suppliers that were screened using environmental criteria   | Sincere Cooperation for Win-Win Results                            |
| 308-2  | Negative environmental impacts in the supply chain and actions taken  | Sincere Cooperation for Win-Win Results                            |
| <b>Social</b>  |   |  |
| <b>GRI 401: Employment 2016</b>                        |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Support for Talent Growth               |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | Support for Talent Growth  |
| 401-3  | Parental leave  | Support for Talent Growth  |
| <b>GRI 403: Occupational Health and Safety 2018</b>    |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Safety Management                       |
| 403-1  | Occupational health and safety management system  | Safety Management  |
| 403-2  | Hazard identification, risk assessment, and incident investigation  | Safety Management  |
| 403-3  | Occupational health services  | Safety Management  |
| 403-4  | Worker participation, consultation, and communication on occupational health and safety                       | Safety Management  |
| 403-5  | Worker training on occupational health and safety   | Safety Management  |
| 403-6  | Promotion of worker health  | Safety Management  |
| 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Safety Management  |
| 403-8  | Workers covered by an occupational health and safety management system  | Safety Management  |
| 403-9  | Work-related injuries   | Safety Management  |
| 403-10   | Work-related ill health   | Safety Management  |
| <b>GRI 404: Training and Education 2016</b>            |   |  |
| 3-3  | Management of material topics   | Sustainability Management, Support for Talent Growth               |

| GRI Standard  | Disclosure   | Position(s)  |
|---|--|--|
| 404-1   | Average hours of training per year per employee  | Support for Talent Growth  |
| 404-2   | Programs for upgrading employee skills and transition assistance programs                                      | Support for Talent Growth  |
| 404-3   | Percentage of employees receiving regular performance and career development reviews                           | Support for Talent Growth  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>                  |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Support for Talent Growth               |
| 405-1   | Diversity of governance bodies and employees   | Support for Talent Growth  |
| <b>GRI 406: Non-discrimination 2016</b>                               |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Support for Talent Growth               |
| 406-1   | Incidents of discrimination and corrective actions taken   | Support for Talent Growth  |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Support for Talent Growth               |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Support for Talent Growth  |
| <b>GRI 408: Child Labor 2016</b>                                      |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Support for Talent Growth               |
| 408-1   | Operations and suppliers at significant risk for incidents of child labor                                      | Support for Talent Growth  |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Support for Talent Growth               |
| 409-1   | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | Support for Talent Growth  |
| <b>GRI 413: Local Communities 2016</b>                                |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Contribution to Social Harmony          |
| 413-1   | Operations with local community engagement, impact assessments, and development programs                       | Contribution to Social Harmony                                     |
| <b>GRI 414: Supplier Social Assessment 2016</b>                       |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Sincere Cooperation for Win-Win Results |
| 414-1   | New suppliers that were screened using social criteria   | Sincere Cooperation for Win-Win Results                            |
| 414-2   | Negative social impacts in the supply chain and actions taken  | Sincere Cooperation for Win-Win Results                            |
| <b>GRI 416: Customer Health and Safety 2016</b>                       |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Refined Service Quality                 |
| 416-1   | Assessment of the health and safety impacts of product and service categories                                  | Refined Service Quality  |
| <b>GRI 418: Customer Privacy 2016</b>                                 |  |  |
| 3-3   | Management of material topics  | Sustainability Management, Corporate Governance                    |

# Assurance Statement



## Independent Assurance Statement

### To: Stakeholders of SAIC Anji Logistics Co., Ltd.

China Quality Certification Centre Co., Ltd. (CQC), commissioned by SAIC Anji Logistics Co., Ltd. (hereinafter referred to as Anji Logistics), conducted the independent assurance of 2024 Environmental, Social and Governance (ESG) Report of SAIC Anji Logistics Co., Ltd. (hereinafter referred to as "the ESG report").

Anji Logistics was responsible for collecting, summarizing, analyzing, and disclosing the information and data mentioned in the ESG report. CQC implemented report verification within the scope specified in the agreement with Anji Logistics. Anji Logistics is the designated user of this statement.

This statement was based on the assurance activities conducted on the ESG report prepared by Anji Logistics with reference to GRI 2021 Standards, ISO 26000, IFRS S1 and S2, and UNSDGs. Anji Logistics is responsible for the authenticity, accuracy, and completeness of the report content.

### Scope of Assurance

The key data and information disclosed in the ESG report of Anji Logistics.

### Basis for Assurance

AA1000 v3, Type 2, Moderate Assurance

### Assurance Methods

The methods used in this assurance include but are not limited to:

- a) Report review;
- b) Interviews;
- c) Verification of documents, records, certificates, bills, and other materials;
- d) Trusted information source verification;
- e) Verification against disclosure basis;
- f) Recalculation/estimation; and
- g) Confirmation of statistical, calculation/estimation processes.

### Limitations

- This assurance was conducted using sampling methods based on quantitative and qualitative risk analysis and the sampling scope was limited to the data and information selected in the ESG report, not fully tracing or independently recalculating all raw data of Anji Logistics.
- This assurance only covered interviews and/or document review with Anji Logistics (consistent with the scope of the consolidated financial statements in the company's annual financial report), and did not involve external stakeholders.
- The data and information audited/verified by a third party in the ESG report were not subject to repeated verification during this assurance process.
- Some of the data and information in the ESG report cannot be compared and verified through independent sources. This assurance only evaluated their reasonableness.
- Activities outside the scope of information disclosure were not included in this assurance.
- The statement regarding the position, viewpoints, beliefs, goals, future development directions, and commitments of Anji Logistics was not included in this assurance.

### Statement on Independence and Verification Capability

China Quality Certification Centre Co., Ltd. (CQC) is a third-party certification body with independent legal status, possessing professional qualifications and experience in providing assurance services related to sustainable development. CQC maintains independence and impartiality in this assurance process, and possesses the technical capabilities and industry-specific knowledge required to conduct ESG/sustainability report assurance, in compliance with the requirements of AA1000 assurance standard v3 for an assurance provider. The assurance team

is composed of experienced AA1000 Practicing Certified Sustainability Assurance Practitioners (PCSA), CCAA (China Certification and Accreditation Association) registered quality, environment, energy, occupational health and safety, compliance, anti-bribery and other management system auditors and APSCA (Association of Professional Social Compliance Auditors) registered auditors.

CQC ensured that there were no conflicts of interest with Anji Logistics and its stakeholders during the assurance process of this report. All information in the ESG report was provided by Anji Logistics. CQC and the personnel conducting this assurance of the ESG report were not involved in the preparation process of the ESG report.

### Assurance Conclusions

The ESG report reflects the ESG performance of Anji Logistics in 2024, which meets the requirements of AA1000 v3 and AA1000AP:

**Inclusivity:** Anji Logistics has identified both internal and external stakeholders, including shareholders, suppliers, customers, employees, society, and government bodies. In the report preparation process, the expectations and needs of stakeholders have been considered.

**Materiality:** Based on the principle of impact materiality and financial materiality, Anji Logistics has identified material ESG issues to reflect the actual and potential impacts, risks, and opportunities of the company, and determined priority through scientific methods (combining GRI standards, regulatory requirements, peer benchmarking, media analysis, benchmarking against capital market expectations and mainstream ESG rating criteria, etc., considering industry characteristics and corporate culture).

**Responsiveness:** Anji Logistics has established a governance structure, management system and processes, as well as a communication mechanism with stakeholders, capable of taking action to respond to the material issues of high importance and impact on Anji Logistics and its stakeholders.

**Impact:** Through quantitative or qualitative methods, or a combination of both, Anji Logistics has disclosed the main impacts on itself and its stakeholders in terms of environmental, social and governance aspects.

**Specific performance information:** Based on the process and results of this assurance, we have not found any deficiencies in the reliability and quality of key data and information in the ESG report.

### Recommendations

The specific opinions regarding the assurance of this report have been communicated to the management of Anji Logistics in written form, and will not be further elaborated in this section.



President of CQC: 谢肇煦

July 9, 2025

Beijing, China

Note: In case of any inconsistency or discrepancy, the Chinese version of this assurance statement shall prevail, while the English translation is used for reference only.



## SAIC ANJI LOGISTICS CO., LTD.

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