

2024

Xiamen ITG Group Sustainability Report



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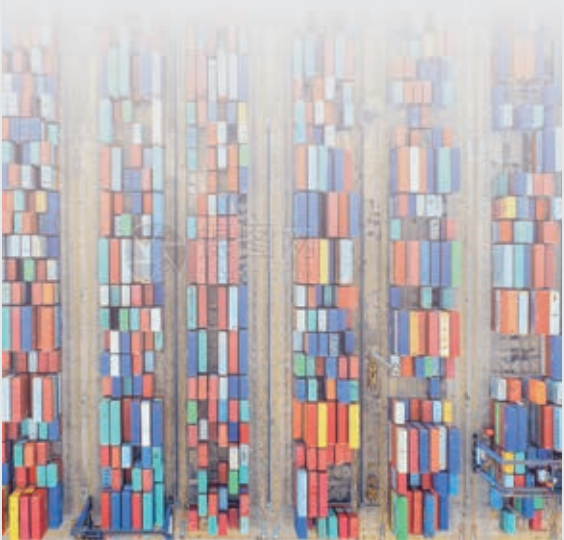
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About This Report



This is the 2024 Sustainability Report ("this report") released by Xiamen ITG Group Corp., Ltd. (referred to as "Xiamen ITG Group" or "We"). This report aims to provide stakeholders with an overview of 2024 Sustainability performance and initiatives in Xiamen ITG Group.



Reference Guidelines

This report is prepared in accordance with the Sustainability Disclosure Standards for Enterprise – General Requirements (Trial), jointly formulated by the Ministry of Finance of the People's Republic of China, the Ministry of Foreign Affairs, the National Development and Reform Commission, the Ministry of Industry and Information Technology, the Ministry of Ecology and Environment, the Ministry of Commerce, the People's Bank of China, the State-owned Assets Supervision and Administration Commission of the State Council (SASAC), the National Financial Regulatory Administration, and the China Securities Regulatory Commission. It also follows the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial) and the Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE — Compilation of Sustainable Development Reports issued by the Shanghai Stock Exchange, the Sustainability Accounting Standards Board (SASB) Standards, the Reference of ESG Indicators System for ESG Reports of Listed Chinese Central State-Owned Enterprises issued by the SASAC Research Center, the European Sustainability Reporting Standards (ESRS) released by the European Commission, and the two IFRS Sustainability Disclosure Standards (ISDS) issued by the International Sustainability Standards Board (ISSB). Additionally, this report incorporates disclosure requirements aligned with the United Nations Sustainable Development Goals (SDGs).



Reporting Scope

The reporting period is between January 1, 2024, and December 31, 2024 and some parts of the report are beyond the aforementioned scope. Unless otherwise specified, the environmental, social, and economic data disclosed in this report includes all enterprises within the scope of the consolidated statement of Xiamen ITG Group Corp., Ltd.



Report Availability and Feedback

This report is released in electronic format in both Simplified Chinese and English. In case of any inconsistencies between the Chinese and English versions, the Chinese version shall prevail. The electronic version of the report is available on our official website (www.itg.com.cn) and the Shanghai Stock Exchange website (www.sse.com.cn). If you have any comments or suggestions on our economic, environmental, and social performance, please contact zqswb@itg.com.cn.



Explanatory Note

Abbreviation	Full Name
Xiamen ITG Group	Xiamen ITG Group Corp., Ltd.
Xiamen Keerun OCSMARTER	Xiamen Keerun OCSMARTER Technology Co., Ltd.
Keerun Tire (Rizhao)	Keerun Tire (Rizhao) Co., Ltd.
Zhonghong Kelun	Jiangxi Kelun Medical Devices Manufacturing Co., Ltd.
Zhonghong Pulin	Zhonghong Pulin Group Co., Ltd.
ITG Agricultural Products	Xiamen ITG Agricultural Products Co., Ltd.
ITG New Energy Development	Xiamen ITG (Shanghai) New Energy Development Co., Ltd.
Ningbo Zhencheng Mining	Ningbo Zhencheng Mining Co., Ltd.
ITG Shipping	Xiamen ITG Shipping Co., Ltd.
Keerun Tire (Dezhou)	Keerun Tire (Dezhou) Co., Ltd.

Abbreviation	Full Name
Hubei Guofa	Hubei Guofa Supply Chain Co., Ltd.
ITG Futures	ITG Futures Co., Ltd.
ITG Paper	Xiamen ITG Paper Co., Ltd.
ITG Pulp & Paper	Xiamen ITG Pulp & Paper Co., Ltd.
ITG Digital Technology	Xiamen ITG Digital Technology Co., Ltd.
Panther Healthcare	B.J.ZH.F.Panther Medical Equipment Co., Ltd.
ITG Petrochemical	Xiamen ITG Petrochemical Co., Ltd.
ITG Keerun (Shanghai)/ Shanghai Headquarters	ITG Keerun (Shanghai) Co., Ltd.
Guangzhou Keerun Paper	Guangzhou Keerun Paper Co., Ltd.
ITG Health Technology	Xiamen ITG Health Technology Co., Ltd.

The above companies are listed on the sequence of their appearance.

Message from the Chairman

Forging Resilient Growth with Responsibility Amid Transformation



Dear shareholders, partners, and all stakeholders:

In 2024, amid a sluggish global economic recovery and ongoing geopolitical tensions, the commodity trade industry faced a complex mix of challenges and opportunities, including supply chain restructuring, accelerated green transition, and deeper digital transformation. As a leading supply chain enterprise in China, Xiamen ITG Group remained committed to our brand mission of **"Integrate industry to connect, create value to share."** Driven by innovation and guided by green development, we continued to enhance the resilience and collaborative efficiency of our supply chains, working with global partners to build a more inclusive and sustainable industrial ecosystem. On behalf of the Board of Directors, I would like to extend our heartfelt gratitude to all friends and stakeholders who have supported the development of Xiamen ITG Group.

Innovation-Driven Growth: Setting a New Benchmark for Intelligent Supply Chains

In the rapid evolution of the digital economy, we advanced our "Digital ITG" strategy in depth. The "ITG Atlas" intelligent supply chain platform underwent continuous upgrades, achieving digitalized operations across core categories such as pulp and paper, steel, energy and chemicals, agricultural products, and

phosphates. The platform's annual online transaction volume exceeded 50 billion RMB. By applying blockchain technology, the platform addressed key industry pain points such as fragmented participants, low trust, and reliance on paper documentation, ensuring reliability in multi-party collaboration across the supply chain. Digitalized data and documents are securely transmitted on the chain, enabling paperless processes and significantly reducing carbon emissions from traditional information flows.

During the reporting period, several of our digital innovation projects were honored with the "7th Digital Transformation and Innovation Awards 2024," and recognized as the "Annual Top 100 Typical Cases of Digital Transformation."

Green Transition: Leading the Industry Toward Sustainable Development

In the new phase of China's carbon peaking and carbon neutrality strategy, we actively advanced green and low-carbon development. Our new energy supply chain business focused on the "battery industry chain," "photovoltaic and wind power industry chain," "hydrogen, energy storage, and battery recycling chain," and the "new materials and new products chain." We provided integrated, one-stop supply chain solutions to support the green transformation of new energy

enterprises. On the production side, we promote clean energy substitution, optimize energy consumption in production processes, and advance wastewater recycling. On the production side, we implemented slope re-vegetation in mining areas and optimized wastewater collection and reuse. On the product side, we developed recycled paper and green fibers, promoting a circular economy. On the logistics side, we deployed rooftop photovoltaics and developed zero-carbon industrial parks.

In 2024, several of our green transformation practices were recognized as the "2024 Outstanding Case of Sustainable Development of Listed Companies." We were also granted with the "ESG Profound Awards - Pioneer Enterprise Awards" and the "Outstanding ESG Enterprise."

Global Expansion: Building a Resilient Supply Chain Network

Global deployment is the geographic foundation of a resilient supply chain, and resilience is the operational cornerstone of sustainable development. In the face of rising international uncertainties, we remained firm in our "go-global" strategy, continuously optimizing our global supply chain layout and enhancing overall resilience. We launched a dedicated International Development Department and formulated the "1234" internationalization strategy. Trade volume with countries along the Belt and Road Initiative reached approximately 90 billion RMB. We accelerated the overseas expansion of our new energy supply chain business, established offices in Germany and South Africa, and advanced global operations in photovoltaics, energy storage, wind energy, hydrogen energy, and battery recycling.

We have gradually built a sound risk diversification mechanism and secured

access to abundant green resources, significantly strengthening our risk resilience and green development capabilities.

Shared Value: Upholding Long-Termism in Corporate Development

We firmly believe that sustainable corporate growth must be built on shared value with our stakeholders. In 2024, we deepened our commitment to corporate social responsibility by allocating more resources to rural revitalization, education support, and public health, contributing to sustainable social development.

We focused on developing our agricultural supply chain, establishing a full-chain layout from production bases to logistics hubs and urban retail terminals to improve operational efficiency and ensure food security. Through long-term partnerships in rural revitalization, we actively explored a shift from "external support" to "endogenous development." Under our philanthropic brand "Caring for Dreams," we carried out more than 3,000 hours of volunteer services annually. In the healthcare sector, we accelerated the development of a full-cycle intelligent health management system, aligned with the national "Healthy China" initiative, and contributed to the expansion and enhancement of public health services and the broader wellness industry.

Our Strategic Priorities for the Coming Year

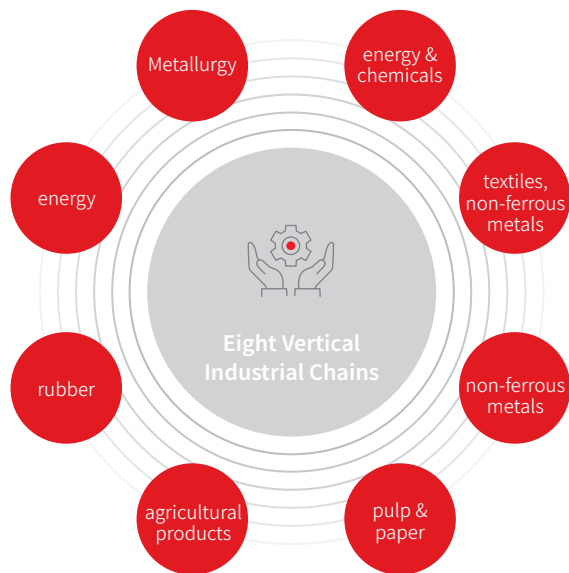
Deepening digitalization: We will continue increasing investment in digitalization, upgrade the "ITG Cloud Chain" platform, and expand its applications across new industrial scenarios. We will explore "AI + Supply Chain" models to improve visibility and forecasting capabilities. We will also enhance our smart risk control and R&D systems to strengthen supply chain decision-making and resilience. Accelerating green innovation: We will promote full-process decarbonization

of the supply chain, scale up green logistics and zero-carbon warehousing, and accelerate the deployment of new products and materials to cultivate new growth drivers. We will deepen the development of our new energy supply chain business and lead in building zero-carbon supply chain benchmarks. Expanding global presence: We will optimize global resource allocation, deepen our engagement along the Belt and Road Initiative, expand supply chain networks within RCEP member states, and enhance the international competitiveness of China's supply chain sector. We will work with global partners to co-create a sustainable global industrial ecosystem.

To our colleagues and partners: Over the past 45 years, through cycles of change and challenge, we have always regarded sustainability as the foundation of our long-term success. We will remain committed to upgrading our business model through the integration of supply chains, industrial chains, and value chains, and to becoming a trusted global industrial partner. Anchored in long-termism, we are determined to pursue what is difficult but right. With greater openness and collaboration, we will work with global partners to build a safer, smarter, greener, and more efficient and resilient modern supply chain system. By maintaining our internal strength amid external uncertainty, we will continue to generate stable long-term value for our shareholders, inject new momentum into high-quality industrial development, and contribute to the broader cause of sustainable development.

The chairman of Xiamen ITG Group

Brand Philosophy



We uphold the mission of "Integrate Industry to Connect, Create Value to Share", adhere to the core values of "Leadership, Responsibility, Hardworking, and Partnership," and strive to become a trusted global industrial partner. We closely align with national strategic plans, actively respond to the Belt and Road Initiative, and integrate into the new development paradigm of "dual circulation". We serve the carbon peaking and carbon neutrality goals, and ensure the security, stability, agility, efficiency, intelligence and sustainability of industrial supply chains.

In our core business of supply chain management, we operate eight vertical industrial chains—metallurgy, energy & chemicals, textiles, non-ferrous metals, pulp & paper, agricultural products, rubber, and new energy as well as general solutions represented by logistics and digital technology, providing customers with "ITG Solutions" for comprehensive industrial services. We have innovatively introduced an upgraded business model of integrating supply chain, industrial chain, and value chain, aiming to enhance our operations with end-to-end supply chain services as the core, internationalized industrial chain operations as the driving force, and high-efficiency value chain collaboration as the safeguard. We continuously promote business iteration and upgrading, inspiring ongoing value creation.

In the healthcare technology segment, we integrate resources through an innovative development model and establish a "1+3" medical and healthcare business model, focusing on the medical device segment as our core business, while supporting it with elderly care services, healthcare big data, and health services. Relying on five capability centers, we are building a comprehensive healthcare industry ecosystem, establishing a collaborative platform that connects enterprises, society, and the government.



「品牌使命」

链通产业 共创价值

我们致力于洞悉商业需求，帮助客户聚合纵深与多维的资源，赋能产业的向上发展与生态协同，打造行业与社会的韧性底盘，共创与滋养产业新价值。



「品牌愿景」

成为值得信赖的全球化产业伙伴

我们赋能伙伴，在产业中同客户共担共进，分享资源与价值，支持产业升级设想；我们持续共生，持长期主义，缔结互相信任、共荣共生的伙伴关系。

The Economic, Environmental, and Social Impact in 2024

2024 Social Impact

Total Social Contributions:	▶ Among Which:	Total Tax Payment:	Employee Compensation:	Dividends Paid to Shareholders:	Social Contribution Per Share:	Number of Work-related Fatalities:
6,043.61		1,629.85	2,054.86	1,154.61	2.79RMB	0Person
Million RMB		Million RMB	Million RMB	Million RMB		
		Interests Paid to Creditors:	External Donations:			
		1,203.47	0.81			
		Million RMB	Million RMB			

2024 Environmental Impact

Total Environmental Protection Input:	GHG Emission Intensity:	Energy Intensity:	Water Use Intensity:	Total Occupational Health and Safety Input:	Total Employee Training Hours:
10.05	86.91	26.82	95.48	30.55	93,551
Million RMB	tCO ₂ e / hundred-million RMB of Operating Revenue	Tons of Coal Equivalent /hundred-million RMB of Operating Revenue	m ³ /hundred-million RMB of Operating Revenue	Million RMB	Hours

2024 Economic Impact

Total Assets:	Operating Revenue:	Net Profit Attributable to Shareholders of the Parent Company:
99,696.23	354,439.61	625.66
Million RMB	Million RMB	Million RMB

2024 Honors and Awards

The **1,286th** Place on
Forbes Global 2,000



The **"Most Investment-Worthy Award"** at the 26th Golden Bull Award jointly presented by China Securities Journal and the Nantong Municipal Government



The **"Outstanding ESG Enterprises"** awarded by CHIRC



The **"2023 Top 20 Global Iron Ore Trading Suppliers"** awarded by Ganglian Holdings



The **"2024 Outstanding Cases of Sustainable Development of Listed Companies"** recognized by the China Association for Public Companies



The **"Most Socially Responsible Listed Companies"** of the "14th Reputation List of Listed Companies in 2024" recognized by National Business Daily



The **"Top100 Brand Value List of Listed Companies"** jointly released by National Business Daily and Shenzhen Economic Daily



The **"ESG Pioneer Enterprise Award"** presented by Cailianpress.com



The **"2024 Leadership Award for Outstanding Corporate Sustainability Report"** awarded by GoldenBee Think Tank



The **"Board of Directors for Excellence"** in the 19th "Gold Prize of Round Table" of Chinese Boards of Listed Company awarded by the Magazine "Board of Directors"



The "Commodity Trade Risk Management Solution" was selected as a **"Best Cases of Supply Chain Innovation and Application 2023"** by the Xiamen Federation of Modern Supply Chain



"The Best Employer" recognized by CHIRC



The **"Best Information Disclosure Award"** at the 7th China IR Annual Awards jointly presented by Roadshow China and International Road Show Center



The "ITG Big Data Asset Management Platform" and the "ITG Atlas" Agriculture Industry Solution were selected as **"Outstanding Cases of Supply Chain Digitalization 2023"** by the Xiamen Federation of Modern Supply Chain



The Employer of **"Work Different" in Fujian** by Liepin.com



The "ITG Solutions: Comprehensive Industrial Services for Supply Chain Resilience" and "Love Lifts Up Children's Dreams" were recognized as the **Excellent Cases** by China Association for Public Companies

The "ITG Atlas" and "ITG Carbon Chain" were selected as **"Xiamen Typical Cases of Digital Transformation in Trade"** by the Xiamen Municipal Bureau of Commerce

The **"Healthiest Employer of Asia Best Workplace (Mainland China) "** jointly awarded by American International Assurance, Peking University School of Public Health and HRflag



The **"Xiamen Best Employer Award"** recognized by Zhaopin Limited



Management of Material Matters

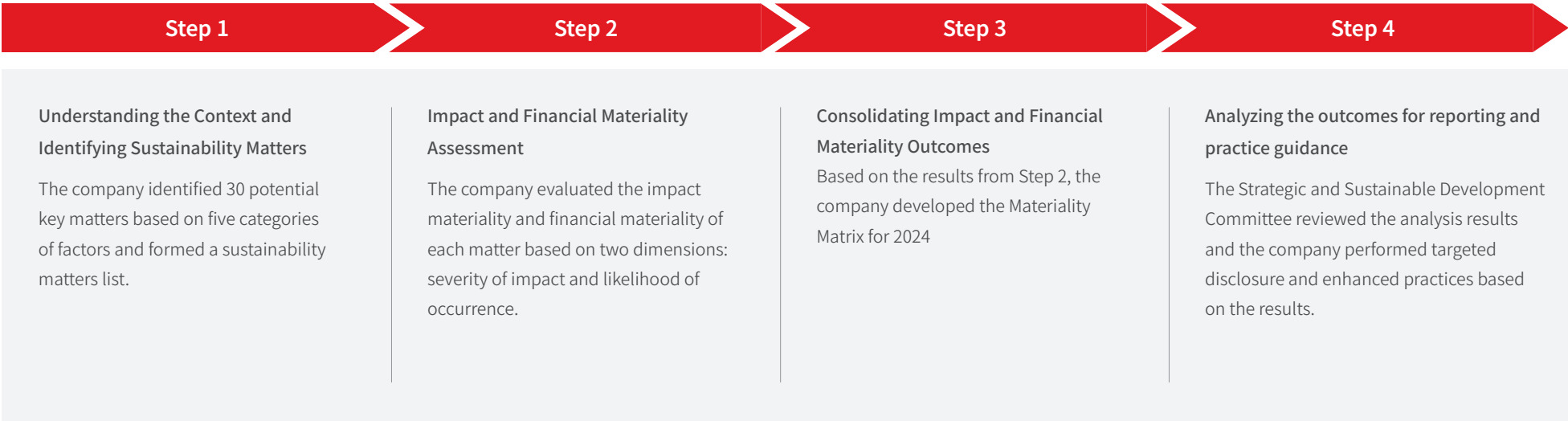
In accordance with the assessment methodologies outlined in latest domestic and international disclosure standards, including the Sustainability Disclosure Standards for Enterprise – General Requirements (Trial), jointly formulated by the Ministry of Finance of the People's Republic of China, the Ministry of Foreign Affairs, the National Development and Reform Commission, the Ministry of Industry and Information Technology, the Ministry of Ecology and Environment, the Ministry of Commerce, the People's Bank of China, the State-owned Assets Supervision and Administration Commission of the State Council (SASAC), the National Financial Regulatory Administration, and the China Securities Regulatory Commission, the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial) and the Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE – Compilation of Sustainable Development Reports issued by the Shanghai Stock Exchange, the European Sustainability Reporting Standards (ESRS) released by the European Commission, and the two IFRS Sustainability Disclosure Standards (ISDS) issued by the International Sustainability Standards Board (ISSB), we carried out a double materiality assessment to identify sustainability matters that have significant impacts on our long-term corporate value and stakeholders.

In conducting the double materiality assessment, we considered both the potential impact of sustainability matters on our financial performance (financial materiality) and our external impacts on the environment and society (impact materiality). We collected input through questionnaires from 353 stakeholders and, based on the results of both financial and impact materiality assessments, identified 12 material matters. We have addressed and elaborated on the 12 identified material matters in the corresponding sections of this report.

Double Materiality Assessment Process

2024 Double Materiality Assessment Process

In line with the methodologies outlined in the aforementioned sustainability disclosure standards, we conducted the double materiality assessment following the steps below:



Step 1

Understanding the Context and Identifying Sustainability Matters

We comprehensively considered the following five categories of factors to identify a list of sustainability matters relevant to our business.

01 Sustainability Disclosure Standards and Guidelines

The Sustainability Disclosure Standards for Enterprise – General Requirements (Trial), jointly formulated by the Ministry of Finance of the People's Republic of China, the Ministry of Foreign Affairs, the National Development and Reform Commission, the Ministry of Industry and Information Technology, the Ministry of Ecology and Environment, the Ministry of Commerce, the People's Bank of China, the State-owned Assets Supervision and Administration Commission of the State Council (SASAC), the National Financial Regulatory Administration, and the China Securities Regulatory Commission, the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial) and the Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE – Compilation of Sustainable Development Reports issued by the Shanghai Stock Exchange, the Sustainability Accounting Standards Board (SASB) Standards, the Reference of ESG Indicators System for ESG Reports of Listed Chinese Central State-Owned Enterprises issued by the SASAC Research Center, the European Sustainability Reporting Standards (ESRS) released by the European Commission, and the two IFRS Sustainability Disclosure Standards (ISDS) issued by the International Sustainability Standards Board (ISSB).

02 International Initiatives

The United Nations Sustainable Development Goals (SDGs), the 29th Conference of the Parties of the UNFCCC (COP 29), the Due Diligence Guidance for Responsible Business Conduct of Organisation for Economic Co-operation and Development (OECD), etc.

03 Global Economic and Macro-Policy Outlook

The National carbon peaking and carbon neutrality goals, global temperature control targets under the Paris Agreement, Science Based Targets initiative (SBTi), the Belt and Road Initiative, trends in digitalization, intelligent transformation, and supply chain restructuring, changes in international trade policies, etc.

05 Corporate Strategy and Development Needs

Focusing on supply chain operations and developing emerging health-tech sectors. Leveraging industrial leadership to drive mission-aligned innovation. Developing next-gen industries and new quality productive forces to boost global competitiveness while fueling socioeconomic progress.

04 Market Trends

Global economic and trade dynamics are evolving amid increasing complexity, accompanied by an accelerated transition toward sustainability. Supply chains are undergoing transformation toward more intelligent, greener, and more globalized paradigms. Meanwhile, global compliance requirements are tightening, and market demand is shifting toward hyper-flexible, diversified, and scenario-driven customized services. In this context, it has become imperative to advance digital and intelligent transformation, enhance supply chain resilience and risk mitigation capabilities, embed into multi-stakeholder ecosystems, and establish open and sustainable industrial networks.

Sustainability Matters List

Dimension	Environmental	Social	Governance
Sustainability Matters	<ul style="list-style-type: none">• Climate Response• Pollutant Discharge• Waste Disposal• Ecosystem and Biodiversity Protection• Environmental Compliance• Management• Energy Usage• Usage of Water Resources• Circular Economy	<ul style="list-style-type: none">• Rural Revitalization• Social Contributions• Innovation-Driven Development• Ethics of Science and Technology• Responsible Sourcing• Supply Chain Security• Equal Treatment to Small and Medium-sized Enterprises• Safety and Quality of Products and Services• Data Security and Customer Privacy• Contributing to Industry Development• Equal Employment• Human Rights Protection• Employee Communication• Employee Development and Training• Employee Compensation and Benefits• Occupational Health and Safety	<ul style="list-style-type: none">• Due Diligence• Communications with Stakeholders• Risk Control and Compliance• Anti-Commercial Bribery and Anti-Corruption• Anti-unfair Competition• Tax Compliance

Step 2-1

Impact Materiality Assessment

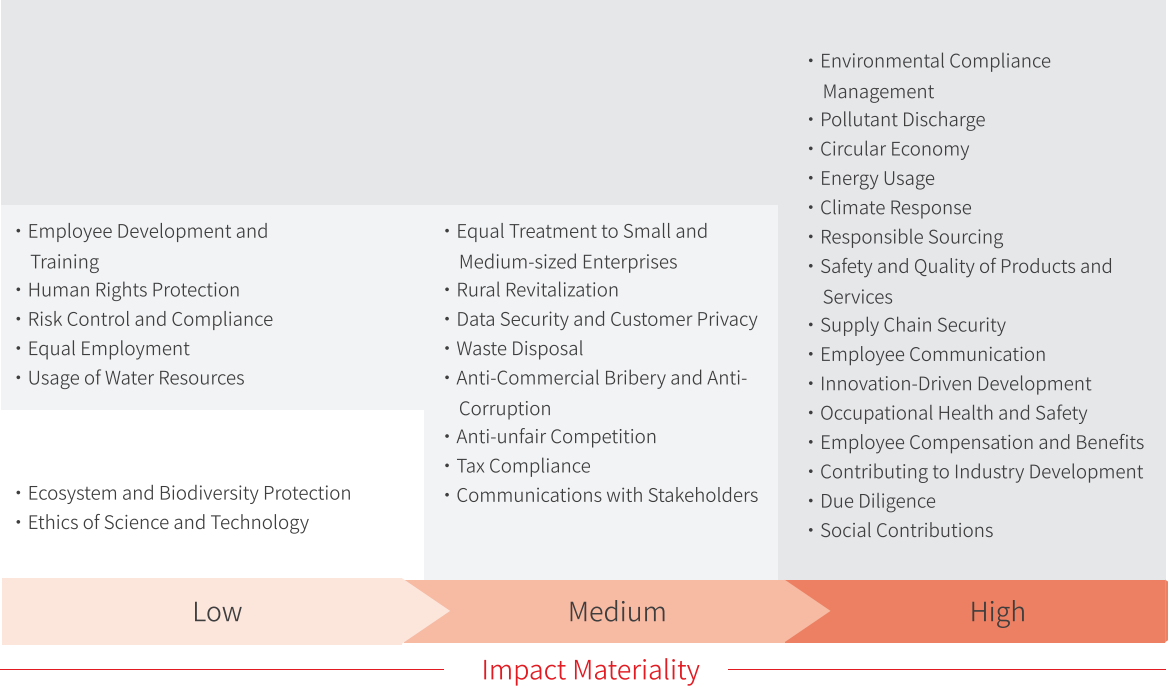
Criteria 1:
Severity of Impact

We assessed the "severity of impact" of key sustainability matters across economic, environmental, and social dimensions through stakeholder surveys, with 353 valid questionnaires returned. We used statistical methods such as weighted averages and variance analysis to quantify the qualitative scores (1-5 scale) of each matter. The overall severity score was calculated by combining the weight distribution to determine the materiality of sustainability matters.

Criteria 2:
Likelihood of Occurrence

We inferred the risk probability based on the frequency of similar events in the past and classified and quantified the likelihood of risk occurrence based on experience, to determine the likelihood of occurrence of sustainability matters.

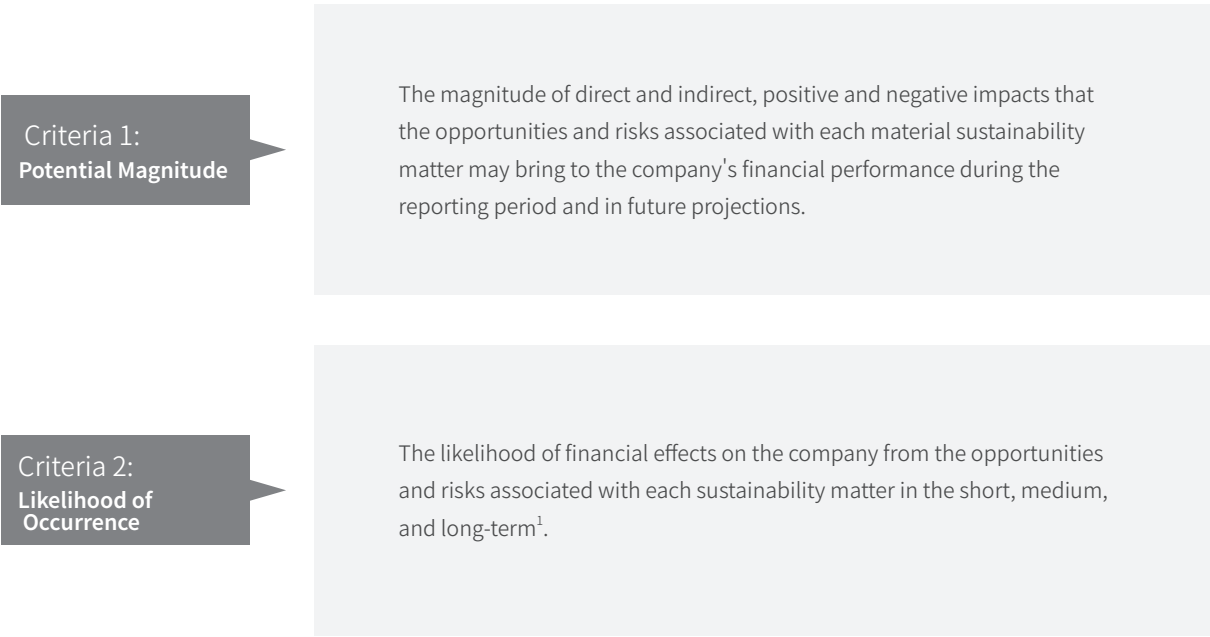
Sustainability Matters



Step 2-2:

Financial Materiality Assessment

We assessed the financial materiality of each matter based on two criteria: the potential magnitude and the likelihood of occurrence.



Reference Indicators	
Costs	Considering factors such as market price of resources, trend forecasts, and the company's historical costs
Profits	Evaluating the impact on profit through a comprehensive analysis of costs and anticipated revenues.

Note 1: Short term generally refers to within one year after the end of the reporting period (inclusive); Medium term refers to one to five years after the end of the reporting period (inclusive); Long term refers to more than five years after the end of the reporting period.

Financial Materiality Assessment Outcomes

Financial Materiality: Low ²	Financial Materiality: Medium ³	Financial Materiality: High ⁴
<ul style="list-style-type: none">• Equal Employment• Employee Compensation and Benefits• Employee Communication• Tax Compliance• Anti-unfair Competition• Ethics of Science and Technology	<ul style="list-style-type: none">• Contributing to Industry Development• Equal Treatment to Small and Medium-sized Enterprises• Waste Disposal• Ecosystem and Biodiversity Protection• Usage of Water Resources• Human Rights Protection• Occupational Health and Safety• Employee Development and Training• Rural Revitalization	<ul style="list-style-type: none">• Climate Response• Supply Chain Security• Risk Control and Compliance• Product and Service Safety and Quality• Anti-Commercial Bribery and Anti-Corruption• Social Contributions• Circular Economy• Data Security and Customer Privacy• Communications with Stakeholders• Pollutant Discharge• Environmental Compliance Management• Energy Usage• Innovation-Driven Development• Responsible Sourcing• Due Diligence

Note 2: Low materiality refers to matters that may have a certain degree of impact in the short, medium, and long term, but the overall impact is relatively minor.

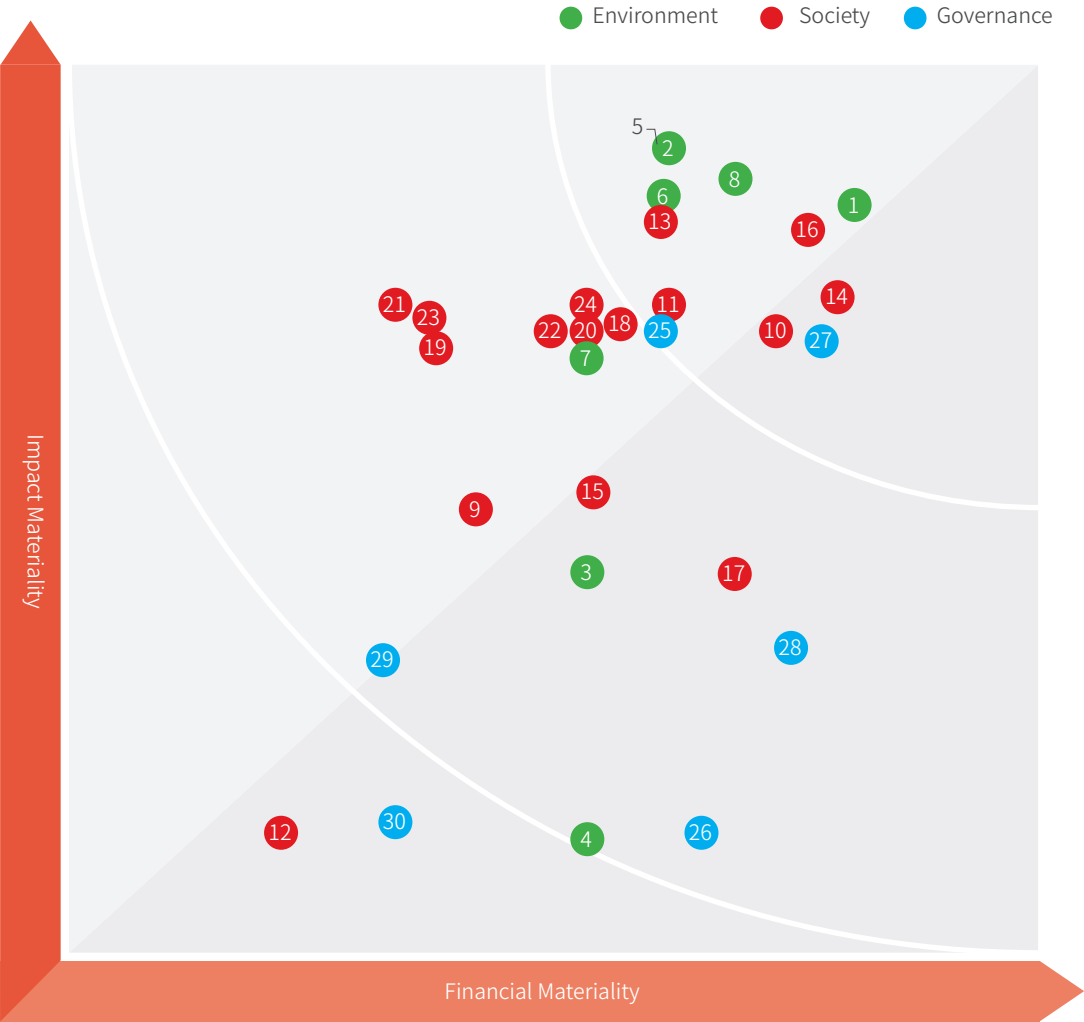
Note 3: Medium materiality refers to matters that have a clear impact in the short term and may exert further influence in the medium to long term.

Note 4: High materiality refers to matters that have a significant impact in the short term and are highly likely to cause substantial impacts in the medium to long term.

Step 3:

Consolidating Impact and Financial Materiality Outcomes

We consolidated the impact materiality and financial materiality assessment outcomes of various sustainability matters in the form of a materiality matrix, identifying a total of 12 material matters.



Double Materiality	Sustainability Topics	
Hight	5 Environmental Compliance Management	2 Pollutant Discharge
	1 Climate Response	8 Circular Economy
	16 Safety and Quality of Products and Services	6 Energy Utilization
	13 Responsible Sourcing	14 Supply Chain Security
	27 Risk and Compliance Management	10 Social Contributions
	11 Innovation-driven Development	25 Due Diligence
Midium	24 Occupational Health and Safety	18 Contributing to Industry Development
	20 Human Rights Protection	22 Employee Development and Training
	21 Employee Communication	7 Water Resources Utilization
	23 Employee Compensation and Benefits	19 Equal Employment
	15 Equal Treatment to Small and Medium-sized Enterprises	17 Data Security and Customer Privacy
	28 Anti-Commercial Bribery and Anti-Corruption	9 Rural Revitalization
	3 Waste Disposal	26 Stakeholder Engagement
	29 Anti-unfair Competition	4 Ecosystem and Biodiversity Protection
Low	12 Ethics of Science and Technology	30 Tax Compliance

Step 4: Reporting and Practice Guidance





Upon review and confirmation of the final materiality assessment results by our Strategic and Sustainable Development Committee, we have provided detailed disclosures in this report on the management approaches and specific actions related to matters assessed as having high or medium materiality.

Material Matter	Scope of Impact				Affected Stakeholders	Risks	Opportunities	Impact Duration ⁵	Corresponding SDGs	Location in the Report
	Value Chain Upstream	Operations	Value Chain Downstream	Communities						
Climate Response	✓	✓	✓	✓	<ul style="list-style-type: none">• Employees• Customers• Suppliers• Investors• Banks• Media Institutions• Government and Regulatory Authorities• Non-governmental Organizations	<ul style="list-style-type: none">• Market Risk: As consumer preferences shift toward green and low-carbon products, traditional business lines may face declining market demand and reduced business volume.• Financial Risk: Climate change-induced extreme weather events (such as typhoons, floods, and droughts) may threaten supply chain stability and business continuity, potentially resulting in asset loss or impairment. Investments related to green transition, such as expanding into emerging markets, developing green logistics, conducting R&D, and upgrading equipment, often have long return cycles and may increase short-term operating costs.	<ul style="list-style-type: none">• Business Expansion Opportunity: Accelerating green technology innovation and the development of a low-carbon product portfolio supports product and service upgrades, enhances competitiveness under the green and low-carbon transition, and creates new drivers of business growth.• Brand Value Opportunity: Advancing green and low-carbon operations and building a sustainable business model help shape a responsible brand image and enhance industry influence.• Policy Incentive Opportunity: Expanding green business contributes to greater investor recognition, lower financing costs, and access to government subsidies, green finance, and other supportive resources, thereby opening up broader opportunities for sustainable development.	Short-term, Medium-term, and Long-term	 	Climate Response Circular Economy
Environmental Compliance Management	✓	✓	✓	✓	<ul style="list-style-type: none">• Employees• Customers• Suppliers• Investors• Banks• Media Institutions• Government and Regulatory Authorities• Non-governmental Organizations	<ul style="list-style-type: none">• Market Risk: An inadequate or poorly implemented environmental management system may result in non-compliance with laws and regulations, leading to administrative penalties, disruption of normal operations, project approval delays, customer attrition, and reduced market opportunities.• Compliance Risk: Exceeding pollutant discharge limits or failing to meet environmental facility operation standards may result in environmental penalties, production suspension, legal proceedings, and reputational damage.• Financial Risk: Investments in environmental treatment facilities, the establishment of management systems, and efforts to meet environmental compliance requirements may increase short-term management costs and resource input.	<ul style="list-style-type: none">• Business Expansion Opportunity: Continuously improving the environmental management system and compliance control mechanisms helps ensure stable business operations, enhance market access capabilities, and strengthen customer trust.• Operational and Cost Optimization Opportunity: Promoting the digitalization and standardization of environmental management improves management efficiency while reducing operational risks and compliance costs.	Short-term, Medium-term, and Long-term	 	Environmental Compliance Management






5 Impact Duration Definition: Short term generally refers to within one year after the end of the reporting period (inclusive); Medium term refers to one to five years after the end of the reporting period (inclusive); Long term refers to more than five years after the end of the reporting period.

Material Matter	Scope of Impact				Affected Stakeholders	Risks	Opportunities	Impact Duration ⁵	Corresponding SDGs	Location in the Report
	Value Chain Upstream	Operations	Value Chain Downstream	Communities						
Pollutant Discharge	✓	✓	✓	✓	<ul style="list-style-type: none">• Employees• Customers• Suppliers• Investors• Banks• Media Institutions• Government and Regulatory Authorities• Non-governmental Organizations	<ul style="list-style-type: none">• Market and Reputational Risk: Inadequate management of pollutant discharges such as exhaust gas, wastewater, and solid waste may lead to excessive emissions, environmental penalties, or compliance violations. This could result in fines, production restrictions or suspensions, and damage to brand reputation, ultimately affecting long-term sales revenue.• Financial Risk: Investments in emission control facilities, cleaner production upgrades, and other environmental initiatives may increase short-term costs and management pressure.	<ul style="list-style-type: none">• Brand Value Enhancement Opportunity: Improving the environmental management system and ensuring compliance with pollutant discharge regulations enhance the company's green brand image, helping to gain policy support and market recognition.• Operational and Cost Optimization Opportunity: Strengthening pollutant emission control and advancing cleaner production and green operations help reduce environmental compliance costs and improve resource efficiency.	Short-term, Medium-term, and Long-term	 	Pollutant Discharge
Circular Economy	✓	✓	✓	✓	<ul style="list-style-type: none">• Customers• Suppliers• Banks• Media Institutions• Government and Regulatory Authorities• Non-governmental Organizations	<ul style="list-style-type: none">• Market Risk: Insufficient capabilities or practices in resource recycling may hinder the ability to meet market and customer preferences for green products and sustainable supply chains, thereby affecting business expansion and revenue growth in related segments.• Financial Risk: Promoting resource recycling and green technology upgrades may lead to increased short-term financial costs related to facility construction, material certification, and innovation investment.	<ul style="list-style-type: none">• Business Expansion Opportunity: Actively advancing circular economy initiatives enables us to gain a first-mover advantage in the green supply chain market. With policy support and market momentum, we can tap into new business growth opportunities, enhance revenue drivers, and strengthen customer loyalty.• Operational and Cost Optimization Opportunity: Promoting efficient resource utilization and circular management helps optimize operational processes, improve resource efficiency, and reduce overall costs, thereby driving comprehensive improvements in operational quality and efficiency.	Medium-term, and Long-term	 	Circular Economy
Energy Usage	✓	✓			<ul style="list-style-type: none">• Customers• Suppliers	<ul style="list-style-type: none">• Market Risk: Elevated or highly volatile energy prices may lead to constrained access to key resources and increased product costs, weakening market competitiveness and potentially resulting in a decline in sales revenue.• Financial Risk: In the context of energy price fluctuations and stricter energy consumption regulations, the phasing out of energy-intensive equipment, energy structure transformation, investments in clean energy facilities, channel development, and technology adaptation may increase short-term financial costs.	<ul style="list-style-type: none">• Business Expansion Opportunity: Optimizing the energy structure can enhance production stability and strengthen the company's long-term competitiveness. Low-energy-consumption products and services are attractive to high-value customers that prioritize green supply chains and environmental responsibility, creating more partnership opportunities and driving revenue growth.• Operational and Cost Optimization Opportunity: Diversifying energy sources and investing in clean energy help reduce procurement and carbon emission costs. Energy digitalization and the application of clean energy technologies can improve energy efficiency and lower operational expenses.	Medium-term, and Long-term		Energy Usage

⁵ Impact Duration Definition: Short term generally refers to within one year after the end of the reporting period (inclusive); Medium term refers to one to five years after the end of the reporting period (inclusive); Long term refers to more than five years after the end of the reporting period.









Material Matter	Scope of Impact				Affected Stakeholders	Risks	Opportunities	Impact Duration ⁵	Corresponding SDGs	Location in the Report
	Value Chain Upstream	Operations	Value Chain Downstream	Communities						
Safety and Quality of Products and Services	✓	✓	✓	✓	• Customers • Suppliers	<ul style="list-style-type: none">● Market and Reputational Risk: Substandard product quality or service performance may lead to customer complaints, returns, or compensation claims, damaging the company's brand image. This can result in a loss of market share and have a direct impact on revenue.● Compliance Risk: With increasingly stringent national and industry regulations on product quality and safety, companies face additional costs related to certification, testing, and technical upgrades. In the event of a quality or safety incident, legal proceedings or administrative penalties may occur, leading to fines and rectification costs.	<ul style="list-style-type: none">● Brand Value Enhancement Opportunity: Strengthening product quality management and improving service standards help build a premium brand, enhance customer satisfaction and loyalty, and increase brand equity.● Market Development Opportunity: Responsible products and services boost market competitiveness, support entry into high-end markets, expand business boundaries, and reinforce the company's competitive edge.	Long-term		Safety and Quality of Products and Services
Innovation-driven Development	✓	✓	✓		• Employees • Customers • Suppliers • Investors	<ul style="list-style-type: none">● Market Risk: Slow implementation of technological innovation and uncertainty in the commercialization of R&D outcomes may result in underperformance of new business models or application scenarios, putting pressure on short-term profitability.● Compliance Risk: As regulatory oversight of emerging technologies continues to tighten, failure to meet industry standards or policy requirements may lead to compliance penalties or rectification costs.● Technology and Management Risk: Immature management of new technologies and innovation projects may lead to service interruptions, intellectual property disputes, and talent turnover, increasing the costs of technical maintenance and human resources.	<ul style="list-style-type: none">● Market Expansion Opportunity: Demand-driven innovation enables us to capture untapped market segments, driving revenue growth and strengthening customer loyalty.● Cost Optimization Opportunity: Technological innovation enhances supply chain transparency and operational efficiency, helping to reduce procurement, warehousing, logistics, and other operational costs.● Policy Support Opportunity: National support for the development of the digital economy and green, low-carbon supply chains may bring access to government subsidies or tax incentives.	Long-term		Innovation-driven Development
Responsible Sourcing	✓	✓	✓		• Customers • Suppliers • Investors	<ul style="list-style-type: none">● Market Risk: Failure to adhere to responsible sourcing standards or lack of ESG compliance among suppliers may result in supply chain disruptions, threaten business continuity, lead to customer attrition, and limit business opportunities.● Reputational Risk: Low supply chain transparency or supplier misconduct may damage brand image, weaken long-term customer relationships, and hinder market expansion.● Compliance Risk: ESG violations within the supply chain may lead to legal disputes and increase litigation-related costs. Managing a diverse supplier base also raises the complexity and cost of compliance reviews and supply chain oversight.	<ul style="list-style-type: none">● Market Development Opportunity: Adhering to responsible sourcing standards and establishing a transparent and compliant supply chain can enhance corporate reputation, broaden market access qualifications, attract high-value orders and premium clients, and expand business boundaries.● Technology and Digital Transformation Opportunity: Digital procurement platforms and traceability systems can foster the development of new supply chain service offerings and generate additional value-added service income.● Operational and Cost Optimization Opportunity: Strengthening supply chain risk management and advancing a diversified and localized responsible sourcing strategy can effectively mitigate risks related to price volatility and supplier dependency, support stable business operations, and optimize overall cost structure.	Medium-term, and Long-term	 	Supply Chain Security
Supply Chain Security	✓	✓	✓							

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Material Matter	Scope of Impact				Affected Stakeholders	Risks	Opportunities	Impact Duration ⁵	Corresponding SDGs	Location in the Report
	Value Chain Upstream	Operations	Value Chain Downstream	Communities						
Social Contributions		✓		✓	<ul style="list-style-type: none">EmployeesBanksMedia InstitutionsGovernment and Regulatory AuthoritiesNon-governmental Organizations	<ul style="list-style-type: none">● Brand and Reputational Risk: Insufficient investment in public welfare, corporate social responsibility, or community engagement may weaken public image and brand influence, reduce customer trust and market recognition, create obstacles to project implementation, and affect operational efficiency, ultimately hindering business expansion and revenue growth.● Financial Risk: Investment in public welfare projects may increase short-term financial pressure and affect the prioritization of resource allocation.	<ul style="list-style-type: none">● Brand Value Enhancement Opportunity: Strengthening corporate social responsibility practices and deepening social contributions help shape a positive brand image, enhance customer loyalty and partnership resources, and support business expansion and market share growth.● Policy Incentive Opportunity: Actively aligning with national social development strategies facilitates access to policy resources, special support programs, and social capital, contributing to the long-term optimization of operating costs.	Long-term		Social Contributions
Due Diligence	✓	✓	✓	✓	<ul style="list-style-type: none">EmployeesCustomersSuppliersInvestorsBanksMedia InstitutionsGovernment and Regulatory AuthoritiesNon-governmental Organizations	<ul style="list-style-type: none">● Value Loss Risk: Inadequate due diligence during mergers, acquisitions, investments, or project collaborations may result in integration challenges, asset impairment, compliance disputes, legal liabilities, or supply chain disruptions—ultimately affecting business stability, future earnings, and investment returns.● Reputational Risk: An underdeveloped environmental and social impact assessment mechanism may lead to public skepticism, damage the company's reputation, undermine investor confidence, and affect long-term revenue.● Compliance Risk: Insufficient pre-investment due diligence may expose the company to environmental, safety, compliance, or supply chain issues post-investment, leading to significant rectification, compensation, and remediation costs that increase overall operational expenditure.	<ul style="list-style-type: none">● Business Expansion Opportunity: A robust due diligence mechanism helps build trust among customers, investors, and partners, supporting business development and long-term collaboration.● Operational Optimization Opportunity: A well-established due diligence system facilitates the selection of high-quality projects, reduces investment risks, ensures return on investment, improves capital efficiency, and strengthens the company's resilience in sustainable development.● Brand Value Enhancement Opportunity: Proactively disclosing due diligence practices enhances stakeholder trust and helps shape a transparent and responsible corporate image, thereby contributing to brand value growth.	Long-term	  	Communications with Stakeholders
Risk Control and Compliance	✓	✓	✓	✓	<ul style="list-style-type: none">EmployeesCustomersSuppliersInvestorsBanksMedia InstitutionsGovernment and Regulatory AuthoritiesNon-governmental Organizations	<ul style="list-style-type: none">● Market Risk: In the context of increasingly stringent regulatory requirements, an inadequate risk management and compliance system may lead to project approval delays, restricted partnership eligibility, and limitations on overseas business expansion, potentially resulting in revenue loss.● Reputational Risk: Major compliance incidents may directly harm the company's brand reputation, reduce market trust, and negatively affect customer acquisition and business growth.● Compliance Risk: Internal control weaknesses may lead to fraudulent activities, financial losses, and legal liabilities. Continuous investment is required to improve internal controls and risk management systems, which may increase short-term management and operational costs.	<ul style="list-style-type: none">● Business Expansion Opportunity: Strengthening the risk prevention and compliance management system, and enhancing global compliance capabilities, enables the company to better adapt to international market rules, improve recognition among markets, clients, and capital markets, and enhance competitiveness in bidding, business development, and capital cooperation.● Management Efficiency Opportunity: Building a digital risk control platform helps optimize compliance processes, improve the efficiency of risk detection and response, and reduce operational compliance costs.● Market Trust Opportunity: Obtaining certification for the compliance management system can boost investor confidence, lower financing costs and regulatory friction, and support access to policy incentives and greater influence in industry dialogue.	Short-term, Medium-term, and Long-term		Risk Control and Compliance

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Communications with Stakeholders

Stakeholders	 Employees	 Clients	 Suppliers	 Investors	 Media Institutions	 Government and Regulatory Bodies	 Banks	 Non-governmental Organizations
	Matters of Concern	Matters of Concern	Matters of Concern	Matters of Concern	Matters of Concern	Matters of Concern	Matters of Concern	Matters of Concern
Communication Methods	<ul style="list-style-type: none"> Employee Compensation and Benefits Occupational Health and Safety Employee Communication Equal Employment 	<ul style="list-style-type: none"> Responsible Sourcing Anti-Commercial Bribery and Anti-Corruption Data Security and Customer Privacy Protection 	<ul style="list-style-type: none"> Risk Control and Compliance Communications with Stakeholders Equal Treatment to Small and Medium-sized Enterprises Responsible Sourcing 	<ul style="list-style-type: none"> Tax Compliance Risk Control and Compliance Supply Chain Security Communications with Stakeholders 	<ul style="list-style-type: none"> Innovation-driven Development Social Contributions Complaint Mechanism and Whistleblower Protection 	<ul style="list-style-type: none"> Tax Compliance Risk Control and Compliance Occupational Health and Safety 	<ul style="list-style-type: none"> Risk Control and Compliance Anti-Commercial Bribery and Anti-Corruption Supply Chain Security 	<ul style="list-style-type: none"> Energy Usage Data Security and Customer Privacy Protection Tax Compliance
	<ul style="list-style-type: none"> Employee Feedback Solicitation Employee Training and Activities Employee Satisfaction Surveys Employee Feedback and Complaint Channels Workers' Representative Meetings Company WeChat Public Account and Intranet "Colleague Moments" 	<ul style="list-style-type: none"> Customer Satisfaction Surveys Customer Service and Complaint Resolution Social Media and Company Publications Exhibitions and Industry Events 	<ul style="list-style-type: none"> Supplier Conferences Exhibitions and Industry Events Visits and Research Discussions and Training Big Data Monitoring 	<ul style="list-style-type: none"> Information Disclosure of Listed Company Shareholders' Meetings Earnings Conference Call and Webcast Investor Surveys Investor Hotline/sns.sseinfo.com Platform 	<ul style="list-style-type: none"> Social Welfare Activities Information Disclosure of Listed Company Media Communications Public Opinion Monitoring 	<ul style="list-style-type: none"> Online Interaction Visits and Research Engagement in Policy Formulation and Suggestion Government Project Cooperation Information Disclosure 	<ul style="list-style-type: none"> Site Visits Online Interaction Project Cooperation Business Training 	<ul style="list-style-type: none"> Site Visits Company Website Social Media Industry Activities and Social Welfare Activities

Sustainability-Related Governance

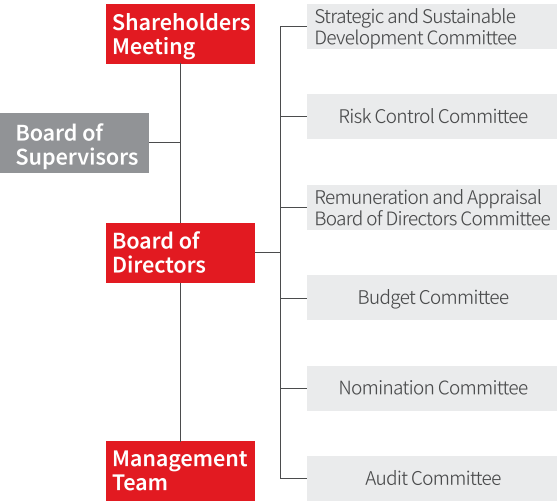
We integrate the concept of sustainable development into the core and development of our enterprise. By embodying the ESG principles in our governance practices, we continuously enhance our corporate governance mechanisms and improve our management capabilities in various sustainability issues to drive forward the sustainable development of our company.

Governance Structure and Mechanism

We have established a standardized, scientifically structured, operationally efficient, and clearly delineated corporate governance structure comprising the Shareholders' Meeting, the Board of Directors, the Board of Supervisors, and the Management Team to ensure effective checks and balances within the company. We have established and improved an internal institutional system based on the Company's Articles of Association, defining the responsibilities and authorities of the Shareholders' Meeting, the Board of Directors, the Board of Supervisors, and the Management Team. We strictly adhere to relevant laws and regulations, regulatory rules, and internal governance policies, standardizing procedures for convening, holding, and voting at shareholders' meetings. We fully respect and treat all shareholders equally, ensure that all shareholders can fully exercise their right to information, participation, voting, and supervision over major company matters, and effectively safeguard the rights and interests of minority shareholders.

As the company's decision-making body, the Board of Directors diligently fulfills its duties in accordance with relevant laws and regulations, regulatory rules, and internal governance policies, and is accountable to the shareholders' meeting. The Board of Directors establishes six specialized committees including the Strategic and Sustainable Development Committee, the

Risk Control Committee, the Remuneration and Appraisal Committee, the Budget Committee, the Nomination Committee, and the Audit Committee, which provide professional advice to support the Board of Directors' decision-makings. In three of these committees, independent directors serve as chairpersons and constitute the majority.



The Board of Directors establishes a Strategic and Sustainable Development Committee, responsible for researching, proposing recommendations, and evaluating on our company's sustainable development, as well as the strategic objectives concerning environmental, social, and governance (ESG) factors. The Strategic and Sustainable Development Committee, along with other specialized committees such as the Risk Control Committee, Audit Committee, and Remuneration and Appraisal Committee, collectively provide guidance on the company's sustainable development efforts. They supervise and facilitate the effective implementation of relevant initiatives to ensure that our ESG strategies are fully integrated into daily operations.

Sustainable Development Policies
Code of Business Conduct
Supplier Code of Conduct
Environmental Protection Policy
Labor Rights Protection Policy
Community Policy

During the reporting period, we held a total of 18 Board meetings, reviewing 93 proposals; 25 specialized committee meetings, reviewing 55 proposals; and 3 independent director meetings, reviewing 4 proposals.

Appointment of Directors and Senior Management

We actively promote the diversification and professionalization of the Board of Directors and management team, enhancing the company's governance standards. To ensure the fairness and transparency of the nomination and appointment procedures for directors and senior management, our Company's Articles of Association and the Nomination Committee Implementation Rules clearly define the nomination and election processes. The Nomination Committee is responsible for advising the Board on matters concerning the composition of the Board and the appointment criteria for directors and senior management, considering diverse factors such as gender, age, educational and professional backgrounds, experience, character, reputation, and other service roles. Our independent directors provide independent and unequivocal assessments of the legality and compliance of procedures related to the nomination or dismissal of directors, as well as the appointment or dismissal of senior management, and express their opinions after assessing these procedures. Director candidates are presented to the shareholders' meeting for voting after the approval of the Board of Directors, while senior management are appointed upon approval by the Board of Directors.

◆ Diversity and Professionalism

The Board of Directors consists of nine members with diverse gender and age representation, encompassing various professional backgrounds including economics, law, management, finance, and accounting. Among them, there are three independent directors, and one female director. Board members possess extensive industry and

corporate management experience, with all independent directors being seasoned experts in their respective fields. Additionally, over 50% of the directors hold doctoral degrees. The professionalism and diversity of the board members provide vital assurance for the board's informed decision-making.

Our senior management team boasts expertise in diverse fields such as economics, accounting, and business administration, with extensive experience in corporate management, financial management, and risk management. Additionally, our senior management team includes two female executives, accounting for 28% of the team.

We attach great importance to the continuous improvement of the capabilities of our directors, supervisors, and senior management. We regularly provide them with the latest regulatory rules revised or issued by the China Securities Regulatory Commission and stock exchanges for their study. At the same time, we actively organize training sessions for directors, supervisors, and senior management, hosted by stock exchanges, securities regulatory authorities, associations, and external organizations. These training sessions cover various new regulations and topics such as the reform of the independent director system, new duties for independent directors, and special training on mergers and acquisitions and restructuring of listed companies, aiming to continuously improve the company's standardized operations. During the reporting period, we organized training for directors, supervisors, and senior management with 36 participants joined the training sessions.

Name	Position	Age	Professionalism				Board Committees					Attendance (Board meetings and Board committee meetings)	
			Industry Experience	Operations Management	Risk Control and Compliance	Financial Accounting	Strategic and Sustainable Development Committee	Risk Control Committee	Remuneration and Appraisal Committee	Budget Committee	Nomination Committee		Audit Committee
Gao Shaoyong (Male)	Chairman	52	✓	✓	✓	✓	✓	✓					100%
Cai Yingbin (Male)	Vice Chiarmman and CEO	45	✓	✓	✓	✓	✓	✓					100%
Xu Xiaoxi (Male)	Director	55	✓	✓	✓	✓	✓			✓	✓		100%
Xiao Wei (Male)	Director	59	✓	✓	✓	✓	✓	✓					100%
Zeng Yuan (Male)	Director	43	✓	✓	✓	✓	✓	✓	✓				100%
Zhang Wenna (Female)	Director	45	✓	✓	✓	✓		✓		✓		✓	100%
Liu Feng (Male)	Independent Director	58	✓		✓	✓			✓	✓	✓	✓	100%
Dai Yiyi (Male)	Independent Director	57	✓		✓	✓	✓		✓			✓	100%
Peng Shuijun (Male)	Independent Director	49	✓		✓	✓	✓				✓		100%
Liu Zhitao (Male)	Executive Vice President	44	✓	✓	✓	✓							/
Fan Dan (Female)	Vice President and Board Secretary	51	✓	✓	✓	✓							/
Yu Lijie (Female)	Vice President and CFO	49	✓	✓	✓	✓							/
Wang Xiaofeng (Male)	Vice President	54	✓	✓	✓	✓							/
Wang Yongqing (Male)	Vice President	44	✓	✓	✓	✓							/
Rong Kunming (Male)	Vice President	38	✓	✓	✓	✓							/

Compensation of Director and Senior Management

The Remuneration and Appraisal Committee is responsible for reviewing and examining the compensation policies and assessment schemes for directors and senior management, as well as supervising the implementation of compensation systems and assessment processes. In accordance with the Company's Articles of Association and the Implementation Rules of the Remuneration and Appraisal Committee, the compensation plan for directors is proposed by the Remuneration and Appraisal Committee, approved by the Board of Directors, and then subject to review and approval by the shareholders' meeting before implementation. The compensation schemes for senior management are proposed by the Remuneration and Appraisal Committee, subject to review and approval by the Board of Directors before implementation.

The compensation for independent directors is provided in the form of allowances, while senior management are subject to an annual salary system. We have established the "Chairman and Senior Management Compensation and Performance Management System" to clearly define matters related to the compensation and performance management of the Chairman and senior management. The compensation structure for the Chairman and senior management comprises two parts: basic annual salary and performance-based annual salary ((including Phantom Stocks). It adopts a combination of annual performance evaluation and tenure-based assessment. The annual performance evaluation includes indicators such as total profit, return on equity attributable to the parent company, reviewed profit, resource profit margin, etc., and is linked to the safety and environmental performance of the units under management. The tenure-based evaluation includes both business performance assessments and a comprehensive evaluation across dimensions such as risk control, sustainable development, and integrity and self-discipline. The Chairman of the Board and senior management are eligible to participate in the welfare programs established by the company for union members, and upon reaching the statutory retirement age, they may receive pensions according to regulations upon retirement.

◆ Equity Incentives

To effectively align the interests of shareholders, the company, and core management personnel while ensuring sustainable development, we have implemented a restricted stock incentive plan to provide equity incentives for our directors and senior management. As of the end of the reporting period, our directors and senior management had been granted a total of 4.54 million restricted shares, accounting for 0.21% of the company's total share capital. Due to the company's failure to meet the performance targets for the third vesting period of the 2020 incentive plan, as well as the second vesting period of the initial grant and the first vesting period of the reserved grant under the 2022 incentive plan, the company has repurchased and canceled a total of 1.47 million restricted shares previously granted to directors and senior executives that had not yet vested.

◆ Clawback Mechanism

We have established a clawback mechanism while constructing a competitive compensation system for directors and senior executives. Specifically, 70% of the performance-based annual salary for the Chairman and senior management will be settled and paid based on the results of the annual assessment at the end of the year, while the remaining 30% will be deferred for settlement based on the results of the tenure assessment after the tenure assessment period ends (including Vesting of Phantom Stocks). In cases where the Chairman or senior management are found to engage in illegal or improper conduct, mismanagement, financial misrepresentation, significant safety or quality incidents, major environmental pollution incidents, serious disciplinary violations, legal disputes, or any other circumstances that result in negative impacts or losses to the company, corresponding deductions from performance-based compensation will be made in accordance with internal constraint mechanisms such as clawback requirements.

Related-party Transaction

To regulate related party transactions, we have established the "Related Party Transaction Management System", which clearly defines the types of related transactions, pricing principles, decision-making procedures, and information disclosure requirements. We strictly comply with relevant laws and regulations, and the "Related Party Transaction Management System" in executing the approval process for related transactions. Before submission to the Board of Directors for review, independent directors hold dedicated meetings to provide their opinions. Related parties are required to abstain from voting during the deliberation processes of Board and shareholders' meeting deliberation processes to ensure that related transactions are conducted fairly, justly, openly, and equitably, fully protecting the interests of minority shareholders.

Conflicts of Interest

According to the provisions of the Company's Articles of Association, directors, supervisors, and senior management owe a duty of loyalty to the company. Without the consent of the shareholders' meeting, they are not allowed to exploit their positions for their own or others' benefit by seeking business opportunities that rightfully belong to the company or engaging in self-operated businesses or similar ventures to those of the company. Directors, supervisors, and senior management are obligated to report any situations where their interests conflict or may potentially conflict with those of the company. They must follow relevant laws, regulations, and internal policies to ensure that their ability to perform their duties is not compromised by any conflicts of interest arising from other positions, activities, or relationships.



Investor Relations

We fully respect and treat all investors equally. We have established the "Investor Relations Management System" and strictly adhere to relevant laws and regulations, as well as internal management systems such as the "Information Disclosure Affairs Management System," and "Corporate Bond Information Disclosure Affairs Management System." We have established effective communication channels that satisfy requirements such as the scope and timing of information disclosure outlined in the aforementioned systems. We have also implemented strict confidentiality mechanisms and fulfilled our information disclosure obligations through appropriate channels. This ensures that company information is disclosed truthfully, accurately, completely, timely, and fairly to investors and other relevant stakeholders, enabling them to timely understand the company's situation and safeguarding their rights and interests.

We have established an investor relations management mechanism to enhance communication with investors through diverse channels, fostering a better understanding of our company and ensuring that investors can fully exercise their rights. Our Securities Affairs Department, as the dedicated investor relations management unit, is responsible for handling the daily operations of investor relations. During the reporting period, we received an A-class rating from the Shanghai Stock Exchange for 2023-2024 information disclosure and were recognized by the China Association for Public Companies (CAPCO) as the "Best Practices for 2023 Annual Report Performance Presentation." Additionally, our Securities Affairs Department was awarded "2024 Best Practices of the office of BOD of Listed Companies " by CAPCO.




A-class rating from

the Shanghai Stock Exchange for

2023-2024 information disclosure





Best Practices

for 2023 Annual Report

Performance Presentation






2024 Best Practices of the

office of BOD

of Listed Companies





Investor Hotline and Email:

We ensure the investor hotline remains accessible, promptly responding to inquiries and suggestions from minority investors. A total of 42 questions from minority shareholders have been answered on the E-Interaction platform.




Institutional Investor Meetings:

In 2024, we participated in over 200 online and offline meetings with institutional investors.



Earnings Presentations and Investors Reception Days:

In 2024, we took part in the Xiamen regional investor group reception day events, held three earnings presentations and three earnings conference calls, and were recognized as the "Best Practices for 2023 Annual Report Performance Presentation."



Corporate Public Accounts and Media Promotion:

We actively promote and report on company business developments and key projects through our corporate public accounts, official media, and major financial media platforms. We use infographics and short videos to communicate key insights from our annual report and sustainability report, adopting multiple channels to convey company value and enhance brand influence.

The Party Building

We adhere to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, thoroughly study and implement the spirit of the 20th National Congress of the Communist Party of China and the Third Plenary Session of the 20th Central Committee. We aim to consolidate and expand the achievements of the thematic education, thoroughly carry out party discipline education, and comprehensively strengthen the Party's political, ideological, and organizational construction. We systematically and comprehensively focus on Party building work, continuously promoting the integration of Party building and business development, providing a solid foundation to achieve the "14th Five-Year" strategic goals and drive the high-quality development of the company.

During the reporting period, our Party Committee remained committed to aligning the Party's overall leadership with corporate governance. We formulated the "2024 Key Points for Party Building" and the "2024 Responsibility Checklist for Fully Enforcing Strict Party Governance," clearly defining the responsibilities of the Party Committee. Additionally, we revised the "Major decision-making, Major personnel appointments and dismissals, Major project investment decisions, and Large Fund Utilization" System and the List of Pre-Research Matters by the Party Committee, ensuring the effective implementation of pre-discussion procedures and continuously improving corporate governance.



01 Environment

Chapter Content

1.1 Climate Response

1.2 Ecosystem and Biodiversity Protection

1.3 Water Resources Conservation

1.4 Environmental Compliance Management

1.5 Pollutant Discharge

1.6 Waste Disposal

1.7 Circular Economy

Sustainable Development Goals (SDGs) Alignment



1.1

Climate Response

The World Meteorological Organization (WMO) has stated that 2024 is the warmest year on record, with temperatures approximately 1.55° C above pre-industrial levels (with an uncertainty range of ±0.13° C). Global warming has further impacted the stability and security of global production and supply chains. As a leading integrated supply chain service provider in China, we respect the temperature control commitments under the Paris Agreement and are committed to our vision of becoming a trusted global industrial partner. We strive to enhance the security, stability, and decarbonization of production and supply chains, actively advancing low-carbon transformation across our operations and the entire value chain. We aim to drive sustainable development forward by working together with our industry partners.

2024 Management Targets		Completion Status
1	Promoting the installation of rooftop solar panels in company-owned factories to increase the use of clean energy, gradually raising the proportion of clean energy	➡
2	Promoting the application of the "ITG Carbon Chain" Smart Energy and Carbon Management Platform to support the green and low-carbon transition of the industry chain	➡

● Completed ➡ In Progress

Net Zero Strategy

We adhere to the mission of "Integrate Industry to Connect, Create Value to Share", and the core values of "Leadership, Responsibility, Hardworking, Partnership." Aligned closely with national strategic planning, we strive to be a trusted global industrial partner, contributing to the achievement of the United Nations Sustainable Development Goals (SDGs) and the country's carbon peaking and carbon neutrality goals.

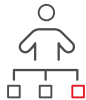
We have set carbon peaking and net zero action goals: to peak carbon emissions by 2030 and to reach the net zero emissions by 2060. Guided by the "Corporate Net Zero Pathway - Delivering the Paris Agreement and the Sustainable Development Goals" released by the United Nations Global Compact (UNGC), we have formulated five initiatives to achieve net zero strategy, exploring a ITG-tailored "dual carbon" pathway.





Designing Sustainable Products

We integrate digital-intelligent products with green development and full product lifecycle concepts into our integrated supply chain services through technological innovation, providing comprehensive industrial services for upstream and downstream partners.



Facilitating Supply Chain Decarbonization

We adopt sustainable materials and logistics in production and operations, collaborating with supply chain partners to build a sustainable supply chain, collectively promoting the overall green and low-carbon transformation of the industry chain.



Utilizing Renewable Energy

We promote the use of renewable energy sources such as solar and wind power in production and operations, gradually reducing the proportion of non-renewable energy sources such as fossil fuels to drive energy transition.



Developing Sustainable Industries

We seize the opportunities for green and low-carbon transformational development, engage in initiatives such as promoting the circular economy and enhancing the well-being of the people, contributing to the sustainable development of cities.



Executing Sustainable Actions

We carry out a series of activities under the theme of "Passion for Nature and Dreams for Future" to advocate for nationwide green movement with everyone's participation, collaboration, and sharing, aiming to collectively safeguard the Earth.

Sustainability Risk Management

To implement the national strategy for addressing climate change, we have fully integrated sustainability risk management into our overall risk management framework, ensuring effective identification and response to these risks at a strategic level. Based on the scenario models published by the Intergovernmental Panel on Climate Change (IPCC), we conduct in-depth identification and assessment of the physical risks the company may face in the short, medium, and long term, such as the impacts of extreme weather, resource depletion, and other natural factors. Additionally, leveraging the scenario models of the International Energy Agency (IEA), we systematically analyze the potential risks and opportunities the company may encounter during the transition, including the impacts of energy transformation, policy changes, and market demand adjustments. We then formulate corresponding mitigation measures and strategic adjustments to enhance our strategic resilience under sustainability risks, ensuring the achievement of sustainable development goals amid global transformations.



Physical Risks

According to the five scenarios under the IPCC's Shared Socioeconomic Pathways (SSP), we have selected the very low GHG emissions scenario (SSP1-1.9 assumes that global greenhouse gas emissions peak around 2030, then gradually decline, ultimately reach net zero around 2050.) and the very high GHG emissions scenario (SSP5-8.5 assumes that global greenhouse gas emissions will continue to rise by the end of the 21st century. The global surface temperature is very likely to increase by 3.3°C to 5.7°C by 2081-2100 compared to 1850-1900) to conduct short-term, medium-term, and long-term climate disaster risk identification and assessment on our company's business and asset operations.

According to the IPCC's Sixth Assessment Report: Compared to 1850-1900, global surface temperature averaged over 2081-2100 is very likely to be higher by 1.0°C to 1.8°C under the very low GHG emissions scenario considered (SSP1-1.9), the likely global mean sea level rise is 0.28-0.55 meters, and the average annual global land precipitation is projected to increase by 0-5%. Compared to 1995-2014, the global surface temperature is very likely to be higher by 3.3°C to 5.7°C by 2100 under the very high GHG emissions scenario (SSP5-8.5), the likely global mean sea level rise is 0.63-1.01 meters, and the average annual global land precipitation is projected to increase by 1-13%.

Physical Risk Assessment

Climate-related Risks	Current State	2030		2050	
		SSP1-1.9	SSP5-8.5	SSP1-1.9	SSP5-8.5
Floods and Typhoons The destruction of urban infrastructure and impact on human welfare and health, especially in coastal cities and residential areas.					
Biodiversity Loss and Habitat Displacement Risks of degradation in marine, coastal, and terrestrial ecosystems, including the loss of biodiversity, functionality, and protective services.					
Sea Level Rise The loss of human and natural systems in low-lying coastal areas, reduction in coastal fisheries resources, decrease in precipitation, and rise in temperatures.					
Extreme Heat The increase in temperature and the extreme heat impose stress and lead to deaths, with an increase in heat-related mortality and morbidity rates among both humans and wildlife. Food and water security are at risk.					
Droughts Freshwater scarcity, with a decrease in surface water supply for irrigation in agriculture and other human purposes.					

● Extreme Low Impact ● Low Impact ● Medium Impact ● High Impact ● Extreme High Impact

Physical Risk Management

Physical Risks	Impact Period	Mitigation Measures
Floods and Typhoons The destruction of urban infrastructure and impact on human welfare and health, especially in coastal cities and residential areas.	Short-term, Medium-term, and Long-term	Establish a comprehensive emergency management mechanism, formulate emergency plans, take corresponding measures according to different levels of warnings; regularly conduct emergency drills to enhance the ability to respond to floods and typhoons; ensure that the company's equipment and buildings can withstand the impact of super typhoons.
Biodiversity Loss and Habitat Displacement Risks of degradation in marine, coastal, and terrestrial ecosystems, including the loss of biodiversity, functionality, and protective services.	Medium-term and Long-term	Take sustainable development actions and advocate for green action concept of "Inclusive participation, co-creation and shared benefits," to jointly protect the ecosystem and achieve harmonious coexistence between humans and nature.
Sea Level Rise The loss of human and natural systems in low-lying coastal areas, reduction in coastal fisheries resources, decrease in precipitation, and rise in temperatures.	Medium-term and Long-term	Monitor meteorological and oceanic changes to promptly adjust response strategies.
Extreme Heat The increase in temperature and the extreme heat impose stress and lead to deaths, with an increase in heat-related mortality and morbidity rates among both humans and wildlife. Food and water security are at risk.	Short-term, Medium-term, and Long-term	Monitor temperature conditions and provide employees with health and safety protection in high-temperature working environments; upgrade equipment with heat-insulating materials to enhance heat resistance and conduct regular maintenance to proactively address extreme heat risks.
Droughts Freshwater scarcity, with a decrease in surface water supply for irrigation in agriculture and other human purposes.	Short-term, Medium-term, and Long-term	Advocate for water conservation concept, promote water-saving appliances and technologies, and encourage all parties to take effective measures to reduce water waste and improve water use efficiency.



Transition Risks

We combine the Net Zero Emissions by 2050 Scenario (NZE) and the Stated Policies Scenario (STEPS) within the IEA scenario model to assess the transition risks and opportunities for the company's development under climate change. Corresponding strategies are formulated to enhance the strategic resilience of the company and achieve sustainable development.

According to the IEA's "World Energy Outlook" (WEO): Under Net Zero Emissions by 2050 (NZE) Scenario, the global energy-related carbon emissions reach net zero by 2050, limiting the rise in global temperatures to 1.5° C. Under the Stated Policies Scenario (STEPS), which considers only specific policies already enacted or announced by governments, annual carbon emissions from energy and industrial processes will increase from 34 gigatonnes in 2020 to 36 gigatonnes in 2030, remaining at roughly the same level until 2050. If emissions continue along this trajectory and non-energy-related greenhouse gas emissions follow a similar trend, the temperature will rise by approximately 2.7°C by 2100 (with a 50% probability). By 2050, the share of renewable energy in global electricity generation will be close to 55%.

Transition Risk Management

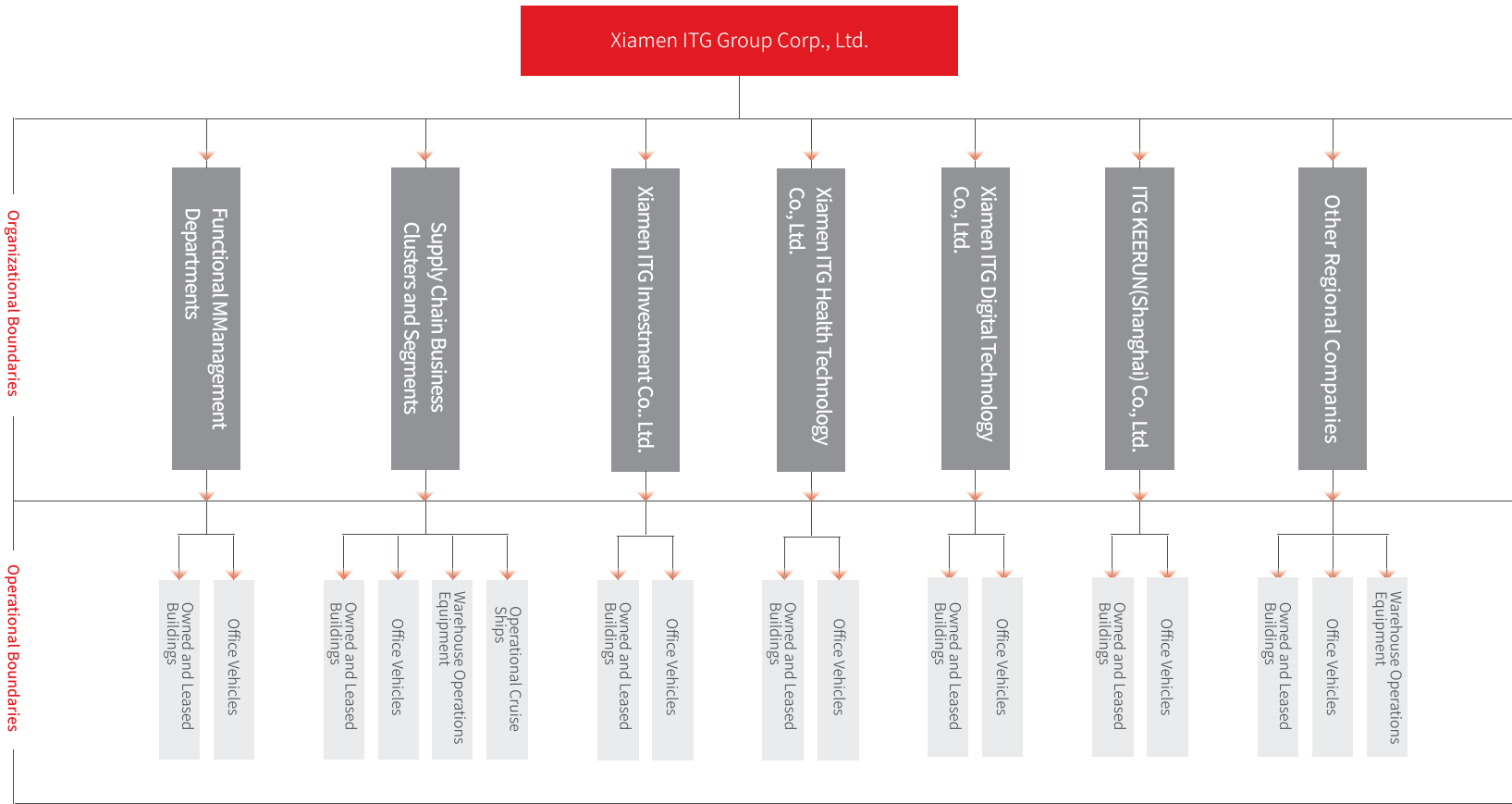
Transition Risks	Impact Period	Mitigation Measures
Geopolitical conflict	Short-term, Medium-term, and Long-term	Focus on key domestic regions of east, west, south, north, and central, while accelerating overseas market expansion and strengthening international outreach efforts to build a dual-circulation development framework that integrates domestic and international markets. Promote innovation in business models, enhance penetration across the entire industrial chain, and continuously build core competencies such as investment and operations across the upstream and downstream of the industrial chain, key account management, and one-stop services. Leverage integration capabilities of resource to deepen presence throughout the industrial chain and maintain close, mutually supportive, and trust-based strategic cooperation with industry chain clients.
Pressure from GHG emission reduction policies	Medium-term and Long-term	Adhere to the concept of green development, formulate net zero strategies and emission reduction targets, actively practice carbon reduction actions. Contribute to the low-carbon or decarbonization development of the industry chain by implementing technology innovation, researching and developing iterative digital products, while reducing greenhouse gas emissions generated by our own operations.
Growing market demands for sustainable products and services	Short-term, Medium-term, and Long-term	Leverage global resources and distribution channels, professional and effective risk management capabilities, and a 5A-grade logistics distribution network, vertically expand the industry chain upstream and downstream, and horizontally enrich supply chain service to provide customers with customized, integrated supply chain service solutions. Continuously enhance the innovation vitality of the industry chain, and facilitate business growth.
Demands for clean technology innovation and energy transition	Medium-term and Long-term	Continuously advance digitalization strategy by innovating with technology, researching and developing iterative digital products, empowering the industry chain to achieve green transformation. Accelerate expansion into new fields such as new energy, new materials, information technology, and life sciences. Actively explore new energy materials business such as cobalt and lithium.

GHG Emissions Management

The Organizational Boundary for GHG Inventory

To strengthen greenhouse gas emissions and energy management, our Strategic and Sustainable Development Committee has appointed dedicated personnel responsible for research in the field of energy conservation and carbon reduction, and for promoting initiatives related to energy conservation and carbon reduction, ensuring the effective implementation of the company's efforts in greenhouse gas emissions and energy management.

In accordance with the requirements of ISO14064-1:2018, we have conducted the GHG inventory for 2024 using the operational control approach for the entities over which the company has operational control.



The Operational Boundary for GHG Inventory

The greenhouse gas (GHG) inventory boundary for the company in 2024 includes Scope 1 direct emission sources and Scope 2 indirect emission sources. Specifically, Scope 1 includes emission sources from natural gas boiler combustion, ship and vehicle combustion facilities, and emissions from air conditioning systems. Scope 2 includes greenhouse gas emissions from purchased electricity and heat.

GHG Inventory Scope for 2024

GHG Category	Definition	Primary GHG Emission Sources
Scope 1	Direct Greenhouse Gas Emissions refer to the greenhouse gas emissions produced by the organization itself, including the emissions generated from burning fossil fuels and industrial processes. They are divided into stationary combustion emissions, mobile combustion emissions, process emissions, and fugitive emissions.	<ul style="list-style-type: none">• Natural gas stove• LPG stove• Diesel generator• Gasoline business vehicles• Diesel business vehicles• Diesel forklift and other on-site vehicles• Marine transportation• Operation of air conditioners and other cooling equipment
Scope 2	Indirect Greenhouse Gas Emissions refer to the greenhouse gas emissions generated from the energy consumed by the organization, such as electricity and thermal energy. This includes purchased electricity, purchased steam, and others.	<ul style="list-style-type: none">• Electricity consumption for production• Office electricity consumption• Purchased steam

GHG Types

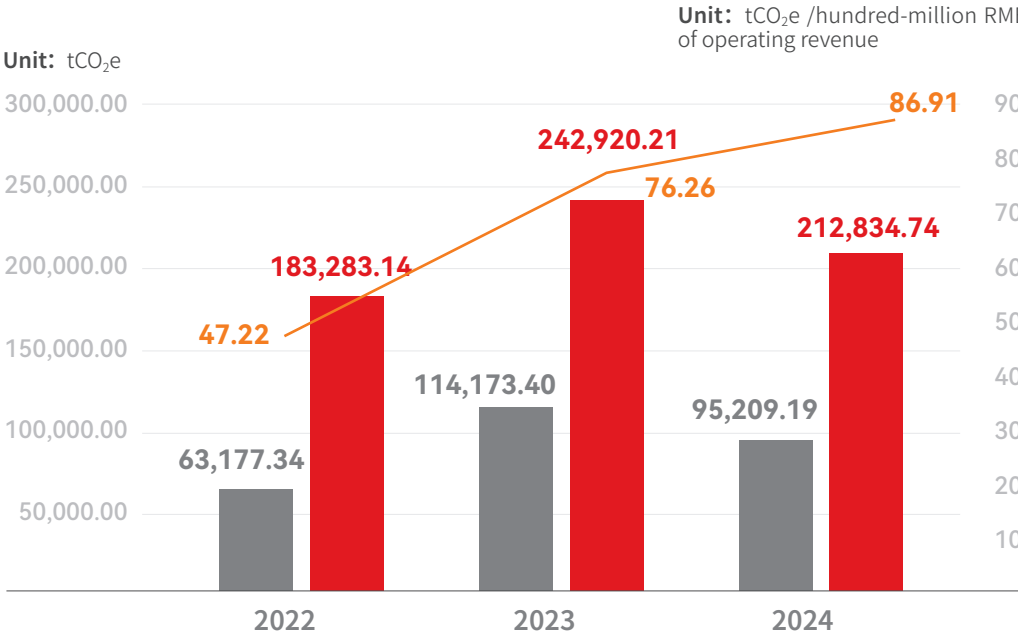
Seven types of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Emission Factors

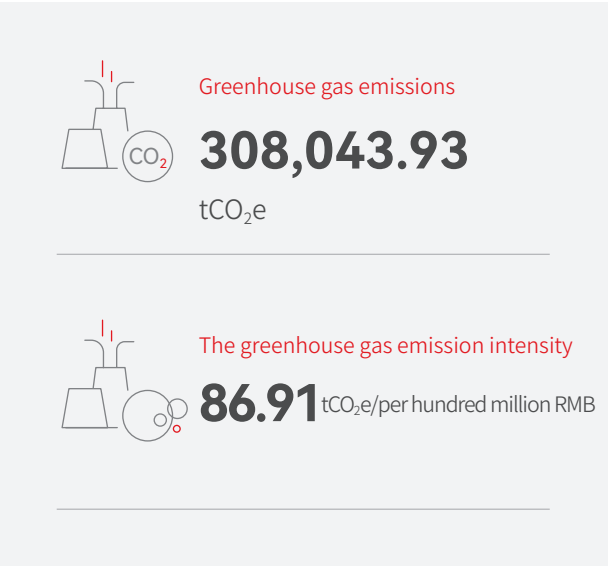
For different emission sources under Scope 1 and Scope 2, we select appropriate emission factors for GHG emissions calculation based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020), and the 2022 electricity emission factor released by the Ministry of Ecology and Environment.

GHG Emissions Management

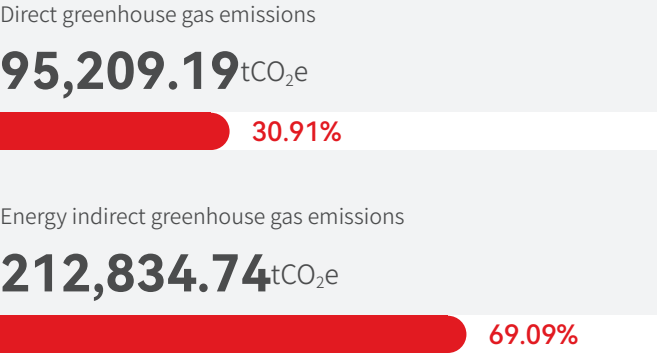
■ Scope 1: Direct Emissions ■ Scope 2: Indirect Emissions



GHG Emissions



Ratio of Scope 1 to Scope 2 GHG emissions



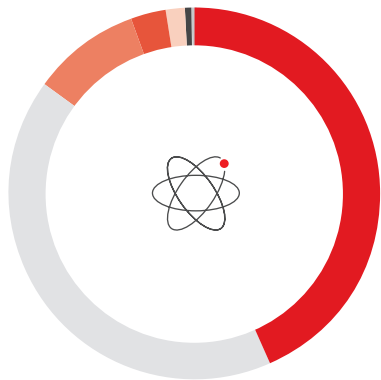
GHG Emissions in 2024

Category	2022	2023	2024
Scope 1: Direct Emissions (Unit: tCO ₂ e)	63,177.34	114,173.40	95,209.19
Scope 2: Indirect Emissions (Unit: tCO ₂ e)	183,283.14	242,920.21	212,834.74
Total (Unit: tCO ₂ e)	246,460.48	357,093.61	308,043.93
GHG Emission Intensity (tCO ₂ e /hundred-million RMB of operating revenue)	47.22	76.26	86.91

Energy Usage

During the reporting period, our total energy consumption was approximately 95,048.16 tons of coal equivalent. In terms of energy consumption structure, electricity and marine fuel accounted for the largest share, making up approximately 85.07% of total energy consumption. Regarding greenhouse gas emissions from energy consumption, emissions from electricity consumption were the most significant, accounting for 58.57% of the total greenhouse gas emissions generated from annual energy consumption.

Energy Structure



Electricity	Natural Gas
43.48%	1.64%
Marine Fuel	Gasoline
41.59%	0.65%
Steam	Liquefied Petroleum Gas
9.39%	0.01%
Diesel	Thermal Coal
3.24%	0.00%

Our total energy consumption was approximately

95,048.16

tons of coal equivalent

Electricity and marine fuel accounted

85.07%

Emissions from Electricity Consumption

58.57%

Energy Type	Energy Consumption in 2024	Energy Consumption in 2023	Energy Consumption in 2022	Total comprehensive energy consumption (tons of coal equivalent) in 2024	Total comprehensive energy consumption (tons of coal equivalent) in 2023	Total comprehensive energy consumption (tons of coal equivalent) in 2022	Energy consumption percentage (%) in 2024
Electricity(kWh)	336,257,778.45	342,095,277.67	271,331,451.20	41,326.08	42,043.51	33,346.64	43.48%
Marine Fuel (t)	27,688.49	28,432.67	/	39,527.21	40,618.91	/	41.59%
Steam (t)	94,244.71	139,112.81	74,541.45	8,924.97	13,173.98	7,059.08	9.39%
Diesel (L)	2,457,662.26	8,156,804.16	8,346,273.39	3,079.71	10,221.35	10,458.76	3.24%
Natural Gas (m³)	1,180,465.38	1,169,092.15	/	1,570.02	1,554.89	/	1.64%
Gasoline (L)	571,693.83	433,068.61	/	614.07	465.17	/	0.65%
Liquefied Petroleum Gas(kg)	3,560.60	11,120.10	4,268.80	6.10	19.06	7.32	0.01%
Thermal Coal (t)	0	10,007.03	8,012.84	0	7,148.02	5,723.57	0.00%
Total				95,048.16	115,244.89	56,595.37	100%

GHG Emission Reduction Actions

Designing Sustainable Products

We integrate digital-intelligent products with green development and full product lifecycle concepts into our integrated supply chain services through technological innovation, providing comprehensive industrial services for upstream and downstream partners. This not only effectively reduces greenhouse gas emissions from our own operations but also contributes to the low-carbon or decarbonized development of the industry chain.



"ITG Carbon Chain" Smart Energy and Carbon Management Platform

The "ITG Carbon Chain" Smart Energy and Carbon Management Platform is built on the Zero-Carbon Industrial Internet Platform independently developed by Xiamen Keerun OCSMARTER, a subsidiary of our company. It can collect multi-dimensional energy and carbon emission data in real-time, construct energy and carbon emission models, and enable smart energy and carbon management across various scenarios. It provides technological support for efficient carbon accounting and precise energy-saving and carbon-reduction efforts. "ITG Carbon Chain" offers an effective solution for balancing environmental and economic benefits within the supply chain and industry chain. By leveraging mature carbon management solutions, it drives production process optimization, reduces production costs, improves resource utilization efficiency, and achieves a comprehensive transformation toward carbon neutrality, thereby enhancing industry competitiveness and sustainable development capabilities.

In carbon emission management, the "ITG Carbon Chain" helps users identify their primary sources of carbon emissions, consolidate and analyze carbon footprint data, and generate an overall carbon management overview. In energy management, "ITG Carbon Chain" collects data on various energy sources, including electricity, heat, cooling, oil, gas, and water, enhancing enterprises' digitalization and precision in energy management. Currently, the "ITG Carbon Chain" Smart Energy and Carbon Management Platform has been applied to multiple projects and business scenarios, including the Keerun Tire (Rizhao) and Zhonghong Kelun Pharmaceutical Factory.



"ITG Carbon Chain" Smart Energy and Carbon Management Platform Applied to Energy Consumption Statistics in Factory



Carbon Emission Statistics at "ITG Carbon Chain" Smart Energy and Carbon Management Platform



Carbon Emission Management Dashboard at "ITG Carbon Chain" Smart Energy and Carbon Management Platform

[Highlight] | "ITG Carbon Chain" Empowers Keerun Tire to Save 8.5 Million RMB/Year and Reduce Carbon Emissions by 62,000 Tons/Year

Xiamen Keerun OCSMARTER designed and developed the "ITG Carbon Chain" smart energy and carbon emission management solution for Keerun Tire(Rizhao) and Keerun Tire(Dezhou), both subsidiaries of Xiamen ITG Group. By deploying a smart heat station biomass system and a smart energy and carbon management system, the solution enabled the factories to supply zero-carbon steam while achieving intelligent management of the heat stations. After the project was implemented, the two factories produced a total of over 100,000 tons of zero-carbon steam annually. The project helps reduce carbon emissions by approximately 35,000 tons and 27,000 tons per year, respectively, and lowers costs by 5 million RMB and 3.5 million RMB annually for each factory.



Management Dashboard at "ITG Carbon Chain" Smart Energy and Carbon Management Platform of Keerun Tire Project



"ITG Atlas" Agriculture Industry Solution

"ITG Atlas" Agriculture Industry Solution is an integrated industrial service platform launched by ITG Agricultural Products, a subsidiary of the company. The platform integrates digital operations, agricultural product trading, logistics and warehousing, and supply chain finance. By leveraging digital technology to connect upstream and downstream enterprises in the agricultural industry chain, it not only provides solutions for agricultural trade, production, and processing but also optimizes logistics routes, reduces carbon emissions, and enhances resource utilization efficiency. It facilitates the green transformation and low-carbon development of the agricultural industry chain, contributing to the sustainable development goals of the agricultural sector.



"ITG Atlas" Iron & Steel Industry Solution

"ITG Atlas" Iron & Steel Industry Solution is a digital collaborative service platform for the steel supply chain, independently developed by Xiamen ITG Group's steel business cluster. The platform establishes a customer-centric service system, enabling digital contract signing, goods dispatch, financial transactions, and invoicing, achieving full-process online and digital operations. It enhances the efficiency and satisfaction of customer business processes while optimizing supply chain workflows, reducing paper documents and logistics transportation, lowering carbon emissions, and driving the steel industry toward a low-carbon and green transformation.

[Highlight] | Empowering Zhonghong Kelun Pharmaceutical Factory to Enhance Quality and Efficiency



Smart Air Compressor Station in Zhonghong Kelun Pharmaceutical Factory



Smart Chiller Station in Zhonghong Kelun Pharmaceutical Factory



"ITG Carbon Chain" has assisted the Zhonghong Kelun Pharmaceutical Factory, a subsidiary of Zhonghong Pulin Medical Products Co.,Ltd., in achieving low-carbon transformation and digital intelligence management of the factory. Through equipment upgrades and digital management systems, the operational efficiency of air compressors and chillers has been significantly improved. This has resulted in an annual reduction of approximately 1,694 tons of emissions for the factory, saving nearly 1.37 million RMB in costs.

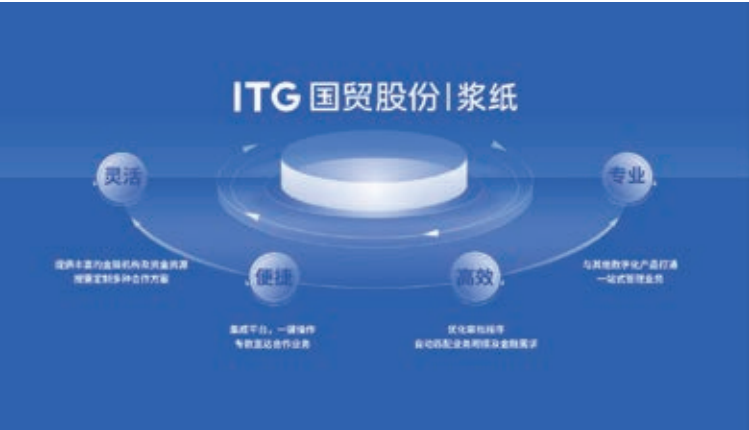


"ITG Atlas" Pulp and Paper Industry Solution

"ITG Atlas" Pulp and Paper Industry Solution is an industrial internet platform that breaks down barriers within the pulp and paper supply chain, enabling seamless order integration with upstream factories. It establishes a comprehensive closed-loop system covering the entire value chain, from upstream raw materials to midstream production and downstream sales, enhancing efficiency and quality in the pulp and paper industry. The platform leverages blockchain technology to address industry challenges such as the involvement of multiple stakeholders, lack of trust, and heavy reliance on paper-based documentation. The immutability of blockchain ensures the reliability of multi-party collaboration within the supply chain, while secure data and document transfers enable paperless operations, significantly reducing carbon emissions associated with the use and transmission of paper-based documents.



"ITG Atlas" Pulp and Paper Industry Solution



"ITG Atlas" Intelligent Supply Chain Service Platform

During the reporting period, several digital projects under "ITG Atlas" including "ITG Atlas" Iron & Steel Industry Solution and "ITG Atlas" Agriculture Industry Solution were shortlisted for the 7th "2024 Digital Transformation and Innovation Awards," jointly initiated by the Digital Industry Innovation Research Center, JNexpert, Chief Digital Officers, and more than 20 CIO organizations and industry associations nationwide. These projects were recognized among the "Top 100 Annual Digital Transformation and Innovation Cases." Additionally, "ITG Atlas" Agriculture Industry Solution was awarded the "2023 Outstanding Cases in Supply Chain Digitalization" by the Xiamen Federation of Modern Supply Chain.

Facilitating Supply Chain Decarbonization

We adopt sustainable materials and logistics in our operations and work closely with supply chain partners to build a sustainable supply chain, driving the industry's overall green and low-carbon transition.



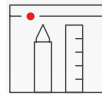
Low-carbon and Energy-saving Retrofit for Owned Vessels

We have carried out energy-saving retrofits on our self-owned vessels, EGRET OASIS and PHOENIX OCEAN.

- **Installation of a Pre-Swirl Stator:**A pre-swirl stator (guide wheel/ guide vanes) is installed in front of the propeller to improve the uniformity of inflow and reduce separated flow, generating additional thrust and reducing wake energy loss. This can increase the sailing range by 3%–7%.
- **Addition of an Energy-Saving Fin:** Small fins, equal in number to the propeller blades, are installed on the propeller cap to eliminate hub vortex energy loss, increasing the sailing range by 2%–5%.
- **Rudder Bulb:**Reduces water resistance and improves rudder efficiency, increasing the sailing range by 1%–3%.
- **Installation of Electric Heaters:**Electric heaters are connected in parallel to the auxiliary engine fuel oil steam heater, lube oil purifier steam heater, main engine cylinder jacket water steam heater, and domestic water steam heater. When the vessel is at anchor, electric heaters are used instead of steam supply, saving approximately 1 ton of fuel per day.
- Prioritizing the use of water-based anti-corrosion coatings for ships to reduce the impact of asphalt-based epoxy coatings on ocean acidification.

Developing Sustainable Industries

We seize opportunities in green and low-carbon transformation, actively developing a circular economy and expanding our green energy business.



One-Stop Supply Chain Services from New Energy Enterprise

ITG New Energy Development focuses on four key areas: the battery industry chain, the solar and wind power industry chain, the hydrogen energy, energy storage, and battery recycling industry chain, and the new materials and new products industry chain. On one hand, we ensure the stable supply of the solar and wind power industry chain, supporting the transition of the energy consumption structure. On the other hand, we provide supply chain services for the hydrogen energy, energy storage, and battery recycling industries, enabling the full recovery and utilization of battery powder, scrapped power batteries, and waste electrode scraps, thereby enhancing the energy efficiency.

We leverage global procurement and sales resources, establishing vertical connectivity across the industry and horizontal integration of comprehensive supply chain services. We offer one-stop solutions for new energy enterprises during our global, specialized, and diversified supply chain operations, supporting our customers in their green transition.



From a Grain of Silicon to a Watt of Green Energy

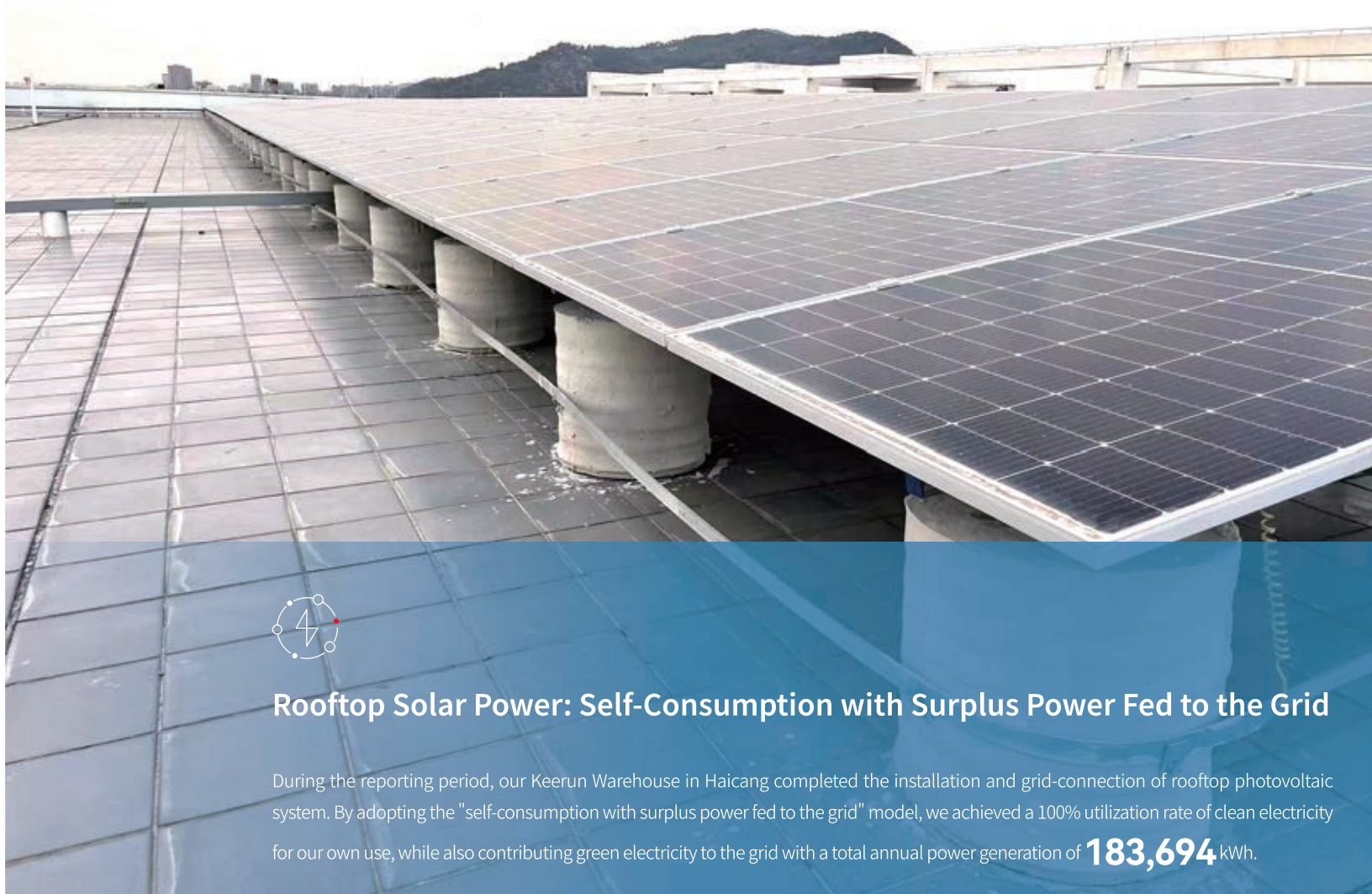


The photovoltaic (PV) industry consists of five key segments including silicon material, silicon wafers, solar cells, PV modules, and solar power stations. We have established Nujiang ITG Silicon Industry Co., Ltd. in Nujiang, Yunnan, a region rich in silicon resources. The company primarily produces various specifications of metallurgical-grade silicon, enabling us to integrate hydropower and silicon material

production while leveraging clean energy advantages within the silicon industry chain. Additionally, we have set up Inner Mongolia ITG Silicon Industry Co., Ltd., which specializes in the production of organic silicon, polysilicon, and other photovoltaic raw materials, with an expected annual capacity of 120,000 tons. Leveraging our industry chain advantages, we have also expanded into the Baotou silicon industrial cluster in Inner Mongolia, where we utilize the region's abundant solar energy resources to further process metallurgical-grade silicon powder, contributing to the high-quality development of the silicon industry. From Nujiang ITG Silicon to Inner Mongolia ITG Silicon, from hydropower to solar energy, and from silicon production to PV raw material manufacturing, our non-ferrous metals segment continues to strengthen the integration of the green energy industry chain, realizing a fully integrated model of "From a Grain of Silicon to a Watt of Green Energy."

Utilizing Renewable Energy

We promote the use of renewable energy sources such as solar and wind power in production and operations, gradually reducing the proportion of non-renewable energy sources such as fossil fuels, to drive energy transition.



Rooftop Solar Power: Self-Consumption with Surplus Power Fed to the Grid

During the reporting period, our Keerun Warehouse in Haicang completed the installation and grid-connection of rooftop photovoltaic system. By adopting the "self-consumption with surplus power fed to the grid" model, we achieved a 100% utilization rate of clean electricity for our own use, while also contributing green electricity to the grid with a total annual power generation of **183,694 kWh**.



Executing Sustainable Actions

We have created the "Flying Love and Dream" public welfare brand, and carried out various public welfare actions with the theme of "Passion for Nature and Dreams for Future" to contribute to the environmental protection. As a "Public Welfare Ambassador," AMO is dedicated to driving the green transformation of our operations and advocating for everyone's participation in creating a beautiful, shared, and sustainable world. We encourage the public to take action to protect our home with clear skies, green lands, and clean water.

1.2

Ecosystem and Biodiversity Protection

We respect international agreements such as the "United Nations Conference on the Human Environment" and the "United Nations Framework Convention on Climate Change," and strictly observe relevant environmental protection laws and regulations, including the "Environmental Protection Law of the People's Republic of China," the "Law of the People's Republic of China on the Protection of Wildlife," and the "Regulations of the People's Republic of China on Wild Plants Protection." We have developed an "Environmental Protection Policy" and continuously improve our full-cycle environmental management system. We incorporate ecological and environmental impact factors into our scientific assessment and decision-making processes throughout stages of project investment, planning, design, development, construction, and operational management. We avoid carrying out activities that could damage ecological functions in important ecological protection areas, such as World Heritage Sites and areas listed on the IUCN Red List of Threatened Species, and nearby areas. We are committed to safeguarding the ecological security and biodiversity of the regions where we operate.

[Highlight] | Slope Greening of Mining Area in Chuanbi Island

Ningbo Zhencheng Mining, a subsidiary of our company, sticks to the development philosophy of "Safety, Environmental Protection, Green, and Efficiency." In the Chuanbi Island mining area, the company has fully promoted slope greening and ecological restoration to ensure coordinated development between mining operations and the ecological environment. The company has developed a systematic management plan based on the geological conditions of the mining area, and implemented phased slope ecological restoration measures, ensuring the sound results and long-term stability of the efforts.

In the vegetation restoration process, the company has selected herbaceous and shrub plants with well-developed root systems that are adapted to local growth conditions. By optimizing the hydroseeding mixture, the company has improved plant survival rates, promoted ecosystem restoration, and enhanced slope stability.

As of December 31, 2024, the Chuanbi Island mining area has completed greening over an area of 64,000 square meters, achieving a vegetation coverage rate of 85%. Soil erosion in the mining area has been effectively controlled, and the ecological functions are gradually recovering, with biodiversity showing a positive development trend. Additionally, the company has established a long-term ecological monitoring mechanism, regularly conducting evaluations of slope stability, vegetation growth, and soil and water conservation effectiveness to ensure the long-term stability of the restoration and remediation results.



Mining Area in Chuanbi Island

1.3 Water Resources Conservation

We consistently adhere to a green development and sustainable business strategy, strictly complying with water resource protection laws and regulations such as the "Water Law of the People's Republic of China" and the "Water Pollution Prevention and Control Law of the People's Republic of China."

In our business operations, we rely on modern data monitoring and intelligent management methods to improve our water resource management system, ensuring the efficient utilization and scientific allocation of water resources. We focus on risk control and refined operations, continually advancing upgrades of water-saving technology and optimizing management processes to effectively reduce the negative impact of our production activities on the water ecological environment, thereby fulfilling our environmental responsibilities.

In our daily operations, we promote the application of water-efficient equipment, implement classified management for water usage in offices, commercial spaces, and residential areas, and prioritize the incorporation of high-efficiency water-saving facilities during the planning phase of new and renovation projects. The ITG Center, headquarters of our company, is a prime example which follows a sustainable design concept and has received a national two-star green building certification. It fully integrated requirements for energy conservation, water saving, and material reduction from the initial design stage, configuring a high-standard HVAC system and a rainwater collection and reuse network, achieving significant water-saving results.



[Highlight] | Recycling of Sand Washing Wastewater in Mining Area

Our subsidiary, Ningbo Zhencheng Mining, is promoting the efficient recycling of sand washing wastewater to enhance water resource utilization. This initiative aims to increase water resource utilization, reduce the consumption of fresh water, and minimize environmental impact. The company has established a comprehensive wastewater collection and reuse system. All sludge and wastewater are collected and processed at the sewage treatment plant before being reused in wet processing and dust suppression operations. Wastewater generated from cleaning workshop floors and equipment is collected through open channels and sent to the sewage treatment plant. After treatment, the water is reused. Domestic wastewater is also treated by the existing sewage treatment facilities in the mining area and is then used for production purposes, further reducing emissions. The project processing lines are surrounded by drainage ditches, and initial rainwater is treated in a sedimentation tank before being reused in the production process. Additionally, the company has installed automatic car wash machines in the washing station, utilizing water recycling technology for efficient water reuse. The gantry car wash machine alone saves approximately 12,000 tons of water annually, reducing water consumption and improving washing efficiency, while also reducing dust pollution on site. In 2024, the total water consumption of the mining area was 1,079,665 tons, **with 647,799 tons of sand washing wastewater being reused, achieving a water resource recycling rate of 60%.**



Ningbo Zhencheng Mining Automatic Car Wash Machines

1.4

Environmental Compliance Management

We adhere to the concept of green development and strictly comply with relevant laws and regulations, such as the "Environmental Protection Law of the People's Republic of China" and the "Environmental Impact Assessment Law of the People's Republic of China." We have developed internal environmental management policies, including the "Environmental Protection Policy," and established a comprehensive environmental management system. We continuously improve our environmental management objectives to enhance our environmental governance level, creating an environmentally friendly and comfortable working and living environment for our employees, partners, and the communities where we operate. We also implement relevant regulations regarding environmental impact assessments for new projects, renovated projects, and expanded projects. In the investment, design, development, and operation stages of projects, we incorporate environmental impact assessment into project evaluations and decision-making processes, aiming to prevent and reduce environmental pollution and ecological damage. During the reporting period, our subsidiary, ITG Shipping, has obtained the ISO 14001 Environmental Management System certification.

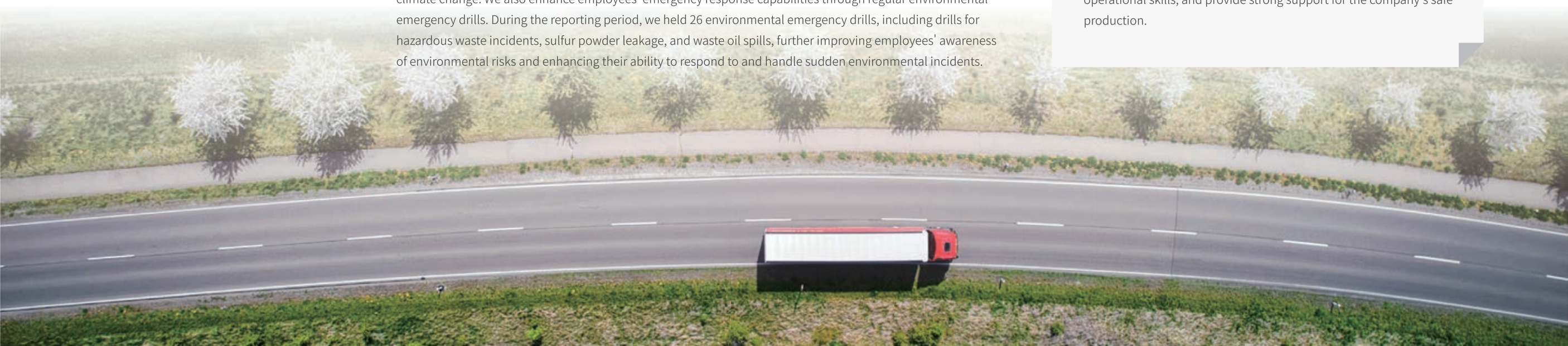
We think highly of environmental protection and actively conduct environmental protection training and various initiatives to continuously strengthen employees' environmental awareness, fostering an environmentally-friendly corporate culture. In addition, we have established systems such as the "Flood and Typhoon Emergency Response Plan" to prepare for and respond to potential natural disasters caused by extreme weather due to climate change. We also enhance employees' emergency response capabilities through regular environmental emergency drills. During the reporting period, we held 26 environmental emergency drills, including drills for hazardous waste incidents, sulfur powder leakage, and waste oil spills, further improving employees' awareness of environmental risks and enhancing their ability to respond to and handle sudden environmental incidents.



[Highlight] | Sulfur Powder Leakage Emergency Drill

Sulfur combustion produces sulfur dioxide and other irritating gases, which strongly irritate the eyes and respiratory mucosa. Inhaling large quantities can cause pulmonary edema, throat swelling, vocal cord

spasms, and suffocation. To ensure the safe handling, storage, and unloading of sulfur powder, and to standardize emergency response procedures for incidents such as sulfur powder leakage, we organized an emergency drill in the production workshops. Before the drill, employees received training on the use of gas masks, firefighting equipment, and rescue materials, as well as emergency measures for handling leaks. The aim was to evaluate the effectiveness of existing emergency plans, improve employees' emergency response and operational skills, and provide strong support for the company's safe production.



1.5

Pollutant Discharge

We strictly adhere to the "Air Pollution Prevention and Control Law of the People's Republic of China," "Water Pollution Prevention and Control Law of the People's Republic of China," "Soil Pollution Prevention and Control Law of the People's Republic of China," "Law of the People's Republic of China on the Prevention and Control of Noise Pollution," "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes," and other relevant laws and regulations of the operating regions. We have developed an "Environmental Protection Policy" to strictly control the generation and discharge of wastewater, waste gases, noise, and solid waste during production and operations, minimizing the environmental impact of our business activities.

Waste Gas Management

The air pollutants generated during our production and operations primarily include non-methane hydrocarbons, suspended particulate matter, nitrogen oxides, and sulfur oxides. These emissions mainly originate from the rubber mixing and vulcanization workshops of our subsidiaries, Keerun Tire (Dezhou) and Keerun Tire (Rizhao), during processes such as rubber mixing, bead manufacturing, cord calendering, belt layer production, sidewall and tread extrusion, and tire vulcanization.

Keerun Tire (Rizhao) strictly adheres to national and local environmental regulations being a key environmental supervision unit in Rizhao, Shandong Province in 2024, The plant has 14 air pollutant discharge outlets, with major outlets equipped with automated monitoring systems that transmit real-time data to local environmental authorities, ensuring transparency and regulatory compliance.

The plant employs advanced treatment technologies to enhance air pollution control, including baghouse filtration, cotton filtration, electrostatic oil removal, zeolite adsorption, CO catalytic combustion, and a combination of SNCR denitrification, multi-tube wet dust removal, and desulfurization towers. During the reporting period, the company engaged a certified third-party agency for monthly air quality testing to ensure compliance with national and local emission standards. Data from the

environmental authorities' automated monitoring system showed that in 2024, the plant's average daily concentration of key air pollutants (non-methane hydrocarbons) was 0.64mg/Nm³, significantly below the permitted limit of 10mg/Nm³, with no recorded exceedances.

Keerun Tire (Dezhou) adopts a combination of activated carbon adsorption and filter cotton to treat stationary source emissions, effectively reducing exhaust emissions. The company engages a qualified third-party testing agency to conduct comprehensive testing of stationary source emissions (including total non-methane hydrocarbons) and fugitive emissions (including total non-methane hydrocarbons, particulate matter, etc.) and to issue testing reports.



Waste Gas Treatment Facilities in Keerun Tire (Rizhao)



Air Pollution Control Facilities in Keerun Tire (Dezhou)

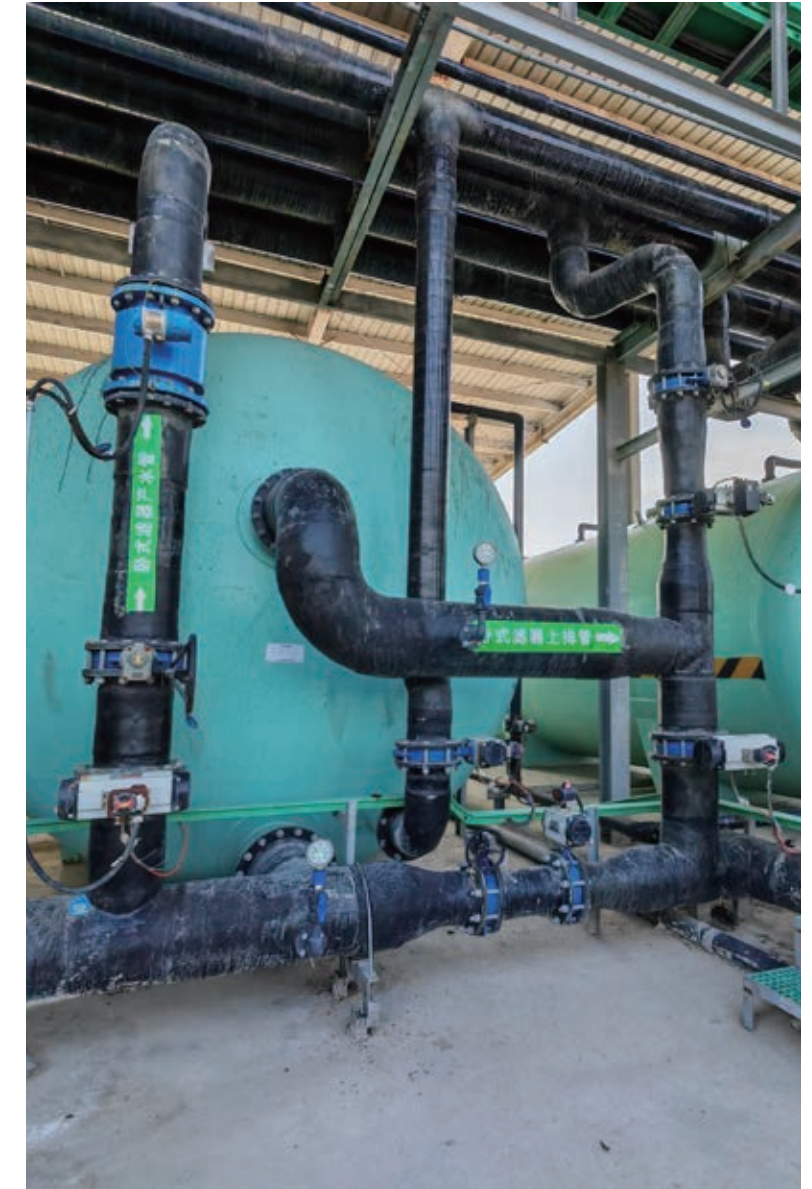
The Main Air Pollutants of Keerun Tire (Rizhao) in 2024:

Category	Tested Item	Emission Method	Daily Average Emission Concentration	Permitted Emission Concentration	Exceedance	Emission Volume (tons)	Permitted Annual Emission Volume
Waste Gas	NMHCs	After-treatment	0.64mg/Nm ³	10 mg/Nm ³	None	0.07347	/

Wastewater Management

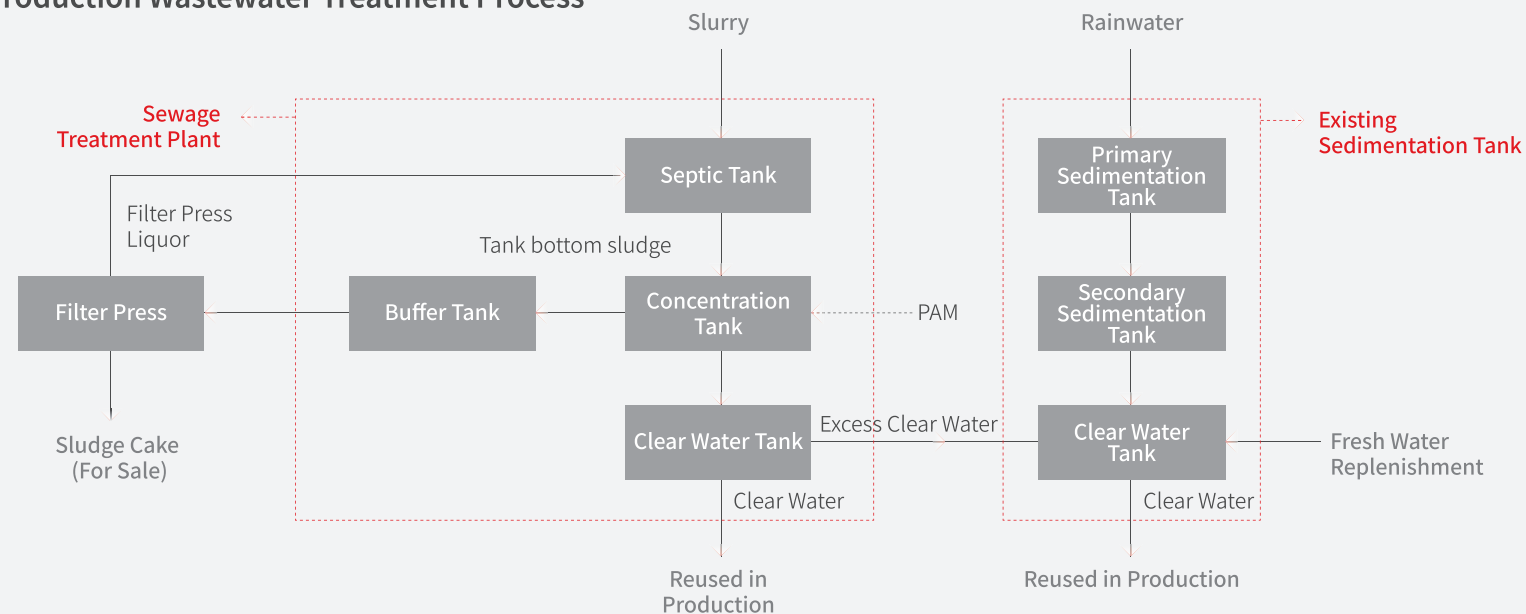
The wastewater generated during our production operations mainly consists of sand washing wastewater and rinsing wastewater, with the primary component being sludge and primarily coming from our subsidiary, Ningbo Zhencheng Mining. The company adopts the following processes for treating production wastewater:

- The production wastewater is collected into a sewage collection tank for temporary storage and buffering before being pumped into a concentration tank, where flocculant PAM is added for coagulation and sedimentation treatment.
- The sediment generated from the coagulation and sedimentation process is transferred to a buffer tank for temporary storage, then pumped to the sludge cake workshop to be processed into sludge cakes. The filtrate generated during the filtration process is returned to the sewage collection tank for further treatment.
- The supernatant from the sedimentation process is pumped to a clean water tank for temporary storage and reused in the sand washing machine to conserve water resources. Excess clean water is discharged into the clean water pool in the third sedimentation tank for further treatment or storage.



Production Wastewater Treatment System in Ningbo Zhencheng Mining

Production Wastewater Treatment Process



Noise Management

The noise emissions from our production operations mainly come from our subsidiaries, Keerun Tire (Dezhou) and Keerun Tire (Rizhao). To effectively prevent and control industrial noise pollution and actively improve the sound environment quality, Keerun Tire (Dezhou) has commissioned a qualified third-party testing agency to conduct noise emission monitoring at the factory boundary. All monitoring results complied with the relevant requirements of the "Emission standard for industrial enterprises noise at boundary" (GB12348-2008), ensuring that the emissions meet the standards.



1.6 Waste Disposal

Hazardous Waste

We place great emphasis on the management and environmental impact of hazardous waste generated during our production activities. The hazardous waste produced in our operations mainly includes waste engine oil, medical waste, etc. Our subsidiary, Keerun Tire (Dezhou), has implemented strict preventive measures for waste engine oil management, ensuring the safe and compliant treatment and management of waste engine oil. Keerun Tire (Dezhou) organizes specialized training and emergency drills to enhance the professional skills and emergency response capabilities of operators. At the waste engine oil collection site, the company has set up measures to prevent rain, seepage, and leakage, as well as posted warning signs to raise safety awareness and ensure proper operational practices. Additionally, the company has established a hazardous waste storage registry to ensure the traceability of waste engine oil information. In case of an emergency, such as a waste engine oil spill, the company will promptly activate the emergency plan, using materials such as sand to contain and absorb the spill, preventing further pollution. The waste engine oil and absorbent materials will then be safely transferred to a designated area for subsequent professional treatment, reducing the environmental pollution risk.

Our subsidiary, ITG Tidak Logistics, has signed a hazardous waste transfer and disposal contract with a qualified hazardous waste disposal entity to ensure the safe and compliant transfer and disposal of hazardous waste.

General Waste

We attach great importance to and actively implement household waste sorting. We continuously improve supervision, advocacy, and training efforts, standardizing the classification and disposal processes of household waste and maintaining proper record management. We also summarize and review waste sorting activities through monthly reports. To prevent secondary pollution of household waste, we require all departments and operating units to strictly adhere to regulations for disposing of lunch boxes, papers for pressing elevator button, discarded masks, and other waste. Additionally, we conduct periodic inspections of waste sorting practices on each office and promptly correct any non-compliant behavior. During the reporting period, our headquarters organized four training sessions on waste sorting and the locations of sorting bins. It was to educate all employees on the knowledge of waste sorting, the distribution of waste bins in the building, and the potential ecological risks of improperly sorted waste. These efforts helped raise employees' awareness of waste sorting and promote the effective implementation of the program.

1.7 Circular Economy

Developing the circular economy, promoting the efficient and intensive use of resources, and establishing resource-circular industrial and waste recycling systems are crucial for ensuring national resource security, achieving carbon peaking and carbon neutrality, and advancing ecological civilization. We integrate the concept of efficient, intensive, and circular resource utilization into our overall corporate development strategy. We actively promote sustainable and circular resource use across our investment projects and commodity supply chains, striving to achieve maximum economic and social benefits with minimal resource and environmental costs, contributing to the development of a circular society.

2024 Management Goals		Completion Status
1	Annual sales of recycled finished paper no less than 1.9 million tons	●
2	Expand the resource utilization of used cooking oil (UCO) to reduce waste generation	➡
3	Promote the application of sustainable materials like Lyocell fiber to reduce resource consumption	➡

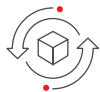
Green Development of the "Forest-Pulp-Paper" Industry

We integrate industry chain resources to provide comprehensive, one-stop supply chain services for industrial clients, transforming the linear "forest-pulp-paper" supply chain into a networked service system to foster the green and high-quality development of the forest-pulp-paper industry.



Sustainable Wood Procurement

In the upstream industry, we prioritize the procurement of sustainable wood, such as plantation forests in New Zealand and planned reforestation projects in Europe and North America. These certified or well-managed forests follow ecological logging plans, ensuring timely replanting and regeneration. We also collaborate with major wood processing suppliers to maximize resource efficiency through optimized production and grading, thereby contributing to forest conservation.



Green Pulp Alternative

In the midstream industry, we engage in the trade of chemi-mechanical pulp, which offers higher fiber utilization and generates only one-quarter of the pollutants compared to traditional chemical pulping methods. We supply bagasse pulp and bamboo pulp for molded fiber products, promoting plastic substitution to reduce plastic production and usage. By strategically investing in green pulp markets, we support the molded fiber industry with bagasse pulp sourced from sugarcane waste, minimizing tree felling.



Utilization of Renewable Resources

In the downstream industry, we strengthen cooperation with paper mills and recycling stations to develop recycled paper and reclaimed wood fiber businesses for applications such as cardboard and cat trees, advancing circular resource utilization. During the reporting period, we sold over 1.9 million tons of recycled finished paper, reducing deforestation by approximately 19.65 million trees and protecting around 1,141 square kilometers of forest.

Utilization of Used Cooking Oil

Used Cooking Oil (UCO) is primarily derived from waste oils and fats from the kitchen and restaurant. As a feedstock, UCO can be converted into biodiesel or other renewable fuel sources, significantly reducing harmful emissions such as sulfur dioxide and particulate matter during combustion. This contributes to improved air quality and lower greenhouse gas emissions. We engage in the clean energy sector, managing UCO (Used Cooking Oil) and supplying it to biodiesel plants, which promotes resource recycling while reducing the negative environmental impact of kitchen waste oils.

Promotion of Green Fiber Materials

We operate in the Lyocell fiber business, a green fiber derived from renewable wood sources such as eucalyptus and pine through physical dissolution and a closed-loop production process. Its manufacturing process uses the non-toxic organic solvent NMMO (N-Methylmorpholine-N-Oxide), which can be repeatedly recycled, achieving near-zero pollution emissions. Lyocell combines the moisture-wicking, breathability, and softness of natural fibers with the strength and drape of synthetic fibers. It is also fully biodegradable, earning it the reputation of being the "green fiber of the 21st century." As an eco-friendly choice for the fast fashion industry, Lyocell is widely used in apparel, home textiles, and other fields.

02 Society

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2.2 Innovation-driven Development

2.3 Suppliers and Clients

2.4 Employees

Sustainable Development Goals (SDGs) Alignment



2.1

Rural Revitalization and Social Contributions

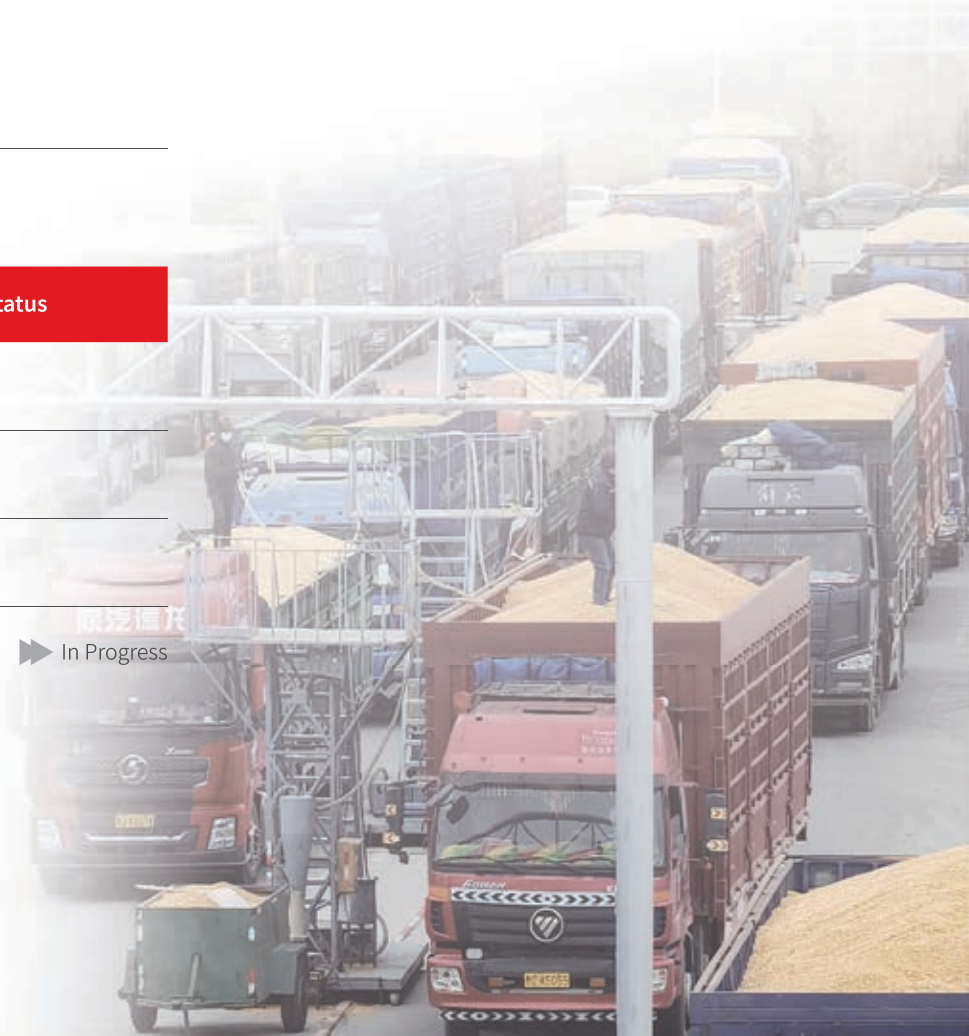
We actively respond to the national rural revitalization strategy, fully leveraging our industrial resource advantages. We implement the mission of state-owned enterprises in the new era to serve national strategies and fulfill social responsibilities. By building a social contribution system with long-term value and broad influence, we strive to contribute more to supporting major national strategies.

Rural Revitalization

We actively integrate supply chain resources and innovate support models to unlock the value of rural resources through market-driven mechanisms, boosting agricultural efficiency, increasing farmers' income, and promoting rural prosperity. We are committed to injecting sustainable momentum into rural revitalization.

2024 Management Goals		Completion Status
1	Position in the agricultural industry chain to support the high-quality development of agriculture and ensure national food security, starting with grains and agricultural materials fields	►
2	Carry out paired assistance work to support the implementation of the national rural revitalization strategy	►
3	Actively carry out public welfare and volunteer activities, ensuring that the total annual volunteer service hours exceed 2,000 hours	●

● Completed ► In Progress



Building a Modern Agricultural Supply Chain System for Food Security

Food security is a fundamental national priority. In recent years, agricultural product prices have fluctuated significantly due to various domestic and international factors. As a state-owned enterprise deeply engaged in the agricultural supply chain, we leverage our global resource integration capabilities and full-industry-chain advantages to continuously build a sustainable agricultural industry ecosystem, contributing to the safeguarding of national food security.

In major grain-producing regions across China, we establish long-term partnerships with farmers through contract farming, price-guaranteed procurement, and technology-driven support. By integrating with domestic warehousing and logistics systems, we streamline agricultural product distribution channels to foster a win-win collaboration between farmers and enterprises. Internationally, we leverage our global procurement network to build strong partnerships with leading grain traders worldwide, ensuring a stable supply of high-quality grain for the domestic market and reinforcing food security as a strategic cornerstone. Additionally, we fully utilize financial derivatives such as futures to engage in the core business of commodities like corn, soybean meal, and soybean oil. Through a "spot-futures combination" model, we help farmers hedge against price volatility risks, continuously driving income growth for farmers and contributing to rural prosperity.

In 2024, our subsidiary, ITG Agricultural Products, was designated by the Dalian Commodity Exchange (DCE) as a production-finance cultivation base for the agricultural products sectors. By participating in the development of a "dual circulation" modern agricultural supply chain system, we are strengthening the industrial foundation for food security and rural revitalization.

 [Highlight] | **The Supply Chain of "Produce Origin - Logistics Base – Urban Direct Sales"**

In 2024, Heilongjiang Runda Xiangyun Logistics Co., Ltd. and other subsidiaries of ITG Agricultural Products deeply integrated their service direction with the Rural Revitalization Strategy, building an industrial chain layout of "Produce Origin - Logistics Base – Urban Direct Sales." This layout aims to improve transportation efficiency, ensure product quality, and meet customer demands. The company acquires corn and rice from major grain-producing areas in eastern Inner Mongolia and northeastern China. After drying, moisture-proofing, and pest control, the products meet national storage standards. The grain collected from the production areas is mainly used for feed processing and transported to feed enterprises nationwide through various means, including trucks, railways, and ships, ensuring the supply of raw materials for the livestock industry.

Supporting the Development of Emerging Industries in County Areas

In the run-up to the 2024 Chinese New Year, lithium carbonate prices fell below 90,000 RMB, pushing most lithium carbonate manufacturers into a loss zone. At the same time, Hubei Province was hit by a once-in-a-century ice storm, and Hubei Jiangchen New Energy Technology Co., Ltd. in Zhijiang faced a crisis of rising raw material procurement costs and the threat of a post-holiday raw material supply shortage, directly jeopardizing local workers' employment. Hubei Guofa Supply Chain Co., Ltd (refer to as Hubei Guofa), a subsidiary of ITG Holding, in collaboration with ITG Futures, broke through the traditional procurement model of manufacturing enterprises and innovatively implemented a "lithium carbonate basis trade + dynamic pricing" model. By analyzing market trends and predicting a recovery in demand after the holidays, they helped Jiangchen New Energy Technology lock in raw materials at lower prices during the market trough. This ensured the supply of materials for the company's operations after the Spring Festival, safeguarding employment stability. At the same time, Hubei Guofa actively coordinated resources from own logistics warehouses, breaking through conventional scheduling mechanisms to help Jiangchen New Energy Technology with material delivery. The company successfully completed a lithium carbonate supply worth approximately 10 million RMB, ensuring both quality and quantity. This enabled Jiangchen New Energy Technology to achieve sustainable development with order scheduling extending nine months into the future, directly driving the development of the new energy industry cluster in the Zhijiang region and creating continuous employment opportunities. Through multidimensional innovative practices, not only was the enterprise helped in its time of need, but an industrial support system was also established, encompassing market risk hedging, emergency security mechanisms, and resource-sharing platforms. This system brought urban capital and technical resources into rural areas, providing strong support for the cultivation of strategic emerging industries in county-level regions.



Shifting from "Relief Support" to "Self-Reliant Revitalization" with Paired Assistance

In the era of comprehensively advancing rural revitalization and promoting common prosperity, state-owned enterprises, as the "pillar" of the socialist economy with Chinese characteristics, are using the linkage assistance mechanism as a bridge to transform their industrial advantages into driving forces for rural development.

In 2024, we actively participated in the "One Branch, One Acre of Land" pledge initiative, procuring materials from enterprises in areas such as Xinjiang, Tibet, Ningxia, Hugan Village in Xiamen City, Fujian Province, and Jianning County in Sanming City, Fujian Province. We effectively carried out the linkage assistance work, increasing support for the economic and social development of regions with relatively lower incomes and the rural revitalization efforts. This further consolidates and expands the achievements of poverty alleviation and promotes rural revitalization.

We visited and offered condolences to the underprivileged communities in Hugan Village, Jinlin Community, and Xinxu Community before the Chinese New Year, understanding the needs of struggling families and delivering relief materials. Before Children's Day, we went to Hugan Primary School to present public welfare prizes and scholarships to outstanding students, motivating them to pursue higher goals, further promoting personal growth, and advancing educational fairness.



Visits to Huguan Primary School before Children's Day



Conducting an Industrial Research Study in Hugan Village

We actively coordinate various resources to support the economic development and social progress of Hugan Village, steadily promoting the village to meet its financial revenue targets. Using our own channel advantages, we actively carry out consumption assistance and help the specialty foods produced by the village enterprise food factory enter broader markets through a joint investment enterprise in the village. This initiative not only drives employment for villagers but also enhances collective income and stimulates the local economy. At the same time, we conduct multiple rounds of industrial assistance evaluations, explore the village's resource endowments, and continuously explore practical paths from "relief support" to "self-reliant revitalization."

Social Contributions

We firmly believe that the development of enterprises is closely linked to the prosperity of the cities and communities they operate in. We are committed to establishing positive and open connections with cities and communities while promoting sustainable business growth, supporting local employment, urban economy, healthcare, and education, and creating a better urban life.

We actively respond to the United Nations Sustainable Development Goal 11 (Sustainable Cities and Communities) by formulating the Community Policy, committing to building strong community relationships and fulfilling our responsibility to respect the rights of indigenous peoples and cultural diversity. We are dedicated to supporting local communities in areas such as healthy living, equitable healthcare, quality education, decent employment, volunteer services, charitable relief, rural revitalization, and sustainable urban development, contributing to their prosperity and growth.

We have established a dedicated department for community engagement to receive and respond to feedback and complaints from local communities, fostering a relationship of mutual trust and benefit. In our business development, we conduct community risk assessments to minimize any negative impact of our operations on local communities. We also integrate community development considerations into investment project planning, such as respecting and protecting the rights of indigenous peoples, cultural traditions, and cultural heritage.

"Flying Love and Dream" Public Welfare Brand



In 2005, we established the "Flying Love and Dream" public welfare brand, focusing on carrying out public welfare activities to care for the healthy growth of adolescents and children, and launched the cartoon image "AMO" for the public welfare brand. Over the past 20 years, the footsteps of "AMO" have spread across cities and villages in Xiamen and surrounding areas, delivering care to rural left-behind children, urban migrant children, and special groups of adolescents and children.

In the first half of 2024, leveraging the "Flying Love and Dream" public welfare brand, we focused on the protection of minors and launched the "AMO Charity Season" in Xiamen, Shanghai, and Chengdu. Over a span of more than 60 days, "Flying Love and Dream" volunteers organized nearly ten charity events, including sales, donations, and performances, at children's hospitals, special education schools, communities, and public libraries across the three cities. By fully utilizing corporate resources and employee volunteerism, we actively promoted the spread of love and the creation of social value.



In mid-April, we participated in the establishment ceremony of the "Ice Sea Elf" club at Children's Hospital of Fudan University at Xiamen, providing care and support for children and families affected by rare diseases such as short bowel syndrome and intestinal failure.



On the eve of Children's Day, we organized the "Time Never Ages, Relive Childhood Dreams" Children's Day event under our energy and chemicals business segment. We launched a "AMO Charity Booth" to raise funds through AMO-themed merchandise, with the aim of offering a gesture of kindness to the children in urban villages who love reading.



On World Red Cross Day, Xiamen ITG Group Chengdu Company and volunteers from Niushikou Street, Jinjiang District, Chengdu, held a fundraising event to promote the Red Cross spirit of "humanity, fraternity, and volunteerism" and raised funds for children suffering from severe illnesses.



Shanghai Headquarters of Xiamen ITG Group, in collaboration with the Shanghai Party Branch of Century Securities, the Shanghai Huangpu Hualte Public Welfare Affairs Center, and the Huangpu District Special Education Vocational School, held the launch ceremony of the "Colors of Hope" public welfare project on Shanghai's Bund, creating the "AMO" themed artwork with "Children of the Stars."

Preserving the Ocean, Pursuing the Oceanographic Mission



Since 2018, the "Maritime Silk Road Academy" talent development program organized by Xiamen University has conducted five sessions by 2024. Relying on the "Tan Kah Kee" research vessel, the program aims to cultivate top talents in marine disciplines with an international perspective and solid practical skills, building a high-level integrated platform for marine scientific research. As a supporting unit for the project, in 2024, we once again support the "Maritime Silk Road Academy." Coinciding with the 150th anniversary of the birth of Tan Kah Kee, the talent development program is themed around inheriting and promoting Tan Kah Kee's spirit and has planned three maritime internship segments. Our subsidiary, Xiamen ITG Shipping, has equipped a dedicated service team for this project. From the planning phase, including route design, homeport inspection, and safety drills, to monitoring sea conditions, evaluating feasibility of scientific research operations during the voyage, and handling customs, inspection, and quarantine preparations during port arrivals, our team continuously provides comprehensive vessel management support for the "Tan Kah Kee" and the "Maritime Silk Road Academy."

After successfully completing the first leg of the "Maritime Silk Road Academy" mission, the "Tan Kah Kee" research vessel arrived at Keppel Bay, Singapore, and held a public open day event. Over a thousand visitors entered the laboratory, had close encounters with the scientific research equipment, watched engaging science popularization videos, and participated in marine science experiments. During the event, we presented the vessel management model developed for the "Tan Kah Kee" and showcased some of the green shipping industry practices to encourage more people to engage in scientific research and the maritime industry, contributing to the development of a "marine powerhouse." At the same time, we collaborated with Xiamen University's Research Vessel Operation Management Center to create commemorative boarding gift packages. The gift packages and commemorative tickets were made from recyclable materials and incorporated our public welfare IP "AMO"'s ESG image, aiming to raise awareness about the marine environment and the importance of protecting the oceans.



Code Meets Care, Innovating a Healthy Future

Facing the global challenges of accelerated population aging and diversified health needs, intelligent and sustainable health service systems have become an important issue for high-quality urban development. Our health technology business continues to uphold the mission of "bringing more health and happiness to life through technology and care," focusing on community-based elderly care services. We are committed to creating a "full-cycle AI-driven health management system," actively integrating into the "Healthy China Initiative," promoting the development of the health industry, and supporting the enhancement and expansion of urban health services.

We actively respond to the national home-based elderly care policy by enhancing the community care center service network. As one of the first pilot units for family elderly care beds in Xiamen, we uphold the concept of "integrated medical and elderly care," precisely addressing the needs of the elderly. **From 2021 to 2024, we provided a total of 42,764 services**, offering professional elderly care support for government-assured individuals and severely disabled seniors over 80 years old, **with a total service duration of 36,576 hours**, contributing to the improvement of the quality of life for the aging population.

We have developed a "full-cycle AI-driven health management system," utilizing AI and clinical pathway knowledge engines to enable disease risk warnings and early intervention, providing precise and efficient digital support for health management. At the same time, we have integrated high-quality medical resources in Xiamen and, for two consecutive years, provided online health management services to over 1.1 million Hui Xia Bao users, contributing to the enhancement of regional healthcare services.

In the field of rehabilitation medicine, our ITG Taho Rehabilitation Hospital remains committed to the principle of "people-oriented, caring for life." While strictly adhering to medical quality and safety standards to ensure patient care, we also focus on the rehabilitation needs of special groups, continuously optimizing barrier-free facilities and convenient services. Through free medical consultations and event medical support, we expand the coverage of quality healthcare resources, aligning with the "Healthy China 2030" strategy's goal of universal health coverage. In 2024, the hospital conducted over 30 free medical consultations and provided medical safety support for more than 10 events, actively fulfilling social responsibilities and enhancing the accessibility of quality healthcare services.

From Flickers to Flames, Volunteering Lights the City Lanes

We organized a total of
262
volunteer service activities

A total of
1,574
participants

Volunteer service
3,593.5
hours

Leveraging our service strengths and resource advantages, we have consistently organized volunteer activities across various fields, including community cleanups, traffic guidance, legal education, safety awareness, tree planting, blood donation, and exhibition services. Through these efforts, we ignite the warmth of the city with the spark of volunteerism. By engaging in continuous and multi-faceted public welfare initiatives, we contribute to improving public order, enhancing civic awareness, strengthening ecological protection, and advancing social progress. This has fostered a sustainable development model where our company and the city thrive together, injecting lasting momentum into building a livable, resilient, and smart modern metropolis.

In 2024, we organized a total of 262 volunteer service activities, with 1,574 participants and a total of 3,593.5 volunteer service hours.



Voluntary Blood Donation Campaign Organized by Steel Business Cluster



The "Yellow Handrail" Program for Aging-Friendly Services at Home



Book Donation Organized by ITG Paper & ITG Pulp and Paper



Book Donation Organized by ITG Paper & ITG Pulp and Paper

2.2 Innovation-driven Development

We focus on customer-centricity and a full-industry chain operation, innovating and upgrading the "three-chain integration" strategy of supply chain, industry chain, and value chain. By focusing on key terms such as "connecting the global chain, empowering with digital intelligence, green and low-carbon, high value-added services, and high-level opening up," we drive innovation through business model changes, technological advancements, and digital intelligence. Our aim is to create customized, integrated supply chain service solutions, consolidating extensive and multidimensional resources for partners across the industry chain. This will enhance the quality and efficiency of the industry chain, empower upward development and ecological collaboration, build a resilient foundation for the industry and society, and create and nurture new industry value.

2024 Management Goals		Completion Status
1	Continue to advance technological innovation and digital development, with the addition of no less than 30 new intellectual property rights and research and development investment of no less than 50 million RMB throughout the year.	●
2	No incidents of infringing on others' intellectual property rights occurred throughout the year.	●

● Completed ▶ In Progress

R&D and Innovation Support

We have established the ITG Supply Chain Industrial Research Institute as a new platform for integrated supply chain research and development. The institute focuses on combining supply chain practice with theoretical research and application. The Research Institute, by efficiently connecting internal and external resources, continuously enhancing research and development capabilities, and optimizing the R&D service system, focuses on creating specialized, refined, distinctive, and innovative R&D products and services. This will empower business development to improve quality and efficiency, support the advancement of our international strategy, cultivate new growth drivers for the future, and generate practical benefits for the company's "three-chain integration" transformation and upgrade, contributing to high-quality development.

To strengthen internal and external collaboration among R&D functions and drive the development of our R&D innovation support strategy along with business and investment expansion, we have established a collaborative R&D management mechanism. This aims to promote resource integration and the sharing of R&D achievements.

At the company level, we have formed an R&D Coordination Leadership Group responsible for leading, overseeing, and guiding R&D collaboration efforts, regularly monitoring progress and results. At the operational level, we establish specific R&D collaborative work groups based on practical needs to handle tasks such as R&D consultation, thematic research, and other daily R&D activities. As the R&D coordination management department, the institute continuously improves the R&D system, coordinates and guides R&D activities across departments and subsidiaries, and ensures the efficient sharing and allocation of R&D resources. We continue to enhance our comprehensive research and analysis of international new markets, emerging industries, and new business models, deepening research in emerging fields and upgrading traditional industries, thus supporting business and investment decision-making.

During the reporting period, our total R&D investment amounted to 86.91million RMB, accounting for 0.03% of the main business revenue. As of the end of the reporting period, the number of R&D personnel was 171, representing 2.47% of the total number of employees.

Our total R&D investment amounted	The number of R&D	Total number of employees
86.91 million RMB	171 personnel	2.47%

R&D and Innovation Practices

Digital Intelligence

We integrate our comprehensive supply chain industry service experience, with a digital development blueprint focused on "improving operational efficiency, collaborative co-creation, model upgrading, ecosystem building, and organizational transformation." By utilizing cutting-edge technologies such as AI and blockchain, we continuously carry out digital transformation practices in areas like supply chain operation digitization, data asset digitization, smart logistics, and intelligent warehousing.

[Highlight] | Intelligent Supply Chain Comprehensive Service Platform - "ITG ATLAS"

The "ITG ATLAS" Intelligent Supply Chain Comprehensive Service Platform integrates multiple functions, including electronic signatures, smart logistics, and supply chain finance, enabling flexible supply chain management. It addresses challenges in traditional supply chain services, such as complex processes, lack of agility, supply-demand mismatches, and information asymmetry. As a "chain master" enterprise, we leverage the "ITG ATLAS" platform to break down information silos between factories and logistics, ensuring the efficient circulation of contracts, information, funds, and goods. This enhances communication and helps upstream and downstream customers reduce costs while improving operational efficiency.

During the reporting period, the "ITG ATLAS" Intelligent Supply Chain Comprehensive Service Platform, processed more than 150,000 orders, and achieved a total transaction value exceeding 50 billion RMB. Additionally, "ITG ATLAS" was recognized as a "Xiamen Typical Cases of Digital Transformation in Trade" by the Xiamen Municipal Bureau of Commerce.

Processed more than
15 orders

Achieved a total transaction value exceeding
50 billion RMB

[Highlight] | Intelligent Warehouse Monitoring and Management Platform - "ITG IRSP"

"The ITG IRSP" intelligent warehouse monitoring and management platform connects "people, vehicles, goods, and scenes." By deploying sensors in perimeter security, bulk cargo inventory, and other warehousing and logistics scenarios, and through technologies such as IoT, edge computing, and digital twins, the supply chain management becomes more data-driven. While ensuring the safety of goods and scenes, it also improves the efficiency of logistics management. In addition, the intelligent hardware devices deployed by the "ITG IRSP" intelligent warehouse monitoring and management platform prioritize the use of renewable energy, with most of them using photovoltaic power generation, effectively reducing carbon emissions in warehousing management processes.

Technological Innovation

We regard technological innovation as a key driving force, continuously investing in the exploration and development of new products and technologies. Through research and development, we consistently expand our product lines, enhance our market presence, and empower business services, contributing to the optimization and efficiency of the industrial chain.

[Highlight] | Innovation in Handheld Laser Mapping Technology

In volumetric measurement of large outdoor bulk stockpiles, we have achieved fast and accurate volume measurement by adopting handheld LiDAR technology and generating high-precision 3D models using laser point clouds. Leveraging handheld laser mapping technology, we have successfully overcome the challenges of measuring the volume of bulk materials both indoors and in outdoor conical piles. This technology efficiently meets the rapid measurement needs of bulk stockpiles in various indoor and outdoor scenarios. Moreover, we have extracted critical insights such as cargo classification and inventory tracking by assessing vast amounts of scanned data. This data-driven approach provides intelligent decision-making support for warehouse management, significantly improving efficiency and accuracy in storage operations.

[Highlight] | Innovation in Surgical Stapler Products

Under the health technology business, Panther Medical, as a representative domestic brand of staplers, continues to increase R&D investment and leverage its technological advantages, achieving continuous technological innovations in stapler products. Panther Medical's R&D has developed an intelligent endoscopic stapler that integrates electric operation and advanced functional modules, ensuring precise stapling while significantly enhancing the reliability of clinical applications. During the reporting period, Panther Medical successfully developed the next-generation fully electric intelligent stapler and fully launched the national key R&D plan, "Domestic Innovative Medical Electric Stapler Application Demonstration Project." The company obtained 3 domestic authorized invention patents, 1 U.S. patent, and 1 European patent, and was recognized in the MDI-China "2024 Top 100 in R&D Comprehensive Strength" and "Top 50 in Medical Consumables R&D Strength."



Panther Medical
Domestic authorized
invention patents

3 piece

U.S. patent

1 piece

European patent

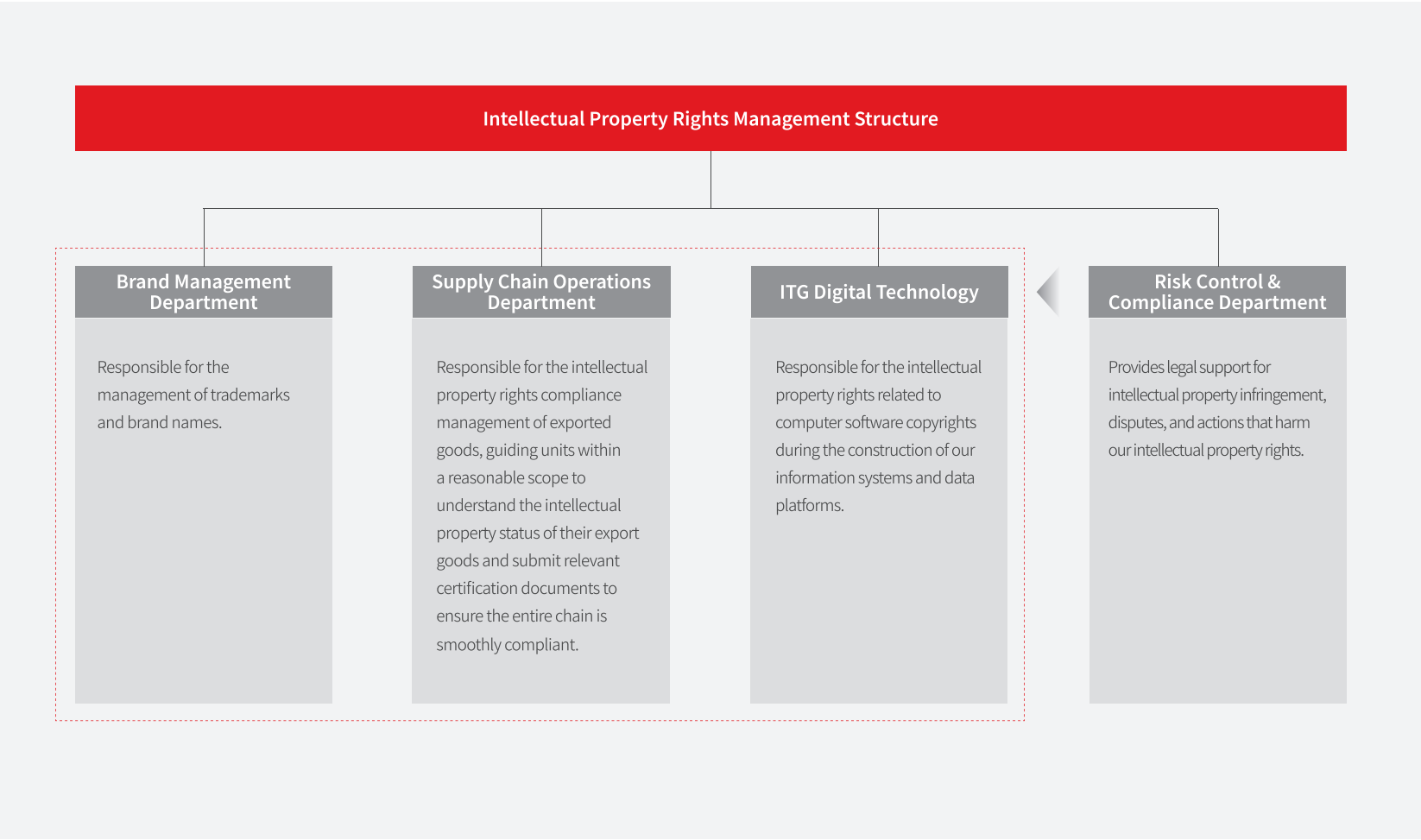
1 piece

Intellectual Property Rights Protection

We respect intellectual property rights and commit to refraining from any commercial activities that infringe upon the intellectual property of others. While protecting our own intellectual property from infringement, we also uphold the rights of others. Placing great importance on intellectual property protection, we have established a well-defined organizational structure to effectively implement intellectual property management practices.

We have established the "Trademark and Trade Name Management Measures," which clearly define the responsibilities of relevant departments, management methods, registration and protection, transfer, and authorized use, strengthening the protection of trademarks and trade names. In the course of supply chain operations, we conduct inspections of brands and intellectual property products in accordance with the "Supply Chain Business Management Regulations" to prevent potential infringement risks during business expansion. Our Brand Management Department conducts periodic self-inspections of promotional channels to identify and address any intellectual property infringements. Additionally, we actively promote internal awareness and education initiatives to enhance employees' understanding of intellectual property protection.

During the reporting period, we refined and improved the "Trademark and Trade Name Management Measures" based on the management and practice of trademark protection. The revisions covered the approval process for trademark applications, purchases, and authorizations, as well as trademark authorization and trade name usage requirements for affiliated enterprises. Additionally, we further optimized the standard template for trademark authorization contracts. We systematically reviewed and organized the archives of over 400 existing trademarks to ensure the integrity of our trademark database. We advanced the first phase of overseas trademark registration for the "ITG" brand in Indonesia, Vietnam, Brazil, the UAE, the United States, Uzbekistan, Australia, and Hong Kong, to strengthen overseas trademark protection and support our international business expansion.



We obtained a total of
49
intellectual property rights

Including newly registered trademarks
15 item

Newly registered copyrights
13 item

Newly granted patents
21 item

No intellectual property infringement incidents occurred throughout the year



2.3 Suppliers and Clients

With over 40 years of experience in bulk trade and supply chain management, we focus on full industry chain operations, injecting three "chain powers" into the industry and society—integrated services, connecting industries, and co-creating ecosystems. Guided by six supporting principles—"multi-dimensional integration, customized solutions, industry depth, empowering partners, cross-border innovation, and continuous symbiosis"—we provide eight services to our partners: procurement services, distribution services, price management, logistics services, financial services, market research, digital operation, and industrial upgrading. By aggregating deep and multi-dimensional resources, we empower the upward development of industries and ecosystem collaboration, deepening global industrial cooperation with our "Three-Chain Integration," building a resilient foundation for the industry and society, and co-creating and nurturing new industry value.

Supply Chain Security

We connect one end of the supply chain to industries and the other end to markets, integrating logistics, commerce, capital flow, and information flow, all of which are critical to economic security. We implement the "dual circulation" development strategy, strengthening our partnerships with upstream and downstream entities through industrial development. By leveraging our capabilities to stabilize, strengthen, and reinforce the supply chain, we drive the transformation and upgrading of traditional industries and the in-depth development of emerging industries, steadily enhancing the resilience and security of the industrial and supply chains.

2024 Management Goals		Completion Status
1	Review and assess risk control processes, optimize supply chain risk management measures, and enhance the stability and resilience of the supply chain	●
2	Monitor existing credit customers continuously, conduct regular special inspections and re-evaluations, and optimize the credit list	▶
3	Cultivate supply chain talent by establishing an internal talent development system, further optimize team structure, and enhance the overall capabilities of the team	▶
4	Strengthen information security management, with no information security incidents occurring throughout the year	●

● Completed ▶ In Progress



Responsible Sourcing

As a responsible corporate citizen, we are committed to advancing the high-quality development of the industrial ecosystem in collaboration with our partners. We have established a "Supplier Code of Conduct," which outlines our expectations for supply chain partners regarding human rights protection, occupational health and safety, business ethics, and environmental protection.

We actively practice responsible supply chain management and place high importance on effective communication with our suppliers. By establishing open and transparent communication channels, we continuously deepen our cooperation with suppliers and contractors. All our suppliers and contractors have signed the "Integrity Notice," "Anti-Corruption Agreement," "Integrity Purchase and Sale Contract," and "Labor Compliance Commitment Letter." Through both online and offline meetings, we regularly engage in in-depth discussions with suppliers on business negotiations, execution status, production and operation conditions, and credit status. This ensures that all suppliers fully understand and can comply with the requirements outlined in the "Supplier Code of Conduct," working together with upstream and downstream partners to create a fair, transparent, and sustainable business ecosystem.

 [Highlight] | **Responsible Sourcing in the Medical Device Sector**

We promote the ESG principles in our supplier collaborations, requiring them to comply with environmental protection standards. This ensures the sustainable development, stability, efficiency, and environmental friendliness of our supply chain.

Supply Chain Risk Management System

Under the leadership of the Board's Risk Control Committee, we have established a supply chain risk management system consisting of subsidiaries, risk management functional departments, and audit and supervision, forming a three-line defense. By implementing systems such as the "Supply Chain Business Management Regulations," "Logistics Management Regulations," "Seal Management Regulations," and "Credit Management Regulations," we have created an integrated risk management mechanism, combining risk control, legal affairs, and regulatory compliance, which constitutes a "comprehensive risk control system." This system is reinforced by relevant functional departments to create a robust risk "firewall." Within this framework, we utilize a core operations management platform system, employing modules like KYC (Know Your Customer), vendor rating models, and dynamic monitoring to provide decision-making references for supplier admission. The Supply Chain Management Committee delegates authority to management levels and operational units, assessing the background, operations, production, and performance of potential suppliers through on-site inspections and third-party credit reports. Additionally, a negative list system has been established, with the principle of excluding suppliers with significant negative issues from entering the supply chain.

We collaborate with high-quality consulting firms within the industry to capture real-time public information about customers and establish a tiered control model, continuously conducting dynamic monitoring. For high-risk information, we require relevant personnel to understand the situation, assess the risks, and adjust credit limits accordingly. At the same time, we track the industry processing profits of trading customers, setting up an early warning mechanism to report and investigate continuous losses, and adjust credit limits when necessary.

We regularly conduct special investigations, analyzing all existing credit customers every quarter, categorizing them by red, yellow, and green levels, and adjusting credit limits based on their ratings. Annually, we re-evaluate credit customers, re-approve credit limits, including obtaining new credit reports and visiting customers. Based on credit limits and risk levels, we classify customers and develop an on-site visit plan. Business managers and risk management managers are required to conduct regular on-site visits to assess customers' creditworthiness and performance. We also conduct a weekly review of overdue matters, generating an overdue weekly report, and taking corresponding actions based on the situation. According to the creditworthiness and performance of suppliers, we compile a list of suppliers with prohibited and restricted transactions.

In 2024, we conducted six large-scale special inspections, sent hundreds of credit change warnings, tracked industry processing profits dozens of times, and re-evaluated over a thousand customers. During these inspections, we identified some customers with significant enforcement actions, frequent lawsuits, and continuous losses. Based on the severity of these issues, we adjusted their credit limits, affecting nearly 10% of our total customer base. At the same time, we implemented negative list management for over a thousand customers and conducted more than a thousand on-site visits for new entrants, re-evaluations, and customers with anomalies.

 [Highlight] | Supply Chain Emergency Management

We have continuously strengthened our supply chain emergency management capabilities, focusing on enhancing the organization's rapid response and risk resilience. In 2024, we comprehensively reviewed our risk control processes and established an emergency management system centered around dynamic response, tiered authorization, and plan linkage, ensuring sound decision-making and efficient handling in case of emergencies. Regarding system development, we introduced a 24-hour reporting system for major events and a dedicated response team, which enhances the speed of response and coordination during unexpected situations. At the same time, we have diversified our risk control methods, combining litigation and non-litigation approaches to minimize losses when risk events occur, thus providing strong protection for supply chain stability and business continuity.

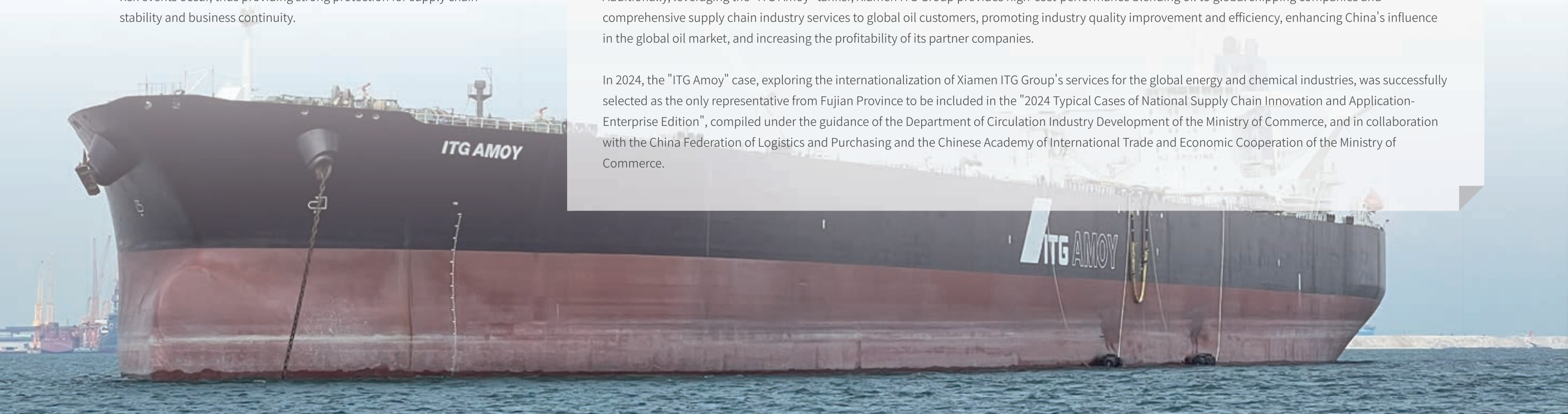
 [Highlight] | The "ITG Amoy" Tanker

The floating storage tanker "ITG Amoy," operated by ITG Petrochemical, was converted from a Very Large Crude Carrier (VLCC) and began operations in the Strait of Malacca in February 2022. The tanker has 17 cargo tanks with a total capacity of 339,052 cubic meters. It is equipped with full cargo tank heating pipelines, high-power air mixers, and specialized ship-to-ship transfer equipment. The vessel can load approximately 2 million barrels of crude oil, and is supported by a professional floating storage operations team. Leveraging the shipping management experience of Xiamen ITG Shipping, the vessel has a comprehensive ship safety management system, offering services such as transshipment, tank-to-tank transfers, and oil adjustments.

The "ITG Amoy" tanker obtained the fuel oil Platts market window trading qualification in June 2022 and the diesel Platts market window trading qualification in January 2023. It is currently one of the nine floating storage tankers participating in the Singapore Platts market fuel oil pricing and is the only floating storage vessel owned and directly operated by a Chinese company. By the end of 2024, the bunkering business sales of "ITG Amoy" reached 7.7 million tons. Relying on its pricing influence, Xiamen ITG Group offers global industry service solutions combining "supply chain + finance" for shipping and petrochemical companies, helping enterprises mitigate price risks. It has become one of the key drivers in the Singapore oil market.

Additionally, leveraging the "ITG Amoy" tanker, Xiamen ITG Group provides high-cost-performance blending oil to global shipping companies and comprehensive supply chain industry services to global oil customers, promoting industry quality improvement and efficiency, enhancing China's influence in the global oil market, and increasing the profitability of its partner companies.

In 2024, the "ITG Amoy" case, exploring the internationalization of Xiamen ITG Group's services for the global energy and chemical industries, was successfully selected as the only representative from Fujian Province to be included in the "2024 Typical Cases of National Supply Chain Innovation and Application-Enterprise Edition", compiled under the guidance of the Department of Circulation Industry Development of the Ministry of Commerce, and in collaboration with the China Federation of Logistics and Purchasing and the Chinese Academy of International Trade and Economic Cooperation of the Ministry of Commerce.



Supply Chain Human Rights Due Diligence

We have developed the "Compliance Guidelines for Preventing Forced Labor Risks in the Supply Chain" and regularly conduct supply chain due diligence through blacklisting, information gathering, document review, on-site visits, questionnaires, data analysis, and compliance audits. We focus on six key indicators of forced labor, including intimidation and threats, abuse of vulnerable positions, restrictions on movement, isolation, poor working conditions, and unreasonable working hours, to effectively prevent and control human rights risks in the supply chain.

Supply Chain Violation Reporting Mechanism

We have established corresponding anonymous reporting channels for suppliers and other stakeholders, providing detailed instructions on how to fill out the reporting form and how to provide necessary information and evidence. Upon receiving a report, we and our subsidiaries will take measures such as public channel searches, interviews with relevant personnel, and professional institution involvement to investigate and verify the reported content, ensuring timely responses. If the investigation confirms that the supplier has violated human rights protection or other compliance issues, we will require them to take corrective actions and explain the subsequent steps to stakeholders.



Equal Treatment to Small and Medium-sized Enterprises

We consistently uphold the principle of fair trade, incorporating the protection of small and medium-sized enterprises' (SMEs) rights into our supply chain management system. By establishing a full-cycle payment protection mechanism, we ensure the stable operation of all supply chain links, providing SMEs with a more reliable cooperation environment and fostering a healthy industrial ecosystem.

We strictly enforce contract payment management and implement a tiered authorization and approval system to ensure financial security. This reduces the operational pressure on suppliers, especially small and medium-sized enterprises (SMEs), caused by cash flow issues, promoting the healthy and stable development of the supply chain.

In terms of payment management, we set reasonable limits on advance payments and credit sales periods. In principle, advance payments do not exceed 30 days, and credit sales periods are capped at 45 days. Any extension beyond these limits must be approved by the Supply Chain Management Committee to prevent excessively long payment terms from affecting suppliers' cash flow. Additionally, we allow business units to flexibly allocate funds within "10% of the approved credit limit (not exceeding 5 million RMB)" to enhance supply chain liquidity and ensure the financial stability of small and medium-sized enterprises (SMEs).

In credit management, we implement a tiered approval system to allocate credit limits based on suppliers' creditworthiness and business needs, ensuring that financial support is precisely aligned with business development. Additionally, we allow temporary credit limit transfers between business units, subject to general manager approval and notification to the management team, to optimize fund allocation and prevent short-term cash shortages from affecting supplier payments.

Furthermore, we enhance supply chain financial security through overdue payment monitoring and contract amendment approvals, mitigating uncertainties in supplier payments and establishing a secure and efficient financial management system.

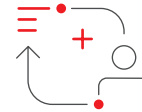
Safety and Quality of Products and Services



We uphold the mission of "Integrate Industry to Connect, Create Value to Share." and the core values of "Leadership, Responsibility, Hardworking, Partnership." We focus on our core business of supply chain management while actively expanding into emerging health technology sectors.

Supply Chain Management:

The supply chain management business is our key pillar, consistently maintaining its position in the top tier of the industry. We operate eight vertical industry chains—metallurgy, energy & chemicals, textiles, non-ferrous metals, pulp & paper, agricultural products, rubber, and new energy—along with universal solutions represented by logistics and digital technology. Through our "ITG Solutions" comprehensive industry services, we provide integrated support to our clients. We have pioneered the "Three-Chain Integration" strategy, combining supply chains, industrial chains, and value chains to drive continuous business evolution and sustained value creation.



Health Technology:

We integrate resources through an innovative development model and leverage technology to empower our business, establishing a "1+3" healthcare sector framework. This focuses on medical devices as our core business while supporting three key industries: elderly care services, healthcare big data, and health services. Relying on five capability centers, we are building a comprehensive healthcare ecosystem that connects enterprises, society, and government. Our main business covers the distribution and servicing of medical devices, while we actively expand into R&D, manufacturing, and sales, and drive the expansion of the healthcare industry through strategic mergers and acquisitions. In response to the government's call to "proactively address population aging," we are also developing the elderly care industry, providing integrated medical, elderly care, rehabilitation, and nursing services to enhance the quality of life for seniors.

Customer Service

We adhere to a customer-centric approach by strengthening credit and risk management through policies such as the "Interim Measures for Customer Negative List Management" and the "Grey List Management Handbook," thereby enhancing our customer management system. We have established transparent appeal channels and efficient resolution processes, covering business liaison, management communication, risk control coordination, and documentation support. Additionally, we provide publicly accessible contact numbers, email addresses, and a Chairman's mailbox to ensure service quality, guaranteeing that customer complaints and feedback receive timely responses and proper resolution, thereby fully safeguarding customer rights.

Responsible Marketing

We strictly comply with relevant laws and regulations and have established the "News and Publicity Management Measures" and the "New Media Management Measures." Adhering to the principles of "review before publication" and "case-by-case approval," we implement a stringent "three-tier review system" for publicity content. We are committed to disseminating truthful, accurate, and ethically sound information to enhance the market influence of our corporate brand.

Data Security and Customer Privacy Protection

We highly value information security and privacy protection, strictly complying with the "Cybersecurity Law of the People's Republic of China," the "Data Security Law of the People's Republic of China," the "Personal Information Protection Law of the People's Republic of China," and other relevant laws and regulations. We have established a comprehensive information security management system and continuously refine our management mechanisms to ensure the effective and standardized implementation of information security measures, providing a solid safeguard for corporate data security and customer privacy protection.

Information Security Management

We have established a clear division of responsibilities within our information security management framework, continuously improving internal management policies such as the "Information Security Management Regulations." Detailed specifications have been set for areas such as network planning and management, internet information security management, data center and server security, network information security, application and server information security, client-side information security, incident management, and information security awareness. We strictly implement the company's network security responsibilities and continuously enhance information security management to ensure network information security. During the reporting period, no information security incidents have occurred.



To strengthen the supervision and evaluation of network security management and ensure the effective implementation of information security management, we have developed the "Network Security Management System Implementation Assessment System." Through regular inspections, random checks, surveys, and external audits, we assess the implementation of network security policies and controls, the fulfillment of network security responsibilities, the handling of network security incidents, and the effectiveness of network security training, and implement corresponding improvement measures. Our Digital Management Department links information security performance to the performance of each department's employees, incorporating information security assurance into their quarterly performance goals. The evaluation criteria are based on the daily performance of information security work and the overall information security assurance level of the department, and we assess the implementation of network security work each quarter.

Information Security Risk Management

We collect feedback and opinions from employees on the implementation of information security management systems through surveys, interviews, and other methods. We also regularly invite external independent cybersecurity experts to review and assess the rationality and effectiveness of the network security management system, strengthening information security management. We enhance network security risk assessment, monitoring, and response through the following regular management measures to ensure information security:

Conducted information system security assessments and optimized the information system security protection system:

- In 2024, we completed security assessments for 14 systems, including the Project Management System, Financial Shared Center, Health Technology and Elderly Care System, and Business Overview Table System.
- Conducted classified protection assessments for the Security Management Platform and the Phosphorus Source Smart System of Hubei Guofa, and fixed the issues identified during the assessment.

Regularly conducted network security inspections to promptly identify and assess network security risks:

- Daily security checks based on alerts from the "Security Situation Awareness System," investigating and handling suspected compromised hosts and abnormal attacks. Monitored the tamper-proof status of vulnerable portal websites and submitted daily security inspection reports.
- Weekly, we commissioned security service vendors to assist with on-site inspections of risk issues identified by the "Security Situation Awareness System" and optimized improvements based on their suggestions.
- Bi-weekly, performed WEB vulnerability scans on externally exposed websites' URLs. High-risk vulnerabilities were promptly addressed to prevent exploitation that could lead to network intrusions and data leakage.
- Quarterly, conducted host security vulnerability scans, addressing medium and high-risk vulnerabilities, and regularly followed up on vulnerability resolution progress.
- Every year, we regularly commission external security service vendors to conduct red team testing on our company's internet application websites. By simulating hacker behaviors and techniques, penetration testing is carried out to identify security vulnerabilities and weaknesses within the internet application systems. This helps assess the security and defense capabilities of the systems. Any medium to high-risk vulnerabilities identified are promptly addressed and repaired, ensuring the stable and secure operation of the systems.

Regularly conduct data center and equipment inspections:

- Quarterly, collaborate with security service vendors to conduct security equipment inspections.
- At least once per quarter, perform configuration backups of security equipment to ensure the safety of configuration data.

Regular IT audits:

- Commission external organizations to carry out IT audits. The audit items include checking the account permissions, password policies, backup strategies, and data recovery testing for the company's major information systems; the effectiveness of key security management devices or software and their self-inspection and inspection results; the reporting and handling of information technology faults or issues; and the execution and effectiveness of information security emergency plans.

Conduct network security protection during key annual periods:

- During the 2024 Spring Festival, National People's Congress and Chinese People's Political Consultative Conference sessions, May Day, Dragon Boat Festival, Mid-Autumn Festival, China International Fair for Investment & Trade, Cybersecurity Protection Campaign, and National Day holidays, we activated the Sangfor Technologies's Managed Security Service and commissioned security service vendors for on-site duty.

Organize irregular emergency drills to ensure a swift and effective response in the event of information security incidents:

- We organized emergency drills for several application systems, including the company's paperless archiving system, North-South system, email security gateway, and financial shared services center.
- Conduct emergency drills for Sangfor Technologies export firewalls, H3C core switches, and H3C authentication systems, and promptly address any issues identified during the drills.

Establish reporting and feedback channels:

- Encourage employees to report or provide feedback on any information security issues to their direct supervisors or the Digital Management Department, and monitor internal employee feedback on network security risk issues daily.

Regularly conduct information security training to continuously strengthen information security education and awareness:

- Collaborate with the Digital Management Department, security service providers, and the Human Resources Department to offer a network security training titled "Enhancing Network Security Awareness and Strengthening the Company's Network Security Foundation" for all employees. The course content includes email security, AI security, practical attack and defense, ransomware, and safe internet usage.
- During Cybersecurity Awareness Week, distribute articles on security awareness such as "Personal Information Protection" to all employees. Additionally, play cybersecurity awareness videos on the company office floor's front desk TV, promoting cybersecurity knowledge to all employees.
- In response to phishing and scam email incidents, push 17 security notification reminders and security knowledge articles to all employees through the "i-ITG" network security WeChat public account and internal network news. This helps employees identify and prevent dangerous emails, ensuring that they thoroughly understand and effectively implement information security management policies and standards, and can promptly detect and respond to potential information security threats.



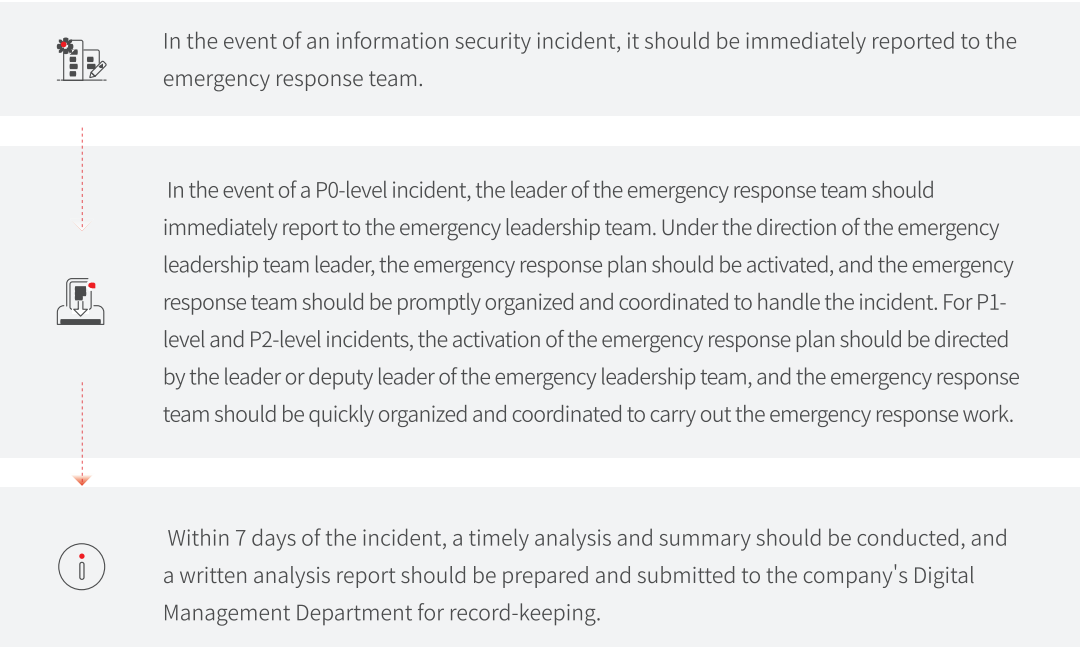
Network Security Training

Information Security Emergency Management

We have established an information security incident management mechanism and developed emergency response plans for information security incidents. These plans clearly define emergency response procedures to ensure a prompt and effective reaction to security incidents, minimizing potential damage.

We have set up an information security incident emergency leadership team and an information security incident emergency working team. The emergency leadership team is responsible for organizing, coordinating, and leading the company's response to information security incidents. Its members include the leadership of the digital department and the head of the digital management department. The emergency working team handles the prevention, monitoring, reporting, and emergency response to information security incidents, and its members include the heads of ITG Digital Technology, relevant business units, security administrators, network administrators, and system administrators.

Information Security Response Procedure



Note: P0 level, the highest level of incident, refers to information security incidents that cause particularly severe impact or damage.

To ensure the rapid and effective execution of emergency plans, we have established an evaluation and assessment mechanism for the execution of security incident emergency response. We organize emergency drills periodically each year, continuously improving and refining the emergency response procedures to ensure their effectiveness and compliance, and to continuously enhance our ability to handle information security incidents.

Customer Privacy Protection

We attach great importance to customer privacy protection and strictly manage the collection, use, and storage of customer information. We have established a robust information security management system, utilizing digital, informational systems, localized information deployment, tiered authorization, and intranet management, along with various technical and managerial measures, to prevent data leakage, misuse, or loss. This ensures that customers' privacy rights are fully respected and protected. During the reporting period, no incidents of customer privacy violations have occurred.

Promoting Industry Development

We actively leverage the integration advantages of the "three-chain Integration" approach, focusing on end-to-end supply chain services, supported by international industrial chain operations, and safeguarded by efficient value chain collaboration. We are committed to driving green transformation, advocating for sustainable development, and working together with upstream and downstream partners in the industry to tackle global economic and environmental challenges. Through these efforts, we aim to promote the industry's transition toward a more sustainable future.

2024 Participation in Industry Associations

China Association for Public Companies	Director
The Listed Company Association of Xiamen	Vice President
The Institute of Modern Supply Chain of China Federation of Logistics and Purchasing	Vice Chair
China Customs Brokers Association	Managing Director
China Chamber of Commerce For Import and Export of Textiles	Director
China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters	Managing Director
China Chamber of Commerce for Import and Export of Light Industrial Products and Arts-Crafts	Director
China Paper Association	ITG Paper-Director
Xiamen Import & Export Chamber of Commerce	Vice President
Xiamen Steel & Iron Trade Association	Vice President
Xiamen Chamber of International Commerce	Permanent Vice President
Xiamen Federation of Modern Supply Chain	Vice President
Xiamen Pilot Free Trade Zone and Customs Special Supervision Area Association	Permanent Vice President
China Chamber of Commerce for Import and Export of Machinery and Electronic Products	Member

2024 Participation in Industry Associations

China Chamber of Commerce of I/E of Foodstuffs, Native Produce and Animal By-products	Member
Xiamen Association of Commerce Chamber	Member
Xiamen Association of Grain Sector	Member
China Paper and Pulp Industry Chamber of Commerce	Managing Director
Xiamen Association For Medical Devices	Xiamen ITG Group- Vice President
Xiamen Elderly Care Service Promotion Association	Xiamen ITG Health Technology-Vice President
Fujian Chamber of Commerce for Medical Equipment	Xiamen ITG Health Technology-Vice President Unit
Xiamen Health Association	Health and Medical Big Data - Vice President of the First Board of Directors (Supervisory Board)
China Association For Medical	Panther Medical-Member Unit
Pharmaceutical Circulation Professional Committee of Fujian Pharmacists Association	Xiamen ITG Baokang Medicine Technology-Standing Committee Member
China Tourist Hotels Association	Sheraton Grand Wuhan Hankou Hotel-Director
Hubei Tourism Association	Sheraton Grand Wuhan Hankou Hotel-Managing Director
Hubei Tourist Hotels Association	Sheraton Grand Wuhan Hankou Hotel-Vice President

[Highlight] | Building Consensus, Reshaping a Resilient Future

In September 2024, during the 24th China International Fair for Investment and Trade (CIFIT), Xiamen ITG Group hosted the 2024 Supply Chain Cooperation and Innovation Conference and the "Reshaping a Resilient Future" Forum. The event brought together over one hundred industry leaders, scholars, and experts to explore the security, stability, and sustainable development of global supply chains under the evolving landscape. During the conference, the ITG Supply Chain Industry Research Institute, in collaboration with the China Federation of Logistics and Purchasing and Deloitte China, released a Blue Book on Industry Trends.



[Highlight] | China-Brazil Collaboration in the Green Supply Chain

In recent years, we have formed extensive and in-depth cooperation with leading Brazilian companies in areas such as iron ore, steel, paper pulp, agricultural products, and more. We have actively advanced the development of green industry layouts, including solutions for decarbonizing steel production and contributing to the construction of green shipping corridors, while also promoting cooperation in clean energy. On March 19, 2024, the "China-Brazil Smart City Forum," organized

by the Brazil-China Institute of Innovative Economy and the Federation Chambers of Foreign Trade of Brazil, was held in Rio de Janeiro, Brazil. Representatives from governments, businesses, and trade associations of both countries gathered to discuss topics like smart cities, clean energy, and smart transportation. Our subsidiary, ITG Resources do Brasil Ltda., was invited to attend the event. We presented the topic "ITG: Building a Bridge for the Development of the China-Brazil Green Supply Chain," showcasing our initiatives and achievements in building green industry supply chains, including green steel, green paper pulp, green shipping, and new energy. We also showcased our self-developed Intelligent Warehouse Monitoring and Management Platform - "ITG IRSP", demonstrating our efforts to enhance the quality and efficiency of the industry chain and called for the co-building of a sustainable, circular supply chain ecosystem.



The company's representatives speech at the "China-Brazil Smart City Forum"

[Highlight] | China-Indonesia Collaboration in the Nickel Chain



The company's stainless steel division deeply engages in the Indonesian nickel ore market

In recent years, the Stainless Steel Division under our company has deeply penetrated the Indonesian nickel market, establishing a solid foundation in raw material supply, finished product sales, and more, providing ITG Solutions integrated services for the nickel and stainless steel industry both in Indonesia and globally. We have developed close strategic

partnerships with industry players in Indonesia, further strengthening the entire nickel industry chain by engaging in procurement, production, and sales processes. From May 7th to 9th, 2024, the 3rd International Ni & Cr & Stainless Steel & New Energy Industry Development Conference 2024 was held in Jakarta, Indonesia. The event, hosted by Shanghai Ganglian E-Commerce Holdings Co., Ltd., co-organized by PT. Wanxiang Nickel Indonesia, and supported by Xiamen ITG Group, attracted over 500 companies from across the global nickel-chromium stainless steel and new energy industry supply chains. Government officials, corporate representatives, and investment research institutions gathered to discuss topics such as industry policies, market supply and demand, and sustainable development, while looking ahead to the future trends of the global nickel-chromium stainless steel and new energy industries and exploring cooperation and innovation opportunities.

[Highlight] | Innovation Driven by Industry Think Tank

On June 24, 2024, the ITG Supply Chain Industrial Research Institute was officially established. As a new platform for the integrated research and development of ITG Supply Chain, the institute focuses on creating professional, refined, distinctive, and innovative research and product services. Its services cover a wide range of areas, including macro strategy, industry research, model innovation, and market strategies. By efficiently connecting internal and external resources, the institute continually enhances its R&D capabilities, empowering the high-quality development of the company and the deepening of its international strategy.



The inauguration of the ITG Supply Chain Industry Research Institute

[Highlight] | Advancement through Three Chains Integration

From September 8 to 11, 2024, the "5th China Supply Chain Management Annual Meeting" was held in Xiamen, organized by the China Federation of Logistics & Purchasing. As a long-term supporting entity of the event, Xiamen ITG Group showcased its innovations in supply chain business under the theme "New Quality Driven, Three Chains Integration." The group demonstrated its achievements and industry insights across three dimensions: supply chain, industry chain, and value chain. At the exhibition, Xiamen ITG Group shared several industry service cases, including integrated services in the pulp and paper industry chain, transformation of the textile industry chain for overseas markets, integrated operations in the aluminum industry chain, and innovative models for coal imports. These discussions provided a deep dive into the challenges faced by industry chains and showcased how the group helps partners solve key pain points and build sustainable operational models.



Demonstrating the Core Architecture of Industrial Chains via 3D Printing Technology

Xiamen ITG Group adheres to the development philosophy of "integrating logistics and trade." By focusing on strategic logistics hubs, it has constructed a highly efficient and seamless international trade logistics system. Through the establishment of its own woodchip fleet, chemical tanker fleet, the development of unique shipping routes, and the operation of floating oil storage vessels, the group has successfully opened up both domestic and international logistics channels. This robust logistics support continues to enhance the group's integrated supply chain services, positioning it as a leader in industry innovation and development.

[Highlight] | Green Transformation in Pulp and Paper Industry

On November 12, 2024, the "2024 China Pulp Market Symposium" was successfully held in Nanchang, organized by the China Paper Association, with ITG Pulp and Paper and the China Paper Association and Commercial Pulp Committee as the hosts. Leveraging years of experience in the pulp and paper industry and its integrated supply chain services, ITG Pulp and Paper, together with industry partners, relevant associations, scholars, and experts from consulting institutions, gathered nearly 800 industry elites to participate in the event. The forum aimed to create a high-level dialogue platform for the pulp and paper industry, promoting communication and development across the industry chain. During the forum, guests provided in-depth analyses on topics such as the current supply-demand situation and trends in the paper raw materials market, the new development patterns of pulp derivatives, and the impact of green development strategies on the pulp industry.



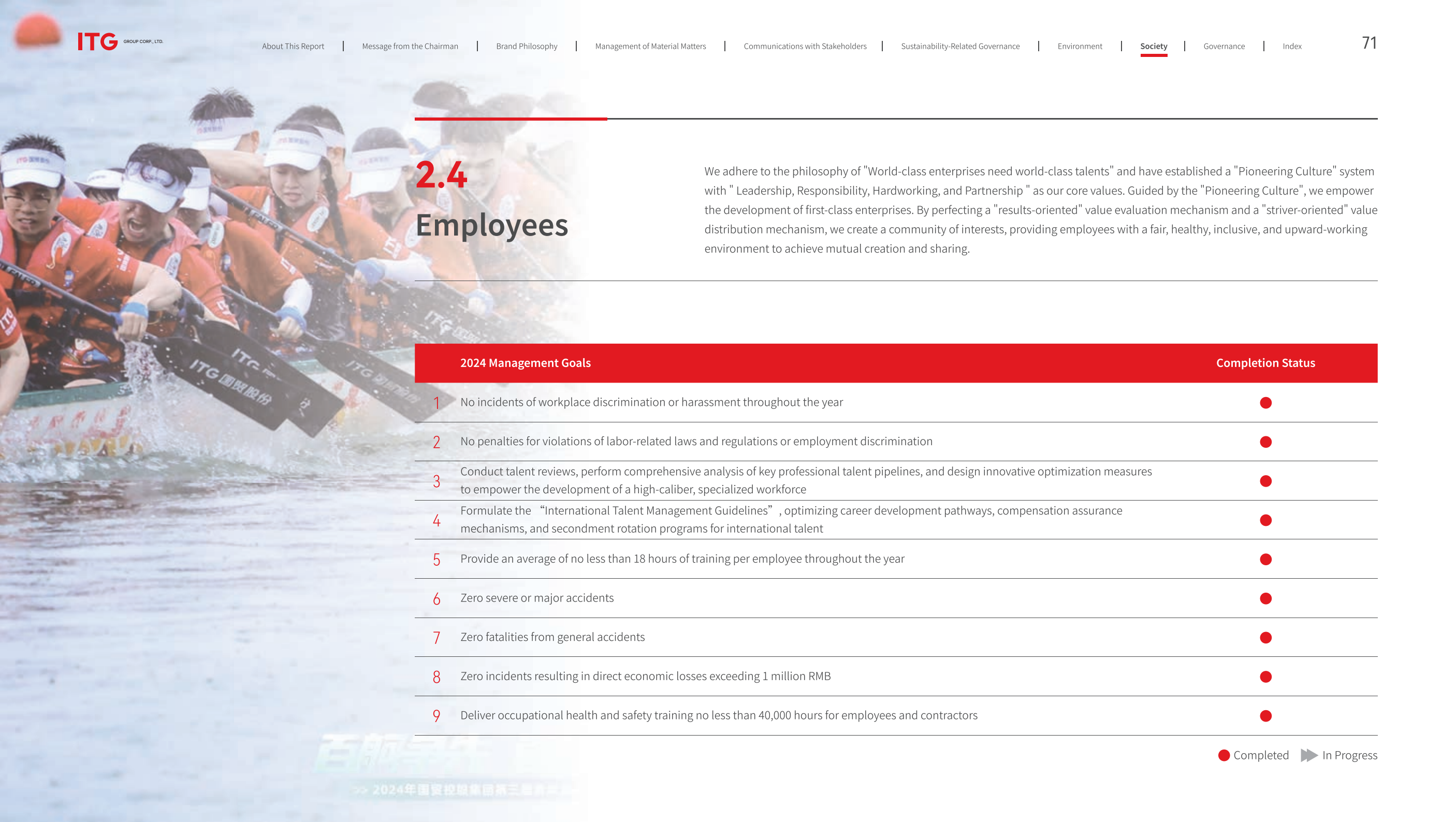
2024 China Pulp Market Symposium

[Highlight] | Green Innovation in Iron Ore Industry



The 15th Ferrous Derivatives Summit

From December 3 to 5, 2024, the 15th Ferrous Derivatives Summit was held, hosted by the Metallurgical Industry Branch of China Council for the Promotion of International Trade and Shanghai Ganglian E-commerce Holdings Co., Ltd., with support from Xiamen ITG Group and Fujian Sangang (Group) Co., Ltd. The event, themed "Green Innovation and Shared Prosperity," brought together over 1,000 industry partners, experts, and scholars from around the world to explore how the ferrous metals market can achieve transformation and upgrading through green innovation and collaboration, while embracing a new future for the industry and market. During the event, Xiamen ITG Group received recognition and praise for its excellent operational management efficiency, integrity-based business philosophy, and win-win development model, earning two awards: "2024 (7th) Long-term Trusted Service Provider for Iron Ore" and "2024 Mysteel Iron Ore Long-Term Spot Price Index Integrity Pricing Unit."















2.4 Employees

We adhere to the philosophy of "World-class enterprises need world-class talents" and have established a "Pioneering Culture" system with "Leadership, Responsibility, Hardworking, and Partnership" as our core values. Guided by the "Pioneering Culture", we empower the development of first-class enterprises. By perfecting a "results-oriented" value evaluation mechanism and a "striver-oriented" value distribution mechanism, we create a community of interests, providing employees with a fair, healthy, inclusive, and upward-working environment to achieve mutual creation and sharing.

2024 Management Goals		Completion Status
1	No incidents of workplace discrimination or harassment throughout the year	●
2	No penalties for violations of labor-related laws and regulations or employment discrimination	●
3	Conduct talent reviews, perform comprehensive analysis of key professional talent pipelines, and design innovative optimization measures to empower the development of a high-caliber, specialized workforce	●
4	Formulate the “International Talent Management Guidelines” , optimizing career development pathways, compensation assurance mechanisms, and secondment rotation programs for international talent	●
5	Provide an average of no less than 18 hours of training per employee throughout the year	●
6	Zero severe or major accidents	●
7	Zero fatalities from general accidents	●
8	Zero incidents resulting in direct economic losses exceeding 1 million RMB	●
9	Deliver occupational health and safety training no less than 40,000 hours for employees and contractors	●

| 2024 Best Employer Brand Awards

<div></div> <div>The "Employment Internship Base" Program of Xiamen ITG Group and Xiamen University was recognized as a Exemplary Case under the Ministry of Education's Supply-Demand Alignment and Employment Education Project</div> <div>Exemplary Case</div> <div>Ministry of Education</div>	<div></div> <div>"Internationalized Talent Program" won the Gold Award at the 9th CSTD Corporate Learning Design Competition</div> <div>Golden Award</div> <div>Chinese Society for Talent Development (CSTD)</div>	<div></div> <div>"4321" Talent Development System won the Lighthouse Award for Outstanding Enterprise in Organizational Development</div> <div>Outstanding Enterprise</div> <div>Chinese Society for Talent Development (CSTD)</div>	<div></div> <div>"ITG Flourish" New Employee Training Camp won the Boao Award for</div> <div>Best Digital & Intelligent Learning Practice</div> <div>online-edu</div>
<div></div> <div>Best Employer</div> <div>CHIRC</div>	<div></div> <div>"Internationalized Talent Program" won the</div> <div>Branded Learning Program Design Award</div> <div>Training Magazine</div>	<div></div> <div>"Lighthouse Program" won the Yuntu</div> <div>Gold Award for Digital Corporate Learning and Talent Development</div> <div>Yuntu Awards</div>	<div></div> <div>Typical Enterprise for a Happy Workplace</div> <div>Shanghai Service Federation, Shanghai Service Industries Development & Research Foundation</div>
<div></div> <div>Innovative Human Resource Management Enterprise</div> <div>CHIRC</div>	<div></div> <div>"New Talent Program" won the</div> <div>Best Elite Talent Development Award</div> <div>China Contextualized Learning Committee</div>	<div></div> <div>"Talent Development System" won the Yuntu</div> <div>Excellence Award for Digital Corporate Learning & Organizational Activation</div> <div>Yuntu Awards</div>	<div></div> <div>2024 Best Practice Award for Performance Improvement</div> <div>International Society for Performance Improvement, Training Magazine, and SINOTRAC</div>
<div></div> <div>Annual Extraordinary Employer in Fujian</div> <div>Liepin.com</div>	<div></div> <div>"New Talent Program" won the</div> <div>"2023-2024 Best Digital Learning Project for Future Leadership Development" Award</div> <div>CEIBS Business Online</div>	<div></div> <div>Asia's Best Workplace (Mainland China) -</div> <div>Healthiest Employer Award</div> <div>AIA, Peking University School of Public Health, HRflag</div>	<div></div> <div>Best Employer in Xiamen</div> <div>Zhaopin.com</div>

Equal Employment

We uphold the principle of equal employment and are committed to fostering a diverse and inclusive work environment. We implement fair employment practices in recruitment, promotion, and incentive programs, ensuring equal opportunities for all. No candidate or employee is treated differently based on gender, nationality, ethnicity, religion, age, disability, sexual orientation, or any other personal characteristics. We strictly prohibit all forms of discrimination and harassment, including but not limited to sexual harassment, threats, and intimidation.

During the reporting period, we recorded no incidents of discrimination, harassment, or violations of compliance and fairness in recruitment and hiring processes.

As of December 31, 2024, we had a total of 6,913 employees. The employee composition is as follows:



Male 60%
Female 40%



Male 68%
Female 32%



Under 30 28%
30 to 50 63%
Over 50 9%



Chinese 94%
Others 6%



Master and above 11%
Bachelor 47%
Others 42%



Human Rights Protection

We adhere to the "Universal Declaration of Human Rights", the "United Nations Guiding Principles on Business and Human Rights", and the "ILO Declaration on Fundamental Principles and Rights at Work". In strict compliance with the "Labor Law of the People's Republic of China", the "Labor Contract Law of the People's Republic of China", and relevant labor rights protection laws and regulations in the regions where we operate, we have established the "Labor Rights Protection Policy". This policy applies to the company, all entities under its full financial and operational control, and all employees, including those of contractors. It is designed to fully safeguard employees' fundamental rights, including human rights and occupational health, while ensuring comprehensive training programs and fair career development opportunities to support the sustainable development of our human capital. We also encourage our suppliers, business partners, and other stakeholders to align with and implement the principles and requirements set forth in our "Labor Rights Protection Policy".

During the reporting period, we strictly adhered to "Labor Rights Protection Policy" and all internal regulations related to employee hiring and treatment. No penalties were imposed on us for violations of labor rights protection laws and regulations in our operating regions.

Protection of Women's Rights in the Workplace

We are committed to protecting the rights and interests of our female employees by ensuring equal pay for equal work and strictly prohibiting gender discrimination. We have signed a "Special Collective Agreement on the Protection of Female Workers' Interests", which guarantees female employees' rights to maternity leave, parental leave, breastfeeding leave, and childcare leave. We continuously enhance benefits for female employees, including the establishment of nursing rooms, the provision of one-on-one health consultations, and personalized health assessments and treatment plans. We strive to create a work environment that respects the unique needs of female employees while supporting a balance between their professional and personal lives by offering special labor protections.

Prohibition of Forced Labor and Child Labor

We firmly oppose all forms of forced labor, child labor, slavery, servitude, and human trafficking. Our "Employee Recruitment Measures" and the "Guidelines for Risk Control of Labor Outsourcing, Labor Dispatching Units and Secondment (Trial)" explicitly define the minimum age requirements for both direct hires and outsourced workers. We conduct rigorous age verification during the recruitment process to ensure strict compliance with relevant laws and regulations regarding the minimum working age.

During the reporting period, there were no risks of child labor or forced labor in any of our operating regions. Additionally, we did not experience any incidents involving the employment of child labor, the hiring of minors for hazardous work, or forced labor in any form.



Mother's Room at Shanghai Headquarters



"Pioneering Women's Power" Initiative



Employee Health Program in Mother's Day

Employee Communication

We respect the democratic rights and freedom of expression granted to employees under the Constitution and applicable laws, ensuring their rights to information, participation, expression, and supervision. We actively promote employee communication through collective consultation and mediation mechanisms, providing diverse channels for employees to voice their opinions and concerns. When formulating, amending, negotiating, or deciding on policies that affect employee rights, we fully solicit input from employee representatives. To safeguard employees' democratic rights, we have signed the "Collective Agreement", the "Special Collective Agreement for the Protection of Female Workers' Interests", and the "Wage Collective Agreement". In 2024, we organized democratic management training sessions to help employees better understand how labor unions operate and how to effectively exercise their democratic rights.



Democratic Management Training

88%

of surveyed employees reported a high level of happiness in their work environment



Employee Satisfaction Survey

We conduct democratic evaluations to gain insights into employees' expectations regarding career development, occupational health, compensation, and benefits. These evaluations help us effectively manage potential human rights risks such as workplace discrimination, harassment, and excessive workloads. Based on the survey findings, we take proactive measures to prevent and address concerns, fostering a more inclusive, healthy, and diverse work environment. During the reporting period, we conducted an employee satisfaction survey, covering 85% of our workforce. The average satisfaction score was 9.04 out of 10, marking a 1% improvement compared to the previous year. Additionally, 88% of surveyed employees reported a high level of happiness in their work environment.

Employee Complaints and Protection

We have established dedicated complaint channels and effective procedures to address human rights violations promptly and comprehensively.

Employees who experience any form of rights infringement can file a complaint with the Human Resources Department or the labor union. Our President's Office, Human Resources Department, and Risk Control & Compliance Department will conduct investigations and collaboratively handle cases involving labor disputes and rights violations based on factual evidence. If an infringement is confirmed, we will take appropriate disciplinary actions against the offender in accordance with relevant laws, regulations, and internal policies. Additionally, we will provide support and reassurance to the affected individuals and their families to ensure their rights are fully protected. All personal information and privacy of victims and complainants will be strictly safeguarded.

Talent Development

We integrate our "Pioneering Culture" with talent development, adhering to the principles of openness, fairness, and impartiality in employee promotion management. We continuously enhance our talent cultivation and incentive mechanisms, align with a co-creation and shared success development model, and foster a learning-oriented organizational culture. Our goal is to build a more sustainable, inclusive, and globally competitive talent development system.

In 2024, we revised several training management policies, including the "Internal Examination Management Measures", "Internal Trainer Management Measures", "Training Management Regulations", and "Employee Education Fund Management Measures". These updates reinforce talent capability development, nurturing a multi-tiered talent ecosystem to support the company's long-term sustainable growth. Additionally, we conducted an in-depth assessment of four key professional talent pipelines: internationalization, industrial expertise, financial delegation, and risk control. Through systematic review and comprehensive analysis, we accurately identified capability and capacity gaps across different talent pipelines. This enabled us to offer personalized learning paths tailored to employees at various levels and positions, helping to rebuild a high-caliber, professional workforce and providing strong talent support for the execution of the our strategy.

Employee Performance Management

We implement a comprehensive performance evaluation system, integrating Key Performance Indicators (KPI) and 360-degree performance assessments to establish a scientific and continuously optimized performance management framework. Our system follows quarterly, semi-annual, and annual performance review cycles. By combining departmental performance objectives with individual performance plans, we ensure that performance assessment results are directly linked to bonus distribution, salary adjustments, job grade revisions, training and career development opportunities, and recognition programs. This approach enhances the guiding and motivational role of performance management in employee growth.

We emphasize continuous performance communication throughout the entire evaluation process. Each employee participates in at least one formal performance review meeting annually, focusing on work achievements, behavioral performance, future goals, and improvement plans. Through regular check-ins and ongoing guidance, we track progress on performance objectives, reinforce employee development, and implement closed-loop management to ensure scientific evaluation, fair distribution, and sustained motivation, fostering a positive feedback cycle. Employees who disagree with their performance evaluation results have the right to appeal to the Performance Review Committee or relevant departments. These departments are required to provide a fair and objective reassessment and response within 10 working days, ensuring the rights and interests of all employees are protected.



[Highlight]

Comprehensive Implementation of the "1+5+4" Talent Review Initiative

In 2024, we deepened the implementation of the "1+5+4" Talent Review Initiative, further refining talent standards, precisely defining workforce development directions, and fully stimulating innovation and creativity among employees. As part of this initiative, we developed our first "Pioneering" Key Strategic Talent Standards, constructing a "1 Key Strategic Talent Model" that accurately identifies the core competencies required for the transformation from "T" (Traditional) to "IS" (Innovation & Strategy). We conducted a comprehensive analysis of a 5-tier talent structure, evaluating 4,000 employees across key categories, including Party-managed cadres, mid-level managers across business clusters, and core business professionals. This review provided in-depth insights into the current workforce landscape, enabling us to precisely identify gaps and areas for improvement. Based on these findings, we formulated segmented and tailored development strategies and long-term career planning to enhance overall workforce capability. Building on this foundation, we carried out a comprehensive assessment of 4 key professional talent pipelines—internationalization, industrial expertise, finance, and risk control. By redefining and restructuring these four core professional teams, we introduced a series of innovative optimization measures, empowering the development of a high-caliber, specialized workforce.



Employee Training

In 2024, we further refined our talent development system, establishing the "1357-FIT Organizational Capability Enhancement Strategy" at our core. This framework is built on three key pillars: cultural leadership, empowerment and upgrading, and knowledge foundation, aligning with the supply chain, industrial chain, and value chain talent development needs to create a comprehensive training system for employees at all levels.

conducted employee training sessions

464 games

participants

43,748

number of visitors

Our training programs received

8

piece industry awards for organizational learning excellence.

• Cultural Development: We strengthen cultural identity and employee engagement through corporate culture initiatives, the Pioneering Reading Club, and the Polaris Program.

• Professional Skill Development: We implement on-the-job training, key talent pools, and the Global Talent Development Program to enhance employee skills and support international career growth.

• Leadership Pipeline Development: We offer structured management training programs, including the Talent Reserve Program, Talent Development Program, New Talent Program, and Elite Program, tailored to different levels of management.

• Learning Resources: We have built an internal trainer system through the Lighthouse Program, fostering knowledge accumulation and sharing. Additionally, through ITG i-Academy and other digital learning platforms, we provide employees with flexible and efficient online learning resources.

We implement a "Three-Step Training Management Strategy" and apply the Kirkpatrick Four-Level Evaluation Model to continuously optimize training effectiveness. By ensuring a strong alignment between talent development strategies and business needs, we provide robust talent support for the company's high-quality growth.

"1357-FIT" Organizational Capability Enhancement Strategy

面向 1 个组织能力目标

进一步建强组织能力
为业务转型升级提供有力支撑

围绕 3 大组织能力模块

Foundation
搭建组织基石
(允许员工尽情发挥的组织基石)

Inspiration
启发全员思维
(引导员工全心投入的激励机制)

Transformation
培养人才能力
(推动员工能力提升的培养机制)

聚焦 5 大组织能力体系

< 组织规划体系 >
从组织架构、管控模式、文化体系等方面推进组织优化设计，构建高效能组织，有效支撑业务运作。

< 绩效管理体系 >
以绩效管理有机联系组织和个人绩效，有效承接战略落地。

< 薪酬激励体系 >
以市场化价值分配体系，确保组织动能。

< 绩效管理体系 >
基于人才管理规划，确立人才标准，推进人才盘点。

< 薪酬激励体系 >
以定向人才培养项目，打造内部关键人才池。

落实 7 大关键行动

抓 组织变革
架构变革 权责梳理

抓 文化建设
纲领宣贯 机制结合

抓 考核差异
差异化 市场化

抓 薪酬回顾
定期检核 结构优化

抓 人才盘点
标准梳理 现状盘点

抓 人才建设
定向培养 人才池管理

HR 数字化产品迭代 HR 数字化平台建设 抓 人力资源数字化 HR 数据治理 HR 数据分析

"Three-Chain Integration" Talent Development Panorama

文化引领

《企业文化行动纲领》宣贯

企业文化线上学习社区

创先读书会

创先者

追求卓越

责任奉献

守正创新

高效协同

赋能升级

紧跟战略助力业务

管理进阶搭建梯队

岗位练兵
专业技能考试
各职能条线培训
业务端适岗训练

行动学习
聚焦解决业务问题

拓展视野
菁英魔方
名师讲堂

关键人才池
菁英计划
国际化人才培养

蓄锐计划
校招新员工

启锐计划
子公司新晋中层

新锐计划
优秀年轻干部

精锐计划
集团中层干部

知识筑基

打造内训师队伍

内部案例与课程开发

数字化平台集成

以进促稳 三链融合

国贸控股领导力模型为基

[Highlight] | "Internationalized Talent Program"

We introduced the "I-TOP" International Talent Development Model, designed around four core competencies, including sharp market insight, resilient risk management, adaptive global mindset, deep industry expertise. As part of this initiative, we launched the second phase of the "Internationalized Talent Program", a specialized training program for developing international talent. This five-month program combined structured coursework and action-based learning, providing a dual-track empowerment approach. A total of 50 employees participated, accumulating 61 hours of training. The program effectively fostered self-directed learning and continuously strengthened our global organizational talent pool.



"Internationalized Talent Program"

[Highlight] | "New Talent Program"

The "New Talent Program" focuses on integrated competency development for high-potential young leaders. Launched in May 2024, the program lasted six months, with 98 participants. The "New Talent Program" is built upon our Key Strategic Talent Model and is structured around four core dimensions: Pioneering Culture, Excellence in Results, High-Impact Collaboration, and Top-Tier Talent Development. It employs five core pillars: Assessment & Insights, Leadership Development, Practical Training, Knowledge Application, and Collaborative Exchange. The program utilizes diverse teaching methodologies to help young talents gain self-awareness, enhance leadership skills, and develop strategic thinking, enabling them to grow into future leaders.



"New Talent Program"

[Highlight] | "ITG Flourish" New Employee Training Camp

The "ITG Flourish" New Employee Training Camp is designed to enhance the overall competencies of new employees through a structured program that includes systematic training courses, panel discussions, knowledge competitions, and team-building activities. The program aims to help new employees quickly integrate into the corporate culture, develop professional skills, and adapt to the work environment, laying a solid foundation for their career growth. In 2024, a total of 72 new employees participated in the "ITG Flourish" Training Camp.



"ITG Flourish" New Employee Training Camp



[Highlight]

Action Learning for Supply Chain Benchmarking and Improvement

We have actively implemented the "Action Learning for Supply Chain Benchmarking and Improvement" training program, leveraging action learning methodologies and bringing together core business professionals to collaboratively develop strategies and action plans aimed at improving profitability and upgrading business models. The program emphasizes learning through real-world problem-solving, encouraging team collaboration, innovative thinking, and strategic discussions to drive continuous performance improvement. In 2024, a total of 300 employees participated in the Supply Chain Benchmarking and Improvement Action Learning Program.



Action Learning for Supply Chain Benchmarking and Improvement

University-Enterprise Collaboration



Co-Building Project with Shanghai International Studies University- "Employment and Entrepreneurship Internship Base"



Co-Building Project with Tianjin Foreign Studies University- "Internship and Practice Base"



Campus Business Competition Co-organized with Zhongnan University of Economics and Law

We continuously deepen our collaboration with universities, working together to foster industry-academia-research integration for talent development and promoting the growth of local young talent. At the same time, we actively support the national policies of "stabilizing employment" and "ensuring employment", closely monitoring employment market trends, and considering local employment demands as a key factor in our recruitment strategies. This helps promote high-quality employment for university graduates and strengthens our social responsibility. **In 2024, the proportion of employees hired from within the province reached 55%.**

In 2024, we further strengthened our efforts to attract international talent and promoted joint talent cultivation with universities. Through various activities such as university-enterprise visits, building internship and training bases, and organizing campus business competitions, we have expanded our collaboration with top international universities. These initiatives inject new vitality into our industry-education integration efforts.



[Highlight]

"Employment Internship Base" Program of Xiamen University

Xiamen ITG Group has jointly developed a four-dimensional talent development framework with Xiamen University, which includes university-enterprise visits, internships and practical training, academic forums, and career lectures. This framework explores a "go out and bring in" cooperative model, continuously promoting the activities of "exploring enterprises, developing job opportunities, and improving employment" initiative. We have also built an outstanding practice base for internships and training, and organized academic forums focused on integration between industry and education. Through the integration of university, industry, and base resources, we have fostered a more systematic development of talent cultivation, contributing to the continuous growth of employment capabilities among students.



OPEN DAY Event in Xiamen University

Employee Compensation and Benefits

We strictly adhere to the "Labor Contract Law of the People's Republic of China," "Regulations on Implementation of the Labor Contract Law of the People's Republic of China," "Company Law of the People's Republic of China," and other relevant regulations. Based on these legal frameworks, we have established a series of policies, including the "Compensation Management System", "Performance Management Regulations", "Salary and Benefits Management for Dispatched Employees", and "Enterprise Annuity Plan Implementation Rules". We are committed to ensuring compliance with minimum wage standards as required by law, implementing equal pay for equal work, and providing employees with a competitive, fair, and reasonable compensation and benefits system.

We uphold the principles of "Fairness and Rationality, Performance Correlation, Talent Motivation and Attraction" in compensation management. Employee compensation consists of position salaries (including base salary and position performance salary), allowances, variable pay, and benefits. By signing a "Wage

Collective Agreement", we reaffirm our commitment to upholding minimum wage standards while referencing regional and industry salary levels. Employee compensation is determined based on job attributes, individual competencies, and other relevant factors. We conduct annual salary reviews to ensure employees' salary levels remain competitive and aligned with market trends.

We provide employees with paid leave benefits, including marriage leave, maternity leave, prenatal check-up leaves, caregiving leave, breastfeeding breaks and leave, parental leave, nursing leave, bereavement leave, and annual leave. We fully comply with legal requirements for social insurance and housing fund contributions and offer supplementary medical insurance for enhanced healthcare protection. Additionally, employees' children can participate in the summer childcare program provided by ITG Holding Group. The program is open to children aged 2 to 12 and offers physical training, arts education, and ecological learning courses to support their well-rounded development. In 2024, 163 employees' children participated in the program, effectively addressing

summer childcare needs.

For dispatched employees, we offer two healthcare options: long-term medical coverage for permanent assignments and temporary medical coverage for short-term assignments, allowing employees to choose based on their needs. For dispatched employees (non-host country nationality), we provide international insurance coverage, including emergency medical assistance abroad, coverage for critical illnesses and infectious disease-related fatalities, outpatient, emergency, and inpatient allowances for accidents and illnesses, travel property loss protection, and third-party liability coverage, ensuring comprehensive healthcare and safety protection for seconded employees.

In 2024, our labor union organized employee benefits briefing, helping employees better understand and utilize the benefits available to them.



Employee Benefits Briefing



"Colorful Intangible Heritage, Joyful Children's Day" Parent-Child Carnival



"Snow Mochi" Making Event Conducted at Shanghai Headquarters

Mid-to-Long-Term Employee Incentive Mechanism

We adopt a long-term approach to employee incentives, utilizing equity-based incentives as a mechanism for shared benefits. This effectively aligns the interests of shareholders, the company, and core teams, supporting the company's sustainable development.

Occupational Health and Safety

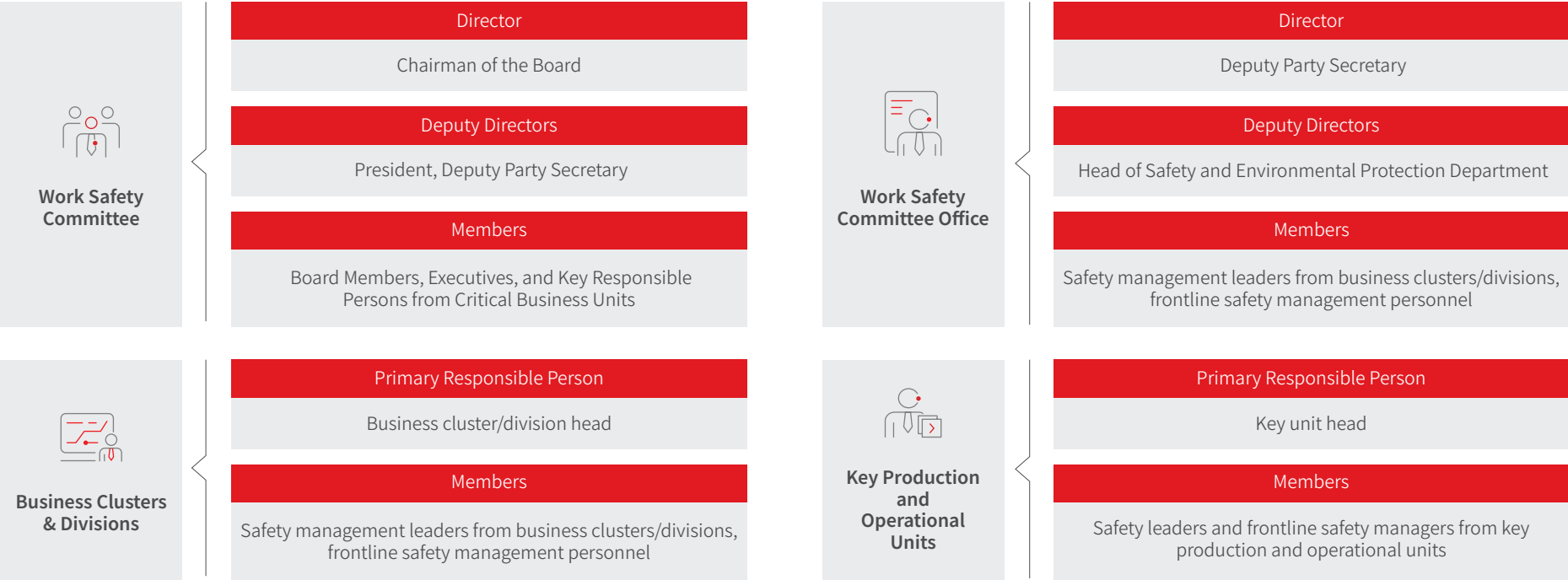
We strictly comply with the "Work Safety Law of the People's Republic of China" and other relevant laws, regulations, and industry standards. By referencing international standards such as ISO 45001, we continuously improve our Occupational Health and Safety Management System. Leveraging the "ITG Smart Brain- Safety Management System", we reinforce the implementation of safety responsibilities, strengthen guidance and supervision over the safety management of our subsidiaries, effectively mitigate various safety risks, and resolutely prevent workplace accidents.

During the reporting period, we formulated and issued the "Overseas Safety Risk Prevention Guidelines for Xiamen ITG Group (Trial)", providing structured guidance for our subsidiaries to establish standardized and effective overseas safety risk prevention systems and enhance our capabilities in overseas safety risk management. Additionally, we required all business clusters and subsidiaries to update their respective "Work Safety Responsibility System for All-Employee" to ensure compliance and accountability at every level. We actively promote safety standardization across all units, with 11 subsidiaries successfully achieving Level-3 Work Safety Standardization Certification during the reporting period.

Work Safety Management

We have established a Work Safety Committee (hereinafter referred to as the "Safety Committee"), composed of the Chairman of the Board, senior management, and key personnel from secondary-level safety-critical business units. The Chairman of the Board serves as the Director of the Safety Committee, while the President and Deputy Secretary of the Party Committee act as Deputy Directors. Under the Safety Committee, we have set up a Work Safety Committee Office (hereinafter referred to as the "Safety Office"), led by the Deputy Secretary of the Party Committee as the Director, with the Head of the Safety and Environmental Protection Department serving as the Deputy Director. The Safety and Environmental Protection Department oversees the day-to-day operations of the Safety Office, which is staffed by safety leaders from key business units and dedicated safety management personnel from the Safety and Environmental Protection Department.

We have formulated and regularly updated regulations such as the "Work Safety Management Assessment Measures" and the "Work Safety Responsibility System for All-Employee" to ensure that the performance-based compensation of management is linked to the safety and environmental performance of their respective units. If a major safety or environmental incident occurs within a manager's area of responsibility during the annual performance evaluation period, leading to significant negative impacts or state-owned asset losses, the entire annual performance salary and deferred performance salary of the primary responsible person will be deducted. We strictly implement the work safety responsibility for all employees, ensuring that safety responsibilities are assigned at every level. Each employee signs a "Work Safety Target Management Accountability Agreement," reinforcing the principle that "workplace safety is everyone's responsibility." This approach creates a top-down, company-wide safety management structure with full employee participation.



During the reporting period, we held a total of 5 special meetings on work safety, environmental protection, and stability maintenance, conducting in-depth risk assessments for major holidays and key periods, including the Spring Festival, the National "Two Sessions," Labor Day, the China International Fair for Investment and Trade (CIFIT), and National Day. Through these meetings, we reinforced safety responsibilities at all levels, ensuring that leaders and business units fully implement their primary safety management duties. We also organized functional departments and business units to refine and break down work safety objectives, requiring all units to sign the "Work Safety Target Management Accountability Agreement" to ensure full accountability. Following the principle of "horizontal coverage and vertical penetration," we achieved comprehensive safety oversight across all levels. Throughout the year, we recorded zero fatalities or major production safety incidents, zero severe injuries, and no newly confirmed cases of occupational diseases were identified during the reporting period.

- Zero fatalities or major production safety incidents
- Zero severe injuries
- No newly confirmed cases of occupational diseases were identified during the reporting period



Work Safety Regular Meeting



Digitalization of Work Safety

We have implemented a digital work safety management system through the development of the "ITG Smart Brain- Safety Management System." By continuously optimizing system functionalities, such as hazard identification and rectification and contractor personnel management, we ensure a more comprehensive and efficient approach to work safety management.

During the reporting period, our Safety and Environmental Protection Department conducted system implementation assessments at three key production and operational sites: Lushan Xiguling Mine, Guangzhou Qirun Paper Dongguan Warehouse, and ITG Health Technology Tahoe Rehabilitation Hospital. These assessments effectively supported the implementation units in enhancing their safety management capabilities.



Identification, Prevention, and Management of Safety Risks

During the reporting period, we continuously improved our safety risk management framework by refining key regulations, including the "Safety Risk Identification, Evaluation, and Hierarchical Control Management Regulations," the "Safety Hazard Inspection and Rectification Management Regulations," and the "Major Safety Risk Announcement and Warning Management Regulations." These measures standardize safety risk management across all business operations. By systematically identifying and controlling potential safety risks, hazardous factors, and major hazard sources across our business units, we ensure that risk prevention and control measures keep risks within a manageable and controllable range, enhancing overall safety management capabilities. During the reporting period, our Safety and Environmental Protection Department conducted a comprehensive safety risk identification and assessment program for Category 1 production units. A total of 2,395 participants joined in risk identification activities, covering 552 job positions and assessing 5,884 safety risk factors.

Hazard Identification and Risk Prevention Process

Throughout the yearly, quarterly, and daily safety management cycles, we conduct hazard identification and risk assessments. These assessments focus on critical areas, key locations, high-risk scenarios, critical tasks, and operational behaviors, as well as occupational health, environmental conditions, and safety management to ensure comprehensive risk mitigation

We utilize the LEC evaluation method and risk matrix analysis to assess and categorize safety risks. Based on evaluation results, safety risks are classified into four levels, represented by the colors red, orange, yellow, and blue, indicating extreme risk, high risk, moderate risk, and low risk, respectively

Based on safety risk levels and categories, risks are categorized into "management risks," "operational risks," and "task execution risks." Corresponding preventive measures and responsibilities are assigned according to risk severity and the level of personnel involved, with a clear designation of the primary responsible individuals for each risk category

Once risk classifications are completed, targeted safety risk control measures are established. These measures define risk exposure timelines, locations, existing risk levels, and necessary control strategies. Preventive actions are implemented in a prioritized manner, ensuring effective monitoring and control of identified risks



Safety Hazard Inspection

We strictly implement the "Safety Hazard Inspection and Rectification Management Regulations" and the "Major Safety Risk Announcement and Warning Regulations", reinforcing safety hazard identification and rectification. Following the principle of "those responsible for business operations, industry supervision, and production management must also be responsible for safety", we continuously strengthen safety hazard inspections to prevent potential risks.

During the reporting period, we conducted 138 safety inspections, issued 136 rectification notices, and identified 1,805 safety hazards, of which 1,780 were successfully rectified, achieving a rectification completion rate of 98.6%. The remaining hazards are being addressed as per the scheduled rectification plan, ensuring 100% completion.

As part of our safety hazard inspection efforts, our senior management team personally led comprehensive safety inspections at frontline operations before major holidays. In 2024, a total of 10 safety inspections were conducted, identifying 111 safety issues, all of which have been successfully rectified.



Pre-Holiday Safety Inspections at Business Premises

We invited 45 expert visits, conducting 22 in-depth safety inspections across nine key business units, including mines, hotels, and hospitals. Through on-site inspections and expert guidance, we systematically identified and assessed potential safety risks, proposing 685 corrective measures and ensuring their successful implementation. These efforts have significantly enhanced our ability to identify, prevent, and manage potential safety hazards.



Safety Inspections Conducted by External Experts

Utilizing the "ITG Smart Brain- Safety Management System," we facilitated self-inspection and rectification of workplace hazards across all business units. Additionally, we organized and supervised the implementation of 8 specialized safety campaigns, including Work Safety Month, Fire Safety Awareness Month, Confined Space Safety, Gas Safety, Rectification of Unauthorized Construction and Electrical Welding, Intensive Fire Safety Hazard Rectification, Fire Safety Inspections for Polyurethane Combustible Insulation and Sandwich Materials, Disaster Prevention and Mitigation Week, and Winter-Spring Fire Safety Campaigns. These initiatives effectively reduced safety risks and helped prevent major workplace incidents.

In 2024, our business units collectively conducted 12,354 self-inspections for workplace safety hazards, with 12,338 successfully rectified, achieving a rectification completion rate of 99.9%.



[Highlight] | Safety Management in Mining Projects

To strengthen safety supervision and management efficiency in our mining projects, our Safety and Environmental Protection Department collaborated with the Stone Materials Division to establish a dedicated project task force. Together, we developed the "Mining Project Safety Management Advisory and Support Plan for Xiamen ITG Group", aimed at promoting standardized safety management, eliminating potential hazards, and enhancing safety skills among management personnel at all levels. During the reporting period, we successfully completed five phases of safety advisory services, engaging 19 expert visits. Through on-site assessments, we identified 246 safety hazards, conducted four safety training sessions, and assisted mining enterprises in establishing long-term safety management mechanisms. These efforts have significantly improved safety management standards in mining projects.



Mining Safety Inspections





Work Safety Drills

During the reporting period, our subsidiaries and business units conducted 234 emergency drills in accordance with the annual drill plan and actual operational needs. These drills covered various scenarios, including flood prevention, fire safety, crane-related injuries, vehicle accidents, and electric shock incidents. A total of 7,019 participants took part in the training exercises, enhancing their emergency response capabilities.



Safety Drills



Occupational Health and Safety Training

We actively organize occupational health training programs for employees, contractors, and other stakeholders, encouraging suppliers and contractors to align their occupational health and safety management with ISO 45001 and other international standards. Through these initiatives, we strive to create a healthy and safe working environment.

In terms of safety education and training, we have launched targeted awareness campaigns to reinforce safety culture. During Work Safety Month and Fire Safety Awareness Month, we produced safety messages and slogans, displaying them on TV screens in office reception areas and distributing them to subsidiaries and business units. These messages were promoted through electronic screens, bulletin boards, banners, corporate WeChat accounts, and the company website, fostering a strong safety awareness atmosphere across the organization. We also invited external safety experts to conduct special training sessions, including a lecture on "Key Actions for the Three-Year Work Safety Reform Initiative", advancing the implementation of the All-Employee Work Safety Responsibility System. These efforts help eliminate safety hazards at their source, ensuring that all business units remain vigilant, safety-conscious, and equipped with the necessary knowledge to identify and address risks proactively. Additionally, we engaged all employees in safety initiatives such as the "Safety is Everyone's Responsibility, Readiness is Everyone's Duty" Online Knowledge Competition, further reinforcing corporate safety policies and essential safety knowledge across the workforce.



Safety Training

During the reporting period, our subsidiaries and business units actively organized 338 safety training sessions, covering topics such as "In-Depth Analysis of Typical Work Safety Accidents," "Enhancing Employee Awareness of Labor Protection," "Essential Duties for Corporate Safety Management Personnel," "Comprehensive Interpretation of the New Work Safety Law," and "Daily Safety Competence Development for Employees." A total of 17,719 participants took part in these training sessions, significantly improving employee safety awareness and workplace safety management capabilities.



Occupational Health and Safety Management for Outsourced Personnel

To safeguard the rights and well-being of outsourced personnel, we have established and regularly update the "Labor Rights Protection Policy" and the "Risk Control Guidelines for Labor Outsourcing, Labor Dispatch Units, and Secondment(Trial)". We require all outsourcing partners to comply with legal obligations by ensuring that personnel assigned to our business units are covered by social insurance and employer liability insurance. Additionally, onsite workers must be equipped with labor protection gear that meets national or industry standards. For outsourced personnel engaged in hazardous or toxic work, regular health check-ups, occupational disease screenings, and medical reviews must be conducted. Health records are also required to be maintained to ensure continuous monitoring and protection of outsourced employees' occupational health.



"Care For You" Occupational Health Program Series



Employee Assistance Program (EAP)

At Xiamen ITG, we prioritize employee mental health and respect individual well-being. Our long-standing Employee Assistance Program (EAP) offers 24/7 psychological counseling services, regular health knowledge publications, online educational courses, and on-site counseling sessions, providing comprehensive mental health support for employees and their immediate family members. This initiative helps employees manage stress, maintain emotional well-being, and fosters a supportive and respectful workplace culture. During the reporting period, our EAP program conducted over 10 online live courses and awareness campaigns on mental health and provided psychological counseling services to 212 participants.



"Summer Cool Relief" High-Temperature Care Program Conducted by the Union of Xiamen ITG Group

Occupational Health

We advocate for a healthy work-life balance and have implemented an occupational health consultation system to provide employees with disease prevention and occupational health protection services, helping to mitigate occupational health risks. We also offer regular mental health assessments to prevent workplace stress from negatively affecting employees' psychological well-being, ensuring their physical and mental health and safety.



Diverse Recreational Activities

We strictly adhere to holiday and working hour regulations, ensuring employees receive reasonable and sufficient rest periods. By organizing a variety of recreational and sports activities, we actively promote employee well-being and foster a healthy work environment.



"Pioneering Cup" Basketball Tournament



Yoga Sessions



"Pioneering Cup" Badminton Tournament

03 Governance

Chapter Content

3.1 Risk Control and Compliance

3.2 Commercial Behaviors

Sustainable Development Goals (SDGs) Alignment



2024 Management Goals		Completion Status
1	Strengthen and revise sustainable development policies in accordance with the needs of business development	▶▶
2	Optimize and improve the risk control and compliance system continuously	▶▶
3	No incidents of commercial bribery or corruption occurred throughout the year	●
4	No incidents of conflicts of interest occurred throughout the year	●
5	No incidents of money laundering or insider trading occurred throughout the year	●
6	No incidents leading to litigation or administrative penalties due to unfair competition practices occurred throughout the year	●
7	100% of employees received the anti-corruption policies and procedures within the year	●
8	100% of employees received training on business ethics within the year	●
9	No tax-related violations occurred throughout the year	●
10	Disclose the sustainability report to stakeholders regularly every year	●

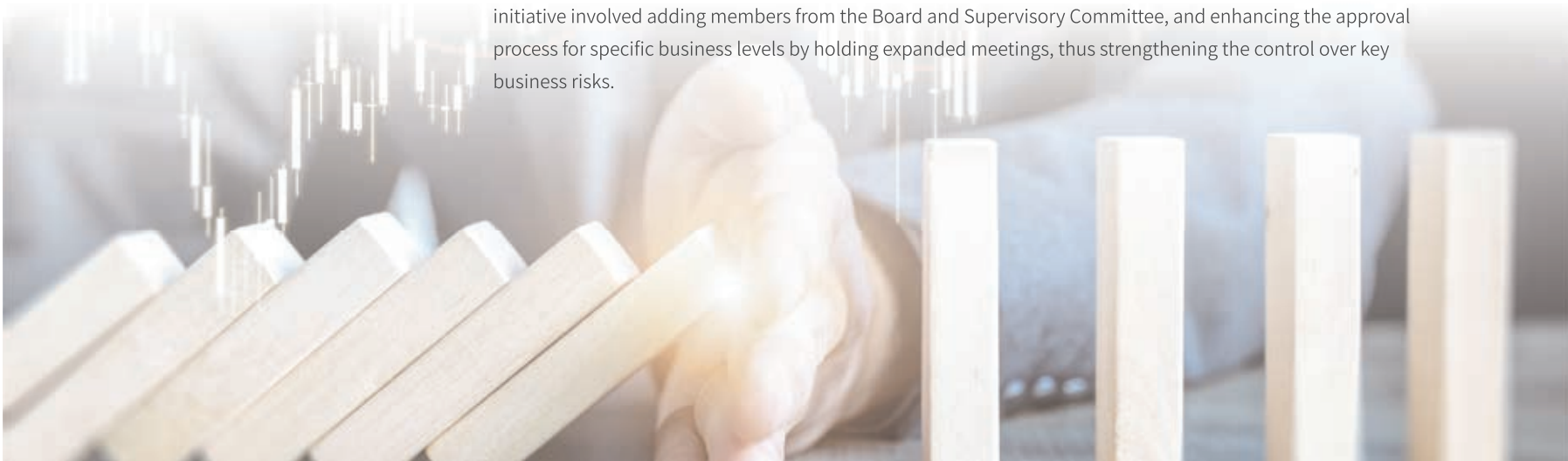
● Completed ▶▶ In Progress

3.1

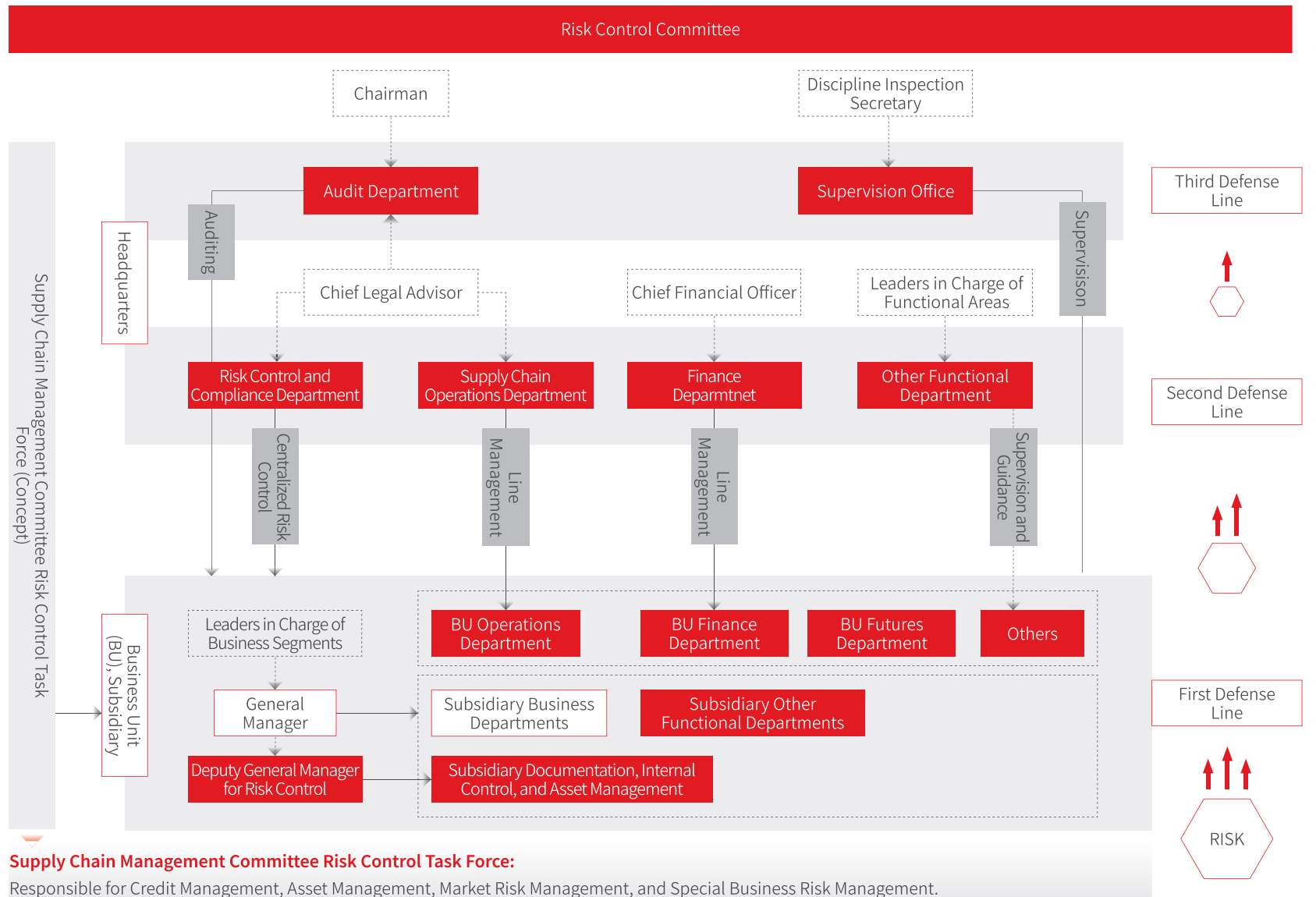
Risk Control and Compliance

We have established a comprehensive risk management system in alignment with our corporate development strategy. Through risk identification, monitoring and early warning, risk assessment, and response measures, we continuously enhance our risk prevention capabilities and management standards to ensure stable operations. During this reporting period, we have undertaken a holistic reconstruction of our risk control and compliance system across all levels and dimensions. Covering both our supply chain and health technology business segments, we have strengthened organizational structure, regulatory frameworks, internal control systems, operational mechanisms, professional teams, risk culture, and digital transformation to further enhance risk control and compliance management.

We have established a risk management structure led by the Risk Control Committee, with the Risk Management Task Force of the Supply Chain Management Committee serving as the key decision-making and approval center. This structure is composed of three lines of defense, involving functional departments, business clusters, subsidiaries, and business departments, all collaborating to comprehensively and effectively manage the various risks in our operations. At the board level, the Risk Control Committee consists of five directors with expertise in risk management. It oversees the company's overall risk appetite, evaluates significant risks that may affect the business, reviews major risk events of specific levels, and conducts comprehensive checks and risk assessments on business performance. These actions ensure supervision and guidance of the company's risk management efforts. At the management level, the President's Office implements risk management in accordance with the fundamental systems and policies approved by the Board. During the reporting period, we also actively explored the model of creating a dedicated risk control task force within the Supply Chain Management Committee. This initiative involved adding members from the Board and Supervisory Committee, and enhancing the approval process for specific business levels by holding expanded meetings, thus strengthening the control over key business risks.



Corporate Risk Management Structure



Risk Control Committee:

Researches on macro and systemic risks, proposes risk preferences and risk tolerance level, and determines the overall risk tone.

Audit Department: Deploys audit supervision functions to urge subsidiaries to implement risk control management requirements.

Supervision Office: Prevents integrity risks through disciplinary inspection and supervision functions.

Risk Control and Compliance Department: Acts as the executive body of the Risk Control Committee and is the centralized department for company risk management.

Supply Chain Operations Department: Serves as the business risk management department, appointing and evaluating the performance of subsidiary operations managers and personnel.

Finance Department: Manages financial risks and directly oversees subsidiary financial personnel.

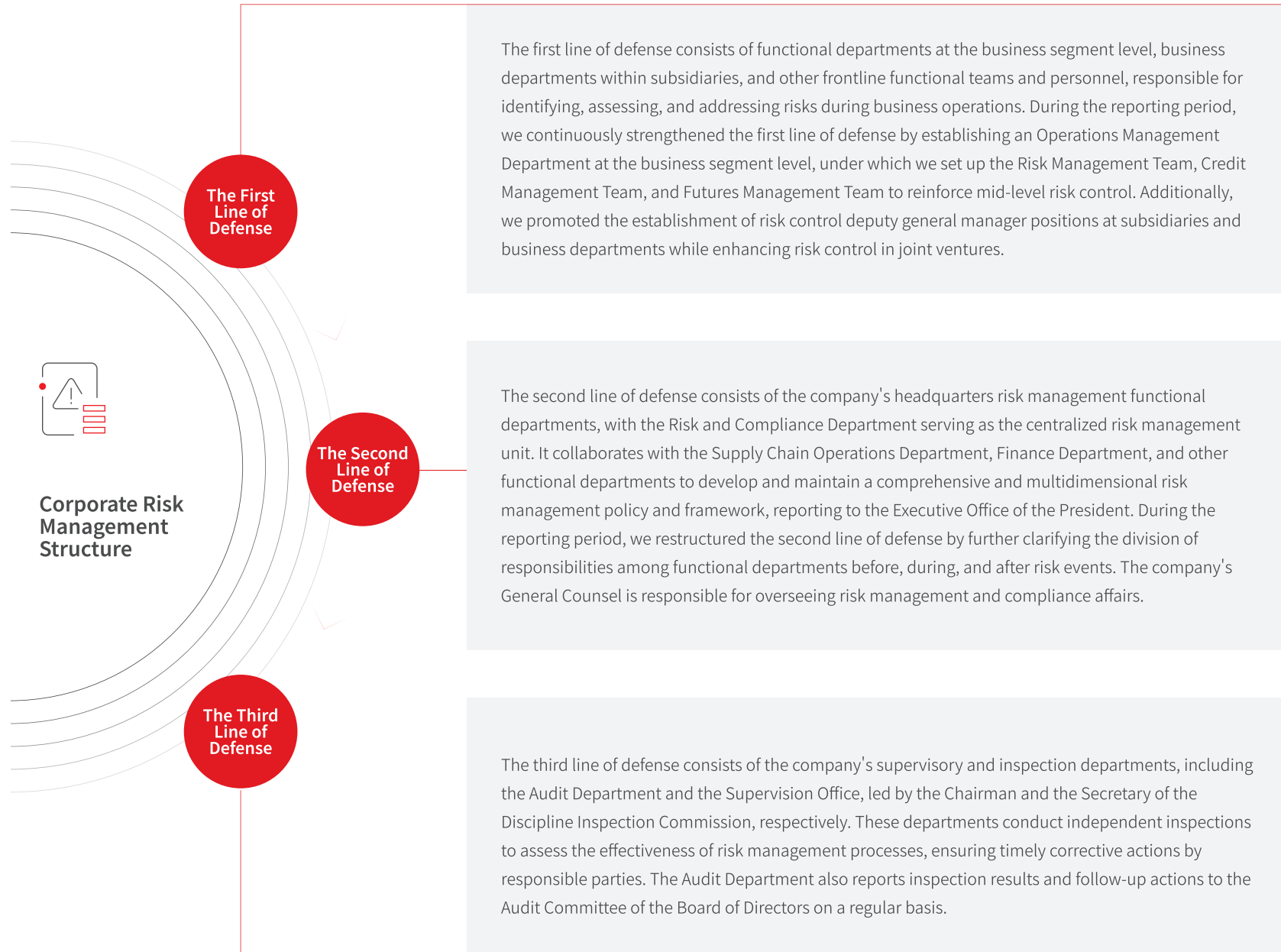
Other Functional Departments: Handle other risk management areas, such as capital risk, HR risk, etc.

Vice President of Risk Control: Responsible for overall business risk management and internal control at the subsidiary level.

BU Operations Management Department: Frontline risk control personnel for business operations, with managers assigned and evaluated by the Operations Management Department.

BU Finance Department: Frontline financial risk control personnel, directly managed by the Finance Department.

Subsidiary Document Management, Internal Control, and Asset Management Departments: Frontline risk control personnel, directly managed by the subsidiary's Vice President responsible for internal control.



During the reporting period, we have driven the restructuring of our risk management system, building upon existing regulations such as the "Risk Indicator Monitoring and Management Regulations," "Guidelines for Major Supply Chain Risk Disposal," and "Interim Measures for Negative List Management of Clients," as well as internal management documents like the "Internal Control Manual," "Risk Management and Internal Control Matrix," and "Risk Classification Early Warning Indicator Table." We have developed three key risk management regulations: the "Comprehensive Risk Management System," "Compliance Risk Management Regulations," and "Operational Risk Management Regulations." Additionally, we have established several regulations in areas such as health technology, investment risk management, operational risk management, and financial risk management, forming a comprehensive and executable 1+N risk compliance management system model. Furthermore, we have redefined the company's risk appetite, strengthened the control over key projects, and rigorously reviewed and assessed risks in new projects from multiple aspects, including operational models, control measures, exit strategies, and emergency response mechanisms. We enforce strict control over the approval of new projects and ensure timely review and retrospective analysis of ongoing projects.

Meanwhile, to continuously enhance our risk control and compliance management capabilities, we conducted a comprehensive assessment of qualified professionals within the risk control system during the reporting period. Guided by the assessment results, we strategically addressed talent gaps by recruiting external professionals while strengthening internal training to improve competencies. Additionally, we continued to refine and develop supporting management mechanisms, conducted a thorough review and evaluation of existing risk control processes, and established a dynamic, tiered authorization mechanism.

Risk Identification and Assessment

We conduct risk identification and assessment based on the COSO Enterprise Risk Management Framework, combined with our operational management and business realities. The Risk and Compliance Department organizes all functional departments and invested enterprises each year to identify the annual key risk focus list, develop specific management plans for each risk type and establish standards or limits for major risk events. When significant changes occur in the macroeconomic environment, market conditions, or corporate strategy, and it is necessary to adjust the annual key risk list, each investment enterprise must assess the various impacts on their business and report to the Risk Control and Compliance Department, which will lead the effort to update the annual key risk list.

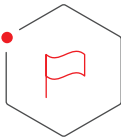
During the reporting period, we conducted a major risk assessment for 2025 through large-scale surveys and other methods. The survey results were analyzed using the Monte Carlo method, evaluating dimensions such as the likelihood of occurrence and the severity of impact. This process identified and assessed the key risks to focus on for 2025, their priority rankings, and risk exposure. Additionally, by organizing and analyzing existing control measures, we optimized our risk response strategies and implemented targeted measures to manage the identified risks, ensuring that the overall risk remains within a controllable range.

Taking the challenges and opportunities of macroeconomic policies and industry development and transformation risks as examples:

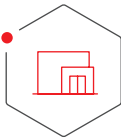
Risk Type	Risk Description	Likelihood of Occurrence	Magnitude of Impact	Risk Level	Mitigation Measures
Challenges and Opportunities of Macroeconomic Policies	The supply chain business primarily focuses on pro-cyclical products, which are highly influenced by macroeconomic factors. Changes in the domestic economic downturn, supply-demand imbalances, and geopolitical conflicts may potentially impact the future potential profits of the company's supply chain business.	High	High	High	Accelerate the layout of overseas business platforms, expand overseas operations, and capture a larger market share; strengthen R&D to empower the business, actively develop new products and business models, expand business volume, and improve operational quality; in line with the actual operations of the company's supply chain business, tighten risk appetite, and implement risk control measures such as reducing credit lines, limiting authorizations, and strictly controlling the entry of new projects to minimize operational risks as much as possible.
Industry Development and Transformation Risks	During the process of industry integration and core business focus, there may be risks such as uneven resource allocation, imbalanced team structure, personnel turnover, and low management efficiency, which could hinder the company's business development and transformation.	High	Medium	High	Based on strategic planning, investment scale, investment structure, and company resources, formulate the annual investment plan and budget, and strictly adhere to the approval process. In line with business and management needs, strengthen talent pipeline development and capability enhancement, continuously attract professional talent, and establish effective incentive mechanisms. Continue investing in digital innovation, optimize the existing digital business platforms, improve and enhance digital management capabilities, and increase management and operational efficiency.

Risk Monitoring and Reporting

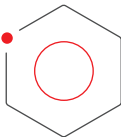
Based on dynamic risk identification and assessment results, as well as the occurrence of major risk events, we continuously refine our risk monitoring system to achieve dynamic risk tracking. We have also established a rapid response mechanism to ensure timely and effective risk mitigation, safeguarding stable operations. In accordance with the "Operational Risk Management Regulations" and the "Risk Indicator Monitoring Management Regulations," we strictly implement the risk indicator warning system and risk information reporting mechanism.



events that cannot be substantively resolved within 1 month, 3 months, or 6 months after the occurrence, the reporting procedures shall be followed as stipulated, and the relevant decision-making bodies will discuss and decide on the resolution plan for the risk event. For significant compliance risk events, within 24 hours of occurrence, each investment enterprise or department shall report to the company's Risk Control and Compliance Department, and report to the Compliance and Risk Management Officer and senior leadership in stages. The Compliance and Risk Management Officer will organize meetings to study and deploy the response plan.



our functional departments and subsidiaries establish business risk warning elements based on their respective risk policies. They set appropriate standards for different types of risks according to business characteristics, formulate response measures, and carry out risk identification, early warning, and control. Risk matters classified as "Warning Level" or "Response Level" must be reported to the President, Chairman, and Party Secretary within 24 hours and managed dynamically. Every two weeks, we reassess the risk level, estimated losses, and response measures, reporting progress in a biweekly report.



our functional departments and the risk management teams of our subsidiaries are responsible for managing, tracking, addressing, and promptly reporting them. The Risk and Compliance Department oversees the execution of risk response measures. We closely monitor major risk warning events reported by various business units, track and compile updates on these events monthly, and analyze the overall major risk situation. Risk matters classified as "Warning Level" or "Response Level" are reported to the Risk Control Committee in a biweekly report.



Risk Review

We integrate risk monitoring insights to conduct regular risk reviews for various business segments and investment enterprises. This enables us to promptly identify operational risks, deficiencies in management processes, and execution gaps, driving relevant units to optimize and implement corrective actions.

Through audit inspections and internal control evaluations, we assess the adequacy and effectiveness of the risk management system, strengthening risk oversight. Additionally, for those who fail to perform their duties properly, act negligently, omit or conceal information, fail to rectify issues, or engage in other improper behaviors in risk management, we hold them accountable in accordance with the relevant accountability system and take measures such as issuing reprimands, adjusting positions, and other disciplinary actions.

Risk Inspection

During the reporting period, we carried out a series of risk inspection projects to promptly identify and address vulnerabilities:

- Organized business units to conduct a comprehensive "look-back" on supply chain operations, deeply analyzing weaknesses and deficiencies in business processes, implementing corrective measures, and continuously improving risk control and compliance management levels.
- The Risk Control and Compliance Department conducted a thorough review of key process approval authorities for major projects, clarifying authority settings and approval points, further strengthening process control, and ensuring that all business operations were standardized and orderly.
- Multiple departments jointly conducted several risk investigations, covering areas such as futures hedging, margin management, overseas commissions, seal approval, TEDA bonded business risk inspections, and the "Three Prohibitions and One Optimization" rectification status. Potential risk hazards were identified, and corrective actions were promptly advanced to improve overall risk prevention capabilities.
- Multiple departments jointly carried out inspections of joint venture management personnel, business management model reviews, control without control rights, seal approval checks, and other inspection tasks. These efforts reinforced the management of joint ventures, ensuring the company's control system effectively intervened, and built a solid risk defense for joint ventures.

Audits and Evaluations of Internal Control

During the reporting period, we organized a comprehensive self-inspection of the internal control system and checks and balances mechanisms for the supply chain and health technology sectors. Based on this, a joint inspection team was formed to conduct a thorough internal control compliance check for business units. The inspection covered the establishment and implementation of internal control manuals, the identification of key risks, and the execution of corresponding mitigation measures. A report and issue list were formed, and we urged each unit to implement corrective actions to promote the construction and improvement of the internal control management system for business units. We also conducted an audit project for joint ventures like Panther Healthcare, addressing operational accountability issues. Additionally, an internal control effectiveness evaluation was carried out, covering major operations such as procurement, asset management, sales, engineering projects, risk assessment, and internal supervision, with a focus on high-risk areas such as sales management and procurement management. A third-party professional organization was entrusted to audit the effectiveness of the company's internal controls.

Subsidiary Risk Management Evaluation

During this reporting period, we utilized the established subsidiary risk control capability evaluation model, collecting evaluation indicator data each quarter to conduct subsidiary risk control capability assessments. The evaluation results were generated to enhance subsidiary risk awareness and improve risk management levels.

Risk Control and Compliance Training

We attach great importance to risk control and compliance training for our employees, encouraging them to proactively identify and report potential risk and compliance issues. This approach helps leverage the crucial role of the "first line of defense" and contributes to the company's risk management. During the reporting period, we conducted risk control and compliance-related training and awareness campaigns through various formats, incorporating risk prevention awareness into frontline operations. This initiative aims to enhance employees' awareness of risk prevention and compliance, and improve the risk management capabilities of relevant positions.

We have established a Risk Control Observation and Compliance Perspective column on the company intranet. Through a combination of images and text, we provide monthly briefings on risk points, policy regulations, case studies, and tips related to risk control and compliance. Additionally, we have created a column summarizing regulations and policies from the State-owned Assets Supervision and Administration Commission (SASAC), regularly updating relevant policies and regulations for reference and application by personnel in related positions.



Training of "Supply Chain Risk Control Case Analysis"

During the reporting period

- We leveraged the "Fangyuan Lecture Hall" and "Fangyuan Think Tank" training brands, and invited experts from universities, external lawyers, and internal trainers to conduct a total of **26** internal and external training sessions, strengthening the legal and compliance awareness of business departments and improving overall risk prevention levels.
- We organized a total of **17** training sessions related to supply chain risk control, systematically enhancing employees' professional knowledge in the supply chain field and improving risk management capabilities.
- We held multiple risk and compliance management-related training lectures, including "Key Legal Risks in International Trade and Shipping Practices," "Classic Supply Chain Case Analysis," "Common Legal Disputes in Supply Chains and Response Strategies," "Training on Investment Risks and Listed Company Violation Cases," and "Training on Preventing Compliance and Integrity Risks," to increase employees' awareness of risks and improve their ability to prevent and control risks.



Digital Risk Management

We are actively promoting the construction of digital risk management.

In this reporting period

- We launched the overdue weekly report system for the collection platform and continued to iterate and update it, improving the efficiency of weekly report submissions and data quality.
- We launched the supplier management module and contract management module for the logistics middle platform system, providing a scientific basis for systematically evaluating supplier capabilities and laying a management foundation for optimizing logistics resources to their maximum potential.
- We released the Operations Intelligence Indicators Dashboard, achieving comprehensive, multi-level, and efficient display of business data and risk information.
- We launched the customer credit evaluation system, scientifically establishing an evaluation model to ensure the objectivity of customer credit assessments, in line with our risk preferences.

3.2 Commercial Behaviors

We adhere strictly to principles of integrity and maintains the highest standards of business ethics and corporate governance when engaging with stakeholders, thereby establishing a strong corporate reputation. We have developed and continually refine our Code of Business Conduct, setting clear guidelines on anti-corruption, anti-bribery, anti-fraud, conflict of interest avoidance, protection of trade secrets, anti-monopoly practices, and prevention of unfair competition. Furthermore, we actively encourage our suppliers, contractors, and other business partners to comply with these standards, working collaboratively to build a regulated, harmonious, transparent, and trustworthy business environment.

Anti-Commercial Bribery and Anti-Corruption

We uphold principles of integrity, maintain strict anti-corruption standards, and practice zero tolerance toward fraudulent activities, opposing corruption and bribery in all forms. We are committed to fully complying with applicable laws and regulations concerning anti-corruption and anti-bribery in China and all countries or regions where we operate, as well as relevant anti-corruption and anti-bribery guidelines from international multilateral financial institutions and our internal corporate policies. We explicitly prohibit all forms of bribery, including but not limited to: directly or indirectly providing improper kickbacks or other bribes to companies or individuals; soliciting any benefits from customers, suppliers, or other stakeholders; and offering or accepting remuneration or other benefits that may unfairly influence our business operations. Additionally, we incorporate business ethics standards, such as integrity and conflict-of-interest avoidance, into employee performance assessments to strengthen employee conduct and internal governance. During the reporting period, there were no incidents of ethical misconduct involving commercial bribery, corruption, or fraud.

Establishing a Supervision System

We systematically integrate Party leadership with corporate governance to continuously enhance a comprehensive supervisory framework. This framework is led primarily by internal Party supervision, closely coordinated with disciplinary inspection oversight, internal supervision within the Party, and various other forms of supervision, including grassroots monitoring, thus forming a unified supervisory force. The Commission for Discipline Inspection (CDI) continually reinforces its supervisory role, characterized as "oversight over supervision." Guided by political supervision as its core responsibility, the CDI integrates daily monitoring with targeted inspections to enhance supervisory effectiveness, identify problems, ensure corrective actions are implemented, and conduct follow-up assessments for accountability. Under the leadership of the Party Committee and CDI, the Supervision Office specifically undertakes tasks such as reinforcing Party conduct, integrity education, supervision management, processing and investigating reported leads, as well as coordinating overall supervisory activities. Its role ensures effective supervision, facilitates compliance, and promotes continuous organizational development and improvement. Additionally, we established a Coordination Group for Party Integrity and Anti-corruption, which organizes collaboration among departments such as auditing and finance. This group supports us in advancing integrity-building and anti-corruption coordination work. We have also effectively implemented the "1+X" special supervision mechanism, striving to integrate internal Party supervision, functional oversight, and grassroots supervision into a comprehensive supervisory structure. Furthermore, we have constructed a "1+6+N" supervisory system, enhancing communication and coordination mechanisms among six supervisory departments, including Party-building, inspection, human resources, audit, risk management, and finance. This system emphasizes the responsibilities of frontline disciplinary cadres and integrity officers to consistently fulfill their oversight roles, continuously ensuring compliance in corporate operations and management.

During the reporting period, we introduced the "Implementation Measures of the CPC Xiamen ITG Group Committee for Deepening the '1+X' Supervision Mechanism," facilitating the establishment of the "1+6+N" supervision system and clearly defining departmental responsibilities as well as joint internal supervision meetings. Moreover, we formulated the "Implementation Measures for Strengthening Grassroots Supervision and Management by Establishing Integrity Officers (Trial)," appointing integrity officers across operational units at all levels to enhance grassroots supervision and integrity management, ensuring practical and effective supervisory inspections.

Integrity Risk Prevention and Control

We integrate integrity risk control into the operational risk management system, in conjunction with the actual operations of our functional departments and business segments. We target key areas and critical positions involved in property transactions, bidding, construction projects, and bulk trading. We have developed and improved management systems such as the "Integrity Risk Control Embedded in Operational Risk Management Procedures (Trial)" and others. By comprehensively utilizing education, early warning, regulatory, and supervisory methods, we conduct early prevention, mid-term monitoring, and post-event handling to effectively prevent and investigate potential corrupt practices in management and operations.

For key areas and critical positions, we identify corresponding business ethics risks, like the potential for interest transfer or collusion with suppliers among personnel related to the supply chain business unit. We have developed an "Integrity Risk Prevention and Control Handbook," clarifying corresponding control measures and implementing dynamic tracking management of business ethics risks to normalize the investigation of such risks. Regular risk investigations are conducted, control measures are timely revised, and the integrity risk control mechanism is improved. We effectively prevent and resolve integrity risks through precise daily supervision, special supervision, and strengthening grassroots supervision.

During the reporting period, we have

- Actively promoted the integration of integrity risk prevention into operational risk management, guiding and supervising the revision and updating of the Integrity Risk Prevention and Control Handbook across relevant functional departments and **47** subordinate operating entities.
- Leveraged the strengths of our "comprehensive supervision" system, coordinating multiple departments to jointly address overseas corruption risks, and carried out special "1+X" inspections targeting improper gift-giving and receiving, unauthorized hospitality practices, excessive bureaucracy, and inadequate implementation of decision-making directives.
- Conducted targeted self-examinations and corrective actions focusing on eradicating the "Four Malpractices" and cultivating new ethical standards, addressing improper official (business) entertainment practices, overseas project commission irregularities, corruption in the pharmaceutical sector, corruption affecting community-level interests, and

implementing tailored strategies ("one enterprise, one policy") for key projects, ensuring corrective measures were fully enacted.

- Performed embedded integrity risk supervision in our self-managed warehouses within the supply chain segment, conducting in-depth site visits and assessments. This included analyzing current warehouse management practices, identifying existing integrity risks, proposing targeted recommendations, and driving improvements. Our efforts aim to establish tailored "one enterprise, one policy" integrity risk prevention frameworks to significantly enhance warehouse operational management quality.
- Deepened our implementation of supervisory inspections focused on curbing superficial image-driven projects ("vanity projects"), safeguarding ideological integrity, and upholding the principle of budgetary prudence as directed by higher-level mandates, completing a total of **45** integrated supervisory inspections.



Conducting Special "1+X" Inspections



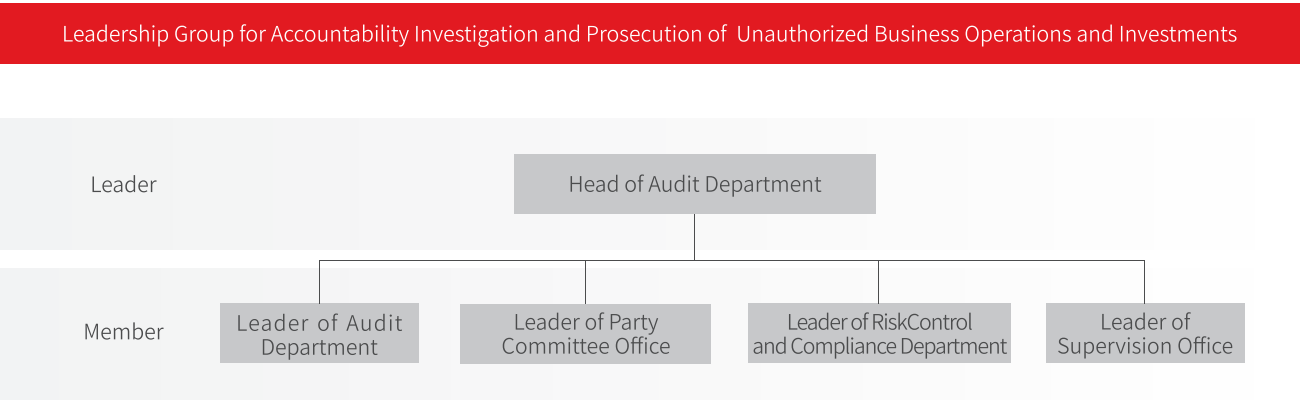
Conducting Special "Four Malpractices" Inspections during Festivals

Integrity Management of Suppliers

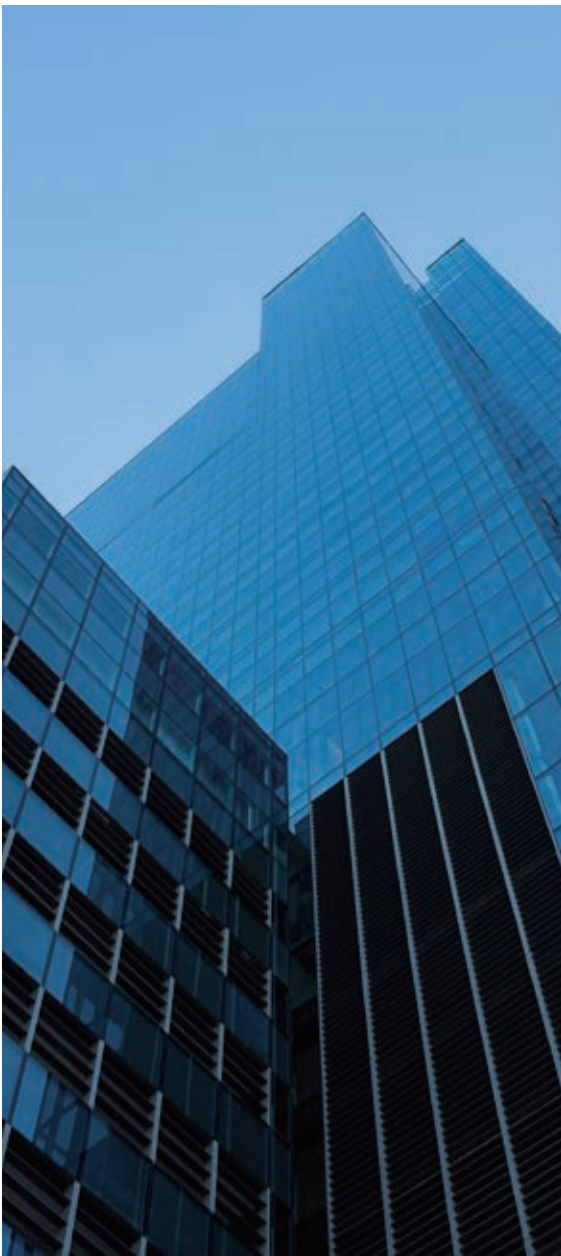
We have formulated a "Supplier Code of Conduct", clearly outlining requirements for honesty and integrity in business activities between suppliers and the Company. Suppliers are explicitly prohibited from engaging in any form of corruption, bribery, fraud, or extortion. When entering into business cooperation, suppliers are required to sign documents such as the "Integrity Notice" or "Integrity Agreement", acknowledging their obligation to adhere strictly to integrity standards. We reserve the right to disqualify suppliers or terminate business relationships in cases where suppliers violate these integrity provisions.

The Accountability Mechanism for Violations in Business and Investment Operations

For actions violating business ethics and integrity standards, we have developed the "Management System for Accountability of Violations in Business and Investment Operations" and "Guidelines for Investigating Violations in Business and Investment Operations," establishing a long-term accountability mechanism. We set up a working group for accountability for violations in business and investment operations under the leadership of the party committee, which led by a leader from the Audit Department and with members from the Audit Department, Party Committee Office, Risk Control and Compliance Department, Supervision Office, etc.



The Audit Department is the department responsible for the accountability work of violations in business and investment operations, undertaking the accountability work according to the procedure for investigating clues of issues. Upon receiving related complaints, we will initiate an investigation into the violations in business and investment operations; we may also conduct investigations on our own. The task force for checking issue clues will be composed of the specialized institution, relevant functional departments, subsidiary operating units, and personnel from related intermediary organizations, responsible for the actual conduct of the verification work and ultimately forming a verification work report. The task force will propose suggestions for accountability and make processing decisions after review by the appropriate leadership bodies according to cadre management authority. The methods of accountability include criticism and notification, job adjustment or suspension, termination of employment, and deduction of performance pay, among others. The task force will also supervise the accountability for violations in business and investment operations to eliminate all forms of dereliction of duty and negligence.



Integrity Education and Training

We consistently prioritize integrity education and training, continuously enhancing our integrity-focused cultural brand, "Pure Wind Casting Chain." We carry out diverse forms of integrity awareness campaigns to spread messages of honesty, strengthen employees' consciousness of legal and ethical standards, and actively foster a robust culture of integrity within our enterprise.

During the reporting period, we have

- A total of **145** integrity-related messages were published via our intranet column "Pure Wind Casting Chain" and its official WeChat account.
- A special exhibition themed "Studying the Regulations, Observing Party Discipline" was held to promote in-depth political education, Party discipline education, integrity education, and warning education, focusing on the "Regulations on Disciplinary Actions of the Communist Party of China".
- The Discipline Inspection and Supervision Department organized the Integrity Awareness Outreach Program, identifying both positive and negative examples from within the company. Training courses, including Key Amendments to the "Regulations on Disciplinary Actions of the Communist Party of China" and "Specialized Training for Integrity Officers", were developed to expand the coverage and frequency of warning education. Awareness sessions were conducted across various business clusters, as well as at remote locations such as the Eastern Platform and Guangzhou Keerun Paper.
- Employees were encouraged to watch warning education films such as "Persistent Efforts for Deepened Progress" and "Eliminating Corruption in State-Owned Enterprises". Additionally, field visits to integrity education centers were organized to reinforce ethical awareness.
- Efforts to combat undesirable work styles and promote integrity culture continued. Over **300** copies of "The Do's and Don'ts of Implementing the Eight-Point Decision on Improving Party and Government Conduct" were purchased and distributed to the Pure Wind Reading Corner. The Head of the Supervision Office delivered a lecture titled "Sustained and Effective Implementation of the Eight-Point Decision" to various business divisions.
- A work plan for integrity-focused conversations was developed, employing both one-on-one discussions and group sessions. A total of **97** integrity talks were conducted. Additionally, stringent integrity reviews were enforced in the selection and appointment of cadres, with **33** participants undergoing pre-appointment assessments on integrity-related regulations.



Organizing Training for Integrity Officers



The Special Exhibition on the "Regulations on Disciplinary Actions of the Communist Party of China"



Conducting Warning Education Sessions



The Thematic Exhibition on Party Discipline Learning and Education

Anti-Unfair Competition

We adhere to relevant international conventions and strictly complies with the laws and regulations of China and the countries/regions where we operate. We have established the "Code of Business Conduct", which explicitly opposes unfair competition, improper transactions, and other activities that disrupt market order. We remain committed to operating with integrity and upholding fair market competition. During the reporting period, no lawsuits or administrative penalties related to unfair competition were recorded.

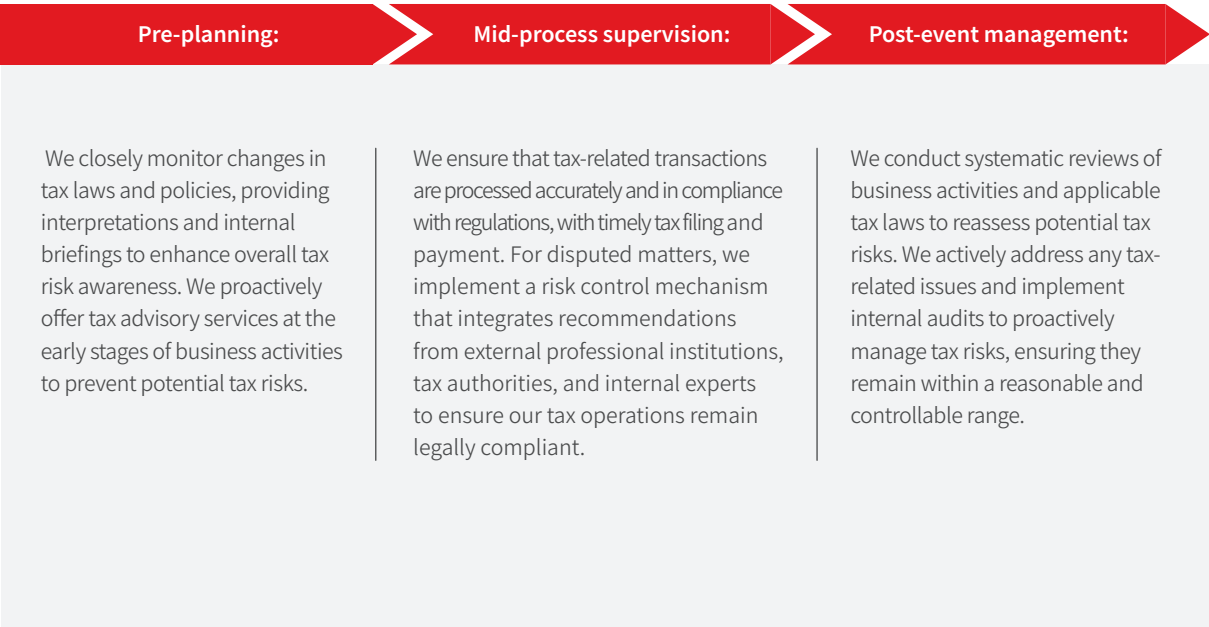
Tax Compliance

We strictly comply with the "Enterprise Income Tax Law of the People's Republic of China" and other relevant tax laws and regulations in the regions where we operate. Upholding integrity and legal compliance, we diligently fulfill our tax obligations. Our Finance Department is responsible for tax management, including the preparation of daily tax declarations, tax calculations, and other tax-related guidelines to regulate the tax operations of our company and subsidiaries. During the reporting period, we revised the "Tax Management Measures", further clarifying tax management requirements and standardizing tax-related operations. This ensures that we comply with laws and regulations in our daily business activities while optimizing tax management efficiency.

We prioritize tax risk management through a comprehensive approach covering pre-planning, mid-process supervision, and post-event management to enhance tax compliance and effectively mitigate tax risks.

We have signed a "Tax Compliance Cooperation Agreement" with local tax authorities, fostering a relationship of mutual trust and establishing a transparent and proactive communication mechanism. Through regular consultations and exchanges with tax authorities, we strengthen our tax risk prevention measures. Additionally, we conduct periodic internal and external tax compliance training to enhance employees' awareness of tax risk prevention, improve tax risk management capabilities, and uphold transparency, integrity, and compliance in tax matters. During the reporting period, we organized a "Tax Management" knowledge-sharing session for key finance personnel and conducted a "Tax Risk Prevention and Control" compliance enhancement training for finance and business teams. These initiatives help reinforce tax compliance awareness among all employees, strengthen collaboration between business and functional departments, and improve tax compliance and risk management across all business activities.

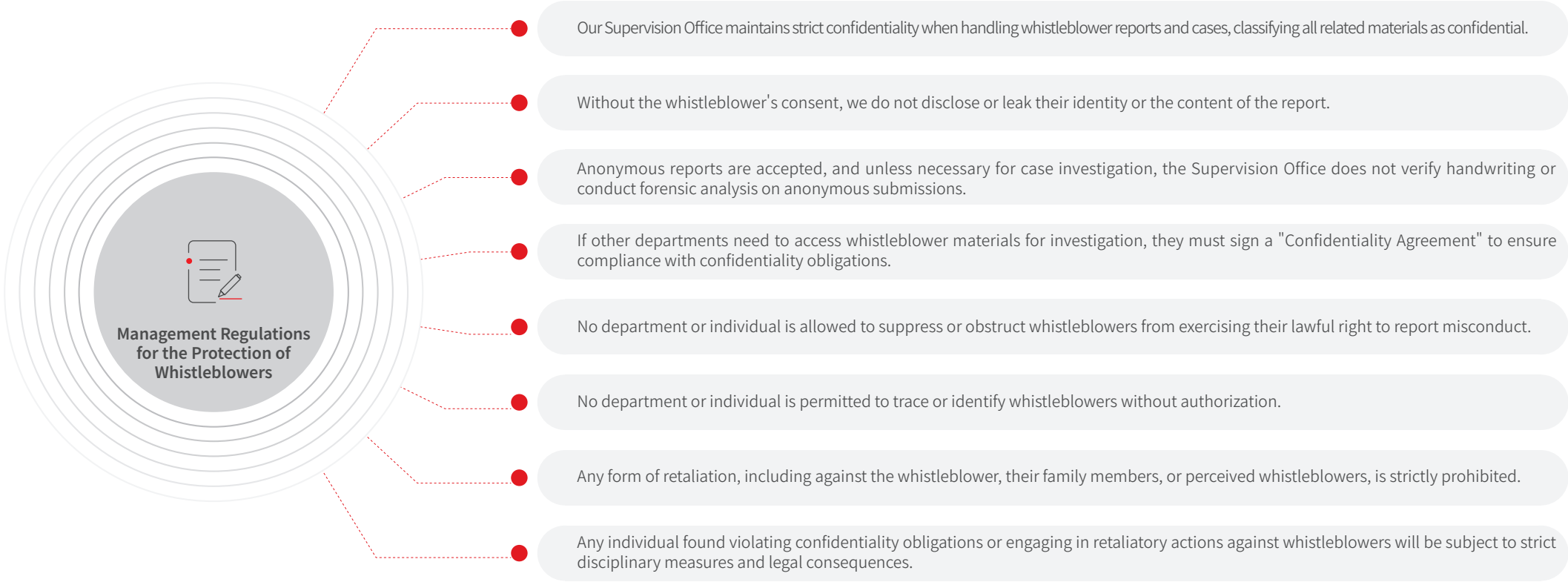
During the reporting period, our total tax payments amounted to 1,576.9 million RMB, with no tax-related violations recorded.



Complaint Mechanism and Whistleblower Protection Policy

We encourage all stakeholders to report any violations or potential violations of our Code of Business Conduct and relevant laws and regulations. We fully support and protect the rights of all stakeholders to submit complaints and provide suggestions. In accordance with the "Rules for Handling Whistleblower Reports by Discipline Inspection and Supervision Authorities" and the "Regulations on Complaint Letters and Visits", we have established multiple accessible reporting channels, including telephone, email, and face-to-face communication, to receive complaints and suggestions from stakeholders. Our Supervision Office is responsible for handling reports, initiating investigation and resolution procedures, and providing timely feedback to whistleblowers regarding investigation results and subsequent actions.

To safeguard whistleblowers' rights, we have formulated the "Management Regulations for the Protection of Whistleblowers", which clearly outline strict confidentiality obligations and a zero-tolerance policy toward retaliation:



Appendix

Data Overview

Environmental

Metrics	Unit	2022	2023	2024
Enviromental Investment				
Total environmental investment	Ten-thousand RMB	/	226.53	1,005.95
Number of environmental violations	Times	/	0	0
Number of environmental emergency drills		/	21	11
GHG Emissions ¹				
Scope 1 – Direct GHG emissions	tCO ₂ e	63,177.34	105,619.97	95,209.19
Scope 2 – Indirect GHG emissions from purchased energy		183,283.14	242,920.21	212,834.74
Total GHG emissions (Scope 1+ Scope 2)		246,460.48	348,540.18	308,043.93
Emission intensity	tCO ₂ e/hundred-million RMB of operating revenue	47.22	74.44	86.91
Air Pollutants ²				
Nitrogen oxides (NOx)	Ton	/	2.99	41.08

Note 1The decrease in our total GHG emissions in 2024 compared to 2023 is mainly due to the reduction in electricity consumption, steam consumption, thermal coal consumption, diesel, and other fossil energy consumption during the reporting period.

Note 2The increase in our air pollutants in 2024 compared to 2023 is mainly due to the business volume growth of Ningbo Zhencheng Mining and Nuijiang Silicon Industry during the reporting period.

Metrics	Unit	2022	2023	2024
Sulfur oxides (SOx)	Ton	/	1.40	26.22
Particulate matter (PM)		/	3.15	130.96
Non-methane volatile organic compounds (NMVOCs)		/	0.13	5.35
Wastewater Pollutants				
Total wastewater discharges	m³	/	523,389	344,993.34
Energy Consumption				
Electricity consumption	kWh	271,331,451.20	342,095,277.67	336,257,778.45
Electricity consumption density	kWh/hundred-million RMB of operating revenue	51,987.37	73,058.74	94,870.26
Steam consumption³	Ton	74,541.45	139,112.81	94,244.71
Liquefied gas consumption⁴		4.27	11.12	3.56
Thermal coal consumption⁵		8,012.84	10,007.03	0
Natural gas consumption	m³	/	1,169,092.15	1,180,465.38
Gasoline consumption	Litre	/	433,068.61	571,693.83
Diesel consumption⁶		8,346,273.39	5,249,827.42	2,457,662.26
Marine fuel for shipping	Ton	/	28,432.67	27,668.49

Note 3The decrease in our steam consumption in 2024 compared to 2023 is mainly due to the reduction in production capacity at the Keerun Tire factories in Rizhao and Dezhou during the reporting period.

Note 4The decrease in our liquefied gas consumption in 2024 compared to 2023 is mainly due to the substitution of liquefied gas with other energy sources at Ningbo Zhencheng Mining during the reporting period.

Note 5Our consumption of thermal coal in 2024 was 0, mainly due to the fact that Tongjiang Guomao Wanli Grain Reserve Co., Ltd. did not use thermal coal during the reporting period.

Note 6The decrease in our diesel consumption in 2024 compared to 2023 is mainly due to the reduction in diesel usage at Guangzhou Keerun Paper due to the closure of some warehouses, and at ITG Tidak Logistics during the reporting period.

Metrics	Unit	2022	2023	2024
Water Resources				
Water withdrawal	m³	/	917,616.80	683,428.39
Water consumption		/	394,227.80	338,435.05
Water consumption density	m³/ hundred	/	84.19	95.48
Waste				
Hazardous Waste				
Hazardous waste generated	Ton	/	62.81	78.37
Transfer and disposal volume of hazardous waste		/	59.64	84.70
General Waste				
Industrial waste generated	Ton	/	/	322,494.51
Industrial waste recycled		/	/	322,442.51
Domestic waste generated		/	2,755.04	772.40
Domestic waste recycled		/	37.42	3.96
Packaging Materials				
Plastic products consumption	Ton	3.03	63.45	60.09
Paper products consumption		2.50	7.50	8.71

Employment

Metrics	Unit	2022	2023	2024
Employee Composition				
Total employees	Person	6,936	6,947	6,913
Including: Employees with signed labor		/	/	6,888
Other workers ⁷		/	/	25
Employee Composition by Gender				
Male	Person	4,134	4,305	4,168
Female		2,802	2,642	2,745
Employee Composition by Age				
Under 30	Person	2,387	2,058	1,901
Between 30-50		3,994	4,303	4,361
Over 50		555	586	651
Employee Composition by Education				
Masters degree and above	Person	667	725	768
Bachelors degree		2,960	3,101	3,254
Other degrees		3,309	3,121	2,891
Employee Composition by Nationality				
China	Person	/	6,583	6,474
Others		/	364	439
Employee Composition by Ethnic				
Han	Person	/	/	6,222

Note 7 Other workers include interns and individuals employed under part-time labor service agreements signed with the company.

Metrics	Unit	2022	2023	2024
Others	Person	/	/	691
Employee Composition by Function				
Sales personnel	Person	2,813	2,876	2,717
Technical personnel		172	369	511
Financial personnel		409	430	471
Administrative personnel		752	800	762
Production personnel		2,790	2,472	2,452
Female production personnel		/	712	751
Female sales personnel		/	1,141	1,080
Female technical personnel		/	74	145
Female financial personnel		/	300	322
Female administrative personnel		/	415	447
Number of employees in STEM (Science, Technology, Engineering, and Mathematics) positions		/	286	271
Number of female in STEM (Science, Technology, Engineering, and Mathematics) positions		/	56	65
Proportion of female in STEM (Science, Technology, Engineering, and Mathematics) positions	%	/	19.58	23.99

Metrics	Unit	2022	2023	2024
Employment of Local Employees				
Number of employees from the province	Person	/	4,414	3,837
Proportion of employees from the province	%	/	63.54	55.50
Number of female employees from the province	Person	/	1,729	1,683
Proportion of female employees from the province	%	/	65.44	61.31
Number of senior management from the province	Person	/	5	14
Proportion of senior management from the province	%	/	100.00	100.00
Number of female senior management from the province	Person	/	2	3
Proportion of female senior management from the province	%	/	100.00	100.00
Employment of Disabled Individuals				
Number of disabled employees hired	Person	5	12	19
Propotion of disabled employees hired	%	0.12	0.17	0.27
Management Composition by Gender ⁸				
Male management personnel	Person	110	310	446
Female management personnel		32	138	207
Proportion of female management personnel	%	22.54	30.80	31.70

Note 8 Management refers to mid-level and above managers at the company headquarters, as well as senior management personnel in each subsidiary company.

Metrics	Unit	2022	2023	2024
Senior management personnel	Person	/	5	7
Including: Female senior management personnel		/	2	2
Proportion of female senior management personnel	%	/	40.00	28.57
Junior management personnel	Person	/	288	456
Including: Female junior management personnel		/	103	156
Proportion of female junior management personnel	%	/	35.76	34.21
Management personnel in revenue-generating departments	Person	/	/	301
Including: Female management personnel in revenue-generating departments		/	/	82
Proportion of female management personnel in revenue-generating departments	%	/	28.50	27.24
Management Composition by Nationality				
China	Person	/	446	644
Others	Person	/	2	9
Labor Contract Signing				
Labor contract signing rate	%	100.00	100.00	100.00
Support for Employee Career Planning and Job Changes				
Number of internal employee rotations	Person	/	/	80
Proportion of internal employee rotations	%	/	/	1.16

Metrics	Unit	2022	2023	2024
Employee Turnover				
Number of employees at the beginning of the year	Person	5,504	6,936	6,947
Number of new hires during the year		1,633	1,657	713
Number of departures		602	643	575
Including: Departures of employees under 30		/	267	232
Departures of employees between 30-50		/	358	325
Departures of employees over 50		/	18	18
Including: Departures of Chinese employees		/	642	569
Departures of Non-Chinese employees		/	1	6
Including: Departures of male employees		/	402	377
Departures of female employees		/	241	198
Annual turnover rate	%	8.43	7.48	7.29
Employee Training				
Total annual investment in employee training	Ten-thousand RMB	644.00	678.60	328
Total number of employees trained	Person	5,933	6,095	5,159
Average training cost per employee	Ten-thousand RMB	/	0.10	0.06
Number of male employees trained	Person	/	3,659	3,032
Number of female employees trained		/	2,436	2,127
Proportion of female employees trained	%	39.14	92.20	77.49
Employee training coverage rate	%	85.54	87.74	74.63

Metrics	Unit	2022	2023	2024
Total employee training hours	Hour	73,446	114,430.86	93,551
Average training hours per employee		10.59	16.47	18.13
Employee Training by Type				
Total hours of online training	Hour	/	86,895.23	41,339
Total hours of on-the-job coaching		/	/	2,841
Total hours of leadership training (Talent pipeline program)		/	/	10,071
Total hours of professional skills training		/	/	2,340
Total hours of cultural competency training		/	/	8,941
Average training hours per male employee		/	/	16
Average training hours per female employee		/	/	20
Average training hours per employee under 30		/	/	25
Average training hours per employee between 30-50		/	/	16
Average training hours per employee over 50		/	/	11
Average training hours per junior mangement personnel		/	/	32
Average training hours per mid-level mangement personnel		/	/	32
Average training hours per senior mangement personnel		/	/	33
Average training hours per Chinese personnel		/	/	18
Average training hours per Non-Chinese personnel		/	/	10

Metrics	Unit	2022	2023	2024
Employee Performance				
Proportion of employees undergoing regular performance and career development assessments	%	/	100.00	/
Compensation and Benefits				
Male entry level salary	RMB	/	2,600.00	2,600.00
Female entry level salary		/	2,600.00	2,600.00
Government-mandated local minimum wage for males		/	2,030.00	2,030.00
Government-mandated local minimum wage for females		/	2,030.00	2,030.00
Proportion of male entry level salary to local male minimum wage	%	380.95	128.08	128.08
Proportion of female entry level salary to local male minimum wage		380.95	128.08	128.08
Average annual compensation for male senior management	Ten-thousand	/	145.09	120.56
Average annual compensation for female senior management	RMB	/	101.62	71.92
Average monthly basic salary for male senior management	RMB	/	40,000.00	40,000.00
Average monthly basic salary for female senior management		/	40,000.00	40,000.00
Average monthly basic salary for male management		/	17,195.00	18,055.00
Average monthly basic salary for female management		/	17,195.00	18,055.00
Average monthly basic salary for non-management male employees		/	6,455.00	6,778.00
Average monthly basic salary for non-management female employees		/	6,455.00	6,778.00

Metrics	Unit	2022	2023	2024
Mean wage gap	RMB	/	0	0
Median wage gap		/	0	0
Mean bonus gap		/	0	0
Median bonus gap		/	0	0
Freedom of Association and Collective Bargaining				
Number of employees covered by collective agreements	Person	/	3,150	2,991
Proportion of employees covered by collective agreements	%	/	45.34	43.27
Employee Care and Welfare				
Defined benefit plans and other retirement plans	Ten-thousand RMB	/	2,140.67	2,897.48
Company contribution percentage to defined benefit plans and other retirement plans	%	/	3	5
Total duration of paid parental leave requested by employees	Day	/	1,696.67	2,260.5
Including: Total duration of paid parental leave requested by employees (as primary caregivers)		/	957.75	1,232.00
Total duration of paid parental leave requested by employees (as non-primary caregivers)		/	738.92	1,028.50
Duration of paid family or caregiving leave excluding maternity leave		/	1,402.50	1,377.50
Condolence fund expenditure	Ten-thousand RMB	/	/	370.30
Human Rights Impact Assessment				
Minimum notice period for operational changes	Day	/	30	31

Metrics	Unit	2022	2023	2024
Security Practice				
Number of security personnel trained in human rights policies or procedures	Person	/	230	217
Number of security personnel employed by the company		/	17	39
Number of third-party security personnel		/	213	178
Proportion of security personnel trained in human rights policies or procedures	%	/	100.00	100.00

Occupational Health and Safety

Metrics	Unit	2022	2023	2024
Work Safety Input				
Total annual input in occupational health and work safety	Ten-thousand RMB	/	3,803.15	3,055.26
Occupational Health and Safety Performance				
Total participants in occupational health and safety training	Participant	/	24,881	17,719
Number of safety emergency drills	Times	/	223	265
Number of attendees for safety emergency drills	%	/	3,951	7,019
Number of offline safety training sessions	Session	/	504	338
Number of online safety training courses	Course	/	39	55
Work Safety Accident				
Extra-major accident	Case	/	/	0

Metrics	Unit	2022	2023	2024
Major accident	Case	/	/	0
Serious accident		/	/	0
General accident		/	/	0
Number of work stoppages	Times	/	/	0
Duration of work stoppages	Day	/	/	0
Total number of work safety incidents	Case	/	/	0

Market

Metrics	Unit	2022	2023	2024
Complaint Resolution				
Total number of product or service-related complaints	Case	30	33	15
Total number of resolved product or service-related complaints		30	33	15
Timeliness rate of responses to product or service-related complaints	%	100.00	100.00	100.00
Information Security and Privacy Protection				
Information security incident	Case	0	0	0
Number of customers affected by data breaches	Person	/	0	0
Number of employees affected by data breaches	Person	/	0	0
Incidents of customer privacy violations	Case	/	0	0

Metrics	Unit	2022	2023	2024
Technology Research and Development				
Total R&D investment amount in technology	Ten-thousand RMB	490	5,154.23	8,961.72
Proportion of R&D investment to revenue from core businesses	%	/	/	0.03
Number of R&D personnel	Person	/	/	171
Proportion of R&D personnel	%	/	/	2.47
Intellectual Property				
Number of new patent applications	Case	2	30	38
Number of new patents granted		/	25	21
Number of new copyright applications		/	19	17
Number of new copyright registrations		21	25	13
Number of new trademark registrations		/	94	81
Number of new trademark applications		112	71	15
Number of new intellectual property rights		135	121	49
Number of invention patents applied to the core businesses		/	/	122
Total number of granted patents		/	/	239
Total number of registered copyright		/	/	72
Total number of registered trademarks		/	/	611
Incidents of intellectual property infringement	Case	/	/	0

Metrics	Unit	2022	2023	2024
Supplier Information				
Total number of suppliers	Count	47,525	48,232	55,571
Number of suppliers in the company's province		7,966	7,054	6,220
Number of suppliers in Mainland China		38,375	37,992	45,401
Number of suppliers outside Mainland China		/	10,240	10,170
Total number of suppliers reviewed by the company in the year		8,617	13,513	10,299
Total number of new suppliers admitted after reviewed by the company in the year		6,673	10,802	9,397

Community

Metrics	Unit	2022	2023	2024
Community Engagement				
Amount of external donations	Ten-thousand RMB	/	153.00	81.00
Total trade volume with Belt and Road Countries		/	/	9,000,000
Number of volunteer service	Times	/	87	262
Total number of volunteer participants	Participants	962	420	1,574
Total hours of volunteer service	Hour	6,735.00	1,605.00	3,593.50

Corporate Governance

Metrics	Unit	2022	2023	2024
Business Ethics				
Anti-corruption Advocacy and Training				
Proportion of board members, supervisors, and senior management briefed on anti-corruption policies and procedures	%	/	100.00	100.00
Proportion of employees briefed on anti-corruption policies and procedures		/	100.00	100.00
Proportion of board members, supervisors, and senior management received anti-corruption training		/	100.00	100.00
Proportion of employees received anti-corruption training		/	100.00	100.00
Business Ethics Violations				
Incidents of commercial bribery and corruption	Case	/	0	0
Conflicts of interest incidents		/	0	0
Money laundering and insider trading incidents		/	0	0
Incidents resulting in litigation or significant administrative penalties due to unfair competition or monopolistic practices		/	0	0
Number of corruption incidents involving employees being dismissed or disciplined due to corrupt behavior		/	/	0
Number of corruption incidents involving business partners where contracts were terminated or not renewed due to corrupt behavior		/	/	0

Guidelines No. 14 of Shanghai Stock Exchange for the Self-Regulation of Listed Companies - Sustainability Report (Trial)

Topic	Clause	Location
Chapter III Environmental Disclosure		
Climate Response	Article 21-28	Climate Response
Pollutant Discharge	Article 30	Pollutant Discharge
Waste Disposal	Article 31	Waste Disposal
Ecosystem and Biodiversity Protection	Article 32	Ecosystem and Biodiversity Protection
Environmental Compliance Management	Article 33	Environmental Compliance Management
Energy Usage	Article 35	Energy Usage
Usage of Water Resources	Article 36	Usage of Water Resources
Circular Economy	Article 37	Circular Economy
Chapter IV Social Disclosure		
Rural Revitalization	Article 39	Rural Revitalization
Social Contributions	Article 40	Social Contributions
Innovation-driven Development	Article 42	Innovation-driven Development

Topic	Clause	Location
Ethics of Science and Technology	Article 43	Not Applicable
Supply Chain Security	Article 45	Supply Chain Security
Equal Treatment to Small and Medium-sized Enterprises	Article 46	Equal Treatment to Small and Medium-sized Enterprises
Safety and Quality of Products and Services	Article 47	Safety and Quality of Products and Services
Data Security and Customer Privacy Protection	Article 48	Data Security and Customer Privacy Protection
Employees	Article 50	Employees
Chapter V Disclosure of Corporate Sustainability-Related Governance Information		
Due Diligence	Article 52	Management of Material Matters Sustainability Risk Management Supply Chain Security
Communications with Stakeholders	Article 53	Communications with Stakeholders
Anti-Commercial Bribery and Anti-Corruption	Article 55	Anti-Commercial Bribery and Anti-Corruption
Anti-unfair Competition	Article 56	Anti-unfair Competition

SASB Index

SASB Topics	Accounting Metrics	Disclosure Placement
Energy Management in Retail & Distribution	CG-MR-130a.1: (1)Total energy consumed (2)Percentage grid electricity (3)Percentage renewable energy	Energy Usage Data Overview
Data Security	CG-MR-230a.1: Discussion of management approach to identifying and addressing data security risks	Data Security and Customer Privacy
	CG-MR-230a.2: (1)Number of data security breaches (2)Percentage involving customers' personality identifiable information (PII) (3)Number of customers affected	Data Security and Customer Privacy Data Overview
Fair Labor Practices	CG-MR-310a.1: (1)Average hourly wage (2)Percentage of in-store employees earning minimum wage, by region	Data Overview
	CG-MR-310a.2: Employee turnover rate for in-store employees (1) Voluntary (2)Involuntary	Not Applicable
	Amount of legal and regulatory fines and settlements associated with labor law violations	Employees

SASB Topics	Accounting Metrics	Disclosure Placement
Workforce Diversity & Inclusion	CG-MR-330a.1: Percentage of gender and racial/ethnic group representation for (1)Management (2)All other employees	Equal Employment Data Overview
	CG-MR-330a.2: Amount of legal and regulatory fines and settlements associated with employment discrimination	Employees
Product sourcing, Packaging, and Marketing	CG-MR-410a.1: Revenue from products third-party certified to environmental and/or social sustainability standards	Not available in this report
	CG-MR-410a.2: Description of processes to assess and manage risks and/or hazards associated with chemicals in products	Not Applicable
	CG-MR-410a.3: Description of strategies to reduce the environmental impact of packaging	Not Applicable
	CG-MR-000.A: (1)Number of retail locations (2)Number of distribution centers	Not Applicable
	CG-MR-000.B: Total area of (m2): (1)Retail space (2)Distribution centers	Not Applicable

Reference of ESG Indicators System for ESG Reports of Listed Chinese Central State-Owned Enterprises

Environmental

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
E.1 Resource Consumption	E.1.1 Water Resource	E.1.1.1 Fresh-water consumption	Data Overview
		E.1.1.2 Circulating water usage	Water Resources Conservation
		E.1.1.3 The proportion of circulating water usage	Water Resources Conservation
		E.1.1.4 Water resource consumption intensity	The Economic, Environmental, and Social Impact in 2024 Data Overview
	E.1.2 Materials	E.1.2.1 Consumption of non-renewable materials	Not available in this report
		E.1.2.2 Consumption of toxic and hazardous materials	Not available in this report
		E.1.2.3 Material consumption intensity	Not available in this report
	E.1.3 Energy	E.1.3.1 Fossil energy consumption	Energy Usage Data Overview
		E.1.3.2 Non-fossil energy consumption	Energy Usage Data Overview
		E.1.3.3 The proportion of non-fossil energy consumption	Energy Usage Data Overview
		E.1.3.4 The total energy consumption	Energy Usage Data Overview

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
E.1 Resource Consumption	E.1.3 Energy	E.1.3.5 The energy consumption intensity	The Economic, Environmental, and Social Impact in 2024 Data Overview
	E.1.4 Packaging Materials	E.1.4.1 The amount of packaging materials used	Data Overview
		E.1.4.2 Light-weighting and reduction of packaging materials	Data Overview
E.2 Pollution Prevention and Control	E.2.1 Wastewater	E.2.1.1 The compliance status of wastewater discharge	Wastewater Management
		E.2.1.2 Wastewater management and emission reduction measures	Wastewater Management
		E.2.1.3 Volume of wastewater discharge	Data Overview
		E.2.1.4 Volume of pollutants discharged in wastewater	Data Overview
		E.2.1.5 Concentration of pollutants discharged in wastewater	Data Overview
	E.2.2 Exhaust Air	E.2.2.1 Compliance status of exhaust gas emissions	Wastewater Management
		E.2.2.2 Volume of air pollutants emitted	Waste Gas Management Data Overview
		E.2.2.3 Concentration of air pollutants emitted	Wastewater Management
	E.2.3 Solid Waste	E.2.3.1 Compliance with legal regulations on solid waste disposal	Waste Disposal

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
E.2 Pollution Prevention and Control	E.2.3 Solid Waste	E.2.3.2 Management of general industrial solid waste	Waste Disposal
		E.2.3.3 Disposal volume of general industrial solid waste	Data Overview
		E.2.3.4 Management of hazardous waste	Waste Disposal
		E.2.3.5 Volume of hazardous waste disposed	Data Overview
E.3 Climate Change	E.3.1 GHG Emissions	E.3.1.1 Sources and types of GHG emissions	GHG Emissions Management
		E.3.1.2 GHG emissions management	Net Zero Strategy GHG Emissions Management GHG Emission Reduction Actions
		E.3.1.3 Scope 1 emission	GHG Emissions Management Data Overview
		E.3.1.4 Scope 2 emission	GHG Emissions Management Data Overview
		E.3.1.5 Scope 3 emission	Not available in this report
		E.3.1.6 GHG emission intensity	The Economic, Environmental, and Social Impact in 2024 GHG Emissions Management Data Overview
	E.3.2 Emission Reduction Management	E.3.2.1 GHG emission reduction management	GHG Emission Reduction Actions
		E.3.2.2 GHG emission reduction	GHG Emissions Management GHG Emission Reduction Actions Data Overview
	E.3.3 Environmental Rights Trading	E.3.3.1 Participation in the carbon emissions trading market	Not Applicable

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
E.3 Climate Change	E.3.3 Environmental Rights Trading	E.3.3.2 Participation in the energy rights, water rights, and pollution rights trading markets	Not Applicable
		E.3.3.3 Participation in green electricity trading	Not Applicable
	E.3.4 Climate Risk Management	E.3.4.1 Climate risk management	Sustainability Risk Management
E.4 Biodiversity	E.4.1 Impact of Production, Services, and Products on Biodiversity	E.4.1.1 Impacts of production, services, and products on biodiversity	Ecosystem and Biodiversity Protection
E.5 Measures for Resource and Environmental Management Systems	E.5.1 Setting Low-Carbon Development Goals and Strategic Measures	E.5.1.1 Setting low-carbon development goals and strategic measures	Climate Response Net Zero Strategy
	E.5.2 Resource Management Measures	E.5.2.1 Water resource management	Water Resources Conservation
		E.5.2.2 Material use management	Circular Economy
		E.5.2.3 Energy use and energy efficiency management	GHG Emission Reduction Actions
	E.5.3 Energy-Saving and Carbon Reduction Monitoring, Statistical Reporting, and Assessment System	E.5.3.1 Energy-saving and carbon reduction monitoring, statistical reporting, and assessment system	GHG Emissions Management GHG Emission Reduction Actions
	E.5.4 Green Environmental Actions and Measures	E.5.4.1 Clean production	GHG Pollutant Discharge Waste Disposal
		E.5.4.2 Green technology upgrading and recycling	Emission Reduction Actions Water Resources Conservation Circular Economy
		E.5.4.3 Green building renovation	Not Applicable

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
E.5 Measures for Resource and Environmental Management Systems	E.5.4 Green Environmental Actions and Measures	E.5.4.4 Green office and operations	GHG Emission Reduction Actions Environmental Compliance Management Pollutant Discharge Waste Disposal
		E.5.4.5 Green procurement and green supply chain management	GHG Emission Reduction Actions Responsible Sourcing
		E.5.4.6 Environmental conservation public activities	Environmental Compliance Management
	E.5.5 Green Low-Carbon Certification	E.5.5.1 Environmental management system certification	Environmental Compliance Management
		E.5.5.2 Green and low-carbon enterprise certification	GHG Emission Reduction Actions
		E.5.5.3 Green and low-carbon product and service certification	GHG Emission Reduction Actions Circular Economy
	E.5.6 Legal Compliance in Environmental Matters	E.5.6.1 Emergency response plan for environmental incidents	Environmental Compliance Management
		E.5.6.2 Environmental violations	Environmental Compliance Management

Social

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
S1 Employee Rights	S1.1 Employee recruitment and employment	S1.1.1 Corporate recruitment policy and implementation	Equal Employment Human Rights Protection Talent Development
		S1.1.2 Employee structure	Equal Employment Data Overview
		S1.1.3 Prohibition of child labor and forced labor	Human Rights Protection
	S1.2 Employee compensation and benefits	S1.2.1 Compensation philosophy and policy	Talent DevelopmentEmployee Compensation and Benefits
		S1.2.2 Working hours and rest and leave	Occupational Health and Safety Employee Compensation and Benefits
		S1.2.3 Compensation and benefits protection	Employee Compensation and Benefits
		S1.2.4 Employee engagement in decision-making	Employee Communication
	S1.3 Employee health and safety	S1.3.1 Employee occupational health and safety management	Occupational Health and Safety
		S1.3.2 Occupational safety risk management	Occupational Health and Safety
		S1.3.3 Response to safety incidents and work-related injuries	Occupational Health and Safety
		S1.3.4 Employee support and assistance	Employee Compensation and Benefits Occupational Health and Safety
	S1.4 Employee development and training	S1.4.1 Employee motivation and promotion policy	Talent Development Employee Compensation and Benefits
		S1.4.2 Employee education and training	Talent Development

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
S1 Employee Rights	S1.4 Employee development and training	S1.4.3 Employee career planning and job change support	Employee Communication Talent Development
	S1.5 Employee satisfaction	S1.5.1 Employee satisfaction survey	Employee Communication
		S1.5.2 Labor disputes	Employees
		S1.5.3 Employee turnover status	Data Overview
S2 Product And Service Management	S2.1 Product safety and quality	S2.1.1 Production standard management policies and measures	Safety and Quality of Products and Services
		S2.1.2 Quality management	Safety and Quality of Products and Services
		S2.1.3 Product recall and withdrawal	Safety and Quality of Products and Services
		S2.1.4 Adverse events related to products or services	Safety and Quality of Products and Services
	S2.2 Customer service and rights	S2.2.1 Customer satisfaction	Safety and Quality of Products and Services
		S2.2.2 Customer complaints and handling	Safety and Quality of Products and Services
		S2.2.3 Customer information and privacy protection	Data Security and Customer Privacy
	S2.3 Innovation development	S2.3.1 R&D and innovation management system	R&D and Innovation Support
		S2.3.2 R&D investment	R&D and Innovation Support
		S2.3.3 Innovation achievements	R&D and Innovation Support
		S2.3.4 Intellectual property protection	Intellectual Property Rights Protection

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
S3 Supply Chain Safety and Management	S3.1 Supplier Management	S3.1.1 Supplier selection and management	Supply Chain Security
		S3.1.2 Number and distribution of suppliers	Data Overview
	S3.2 Supply Chain Management	S3.2.1 Supply chain management policies and measures	Supply Chain Security
		S3.2.2 Supply chain security assurance and emergency plan	Supply Chain Security
		S3.2.3 Major risks and impacts of supply chain	Supply Chain Security
S4 Social Contribution	S4.1 Tax payment status	S4.1.1 Tax payment status	The Economic, Environmental, and Social Impact in 2024
	S4.2 Community co-building	S4.2.1 Policies and measures for participating in local community construction	Rural Revitalization and Social Contributions
		S4.2.2 Contribution and impact on the local community	Rural Revitalization and Social Contributions
	S4.3 Social welfare activities	S4.3.1 Policies and measures for participating in social welfare activities	Rural Revitalization and Social Contributions
		S4.3.2 Investment and effectiveness in participating in social welfare activities	Rural Revitalization and Social Contributions Data Overview
		S4.3.3 Development of an inclusive and accessible environment	Rural Revitalization and Social Contributions
	S4.4 National strategy response	S4.4.1 Industrial transformation	Rural Revitalization and Social Contributions
		S4.4.2 Rural revitalization and regional collaborative development	Rural Revitalization and Social Contributions
		S4.4.3 Belt and Road initiative and overseas responsibility performance	Data Overview
		S4.4.4 Industry-specific features and other social responsibility performance	Rural Revitalization and Social Contributions

| Governance

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
G1 Governance Strategy and Organizational Structure	G1.1 Governance strategy and processes	G1.1.1 Governance strategy formulation	Governance Structure and Mechanism
		G1.1.2 Governance strategy supervision process	Governance Structure and Mechanism
		G1.1.3 Governance strategy approval and review process	Governance Structure and Mechanism
		G1.1.4 Leadership through Party governance	The Party Building
	G1.2 Organizational composition and functions	G1.2.1 Ownership responsibilities	Governance Structure and Mechanism Risk Control and Compliance
		G1.2.2 Board of directors, supervisory board, and management organizational structure and functions	Governance Structure and Mechanism
		G1.2.3 Appointment procedures and composition of the board of directors, supervisory board, and management	Governance Structure and Mechanism
	G1.3 Compensation management	G1.3.1 Compensation plan for directors and supervisors	Governance Structure and Mechanism
		G1.3.2 Transparency of the board's compensation	Governance Structure and Mechanism
		G1.3.3 Reasonableness of management compensation	Governance Structure and Mechanism Occupational Health and Safety
G2 Standardized Governance	G2.1 Internal control	G2.1.1 Internal audit	Risk Control and Compliance
		G2.1.2 Internal control structure, mechanisms, and processes	Risk Control and Compliance Complaint Mechanism and Whistleblower Protection Policy
	G2.2 Business integrity	G2.2.1 Integrity construction system standards	Anti-Commercial Bribery and Anti-Corruption Complaint Mechanism and Whistleblower Protection Policy

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
G2 Standardized Governance	G2.2 Business integrity	G2.2.2 Effectiveness of integrity construction measures	Anti-Commercial Bribery and Anti-Corruption
	G2.3 Fair competition	G2.3.1 Fair competition system standards	Anti-Unfair Competition Complaint Mechanism and Whistleblower Protection Policy
		G2.3.2 Effectiveness of fair competition measures	Anti-Unfair Competition
G3 Investor Relations Management and Shareholder Rights	G3.1 Investor relations management	G3.1.1 Investor relations management strategy	Investor Relations
		G3.1.2 Investor communication	Investor Relations
		G3.1.3 Establishment of the investor relations department	Investor Relations
	G3.2 Shareholder rights	G3.2.1 Shareholders' meetings	Governance Structure and Mechanism
		G3.2.2 Shareholder communication practices	Investor Relations Communications with Stakeholders
		G3.2.3 Shareholders' right to information and decision-making participation	Governance Structure and Mechanism Investor Relations
	G3.3 Creditor rights	G3.3.1 Credit evaluation status	Not Applicable
		G3.3.2 Bond market compliance	Not Applicable
G4 Information Disclosure Transparency	G4.1 Information disclosure system	G4.1.1 Financial information disclosure	Investor Relations
		G4.1.2 Non-financial information disclosure	Investor Relations
	G4.2 Quality of information disclosure	G4.2.1 Regular monitoring, auditing, and evaluation of disclosures	Disclosed in 2024 annual report

ESRS Index

Primary Indicators	Secondary Indicators	Tertiary Indicators	Location
G5 Compliant Operation and Risk Management	G5.1 Compliant operation	G5.1.1 Compliant operation system	Risk Control and Compliance Anti-Commercial Bribery and Anti-Corruption
		G5.1.2 Development of the compliance system	Risk Control and Compliance Anti-Commercial Bribery and Anti-Corruption
		G5.1.3 Specific process of compliance review	Risk Control and Compliance Anti-Commercial Bribery and Anti-Corruption
	G5.2 Risk management	G5.2.1 Risk identification and early warning	Risk Control and Compliance
		G5.2.2 Risk control and tracking	Risk Control and Compliance
		G5.2.3 Risk reporting and management	Risk Control and Compliance Anti-Commercial Bribery and Anti-Corruption Anti-Unfair Competition Data Overview

European sustainability reporting standards (ESRS)		Location/omission
ESRS 2 General Disclosures		
BP-1	General basis for the preparation of sustainability statements	About This Report
BP-2	Disclosures in relation to specific circumstances	Not Applicable
GOV-1	The role of the administrative, management and supervisory bodies	Governance Structure and Mechanism
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance Structure and Mechanism Risk Control and Compliance
GOV-3	Integration of sustainability-related performance in incentive schemes	Governance Structure and Mechanism Occupational Health and Safety
GOV-4	Statement on due diligence	Management of Material Matters Sustainability Risk Management Supply Chain Security
GOV-5	Risk management and internal controls over sustainability reporting	Risk Control and Compliance Sustainability Risk Management
SBM-1	Strategy, business model and value chain	Integrate Industry to Connect, Create Value to Share Net Zero Strategy Supply Chain Security Safety and Quality of Products and Services
SBM-2	Interests and views of stakeholders	Communications with Stakeholders
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Management of Material Matters Risk Control and Compliance Sustainability Risk Management

European sustainability reporting standards (ESRS)		Location/omission
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Management of Material Matters Risk Control and Compliance
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	About This Report Management of Material Matters Index
ESRS E1 Climate Change		
E1-1	Transition plan for climate change mitigation	Net Zero Strategy
E1-2	Policies related to climate change mitigation and adaptation	Net Zero Strategy
E1-3	Actions and resources in relation to climate change policies	Climate Response Circular Economy
E1-4	Targets related to climate change mitigation and adaptation	Environment
E1-5	Energy consumption and mix	Energy Usage Data Overview
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	GHG Emissions Management Data Overview
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Not Applicable
E1-8	Internal carbon pricing	Not Applicable
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Sustainability Risk Management Management of Material Matters
ESRS E2 Pollution		
E2-1	Policies related to pollution	Pollutant Discharge Waste Disposal
E2-2	Actions and resources related to pollution	Pollutant Discharge Waste Disposal

European sustainability reporting standards (ESRS)		Location/omission
E2-3	Targets related to pollution	Environment Environmental Compliance Management
E2-4	Pollution of air, water and soil	GHG Emissions Management Pollutant Discharge Waste Disposal
E2-5	Substances of concern and substances of very high concern	GHG Emissions Management Pollutant Discharge Waste Disposal
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Not Applicable
ESRS E3 Water and Marine Resources		
E3-1	Policies related to water and marine resources	Water Resources Conservation
E3-2	Actions and resources related to water and marine resources	Water Resources Conservation
E3-3	Targets related to water and marine resources	Water Resources Conservation
E3-4	Water consumption	Water Resources Conservation Data Overview
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not Applicable
ESRS E4 Transition plan and consideration of biodiversity		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Not Applicable
E4-2	Policies related to biodiversity and ecosystems	Ecosystem and Biodiversity Protection
E4-3	Actions and resources related to biodiversity and ecosystems	Ecosystem and Biodiversity Protection

European sustainability reporting standards (ESRS)		Location/omission
E4-4	Targets related to biodiversity and ecosystems	Not Applicable
E4-5	Impact metrics related to biodiversity and ecosystems change	Ecosystem and Biodiversity Protection
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not Applicable
ESRS E5 Resource Use and Circular Economy		
E5-1	Policies related to resource use and circular economy	Energy Usage Circular Economy
E5-2	Actions and resources related to resource use and circular economy	GHG Emission Reduction Actions Circular Economy
E5-3	Targets related to resource use and circular economy	Environment
E5-4	Resource inflows	Circular Economy
E5-5	Resource outflows	Circular Economy
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Not Applicable
ESRS S1 Own Workforce		
S1-1	Policies related to own workforce	Employees
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Employee Communication
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Employee Communication
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Employees

European sustainability reporting standards (ESRS)		Location/omission
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Employees
S1-6	Characteristics of the undertaking's employees	Equal Employment Data Overview
S1-7	Characteristics of non-employees in the undertaking's own workforce	Equal Employment Data Overview
S1-8	Collective bargaining coverage and social dialogue	Employee Communication
S1-9	Diversity metrics	Equal Employment Data Overview
S1-10	Adequate Wages	Employee Compensation and Benefits
S1-11	Social protection	Employee Compensation and Benefits Data Overview
S1-12	Persons with disabilities	Data Overview
S1-13	Training and skills development metrics	Data Overview
S1-14	Health and safety metrics	Data Overview
S1-15	Work-life balance metrics	Data Overview
S1-16	Remuneration metrics (pay gap and total remuneration)	Data Overview
S1-17	Incidents, complaints and severe human rights impacts	Human Rights Protection
ESRS S2 Workers in the Value Chain		
S2-1	Policies related to value chain workers	Supply Chain Security

European sustainability reporting standards (ESRS)		Location/omission
S2-2	Processes for engaging with value chain workers about impacts	Supply Chain Security
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Supply Chain Security Communications with Stakeholders
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Supply Chain Security
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Suppliers and Clients
ESRS S3 Affected Communities		
S3-1	Policies related to affected communities	Social Contributions
S3-2	Processes for engaging with affected communities about impacts	Social Contributions
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Social Contributions Communications with Stakeholders
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Social Contributions
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social Contributions
ESRS S4 Consumers and End-users		
S4-1	Policies related to consumers and end-users	Supply Chain Security Safety and Quality of Products and Services Data Security and Customer Privacy Protection

European sustainability reporting standards (ESRS)		Location/omission
S4-2	Processes for engaging with consumers and end-users about impacts	Safety and Quality of Products and Services Data Security and Customer Privacy Protection Communications with Stakeholders
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Safety and Quality of Products and Services Data Security and Customer Privacy Protection
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Safety and Quality of Products and Services Data Security and Customer Privacy Protection
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Suppliers and Clients
ESRS G1 Business Conduct		
G1-1	Business conduct policies and corporate culture	Commercial Behaviors
G1-2	Management of relationships with suppliers	Supply Chain Security Equal Treatment to Small and Medium-sized Enterprises
G1-3	Prevention and detection of corruption and bribery	Anti-Commercial Bribery and Anti-Corruption Complaint Mechanism and Whistleblower Protection Policy
G1-4	Incidents of corruption or bribery	Anti-Commercial Bribery and Anti-Corruption Data Overview
G1-5	Political influence and lobbying activities	Not Applicable
G1-6	Payment practices	Equal Treatment to Small and Medium-sized Enterprises

ISDS Index

| IFRS S1

Core Elements	Disclosure Recommendations	Disclosure Placement
Governance	The governance body(s) (which can include aboard, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities.	Governance Structure and Mechanism Risk Control and Compliance
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities.	Governance Structure and Mechanism Risk Control and Compliance
Strategy	The sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects within the time horizons—short, medium or long term.	Management of Material Matters Sustainability Risk Management
	The current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain, and where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated	Management of Material Matters Sustainability Risk Management
	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making, and the progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information, and trade-offs between sustainability-related risks and opportunities that the entity considered.	Management of Material Matters Sustainability Risk Management

Core Elements	Disclosure Recommendations	Disclosure Placement
Strategy	The quantitative and qualitative effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and the sustainability-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements, and how the entity expects its financial position, financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.	Management of Material Matters
	The resilience of the entity's strategy and its business model to those sustainability-related risks.	Management of Material Matters Sustainability Risk Management
Risk Management	The processes and related policies the entity uses to identify, assess, prioritize and monitor sustainability-related risks, including information about: the inputs and parameters the entity uses, whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks, whether and how the entity prioritizes sustainability-related risks, how the entity assesses the nature, likelihood and magnitude of the effects of those risks.	Management of Material Matters Sustainability Risk Management Risk Control and Compliance
	The processes the entity uses to identify, assess, prioritize and monitor sustainability-related opportunities, including: whether and how the entity uses scenario analysis to inform its identification of sustainability-related opportunities.	Management of Material Matters Sustainability Risk Management
Risk Management	The extent to which, and how, the processes the entity uses to identify, assess, prioritize and monitor sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Sustainability Risk Management Risk Control and Compliance

Core Elements	Disclosure Recommendations	Disclosure Placement
Metrics and Targets	Metrics required by an applicable IFRS Sustainability Disclosure Standard.	Environmental Social Governance
	Metrics the entity uses to measure and monitor sustainability-related risks or opportunities and its performance in relation to that sustainability-related risk or opportunity.	Environmental Social Governance
	Any targets the entity has set it is required to meet by law or regulation.	Environmental Social Governance

IFRS S2

Core Elements	Disclosure Recommendations	Disclosure Placement
Governance	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Governance Structure and Mechanism Risk Control and Compliance
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Governance Structure and Mechanism Risk Control and Compliance
Strategy	The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects within time horizons—short, medium or long term, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	Management of Material Matters Sustainability Risk Management
	The current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain, and where in the entity's business model and value chain climate-related risks and opportunities are concentrated.	Management of Material Matters Sustainability Risk Management
	Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity sets targets, how the entity is resourcing and quantitative and qualitative information about the disclosed progress of plans.	Management of Material Matters Sustainability Risk Management

Core Elements	Disclosure Recommendations	Disclosure Placement
Strategy	The quantitative and qualitative effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, the climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements, and how the entity expects its financial position, financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	Management of Material Matters
	The entity's assessment of its climate resilience, including the entity's assessment for its strategy and business model, the significant areas of uncertainty considered in the entity's assessment of its climate resilience and the entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term. The entity shall use climate-related scenario analysis to assess its climate resilience and disclose how and when the climate-related scenario analysis was carried out, including information about the inputs the entity used, the key assumptions the entity made in the analysis and the reporting period in which the climate-related scenario analysis was carried out.	Management of Material Matters Sustainability Risk Management
Risk Management	The processes and related policies the entity uses to identify, assess, prioritize and monitor climate-related risks, including information about: the inputs and parameters the entity uses, whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks, whether and how the entity prioritizes climate-related risks, how the entity assesses the nature, likelihood and magnitude of the effects of those risks.	Management of Material Matters Sustainability Risk Management Risk Control and Compliance
	The processes the entity uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.	Management of Material Matters Sustainability Risk Management

Core Elements	Disclosure Recommendations	Disclosure Placement
Risk Management	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Management of Material Matters Sustainability Risk Management
Metrics and Targets	The cross-industry metric categories of greenhouse gas emissions, internal carbon prices, the percentage of executive management remuneration recognized in the current period that is linked to climate-related considerations, capital deployment towards climate-related risks and opportunities, the amount and percentage of assets or business activities vulnerable to climate-related risks and opportunities.	GHG Emissions Management
	Industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry.	GHG Emissions Management
	The quantitative and qualitative climate-related targets the entity has set or it is required to meet by law or regulation, progress towards reaching the target, information about its performance, and each greenhouse gas emissions target.	Environmental Social Governance

The logo for ITG Group Corp. is displayed in a bold, red, sans-serif font. To the right of the logo, the text "GROUP CORP., LTD." is written in a smaller, black, sans-serif font. Further to the right, a vertical line separates the company name from the stock code "600755.SH", which is also in a black, sans-serif font.

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