

Environmental, Social and Governance Report



2022



Linklogis Inc.

(A company controlled through weighted voting rights and incorporated in the Cayman Islands with limited liability)

Stock Code: 9959

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Chairman's Statement

01



Song Qun

Chairman and CEO

In 2022, facing the challenges and uncertainties, Linklogis focused on its core strategies and businesses to overcome difficulties. As a leading supply chain finance technology solutions provider in China, we adhere to driving technological change through innovation, continuously increase investment in research and development, re-define and transform supply chain finance through technology and innovation, and continuously enhance the core competitiveness of enterprises. We practice the ESG concepts, promote sustainable development in environmental protection, social responsibility, and corporate governance, achieve industrial digitization through technology, drive the development of the real economy, and contribute to the advancement of China's digital economy.

Taking "Technology empowers the development of sustainable supply chain finance" as our ESG mission, Linklogis released its first ESG report in May 2022, demonstrating our efforts and performance in environmental protection, social responsibility

and corporate governance from multiple key dimensions such as green and low-carbon operation, green finance innovation, promoting inclusive finance, building data and information security barriers, and building organizational capabilities. We received a "low risk" rating with a score of 17.8 for the first time by Sustainalytics, an international authoritative ESG rating agency under Morningstar, ranking top 18% among the 14,868 companies in the world and top 15% within the global software and service industry.

Leveraging advanced technologies such as artificial intelligence, blockchain, and big data, Linklogis has implemented the concept of sustainable development into products and development decisions. We actively develop green supply chain finance, guide enterprises to increase green investment, promote environmental protection, reduce carbon emissions and pollutant emissions, and create environmental, social and economic benefits. In 2022, we launched the "CarbonOchain" multi-tier AR transfer

cloud platform to achieve whole process of statistics and tracking of particle data at scope 3 of the international greenhouse gas accounting system, facilitating the carbon emission management and carbon footprint measurement. We also help financial institutions inject capital into the sustainable industrial chains through supply chain finance technology solutions. In 2022, the assets of transactions Linklogis served related to sustainable supply chains (including green finance, renewable energy, rural revitalization, pandemic relief, etc.) reached RMB6.8 billion. With Linklogis' efficient and advanced technological products and services, we enabled ourselves, customers and partners to achieve online and paperless operations, continuously improving energy efficiency and reducing negative impacts on the environment. According to the statistics, we saved approximately 3,000 tons of paper in 2022, which is equivalent to a reduction of 1,800 tons of carbon emissions or approximately 750 acres of forest.

We are committed to low-carbon and green operations. Linklogis has incorporated green awareness into the daily operations, implemented energy saving and consumption reduction requirements in the workplace management, instilled environmental protection into the employees' code of conduct, and actively fulfilled our social responsibility. We regard employees as the foundation of corporate development, strive to create a diversified, equal and safe working environment, carefully listen to employees' demands, and carry out diversified training activities to empower employees' career development. We are committed to protecting the rights and interests

of customers, establishing an efficient complaint handling mechanism that can deal with customer complaints in a timely manner, and continuously improving and enhancing our own operations to provide high-quality and efficient customer experience. We have been paying attention to and supporting community development for a long time. In 2022, we established a public welfare organization "Linklogis Charity" and encouraged employees to participate in public welfare activities.

We pursue a high standard of corporate governance. The Group has established a sound corporate governance structure to ensure operational compliance and protect shareholders' interests through sound risk management, internal audit and internal control. We are committed to data security and privacy protection, strictly abide by national regulatory compliance requirements, and build security technology system capabilities from multiple dimensions such as information security management, information security assurance, information security certification and risk management to ensure the steady development of our customers and partners in a safe and reliable environment. We always adhere to high standards of business ethics, strictly regulate our own business behaviors, and have zero tolerance for unethical or illegal behaviors. In addition, we have improved our internal anti-corruption management system and policies, established reporting channels for corruption, fraud and violations, and accepted complaints and reports from all parties.

About This Report

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This is the second Environmental, Social and Governance (the “ESG”) Report published by Linklogis Inc. (the “Company”) and its subsidiaries and consolidated affiliated entities (collectively, “Linklogis”, the “Group” or “we”). The purpose of this report is to illustrate the Group’s management and performance in ESG, so that stakeholders can better understand the Group’s sustainable development strategies and actions.

2.1 Reporting Guidelines and Principles

This report is prepared in accordance with Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange” or “HKEX”). In the process of improving the management of material topics, the Group has properly aligned with the United Nations Sustainable Development Goals (“UNSDGs”).

2.2 Reporting Scope

This report discloses the Group’s actions and performance on material environmental and social issues for the period from January 1, 2022 to December 31, 2022 (the “Year”). Unless otherwise specified, the social data in this report covers the entire Group and is consistent with the scope of the Annual Report. The reporting scope of environmental data includes operating sites with a usage area of more than 500 square meters, covering the Group’s headquarter office in Shenzhen and the office in Wuhan.

2.3 Feedback

The opinions of stakeholders help the Group continuously improve its sustainable development work. If you have any comments or suggestions on this report or the Group’s sustainable development management, you are welcome to contact the Group through the following methods:

Address: 36/F, CES Building, No. 3099 Keyuan South Road, Nanshan District, Shenzhen

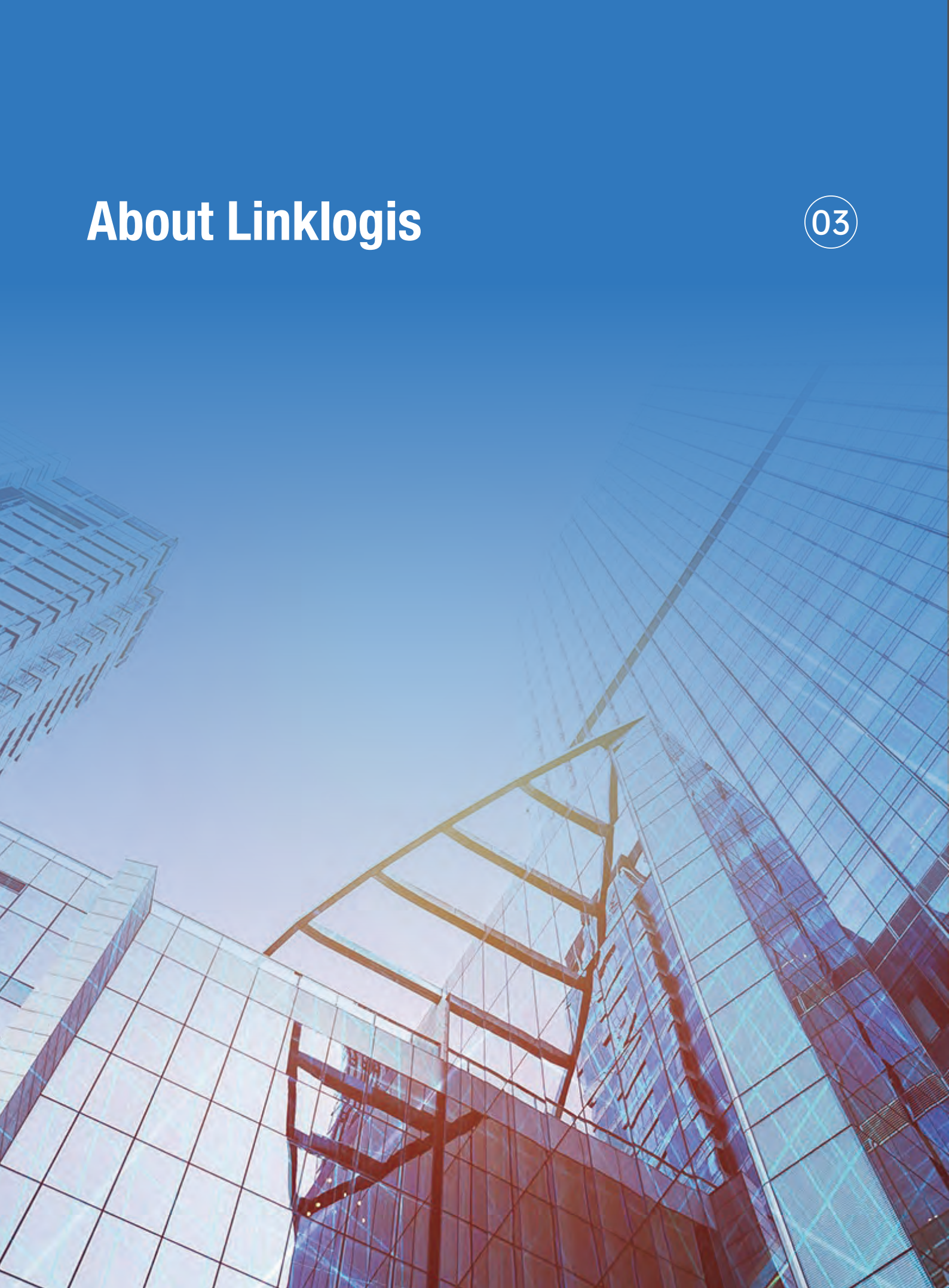
Tel: + 86 (0755) 2391-5717

Email: esg@linklogis.com, ir@linklogis.com

Website: www.linklogis.com

About Linklogis

03



3.1 Company Overview

Linklogis was founded in Shenzhen in February 2016 by senior executives with international backgrounds in finance and Internet under the support of Tencent and other early-stage shareholders. Linklogis was successfully listed on the Main Board of HKEX in April 2021. It was the first supply chain finance technology SaaS enterprise listed in China. The major shareholders of the Company include large domestic and international enterprises and financial institutions such as Tencent, CITIC Capital, Government of Singapore Investment Corporation (GIC), and Standard Chartered Bank. According to China Insights Consultancy, Linklogis ranked first in the third-party supply chain finance technology solution market in China consecutively in 2022.

Committed to being the leading supply chain finance technology solutions provider, Linklogis aims to re-define and transform supply chain finance through technology and innovation. As one of the core members of Tencent's "To B" strategic ecosystem, Linklogis champions the philosophy of inclusive financing by leveraging advanced technologies such as AI, blockchain, cloud computing, and big data in supply chain, to provide innovative supply chain finance technology solutions that are digital, scenario, and data-driven. Linklogis' cloud-native solutions optimize the payment cycle of supply chain transactions, digitalize the entire workflow of supply chain finance, and enhance transparency and connectivity in the supply chain finance ecosystem.

With customized solutions and industry-leading technology infrastructure, Linklogis can deliver tangible benefits to all parties in the supply chain finance ecosystem, meet the evolving business and technology needs of anchor enterprises and financial institutions, and provide ultimate financing experience for SMEs and support the development of the real economy.

With comprehensive solution stacks, including Anchor Cloud, FI Cloud, and Cross-border Cloud, Linklogis provides convenient and efficient supply chain finance technology services for anchor enterprises and their supply chain affiliated enterprises, as well as financial institutions. In 2022, the total transaction volume of Linklogis reached nearly RMB260 billion, and Linklogis reached cooperation with 1,110 anchor enterprises and 326 financial institutions, including 42 of the Top 100 enterprises in China. The customers of Linklogis covered 32 provinces and administrative regions across the country, serving more than 180,000 SMEs.

2022 Performance Overview (Unit: RMB)

Total Revenue and Income
RMB **920** Million

Gross Profit Margin
83.8%

Adjusted Net Profit
RMB **200** Million

Net Profit Margin
21.2%

Cash Reserves
RMB **5.9** Billion

Customer Retention Rate
96%

Note: Net profit and net profit margin are based on adjusted profit which is a Non-IFRS measure.
Cash reserves include cash, cash equivalents and restricted cash.

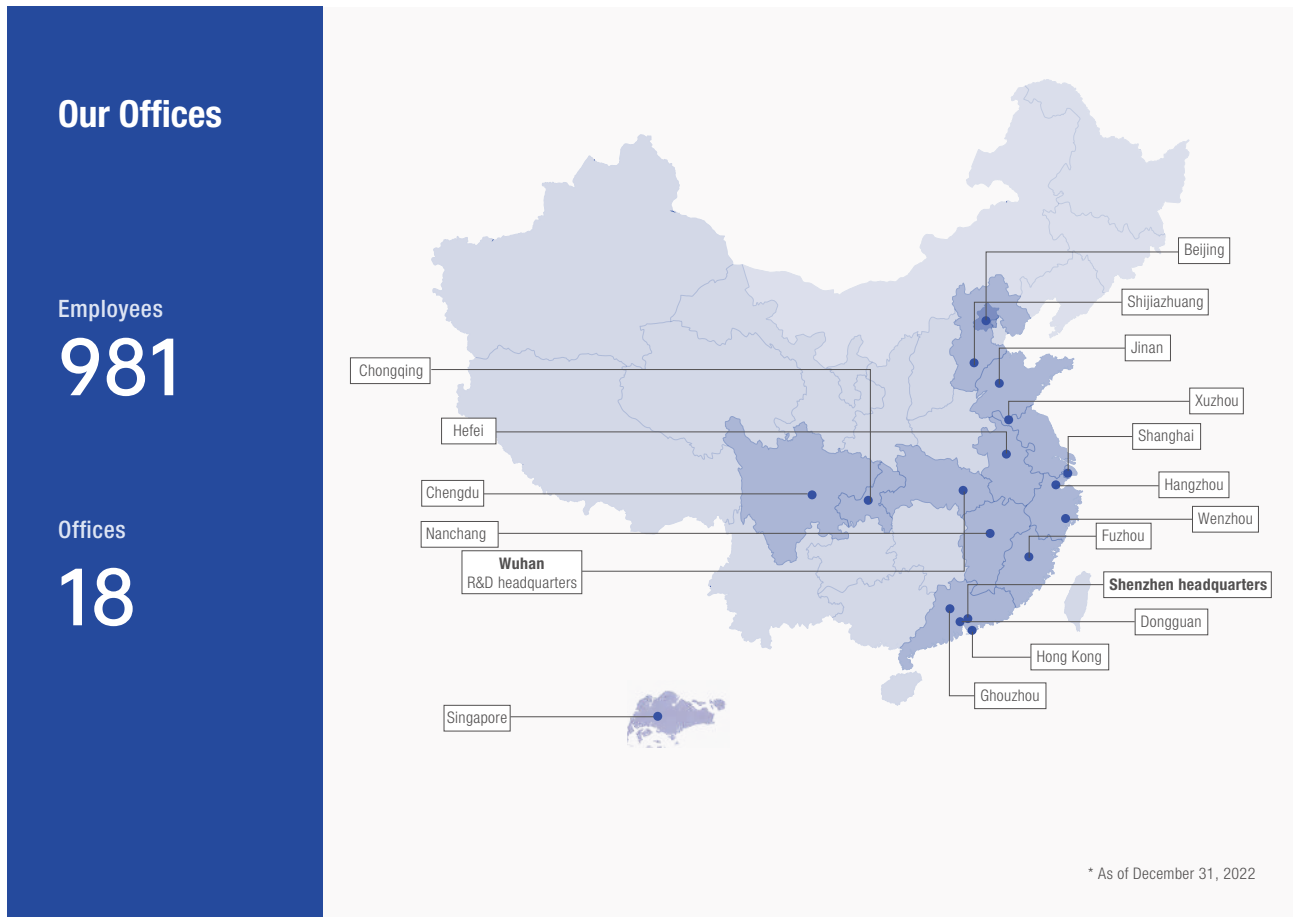
2022 Business Highlights

Anchor Enterprise Partners
1,110

Financial Institution Partners
326

Total SMEs served
180,000⁺

Total Transaction Volume
About RMB **260** Billion



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Vision

To Become the World's Leading Supply Chain Finance Technology Solution Provider

Mission

To Re-define and Transform Supply Chain Finance through Technology and Innovation

Values

Customer-first, Integrity, Professionalism, Innovation, Collaboration

3.2 ESG Mission

The Group incorporates sustainable development management into corporate development strategy and governance. Based on our business and sustainability context, we stipulate the following ESG mission:

" Technology empowers the development of sustainable supply chain finance "

Linklogis aims to empower the development of sustainable supply chain finance for anchor enterprises and financial institutions through technology, accelerate digital transformation, solve the financing difficulties for SMEs, and support the development of the real economy. We will keep investing in technology to deliver more efficient and safer solutions for our customers and improve the overall efficiency of the supply chain. Green supply chain finance can lead enterprises to increase green investment, foster environmental protection, reduce carbon and pollutant emissions, and create environmental, social, and economic benefits. We are also deploying our value in helping SMEs.



3.3 2022 ESG Key Performance

Environmental

Greenhouse gas emissions per capita

0.34 tCO₂e/person

Energy consumption per capita

0.55 MWh/person

Water consumption per capita

2.75 m³/person

Disclosure of climate change related risks and opportunities in compliance with TCFD recommendations

First time

Digital supply chain finance process reduced carbon emissions due to less traveling by about

7,800 tons

The paperless ABS cloud in the supply chain finance process saved paper for all participants for about

3,000 tons

Social

Male to female ratio

1 : 0.76

Average training hours per employee

18.5 hours

Percentage of female employees in junior management

48%

Cumulatively applied for

415 patents

Total SMEs served

180,000⁺

Assets of transactions served related to sustainable supply chains

RMB **6.8** Billion

Governance

Number of annual major information security incidents and privacy protection incidents

0

Number of corruption and fraud incidents

0

Business ethics and anti-corruption training rate

100%

Sustainability Governance

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4.1 Board Statement

The Board of Linklogis has the highest level of decision-making authority for the Group's ESG work. Under the authority delegated by the Board, the Corporate Governance Committee is responsible for the supervision of sustainable development. The Corporate Governance Committee meets at least once a year and reports to the Board on ESG-related issues. Its responsibilities include formulating and reviewing environmental, social and governance guidelines, strategies, policies and goals, reviewing and monitoring ESG-related risks and opportunities that have potential significant impact on the Group, assessing and determining the importance of ESG topics, regularly reviewing the progress of ESG goals, supervising the implementation and improvement of ESG issues, and reviewing and approving the annual ESG report to confirm its accuracy, truthfulness and completeness.

In August 2022, the Group's Corporate Governance Committee reviewed and discussed the "Climate Change Policy of Linklogis" and other ESG-related policies, and the Board listened to the management's report on the progress and improvement of ESG work. In the future, the Group will continue to pay attention to the sustainable development trends at home and abroad, strengthen ESG management, continue to identify and manage important ESG issues of the Group, focus on the ESG risks and opportunities, and continuously improve its sustainable development management capabilities.

4.2 ESG Governance

Sound and effective ESG governance is the foundation for ensuring ESG performance and the quality of the ESG report. In terms of ESG management, the Group has established a sound governance structure, covering the Board, the management and the working levels, and has formed an efficient working mechanism to strictly regulate ESG supervision and management.

Organizational Structure of ESG Work



• ESG Executive Committee

The ESG Executive Committee is responsible for the overall ESG work. The Group has formulated the “ESG Executive Committee Charter of Linklogis” to clarify the responsibilities of the ESG Executive Committee, including managing the discussions and decision-making of material ESG-related issues, guiding the Group’s ESG management direction, providing strong and practical management support, promoting and implementing ESG-related issues, and reporting ESG work to the Board.

The ESG Executive Committee is composed of the Group’s leaders and the heads of various departments who are committed to the Group’s ESG decision-making, management, execution and collaborative work. The ESG Executive Committee is chaired by Ms. Chau Ka King, the Vice Chairman and Chief Risk Officer of Linklogis, and consists of 4 Vice Chairmen and 3 other members. The ESG Executive Committee meetings are held semi-annually.

Main duties of the ESG Executive Committee

1. Review decisions on material ESG-related issues, including the adjustment of the organizational structure of the committee, key ESG personnel changes and major strategic changes

2. Review ESG reports

3. Review the ESG implementation and measurement goals for the Year

4. Review the ESG construction plan and key points of work for the next year

5. Review other material issues

• ESG Working Group

The ESG Working Group comprises relevant business departments, and the person in charge of the relevant department will assign the daily ESG communication and measurement work to specific colleagues.

We have also set up a dedicated ESG complaint feedback e-mail for all stakeholders to give feedback on ESG-related issues, so as to improve our management system and policies. We also conduct Group-wide ESG training and positive publicity in due course to continuously improve the Group’s ESG performance.

ESG Feedback E-mail: esg@linklogis.com, ir@linklogis.com

4.3 ESG Strategy and Goals

Sustainable development is the foundation of corporate progress and development. We uphold the principle of sustainable development and create long-term value for our employees, customers and shareholders. Based on the Group's overall strategic development direction and daily operations, we formulate sustainable development strategies. The Group's sustainable development strategy is based on three major areas: "Environmental", "Social" and "Governance" to guide the development of sustainable development work and promote the implementation of sustainable development work.

Environmental

By providing efficient and advanced products and services, Linklogis aims to enable ourselves, our customers and partners to realize digital and paperless operations, reduce carbon emissions, facilitate environmental protection, and achieve long-term benefits.



Social

Linklogis aims to create more value through technology, fulfill corporate social responsibility, and promote sustainable.



Governance

Linklogis is committed to achieving high standards of corporate governance.



In order to promote the implementation and realization of ESG strategies, the Group has established a series of sustainable development goals in three major areas, namely environmental, social and governance, according to the situation of the industry and the Company. We will take the "One Vertical, One Horizontal" and "One Upward and One Downward" strategies as the practical support and supply chain finance as the core, enrich the product system, provide in-depth services for various fields of supply chain finance with digital technology solutions, build a supply chain finance ecosystem, and effectively assist SMEs. We strive to achieve the long-term vision of becoming the world's leading supply chain finance technology solutions provider. As for our midterm target, we plan to serve 1,000 anchor enterprises and financial institutions, meet the financing needs of 1 million SMEs, and process supply chain finance transactions of RMB1 trillion in a year.

In order to better evaluate the annual ESG performance and rapidly realize the medium-term goals, during the Year, the ESG Executive Committee reviewed the progress of relevant goals and reported to the Board. The following table shows the Group's ESG-related goals for 2023.

Scope	Aspects	Key Indicators	Goal for 2023
Environmental	Products and Services	• Digital supply chain finance process reduces carbon emissions due to less traveling	10,000 tons
		• ABS Cloud of Paperless supply chain finance process saves paper for all participants	5,000 tons
	Use of Resources	• Purchase of recycled paper	100%
		• Purchase of office equipment with higher energy efficiency labels	100%
Environmental Awareness	• Purchase of water equipment with high water efficiency labels	100%	
		• Carry out energy conservation and environmental protection activities	4 times/year
Social	Employees	• Work-related injury rate	0
		• Work-related fatalities	0
		• Cases of forced labor and child labor	0
		• Discrimination cases	0
	Customers	• Solve customer feedback within 24 hours	Over 95% of customer feedback is resolved within 24 hours
		• Solve complex problems within 48 hours	90% of complex issues are resolved within 48 hours
		• Customer satisfaction rate	> 95%
	Suppliers Community	• The assets of transactions Linklogis served related to sustainable supply chains	About RMB10 billion
		• Audit rate	100%
		• Community investment and public welfare activities	Continue to strengthen community investment and actively participate in public welfare activities
Governance	Anti-corruption	• Tolerance for corruption incidents	0
		• Reported incident follow-up rate	100%
		• Employee compliance and anti-corruption training rate	100%
	Information Security	• Number of annual material information security incidents	0
		• Number of confidential information leakages during the Year	0
	Privacy Protection	• Availability of business systems during the Year	≥99.9%
		• Number of material privacy protection events during the Year	0
		• Number of personal data leakages during the Year	0

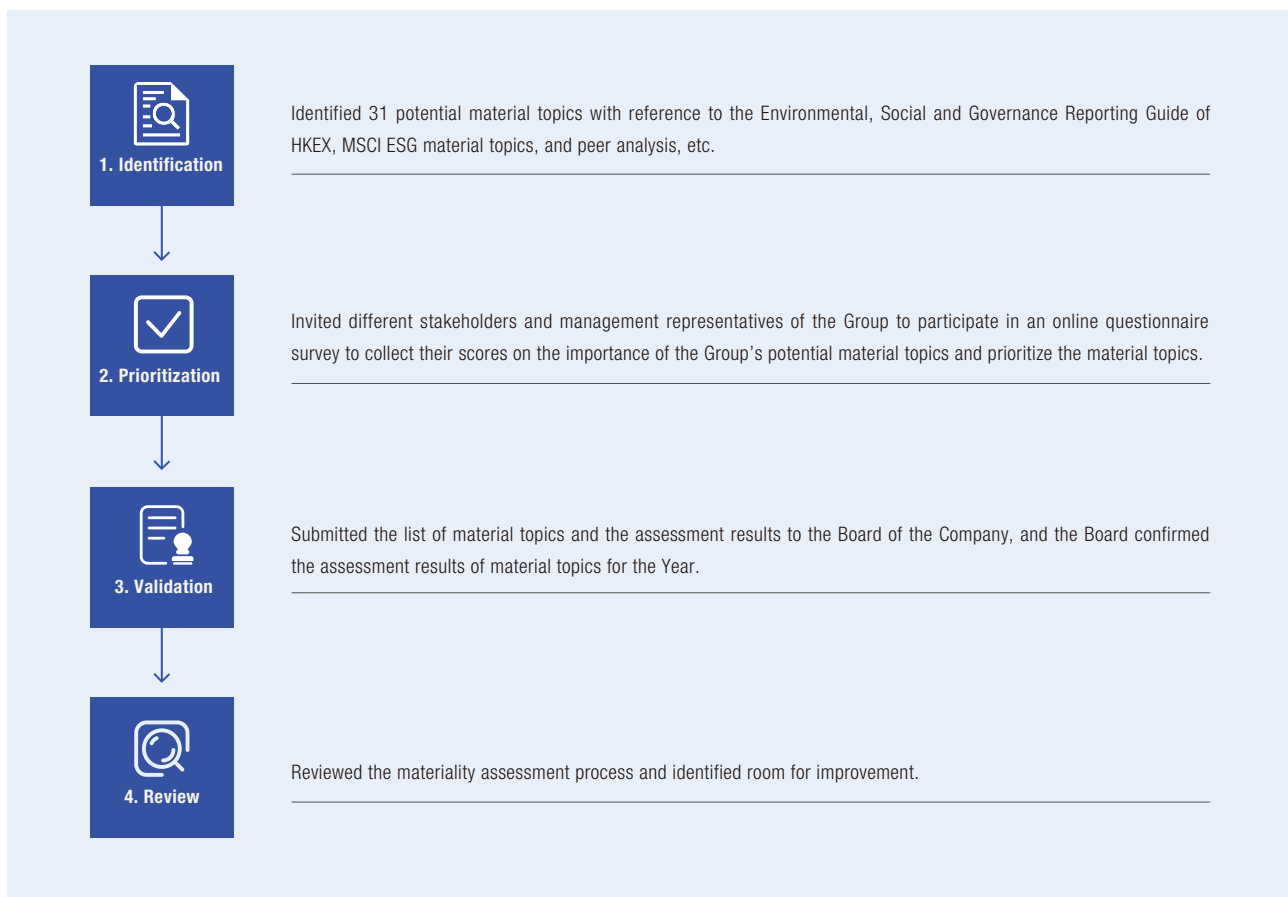
4.4 Communication with Stakeholders and Identification of Material Topics

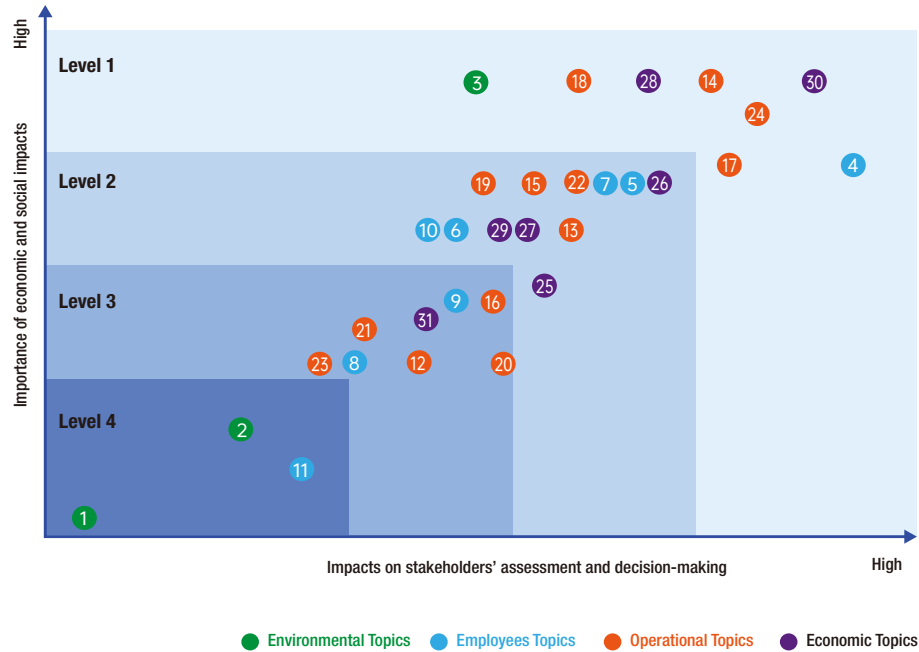
The Group attaches great importance to the opinions of all stakeholders, and actively maintains effective communication and establishes trust with all stakeholders in an open and transparent manner. By understanding the needs and expectations of various stakeholders, we continuously improve and optimize our sustainable development strategies and management methods, fulfil corporate social responsibilities, and create more value for stakeholders.

Stakeholder Group	Communication Channels	Topics of Concern
Employees	<ul style="list-style-type: none"> Internal communication Employee activities Linklogis Alumni Club Employee complaint channels 	<ul style="list-style-type: none"> Employee benefits and rights Talent management Employee safety and health Employee training and development
Customers	<ul style="list-style-type: none"> On-site visit Official website, WeChat official account Platform system, client system Service hotline, email, WeChat 	<ul style="list-style-type: none"> Fintech product safety and risk control Data privacy and security Customer rights protection
Shareholders/Investors	<ul style="list-style-type: none"> Annual report Shareholders' meeting Investor meeting 	<ul style="list-style-type: none"> Corporate economic performance Risk management
Suppliers	<ul style="list-style-type: none"> Supplier assessment Bidding, procurement 	<ul style="list-style-type: none"> Supplier risk assessment Green supply chain
Partners	<ul style="list-style-type: none"> WeChat official account, the official website Conference communication 	<ul style="list-style-type: none"> Fintech innovation Availability and sustainability of financial services Promoting the digitization of supply chain finance Multi-party cooperation ecosystem
Government	<ul style="list-style-type: none"> Daily communication Policy advocacy 	<ul style="list-style-type: none"> Compliant business development Anti-corruption and anti-bribery
Community/the Public	<ul style="list-style-type: none"> Connect with relevant professional institutions Industry conference WeChat official account, the official website Media 	<ul style="list-style-type: none"> Community investment and public welfare activities

In order to identify ESG topics that have a significant impact on the Group's long-term success and the environment, society and economy due to the Group's operations, we regularly communicate with different stakeholders (including the Group's management representatives, customers, business partners, employees and suppliers) and conduct materiality assessment.

The Group's materiality assessment is conducted at least every two years with the assistance of independent professional consultants. The process of materiality assessment is divided into four steps: identification, prioritization, validation and review. In the materiality assessment in 2022, the Group identified and determined eight material topics, namely addressing climate change, talent management, fintech product safety and risk control, fintech innovation, data privacy and security, compliant business development, availability and sustainability of financial services, and promoting the digitization of supply chain finance.












The topics in the materiality matrix are divided into four levels, of which the topics in the level 1 are the material topics of the Group.

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> 3 Responding to Climate Change 4 Talent Management 14 Fintech Product Safety and Risk Control 17 Fintech Innovation 18 Data Privacy and Security 24 Compliant Business Development 28 Availability and Sustainability of Financial Services 30 Promoting the Digitalization of Supply Chain Finance 	<ul style="list-style-type: none"> 5 Employees Benefits and Rights 6 Employee Safety and Health 7 Employees Training and Development 10 Diversity and Equal Opportunity 13 Multi-party Cooperation and Ecosyste 15 Customer Rights Protection 19 Intellectual Property Protection 22 Anti-corruption and Anti-bribery 25 Corporate Economic Performance 26 Risk Management 27 Serving the Real Economy 29 Supporting SMEs 	<ul style="list-style-type: none"> 8 Employee Communication 9 Anti-discrimination 12 Investor Communication 16 Product Diversification 20 Supplier Risk Assessment 21 Green Supply Chain 23 Community Engagement and Public Welfare Activities 31 Supporting Energy Conservation and Environmental Protection Industry 	<ul style="list-style-type: none"> 1 Emission Management 2 Energy and Resources Management 11 Prevention of Child and Forced Labor

4.5 Promoting the United Nations Sustainable Development Goals

Scope	Aligning with the United Nations Sustainable Development Goals	Our Actions in 2022	
Environmental	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> Target 7.3 — Improve energy efficiency 	<ul style="list-style-type: none"> Formulated the “Workplace Management Measures of Linklogis” to clarify energy conservation and consumption reduction requirements
	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> Target 12.5 — Reduce waste by avoiding, reducing, recycling and reusing 	<ul style="list-style-type: none"> Set up wastepaper recycling bins and centrally recycle used batteries Set up public corners for office supplies to improve the utilisation rate
	 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> Target 13.1 — Strengthen resilience to climate-related hazards and natural disasters 	<ul style="list-style-type: none"> Formulated the “Climate Change Policy” Disclosed climate change-related risks and opportunities with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”)
Social	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> Target 8.7 — Take immediate and effective measures to eliminate all forms of forced labour and terminate child labour Goal 8.8 — Protect labour rights and provide a safe working environment for all workers 	<ul style="list-style-type: none"> Signed labour contracts in accordance with the law, to clarify employment standards, and strictly prohibit forced labour and child labour Established employee complaint channels Formulated the “Staff Club Management Measures of Linklogis” to protect employees’ freedom of association Provided employees with antigens, drugs, disposable medical masks, N95 masks, medical alcohol, disinfectant and other epidemic prevention materials
	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> Goal 9.5 — Strengthen scientific research and enhance scientific and technological capabilities 	<ul style="list-style-type: none"> A total of 109 patents were applied during the Year Received numerous awards in innovation
	 <p>10 REDUCED INEQUALITIES</p>	<ul style="list-style-type: none"> Goal 10.3 — Ensure equal opportunities and reduce inequality 	<ul style="list-style-type: none"> Conducted regular salary review to ensure salary equality
Governance	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ul style="list-style-type: none"> Target 16.5 — Significantly reduce all forms of corruption and bribery 	<ul style="list-style-type: none"> Continued to provide anti-corruption training for employee and the board Formulated the “Management Measures for Employee Complaints and Reports of Linklogis” Established the “Anti Fraud Management System” Formulated the “Integrity and Self-discipline Convention”

Environmental

05

By providing efficient and advanced products and services, Linklogis aims to enable ourselves, our customers and partners to realize digital and paperless operations, reduce carbon emissions, facilitate environmental protection, and achieve long-term benefits.

United Nations Sustainable Development Goals



Our Goals

Scope	Aspects	Key Indicators	Goal for 2023
Environmental	Products and Services	Digital supply chain finance process reduces carbon emissions due to less traveling	10,000 tons
		ABS Cloud of paperless supply chain finance process saves paper for all participants	5,000 tons
	Use of Resources	Purchase of recycled paper	100%
		Purchase of office equipment with higher energy efficiency labels	100%
		Purchase of water equipment with high water efficiency labels	100%
	Environmental Awareness	Carry out energy conservation and environmental protection activities	4 times/year

5.1 Digital Intelligent Technology Solutions Supporting Energy Conservation and Emission Reduction

The Group actively promotes the all-round application of green technologies and implements the concept of green and sustainable development in product and development decisions. Through digital intelligent technology solutions, we assist customers and partners in digital transformation and upgrading, realize the whole process of digital, one-stop, streamlined and safe operation with the power of financial technology, and assist customers and partners in reducing resource consumption and energy consumption.

Multi-tier AR Transfer Cloud Platform

Multi-tier AR Transfer Cloud Platform is a blockchain-driven smart platform that creates immutable and traceable digital certificates for the accounts receivable of Tier 1 suppliers from anchor enterprises, where suppliers in the supply chain can obtain financing from financial institutions. Leveraging the blockchain technology, the Multi-tier AR Transfer Cloud Platform digitizes the process through the transfer of digital accounts receivable certificates, effectively reducing the use of paper in the traditional work process and the offline traveling generated by relevant personnel.

Case Study

- **Supporting Zijin Mining in landing supply chain finance business**

As a leading supply chain finance technology solutions provider in China, Linklogis helped Zijin Mining Finance Co., Ltd. to build a Zijin supply chain service platform. The platform converts the accounts payable generated by the Group's anchor enterprises to suppliers into a digital certificate that can be split, transferred, held to maturity and financeable realizing the online confirmation, multi-tier transfer, and financing of accounts receivables, providing upstream suppliers with supporting financing solutions, and improving and solving the financing difficulties for suppliers at all levels. It improves the transparency and connectivity of the supply chain with digital intelligence technology solutions, accelerate the digital transformation of enterprises, and improve the efficiency of supply chain management.

eChain Cloud

eChain Cloud is a combination of pre-built microservices that provide a variety of customised and integrated technology solutions for banks, trust companies, factoring companies and other financial institutions seeking to improve their supply chain finance capabilities, such as automated transaction verification, blockchain-driven supply chain asset transfer and application-specific solutions.

Case Study

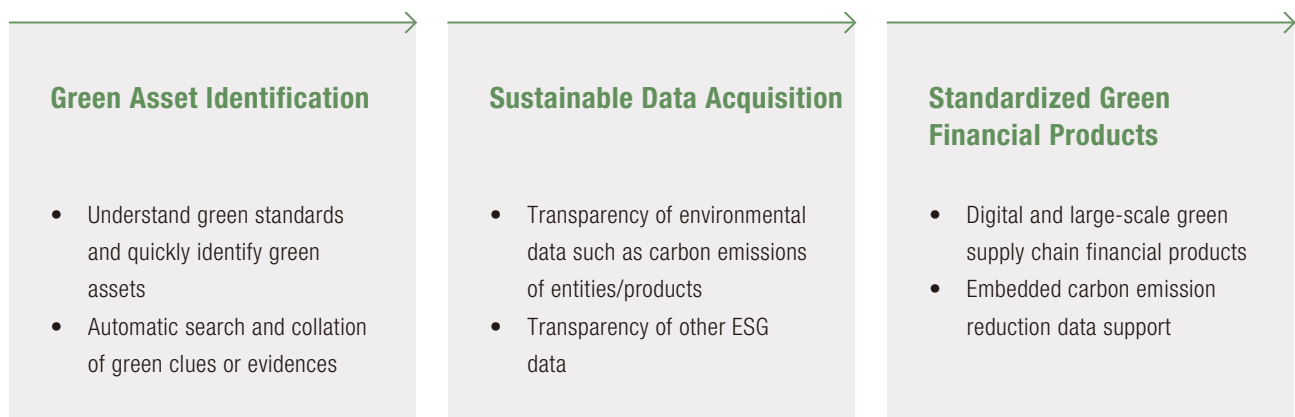
● Assisting Luoyang Bank in building a supply chain financial service platform “Luoyin eChain”

Based on the accounts receivables of anchor enterprises held by upstream suppliers in the industry chain, the “Luoyin eChain” platform provides upstream suppliers with digital and self-help financial services for the whole process, including the main nodes of self-help construction of files, online collection of materials, online asset audit, online confirmation of rights of anchor enterprises, and online financing of suppliers. It uses innovative financial technology solutions to solve the problems of “multiple number of nodes, long time processing, cumbersome materials and complicated procedures”, and help private enterprises, SMEs and businesses to obtain financing from banks in a timely manner, reduce capital costs and promote virtuous economic cycle and optimize layout. The initial transaction volume of the platform exceeded RMB10 million.

5.2 Green Service System Empowering the Green Upgrading of Partners

Green Sustainable Finance Data Platform – Bee Clean

Bee Clean is a green data information-sharing platform which can integrate carbon footprint, carbon emission, and corporate portraits with green financial products, and help banks improve green credit efficiency, reduce risks and standardize supervision. Based on multiple cutting-edge technologies such as trusted blockchain, artificial intelligence and privacy computing, the “Bee Clean” green financial technology product can effectively solve the common pain points faced by the supply chain affiliated SMEs in carbon emission measurement, anchor enterprises in green supply chain management, and financial institutions in green finance, including the accurate identification of green assets and the general lack of ESG data such as carbon footprint data, the realization of the whole process statistics and tracking of particle data of the third level of the international greenhouse gas accounting system and the green label certification. Through “Bee Clean”, the supply chain affiliated SMEs can obtain more preferential green loan interest rates and convenient green financing services from financial institutions on the platform based on the calculated green index.



Case Study

● Application: Carbon0chain

Combining Linklogis' Multi-tier AR Transfer Cloud product and green supply chain finance platform, the Carbon0chain effectively solves two major pain points. One is the difficulty for carbon footprint data to be calculated and tracked in the current green finance market, and the other is the lack of incentives for enterprises, especially manufacturing enterprises, to participate in the development of carbon neutrality. By applying artificial intelligence, blockchain, edge computing and privacy computing technologies independently developed by Linklogis, the Carbon0chain can realize the whole process statistics and tracking of particle data of scope 3 in the international greenhouse gas accounting system, and achieve the usability with invisibility of data.

On December 1, 2022, The First China(Macao) High-quality Consumption Exhibition & Hengqin Global Bay Areas Forum Financial Sub forum hosted by Southern Finance Omnimedia Corp. was officially held. During the forum, the results of the "2022 Financial Innovation Cases of the Greater Bay Area" were announced. Carbon0chain, the green financial technology solution developed by Linklogis, was awarded the "2022 Green Financial Innovation Case of the Guangdong-Hong Kong-Macao Greater Bay Area".



5.3 Green Operation Creating Green Office

The Group practices green operation, actively implements environmental protection policies and measures, and integrates environmental protection awareness into the daily business philosophy to create a low-carbon environment. The Group's business operations strictly comply with the "Environmental Protection Law of the People's Republic of China", "the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" and other environmental laws and regulations, adhere to the concept of "green office" and assume the corporate social responsibility of environmental protection. The Group has formulated the "Workplace Management Measures of Linklogis", which sets requirements for all employees on environmental management and energy and resource conservation, in the hope of building a green office together with employees. Besides, the Group has set environmental protection targets to integrate sustainable development into daily operations.



Green Building

The Group's offices take the concept of environmental protection and sustainability as a guideline in the design and construction phase, and build green and environmentally friendly office areas from the aspects of energy-saving roof design, intelligent building system design, natural ventilation and lighting.

In the offices of Linklogis' Shenzhen headquarters, Wuhan R & D headquarters and Hong Kong offices, all employees, including the Company's management, work in an open space without special office equipment. The open offices effectively save space and reduce environmental pollution caused by office decoration. At the same time, the open office environment can make full use of natural ventilation and lighting conditions to reduce electricity consumption for lighting and ventilation.



Shenzhen Workplace

Energy Saving and Consumption Reduction

The Group actively responds to the government's call for energy conservation and emission reduction, strives to reduce consumption, and efficiently monitors internal energy consumption. During the Year, we formulated the "Workplace Management Measures of Linklogis", which set specific requirements for electricity, water and office supplies, and implemented the Green Office concept in all aspects.

Electricity Saving	Water Conservation	Saving Office Supplies
<ul style="list-style-type: none"> • Appropriately use lighting equipment and switch off lighting, air conditioning, conference system and other power equipment when leaving the meeting room/telephone • Reduce standby energy consumption of computer equipment and turn off personal computers after work to reduce energy consumption • Strictly implement air conditioning temperature control standards, and the indoor air conditioning temperature setting in summer should be controlled at 24°C-26°C • When leaving the post or when no one is in use, the last employee shall turn off the lighting, air conditioning and other power supply equipment in the area where he/she is located in a timely manner 	<ul style="list-style-type: none"> • Develop a good habit of saving water and electricity, properly control the water flow when using washing machines, eliminate the phenomenon of "long running water" and "dripping water" and switch off when not in use • Employees should carry drinking water according to their own needs to reduce overnight water waste • If any equipment is found to be dripping or leaking, it shall be reported to the Administration Department in time for repair, and the Administration Department shall arrange for professionals to repair it to reduce waste of resources 	<ul style="list-style-type: none"> • Promote a paperless office, use Internet communication software such as network sharing, online approval and e-mail to share and review documents, reduce the printing of paper documents, and discourage individuals from printing and copying private materials in the Company • Encourage double-sided printing and reuse of single-sided printed paper (the content of which does not contain confidential or important information) to reduce waste of resources; employees should check the content of documents before printing and preview documents to avoid reprinting due to manual errors and reduce unnecessary loss of paper and toner • During internal meetings, employees should bring their own cups to attend meetings to reduce the loss of disposable paper cups and bottled mineral water

During the Year, we also set up a wastepaper recycling and office supply sharing corner to improve the reuse of office supplies.

Green Traveling

The Group encourages employees to commute using public transport such as subways and buses or bicycles. For business travel, Linklogis cooperates with third-party platforms such as the pure electric car-hailing "Cao Cao" to reduce carbon emissions and environmental pollution caused by traditional fuel vehicles.



Green Traveling

Eco-friendly Packaging Substitutes

In order to avoid excessive packaging of gift boxes for festivals, we actively practice the concept of environmental protection in the production and selection of gifts, choosing reusable packaging boxes, using pure natural materials such as sugar cane residues, and preventing inks and plastics. No wastewater is generated during the manufacturing process, reducing the environmental impact of waste and increasing the reuse rate of gift boxes by our clients.



Bagasse Gift Packaging Box for Dragon Boat Festival



Environmental Performance

Category	Description	2022 Performance
 Energy	<p>Electricity used in business development is the main source of the Group's energy consumption. To achieve the goal of green operations, the Group actively implements various measures to save energy and reduce consumption, and strictly monitors and manages energy use.</p>	<p>During the Year, the Group's total energy consumption was 543 MWh, and the energy consumption per capita was 0.55 MWh/person.</p>
 Greenhouse Gases	<p>The Group's direct carbon emissions (Scope 1) are caused by company vehicles, the indirect carbon emissions (Scope 2) are caused by purchased electricity, and other indirect emissions (Scope 3) are caused by wastepaper sent to landfill, drinking water, and wastewater.</p>	<p>During the Year, the Group's total greenhouse gas emissions were 332 tons of carbon dioxide equivalent, and the per capita greenhouse gas emissions were 0.34 tons of carbon dioxide equivalent per person, and the greenhouse gas emissions per unit area were 0.040 tons of carbon dioxide equivalent per square meter. During the Year, the Group did not violate any laws and regulations related to greenhouse gas emissions.</p>
 Water Resources	<p>We actively encourage employees to save water and reduce water waste. During the Year, the Group had no issue in sourcing water that is fit for purpose.</p>	<p>During the Year, the Group's total water consumption was 2,700 cubic meters, and the per capita water consumption was 2.75 cubic meters per person.</p>
 Exhaust Gas and Wastewater Discharge	<p>The Group's exhaust emissions result from the combustion of fuel of the Company's vehicles. The Group's wastewater comes mainly from domestic use, which is discharged through the office building's drainage system into the municipal sewerage network and ultimately disposed of by the local authority.</p>	<p>During the Year, the Group's emissions of sulphur oxides, nitrogen oxides and particulate matter were 0.03 kg, 0.22 kg and 0.06 kg respectively.</p> <p>During the Year, the total amount of wastewater discharged by the Group was 372 cubic meters, and the per capita wastewater discharge was 0.38 cubic meters per person. The Group did not violate any laws and regulations related to exhaust gas and wastewater discharge.</p>
 Waste	<p>To reduce the environmental impact of waste generated in operations, the Group insists on the proper handling of waste, encourages employees to take practical measures to reduce paper consumption and waste, and promotes waste segregation and recycling. The Group's non-hazardous waste (mainly household waste) is disposed of by the municipal department. In 2022, we also recycled used batteries and delivered them to suppliers for proper treatment. In addition, the Group does not use any packaging materials in its operations.</p>	<p>During the Year, the Group generated 59 tons of non-hazardous waste (mainly domestic waste and paper) and 0.05 tons of hazardous waste (mainly ink cartridges and lamps of waste printers), respectively. The non-hazardous waste and hazardous waste per capita were 0.06 tons/person and 0.05 kg/person, respectively. During the Year, the Group did not violate any laws and regulations related to waste discharge.</p>

5.4 Responding to Climate Change and Aligning with International Standards

The Group implements the development concept of carbon neutrality and integrates it into its product and development decisions. Besides, the Group is committed to managing the physical and transformation risks of climate change, formulating development strategies in line with industry characteristics and improving the Group's ability to respond to climate change. To identify and manage risks and opportunities related to climate change, the Group has formulated the "Climate Change Policy". In 2022, we disclosed climate-related risks and opportunities with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"), and took actions in 2022 accordingly.

Risks	Aspects	Risk Description	Possible Financial Impacts	Our Actions
Physical Risks	Acute	The frequent occurrence of extreme weather events (such as typhoons, rainstorms, and floods) may affect the safety of the Company's buildings and equipment, increase the commuting time of employees and have an impact on the safety of employees and the normal operation of the Company	<ul style="list-style-type: none"> • Increase in operating costs • Increase in employee insurance and subsidy costs • Decrease in revenue 	<ul style="list-style-type: none"> • The Administration Department pays close attention to extreme weather conditions and issues timely emergency instructions. For example, in the event of thunderstorms and windy weather, employees are reminded to take safety precautions and adjust office arrangements to effectively protect the safety of employees' lives and property
	Chronic	The continued high temperatures caused by global warming may increase the energy consumption of the Company's cooling equipment (such as air conditioning)	<ul style="list-style-type: none"> • Increase in operating costs 	<ul style="list-style-type: none"> • Continuous improvement of operational processes and energy efficiency

Risks	Aspects	Risk Description	Possible Financial Impacts	Our Actions
Transition Risks	Policies and Regulations	Changes in international and external policies related to climate change may result in increased costs for the Company to ensure compliance	<ul style="list-style-type: none"> Increase in compliance costs 	<ul style="list-style-type: none"> Regularly monitor the evolution of laws and regulations to ensure operational compliance
	Technology	The updating and iteration of related technologies in the field of supply chain finance requires the Company to invest more costs in research and development and training of professional talents	<ul style="list-style-type: none"> Increase in R & D costs Increase in personnel training costs 	<ul style="list-style-type: none"> Strengthen industry-university-research collaboration, collaborate with colleges and universities, provide practical opportunities for colleges and universities to combine theory and practice, and provide path for talents from colleges and universities to enter the workplace
	Reputation	If the Company fails to fulfil the relevant social responsibilities, take appropriate measures to manage the potential impacts of climate change, the potential impact of climate change may affect the evaluation of the Company by various stakeholders, including investors	<ul style="list-style-type: none"> Damage to corporate image Decrease in investments 	<ul style="list-style-type: none"> Strengthen communication with stakeholders and disclose relevant information in a timely manner to ensure that stakeholders have the right to know the current situation of the Company
Opportunities	Products	The Company's green financial technology products can help companies solve problems and pain points in the green finance industry and attract more investment	<ul style="list-style-type: none"> Increase in revenue 	<ul style="list-style-type: none"> Land green financial intelligent technology solutions, such as Bee-Clean, to address two major pain points. One is the difficulty for carbon footprint data to be calculated and tracked in the current green finance market, and the other is the lack of incentives for enterprises, especially manufacturing enterprises, to participate in the development of carbon neutrality.

Social

Linklogis aims to create more value through technology, fulfil corporate social responsibility, and promote sustainable development.

United Nations Sustainable Development Goals



Our Goals

Scope	Aspects	Key Indicators	Goal for 2023
Social	Employees	Work-related injury rate	0
		Work-related fatalities	0
		Cases of forced labor and child labor	0
		Discrimination cases	0
	Customers	Solve customer feedback within 24 hours	Over 95% of customer feedback is resolved within 24 hours
		Solve complex problems within 48 hours	90% of complex issues are resolved within 48 hours
		Customer satisfaction rate	> 95%
		The assets of transactions Linklogis served related to sustainable supply chains	About RMB10 billion
	Suppliers	Audit rate	100%
	Community	Community investment and public welfare activities	Continue to strengthen community investment and actively participate in public welfare activities

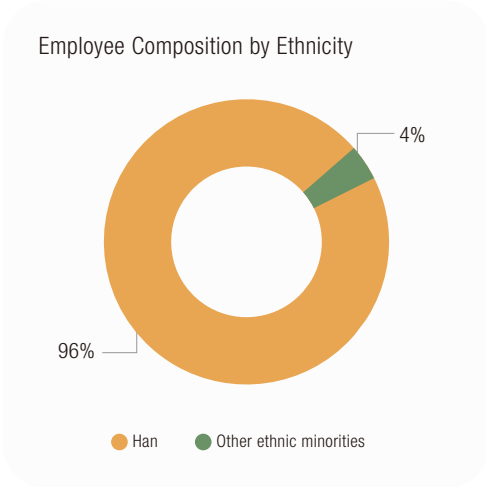
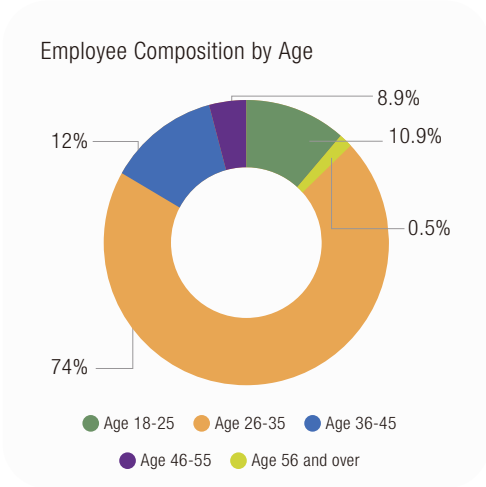
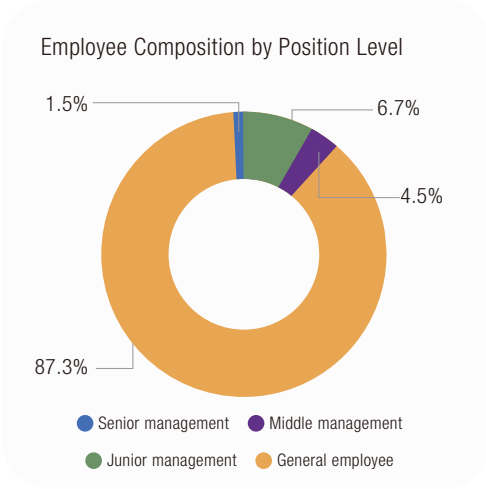
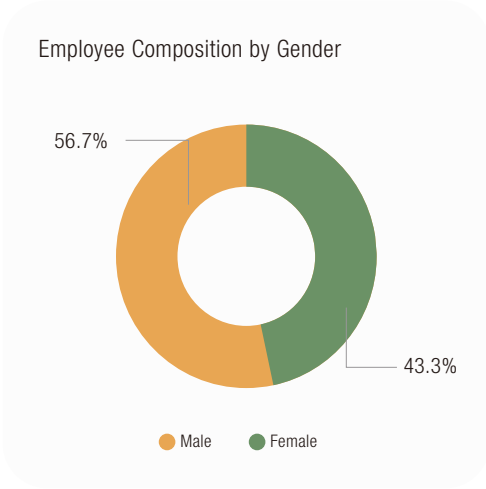
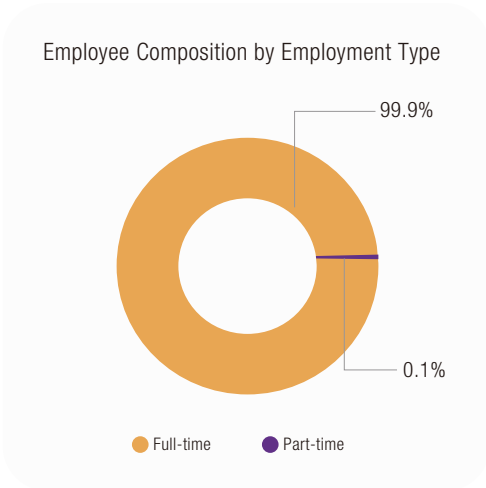
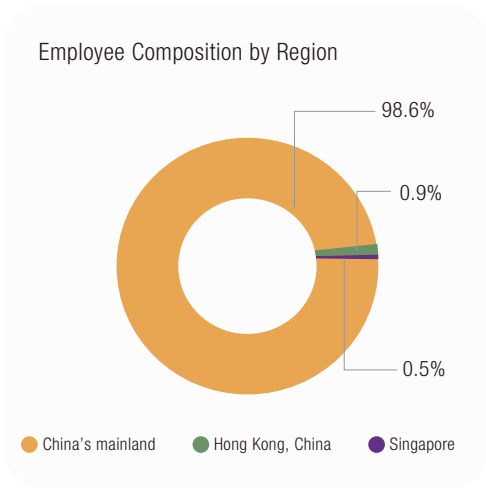
6.1 Employees

6.1.1 Diversity and Inclusion

Employee Composition

As of December 31, 2022, the Group had a total of 980 full-time employees and 1 part-time employee, of which 967 were in China's mainland, 9 were in Hong Kong, China, and 5 were in Singapore. There were 556 male and 425 female employees, accounting for 56.7% and 43.3%, respectively. The total proportion of employees aged under 45 was approximately 97.0%.

This year, the Group had 28 employees who enjoyed maternity leave and 18 employees who returned to work after maternity leave. There were 17 females (accounting for 38.6%) in the middle management and 24 females (accounting for 36.4%) in the junior management. The Group had a global average gender pay gap of RMB79,350 with the global median gender pay gap being RMB94,575.



Note: According to "Position Ranking Management System of Linklogis", the Group implements the position ranking system of professional sequence (P), technical sequence (T), and management sequence (M). The management sequence (M) 1-3 are designed for junior management, 4-6 for middle management, and 7-9 for senior management. This report is based on the statistical breakdown of the management system.

Diversity and Anti-discrimination

The Group is committed to promoting the diversity of corporate development and we have made targeted efforts in organizational structure, employee training, women's benefits, freedom of association, and anti-discrimination. We have adopted the Board Diversity Policy to demonstrate as diverse as possible in terms of the composition of the Board, including but not limited to gender, age, race, language, cultural background, and educational background.

In order to promote the diversity of the talent team, the Group takes the "Training Management Measures" and the "New Employee Mentor Management Measures" as the institutional document guidelines, and designs diversified growth and training programs for employees from the aspects of professional skills and general skills to meet the needs of multi-dimensional capabilities. What's more, we take into account the language and emotional needs of our employees when assigning mentors to employees from ethnic minorities.

The Group has formulated the "Management Measures for Leave and Attendance of Linklogis", setting up a series of maternity leaves to protect the legitimate rights and interests of female employees, providing due maternity leave benefits, and flexibly extending holidays for female employees according to pregnancy conditions. We provide prenatal check-up leave, prenatal rest leave, maternity leave, breastfeeding leave, paternity leave, childcare leave to promote equal employment. In addition, we clearly stipulate that pregnant women can use the Group's VIP restrooms to provide considerate pregnancy care for women.

In order to build a diversified management team, we adjusted talents in the structure. There were 3 female employees (accounting for 20.0%) in the senior management, 17 female employees (accounting for 38.6%) in the middle management and 24 female employees (accounting for 36.4%) in the junior management.



Some of the female managers

The Group respects human rights and protects employees' right to freedom of association. In order to create a diversified corporate culture, the Group has formulated the "Staff Club Management Measures of Linklogis" to encourage employees to voluntarily establish different internal organizations and build a more diverse and inclusive workplace culture. We have also formulated the "Employee Handbook of Linklogis" to encourage the establishment of diversified community organizations within the Group.

We have zero tolerance for discrimination. In order to effectively carry out anti-discrimination work, the Group has formulated the "Administrative Measures for the Entry and Resignation of Employees of Linklogis" and the "Administrative Measures for the Social Recruitment of Linklogis". We recruit talents based on the qualifications and experience required for the vacancies without discrimination due to the differences in race, ethnicity, region, gender, age or disability. No discriminatory description is allowed in the recruitment information published to the public. The position ranking and salary setting shall not be treated differently due to gender or physical conditions. Under our strong anti-discrimination system, a fair and equal atmosphere is formed within the Group. During the Year, the Group had no cases of discrimination.

Gender Equality

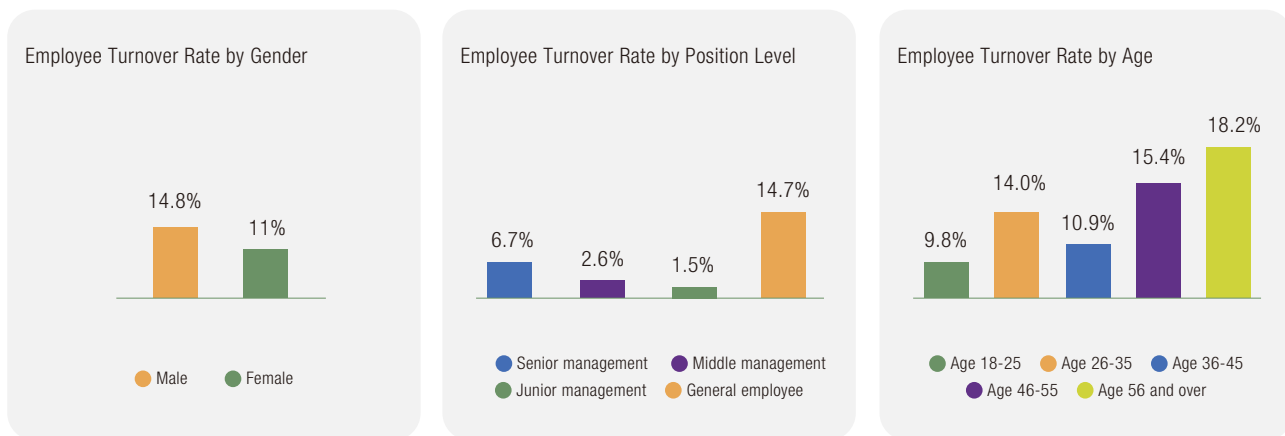
We set high-line goals in gender equality, and promote the optimization of the Group's workplace ecology through practical measures, so as to help women gain more dignity, a sense of significance and sense of gain at work. We provide diversified training courses for women in the workplace.

In terms of remuneration, narrowing the salary gap between men and women is conducive to improving the enthusiasm of women in work and enhancing the sense of self-identity of women. The Group is committed to narrowing the salary gap between men and women, following the principle of equality in remuneration management, conducting regular salary reviews and analyzing the remuneration of women and men at all levels. For senior and middle management, the average salary of female employees is higher than that of male employees, with the salary ratio for male and female managers being 1:0.72 and 1:0.90 respectively.

6.1.2 Human Resources Development

Employee Turnover

During the Year, a total of 124 employees left the Group. The employee turnover rate was 13.2%, among which, the employee turnover rate in China's mainland was 13.1%, the employee turnover rate in Hong Kong, China was 10.5% and the employee turnover rate in Singapore was 28.6%.



Note: According to "Position Ranking Management System of Linklogis", the Group implements the position ranking system of professional sequence (P), technical sequence (T), and management sequence (M). The management sequence (M) 1-3 are designed for junior management, 4-6 for middle management, and 7-9 for senior management. This report is based on the statistical breakdown of the management system.

Talent Recruitment

We believe that talents are the key driving force for corporate development. The Group has formulated the “Social Recruitment Management Measures of Linklogis” to improve recruitment efficiency and identify suitable talents for the Group through a scientific, standardized and professional recruitment system. The formulation of recruitment policy closely follows the Company’s development strategy to build a reasonable talent echelon and capability combination. We continue to attract diversified and versatile talents and set up various recruitment channels to expand our recruitment coverage. We currently have seven recruitment channels, namely the Company’s official recruitment website, WeChat official account for recruitment, talent recruitment website, new media platform, third-party recruitment suppliers, talent market and job fairs, and special job fairs, so as to achieve smooth recruitment channels.

The Group’s recruitment process can be divided into the demand confirmation stage, recruitment and selection stage and employment stage. At each stage, we select suitable talents according to the recruitment guidance, and form a comprehensive recruitment performance evaluation after the recruitment to improve the recruitment quality and efficiency in the future.



Talent Retention

In order to retain talents, the Group provides employees with a stage to display their talents and a good care mechanism, so that they can realize their self-worth and gain a sense of belonging in the organization. The Group grants share-based awards to some employees to achieve the effective combination of the Group’s interests, shareholders’ interests and employees’ interests, and improve work enthusiasm. In order to strengthen communication with resigned employees and revitalize outstanding resigned employees, we have set up the Linklogis Alumni Club to provide a communication platform for resigned employees. During the Year, we created a talent pool for resigned employees and strengthened the reserve of outstanding talents. In the future, we will organize more diversified online and offline activities in Linklogis Alumni Club to strengthen the interaction and connection with resigned employees.

Employee Training

In order to improve the professional ability and comprehensive quality of the Group’s employees and build a learning organization, we have formulated the “Training Management Measures of Linklogis”, following the principles of systematization, institutionalization, diversity and efficiency, and established a three-dimensional and diversified training system to provide internal training and external training for employees. In addition, in order to monitor and evaluate the achievement of training objectives, we also organized the human resources department to inspect the learning results of trainees to review and optimize their work.

The development of talents drives the development of the Group. To help the organization and employees gain lasting competitiveness and long-term development, the Group established Linklogis Academy, with the purpose of “centering on strategy, serving business and accelerating growth”, to build a sound talent training system and provide employees with courses and teachers required for career development.

Types of Training	Curriculum System					Training Program	
Management Training	Training for senior management					Voyage Program	
	Training for middle management					Pilot Program	
	Training for junior management					Sailing Program	
	Training for management trainee					Rising Star Program	
Vocational Training	Provide professional skill training courses for different professional positions					Special Training Program	
	Business Training	Technical Training	Product Training	Risk Control Training	Functional Training	Pre-job Compulsory Map	Bee Lecture Hall
	Provide a variety of general skills training courses for all employees					Excellent Practice Sharing	Expert Face-to-face
T-learning for New Employees	Pre-job training for new employees		Pre-job training for new employees from campus recruitment			Training for new employees	Bee + Program
						Bee Mentor Mentorship	
T-learning Platform	High-profile courses provided by Tencent and other Internet companies						
Bee Sharing Platform	A large number of high-quality learning materials and video courses inside and outside the Company						

Overview of the Training System of Linklogis

During the Year

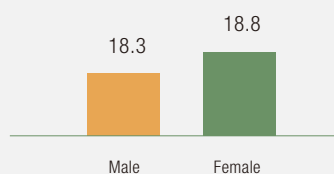
The total training hours
18,192 hours

The total number of trainees
7,358

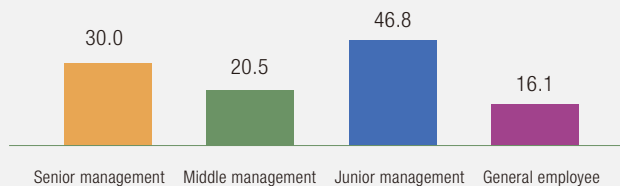
The average training hours per employee
18.5 hours

The training coverage rate
100%

Average training hours per employee by gender (hours/person)



Average training hours per employee by position level (hours/person)



Talent Training

The Group is committed to achieving full coverage of employee training, setting up new employee training system, leader training system and vocational training system to meet diversified training needs and help employees achieve self-improvement in systematic training.



New Employee Training System

New Employee Training

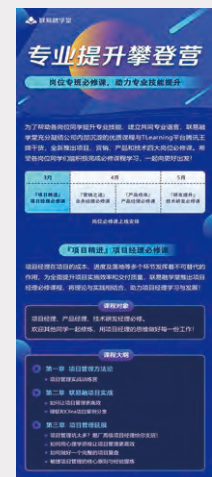
We provide induction training for new employees to help them smoothly adapt to their positions and the environment. In terms of social recruitment, Linklogis Academy helps employees deepen their understanding of the Company's strategy, business system and culture through on-site lectures and team games. In terms of campus recruitment, we have built a campus recruitment capability model, customized the "Training Bee Plan of Linklogis" for campus recruitment, and formed a closed-loop training through the dual guidance of tutors and counselors and the combination of learning and practice.



Vocational Training System

Professional Training + General Training

The vocational training system provides training courses from the perspectives of professional skills and general skills to empower the growth of employees. In the professional training segment, we set up professional mandatory courses for four key positions, namely business manager, project manager, product manager and technical manager. During the Year, Linklogis Academy organized a total of 13 professional courses at the company level to help employees improve their professional skills and quality. In the general training segment, during the Year, Linklogis Academy conducted a total of 12 general training sessions at company level. In addition, we built five general workplace learning maps covering industry dynamics, career development, and information security.

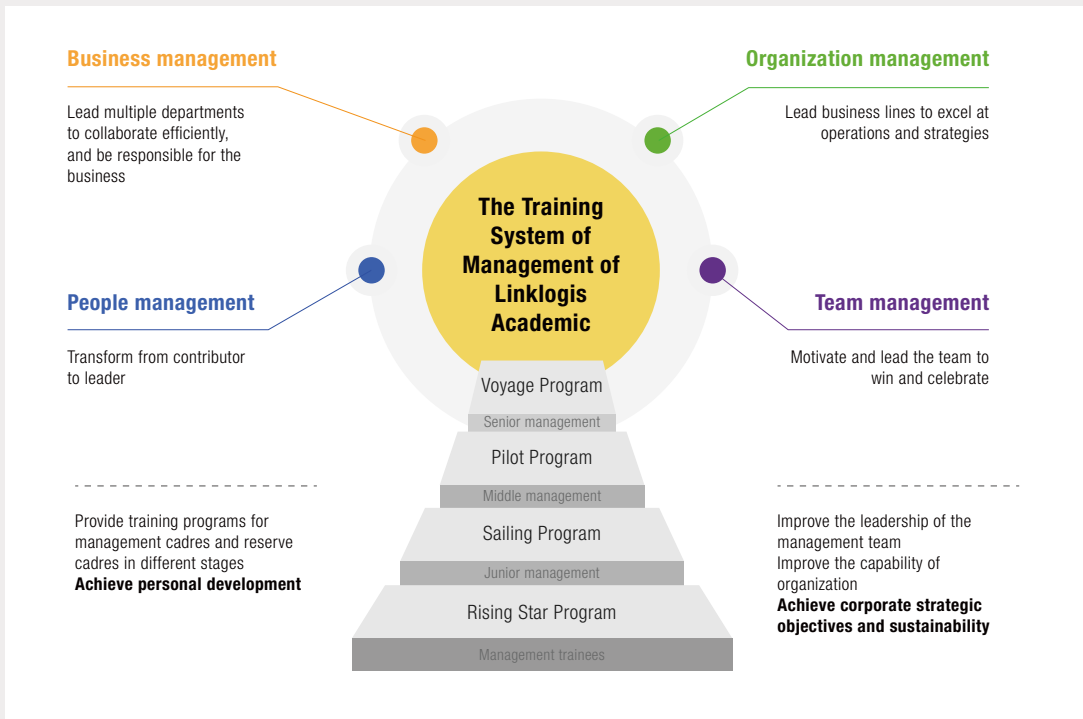




Management Training System

Leadership Training Program + Special Learning for Management

In order to help the management master management theories and skills and improve management capabilities and leadership, the Group has customized differentiated leadership development projects for management at different levels, and formulated Rising Star Program (for management trainees), Sailing Program (for junior management), Pilot Program (for middle management), and Voyage Program (for senior management). In addition, we invite external expert lecturers to share their views and communicate with the Company from time to time to broaden the overall vision of management.



We encourage our employees to create training courses as internal instructors and share their business knowledge and experience. We also assign mentors for new employees to coach them for six months, helping them integrate into the team, adjust their psychological state, and provide life and emotional support. In order to ensure the quality of training and continuously optimize training resources, we have established the "Internal Lecturer Management Measures of Linklogis" and the "New Employee Mentor Management Measures of Linklogis". We also encourage mentors to make progress and provide better guidance and assistance to employees through tutor certification and tutor incentive measures.



Internal Lecturers and New Employee Mentors

In order to steadily improve the quality of teaching, the Group has strengthened the management of internal lecturers. We divide internal lecturers into two categories: executive lecturers and formal lecturers, and evaluate the level of internal lecturers based on star rating. During the Year, we granted star-level certifications to 43 star-level lecturers at the Teacher's Day commendation ceremony. In addition, in order to protect the intellectual property rights of the Group's courses, we require the lecturers to keep the training materials confidential.



New Employee Mentor Certification Award



Recognition of internal lecturers on Teachers' Day



Bee Sharing Learning Platform

In order to provide employees with a convenient online learning platform, we have built a Bee Sharing Learning Platform to help employees arrange learning time flexibly. The Bee Sharing platform provides a wealth of learning materials. During the Year, 95 online courses were increased to the platform, with a total of 3,237 online learners throughout the Year. The total online learning hours reached 2,613 hours, and 1,216 documents were added, 95% of which came from employees.



Industry Exchange and Cooperation between Universities and Enterprises

2022 Shenzhen Financial Key Talent Training Program

We organize employees to participate in cutting-edge summit forums, professional courses of training institutions, and exchange with associations. For example, the Group selected seven excellent management leaders to participate in the "2022 Shenzhen Financial Key Talent Training Program" organized by Shenzhen Financial Supervision and Administration Bureau, to exchange and learn in the fields of financial regulation and compliance, financial technology and inclusive finance. During the program, the Financial Technology Class organized by Peking University HSBC Business School (PHBS) visited Linklogis, jointly promoting the development of the industry and improving practical skills in the professional field.



Shenzhen University Supply Chain Finance — Commercial Factoring Feature Class

We attach great importance to the reserve of talents. Through the model of industry-university-research cooperation, we cooperated with universities and provided practical opportunities for universities to combine theory and practice, and established the path of college talents to enter workplace from universities. During the Year, Shenzhen Commercial Factoring Association organized the "Shenzhen University Supply Chain Finance-Commercial Factoring Special Class" to conduct practical learning at Linklogis. In addition, we participated in the teaching practice of the "Digital Supply Chain and Digital Economy Course" of Shenzhen University, and the Group cooperated with universities to promote the development of digital economy scientific research.



University-Enterprise Cooperation with Fudan University to Promote Industry Development

As the first supply chain finance technology SaaS enterprise listed in China, Linklogis' cloud native solution was included as an excellent case in "Supply Chain Finance", a textbook for the School of Management at Fudan University. Linklogis promotes theoretical innovation based on practice, helping to build a comprehensive industry development system that integrates theory and practice.



Career Development

To provide employees with a clear path of growth, we have formulated the "Employee Position Ranking Management Measures of Linklogis", established a scientific and effective employee career development system, and provided employees with institutional guidelines for personal development. The Group organizes promotion assessments in the second quarter of each year according to the business development plan and organizational echelon construction. We specify the conditions required for promotion by quantifying the performance conditions and terms of office. Employees can apply for promotion according to the basic conditions, and then the promotion assessment will be carried out by departments, channel committees, human resources committees, etc.

6.1.3 Employment Compliance

In accordance with the national labor laws and regulations, the Group signs labor contracts with employees in accordance with the law, specifying the employees' remuneration, position, term of labor contracts and terms of renewal of labor contracts, and completes the signing of contracts based on the principles of mutual agreement, equality and voluntariness. The Group prohibits forced labor, and if any case of forced labor being found, we will impose penalties to responsible person.

The Group has formulated the "Social Recruitment Management Measures of Linklogis" to strictly prevent illegal employment of child labor. We clearly stipulate labor employment standards and prohibit the employment of full-time employees under the age of 18 and interns under the age of 16. In case of any non-compliance in relation to employment of child labor, we will settle all their salaries, terminate the labor contract with them, and take remedial measures like escorting the child labor to the guardian office. Meanwhile, employees who hire child labor and violate regulations will be held accountable in accordance with the law. During the Year, the Group did not have any cases of forced labor or child labor.

6.1.4 Employee Care

Human resources are the key players to promote sustainable development of Linklogis, and the health and safety of employees are the foundation of human resources. Linklogis always pays attention to and cares for the physical and mental health of employees.

Reasonable Remuneration System

In order to motivate the personal effectiveness of employees and reasonably allocate the salary of employees, the Group strives to manage organizational performance and personal performance, and builds a sustainable, fair and objective performance system. The Group has formulated the "Performance Management System of Linklogis" to carry out performance management in four aspects, namely performance target formulation, performance target implementation and guidance, performance evaluation, performance feedback and application. We divide performance evaluation results into five levels, namely A +, A, B +, B and C. Through process guidance and periodic review of performance and performance results, we steadily improve the capabilities of employees and organizations.

In order to enhance employees' sense of belonging and protect their working enthusiasm, the Group has established a comprehensive welfare system. The Group has formulated the "Administrative Measures for Employee Benefits of Linklogis" to provide social insurance (pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and supplemental commercial insurance), housing provident fund, transportation and meal subsidies, as well as holiday benefits.

Other Benefits

- Team building subsidies
- Health examination
- Marriage and childbirth: caremoney and care points
- Funeral grants

Safeguarding Physical and Mental Health

Linklogis pays attention to the psychological development and physical health of employees, and organizes themed training activities from time to time to ensure the physical and mental health of employees. The Group arranges annual health examination for employees, hoping to protect the health of employees to the greatest extent through professional, comprehensive and detailed annual health examination. The Shenzhen office provides two types of health examinations, namely exclusive health examinations and individual health examinations. In particular, special vehicles are arranged for exclusive health examinations to encourage employees to actively participate in health examinations and understand their own health conditions. In addition, the health examination also provides family members with health examination benefits, limited reception and free breakfast, interpretation of medical examination reports and free report delivery.

For office employees, waist and back pain and shoulder and neck discomfort are common. For this purpose, the Group has carried out the "spine care and health of shoulder and neck" course, invited external professional orthopedic doctors to share the health protection knowledge of cervical vertebra, and organized on-site shoulder and neck massage opportunities for employees.



In addition, we pay attention to the mental health of employees. We have organized the mental health themed “What to do when upset” activity, and invited the Vice President of the Company to share the ways and skills of emotional management and time management, so as to provide employees with suggestions and feasible solutions to relieve their psychological pressure.





Prevention and Control of Public Health Incidents

Due to the experience and lessons of COVID-19 pandemic prevention and control, Linklogis attaches great importance to the physical and mental health of employees, improves the ability to respond to public health emergencies, and conducts routine prevention and control in daily protection, regular disinfection, medical facilities, emergency response mechanisms, etc.

In order to fully understand the health situations of employees during the pandemic, the Company will timely summarize and update the disease dynamics in a daily basis, and send it to all employees as soon as possible to remind employees to protect themselves. Besides, a reasonable office plan is formulated according to the disease transmission dynamics. During the pandemic, we attached great importance to the pandemic prevention and safety of employees, and promptly launched the shift work mechanism and the work-from-home plan for all employees according to the development of the pandemic to reduce the risk of employees becoming close contact of Covid-19 cases.

In addition, in order to improve the emergency response mechanism, we have formulated corresponding guidance policies based on disease dynamics. For example, we formulated and issued the "Emergency Guidelines for the Prevention and Control of COVID-19 pandemic of Linklogis".

In order to better prevent public health emergencies, we equip our employees with medical supplies such as frequently-used drugs, disposable medical masks, N95 masks, medical alcohol, and disinfectant, to ensure good supplies and improve emergency prevention and control capabilities. We also keep disinfection and cleaning of the workplace to create a healthy and hygienic working environment for our employees.

Workplace Disinfection at a glance

Dec. 13, 2022



Disinfection Training



Daily Disinfection of Cleaning



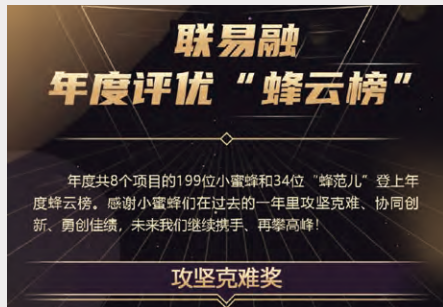
Workplace Disinfection Equipment



P i t u

Enriching Cultural Life

In order to enrich the cultural life of employees and build a warm and loving corporate cultural atmosphere, we carried out a series of cultural activities such as anniversary celebrations, birthday parties, Christmas activities and Lantern Festival activities. We set 15 March of each year as the Company's anniversary, provide annual benefits to all employees, and organize multiple activities. For example, the "Bee Model List" selection recognizes teams and individuals who performed well that year, and announces the "Overcoming Difficulties Award", "Breakthrough Contribution Award", "Best Innovation Award", "Best Synergy Award", "Excellent Performance Award" and "Bee Model Award".





Sports and Entertainment Club

With the aim of “Happy Work and Healthy Life”, the Group has also set up a variety of sports and entertainment clubs, including basketball, swimming, badminton, football, outdoor activities, tables and tours, and choir, and we provide funds for activities to encourage employees to carry out healthy team activities. The clubs hold regular activities every month. In 2022, a total of approximately 200 activities were held with approximately 20 participants in each activity. The wonderful activities have enhanced the communication and interaction among employees, helped them relax after work, cultivated interests and hobbies, and enhanced team cohesion.



Basketball Club



Outdoor Club



Football Club



Badminton Club

Employee Communication and Complaint Channels

The Group attaches great importance to the communication and exchange with employees, establishes sound communication and feedback channels, ensures a smooth channel for opinions, and gives full play to the sense of ownership of employees. The Group carries out communication activities in combination with online and offline activities, regularly carries out face-to-face activities with senior management at Townhall Meeting, and creates an online question community to help employees grow together with the Group.



Online Q&A Community

In order to improve the communication mechanism between employees and the management, the Group has built an online Q&A community to provide employees with a free, open and convenient communication platform. We created the label of "Dialogue with Senior Management" in Q&A community. Employees can raise questions directly to senior management through the label. In addition, we set up an anonymous Q & A column to protect the privacy of employees' questions, and launched the "Q&A Convention" to guide the construction of a positive community culture.

In 2022, "Q&A Community" increased a total of 106 questions, with a cumulative view of 28,383 times and a total of 283 answers collected. The monthly average PV was 4,233, a year-over-year increase of 216%.





Townhall Meeting Dialogue with Senior Management

The Group regularly organizes face-to-face activities for employees and invites senior management of the Company to share the Company's development and future plans in person to help employees grow and develop. For example, we held a face-to-face meeting with senior management at Shenzhen headquarters in October 2022. The Chairman of the Company, the special assistant to the Chairman, and the Vice President of the Company discussed the hot topics and concerns of employees such as corporate strategy and industry dynamics.



In order to provide a smooth channel for the feedback and demands from employees, the Group has established complaint and reporting channels. We are committed to providing employees with convenient and efficient complaint channels. Employees can file complaints or report behaviors that damage the interests of the Group and employees, such as information leakage, improper performance of duties and concealment of accidents, through email and telephone. We have also set up an internal audit department to investigate, resolve and respond to employee complaints in a timely manner. Through the improvement of employee complaint channels, we protect the right of speech of employees and facilitate the resolution of employee problems.

6.2 Customers

6.2.1 Customer Rights Protection

Customer Satisfaction Targets

≥ 95%

Customer feedback
resolved within 24 hours

90%

Complex issues resolved
within 48 hours

> 95%

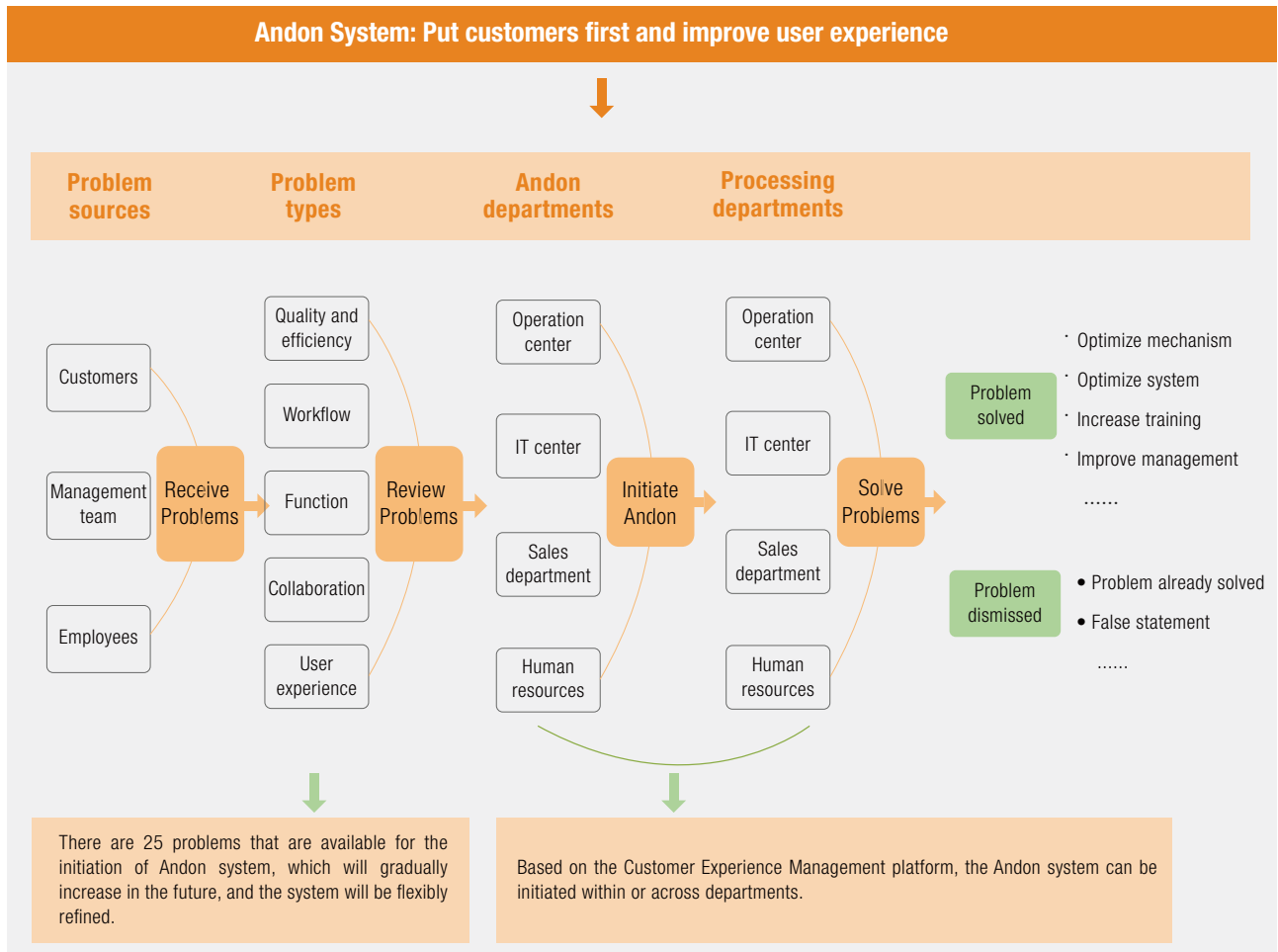
Customer satisfaction
rate

The Group is committed to continuously improving its technology and enhancing its operation to ensure the compliance and legitimacy of our products and the safe, reliable and stable operation of systems. By improving the ability to respond to emergencies in various systems and effectively preventing important information system risks, we strive to provide customers with efficient, high-quality and safe full-process operation service, and protect customers' privacy and interests.

At present, we have passed the ISO 22301 Business Continuity Management Certification, which can help the Company build a comprehensive management process plan, conduct analysis on potential risks, and help identify the threats to the Group's operation caused by possible occurrence of shocks, and provide an effective management mechanism to prevent or offset such threats, so as to reduce losses. In addition, Linklogis carries out annual disaster reserve (double-active) replacement drills to verify the availability of the double-active data center, and constantly discovers the deficiencies of the emergency management system, so as to improve the emergency response ability and the risk prevention capability of the system. Moreover, we have formulated policies such as the "Application of Security Review Management Procedures", the "Information Security Incident Management Measures" and the "Emergency Release Approval Procedures" to ensure the smooth operation of products under emergencies. The Group's information security department, technology development department and system operation and maintenance team are jointly responsible for the safety of our products and systems.

The Group complies with laws and regulations and has formulated strict management systems and risk management measures to ensure product quality, information security, customer privacy and responsible publicity. Any exaggeration or untrue description is prohibited. According to the "Measures for the Administration of New Media ID of Linklogis", all materials used for publicity shall be submitted online for approval and verified by the Public Relations Centre. During the Year, the Group did not have any cases of inappropriate advertising or marketing content that had an impact on the Group's operations. Besides, the Group attaches great importance to crisis warning, monitors relevant situations in advance, and prepares contingency plans.

The Group is committed to providing a safe, reliable and user-friendly platform to enhance customer experience. We have established a comprehensive service process, launched a customer experience management platform, and established different communication channels and mechanisms to timely identify and mitigate potential issues in customer service. We vigorously advocate the customer-oriented service concept and have established internal feedback methods such as the Andon system, the sales department's satisfaction evaluation of the operation center, supplier satisfaction evaluation, email, WeChat Work, WeChat, and on-site complaints.



Linklogis Andon system workflow

Efficient Handling of Complaints

In 2022, in order to improve service quality, enhance customer experience, standardize customer complaint handling procedures, and optimize complaint handling efficiency, we formulated and implemented the “Customer Complaint Management Guidelines” and the “Supplier Satisfaction Evaluation Implementation Guidelines”. The Group has set up a customer service center, through which our customers can give opinions through channels such as client-end, platform system, email, WeChat and hotline. In handling customer complaints, we follow the following principles:

Prevention and control in advance principle	First inquiry responsibility system principle	Compliance principle	Diversity principle	Territorial management principle
Convenient and efficient principle	Open investigation, timely handling principle	Information and data confidentiality principle	Addressing both symptoms and root causes and promoting rectification principle	

The Group's operation center is responsible for improving the customer complaint handling mechanism. We have set up a complaint management position to be responsible for the overall management of customer complaints, complaint verification, complaint return visit, complaint management evaluation and complaint case training. Once a complaint is received, the Group will handle it immediately according to the degree of influence. Our handling process is shown as follows:



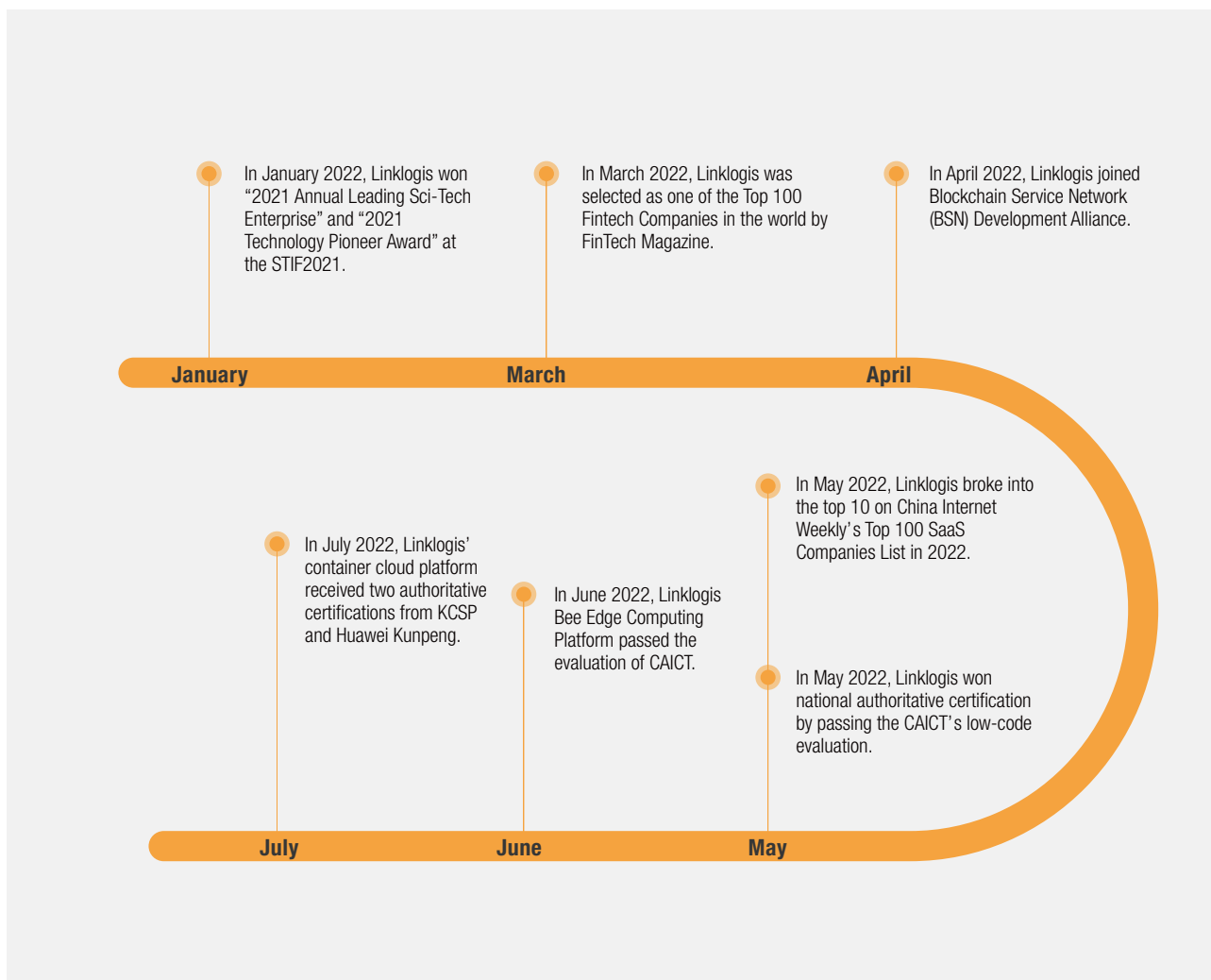
6.2.2 Technology Empowering Industrial Upgrades

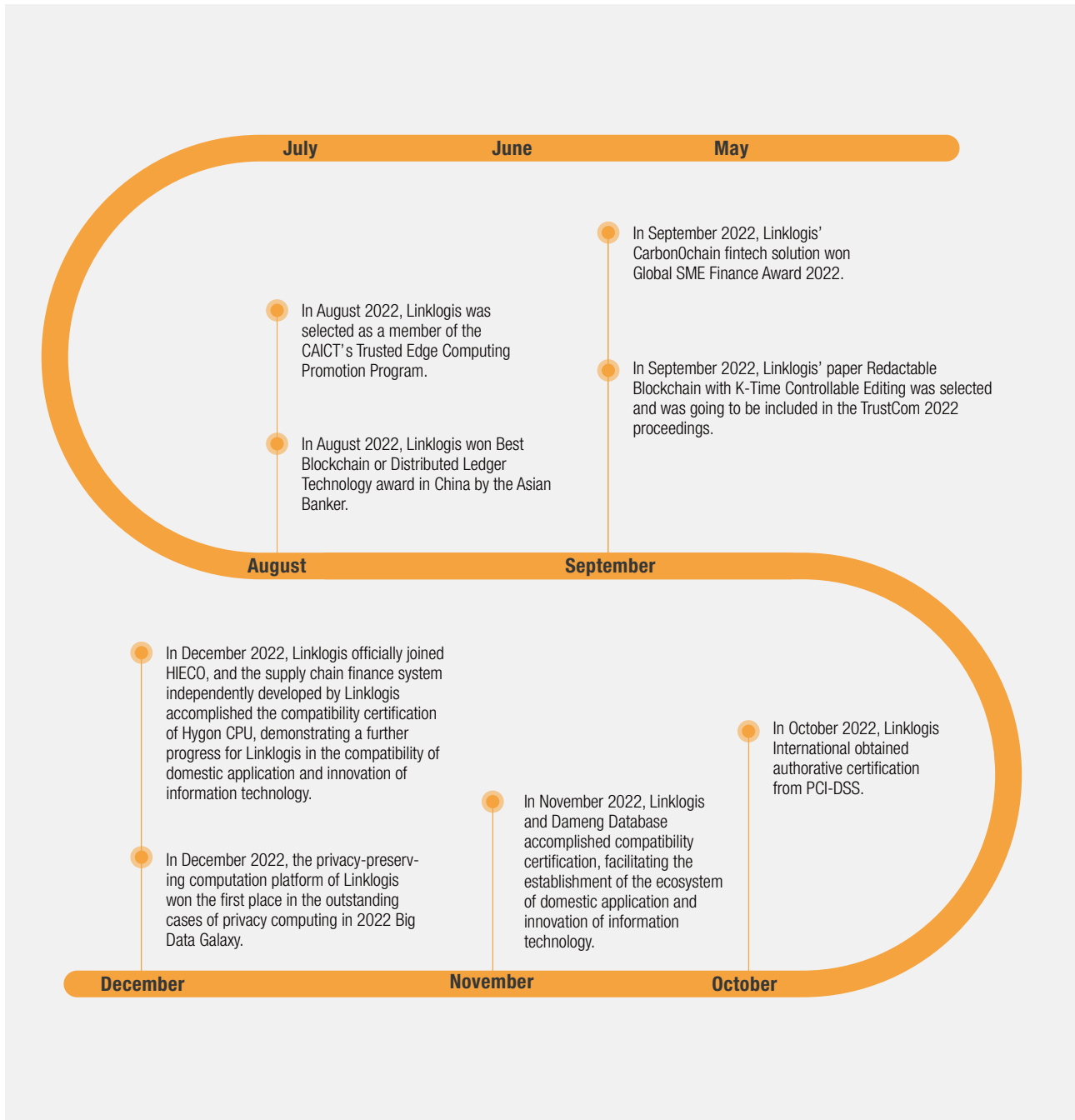
The Group attaches great importance to technological innovation and intellectual property protection. We have issued and implemented the "Internal Innovation Management Measures of Linklogis", adhered to driving technological changes through innovation, and continued to increase investment in research and development. As of December 31, 2022, the Group had a total of 604 research and development personnel, representing 61.6% of the total workforce. Our R&D expenses were RMB350 million, accounting for 38.0% of the total revenue and income of the Year.

Exploring Cutting-edge Technologies and Achieving Fruitful Results in Innovation

Linklogis highly values the role of science and technology, focuses on the four core technologies, namely artificial intelligence, blockchain, cloud computing and big data (ABCD), continuously explores the application of emerging technologies in supply chain finance scenarios, accelerates the integration and development of diversified cutting-edge technologies, and effectively supports all ends of the supply chain.

In 2022, our achievements and honors in the field of technological innovation include:





Focusing on Industry Hotspots and Optimizing Product Matrix

Linklogis closely follows the industry hotspots such as sustainable development, data security and privacy protection, actively explores the use of financial technology to empower green finance, and promote data circulation and privacy security protection.

For example, in terms of the safe circulation of data and privacy protection, Linklogis seized development opportunities and actively explored data circulation protection technologies that could meet the dual requirements of data security and data circulation. Based on secure multi-party computation, blockchain and distributed machine learning technologies, the Bee Security Privacy-preserving Computation Platform, an enterprise-level data security collaboration platform independently developed by Linklogis, is able to protect privacy information in the absence of necessary connections among entities in the supply chain ecosystem and in the circumstances of data gaps, and conduct collaborative calculation without a trusted third party, achieving the availability without visibility of data. At present, the platform has passed a number of authoritative tests and certifications of CAICT and the National Centre for Financial Technology Evaluation, and is the first financial secure multi-party computation product using blockchain as the dispatching party. Meanwhile, Linklogis attaches great importance to data circulation and has been successfully selected as the first batch of data merchants of Shenzhen Data Exchange in 2022. In addition, in order to achieve cross-border data circulation, Linklogis gathers a number of professionals from financial institutions, universities, and cross-border enterprises, takes the lead in establishing a cross-border data circulation group in the Open Islands, and cooperates with ecological partners to promote legally compliant and feasible technical solutions based on business models and technical capabilities, so as to release the value of data and promote the development of digital economy.

Assisting Ouyeel in Building a Privacy Computing Platform, Improving the Ecosystem of Financial Data

As a financial service platform company under China Baowu Steel Group, the Ouyeel privacy computing platform aims to solve the problems of dispersed data storage and lack of security protection for data sharing of each subsidiary through the technical advantages of privacy computing, and realize the integration of internal data through aggregation data analysis, joint statistics, joint inquiry, and joint modelling, so that multi-party data can support the internal risk control supervision of enterprises. The privacy computing platform Linklogis built for Ouyeel can provide privacy computing capabilities to the parent company and member units, and integrate data capabilities among companies at all levels and departments. Externally, it can eliminate the concern of data security and compliant use, fully cooperate with external data sources, achieve data interaction, and improve the financial data ecosystem.

Valuing Intellectual Property Rights and Stimulating Innovation Vitality

To maintain its leading position in the industry and the competitive edge in the market, promote business development, encourage invention and innovation, and improve the level of intellectual property management protection and management of the Group, we attach great importance to intellectual property protection. We have formulated and implemented the Linklogis Intellectual Property Protection Management System, which clearly sets out the Group's confidentiality system and the rights and obligations of relevant terms of intellectual property rights, as well as the management of our intellectual property rights at each stage of declaration, use, transfer and authorization. Besides, all employees of the Group are required to sign the "Confidentiality Agreement" and the "Intellectual Property Transfer Agreement". In addition, the Group has set patent incentives to encourage technological innovation.

Patents Application

415

Patents Obtained

49

Copyright Registrations

172

As of December 31, 2022

Quality Management

- The quality review of patent proposals is introduced to evaluate the technical and legal value of the case, which has effectively improved the quality of the case, and differentiated the case based on quality assessment to achieve reasonable allocation of resources.

Fast Licencing

- Make full use of rapid authorization channels to improve the speed of case authorization and achieve 32-day invention case authorization.



Professional Training

- Conduct multiple professional trainings on intellectual property rights to comprehensively enhance the intellectual property protection awareness of our employees.

Cultural Communication

- Carry out comprehensive intellectual property knowledge posters and publicity within the Company to understand intellectual property rights for all employees.

Incentive Mechanism

- Protect scientific and technological innovation, encourage invention and creation, and regularly issue patent bonuses to enhance the enthusiasm of technical personnel.

6.3 Supply Chain

As a supply chain finance technology SaaS enterprise, Linklogis believes that it will have a positive impact on ourselves, the society, and the environment by adhering to responsible procurement and creating a resilient and sustainable supply chain. We seek suppliers that share our values, continuously optimize and improve the whole life-cycle management process of suppliers, and set high standards in the selection, access and evaluation of suppliers to prevent supply chain-related risks.

The main types of suppliers of the Group are engineering, goods and services. We adhere to diversified procurement and cooperate with suppliers from all over the world. During the Year, we cooperated with a total of 646 suppliers, of which 576 were from China's mainland, 47 from Hong Kong, China, 9 from Europe and North America, and the remaining 14 from other regions.

6.3.1 Supplier Management

To effectively control the information security and privacy protection risks that suppliers may bring, the Group has formulated the "Supplier Relationship Safety Management Measures". To ensure a sustainable supply chain, the Group has also formulated the "Rules for Supplier Management of Information Technology Center", which clarifies the supplier sourcing methods, access standards, daily management of suppliers, supplier assessment and evaluation standards, supplier exit procedures, and supplier supervision and management. The technology service center is the main department in charge of the procurement in the information technology department and is responsible for quality supervision on product and service of suppliers, supplier performance management and supplier complaint handling. Such measures and rules apply to all suppliers of the Group.

Based on the amount of money and quantity of procurement, the Group organizes a comprehensive evaluation of key supplier partners at least once a year. We conduct comprehensive assessments on indicators such as corporate profile, business cooperation, service and quality, logistics and delivery, ESG performance, as well as the daily management and complaint management of suppliers, and issue supplier evaluation reports based on the evaluation results of suppliers to provide necessary reference for procurement activities. While complying with the laws and regulations of the country or region where the supplier is located, the supplier also needs to comply with the Group's requirements on environment, safety, products, business ethics, intellectual property rights, labor standards and other aspects.



Full-process supplier management:

6.3.2 Responsible Sourcing

The Group advocates green procurement to minimize the negative environmental impact of procurement activities. We give priority to suppliers and products with energy-saving labels or environmental protection certifications, and pay attention to the environmental, social, and governance performance of suppliers. For example, suppliers who have obtained environmental management system certification, quality management system certification and occupational health and safety management system certification can obtain corresponding points in the supplier evaluation process.

We adhere to the procurement principle of “Promoting Effectiveness, High Efficiency, Compliance with Laws and Regulations, Fairness and Justice, and Traceability”. Where appropriate, the Group also requires suppliers participating in procurement cooperation to sign the “Supplier Integrity Commitment Letter” to prohibit the occurrence of solicitation, offer and acceptance of bribery, and to ensure the openness, transparency and integrity of the procurement process. If a supplier violates relevant integrity and anti-corruption regulations, the Group will take measures such as suspension of trading, cancellation of supplier qualifications and early termination of the contractual relationship between the two parties.

The Group has formulated the “Management Measures for Procurement of Linklogis” and the “Rules for Supplier Management of Information Technology Center” to standardize procurement management, clarify the procurement process and responsibilities, and ensure the quality of procurement projects. What’s more, according to the specific business characteristics of the Group, we regularly revise and optimize the tender and procurement management system, improve the corresponding supervision mechanism, optimize the tender and procurement system, and prevent the occurrence of major risks in tender and procurement activities.

6.4 Corporate Social Responsibility

6.4.1 Targeted Assistance to Small and Medium-sized Enterprises (SMEs)

Solving the Financing Difficulties for Small and Medium-sized Enterprises (SMEs)

The Group adheres to its original aspiration and responsibility of promoting the digital transformation of supply chain finance. By providing customized solutions and industry-leading technology infrastructure, we effectively solve the difficult and expensive financing problems for SMEs and provide them with high-quality financing experience.

Linklogis and Hubei United Investment Jointly Established Supply Chain Finance Platform to Serve SMEs

Linklogis and Hubei United Investment Group Co., Ltd. (“Hubei United Investment”) jointly built a supply chain financial service platform, a digital technology empowerment platform designed by Hubei United Investment to further promote the integration of industry and finance, and improve the financial service level of the supply chain. As the technology service provider, Linklogis continued to export the power of financial technology, and facilitated the successful launch of the platform with its rich service experience and sound operation and security system. The initial transaction volume of the platform exceeded RMB150 million, and more than 200 enterprises joined the platform. Currently, the proportion of SMEs served by the platform to the total number of service enterprises reached 98%, covering 11 prefecture-level cities in Hubei Province, and achieving a breakthrough on business in other provinces.

We adhere to the policies and measures introduced by national and local governments to assist SMEs in financing. In September 2022, the Industry and Information Technology Bureau of Nanshan District, Shenzhen issued the Notice on the Application of Commercial Factoring Support Project in Nanshan District (the "Notice"), pursuant to which, for enterprises within the jurisdiction that meet the application conditions to obtain financing by cooperating with cooperative factoring institutions of the Industry and Information Technology Bureau of Nanshan District to conduct factoring business, 70% of the factoring financing fees actually paid shall be subsidized, with a maximum of RMB1 million per enterprise per year. Three subsidiaries of the Group, namely Shenzhen Qianhailian Yirong Commercial Factoring Co., Ltd., Shenzhen Qianhai Lianjie Commercial Factoring Co., Ltd., and Shenzhen Qianhai Rongda Commercial Factoring Co., Ltd., were successfully selected as cooperative factoring institutions by the Industry and Information Technology Bureau of Nanshan District. After learning about the subsidy policy, we immediately arranged a team of more than 50 professionals to notify the policy one-on-one to our more than one hundred and thirty suppliers who meet the application requirements, and assisted them to finish the subsidy application in the whole process. The professional, efficient, and warm service has left a deep impression on the cooperative suppliers. Among the 90 SME suppliers receiving the financial subsidies, 78 of them were cooperative suppliers of the Group, with an estimated amount of RMB11.77 million, demonstrating our highly recognized service capability and operation level.

Service Promoting Rural Revitalization

At present, issues such as difficult financing, expensive financing, long approval cycle and slow return of capital of SMEs' agricultural business are still prominent, and the accessibility, coverage and convenience of exclusive agricultural financial services are in urgent need to be improved. Linklogis has a deep understanding of the current situation and trend of agricultural economic development, continues to explore and enrich the agricultural financial scenarios with technological strength, provides flexible, efficient and convenient technological support for its supply chain financial services according to the actual situation of all parties, promotes the innovative development of agricultural finance, and promotes rural revitalization.

Jointly Providing Exclusive Financing Products for Agricultural Businesses in Sichuan Province with Standard Chartered Bank

Standard Chartered Bank and Linklogis have jointly developed a supply chain financing solution called SCeChain. By integrating the supply chain and blockchain, SCeChain assisted Sichuan Grain and Cooking Oil Trade Company under Sichuan Shangtou Supply Chain Management Co., Ltd. in enhancing supply chain management efficiency while providing efficient and reliable financing services for agricultural businesses based on the credit endorsement from anchor enterprises. The project integrates the business advantages of the grain and cooking oil supply chain of Sichuan Grain and Cooking Oil Trade Company, the financial service advantages of Standard Chartered Bank, and the digital technology advantages of Linklogis' platform, achieving an online process from application to lending, within 24 hours, thereby solving the problems related to accessibility, coverage and convenience of exclusive financing products for agricultural business entities. The SCeChain has won the "Best Supply Chain Finance Solution Award" in China by The Asset.



Capturing attention of the SASAC of Sichuan Province

As a pioneer involved in the agricultural supply chain sector, Sichuan Grain and Cooking Oil Trade Company has utilized its extensive supply chain service advantages to help SMEs' agricultural businesses overcome their financial pain points and difficulties through the innovative platform SCeChain. By tapping into our expertise and established position in the regional grain and cooking oil supply chain industry, we have successfully landed the first batch of RMB50 million loans, which have been highly praised by our customers. SCeChain offers Sichuan Grain and Cooking Oil Trade Company extensive opportunities to expand their product application scenarios, while also providing specialized communities and grain farmers with an online, digital and automatic minute-level financing experience. Ultimately, we are committed to promoting rural revitalization and the ongoing growth of the food industry with our cutting-edge solutions.

6.4.2 Sustainable Supply Chain Finance and Digital Inclusive Finance

Promoting Green Inclusive Finance and Driving Sustainable Development

Linklogis collaborates with financial institutions to explore sustainable supply chain finance development, serving multiple green industries, and providing intelligent, customized, and data-driven supply chain finance technology solutions for multiple high-tech enterprises. In 2022, the assets of transactions Linklogis served related to sustainable supply chains (including green finance, renewable energy, rural revitalization, pandemic relief, etc.) reached RMB6.8 billion.

Responding to National Strategies and Practicing Digital Inclusive Finance

"The Recommendations of the Central Committee of the Communist Party of China for Formulating the 14th Five-Year Plan for Economic and Social Development and Long-Range Objectives through the Year 2035" proposed a decisive measure of "accelerating digital development" and established comprehensive structures for its implementation. This significant strategy was crafted by the government to realize high-quality development goals and cultivate a modern socialist nation. As an accountable enterprise, Linklogis values its social responsibilities and proactively supports national strategic plans by leveraging the scientific and technological advancements to stimulate digital advancements. Our efforts aim for driving digital transformation that integrates industry and finance.

● **Linklogis Facilitated the Digital Transformation and Development Shandong Railway Investment Group ("SDRI")**

In November 2022, the supply chain finance platform SDRI e-Chain that Linklogis built for Shandong Railway Investment Group was successfully launched. Leveraging the blockchain driven Multi-tier AR Transfer Platform indendently developed by Linklogis, SDRI e-Chain effectively addressed the financing difficulties facedd by SME suppliers by splitting and transferring digital accounts receivable certificates based on the characteristics of blockchain. Additionally, our financial technology expertise will enhance SDRI supply chain management capabilities and drive industry-finance integration through innovative digital solutions, ultimately driving the digital transformation and upgrading of SDRI.

6.4.3 Practicing Public Welfare and Giving Back to Society

Adhering to the concept of “bring sparks together and form the strong flame”, the “Linklogis Public Welfare” was officially established by Linklogis Public Welfare Organization in 2022. Our public welfare team is committed to giving back to the community and building a better future together. The Group encourages employees to actively participate in public welfare activities and make small and good deeds more powerful.

Donation Activity – “Easy Charity Walk”

“Easy Start Charity” of Linklogis joined hands with the social workers of Chunnuan Social Service to launch a walking activity. Employees only need to walk 6,000 steps a day to redeem the charity fund of Linklogis. During the year, a total of 284 employees participated in the event. The Community Chest donated all its funds to the “Don't Forget Me Memory Station” project to help the elderly with dementia and their families.



Public Welfare Activity: Linklogis Book Day – “Dance and Hold Hands Together to Chase the Light”

During World Book Day, Linklogis partnered with the Green Rose Social Workers Service Center to initiate a philanthropic campaign focused on promoting knowledge and love through book donations. We encouraged our employees to contribute their idle books to support migrant children and female staff members by providing them with greater access to reading materials. We also welcomed donations of educational toys, sports equipment, and digital devices to help develop more public welfare programs, thus equipping migrant children and female workers with better knowledge and self-awareness.



6.4.4 Participating in Industrial Collaboration and Formulating Standards

Linklogis Was Invited to the Greater Bay Area Tech & Innovation Summit

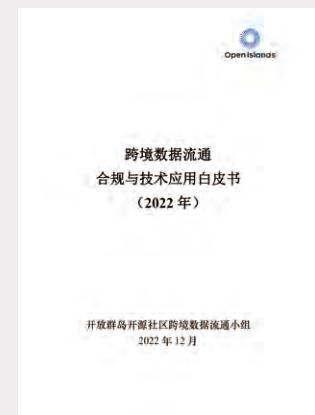
In December, Linklogis was invited to the Greater Bay Area Tech & Innovation Summit hosted Nanfang Daily and Tencent. The Greater Bay Area Tech & Innovation Summit is an international summit initiated by Alliance of International Science Organizations in the Belt and Road Region (ANSO) and hosted by the Government of Guangdong Province. We discussed with industry elites about the future development trend, utilized advanced technology to facilitate the supply chain finance sector to create more diversified product forms, promoting the steady development of the real economy.



On December 20, 2022, at the 2022 GBA International Artificial Intelligence and Robotics Summit co-hosted by Hong Kong Productivity Council, Development and Reform Commission of Shenzhen Municipality, Guangdong Society of Artificial Intelligence and Robotics, Hong Kong Society of Artificial Intelligence and Robotics, and Macau Greater Bay Area Artificial Intelligence Institute, Linklogis and more than 30 institutions including Shenzhen Data Exchange and Global Big Data Exchange jointly released The White Paper on Cross-border Data Circulation Compliance and Technological Application. Song Qun, the founder, chairman and CEO of Linklogis, was invited to the summit and delivered a speech. The conference, centered around the themes of "Prospects for AI and Robotics Development" and "AI and Robotics Technologies, Applications, and Outlook", brought together government officials, academic researchers, and industry experts to discuss policies, research, and applications related to artificial intelligence and robotics. Special lectures, exchange forums, and other activities were organized to facilitate collaboration and promote the development of AI and robotics in Guangdong, Hong Kong, and Macao. The ultimate goal was to establish the Guangdong-Hong Kong-Macao Greater Bay Area as an internationally recognized center for scientific and technological innovation.

Linklogis Released The White Paper on Cross-border Data Circulation Compliance and Technological Application

The White Paper on Cross-border Data Circulation Compliance and Technological Application (the "White Paper") led by Linklogis features the combination of offline compliance of cross-border data circulation and online technology solutions. It classifies cross-border data circulation technology solutions according to the industry, and selects industries with large demand for cross-border data circulation, such as logistics, finance, automobile, medical care, and cross-border e-commerce. On the basis of the analysis of the legal environment of the country or region where the data is exported, the Group explores the use of blockchain, data gateway, privacy calculation and other technical means to achieve efficient transfer of cross-border data. The White Paper is the first centralized display of cross-border data circulation solutions, providing scientific ideas for efficient and compliant cross-border data circulation, and providing relevant reference materials for domestic compliance practitioners. In addition to continuously exploring the use of digital and intelligent supply chain finance technology solutions to facilitate cross-border trade, Linklogis has also accumulated rich practical service experience in online cross-border trade financing, cross-border multi-level circulation, and paperless cross-border trade.



In 2022, Linklogis took the lead in establishing an open islands cross-border data circulation group aimed at facilitating legal and compliant cross-border data circulation for businesses. Our focus areas included outbound flow of domestic data, inbound flow of overseas data, and data transit of a third country. We collaborated with our ecological partners to promote viable technical solutions that were based on business models and technical capabilities and were compliant with relevant regulations. Going forward, Linklogis will deepen our collaboration with member companies, share resources and experience to jointly explore new development directions for data, provide the basic foundation for the construction of an AI and robot ecosystem. Ultimately, we seek to establish an international science and technology innovation center.

We were also selected as the first batch of data merchants of Shenzhen Data Exchange, and played a vital role in preparing critical industry standards such as the "Application Specifications for Privacy Computing in Financial Scenarios" and the "Research Report on the Application of Privacy Computing (2022)."

Participating in the Compilation of the "White Paper on Low-code Development (2022)"

On August 10, 2022, the "2022 Digital Transformation and Development Forum" jointly hosted by the China Academy of Information and Communications Technology ("CAICT") and China Communications Standards Association was held in Beijing, during which the "White Paper on Low-code Development (2022)" and "2022 Low Code · Code Free Application Case Compilation" were officially released, with Linklogis playing a significant role in the compilation of the former. Additionally, Linklogis' supply chain finance platform was successfully selected for inclusion in the compilation of "2022 Low Code · Code Free Application Case".

As a leading supply chain finance technology solution provider in China, boasting advanced technical capabilities and industry solutions, Linklogis is committed to participating in the development research, standard formulation, and promotion of low-code industries. We are dedicated to leading the development of supply chain finance technology, empowering businesses to make rapid strides in their digital transformation.



Linklogis participated in the preparation of the "White Paper on Low-code Development (2022)"



Linklogis' Supply Chain Finance Platform was selected into the Compilation of "2022 Low Code · Code Free Application Cases"

Governance

Linklogis has been committed to achieving high standards of corporate governance to protect interests of the shareholders. The Board of Directors pledges to adopt certain corporate governance measures in strict compliance with the Corporate Governance Code, and to conduct the business of the Group with integrity and in accordance with suitable governance practices.

United Nations Sustainable Development Goals



Our Goals

Scope	Aspects	Key Indicators	Goal for 2023
Governance	Anti-corruption	Tolerance for corruption incidents	0
		Reported incident follow-up rate	100%
		Employee compliance and anti-corruption training rate	100%
	Information security	Number of annual material information security incidents	0
		Number of confidential information leakages during the Year	0
		Availability of business systems during the Year	≥99.9%
	Privacy protection	Number of material privacy protection events during the Year	0
Number of personal data leakages during the Year		0	

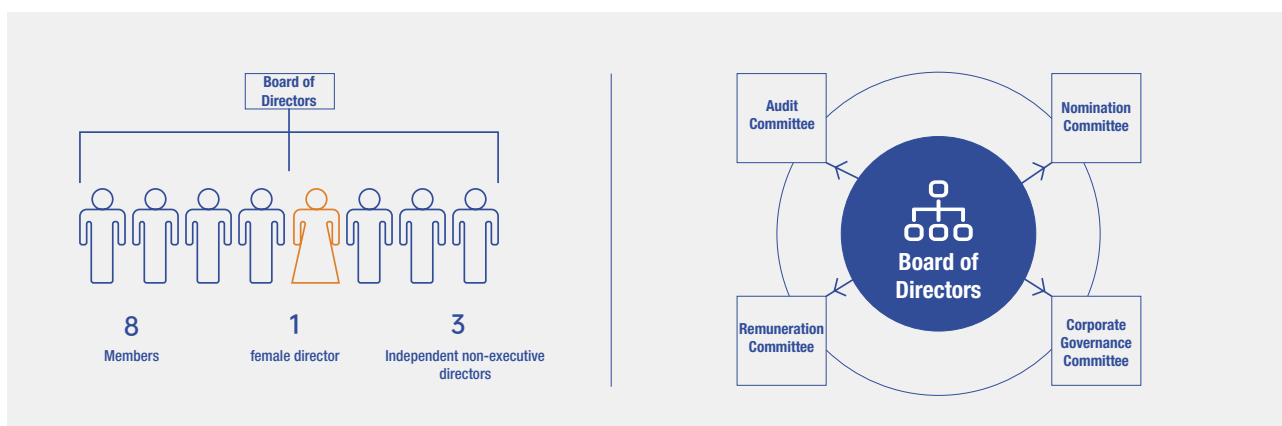
7.1 Corporate Governance

7.1.1 High Standard of Corporate Governance

The Group is committed to achieving high standards of corporate governance. The Board believes that a high standard of corporate governance is extremely essential in providing a framework for the Group to safeguard the interests of shareholders and to enhance corporate value and accountability.

The Board is the primary decision-making body of the Company and is responsible for overseeing the Group's businesses, strategic decisions and performance and is collectively responsible for promoting the success of the Company by directing and supervising its affairs. The Board is responsible for making decisions on all major matters relating to policy matters, strategies and budgets, internal control and risk management, material transactions (in particular those that may involve conflict of interests), financial information, appointment of directors and other significant operational matters of the Company. Responsibilities relating to implementing decisions of the Board, directing and coordinating the daily operation and management of the Company are delegated to the management.

The Board currently comprises eight members, consisting of three executive Directors, two non-executive Directors and three independent non-executive Directors. The Board has established four committees, namely, the Audit Committee, the Remuneration Committee, the Nomination Committee, and the Corporate Governance Committee, for overseeing particular affairs of the Company. Each committee was established with specific written terms of reference. The terms of reference of the Board committees are available on the websites of the Company and HKEX.



Corporate Governance Structure

The Board is responsible for evaluating and determining the nature and extent of the risks that it is willing to take in achieving the Company's strategic objectives and ensuring that the Company establishes and maintains appropriate and effective risk management and internal control systems. The Board oversees the risk management and internal control functions directly and through the Audit Committee, the Risk Management Committee and the senior management.

Risk Management



In order to actively monitor the risks faced by the Company and ensure the effective implementation of risk management policies, the Company has established the Risk Management Committee. The Risk Management Committee works closely with other business departments and functional departments of the Group, such as legal compliance, finance, products and operations, and arranges meetings when necessary and at least once a month. The Risk Management Committee is responsible for designing and implementing the Company's policies and procedures relating to risk management and internal control appropriate to the Group's business operations.

Internal Control



The Company has established a sound internal control/audit mechanism, set up the internal control review team of the risk management department and the internal audit department of the Company to conduct internal audit, and engaged KPMG, one of the big four accounting firms, to conduct external audit. The Company conducts internal audit on a regular or irregular basis according to management needs and the requirements of the Board and the Audit Committee. The scope of audit covers all business lines and middle and back office management departments of the Company. In particular, the Internal Audit Department reports its findings in writing to the Audit Committee.

7.1.2 Valuing the Shareholder Interests

Linklogis attaches great importance to the interests of shareholders, actively communicates with the capital market, and promotes the sustainable development and growth of the Company. Firstly, Linklogis focuses on improving its own business capabilities and core competitiveness. The company actively expands its business, utilizes advanced technological methods to improve risk control and the efficiency of business processing, reduce operating costs, and create higher value for shareholders. Secondly, Linklogis continuously optimizes its corporate governance structure to ensure transparency, compliance, and efficiency in company decision-making. By improving the governance organizations such as the board of directors and the board of supervisors, and improving the level of internal supervision and management, Linklogis has ensured the soundness and sustainability of the company's operation and fully protected shareholders' rights and interests. Furthermore, Linklogis attaches great importance to shareholder communication and exchange. The company regularly releases financial reports, performance announcements and other information, maintains close communication with shareholders through various forms such as shareholder meetings and telephone conferences, fully listens to shareholder opinions to better meet shareholders' needs and improve company value. In addition, in return for the shareholders' support and trust, Linklogis' board suggests paying a special dividend of HK\$0.25 per share in 2023, totaling about HK\$570 million. The company formulates a reasonable special dividend plan based on its profitability, returns to shareholders, and ensures that shareholders enjoy the fruits of the company's development.

Linklogis always adheres to the concept of paying attention to shareholder interests, and strives to create rich returns for shareholders by enhancing its own capabilities, optimizing corporate governance, and strengthening communication. In future development, Linklogis will continue to be steadfast in its commitment to maximizing shareholder interests.

7.2 Business Ethics

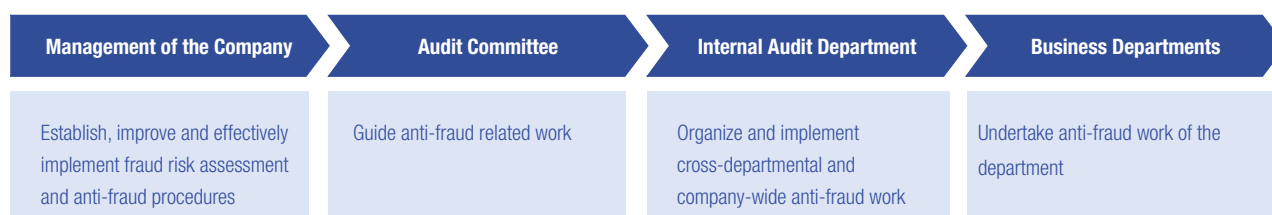
Linklogis adheres to business ethics and is committed to creating a transparent, honest, and clean business environment. We have set up internal anti-corruption management system, strengthened anti-corruption training for employees, and improved anti-corruption reporting procedures to regulate our own operations and ensure the sustainable and healthy development of the Group. The Group opposes and prohibits all corruptions and violations of laws and regulations, including but not limited to bribery, extortion and money laundering.

The Group requires employees to sign the “Integrity and Self-discipline Convention” when they join the Group to regulate the Company’s operating environment and prevent the occurrence of improper interests. Besides, the management of the Company shall take the lead in complying with various systems and regulations of the Company with practical actions.

7.2.1 Anti-corruption and Fraud

We take strong policies and actions to prevent fraud, and strictly abide by the relevant laws and regulations of the countries or regions where the Group operates, so as to prevent potential social risks in the daily operation. The Group has formulated the “Anti-fraud Management System”, which aims to regulate the professional behaviors of the Company’s directors, management and employees, strictly abide by industry norms, standards and professional ethics, establish a good atmosphere of integrity, diligence and dedication, and prevent behaviors that damage the interests of the Company and shareholders.

Anti-fraud Responsibility



Permanent Anti-fraud Organization and Function

As a standing body for anti-corruption and fraud work of the Company, the Internal Audit Department is required to report to the Board and the Audit Committee on anti-fraud work every year, and is subject to the supervision of the Board and the Audit Committee.

In order to effectively assess fraud risks and establish a specific control mechanism, the management of the Company incorporated fraud risks into the enterprise risk assessment, conducted fraud risk identification and assessment from the Company, business departments and financial level, and established anti-fraud control measures at all levels to ensure the integrity and efficient operation of the Company. During the Year, the Group was not involved in any corruption cases and has complied with all relevant laws and regulations relating to bribery, extortion, fraud and money laundering. The Group was also not aware of any incidents relating to dismissal or disciplinary action of employees due to corruption and termination or non-renewal of contracts with business partners due to corruption and other violations.

7.2.2 Anti-commercial Bribery

The Group has formulated the “Code of Conduct on Preventing Commercial Bribery and Personal Conflicts of Interest” according to its own business characteristics and the industry’s regulations on anti-commercial bribery and anti-corruption, so as to prevent the risks of commercial bribery and commercial conflicts of interest of the Group’s employees in actual business operations. The Group prohibits any forms of commercial bribery. Meanwhile, when the personal interests of employees conflict with the interests of the Group, employees should promptly respond to the superior management and actively avoid it. Employees are required to comply with the relevant provisions of the Code of Conduct. Employees who violate the Code will be subject to disciplinary actions. The Group will take legal actions against them if they violate the law at the same time.

7.2.3 Business Ethics and Anti-corruption Training

The Group requires employees to pay attention to personal ethics and work with honesty and integrity. Therefore, we strengthened the publicity of the Company’s internal policies, procedures and related measures on business ethics and anti-corruption, and carried out effective communication and training in various forms (through employee handbook, company rules and regulations release, publicity etc.) to ensure that employees receive training on relevant laws and regulations and professional ethics.

Through the daily training on anti-corruption, anti-commercial bribery and other business ethics for employees, as well as the induction training on anti-fraud, laws and regulations, and integrity and moral education for new employees, the Group helps employees to clarify the concept of corruption, define legal and illegal, honest and dishonest behaviors, and let employees understand the consequences of suspected corruption and violation of business ethics, so as to strengthen employees’ ethical awareness and improve their anti-corruption awareness and skills. Besides, we have established a consulting mechanism for ethical issues. If employees have any ethical issues, they can consult with the Internal Audit Department.

7.2.4 Whistleblowing Mechanism

In order to promote the sustainable development of the Company, protect the legitimate rights and interests of all stakeholders, and ensure the smooth implementation of employee complaints and reports, the Group has formulated the “Administrative Measures for Employee Complaints and Reports”, and publicized to third parties such as internal employees, external suppliers and customers of the Company. According to the Administrative Measures, employees can report corruption and violations of business ethics in real names or anonymously through the reporting channels. The reporting channels include but are not limited to 24/7 hotline, email, and letter. The Company’s official website also has a complaint and reporting channel in both Chinese and English versions.

The Internal Audit Department is responsible for formalizing the reporting process, establishing written procedures and systems, stipulating how to accept, retain and handle allegations, as well as real-name or anonymous reports from employees and third parties, and keeping written records for inspection by the senior management, the Audit Committee and the Board. If employees or third parties adopt real-name reporting, the internal audit department must verify the project based on the acceptance procedures, and keep the identity of the whistleblower and the information provided strictly confidential to fully protect the rights and interests of the whistleblower. During the Year, the Group received a total of 2 complaints and reports, the type of which was asset misappropriation. The Internal Audit Department has handled and resolved the complaints and reported in a timely manner in accordance with the relevant complaint and reporting workflow.

7.3 Sound Risk Management System

The Group attaches great importance to information security and customer privacy protection. In order to strengthen the Group's information security management and protect data security privacy, we have identified corresponding risks, formulated and implemented a series of information security management policies and measures, and are committed to continuously improving the information security management system and structure.



Risks

- Data security and personal information privacy data are exposed to risks from long-term hacking or attacks by hackers against data of Linklogis.
- Risk of unauthorised external transfer of core data from internal employees.



Measures

- Based on cloud and local infrastructure, strengthen the construction of in-depth security defence, improve the effectiveness of attack barriers and security strategies, and improve real-time monitoring capabilities.
- Sort out internal and external data transmission channels, and regularly audit or cut-off measures for key transmission channels (IM such as emails and WeChat).
- Increase end-user screen watermark measures for legal or criminal detection of electronic data traceability.



Information Security Goals

0

Number of annual material information security incidents

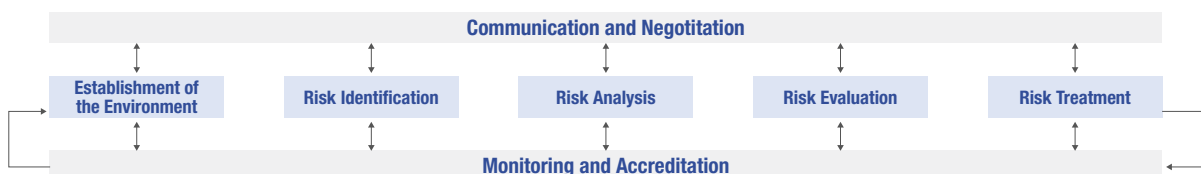
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Number of leakages of confidential information

≥99%

Availability of business systems

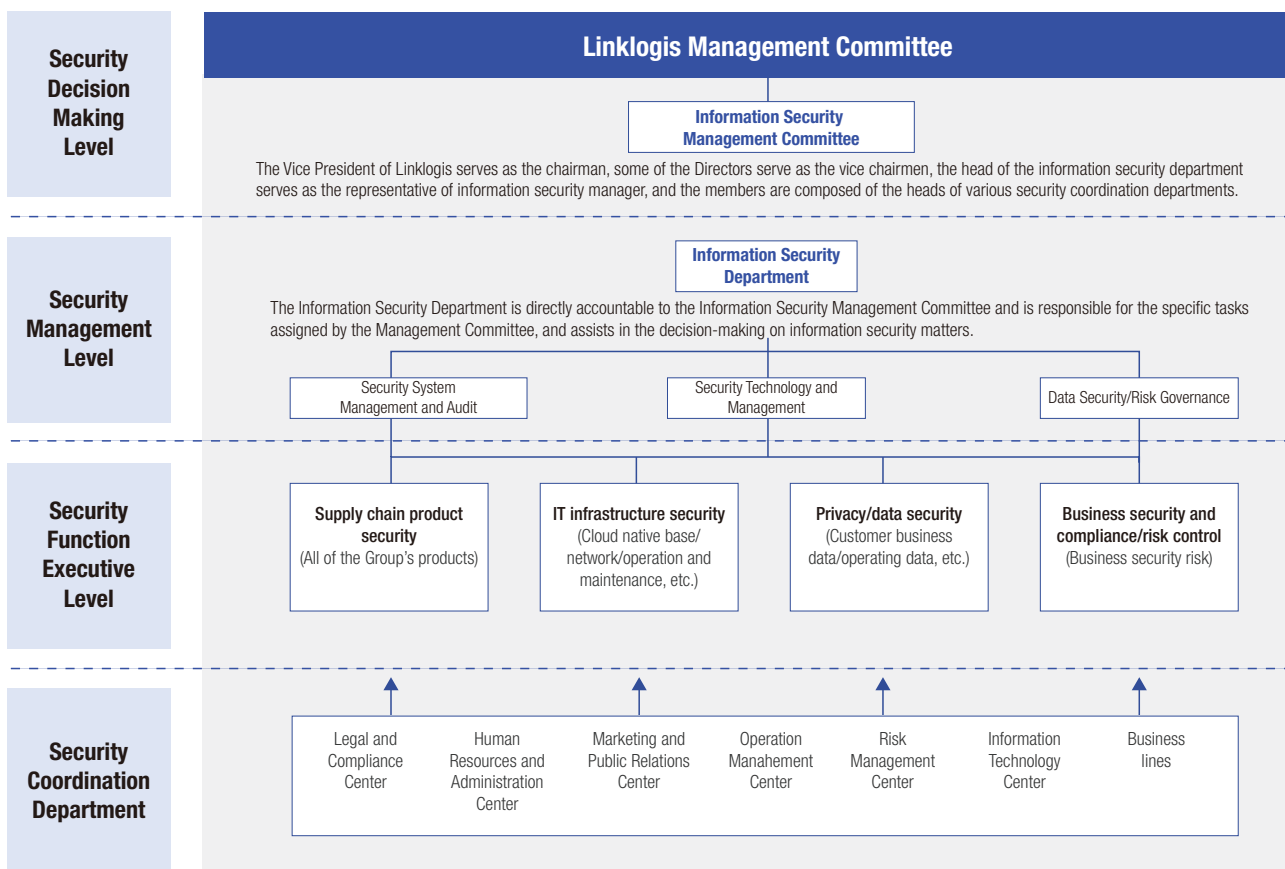
The Group has implemented the "Information Security Incident Management Measures" to standardize the management of various information security incidents to ensure that all information security incidents and security defects can be reported in a timely manner and handled effectively. In 2022, the Group formulated the "Information Security Risk Management Measures" to clarify the establishment of environment, risk assessment, and risk handling in the process of information security risk management. Our risk management model process is displayed as follows:



Linklogis Risk Management Model

7.3.1 Information Security Management Structure

The Group has adopted and implemented the "Information Security Management Charter of Linklogis" to improve the efficiency of the Group's overall information security decision-making, management, coordination, and execution, and ensure the effective implementation of the Company's information security policies and goals. We have established an Information Security Management Committee, which is chaired by the Vice President of Linklogis, with certain Directors serving as the Vice Chairmen, and together with the representatives of information security managers and members comprising the heads of various security coordination departments. They are jointly responsible for the Group's overall information security decision-making, management, implementation and coordination to ensure the Group's business safety and compliance, and ensure that the business operations are not affected. The Group's information security management structure is displayed as follows:



Information Security Management Structure

7.3.2 Information Security Certification

The Group is currently the first company in the supply chain finance technology industry that has obtained ISO/IEC 27701: 2019 privacy security certification. The management system covers the supply chain finance technology service platform business, as well as technical services such as planning, design, development, testing, operation, and maintenance of information system to support this business platform. During the Year, the Group has newly obtained the Payment Card Industry Data Security Standard (PCI DSS) Certification.



PCI-DSS Third-Party Payment Industry Data Security Standard Certification

Certified business scope: Linklogis International cross-border supply chain finance technology business system (account system)

Scope of certified technology: cloud infrastructure security, network complete architecture design, application layer security design, system transfer security logic and security management system and process around crossborder business system.





In addition, the Group's important systems have all passed the third-level certification of information system security level protection issued by the Ministry of Public Security. Linklogis Blockchain Cloud Service Platform, Linklogis Blockchain Supply Chain Finance Platform, Bee Security Privacy-preserving Computation Platform, Bee Privacy Federated Learning Platform and Fengniao Cloud Data Platform have been certified by the China Academy of Information and Communications Technology.



Linklogis Blockchain Cloud Service Platform
BeeTrust- Trusted Blockchain Security
Certification



Linklogis Blockchain Supply Chain Finance
Platform - Trusted Blockchain Supply Chain
Finance Industry Certification



Bee Security Privacy-preserving Computation
Platform – Multi-party secure computing
financial application evaluation by CAICT



Bee Security Privacy-preserving Computation
Platform – Blockchain-Assisted PEC Tools
evaluation by CAICT

7.3.3 Information Security Assurance System

The Group has adopted and implemented the “Information Security Incident Management Measures” and the “Information Security and Privacy Protection Monitoring, Measurement, Analysis and Evaluation Management Measures”, and implemented the “Business Continuity Management Measures” in 2022 to ensure that information security system is more stable and business continuity is not affected.

In order to make the operation of our systems and applications safer and smoother, the Group has established a set of systematic new system launch process and application security review process in accordance with the “System Deployment Management Measures” and “Application Safety Review Management Procedures”. We strictly control the quality of products and services, and are committed to minimizing information security risks. All new systems are required to undergo safety assessment before they are launched, and only new systems that pass the assessment can be approved for launch. Our application safety review management procedures are shown as follows:



In 2022, the Group has updated the operational measures for monitoring and responding to data and cyber-attacks:



In order to ensure that we can respond to relevant incidents in a timely and effective manner, the Group provides relevant training and practice for employees. Our information security team and human resources department conduct business continuity management awareness training every year to improve the business continuity management awareness of employees in various departments. In 2022, the Group provided employees with information security and privacy protection training, and employees from the information technology line participated in a total of 12 days of training and passed the examinations. In addition, we also held a 7-day information security week training for all employees of the Group, requiring all employees to pass written examinations.

Bee Security Privacy-preserving Computation Platform

The Group's Bee Security Privacy-preserving Computation is a data security collaboration platform independently developed by Linklogis based on multi-party security computing, federal learning, blockchain and machine learning technologies with the goal of resolving the problems of data isolation, data right confirmation, and data privacy protection in the supply chain industry to achieve the security goal of "making data useable but invisible". Security data sharing, data query and data modeling through the use of cryptographic technology and algorithm are applied in the development of green economy and green finance.

Multi-party security computing technology

- Realize cryptographic computing and cryptographic model calculation to ensure that all calculations are performed in cryptographic state

Blockchain

- Achieve data security transmission on and off the chain

Various machine learning algorithms

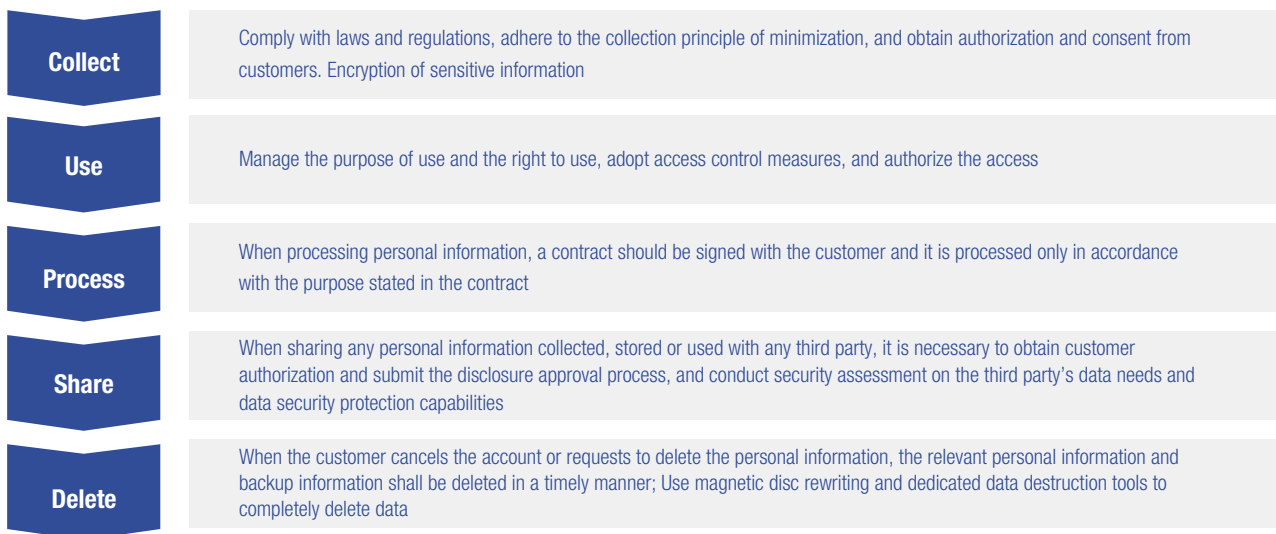
- Meet data collaboration requirements for different security scenarios
- Use distributed structure, the computing and interaction of passwords are conducted independently at the privatization computing point to prevent data leakage and attack risks from third parties

In 2022, some of the Group's privacy-preserving computation projects include:

- The Group cooperated with China Baowu Steel Group Corporation, a leading state-owned enterprise, to analyse data aggregated through privacy-preserving computation, and used joint statistics or joint inquiry to implement internal risk control supervision of financial holding enterprises and improve the efficiency of monitoring compliance. The application of this project won the first place in the outstanding cases of privacy computing in 2022 Big Data Galaxy.
- The Group led the creation of an open islands cross-border data circulation group and worked with more than 30 institutions inside and outside the region to compile and publish the first "White Paper on Cross-border Data Circulation Compliance and Technological Application" in China, which focused on the display of cross-border data technology solutions for the first time. At the beginning of the publication of the White Paper, the reading volume exceeded 300,000, and were reprinted by over 500 media and other institutions, including the mainstream media like Guangming.com, People.cn and Southern Finance and Economics.

7.3.4 Personal Privacy Protection

The Group has formulated internal management systems such as the “Management Measures for Personal Information Protection” and the “Data Privacy Protection Strategy” to clearly regulate the management of personal information protection, and has established a sound personal information life cycle management system to ensure that the personal information from collection to deletion meets the legal and regulatory requirement. The Group has established a privacy design mechanism to integrate the concept of privacy design into the life cycle of security development, and fully implement the privacy protection work in various stages such as demand, design, development, testing, implementation and operation, striving to protect personal information security and data security. We regularly carry out security audit analysis on the external transfer of end user data, and irregularly carry out cloud security sensitive data information monitoring and risk warning.



Personal information lifecycle management system

The Group responds to possible personal information leakage incidents by formulating comprehensive emergency plans and conducting emergency practice on a regular basis. In addition, the Group has formulated a safety incident response process, established a timely notification mechanism for incidents, standardized the work requirements for acceptance, identification, handling, notification and closure of incidents, and summarized and studied past incidents to continuously improve prevention awareness and emergency response capabilities.



During the Year, the Group did not have any material information security incidents or privacy protection incidents, nor did it experience any forms of leakage of the Company's confidential information or personal data, fully achieving the Group's annual objectives of information protection and privacy protection.

8. Appendix

08

8.1 Awards and Recognitions in 2022

Time	AWARDS AND RECOGNITIONS
January 2022	“2021 China Commercial Factoring Industry Contribution Company” and the “2021 China Commercial Factoring Industry Social Responsibility Outstanding Contribution Company”, “2021 Individual Contribution to Commercial Factoring” (awarded to Mr. Song Qun, the Chairman and CEO of Linklogis, and Mr. Ji Kun, the President of Linklogis)
January 2022	Standard Chartered and Linklogis' Trade Finance Solutions won the Guangdong Finance Innovation Award
January 2022	“Annual (Industry) Innovative Enterprise Award” at the Asian Economic Conference
January 2022	“Best SaaS Enterprise” at Global Investment Trends Forum 2022 and 6th Annual Award Ceremony of Hong Kong Stock Companies
January 2022	“Annual Industry Development Innovation Award” at the 2021 Greater Bay Area Industrial Innovation Summit and Industrial High-quality Development Conference of Nanfang Daily
January 2022	“2021 Annual Leading Sci-Tech Enterprise” and “2021 Technology Pioneer Award” at the STIF2021 at the STIF2021 Sci-Tech Innovation Festival and DSC2021 Digital Service Conference
February 2022	In the annual employer selection, the Company won three employer brand awards, namely “2023 Outstanding Employers in Human Resources Management (Outstanding Employer)” by 51Job, “2022 China Talent Management Cultural Model Enterprise Award” by Beisen, “2022 Top 30 Employers with the Most Potential” by Ciwei
February 2022	Ranked 2nd in OCR Recognition Competition of the 2021 World Artificial Intelligence Conference AIWIN (Autumn)
March 2022	One of the Top 100 Fintech Companies in the world by FinTech Magazine
April 2022	Excellent Cases in 2020-2021 National Supply Chain Outstanding Enterprises and Outstanding Individual White Paper
May 2022	Top 10 on China Internet Weekly's “Top 100 SaaS Companies List in 2022”
May 2022	Won national authoritative certification by passing the CAICT's Low-code Evaluation
June 2022	Asia's Top 10 Largest Fintech Exits in 2021
June 2022	“SCeChain” supply chain financing solutions received multiple awards from The Asset
June 2022	Linklogis Edge Computing Platform passed CAICT evaluation
June 2022	2022 Golden Prize of the China Asset and Wealth Management Industry

Time	AWARDS AND RECOGNITIONS
July 2022	"2021-2022 Leading Enterprise in Supply Chain Finance Technology" in the "2021-2022 Excellent Achievements in Internet Industry Ecological Innovation" initiated by CCID.com and jointly released by the Digital Economy Magazine
July 2022	"2022 Top 100 Industrial Blockchain Enterprise" at the 2022 China Industrial Blockchain Conference
July 2022	Linklogis' Container Cloud Platform received two authoritative certifications from KCSP and Huawei Kunpeng
July 2022	The supply chain finance platform co-built by Linklogis and Green Link was selected as an "Innovation Case in the Application of Low-code in China"
August 2022	"2022 ESG Exemplary Performance Award"
August 2022	Linklogis' software and hardware integrated intelligent operation solution won "Xinzhi Award"
August 2022	First batch members of the "Reliable Edge Computing Promotion Plan"
August 2022	"Outstanding Digital Technology Enterprise of the Year" by CSIC 2022 SaaS Cloud
August 2022	"Gold Award of The Outstanding ESG Performer of the Year" by Hang Seng Indexes Company
August 2022	"Best Blockchain or Distributed Ledger Technology award in China" by The Asian Banker
August 2022	"Annual Innovative Enterprise Award" at the 8th Annual Conference of China Securitization Forum
September 2022	Recognized as MNC Regional Headquarters in Shenzhen
September 2022	The third prize of the 2022 Information Technology Application Innovation Competition
October 2022	Linklogis International won international authoritative certificate by passing Payment Card Industry Data Security Standard (PCI-DSS)
October 2022	Linklogis Carbon0chain Fintech Solution won Global SME Finance Award 2022
November 2022	Accomplished compatibility certification with Dameng Database
November 2022	"Pilot Enterprise" of the Greater Bay Area's Strategic Emerging Industries
November 2022	The rating model project of the leasing company under CSG won "2022 National Financial Leasing Innovation Case"
December 2022	Linklogis' Carbon0chain won 2022 Green Financial Innovation Case of the Greater Bay Area
December 2022	Accomplished Compatibility Certification of Hygon CPU
December 2022	Linklogis Supply Chain Finance System and KingbaseES V7 and V8 accomplished compatibility certification
December 2022	Linklogis Supply Chain Finance System accomplished compatibility certification with three products of Tong Tech, namely HTP V2.0, TongRDS V2.2, TongWeb V7.0
December 2022	The innovative application of industrial data circulation of privacy-preserving computation won the first place in the outstanding cases of privacy computing in 2022 Big Data Galaxy
December 2022	"Annual Innovation Award for Guruclub Greater China Best Listed Company Awards 2022"
December 2022	"Starlight Award-2022 Leading Supply Chain Finance Enterprise" at the 2022 China Supply Chain Finance and Industrial Innovation Development Summit

Time	AWARDS AND RECOGNITIONS
December 2022	“Best Capital Market Communication Award” at the 6th China Excellent IR Annual Awards
December 2022	“Best PR Team Award” in the 7th listed company selection by Zhitongcaijing
December 2022	The third prize of the World Privacy-preserving Computing Competition (WPPCC)

8.2 Laws and Regulations

The Group ensures that its business operations comply with all applicable ESG laws and regulations as follows:

Aspects	Applicable Laws and Regulations	Corresponding Section
A1 Emissions	Environmental Protection Law of the PRC	5.3 Green Operation Creating Green Office
	Law of the PRC on the Prevention and Control of Atmospheric Pollution	
	Water Pollution Prevention and Control Law of the PRC	
	Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste	
A2 Use of Resources	Energy Conservation Law of the PRC	5.3 Green Operation Creating Green Office
	Water Law of the PRC	
A3 The Environment and Natural Resources	Environmental Protection Law of the PRC	5.3 Green Operation Creating Green Office
B1 Employment	Labor Law of the PRC	6.1.1 Diversity and Inclusion
	Labor Contract Law of the PRC	6.1.2 Human Resources Development
	Employment Promotion Law of the PRC	6.1.4 Employee Care
	Social Insurance Law of the PRC	
	Interim Provisions on Labor Dispatch	
	Labor Dispute Mediation and Arbitration Law of the PRC	
	Law of the PRC on the Protection of Women's Rights and Interests	
	Law of the PRC on the Protection of Disabled Persons	
	Measures for Public Holidays for National Annual Festivals and Memorial Days	
	Employment Ordinance of Hong Kong	
	Employees' Compensation Ordinance of Hong Kong	
	Disability Discrimination Ordinance of Hong Kong	
	Sex Discrimination Ordinance of Hong Kong	
Race Discrimination Ordinance of Hong Kong		

Aspects	Applicable Laws and Regulations	Corresponding Section
B2 Health and Safety	Fire Protection Law of the PRC	6.1.4 Employee Care
	Law of the PRC on the Prevention and Control of Occupational Diseases	
	Production Safety Law of the PRC	
	Workplace Occupational Health Management Regulations	
	Regulation on Work-Related Injury Insurance	
	Occupational Safety and Health Ordinance of Hong Kong	
	Fire Safety (Commercial Premises) Ordinance of Hong Kong	
B4 Labor Standards	Labor Law of the PRC	6.1.3 Employment Compliance
	Provisions on the Prohibition of Using Child Labor of the PRC	
	Law of the PRC on the Protection of Minors	
	Employment of Children Regulations of Hong Kong	
B6 Product Responsibility	Advertising Law of the PRC	6.2.1 Customer Rights Protection
	Patent Law of the PRC	6.2.2 Technology Empowering
	Copyright Law of the PRC	Industrial Upgrades
	Trademark Law of the PRC	7.3 Sound Risk Management System
	Regulations of the PRC on Safety Protection of Computer Information Systems	
	Cybersecurity Law of the PRC	
	Personal Information Protection Law of the PRC	
	Data Security Law of the PRC	
Personal Data (Privacy) Ordinance		
B7 Anti-corruption	Criminal Law of the PRC	7.2 Business Ethics
	Anti-Unfair Competition Law of the PRC	
	Anti-money Laundering Law of the PRC	
	Company Law of the PRC	
	The Bidding Law of the PRC	
	Interim Provisions on Banning Commercial Bribery	
	Competition Ordinance of Hong Kong	
	Prevention of Bribery Ordinance of Hong Kong	
	Foreign Corrupt Practices Act of the U.S.	

8.3 Performance Data Summary

ENVIRONMENTAL	Unit	2022	2021
A1 Emissions			
Greenhouse gases			
Total greenhouse gas emissions	tCO ₂ e	332	292
Scope 1: Direct emissions	tCO ₂ e	3	0
Scope 2: Energy indirect emissions	tCO ₂ e	306	292
Scope 3: Other indirect emissions	tCO ₂ e	23	N/A
Greenhouse gas emissions per capita	tCO ₂ e/person	0.34	0.32
Greenhouse gas emissions per unit area	tCO ₂ e/m ²	0.040	0.035
Greenhouse gas emissions intensity (per million revenue)	tCO ₂ e/million revenue and income	0.36	0.24
Exhaust Gas			
Sulphur oxides	kg	0.03	N/A
Nitrogen oxides	kg	0.22	N/A
Particulate matter	kg	0.06	N/A
Wastewater			
Wastewater discharge	m ³	372	332
Wastewater discharge per capita	m ³ /person	0.38	0.36
Waste			
Non-hazardous waste	ton	59	180
Non-hazardous waste per capita	ton/person	0.06	0.20
Hazardous waste	ton	0.05	0.03
Hazardous waste generated per capita	kg/person	0.05	0.03

ENVIRONMENTAL	Unit	2022	2021
A2 Use of Resources			
Petrol	MWh	6	N/A
Electricity	MWh	537	479
Total energy consumption	MWh	543	479
Energy consumption per capita	MWh/person	0.55	0.53
Water resources	m ³	2,700	2,164
Water consumption per capita	m ³ /person	2.75	2.38

*** Calculation method of GHG emissions:**

The calculation methods and emission factors of greenhouse gas emissions are based on the "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX and the "Notice on the Management of Greenhouse Gas Emissions Reporting for Power Generation Enterprises in 2023-2025" issued by the Ministry of Ecology and Environment of the PRC in 2022.

**** Calculation method of non-hazardous waste and hazardous waste:**

Non-hazardous waste includes domestic waste, paper, etc. Domestic waste only calculates data from the Shenzhen office. Wuhan office has no data available as the property does not conduct waste statistics. Due to unit conversion, we have updated the data of non-hazardous waste in 2021. Hazardous waste includes waste printer cartridges and lamps.

***** Increase in electricity and water consumption in 2022:**

The Shenzhen office was expanded by one floor in September 2021, and the data of 2021 on expansion of offices only covered the data from September to December, while the data of 2022 on expansion of offices covered the data of the whole year.

SOCIAL	Unit	2022	2021
B1 Employment			
B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.			
Total number of employees	person	981	910
Geographical Distribution			
China's mainland	person	967	898
Hong Kong, China	person	9	10
Singapore	person	5	2
Age Distribution			
18-25	person	107	146
26-35	person	726	660
36-45	person	119	83
46-55	person	24	15
≥ 56	person	5	6
Gender Distribution			
Male	person	556	533
Female	person	425	377
Position Level Distribution			
Senior management	person	15	12
Middle management	person	44	104
Junior management	person	66	
General employee	person	856	794
Management Gender Distribution			
Male	person	81	N/A
Female	person	44	N/A
Employment Type Distribution			
Full-time	person	980	903
Part-time	person	1	7

* **Position ranking distribution:**

As a result of the organizational structure adjustment, the classification of our positions has changed. According to "Position Ranking Management System of Linklogis", the Group implements the position ranking system of professional sequence (P), technical sequence (T), and management sequence (M). The management sequence (M) 1-3 are designed for junior management, 4-6 for middle management, and 7-9 for senior management. This report is based on the statistical breakdown of the management system.

SOCIAL	Unit	2022	2021
Ethnicity Distribution			
Han	person	942	N/A
Other ethnic minorities	person	39	N/A
Other Type			
Employees on maternity leave	person	28	20
Employees back to work after maternity leave	person	18	11
B1.2 Employee turnover rate by gender, age group and geographical region			
Total employee turnover rate	%	13.17	14.59
Geographical Distribution			
Mainland China	%	13.14	14.77
Hong Kong, China	%	10.53	0.00
Singapore	%	28.57	0.00
Age Distribution			
18-25	%	9.76	10.43
26-35	%	14.01	15.56
36-45	%	10.89	16.67
46-55	%	15.38	7.14
≥ 56	%	18.18	0.00
Gender Distribution			
Male	%	14.76	15.86
Female	%	11.01	12.79
Position Level Distribution			
Senior management	%	6.67	N/A
Middle management	%	2.56	N/A
Junior management	%	1.53	N/A
General employee	%	14.72	N/A

SOCIAL	Unit	2022	2021
B2 Health and Safety			
Occupational Safety and Health Performance			
Number of work-related accidents	number of accidents	0	0
Number of work-related injuries	person	0	0
Lost days due to work-related injury	day	0	0
Number of work-related fatalities	person	0	0
B3 Development and Training			
Total number of employees trained	Person-time	7,358	2,358
Gender Distribution			
Male	Person-time	4,216	1,363
Female	Person-time	3,142	995
Position Level Distribution			
Senior management	Person-time	169	N/A
Middle management	Person-time	633	N/A
Junior management	Person-time	110	N/A
General employee	Person-time	6,446	N/A
Total training hours of employees	hour	18,192	8,711
Gender Distribution			
Male	hour	10,188	5,036
Female	hour	8,004	3,675
Position Level Distribution			
Senior management	hour	451	N/A
Middle management	hour	904	N/A
Junior management	hour	3,092	N/A
General employee	hour	13,746	N/A
Average training hours of employees	hour/person	18.5	9.6
Gender Distribution			
Male	hour/person	18.3	9.4
Female	hour/person	18.8	9.7

* **Description of work-related injuries:**

In the past three years (including the reporting year), the Group did not have any work-related fatalities or injuries. The number and rate of work-related fatalities of employees were zero, and the number of working days lost due to work-related injuries was zero.

SOCIAL	Unit	2022	2021
Position Level Distribution			
Senior management	hour/person	30.0	N/A
Middle management	hour/person	20.5	N/A
Junior management	hour/person	46.8	N/A
General employee	hour/person	16.1	N/A
Percentage of employees trained	%	100.0	100.0
Gender Distribution			
Male	%	100.0	100.0
Female	%	100.0	100.0
Position Level Distribution			
Senior management	%	100.0	100.0
Middle management	%	100.0	100.0
Junior management	%	100.0	100.0
General employee	%	100.0	100.0
B5 Supply Chain Management			
Total number of suppliers	unit	646	717
Geographical Distribution			
China's mainland	unit	576	675
Hong Kong, China	unit	47	35
Europe and North America	unit	9	5
Other regions	unit	14	2
B8 Community Investment			
Resources contributed to the focus area			
Donation	RMB	5,500	N/A
Volunteer work	hour	8	N/A

8.4 HKEX ESG Reporting Guide

Indicators	HKEX ESG Reporting Guide Requirements	Section/Remarks
Governance Structure		
General Disclosure	<p>A statement from the Board containing:</p> <ul style="list-style-type: none"> (i) Disclose the Board's oversight of ESG issues; (ii) the Board's ESG management approach and strategy, including the process of evaluating, prioritising and managing material ESG-related issues (including risks to the issuer's business); and (iii) how the Board reviews progress against ESG-related objectives and explains how they relate to the issuer's business. 	4 Sustainability Governance
Reporting Principles		
General Disclosure	<p>Description or explanation of how the following reporting principles have been applied in the preparation of the ESG Report:</p> <p>Materiality: The ESG Report should disclose: (i) the process for identifying and selecting material ESG factors; and (ii) if the issuer has engaged stakeholders, a description of the identified material stakeholders, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, if any, or any other relevant factors affecting a meaningful comparison.</p>	<p>Linklogis regularly conducts stakeholder communication and materiality assessment, identifies material ESG issues, and ensures that they are disclosed in our report.</p> <p>The data presented in this report has been checked and verified. Please refer to the Performance Data Summary of this Report for the standards and methods used to calculate the data.</p> <p>Unless otherwise stated, the statistical methods of disclosure in this report are consistent throughout the year for comparison.</p>
Scope of the Report		
General Disclosure	<p>An explanation of the reporting scope of the ESG Report and a description of how the entities or businesses are selected for inclusion in the ESG Report. If the scope of the report changes, the issuer should explain the differences and the reasons for the changes.</p>	2.2 Reporting Scope

Indicators	HKEX ESG Reporting Guide Requirements	Section/Remarks
A. ENVIRONMENTAL		
Aspect A1: Emissions		
General Disclosure	Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	5.3 Green Operation Creating Green Office
KPI A1.1	The types of emissions and respective emissions data.	8.3 Performance Data Summary
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	8.3 Performance Data Summary
KPI A1.3	Total hazardous waste produced and intensity.	8.3 Performance Data Summary
KPI A1.4	Total non-hazardous waste produced and intensity.	8.3 Performance Data Summary
KPI A1.5	Description of emission target (s) set and steps taken to achieve them.	5 Environmental 5.3 Green Operation Creating Green Office
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target (s) set and steps taken to achieve them.	5 Environmental 5.3 Green Operation Creating Green Office
Aspect A2: Use of Resource		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	5.3 Green Operation Creating Green Office
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	8.3 Performance Data Summary
KPI A2.2	Water consumption in total and intensity.	8.3 Performance Data Summary
KPI A2.3	Description of energy use efficiency target (s) set and steps taken to achieve them.	5 Environmental 5.3 Green Operation Creating Green Office
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target (s) set and steps taken to achieve them.	5 Environmental 5.3 Green Operation Creating Green Office
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced.	The Group's operation does not involve any packaging materials.

Indicators	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuers' significant impact on the environment and natural resources.	5.3 Green Operation Creating Green Office
KPI A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5.3 Green Operation Creating Green Office
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	5.4 Responding to Climate Change and Aligning with International Standards
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	5.4 Responding to Climate Change and Aligning with International Standards
B. SOCIAL		
Aspect B1: Employment		
General Disclosure	Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	6.1.1 Diversity and Inclusion 6.1.2 Human Resources Development 6.1.4 Employee Care
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	8.3 Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	8.3 Performance Data Summary
Aspect B2: Health and Safety		
General Disclosure	Information relating to providing a safe working environment and protecting employees from occupational hazards: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	6.1.4 Employee Care
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	8.3 Performance Data Summary
KPI B2.2	Lost days due to work injury.	8.3 Performance Data Summary
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	6.1.4 Employee Care

Indicators	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	6.1.2 Human Resources Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	8.3 Performance Data Summary
KPI B3.2	The average training hours completed per employee by gender and employee category.	8.3 Performance Data Summary
Aspect B4: Labour Standards		
General Disclosure	Relating to preventing child and forced labour: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	6.1.3 Employment Compliance
KPI B4.1	Description of measures to review employment practises to avoid child and forced labour.	6.1.3 Employment Compliance
KPI B4.2	Description of steps taken to eliminate such practises when discovered.	6.1.3 Employment Compliance
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	6.3 Supply Chain
KPI B5.1	Number of suppliers by geographical region.	8.3 Performance Data Summary
KPI B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored.	6.3 Supply Chain
KPI B5.3	Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	6.3 Supply Chain
KPI B5.4	Description of practises used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	6.3.2 Responsible Sourcing
Aspect B6: Product Responsibility		
General Disclosure	Information relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	6.2.1 Customer Rights Protection 6.2.2 Technology Empowering Industrial Upgrades 7.3 Sound Risk Management System

Indicators	HKEX ESG Reporting Guide Requirements	Section/Remarks
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group's products and services do not involve safety and health issues.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	6.2.1 Customer Rights Protection
KPI B6.3	Description of practises relating to observing and protecting intellectual property rights.	6.2.2 Technology Empowering Industrial Upgrades
KPI B6.4	Description of quality assurance process and recall procedures.	6.2.1 Customer Rights Protection
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	7.3 Sound Risk Management System
Aspect B7: Anti-corruption		
General Disclosure	Relating to bribery, extortion, fraud and money laundering: (a) the Policy; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer information.	7.2 Business Ethics
KPI B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the reporting period and the outcomes of the cases.	7.2.1 Anti-corruption and Fraud
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	7.2.4 Whistleblowing Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and employees.	7.2.3 Business Ethics and Anti-corruption Training
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6.4 Corporate Social Responsibility
KPI B8.1	Focus areas of contribution.	6.4 Corporate Social Responsibility
KPI B8.2	Resources contributed to the focus area.	8.3 Performance Data Summary

