

BUILDING VALUE SHARING FUTURE



Shenzhen International Holdings Limited深圳國際控股有限公司

(Incorporated in Bermuda with limited liability)

Stock Code: 00152

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CONTENTS

- 2 ABOUT THE GROUP
- 3 ABOUT THIS REPORT
- 5 MESSAGE FROM THE CHAIRMAN
- 6 BUSINESS OVERVIEW
- 7 SUSTAINABLE DEVELOPMENT AND CORPORATE GOVERNANCE
- 9 COMMUNICATION WITH STAKEHOLDERS
- 11 ENVIRONMENTAL PROTECTION
- 15 RESPONSIBLE OPERATION
- 19 OUR EMPLOYEES
- 22 DEVELOPING THE COMMUNITY TOGETHER
- 23 COMPLIANCE
- 24 OVERVIEW OF KEY PERFORMANCE INDICATORS
- 27 REPORT CONTENT INDEX



ABOUT THE GROUP

Shenzhen International Holdings Limited ("Shenzhen International" or the "Company") and its subsidiaries (collectively, the "Group") is principally engaged in logistics and toll road business. The Group defines the Guangdong-Hong Kong-Macao Greater Bay Area, the Yangtze River Delta and the Pan-Bohai Rim as strategic regions, endeavours to invest in, construct and operate logistics infrastructure projects including integrated logistics hubs and toll roads through expansion, mergers and acquisitions, restructuring and consolidation. Meanwhile, the Group provides high-end and value-added logistics services to customers based on these infrastructures while expanding into various business segments such as comprehensive development of land related to the logistics industry as well as investment in and operation of environmental protection businesses. As of 31 December 2019, the Group has established footholds in a total of 27 key logistics gateway cities across the country (including Shenzhen Logistics Park), managed and operated 19 logistics projects with a total operating area of 2.01 million square meters, among which, three logistics park projects are managed and operated in Shenzhen, with a total operating area of approximately 0.57 million square meters and overall occupancy rate of approximately 84%.

For the integrated logistics hub operation, in 2019, the Group entered into investment agreements for integrated logistics hub projects including Wuxi Jiangyin, Jiangsu Nantong and Guangdong Zhanjiang, and completed the acquisitions of the Tianjin Zhonglong, Zhongshan Torch and Shanghai Qingpu projects. In particular, the acquisition of the Zhongshan Torch project represented a breakthrough of the Group in "Integrated Logistics Hub" business layout in the Guangdong-Hong Kong-Macao Greater Bay Area. As of December 2019, a total of 16 integrated logistics hub projects were in operation with a total operating area of approximately 1.44 million square meters and overall occupancy rate of approximately 85%. In the future, the Group will continue to optimize its presence in the national logistics network and to expand and strengthen the Group's presence in key regions such as the Guangdong-Hong Kong-Macao Greater Bay Area, Yangtze River Delta and Beijing-Tianjin-Hebei area.

For the port operation in 2019, a total of 748 seagoing vessels berthed at the Group's Nanjing Xiba Port. To facilitate the construction of a key municipal construction plan in Nanjing, the Group has completed the stage one property transfer of the Phase 2 project of Nanjing Xiba Port and received reasonable compensation. After the transfer of the Phase 2 project, the Group will actively seek merger and acquisition and investment opportunities in ports or shorelines so as to balance the needs of sustainable development in various regions while expanding its business.

ABOUT THIS REPORT

This is the fourth Environmental, Social and Governance Report (the "Report") issued by the Group, which will continue to report on the Group's latest environmental, social and governance policies, measures and its effectiveness in fulfilling the Group's commitments to enable stakeholders[†] to understand the Group's development direction. The Report has been prepared in both Chinese and English and uploaded to the website of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and the Company's website at www.szihl.com.

REPORTING SCOPE

The Report will report on the environmental, social and governance performance of the Group from 1 January 2019 to 31 December 2019 (the "Year"). In addition to the continuous focus on the operation of South China Logistics Park, Nanjing Xiba Port, Wuhan Integrated Logistics Hub and Shenyang Integrated Logistics Hub, two additional integrated logistics hub projects, namely Nanchang Integrated Logistics Hub and Shandong Booming Total Logistics Park (collectively referred to as "Operating Sites") are also included in the Report to further extend the reporting scope. The different Operation Sites will be herein collectively referred to as follows:



[&]quot;Stakeholders", also known as "interested parties" or "equity owners", referring to groups and individuals that have a significant impact on the corporate business or may be affected by the business, including the board of directors of the Company, management, executives and general staff, as well as the shareholders, business partners, customers, government, regulatory authorities, banks, investors and community organization, etc.

REPORTING STANDARD

The Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange (the "Guide") and on the basis of the four principles of materiality, quantitative, balance and consistency. In order to provide a full disclosure and for the completeness of the contents of the Report, the Group also included part of contents of recommended disclosures provisions in the Guide in addition to just complying with the "comply or explain" provisions in the Guide.

Reporting Principles	Definition	Application in the Report
Materiality	The reporting will be focused on the environmental, social and governance ("ESG") issues which have material effects on the Group and stakeholders.	The Group has communicated with certain external stakeholders through focus groups during the Year to understand the ESG issues which concerns different stakeholders. During the Year, the stakeholders have selected 10 materiality issues. For the specific assessment process, please refer to the section titled "COMMUNICATION WITH STAKEHOLDERS".
Quantitative	The key performance indicator ("KPI") data should be measureable and comparable when appropriate.	The Group's social KPIs are sourced from the statistics of the relevant departments. In addition, in order to ensure the accuracy of the environmental KPIs, the Group has commissioned Carbon Care Asia, a professional consulting firm, to perform carbon assessment with criteria required by the guidelines of the Shenzhen Municipal Market and Quality Supervision Committee and guidelines of the National Development and Reform Commission of the People's Republic of China, and with reference to national and international standards such as ISO14064-1 and the Greenhouse Gas Accounting System.
Balance	An issuer shall report on its ESG performance during the year in an objective and truthful manner.	In the preparation of the Report, the Group not only focused on describing its achievements in ESG, but also introduced difficulties encountered and corresponding solutions.
Consistency	The disclosures in the Report should use consistent disclosure methodologies to allow for comparisons of KPIs in relation to ESG for understanding corporate performance.	Unless otherwise stated, the Report has adopted methods which are the same as the ones adopted in previous years. For details, please refer to the section titled "OVERVIEW OF KEY PERFORMANCE INDICATORS".

CONFIRMATION AND APPROVAL

All information cited in the Report is derived from the Group's official documents, statistical data and management and operational information collected in accordance with the Group's systems. The Report has been confirmed and approved by the board of directors of the Company (the "Board") on 29 June 2020.

FEEDBACK

The Group treasures the opinion of its stakeholders. If you have any queries or recommendations in relation to the contents of the Report, you are most welcome to contact us through the following means:

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East, Kowloon, Hong Kong

Tel: 852-2366 0268 Email: info@szihl.com Fax: 852-2739 5123

MESSAGE FROM THE CHAIRMAN

The increasing number of environmental and social issues faced by the world, as well as the increasing expectations of regulators and all sectors of the society on corporate environmental, social and governance impose higher requirements on the operation of various industries. In this regards, the Board, which is responsible for leading all aspects of sustainable development of the Group to ensure that relevant strategies reflect the Company's core values, has been adhering to a high level of corporate governance and has fully recognized the importance of effective environmental, social and governance measures at the operational level.

The logistics business is closely related to environmental and social issues. How to fulfil the requirements of business growth and customers while taking into account the requirements of sustainable development will be the direction for future growth of the Group. The Group insists on ensuring its corporate vision is in line with national development and actively fulfils its social responsibility as a listed company. Making full use of its internal and external resources, the Group studies environmental protection practices and strives to incorporate energy-saving and low-carbon concepts into the development and design of its logistics parks, integrated logistics hubs and ports. Meanwhile, the Group also adheres to a people-oriented approach, it has carried out a total of 13 training activities, such as expert seminars and classes, during the Year to improve its employees' job-specific skills. Moreover, the Group actively participated in the Shenzhen-Xinmin Village, Heyuan Counterparts Aiding initiative (深圳市對口幫扶河源市新民村工作). The village showed significant improvement in infrastructure and notable advancement in living standards. These achievements have earned the Group the honorable title of "Key Benefactor to Alleviate Poverty" granted by the government of Guangdong Province.

On the other hand, communication with stakeholders is also a crucial step in realizing the Group's environmental, social and governance development. In order to understand the issues which concerns the stakeholders as well as their comments and suggestions, the Group has engaged a consulting firm to hold management interviews and focus group discussions during the Year. The Group is very grateful for the participation of stakeholders and has responded to the comments and suggestions raised by the stakeholders in the relevant sections of this Report so as to facilitate internal environmental, social and governance establishment of the Company in a more efficient manner. By reviewing the feedback of stakeholders, the Group has conducted a materiality analysis to summarise the substantial environmental, social and governance issues. The results showed that environmental protection and operating practices are the most common concerns of the stakeholders.

The Group has implemented plans for risk management, policy formulation and data collection since 2019 to gradually integrate the environmental, social and governance aspects into its business. Our next steps will be incorporating climate change policies and response actions into our governance considerations, responding to the requirements of regulatory authorities, conducting further studies and formulating sustainable development policies and related goals, and planning a roadmap for sustainable development to improve environmental and social performance in all aspects.

Shenzhen International Holdings Limited Li Hai Tao Chairman of the Board

BUSINESS OVERVIEW

Name of Business	Logistics Park		Integrated Logistics Hubs			
Name of Operating Sites	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Dongxihu Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port
Principal business	Mainly engaged in businesses such as bonded logistics, intelligent warehousing, general warehousing, etc., as well as the provision of loading and unloading, customs declaration and inspection, China-Hong Kong transportation and domestic transportation, etc.	Provides general freight, freight station (site) operation, logistics service, warehousing service, joint cargo transportation, parking lot, and property management	Provides leasing services and property management services of distribution and transfer center and a modern warehouse center, and value- added ancillary services such as providing office and accommodation	Provides warehousing, loading and unloading, highway transport and logistics information consulting services	The functions of drop- and-pull transport centre, distribution and transfer centre, comprehensive warehousing centre, information and supply chain management centre, e-commerce cluster, base for regional headquarters for the logistics sector and ancillary service centre	Port terminal operation and supply chain management services business relating to the port terminal operation
Operating area	322,000 square meters	37,000 square meters	67,000 square meters	256,000 square meters	91,000 square meters	220,000 square meters
Location	Shenzhen	Yantai	Wuhan	Shenyang	Nanchang	Nanjing



SUSTAINABLE DEVELOPMENT AND CORPORATE GOVERNANCE

The Board is responsible for leading the direction of sustainable development of the Group and ensuring that the environmental, social and governance strategies reflect the core values of the Company. Members of the Board and the executive directors' committee of the Company shall monitor and ensure corporate management processes. All levels of the Group shall implement the sustainable development strategies formulated by the Board at all times to meet the interests of various internal and external stakeholders.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISK MANAGEMENT

The Board shall ensure that the Company establishes and maintains an appropriate and effective risk management and internal control system, while the management of the Company is responsible for designing and implementing such risk management and internal control system. The organisational structure of the Company's risk management comprises the Board, the audit committee, the management of the Company, risk control committee, risk management department, audit department and risk coordinators at other departments. The Company performs risk assessment, prepares a risk management report quarterly and annually and determine corresponding strategy in accordance with the requirements of the internal guideline, "Comprehensive Risk Management Regulations". The risk management department oversees material risks of the Group on an ongoing basis, and prepares an internal control and risk management system assessment report for the Company annually.

During the Year, the risk management department conducted a review and an analysis on the Group's potential risks and formulated corresponding measures. The environmental, social and governance related risks of the Group and the risk mitigation and management measures are listed in the table below:

Environmental, social and governance risks

Potential impacts

Risk mitigation and management measures



Policy, legal and compliance risks

As the amendment to the "Regulations on Administration of Toll Roads" (《收費公路管理條例》) has not been finalized, it is expected that the Group's operation and compliance may be affected by such policy adjustment.

The national environmental protection standards are heightened continuously, and the fiscal and tax subsidies provided for some environmental protection segments may be gradually reduced, which will affect the operation of the Group's expanding environmental protection sector².

- Keep monitoring the status of the amendment to the "Regulations on Administration of Toll Roads" (《收費公路管理條例》); and
- Keep abreast of the changes in the environmental protection policies, fully assess the impact of any policy changes and consider countermeasures.

The Group has many construction projects.

There are certain construction safety risks due to wide construction scope, complicated construction technology and construction environment, and traffic problems that may be difficult to resolve.

- Strengthen the supervision over the safety management of construction units, ensure the qualifications of operators and the equipment are in good order, and carry out safety training and emergency drills for operators.

Project construction safety risks

Toll road and environmental protection industry are not within the scope of this Report.

SUSTAINABLE DEVELOPMENT AND CORPORATE GOVERNANCE

Environmental, social and governance risks

Potential impacts

Risk mitigation and management measures



Control and business synergy risks

Factors which can have a significant impact on the Group's successful strategic planning includes whether the reform of the management and control model is in line with expectations, whether the business between light and heavy assets can be integrated, whether the business synergy is effective, and whether our internal management capabilities such as corporate information system, organizational structure and human resources comply with the new management requirements. There may also be risks of conflicts in corporate culture integration and improper management after the merger and acquisition of the Group's business.

- Gradually implement the reform of the management and control model, and build an organizational structure and management and control mechanism to support the transformation of business;
 - Gradually improve our information systems that caters to the management needs according to the actual development of the business; and
- Establish a sound and long-term incentive mechanism and talent training plan, give full play to the enthusiasm and potential of key employees, and realize the value jointly created and shared between employees and enterprises.

In the coming year, the Company will continue to improve its governance structure, establish feasible and business-related goals for substantial environmental, social and governance issues, and review the annual progress in accordance with the goals and report to stakeholders. In the process of risk management, each department of the Group will conduct a more comprehensive assessment on environmental, social and governance related risks, prioritize material matters and conduct discussions on strategic development directions.

COMMUNICATION WITH STAKEHOLDERS

The Group considers that the opinion and suggestions of stakeholders can help the Group to strengthen its environmental, social and governance work in a more efficient manner. The Group organized different stakeholder communication activities during the Year, details of which are as follows:



Customers

The Group regularly communicates with customers to understand their expectations on the Group's sustainable development

Society

The Group encourages employees to participate in local community building through volunteer activities

Internal stakeholders O

Employees

The Group collects
employees' opinion and
suggestions on sustainable
development via conducting
employee opinion surveys
and activities, such as the
"Providing good
suggestion"
program

Suppliers

The Group conducts onsite visits and communicates with suppliers regularly to understand their operations and cooperation needs

Government

The Group participates in government-organized meetings on the logistics industry to learn about the latest national policies and guidelines for the industry

COMMUNICATION WITH STAKEHOLDERS

MATERIAL ISSUES RELATED TO SUSTAINABLE DEVELOPMENT

During the Year, in order to understand the stakeholders' awareness of and vision on environmental, social and governance aspects, the Group has commissioned Carbon Care Asia, an independent consulting firm, to conduct stakeholder communication activities and materiality analysis, including: management interviews, focus group activities with external stakeholders and questionnaires. For questionnaires, we invited internal and external stakeholders to rate on different issues in the aspects of environmental protection, employment and labor practices, operating practices, and community investment, thereby understanding the degree of concern of stakeholders on each issue. Through analysing the results of the questionnaires, the Group identified 10 materiality issues out of 20 relevant issues (see the upper right part of the diagonal line in the diagram on the right).



Impact of the Group on Environment, Society and Governance

The details of the 20 issues are as follows (sorted by aspect and importance), among which 10 materiality issues have been marked with a "~".

Aspects		Issues	Materiality Issues
	2	Managing and monitoring wastewater discharge and waste disposal	√
Environmental protection	5	Understanding the impact of business activities on the environment and natural resources and taking actions to manage the relevant impact	✓
	1	Managing and monitoring air pollutants and greenhouse gas emissions to respond to national carbon reduction policy	✓
	6	Organizing more charitable activities for environmental protection, and inviting employees to participate actively	✓
	3	Taking measures to achieve an efficient use of water resources	✓
	4	Taking measures to improve the efficiency of energy	
	16	Protection of interests of customers	✓
	18	Establishment of anti-corruption reporting channels and procedures	✓
Operating practices	17	Formulation of preventive measures and internal control system on corruption, bribery, extortion, fraud and money laundering	✓
ριασιίσσο	15	Assuming liability for products or services provided	
	14	Analysis on the environmental and social risks of the supply chain to identify high risk segments, and use environmental and social indicators as one of the tendering criteria	
	11	Provision of training, including internal and external courses, for employees to enhance their knowledge and skills in fulfilling their job responsibilities	✓
	9	Identifying the corresponding occupational disease risks and taking appropriate measures to ensure the safety of employees in daily work	
Employment	10	Providing activities aimed at promoting employees' physical and mental health to reduce their work related stress	
and labor	13	Taking measures to prevent forced labor	
practices	7	Establishing a comprehensive employment system to ensure employees are made aware of employment arrangements	
	12	Taking measures to prevent child labor	
	8	Provision of an equal and diversified employment environment to avoid discrimination or sexual harassment in workplace	
Community	20	Allocating resources in different areas to promote the development of communities	✓
investmenť	19	Understanding the needs of the communities where our operations are located to ensure that community interests are taken into account in its business activities	

For the materiality issues identified in the analysis, the Group has taken corresponding measures and considered the recommendations raised in focus group discussions, the elaboration of which is set out in subsequent sections. The Group will continue to strive to establish diversified, transparent, honest and accurate communication channels to provide an important basis for the Group's environmental, social and governance strategies as always.

ENVIRONMENTAL PROTECTION

With the heightened requirements of the government and the public for corporate environmental performance, the sustainable environmental development has become one of the important aspects in fulfilling the Group's corporate social responsibility. The Group will strive to optimize the use of resources and protect the natural environment and ecosystem. In order to effectively minimize the impact of operations on the environment, the Group has formulated the Safety, Health and Environmental Protection Management Regulations (《安全健康環保管理規定》). Meanwhile, environmental policies that are consistent with the operating characteristics of the Operating Sites have also been formulated.

EMISSIONS MANAGEMENT

Greenhouse gases

The Group continued to commission an independent consulting firm, Carbon Care Asia, to conduct a carbon assessment for the Year in order to quantify greenhouse gas emissions (or "carbon emissions") generated during its operation. The process of quantification is based on the guidelines of the Shenzhen Municipal Market and Quality Supervision Committee (深圳市市場和質量監督委員會)³ and the guidelines issued by the National Development and Reform Commission⁴; and reference to international standards such as ISO14064-1 and the Greenhouse Gas Accounting System.

The total carbon emissions at the Operating Sites of the Group for the Year was 25,470.7 tonnes, which was mainly generated from the use of external electricity of scope 2 (energy indirect greenhouse gas emissions), accounting for 91.9% of the total carbon emissions. The carbon intensity (calculated by area) of the Operating Sites for the Year decreased by approximately 20.5% as compared with the previous year. For greenhouse gas emissions by scope, carbon emission intensity and cross-year comparison, please refer to the section entitled "OVERVIEW OF KEY PERFORMANCE INDICATORS".

It is worth noting that the carbon emissions of the Port accounted for 62.8% of the total carbon emissions of the Operating Sites, where the carbon emissions generated by its purchased electricity accounted for 58.9% of the total carbon emissions of the Operating Sites. In the second half of 2019, the depot of the phrase 2 of the Port project was expropriated, thereby reducing the total carbon emissions of the Port by approximately 24.0% as compared with 2018. As a result, its electricity consumption and fossil fuel combustion (mobile source) decreased by approximately 11.7% and 32.0% respectively.

In order to strengthen the management of greenhouse gases generated from daily operations, the Port has formulated its Greenhouse Gas Emission Management Measures (《溫室氣體排放管理規定》). Such measures have stated that the equipment maintenance department is responsible for the daily repair and maintenance of different environmental protection equipment to reduce greenhouse gas emissions attributable to the aging of equipment. The Group will continue to assess, record and disclose its greenhouse gas emissions data annually so as to lay a foundation for formulating carbon reduction targets, measures and priorities in the future.

Air emissions

The main source of air pollutants of the Operating Sites of the Group was the unorganized dust emissions from the Port, as well as air pollutants (such as nitrogen oxides, sulfur oxides and respirable suspended particulates) generated by the use of energy (such as gasoline and natural gas) by vehicles and certain equipment in the Logistics Park and the Integrated Logistics Hubs. In order to further reduce the air emissions generated in daily operations, the Group's Safety, Health and Environmental Protection Management Regulations have required the relevant departments of the Operating Sites to perform regular maintenance on operating equipment.

During the Year, the Port accounted for the highest proportion of air pollutants, the nitrogen oxides, sulfur oxides, and respirable suspended particulates generated accounted for 86.5%, 89.7% and 99.97% of the total amount of air pollutants generated respectively. The total amount of nitrogen oxides generated by the Logistics Park and the Integrated Logistics Hubs accounted for 7.1% and 6.4% of the total amount of nitrogen oxides generated respectively. In addition, the respirable suspended particulates emissions of the Operating Sites were basically generated from the Port as it was engaged in the core business of coal transportation, which will generate a substantial amount of coal particles.

Emission	Emission for the Year (kg)			
EIIISSIOII	Logistics Park	Port	Integrated Logistics Hubs	
Nitrogen oxides (NOx)	800.6	9,734.0	723.7	
Sulfur oxides (SO _x)	17.1	208.9	6.8	
Respirable suspended particulates (RSP)	50.4	187,965.6⁵	13.9	

³ SZDB/Z 69-2018 "Organizational GHG Emissions Quantification and Reporting Standards and Guidelines"《組織的溫室氣體排放量化和報告規範及指南》).

⁴ Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Land Transport Enterprises in China (Trial) (《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》).

The data includes the Group's estimated data and data from fossil fuel combustion by vehicles.

ENVIRONMENTAL PROTECTION

Waste

A total of 3,293 tonnes of non-hazardous waste, including daily domestic waste, were generated by the Group's Operating Sites during the Year. For the non-hazardous waste generated in daily operations, the responsible department of the Operating Sites has contacted professional waste treatment company or environmental and hygiene department for cleaning and delivery to the landfill. Among the Operating Sites, only the Port has generated hazardous wastes, including materials such as used motor oil and oil-containing wastes of 5.57 tonnes in total. The Group has commissioned organisations with hazardous waste disposal qualification to dispose of such wastes. The Group's waste reduction measures for hazardous waste have achieved results. The intensity of hazardous waste (calculated by area) at the Operating Sites for the Year decreased by approximately 28.0% as compared to the previous year. However, for non-hazardous waste, the intensity (calculated by area) of non-hazardous waste at the Operating Sites for the Year increased by approximately 28.5% as compared to the previous year.

The Port has formulated the Measures for the Management of Solid Waste Classification (《固體廢物分類管理辦法》), which stipulates that its production safety committee shall be fully responsible for the management of solid waste. For non-hazardous wastes, such as waste paper, waste glass and waste wood, generated in daily operation, the comprehensive management department will set up collection containers at designated locations. For hazardous wastes such as used motor oil and oil-containing wastes, special containers should be used for collection and hazardous waste signs should be set up in accordance with the requirements of the Standard for Pollution Control on Hazardous Waste Storage (《危險廢物貯存污染控制標準》) (GB18598-2001). After the collection of hazardous wastes, the engineering and technology department will contact a qualified organisation for disposal.

Waste water

In order to improve the water pollution management system, the Port has formulated the "Water Pollution Prevention, Control and Management Measures" (《水污染防治管理辦法》). The production safety committee is responsible for providing human resources, financial and equipment support for water pollution prevention and control. The waste water generated during operation must be treated by waste water treatment plant and multi-stage sedimentation device, and the water quality should meet the relevant requirements of the "Quality Standard for Municipal Waste Water Reclamation for Municipal Multi-Purpose Uses" (《城市污水再生利用城市雜用水水質》) (GB/T18920-2002) and be used for watering and fire service in the factory area. On the other hand, domestic waste water is discharged to regulating tanks for anaerobic digestion, sedimentation and disinfection processes, and the processed water will be used for greening purposes in the factory area.

USE AND MANAGEMENT OF RESOURCES

Energy

The Group continued to improve the efficiency of the use of resources by the Group through formulating different resource management policies and reviewing the objectives and measures for the use of resources on a regular basis. The Port manages the use of different resources in daily operations by adopting measures stipulated in the "Management of Energy Saving and Consumption Reduction" (《節能降耗考核管理辦法》). The measures stipulate that the comprehensive management team and the corresponding staff on duty should be responsible for monitoring the electricity consumption in office and living areas, and the person responsible should be punished if any illegal use of electrical appliances is found.

During the Year, the total electricity consumption at the Operating Sites of the Group was 47,206.7 MWh, and the energy intensity was 0.05 MWh equivalent per square meter, the other types of energy used include gasoline, diesel and natural gas. The energy intensity as calculated by area for the Year decreased by approximately 14.5% as compared to the previous year, reflecting the success of its energy-use-efficiency initiatives of each Operating Site.

	Co	Consumption for the Year			
Use of energy	Logistics Park	Port	Integrated Logistics Hubs		
Gasoline (MWh equivalent)	278.7	148.3	111.1		
Diesel (MWh equivalent)	1.0	3,571.1	4.0		
Liquefied petroleum gas (MWh equivalent)	94.6	-	-		
Natural gas (MWh equivalent)	-	-	4,626.9		
Electricity (MWh)	3,565.9	24,582.6	10,222.4		
Total energy consumption (MWh equivalent)	3,940.2	28,302.0	14,964.4		
Energy intensity (calculated by area, i.e. "MWh equivalent/square meter")	20.66	128.12	31.26		

Water resource

The total water consumption of the Operating Sites for the Year was 662,616 cubic meters; and the water intensity was 0.74 cubic meters per square meter, representing an increase of 7.9% as compared to the previous year. Due to the failure in achieving desirable results in water conservation, the Group will step up its efforts to improve water efficiency in the coming year. In addition, the Operating Sites of the Group did not encounter any difficulties in obtaining water sources as they mainly use tap water from the municipal pipe network.

Water resource	Logistics Park	Port	Integrated Logistics Hubs
Water resource consumption (cubic meters)	420,602	88,120	153,894

Packaging materials

The total amount of packaging materials used for the Operating Sites was 0.53 tonnes, which was mainly used for the simple packaging of customer goods in the Logistics Park. The Logistics Park minimizes the use of packaging materials (such as tape and stretch film wrap) for goods without special requirements, and encourage certain customers to use reusable duct tape to bundle the goods.

The Group will continue to improve the efficiency for the use of resources in its production process in the future, and gradually establish quantitative targets for the use of resources with yearly resource consumption limits as benchmark.

ENVIRONMENT AND NATURAL RESOURCES

In order to enhance the protection of the surrounding environment and natural resources, the Group has established a safety and health committee, which is mainly responsible for reviewing environmental protection planning, pollution treatment and coordination.

The construction of the second phase of the Logistics Park commenced this Year. During the construction process, the Group prioritized green construction while ensuring the quality and progress of construction are maintained. The key requirements for green construction include: controlling construction dust, reducing soil erosion, reducing the impact of light pollution and managing construction noise. The Group has taken different measures in the Logistics Park, such as regular washing of transportation vehicles, planting of green vegetation, closed operations and regular noise monitoring, etc., in an effort to reduce the impact of construction on the surrounding environment.

For possible noise pollution in the course of the Port's operations, the relevant departments should adopt measures to reduce noise and prevent vibration; vehicles and vessels are strictly forbidden to honk or whistle in the Port's area. Moreover, the technology and safety department also invites environmental protection experts to provide guidance on the environmental management of the Port on a regular basis.

ENVIRONMENTAL PROTECTION

During the Year, external stakeholders put forward the following environmental recommendations at the focus group discussion. The Group will consider such recommendations when optimizing management in the future, and will continue to communicate with its stakeholders.

Environmental issues	Opinions on the current situation	Focus group's recommendations	Our response
Emissions	There is no designated waste storage area in the Logistics Park, and no specific staff has been assigned to dispose of the waste generated by the tenants in the Logistics Park in the course of operation.	 To enhance waste management, and designate areas in the Logistics Park to store waste. To segregate waste in the Logistics Park and enhance waste recycling and utilization. To organize personnel to collect garbage on a regular basis for better environmental sanitation services. 	 Designated areas in the Logistics Park have been set up for the storage of waste. Regular collection of garbage by cleaning staff will be organized, and a professional garbage collection company will be engaged for cleaning and collecting garbage in a timely manner.
	Certain roads in the Logistics Park are still unpaved. Forklifts are likely to create dust cloud while in operation.	 To pave asphalt roads in order to reduce dust cloud. To strengthen the maintenance of roads in the Logistics Park. 	 Patrols have been more frequent in order to comply with the requirements, and road damages once found shall be repaired in a timely manner.
Water resource	Water leakage often occurs in the office and parking lots of the Logistics Park.	To maintain the infrastructure in the Logistics Park regularly to reduce the frequency of water leakage to conserve water.	 A water proofing company has been engaged to carry out inspection, and water leakage once found should be fixed in a timely manner.
5	There are limited supporting facilities in the Logistics Park such as charging piles for electric forklifts and motorcycles.	To set up more charging piles in fixed areas, encourage partners to use new energy equipment, and reduce the impact of traditional combustion on the environment.	We have a designated area for setting up charging stations for public bicycle to meet customers' charging needs.
Environment and natural resources	The greening rate in the Logistics Park continues to decrease.	 To emphasize on the greening of the Logistics Park and expand vegetation coverage. 	 Vegetation and flower coverage will be increased as planned.

RESPONSIBLE OPERATION

The Group attaches great importance to the implementation of supply chain management, service quality improvement and anti-corruption in the course of operations in order to put the business ethics of the Group into practice and maintain its corporate brand. In this regard, the Group has formulated a series of relevant policies to regulate its operation.

SUPPLY CHAIN MANAGEMENT

Shenzhen International attaches great importance to the management of the supply chain and understands the importance of the supply chain selection for our own operation. The Group has formulated internal systems such as the Management and Selection Method for the List of Intermediary Agencies (《中介機構備選庫管理及選聘方法》) and the Measures for Management of Biding and Procurement (《招標採購管理辦法》). Meanwhile, each Operating Site has fulfilled the Group's requirement for suppliers through formulating policies such as the Safety Management System for Related Parties (《相關方安全管理制度》) and the Measures for the Management of Selecting Intermediary Agencies (《選聘中介機構管理辦法》). When selecting and evaluating suppliers, the Group also considers the suppliers' environmental and social performance in addition to the quality of its products in order to control the related risk.

The Group encourages suppliers to be environmentally and socially responsible, and regulates environmental and social practices of service agencies, including construction contractors, external park property management service contractors, through articles and requirements set out in its internal systems such as "General Construction Contract" (《施工總承包合同》) and "Property Management Manual" (《物業管理手冊》).

Aspect	Relevant requirements		
Environment	The contractors shall take precautions during the construction process that may cause waste gas emissions, water pollution and solid waste.		
Society	The contractors shall provide all on-site construction personnel with labor protective equipment that protect workers from dust, noise and harmful gases in accordance with the law. Moreover, the contractor shall also reasonably arrange working hours of its employees in accordance with the relevant regulations to ensure that the workers have regular breaks, and at the same time grant compensatory leave or additional remuneration to employees who work overtime.		

MAINTAIN PRODUCT RESPONSIBILITY

Safe and efficient service

As an enterprise mainly engaged in logistics and warehousing services, the Group has always been attaching great importance to providing tenants with a safe business environment. The General Warehouse Business Contract (《普通倉業務合同》) entered into between South China Logistics Park and its customers explicitly stipulated that it will regularly check the fire safety of warehouses and other ancillary facilities, and maintain the normal use of utilities and fire equipment together with its tenants.

The Port has also formulated the Measures for Freight Quality Management (《貨運質量管理辦法》), and three departments are jointly responsible for the management of freight quality.

Department name	Responsibilities
Business Management Department	 To be fully responsible for the management, supervision and assessment of freight quality of the Port;
	 To organize and convene special meetings and formulate special management measures in response to special goods or special requirements of customers; and
	• To organize incident analysis meeting and put forward reasonable rectification suggestions to management.
Operation Department	To implement requirements of management regarding freight quality.
Equipment Management Department	• To maintain the operation equipment to ensure that such equipment can satisfy the requirements in respect of freight transportation; and
	• To cooperate with the investigation and handling of freight quality incidents.

The Logistics Park has established a customer complaint system with a customer service center responsible for handling customer complaints and recording each complaint in a complaint registration form (《投訴登記表》). Based on the severity of the event, the customer service officers can choose to report directly to the relevant management member or transfer it to relevant responsible officer for handling. After each incident has been resolved, the customer service officer will reply to the customer and store the file as record.

During the Year, external stakeholders put forward the following recommendations on operational practices at the focus group discussions. The management of the Group has responded to these suggestions and is committed to continue the effective communication with stakeholders.

Operation practices issues	Opinions on the current situation	Focus group's recommendations	Our response
	Currently a WeChat message group is formed with the tenants in the Logistics Park. Tenants can inform the relevant staff of their comments and suggestions in the WeChat group and receive timely response.	• Establish an official communication mechanism and flow between tenants and the Group. Response to questions from tenants in the Logistics Park should be given within a specified time and implemented as soon as possible. The resolutions for handling a question should be announced timely to avoid misunderstanding in communication.	Continue to enhance the implementation of the customer communication mechanism, and respond to the demands of customers in a timely manner.
Product responsibility and product quality	With the business expansion and park development in the last two years, the gateway of the Logistics Park and its surrounding traffic were congested.	 Communicate with local government and strive to reduce traffic congestion outside the Logistics Park together and maintain/restore the normal traffic flow of trucks in the Logistics Park. Enhance the management of hardware facilities in the Logistics Park, such as: commence the maintenance work at the car park entrance; increase the number of gateways and reduce traffic congestion. 	 Communicated with relevant government departments regrading traffic congestion. Relevant facilities and equipment was set up in the Logistics Park and the number of carpark gateways has been increased to reduce traffic congestion.

Protect Customer Privacy

The Information Security Management Systems (《信息安全管理制度》) of South China Logistics Park requires that the management of the computer room shall strictly abide by the privacy system and shall not leak any data or information without permission, including but not limited to, the private information of tenants and different customers. In addition, the Port has signed privacy agreements (《保密協議》) with staff and requires them not to distribute classified information, including but not limited to customer list, to any third party without permission.

The business of the Group currently does not involve matters related to intellectual property, product recall and labelling. Thus, no relevant policy is formulated. In the future, the Group will formulate relevant policy in accordance with the business development.

RESPONSIBLE OPERATION

ANTI-CORRUPTION

The Group understands that anti-corruption is not only a social demand expected of enterprises, but also an important way for enterprises to reflect its corporate responsibility. By formulating the Policy of Report on Misconduct (《不當行為的舉報政策》), the Group has fulfilled its commitment to anti-corruption.

If inappropriate behaviour was discovered by any staff during the course of work, the staff can report such behavior by writing to their immediate supervisor, the Audit Department of the Company or the Chairman of the Audit Committee based on the severity of the incident. Inappropriate behaviour includes but not limited to:

- violation of legal and regulatory requirements;
- immoral behavior that damages the Company's reputation; and
- endangerment to personal safety and surrounding environment.

After receiving the report from staff, the Group will keep the personal information of the staff strictly confidential. Any person who harrasses the whistleblower, if verified, will be dismissed by the Company immediately or will be handed over to the relevant law enforcement agencies.

At the same time, the Group also formulated the Leadership Responsibility System for Distribution of Work (《領導分工責任制》), which clearly stipulates the duties of the person-in-charge of each unit in the construction of an anti-corruption system. The Chairman of the Board is responsible for the Group's building of integrity and anti-corruption work and the Chief Compliance Officer of the Group assists the Chairman of the Board to carry out the anti-corruption work of the Group.

OUR EMPLOYEES

The Group believes that an excellent employment environment is an essential element for the enhancement of the Group's sustainable development. The Group strives to create a safe and comfortable working environment for our employees and provide a comprehensive occupational development system so that all employees are respected and motivated.

COMPREHENSIVE EMPLOYMENT SYSTEM

The Group considers that a comprehensive employment system is an essential element not only in attracting talents, but also to protect employees' rights. The Group has formulated management systems such as Employee Handbook (《員工手冊》), Measures for Position Management (《職位管理辦法》), Measures for the Management of Employee Recruitment (《員工聘用管理辦法》) and Measures for the Management of Rest Periods and Overtime (《休假及加班管理辦法》) to enhance the Group's management efficiency in different areas of employment.

Salary and dismissal	 The salary of the employees include monthly salary, year-end bonus, subsidy and allowance, social insurance and pension. The human resources department is mainly responsible for dismissals in the Group. The dismissal and relevant compensation are implemented in accordance with relevant national labor law and regulation.
Recruitment and promotion	 Departments in the Group will prepare staffing plans according to each department's actual demand and report to the human resources department. The human resources department will then organize written tests and interviews with suitable candidates. During the Year, the Group continues to recruit management talents and professionals in relation to logistics and environmental protection from market selection and campus recruitment. By maintaining a full management team and professional talents, our talent structure is constantly optimized. The Group regularly evaluates and assesses employees' work performance, and assess staff promotions base on individual performance.
Working hours	The Group implements a five-day working week system and abides by the relevant Labor Law requirements regarding working hours.
Holidays	Apart from providing annual leave, casual leave, sick leave, work injury leave, marriage leave, compassionate leave, maternity leave and paternity leave as required by national law, the Group also provides examination leave to encourage employees to enhance their professional skills.
Equal opportunities and anti-discrimination	The Group commits to strictly control every segment during recruitment to warrant a fair and just recruitment process and provide equal opportunities to every candidate. If the interviewee has interest associated with an employee of our Group, such employee should avoid participating in the recruitment process.
Diversification	The Group puts strong emphasis on attracting and nurturing talents, constantly improving its talents recruitment and selection process, and broadening its recruitment channels. Through market-oriented recruitment and campus recruitment and, as well as recruitment of talents who are experienced in professional skills and management from different professions. As at the end of 2019, the Integrated Logistics Hubs project of the Group employed a total of 15 workers from ethnic minority groups.
Other benefits	The Group also provides staff benefits including medical benefits, communication subsidy, education allowance and other special rewards.
Child labor	The Group strictly complies with the national law requirement and prohibits recruiting child labor.
Forced labor	The Group encourages employees to complete their duties within the required time. Any overtime work should be approved by the human resources department.

OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our employees is one of the work focus of the Group. The Group hopes to lower the occupational risks encountered by our employees in their daily work via a systematic workflow to regulate safety management measures. The Group has formulated the Safety, Health and Environmental Protection Management Regulations (《安全健康環保管理規定》) and Measures for Management of Occupational Safety (《職業健康管理辦法》) with the Operating Sites formulating different policies based on their own circumstances, such as the Work Injury Insurance Management Policy (《工傷保險管理制度》) implemented by South China Logistics Park and Occupational Safety Management Policy (《職業健康管理制度》) implemented by the Port.

Aspect		Descr	iption	
Policy	Safety, Health and Environmental Protection Management Regulations	Measures for Management of Occupational Safety	Work Injury Insurance Management Policy	Occupational Safety Management Policy
Measure and supervision	The Group has established a safety production committee which is mainly responsible for the safety issues of the Group and established a safety, health and environmental protection management system and procedures, and the safety production office is responsible for guiding, supervising, inspecting, and evaluating the operation of the Group's safety, health and environmental protection system. Meanwhile, the Group requests the Operating Sites to organize safety education trainings for employees to participate in to foster the safety awareness of the employees and to evaluate the effects of the trainings.	The policy stipulates that if occupational hazards exist at the Operating Sites, an occupational health management plan should be formulated immediately, including but not limited to occupational hazard assessment, repair and maintenance of occupational hazard protection equipment, and regular safety inspections. At the same time, the Operating Sites shall declare and file relevant occupational risks to the safety production supervision and management department in accordance with relevant regulations.	If an employee is injured during work, the safety department and the department head of the injured employee shall immediately go to the place of accident to handle the situation. Within 12 hours thereafter, the personnel responsible for safety shall then file an incident report, together with any medical records to the safety department. Moreover, the human resources department shall accompany the injured employee to collect a work injury verification application form from the insurance department within 3 months from the date of the incident. After that, the safety department will follow up with the insurance company on the compensation.	The Port has established an occupational safety leading group which is mainly responsible for promulgating occupational hazard prevention system and regulation, taking emergency measures against occupational hazard incident in the operation area and assist government departments in investigation and management. The safety production office shall provide pre-job and onthe-job occupational safety training to practitioners. For premises with occupational hazard, an eye-catching notice board shall be set up to clearly notify employees that there is occupational hazard in the work premises.

During the Year, there were two work injury incidents at the Operation Sites of the Group, which were all dealt with properly in accordance with the national and the Group's regulations. The relevant employees have recovered. There was no work-related fatalities at the Operation Sites of the Group.

EMPLOYEE DEVELOPMENT AND TRAINING

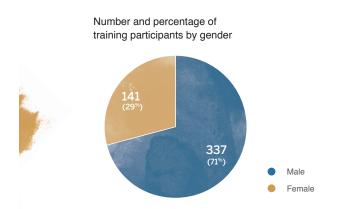
The Group understands the importance of enhancing employees' working skills in expanding their occupational development in the future. By promoting a corporate culture of continuous education, the Group has established a comprehensive training program to satisfy the different needs of employees. For that, the Group has formulated the Measures for the Management of Employee Training (《員工培訓管理辦法》) to improve the relevant employee training system of the Group.

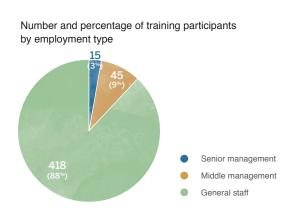
The Group, through the human resources department, distributes the Departmental Annual Training Program Declaration Form (《部門年度培訓計劃申報表》) to all the departments at the start of every year. The departments shall declare in accordance with factors such as position and responsibility, employee performance evaluation and occupational development. Once a training is completed, human resources department and department heads will evaluate on the training effects and complete the program assessment form. The Group provides study subsidy and allowance to employees, encourages them to participate in external training and obtain relevant occupational qualification certificates or academic accreditations.

Training activity

After collaborating with the Graduate School of Tsinghua University to commence the "Elite Program" of special training, the Group continues to collaborate with the Sun Yat-sen University to commence a back-up talent special training program. Apart from collaborating with higher education institutions, the Group invites external lecturers to provide many internal trainings. Meanwhile, the Group encourages our employees to participate in professional trainings organized by external institutions to enhance the employees' general qualities, professional knowledge and business capabilities.

During the Year, training rates of the Group's employees is 100%. The details are as follow:





During the Year, the external stakeholders put forward the following employment recommendations at the focus group. The Group has responded and will consider those recommendations in improving its management respectively to meet the expectations of stakeholders.

Employment issues	Opinions on the current situation	Focus group's recommendations	Our response
Health and safety	Certain path areas are used by both pedestrians and forklifts and poses certain safety risks.	Improve the division between human and traffic in the Logistics Park and lower the risks for traffic accident.	Increase the number of pedestrian paths as requested to separate pedestrians from traffic.
Training and development	Further improve the employees' service awareness.	Improve the training on employees' awareness to serve actively and enhance service quality.	Organize relevant training as soon as possible to enhance service quality.

DEVELOPING THE COMMUNITY TOGETHER

The Group always attaches great importance to its social responsibility and focuses on community investment such as poverty alleviation. Shenzhen International has formulated a Three Year Action Plan (2018-2020) (《三年行動方案(2018-2020)》) which clearly states the main poverty alleviation objectives, such as developing rural collective economy, implementing livelihood policies, enhancing education protection and improving public service facilities. The Group strictly abides by the Action Plan to initiate community investment. Moreover, the Group has established a poverty alleviation leading working group headed by the Chairman of the Board to be fully responsible for the relevant matters. During the Year, the Group continued to support Xinmin Village in Dongyuan County, Heyuan City and the accumulated investment is currently over RMB13 million. During the Year, the specific poverty alleviation methods are as follows:

- established a tea leaf company to assist villages to sell tea leaves, the dividend distributed by such company to the poor population was over RMB200,000;
- constructed a new service building for Xinmin Village, and invest nearly RMB160,000 in purchasing office supplies; and
- provided education subsidy, enhanced medical protection, organized farming skills training and improved living conditions.

Apart from alleviating poverty for Xinmin Village, the Group has donated RMB10 million to the Guangxi Province for the local poverty alleviation work during the Year. The Group was awarded the "2016-2018 Key Benefactor to Alleviate Poverty" (2016-2018年脱貧攻堅突出貢獻集體) by the Guangdong Province for the Group's effort in poverty alleviation.

During the Year, the external stakeholders put forward the following recommendations regarding community investment at the focus group. The Group will consider those suggestions in improving its management and continue to communicate with external stakeholders.

Community issues	Opinions on the current situation	Focus group's recommendations	Our responses
Community investment	Established a WeChat platform for community communication	mechanism with the community,	on the WeChat public platform and relevant personnel can check and comprehend the



COMPLIANCE OF RELEVANT LAWS AND REGULATIONS

Aspect	Relevant laws and regulations	Compliance disclosures
A1 Emissions	Environmental Protection Law of the People's Republic of China Law of the People's Republic of China on Prevention and Control of Water Pollution Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution	During the Year, there were no cases of non-compliance in relation to emissions identified within the Group.
B1 Employment	Labor Law of the People's Republic of China Labor Contract Law of the People's Republic of China Regulation on Paid Annual Leave for Employees	During the Year, there were no cases of non-compliance in relation to employment within the Group.
B2 Health and safety	Law of the People's Republic of China on Work Safety Law of the People's Republic of China on Prevention and Control of Occupational Diseases Fire Protection Law of The People's Republic of China	During the Year, there were no cases of non-compliance in relation to occupational health and safety identified within the Group.
B4 Labor standards	Labor Law of the People's Republic of China Law of the People's Republic of China on the Protection of Minors	During the Year, there were no cases of non- compliance in relation to labor standards identified within the Group.
B6 Product responsibility	Law of the People's Republic of China on Product Quality	During the Year, there were no cases of non-compliance in relation to product responsibility identified within the Group.
B7 Anti- corruption	Law of the People's Republic of China Against Unfair Competition Anti-Money Laundering Law of the People's Republic of China	During the Year, there were no cases of corruption litigation against the Group or the staff, and there were no cases of non-compliance with relevant laws and regulations that have a significant impact on the Group.

OVERVIEW OF KEY PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE

	Environment Key Performance Indicators	This year	Year 2018 ^{6#}	Year 2017 ^{6*}	Unit
Aspect	t A1: Emissions				
A1.1	Types of emissions and respective emission da	ta			
	NO _x	11,258	17,489	1,680	kg
	SOx	233	364	36	kg
	RSP	188,030	187,604	107	kg
A1.2	Total Greenhouse gas emission and intensity				
	Scope 1 - Direct greenhouse gas emissions	2,028	2,608	161	tonnes of CO ₂ -e
	Scope 2 – Energy indirect greenhouse gas emissions	23,410	23,602	883	tonnes of CO ₂ -e
	Scope 3 - Other indirect greenhouse gas emissions	32	6	_	tonnes of CO2-e
	Total greenhouse gas emissions (Scope1, 2 and 3)	25,470	26,216	1,044	tonnes of CO2-e
	Greenhouse gas intensity (calculated by area)	0.029	0.036	0.005	tonnes of CO2-e/
					square meters
A1.3	Total hazardous waste produced ⁷				
	Total amount of hazardous waste produced	5.57	7.74	_	tonnes
	Hazardous waste intensity (calculated by area)	25.2	35.0	_	tonnes/million
					square meters
A1.4	Total non-hazardous waste produced and (if ap		-		
	Total amount of non-hazardous waste produced	3,293	1,582	360	tonnes
	Non-hazardous waste intensity (calculated by area)	4.01	3.12	1.89	tonnes/thousand
					square meters
_	t A2: Use of energy				
A2.1	Total energy consumption				
	Direct energy consumption	8,836	11,023	617	MWh equivalent
	Indirect energy consumption	38,371	34,278	1,675	MWh
	Total energy consumption	47,207	45,301	2,292	MWh equivalent
	Energy intensity (calculated by area)	0.053	0.062	0.012	MWh equivalent/
					square meter
A2.2	Total water consumption				
	Total water consumption	662,616	500,450	352,124	cubic meters
	Water consumption intensity (calculated by area)	0.74	0.69	1.85	square meters/
					cubic meters
A2.5	Total packaging materials used and intensity ⁸				
	Total packaging materials used	0.53	1.62	0.61	tonnes
	Packaging materials intensity (calculated by area)	2.78	8.47	3.18	tonnes/million
					square meters

As there is mistake in calculating the area of South China Logistics Park in the 2017 and 2018 reports, intensity has been restated based on the updated area.

⁷ Total hazardous waste produced and intensity includes data from the Nanjing Xiba Port only.

⁸ Total packaging materials used and intensity includes data from South China Logistics Park only.

^{*} The reporting scope is South China Logistics Park.

The reporting scope consists of South China Logistics Park, Nanjing Xiba Port, Wahan Integrated Logistics Hub and Shenyang Integrated Logistics Hub.

SOCIAL PERFORMANCE

			Number of employees								
Distribu	ution of employees	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port				
0 1	Male	74	25	4	10	3	221				
Gender	Female	67	19	1	8	0	46				
	Senior management	4	2	0	2	0	7				
Rank	Middle management	17	5	1	4	1	17				
	General staff	120	37	4	12	2	243				
	30 or below	31	14	3	7	1	70				
·	31 – 40	59	20	0	8	0	82				
Age	41-50	40	9	1	3	2	66				
	Over 50	11	1	1	0	0	49				
	Full-time	141	44	5	18	3	267				
ype	Part-time	0	0	0	0	0	0				

				Ratio of depar	ting employee					Ratio of ne	w employee		
Distrib	ution of employees	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port
	Male	5.4%	60%	0	90%	0	1.4%	1.4%	20%	0	0	0	0
Gender	Female	7.5%	42.1%	0	37.5%	0	4.3%	1.5%	26.3%	0	0	0	0
	Senior management	-	-	-	-	-	-	-	-	-	-	-	_
Rank	Middle management	-	-	-	-	-	-	-	-	-	-	-	-
	General staff	-	-	-	-	-	-	-	-	-	-	-	-
	30 or below	12.9%	78.6%	0	14.3%	0	2.9%	6.5%	42.9%	0	0	0	0
	31 – 40	3.4%	45.0%	0	75%	0	2.4%	0	10%	0	0	0	0
Age	41- 50	5%	22.2%	0	133%	0	0	0	22.2%	0	0	0	0
	Over 50	9.1%	100%	0	0	0	2.0%	0	0	0	0	0	0
Employment	Full-time	6.4%	52.3%	0	66.7%	0	1.9%	1.4%	22.7%	0	0	0	0
type	Part-time	0	0	0	0	0	0	0	0	0	0	0	0

Occupational safety performanceIndexNumber and percentage of work-related fatality0Number and percentage of work injury2; 0.4%

Absentee days due to work injury 138

OVERVIEW OF KEY PERFORMANCE INDICATORS

SOCIAL PERFORMANCE (continued)

			Number a	nd percentage	of training pa	rticipants ⁹				Average trainii	ng time (hour)	10	
Distrik	oution of employees	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port
	Male	74 (100%)	25 (100%)	4 (100%)	10 (100%)	3 (100%)	221 (100%)	9.5	58.2	85	20.4	8	3.0
Gender	Female	67 (100%)	19 (100%)	1 (100%)	8 (100%)	0	46 (100%)	8	53.1	80	17	0	2.3
	Senior management	4 (100%)	2 (100%)	0	2 (100%)	0	7 (100%)	16	56	0	17	0	13.7
Rank	Middle management	17 (100%)	5 (100%)	1 (100%)	4 (100%)	1 (100%)	17 (100%)	12.7	56	100	17	8	5.6
	General staff	120 (100%)	37 (100%)	4 (100%)	12 (100%)	2 (100%)	243 (100%)	8	56	80	19.8	8	2.4

Locations of suppliers	South China Logistics Park	Shandong Booming Total Logistics Park	Wuhan Integrated Logistics Hub	Shenyang Integrated Logistics Hub	Nanchang Integrated Logistics Hub	Nanjing Xiba Port
Guangdong Province	3	0	0	1	0	4
Shandong Province	0	2	0	0	0	0
Hubei Province	0	0	7	3	0	2
Liaoning Province	0	0	0	0	0	2
Jiangxi Province	0	0	0	0	1	1
Jiangsu Province	0	0	0	0	0	76
Shanghai	0	0	0	0	0	9
Zhejiang Province	0	0	0	0	0	4
Henan Province	0	0	0	0	0	2
Shaanxi Province	0	0	0	0	0	2
Anhui Province	0	0	0	0	0	1
Number of suppliers implementing the relevant practices ¹¹	3	2	7	4	1	103
Total number of suppliers			12	20		

Percentage of training participants is calculated by number of specific type of employees trained over total number of such type of employees.

Average training time is calculated by the total training hours of specific type of employees over total number of such type of employees.

¹¹ Refers to suppliers selected with the Management and Selection Method for the List of Intermediary Agencies (《中介機構備選庫管理及選聘方法》) by the Group.

REPORT CONTENT INDEX

Main areas	Contents	Page index/ Remark
A Environment A1 Emissions	Coments	Hemark
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	11-12, 23
A1.1	The types of emissions and respective emissions data.	11, 24
A1.2	Total greenhouse gas emissions and intensity.	11, 24
A1.3	Total hazardous waste produced and intensity.	12, 24
A1.4	Total non-hazardous waste produced and intensity.	12, 24
A1.5	Description of measures to mitigate emissions and results achieved.	11
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives, and results achieved.	12
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	11-12
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	13, 24
A2.2	Water consumption in total and intensity.	13, 24
A2.3	Description of energy use efficiency initiatives and results achieved.	12
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	13
A2.5	Total packaging material used for finished products and with reference to per unit produced.	13, 24
A3 The Environment a	nd Natural Resources	
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	11
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	13
B Social B1 Employment General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other	19, 23
B1.1 Recommended	benefits and welfare. Total workforce by gender, employment type, age group, and geographical region.	25
Disclosure		
B1.2 Recommended Disclosure	Employee turnover rate by gender, age group and geographical region.	25

REPORT CONTENT INDEX

Main areas	Contents	Page index/ Remark
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	20, 23
B2.1 Recommended Disclosure	Number and rate of work-related fatalities.	25
B2.2 Recommended Disclosure	Lost days due to work injury.	25
B2.3 Recommended Disclosure	Description of occupational health and safety measures adopted, how they are implemented and monitored.	20
B3 Development and	Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	20-21
B3.1 Recommended Disclosure	The percentage of employees trained by gender and employee category.	21, 26
B3.2 Recommended Disclosure	The average training hours completed per employee by gender and employee category.	26
B4 Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	19, 23
B4.1 Recommended Disclosure	Description of measures to review employment practices to avoid child and forced labor.	19
B4.2 Recommended Disclosure	Description of the steps taken to eliminate such practices when discovered.	19
B5 Supply Chain Mana	agement	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	15
B5.1 Recommended Disclosure	Number of suppliers by geographical region.	26
B5.2 Recommended Disclosure	Description of practices relating to engaging suppliers, number of suppliers to whom the relevant practices are implemented and how they are implemented and monitored.	15

Main areas	Contents	Page index/ Remark
B6 Product Responsi	bility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	15-17, 23
B6.2 Recommended Disclosure	Number of products and service related complaints received and how they are dealt with.	16
B6.5 Recommended Disclosure	Description of consumer data protection and privacy policies, how they are implemented and monitored.	17
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	18, 23
B7.2 Recommended Disclosure	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	18
B8 Community Invest	ment	
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.	22
B8.1 Recommended Disclosure	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	22
B8.2 Recommended Disclosure	Resources contributed (e.g. money or time) to the focus area.	22



Shenzhen International Holdings Limited深圳國際控股有限公司