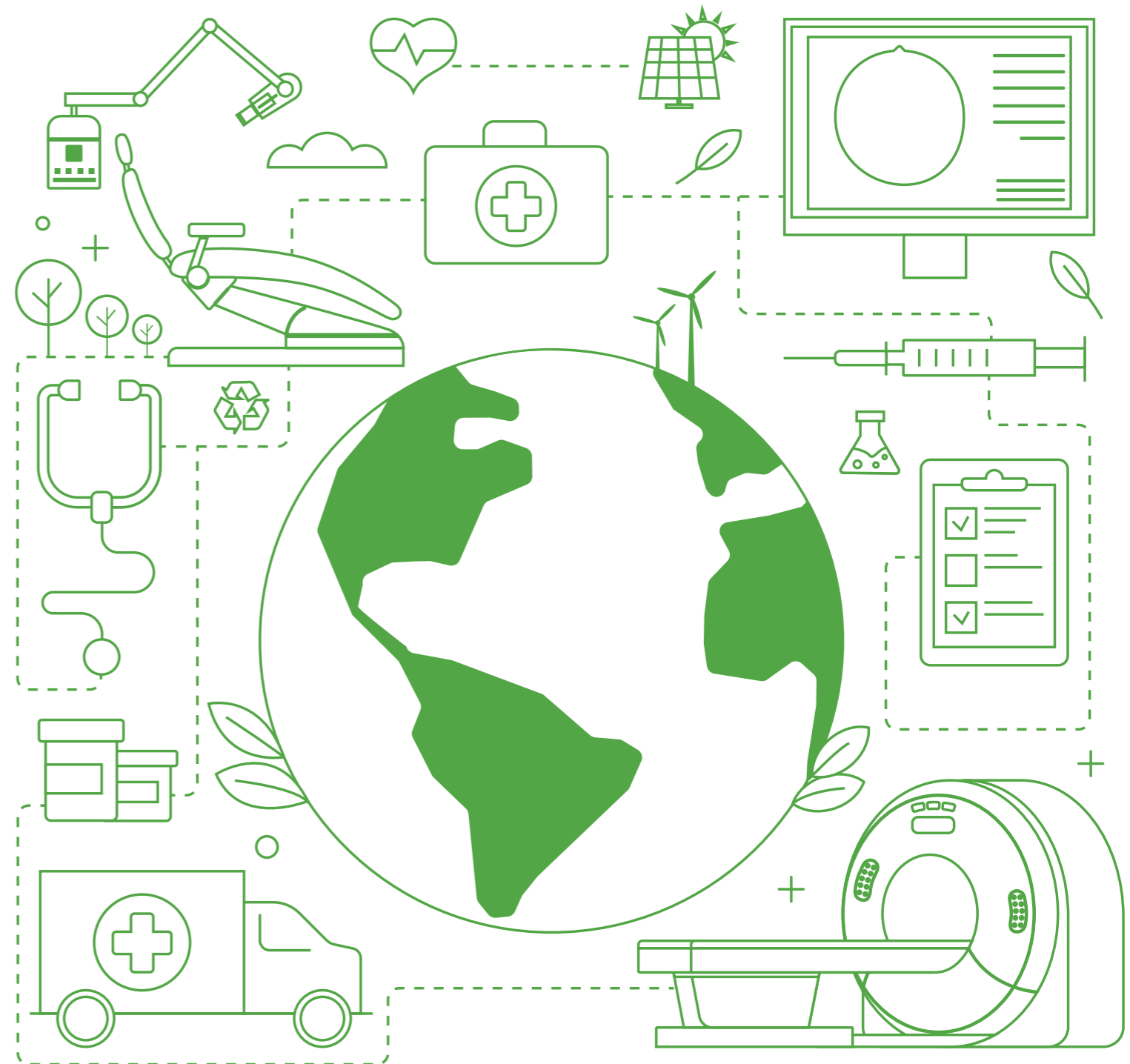




2023 Environmental, Social and Governance Report



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01 About this Report

HDTK (Shanghai) Co., Ltd. has released its first Environmental, Social, and Governance (ESG) Report (hereinafter referred to as "this report"). The report aims to disclose the company's ESG-related strategies, management measures, and performance, responding to stakeholders' expectations regarding the company's sustainability and information disclosure. It is intended to help stakeholders understand the opportunities and challenges the company faces in its pursuit of sustainable development, as well as the efforts made to achieve sustainability goals, and to create value together with stakeholders.

1.1. Basis and Principles for Report Preparation

This report is prepared with reference to the Global Sustainability Standards Board (GSSB) "Sustainability Reporting Standards (GRI Standards)," the United Nations Sustainable Development Goals (UN SDGs), and other relevant standards, frameworks, and principles.

1.2. Scope of the Report

Time Frame: January 1, 2023, to December 31, 2023. Some content extends beyond the aforementioned time frame.
Reporting Period: Annual report. This report is the first Environmental, Social, and Governance (ESG) report published by HTDK (Shanghai) Co., Ltd.
Entities Covered: The report content includes HDTK (Shanghai) Co., Ltd.

1.3. Report Access

This report is published in both printed and electronic formats. You can access the electronic version of the report by visiting the company's official website.
This report is published in both Chinese and English. In case of any discrepancies, the Chinese version shall prevail.

1.4. Explanation of Terms

For ease of reference, "HDTK," "the Company," or "we" in this report refers to HDTK (Shanghai) Co., Ltd.

1.5. Feedback

If you have any questions or suggestions regarding the content of this report or our ESG work, please contact us through the following means:
Address: 23rd Floor, Building A, Phase I, Qiantan World Trade Center, No. 4, Lane 255, Dongyu Road, Pudong New Area, Shanghai
Postal Code: 200126
Contact Email: info@HTDKgroup.com
Telephone/Fax: +86-21-6033 9588
We will carefully review your feedback and ensure that your personal information is kept strictly confidential.

02 Message from the Leadership

Looking back at 2023, we experienced unprecedented challenges. However, while rapidly expanding our business, we adhered to the concept of sustainable development, focusing on high-quality corporate governance. We made ESG a key component of enhancing corporate governance and achieving business growth, committed to building a flexible, resilient, and green integrated supply chain, providing customers with more efficient, convenient, and eco-friendly service experiences.

In 2023, we established closer partnerships with our employees, from transparent and compliant recruitment processes to fair and comprehensive career development paths, from a diverse workforce to care for minority employees, from various benefits to safeguarding occupational health. We are dedicated to creating a positive, healthy, and efficient work environment together with our employees.

2023 was a critical year for the transformation and upgrading of the medical device distribution industry. We continuously strengthened communication and cooperation with regulatory agencies, improved supply chain management, and enhanced human rights management for both our company and our supply chain partners, working together to uphold the reputation and sustainable development of our industry.

In 2023, we further promoted digital transformation, leveraging advanced technologies such as data analytics and artificial intelligence to enhance customer experiences and provide better medical products for patients. With a focus on quality and patient safety as our top priority, we ensured that our products and services not only meet international standards but also contribute more significantly to global healthcare.

In 2023, to create a more environmentally friendly and sustainable work environment, we increased investment in energy-saving facilities, reduced greenhouse gas emissions, and energy consumption, contributing more to China's dual carbon goals and the global 2030 sustainable development goals.

Looking forward to the new year, the safety, reliability, and resilience of the medical device distribution industry have become core competitive factors. The fluctuations in the supply chain, market uncertainties, and increasingly stringent regulatory requirements pose higher demands on our industry. In this era of both opportunities and challenges, HTDK is willing to join forces with all parties to enhance the accessibility of globally innovative medical devices in China, creating an integrated service ecosystem of coexistence, shared growth, and mutual benefit.

HTDK CEO

03

About HTDK



Company Introduction

Milestone

Bravely Taking on Social Responsibility and Partnering in Medical Poverty Alleviation

Honors and Certifications



03 About HDTK

3.1. Company Introduction

HDTK is China's leading commercial solutions platform, specializing in high-value medical devices. We provide end-to-end professional commercial solutions for high-value medical device brands, covering product registration, import/export, warehousing and distribution, commercial channel management, inventory management, and after-sales service. These services are supported and continuously enhanced by our data-driven technology system.



Our Development and Future

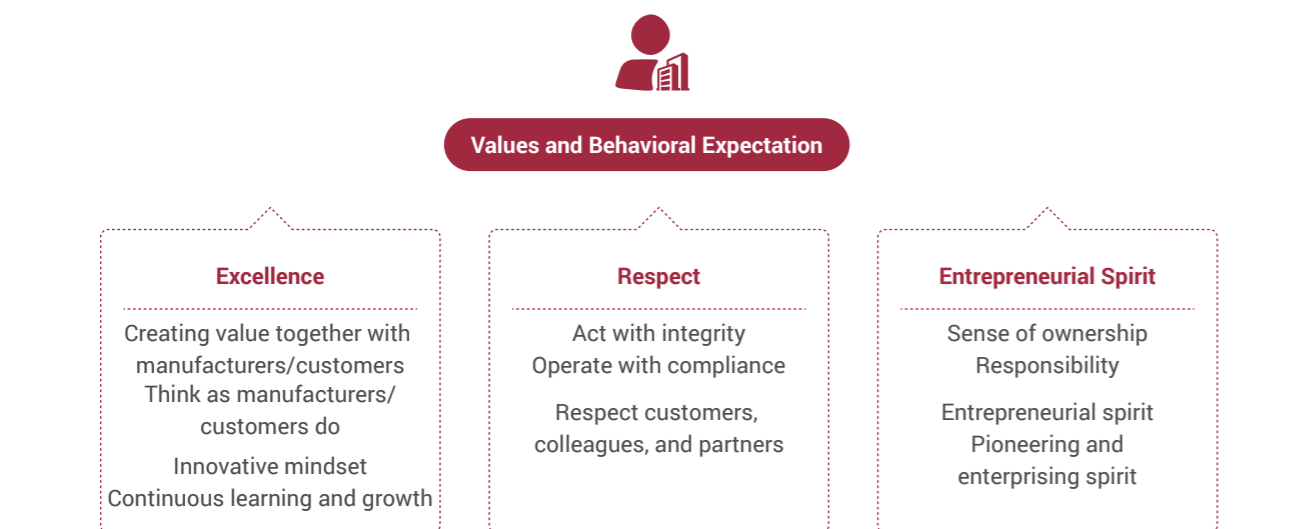
- Continuous Expansion and Optimization of the Company's Distribution Channels and Coverage
- Ongoing Upgrades to Warehouse Automation Systems
- Emphasis on Talent Development
- Continuous Upgrades and Investment in Information Technology Systems

Our Mission

We are firmly committed to serving global medical device brands and enhancing the accessibility of innovative medical devices in China.

Our Vision

Through specialized, customized, and one-stop integrated commercial solutions, we are committed to becoming the leading partner for global medical brands entering and expanding their business in the Chinese market.



3.2. Milestone

HDTK originated as a branch of the century-old Swiss company DKSH in China. In 1996, DKSH established its Shanghai branch in the Waigaoqiao Free Trade Zone. In November 2018, Warburg Pincus, a global leading private equity firm, completed the acquisition of 100% equity in DKSH's pharmaceutical and healthcare business in China. In January 2019, the newly independent company was officially renamed "HDTK". After years of development, the company has become one of the leading cross-border commercial solutions platforms, serving global high-value medical device brands with the highest international standards and gaining recognition throughout the industry.

- 1996 Started its business in the Waigaoqiao Free Trade Zone in Shanghai
- 2006 Obtained a Medical Device Business License.
- 2007 Began providing commercial solutions for a leading global ophthalmic medical device brand.
- 2007 Launched the SAP core system
- 2016 Obtained ISO 13485 certification for the medical device quality management system
- 2018 Warburg Pincus entity acquired the entire equity of HDTK.
- 2019 Launched medical device export business, expanding coverage to the Asia-Pacific region
- 2020 Company headquarters relocated to Qiantan
- 2021 Established a Guangdong warehousing and logistics center to serve the Greater Bay Area
- 2022 Awarded the "Regional Headquarters of Multinational Companies Certificate"
- 2023 Honored with the "2023 Outstanding Employer" award

3.3. Bravely Taking on Social Responsibility and Partnering in Medical Poverty Alleviation

3.3.1. Our Business

We collaborate closely with our brand partners, enabling them to enter and penetrate the Chinese market from the ground up.

Our Services

Branded Operations
Market entry analysis, market access, brand planning and sales, channel expansion and management, after-sales service, compliance training

Supply Chain Services
Import customs clearance, inventory management, warehousing and logistics management, digital supply chain

Our Business

Our Advantages

- A leading cross-border commercial solutions platform focused on high-value global medical devices, leveraging China's large and rapidly growing market
- Established strong and enduring partnerships with global high-value medical device brands across multiple medical specialties
- Providing high value-added, end-to-end commercial solutions on a global scale
- Comprehensive supply chain service infrastructure covering the entire country
- Data-driven technology stack that continuously enhances the efficiency of commercial solutions and increases brand partner loyalty
- An experienced management team with an international background, supported by strong shareholder backing



Our Business

End-to-End Solution Capability

We provide end-to-end specialized commercial solutions for high-value medical device brands, covering product registration, import and export, warehousing and distribution, sales channel management, inventory management, and after-sales management. We help brand partners enter new markets and establish high-quality and efficient commercial operations infrastructure to support their future market penetration and sales growth.

International Background

From the outset, we were part of the internationally renowned company DKSH, and we grew and thrived in an international work environment and corporate culture. We are familiar with the mindset of global brands and understand the demands of international business, commercial operations, quality standards, and compliance requirements. This enables us to bridge the gap between their home markets and China, facilitating the market entry process.

Collaboration with Downstream Distributors

Leveraging our local resources and deep understanding of brand products, distribution needs, and supplier quality standards, we work with high-quality downstream suppliers in various regions to establish a nationwide distribution network for our brand partners. We also provide comprehensive distributor management services. In particular, we focus our resources on complex, brand-centric, high-value-added services, with an emphasis on the efficient use of capital.

Experienced Expert Team

We have a team of nearly 100 medical business professionals covering multiple medical specialties to support sales channel management. This team is spread across more than 30 key cities nationwide, assisting us in regional business development, distributor management, and market research, ensuring more effective integration and control of our resources in these regions.

3.3.2. Accessibility of Medical Services

We are committed to partnering with companies to expand the highly promising Chinese healthcare market, empowering them to enhance market expansion efficiency, reduce distribution costs, and advance the accessibility of global medical innovations.

Amid the increasing societal demand for health and the growing challenges of aging populations, the demand for high-value medical devices continues to rise, as does the need for overseas brands to enter the Chinese market. With years of deep industry experience, we have established strong and lasting partnerships with a wide range of world-class international medical device companies. Leveraging our strengths in areas such as in vitro diagnostics, ophthalmology, orthopedics, cardiology, neurology, and vascular surgery, we continuously innovate business models and provide end-to-end, customized, and digital solutions to meet the multifaceted needs of multinational medical device manufacturers at different stages of development.

The majority of our revenue comes from the services we provide as a one-stop national commercial solutions provider. To better meet the needs of more patients, we have not established our own capillary distribution subsidiaries to cope with the significant pressure of collecting payments from hospitals. Instead, we have created an open and innovative ecosystem, collaborating with suppliers, partners, and manufacturers to co-create and accelerate the development of digital innovation, business models, and professional standards. This approach drives substantial industry growth and mutual benefits, actively promoting the successful introduction and establishment of global innovative medical devices in China.

In China, we manage over **500** local distributors with extensive distribution channels, covering approximately **1,700** public hospitals and **900** private hospitals across all provinces, municipalities, and autonomous regions nationwide. We operate eight warehouses in Shanghai, Beijing, and Guangzhou to accommodate different categories of products, with a total building area exceeding **52,000** square meters. We manage next-day delivery to nearly **3,000** counties within a 500-kilometer radius of our warehouses in Beijing, Shanghai, and Guangzhou.

3.4. Honors and Certifications

Due to its leadership, innovation, and strong sense of social responsibility in business operations, HDTK has obtained certifications across various fields, including commercial credit, quality management, environmental management, occupational health and safety management, and data protection. The high quality of its services and operations has also earned numerous honors, establishing the company as an industry benchmark.

Qualifications and Certifications

Medical Device Business License

Hazardous Chemical Business License

GMP Certification

Dun & Bradstreet Certification

GDP Certification

Occupational Health and Safety Management System (ISO 45001)

Medical Device Quality Management System Certification (ISO 13485)

Information Technology Service Management System (ISO 20000)

Environmental Management System Certification (ISO 14001)

Customs AEO Advanced Certification

Quality Management System Certification (ISO 9001)

Privacy Information Management System (ISO 27701)

Information Security Management System (ISO 27001)

Honors and Titles



Shanghai International Trade Distribution Center Model Enterprise



First Pharmaceutical Logistics Enterprise in the Shanghai Waigaoqiao Port Comprehensive Free Trade Zone



Pilot Enterprise for the "Temperature-Controlled Logistics Service Specification for In Vitro Diagnostic Reagents"



"Top 100 Future Healthcare Orange Award - Annual Innovative Enterprise" by Vcbat



"Global Emerging Tech Enterprise" Award by Frost & Sullivan



"BTP Excellence Pioneer Award" by SAP



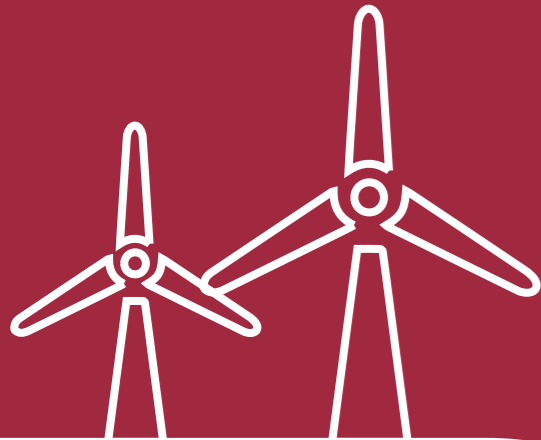
"2023 Outstanding Employer" by HRoot



Selected in the "Top 100 Most Innovative Medical Technology Products" list

04

Compliance and Robust Governance. Laying a Solid Foundation for Development



Business Ethics

ESG Governance

Stakeholder Engagement

Materiality Assessment

04 Compliance and Robust Governance. Laying a Solid Foundation for Development



4.1. Business Ethics

HDTK strictly adheres to laws, regulations, and internal policies and standards, establishing a series of rules and regulations to govern employees' ethical business conduct. If the company's internal regulations are more stringent than the law, employees are expected to follow the stricter standards.

4.1.1. Compliance with Laws and Regulations

 <p>Compliance with Laws and Regulations</p> <p>As an international market expansion service provider, HDTK requires its employees to comply with laws and regulations applicable to cross-border exchange of goods, services, and data, including but not limited to export controls, embargoes, trade sanctions, tariffs, and anti-boycott laws. This ensures that both we and our designated third parties consistently act with integrity.</p>	 <p>Anti-Unfair Competition and Anti-Monopoly</p> <p>HDTK supports free markets and fair competition. All of our business activities adhere to fair market practices and applicable competition and anti-monopoly laws and regulations. Employees are prohibited from engaging in any commercial behavior that aims to or may result in preventing, restricting, or distorting competition. During the reporting period, the company had no related litigation cases.</p>	 <p>Anti-Corruption and Anti-Bribery</p> <p>HDTK has established an "Anti-Bribery and Anti-Corruption Policy," which prohibits employees from directly or through external parties promising, offering, giving, approving, soliciting, or accepting any financial benefits or other advantages to secure or retain business or to gain improper advantages during business operations.</p>
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Anti-Bribery and Anti-Corruption Policy

<p>Procedures</p> <p>Including risk assessment and control, third-party risk management, training and communication, supervision and review</p>	<p>Reporting</p> <p>The company has established a dedicated feedback email for compliance issues. Any employee who is solicited for a bribe must report it to the Legal and Compliance Department.</p>	<p>Investigation</p> <p>The relevant departments will investigate all reports of bribery and corruption.</p>	<p>Penalties</p> <p>Employees who engage in or fail to report bribery will be subject to disciplinary action, which may include termination and other legal consequences.</p>
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Additionally, the company regularly conducts monthly and annual compliance training, achieving a 100% coverage rate. During the reporting period, no corruption incidents occurred, and no employees were involved in proposed or concluded corruption litigation cases.

Compliance Training

Compliant Marketing



Advertising Law Compliance Training



HDTK prohibits employees from engaging in misleading or deceptive advertising and promotional activities. Employees are required to understand the principles of applicable competition laws and their impact on their business activities.

Additionally, the company actively conducts compliance training on advertising laws to enhance employees' knowledge and awareness of compliant marketing practices.

4.1.2. Reporting Channels

The company has established a transparent reporting mechanism, encouraging employees and partners to report any misconduct, either with their name or anonymously. We are committed to protecting the legal rights of whistleblowers and complainants, ensuring strict confidentiality of their information, and rigorously safeguarding the identity of whistleblowers.

Reporting Email

legal_counsel@htdkgroup.com
compliance@htdkgroup.com

4.1.3. Information Security

System Establishment

HDTK places great emphasis on the protection of company and customer information security, continuously improving its information security system. The company has established policies such as the "HTDK Data Information Management" and clearly outlined provisions in the "Employee Handbook" that regulate employee responsibilities for protecting company and customer data. Employees are only permitted to collect or retain data on employees and external parties within the bounds of the law or for business purposes. If data breaches occur due to the negligence of an employee or a third party entrusted by the employee, the company will hold the employee accountable for inadequate oversight.

The company continuously enhances its information security system through measures such as data classification, establishing security defense systems, conducting vulnerability scans and penetration testing, and rapid network security assessments. Currently, the company has obtained ISO 27000, ISO 27001, and ISO 27701 certifications and has become a member of the China Academy of Information and Communications Technology's "Trusted Big Data Program."

Employee Training

The company conducts specialized data security training for all employees, thoroughly analyzing and discussing the importance of data security in the company's daily operations and how to implement data security in the workplace. In new employee training, we have incorporated information security topics, effectively raising employees' awareness of information security. The IT department also regularly conducts phishing drills, security exercises, and other activities to prevent the leakage of company and customer information.

During the reporting period, the company did not experience any information leakage incidents.

Information Security Training



4.2. ESG Governance

4.2.1. Governance Structure

Effective ESG governance is crucial for ensuring the company's stable operations, responding to unexpected crises, and seizing development opportunities. To this end, HDTK has improved its ESG management system and established an ESG governance structure that includes both management and operational levels, covering its global operations.

The company's senior management makes comprehensive decisions on ESG-related matters and oversees the ESG Working Group in fulfilling its governance responsibilities. The ESG Working Group, composed of various functional departments and business units, is responsible for effectively implementing ESG initiatives and regularly reporting on progress.

The ESG Working Group handles all matters related to environmental, social, and governance (ESG), including but not limited to:

- | | |
|---|--|
| ESG risks | Identifying ESG risks and reporting them to the ESG Committee; |
| Compliance with laws and regulations | Ensuring the company's compliance with ESG-related laws and regulations and informing the CEO of any changes in such laws and regulations; |
| Reviewing issues | Reviewing ESG-related issues and regularly reporting progress; |
| Providing feedback | Reviewing the company's ESG disclosures and reports and providing feedback to the leadership on the company's ESG performance. |

- Assume ultimate responsibility for the company's ESG strategy, management, performance, and reporting
- Formulate and review the company's ESG objectives, strategies, priorities, measures, targets, indicators, and related major policies and frameworks
- Examine the impact of ESG risks on the company's strategy
- Identify and assess ESG-related risks and opportunities
- Set ESG targets and review progress toward those targets
- ESG-related reports for external disclosure

- Develop ESG work plans
- Regularly report ESG work to the ESG Executive Committee
- Set annual sub-targets aligned with the company's ESG goals
- Collect ESG data
- Prepare ESG-related reports for external disclosure

4.2.2. Sustainable Development Policy

To effectively enhance the efficiency and effectiveness of the company's ESG governance, a series of systematic policy documents have been established. These documents set standards for the performance of company employees and suppliers in various areas, including human rights, environmental protection, business ethics, biodiversity conservation, and quality management.



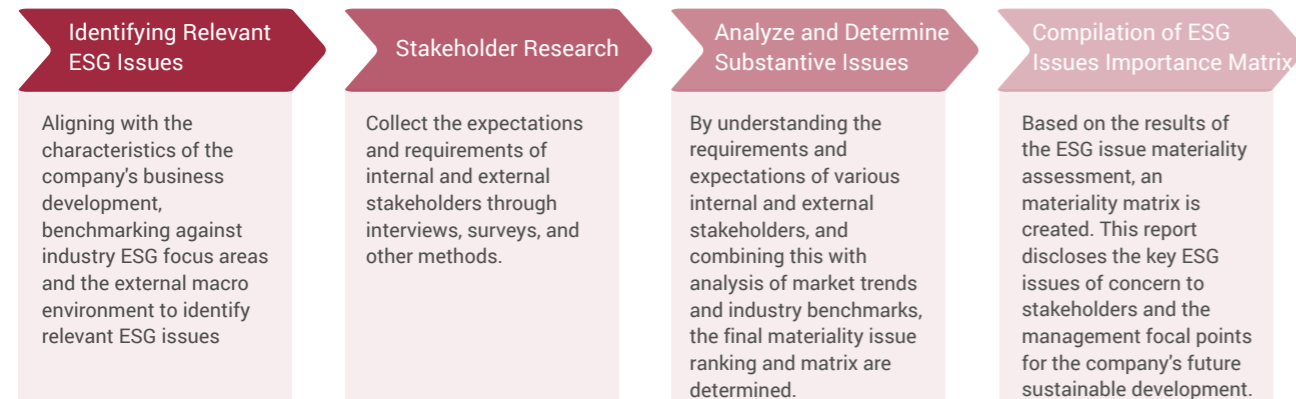
4.3. Stakeholder Engagement

Stakeholders	Communication Methods	Expectations and Requirements	Communication and Response
 Government and Regulatory Authorities	<ul style="list-style-type: none"> • Regulatory Documentation Required by Relevant Departments • Government Notices 	<ul style="list-style-type: none"> • Compliance with Laws and Regulations • Tax • Responding to National Initiatives • Supporting Local Development 	<ul style="list-style-type: none"> • Lawful and Compliant Business Operations • Timely Pay Tax • Active Implementation of Relevant Policies • Proactive Participate in Social Responsibility
 Employees	<ul style="list-style-type: none"> • Employee Care Activities • Human Resources Center Suggestion Box • Employee Survey Activities 	<ul style="list-style-type: none"> • Career Development Platform • Training Opportunities • Compensation and Benefits • Healthy and Safe Working Environment • Listening to Employee Voices 	<ul style="list-style-type: none"> • Improving the Career Advancement Mechanism • Building an Employee Training and Education System • Competitive Compensation and Benefits • Equal Communication and Grievance Mechanism
 Customers	<ul style="list-style-type: none"> • HDTK Official WeChat Account • Distributor Feedback • Direct Communication between Marketing Staff and Customers 	<ul style="list-style-type: none"> • Product Quality and Cost-Effectiveness • Green and Eco-Friendly Practices • Customer Service Quality • After-Sales Services • Customer Information Security • Customer Rights Protection 	<ul style="list-style-type: none"> • Satisfaction Survey • Compliance Marketing • Personal Information Protection
 Suppliers	<ul style="list-style-type: none"> • Supplier Recruitment Assessment • Regular Supplier Evaluation • Regular Supplier Meetings 	<ul style="list-style-type: none"> • Integrity in Collaboration • Experience Sharing • Win-Win Cooperation • Business Ethics and Reputation 	<ul style="list-style-type: none"> • Building a Responsible Supply Chain • Enhancing Daily Communication • Engaging in Project Collaboration
 Society and Public	<ul style="list-style-type: none"> • News Reports • Official Website • Official WeChat Public Account 	<ul style="list-style-type: none"> • Caring for the Underprivileged • Protecting the Natural Environment • Promoting Social Progress 	<ul style="list-style-type: none"> • Improving Accessibility to Healthcare Services • Adhering to Green Operations • Sharing Development Achievements.

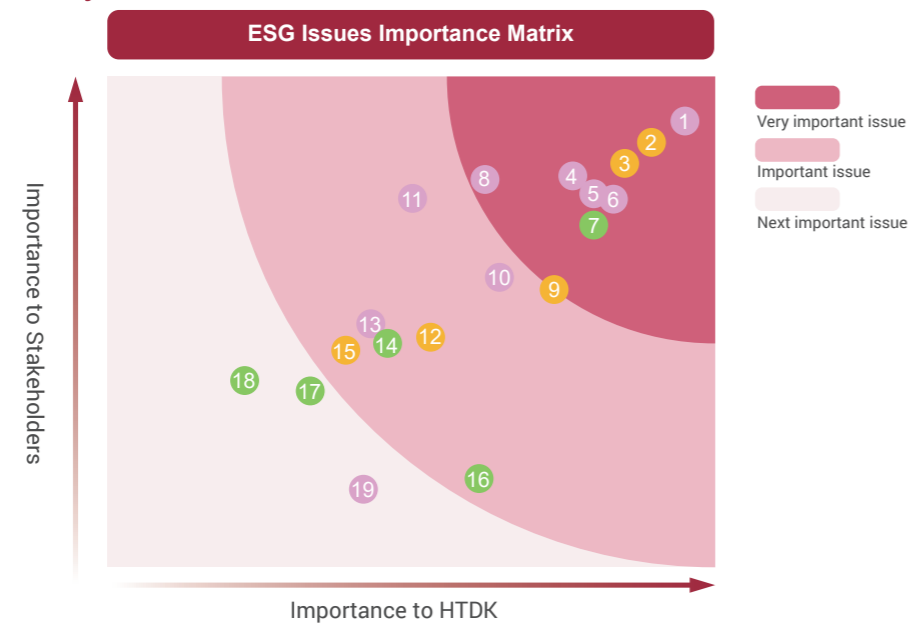
4.4. Materiality Assessment

4.4.1. Issue Assessment Process

By conducting a materiality assessment, HTDK can timely and comprehensively understand the importance of various ESG issues to the company's business development and the level of interest from stakeholders. The company then takes proactive measures to further enhance the group's ESG information disclosure and management of related matters. The specific steps are as follows:



4.4.2. Materiality Issue Matrix



Environment

- 07 Greenhouse Gas Emission Management
- 14 Waste Management
- 16 Resources Management
- 17 Circular Economy
- 18 Addressing Climate Change

Society

- 01 Accessibility of Healthcare Services
- 04 Product Quality and Safety
- 05 Accessibility of Customer Service
- 06 Equity and Diversity
- 08 Employee Rights and Welfare
- 10 Training and Development
- 11 Occupational Health and Safety
- 13 Talent Attraction and Retention
- 19 Industry Cooperation and Development

Governance

- 02. Corporate Governance
- 03 Supplier Chain Management
- 09 Compliant Marketing
- 12 Business Ethics
- 15 Information Security

05

Safeguard Employees' Rights and Create Shared Value

- Development and Trainings
- Benefits and Welfare
- Occupational Health and Safety



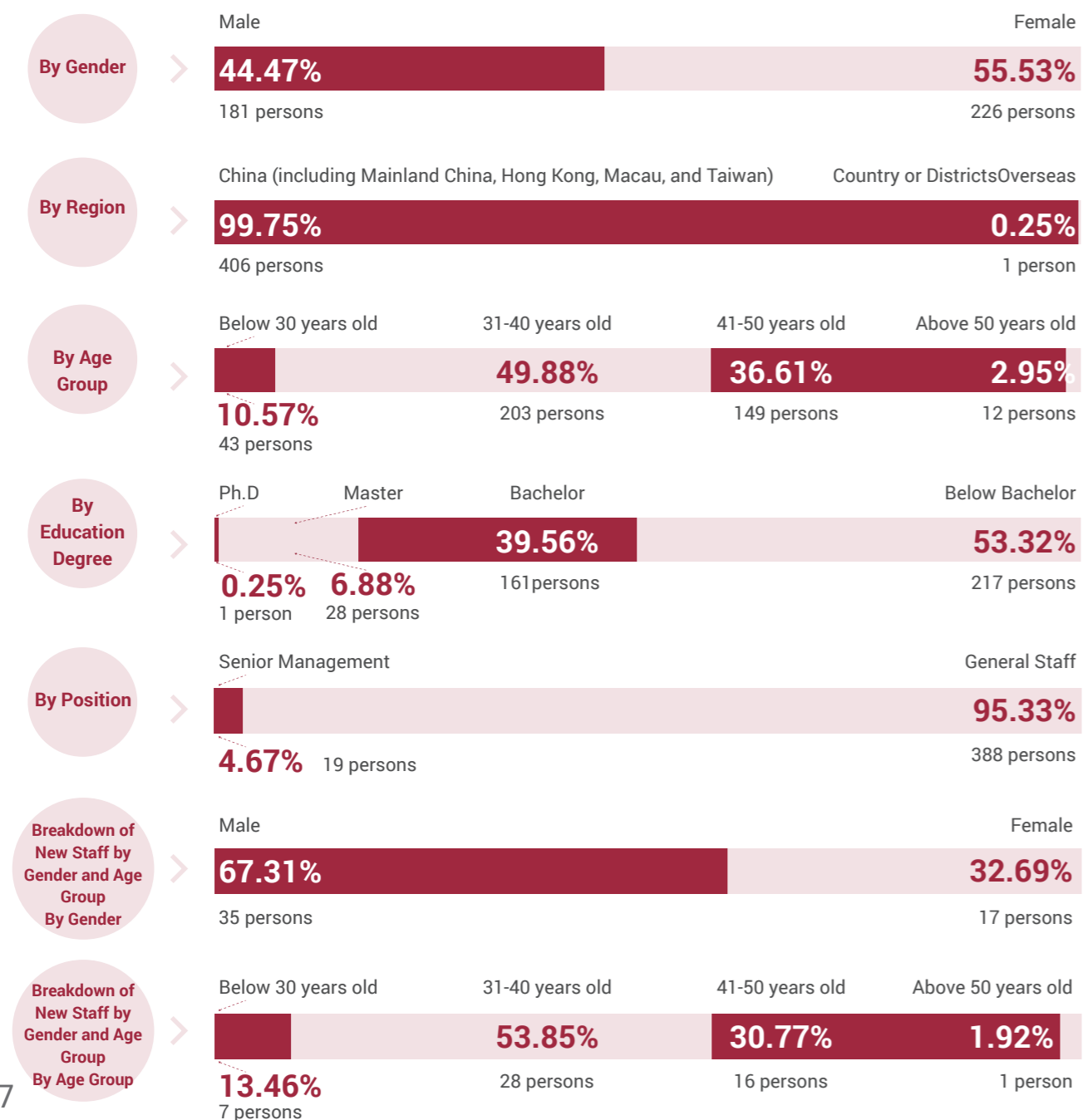
05

Safeguard Employees' Rights and Create Shared Value



HTDK deeply understands the importance of talent in enterprise development. We have built an efficient and comprehensive recruitment management system, leveraging intelligent digital technology to continuously empower human resource management models, assisting employees in enhancing their personal soft skills and leadership, and actively implementing the values of "Pursuit of Excellence, Mutual Respect, and Entrepreneurial Spirit," which leads to consistent prioritization of employee health and safety, along with adherence to a sustainable human resource development system.

We have a total number of 407 employees globally. During the reporting period, 52 new employees were recruited mainly through social recruitment and campus recruitment channels, with competitive salaries and comprehensive career development paths.



- Realize corporate values of excellence, respect, and entrepreneurial spirit.
- Focus on employee sustainability, supporting them in achieving their professional goals.
- Establish a more diverse, fair, and inclusive culture and work environment.
- Provide internally equitable and externally competitive benefits to retain talent.
- Promote safe, healthy and resilient workplace for all employees.

Our Measures



HTDK Won the HRoot Awards

The HRoot Awards, organized by China's leading HR media company HRoot, boasts 17 years of professional judging experience and has emerged as a highly influential, widely watched, authoritative, and esteemed human resources evaluation event. It specifically recognizes companies that excel in employment practices, employee development, and cultural construction. After a rigorous selection process spanning over four months, involving over 700 participating enterprises and thousands of submissions, our company was dubbed as the "outstanding enterprise with the most industry-driving force" and honored as "the Top Employer in 2023" for dedication to fostering a positive corporate culture, offering comprehensive benefit plans, and supporting employees' career development. This recognition validates our relentless efforts in creating a workplace filled with harmonious atmosphere, motivation and opportunities.

5.1. Development and Trainings

We implement an employment policy based on qualifications, skills, experience, expertise, and performance. Direct or indirect reporting relationships between employees and their immediate family members or partners are prohibited during salary determination, job transfers, and promotions processes.

5.1.1. Talent Retention

Adhering to the principles of "open recruitment, rigorous assessment, and merit-based hiring," we employ talent through public recruitment and internal referrals, ensuring a transparent and fair recruitment process where all candidates have equal access to company job postings, striving to avoid any unfairness.

To retain talent, we regularly conduct employee turnover rate analysis and offer competitive compensation and benefits packages to all employees, as detailed in the "Benefits and Welfare" section.

5.1.2. Career Development

HTDK fosters a challenging performance culture that supports both corporate contributions and individual growth. Employees and their supervisors jointly set annual performance goals and career development plans, conducting regular evaluations and end-of-year performance reviews. Based on these evaluations, position requirements, and individual career development plans, we adjust job positions, promotions, salaries, and bonuses.

For employees with outstanding performances, we provide job title promotions and salary adjustments after communicating with them. We also design tailored training plans and high-potential development programs, assigning mentors to empower employees' diverse career paths, assisting in crafting career and personal development plans. For those fail to meet the requirements according to performance evaluations, we initiate a "Performance Improvement Plan" involving training, job transfers, or other measures to help them improve until they meet performance standards.

5.1.3. Trainings

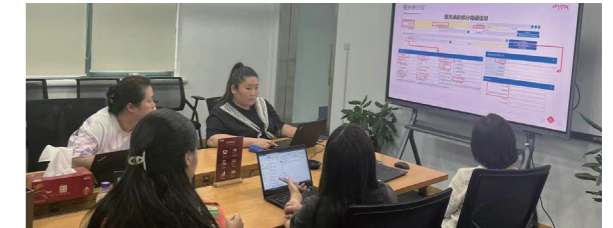
HTDK prioritizes the exceptional development of our employees and promotes a culture of lifelong learning. We develop comprehensive training programs tailored to different business lines and levels, covering both professional and soft skills. Our internal training system comprises compulsory courses, which mainly focus on job requirements, product quality and safety, along with skill development and leadership programs, enhancing individual career development and overall competitiveness. Additionally, we offer customized training for supervisory and managerial staff to enhance their leadership skills.

Skills training

Product Safety Management



Quality Management



During the reporting period, we conducted 77 training courses, totaling 7,086 hours, with an average of 15.44 hours per employee. These trainings reached 459 participants, achieving a training coverage rate of 99%.

Furthermore, we provide employees with external professional training and covers the associated costs in line with business development needs.

5.2. Benefits and Welfare

HTDK places significant emphasis on the physical and mental well-being of its employees. We strictly comply with the requirements of the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Provisions on the Prohibition of Using Child Labor, and draw on international labor conventions such as the Forced Labor Convention, leads to formulation of provisions in our Employee Handbook to protect employee rights and interests.

We are committed to building long-term, stable, and friendly relationships with employees. To this end, we have established a "Long Service Award" to incentivize employees who have been with us for an extended period. By the end of 2023, 31% of our employees had worked for more than five years, and over 18% had been with the company for a decade, demonstrating a high level of recognition for our work environment and corporate culture.

5.2.1. Employment Compliance

HTDK respects human rights and is dedicated to fair and compliant employment practices. We do not engage in or tolerate any form of child labor employment or forced labor and strive to protect employees' freedom. During the reporting period, there were no labor arbitration or litigation incidents involving HTDK.

Moreover, we conducted employee training on labor and human rights policies, with 99.5% of employees receiving relevant trainings.

Child Labor and Forced Labor

We oppose and prohibit the recruitment of child labor, slave labor, and human trafficking in any form. If an employee is found to have obtained a position through deception or fraud, the company will take measures to protect the victim and immediately report to government.

Compliant Employment

We prohibit depriving or restricting employees' freedom of movement through illegal detention. We strictly prohibit illegal searches of employees' bodies.

Against Forced Labor

In the event of any related incidents, we will handle them legally and properly arrange for child laborers and forced laborers.

Remedial Measures

During the reporting period, the company did not encounter any incidents involving child labor, slave labor, human trafficking, or forced labor.

Anti-Discrimination & Anti-Harassment

HTDK is committed to fair, respectful, and equal treatment of all employees and job applicants. During the reporting period, there were no incidents of discrimination or harassment.

We prohibit discrimination based on an employee's origin, nationality, religion, race, gender, age, disability, sexual orientation, or any other reason in recruitment, promotion, dismissal, and other processes.

Anti-Discrimination

We prohibit sexual harassment (including harassment between men and women, women and women, and men and men) and any other language or behavioral harassment against an employee's will.

Anti-Harassment

If an employee experiences or witnesses discrimination or harassment, they can actively file a complaint with the relevant department. The company will investigate, resolve related issues, and provide necessary support and assistance to the employee.

Complaint Mechanism and Remedies

5.2.2. Salary and Benefits

Our wage policies and employment benefits apply to all employees. With the goal of attracting and retaining talent, we conduct research on industry salary levels and commit to paying at least (and in most cases, more than) a wage sufficient to meet employees' basic subsistence needs.

In addition to basic salaries, we offer bonus incentives based on employee performance, as well as transportation, living, and childcare allowances to improve employees' living conditions.

Furthermore, we strive to improve our basic employee welfare system, including insurance, annual leave, medical benefits, and parental leave. For employees who reach the legal retirement age, we ensure they enjoy basic pension benefits. For high-potential and long-term employees, we assist in applying for local residency to ensure convenience.

Currently, HTDK has achieved 100% coverage of additional commercial medical insurance and accident insurance, ensuring that every employee enjoys commercial medical insurance.

5.2.3. Working Hours

We implement a flexible working system, allowing employees to arrange their working hours to ensure a reasonable workload. For employees who have to work overtime, compensatory time or overtime compensation payment will be offered.

5.2.4. Freedom of Association

HTDK remains committed to promoting two-way communication and full empowerment, allowing them to join or not and form labor unions, seek representation, negotiate, or refrain from collective bargaining legally, without any concerns of retaliation, intimidation, or harassment.

5.2.5. Communication

In addition to labor unions, we are also dedicated to establishing a transparent and efficient two-way communication system for employees. Employees can anonymously or real-name report through our public email, hotlines, or face-to-face meetings. Investigation reports are generated after conducting investigations, and targeted improvements are conducted to ensure that issues are properly resolved while protecting employees from retaliation.

Furthermore, we conduct employee satisfaction surveys to collect reasonable suggestions and enhance employee engagement and well-being.

5.2.6. Diversity and Equity

Women's Care



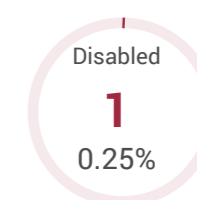
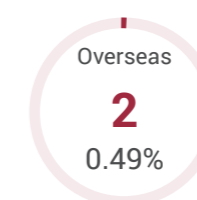
HTDK implements gender-equal work policies, improving mechanisms to attract, develop, and retain female employees. We have established a salary structure that ensures equal pay for equal work without gender discrimination, enforce leave policies such as marriage leave, maternity leave, parental leave, and Women's Day off, and pay basic salaries and additional amounts including equity incentives, bonuses, overtime pay, compensation for time off in lieu, and other allowances.

Moreover, we provides paid leave for breastfeeding female employees.

We are committed to promoting equal pay for different genders. Currently, the unadjusted average pay gap between male and female employees is 19%. In response, we will analyze the factors contributing to this gap, adjust salaries, and further narrow the gap to eliminate pay inequality.

Minority Care

HTDK treats all minority groups equally, providing equal employment and promotion opportunities for the disabled, ethnic minorities, and overseas individuals.



5.3. Occupational Health and Safety

HTDK is dedicated to creating a safe, healthy, and comfortable workplace for all employees, ensuring their occupational health and safety.



During the reporting period, no work-related accidents or fatalities due to work-related injuries were recorded, no workdays lost due to work-related injuries.

HTDK strictly adheres to the Production Safety Law of the People's Republic of China, Fire Protection Law of the People's Republic of China, etc., and has established the Environmental, Health and Safety (EHS) Department to comprehensively promote safety management, implemented safety production responsibility systems to safeguard employees' occupational health and safety, and prevent occupational hazards.


During the reporting period, the company has obtained ISO 45001 Occupational Health and Safety Management System certification and successfully passed the Level 3 Work Safety Standardization certification. These achievements signify international recognition of the company's global commitment to and management level of employee safety and health.

ISO 45001 Occupation Health and Safety System Certified



5.3.2. Safety Production Inspections

HTDK places great importance on employees' occupational health and safety. We have formulated relevant documents such as the Safety Duty Inspection and Patrol Management System and Hidden Danger Investigation and Treatment Management System in response to potential safety hazards, conducted comprehensive hazard investigations strictly in accordance with the requirements of standardized safety production management, identified risk related to occupational disease hazards, and carried out planned and unplanned safety inspections at different levels and categories. Upon receiving hazard reports, we promptly organize comprehensive rectification to eliminate potential safety hazards and conduct targeted distribution of labor protection equipment as well as dissemination of safety production knowledge.



Planned Safety Inspections: **84** times
Unplanned Safety Inspections: **72** times

5.3.3. Prevention and Control of Occupational Disease Hazards

Based on risk assessments and investigations, none of the company's operating sites involve occupational disease hazards. To further enhance employee work safety, we regularly procure and distribute labor protection equipment, striving to minimize the risk of occupational diseases.

5.3.4. Safety Training and Emergency Drills

To strengthen the safety awareness of all employees, we formulate and update safety training plans annually, conducting monthly safety training and emergency drills covering all employees. These include three-level safety education, knowledge of safety production laws and regulations, enterprise hazard investigations, and other safety-related topics.

Safety Education



We conduct at least one emergency management evacuation drill annually covered all workplaces, and an effectiveness assessment is made of the results. During the reporting period, we conducted multi-scenario evacuation drills, anti-leakage drills, fire drills, and cold storage malfunction simulation drills. Through safety promotion and outreach activities, our employee safety awareness and emergency response capabilities were strengthened.



HTDK strictly implements self-management of supplier safety, setting forth safety production requirements for suppliers to ensure they supervise their employees' production safety. Additionally, suppliers, contractors, and other third parties must be educated by HTDK for safety production knowledge upon entering the factory.

We actively conduct supplier safety training covering the following contents:

- Current hazard sources in the company
- Safety production regulations, standards, and knowledge
- Safety production rules and regulations, safety discipline
- Safety production situation and lessons learned from major accident cases
- Procedures for rescuing injured personnel, eliminating dangers, protecting the scene, and timely reporting after accidents
- Characteristics of HTDK's operations, potential unsafe factors, and mandatory compliance matters
- HTDK's safety production systems, regulations, and safety precautions
- Safety technical operation procedures for the specific job
- Basic knowledge of high-altitude work, machinery and equipment, and electrical safety
- Knowledge of fire prevention, poison prevention, dust prevention, explosion prevention, and emergency safety handling and evacuation
- Standards for issuing protective equipment and basic knowledge of using protective equipment and appliances
- Briefing by the person in charge of safety production and contacts
- Briefing by specific contacts from the owner unit and construction (related collaborating) units
- Briefing and training on the use of equipment at the worksite



5.3.6. Accident Reporting

We fully leverage employee oversight. When employees discover health and safety hazards, they can report them to their superiors or relevant personnel in the administrative department through public channels such as whistleblower hotlines and mailboxes. The company will then conduct investigations and make improvements.

06

Practicing responsible procurement to build a win-win ecosystem.

Sustainable Procurement Policy
Supplier Training



06 Practicing Responsible Procurement to Build a Win-Win Ecosystem



Sustainable procurement is key for HTDK in creating a sustainable supply chain throughout its business operations. We focus on cultivating a flexible, green integrated supply chain, developing and adhering to system documents such as procurement management processes and bidding procedures. Through systematic digital process management, we enforce strict access control over our suppliers. The company's purchasing practices do not involve the acquisition of conflict minerals.

Currently, HTDK collaborates with 365 suppliers, distributed across multiple provinces and cities within the country as well as overseas regions.



Additionally, we pay attention to suppliers' performance in terms of business ethics, environmental protection, human rights for employees, and creating a diverse work environment. We conduct evaluations on these aspects with our suppliers, committed to building an industry ecosystem together with our partners, aiming to establish a responsible and human rights-respecting value chain network.

6.1. Sustainable Procurement Policy

6.1.1. Supplier Onboarding

HTDK begins with the supplier onboarding standards, establishing and requiring partners at all stages of the supply chain to sign documents such as the "Supplier Code of Conduct," "Anti-Bribery and Anti-Corruption Policy," "Supplier Ethics and Labor Protection Commitment," and the "Contractor Health, Safety, and Environmental HSE Agreement" during onboarding. These integrate social and environmental clauses into supplier contracts, clearly defining the responsibilities of both parties through relevant terms and conditions within the contracts.

Furthermore, the company plans to incorporate contractor health, safety, and environmental performance assessments into subsequent supplier evaluations, ensuring that suppliers meet international standards in employee human rights, business ethics, environmental protection, and other areas.

Currently, 98% of HTDK's cooperative suppliers have passed certifications for quality, environmental, and occupational health and safety management systems. Apart from some monopolistic suppliers, the rest have signed contracts that include social and environmental clauses; the signing rate for the "Supplier Code of Conduct" is 100%.

6.1.2. Environmental and Social Risk Management

Based on the United Nations Guiding Principles on Business and Human Rights (UNGP), the OECD Guidelines for Multinational Enterprises, and the ILO Declaration of Principles concerning Multinational Enterprises, HTDK requires its global suppliers to comply with the "Supplier Code of Conduct" and other management practices. After considering suppliers' business ethics, social responsibility, and environmental protection risks, we prioritize cooperation with suppliers who demonstrate better performance. Additionally, we encourage suppliers to improve their performance through regular on-site inspections and document audits.

Supplier and Contractor Assessment and Management

Business Ethics

Compliance Operations and Marketing:

- Forms of corruption, bribery, and embezzlement are prohibited; no offering or soliciting of bribes or participation in other illegal activities is allowed.
- Comply with antitrust laws.
- The marketing process should ensure that advertising is accurate and truthful.

Privacy and Information Security

- Suppliers should protect and properly use confidential information to safeguard the privacy rights of the company, employees, and patients.

Employee Human Rights

Freedom of choice in employment

- Suppliers must not use forced, bonded, indentured, or involuntary prison labor.

Child and Young Worker Labor

- Suppliers must not use child labor
- Young workers under the age of 18 should be above the legal employment age in their country or have completed the necessary years of education, and may only engage in non-hazardous work.

Non-discrimination

- Provide a workplace free from discrimination
- Eliminate discrimination based on race, skin color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status.

No Harassment

- Sexual harassment, sexual assault, physical punishment, mental or physical coercion, verbal abuse, and threats should be prohibited in the workplace.

Wages, Benefits, and Working Hours

- Arrange work and provide remuneration in accordance with relevant laws, including minimum wages, overtime pay, and statutory benefits
- Communicate with employees in a timely manner regarding salary and compensation matters, as well as the need for overtime work and overtime pay.

Freedom of Association

- Respect employees' rights to freely associate, join a union, elect employee representatives, and participate in employee councils under legal conditions
- Ensure that employees can communicate openly with management about working conditions without facing reprisals, intimidation, or harassment.

Safe and Healthy Workplace

- Business activities must comply with applicable health and safety laws, regulations, and company standards.
- Employees should be provided with necessary personal protective equipment and safety measures implemented.

Biodiversity Conservation

Animal Protection

- Suppliers should respect animals and avoid animal testing as much as possible by finding alternatives, minimizing animal suffering to the greatest extent.
- If animal testing is necessary, the number of animals used should be minimized, experimental processes optimized to reduce animal suffering, and legal alternatives actively explored.

Environmental Protection

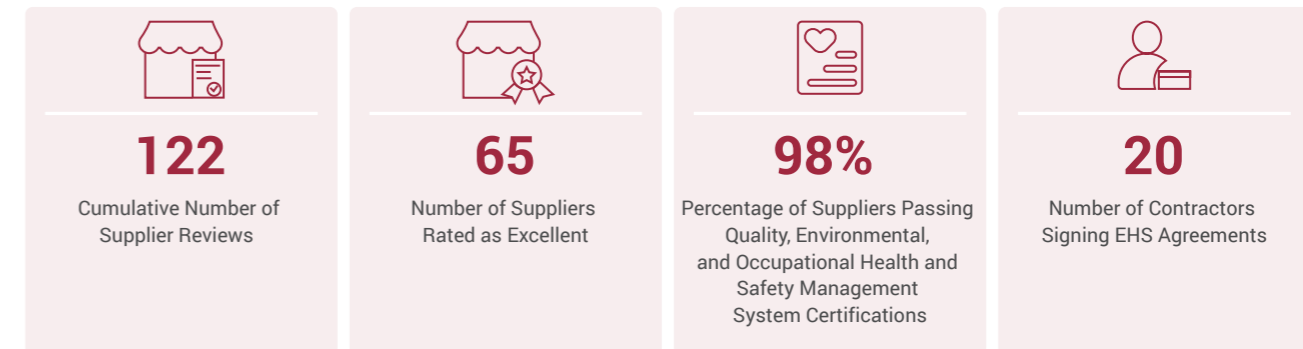
Protect the Environment

- Minimize the impact of business operations on the environment as much as possible
- Business activities must comply with applicable environmental laws and company standards.

In addition, the company imposes safety production requirements on third-party partners such as suppliers and contractors, and actively conducts safety management training, as detailed in the "Occupational Health and Safety" section.

For new suppliers, the company prioritizes cooperation with those who have better social responsibility performance related to environmental protection and human rights, and provides timely feedback on issues identified during audits, urging suppliers to make corrections; for existing suppliers, if any issues are discovered, the company will immediately cease cooperation.

Furthermore, HTDK requires suppliers to conduct self-investigations, take corrective actions, establish a comprehensive employee complaint system to report any violations or illegal activities, and ensure that employees do not face retaliation, intimidation, or harassment for reporting.



6.1.3. Supply Chain Communication

To ensure that the company's requirements for suppliers on human rights, business ethics, environmental protection, etc. are accurately communicated to partners, HTDK introduces various access and management standards to suppliers in their tender proposals and conducts in-depth communication through emails, WeChat, face-to-face discussions, and other means.

6.1.4. Procurement Personnel Integrity Training

The company regularly conducts compliance training for procurement personnel, with a training coverage rate of 100%, to ensure the implementation of the company's sustainable procurement policies and to actively prevent fraudulent practices in tendering and procurement.

6.2. Supplier Training

In response to HTDK's requirements for suppliers on human rights, ethics, environmental protection, and safety, the company conducts relevant training to help suppliers improve their performance and enhance their sense of social responsibility.

Supplier Safety Training



07

Enhancing User Experience and Delivering
High Quality Service



Product Quality and Safety
Customer Service



07 Enhancing User Experience and Delivering High Quality Service



HTDK firmly believes that quality management is of vital importance to the development of an enterprise and a focal point of customer and market attention. Our ongoing goal is to provide medical devices and supplies with high quality, thereby provide better medical services for more. We prioritize customer experience and strive to continuously elevate our performance to bring clients higher-quality professional services.

7.1. Product Quality and Safety

7.1.1. Quality Management System

We have established a robust quality management system, formulated documents and systems such as the Quality Manual, HTDK Quality System and the Quality Policy and Objective Management System strictly adhering to laws and regulations in the medical industry, including the Drug Administration Law of the People's Republic of China, "Good Manufacturing Practice of Drugs and Guidelines on Good Distribution Practice of Medicinal Products for Human Use. Currently, the company has obtained certifications for ISO 9001, ISO 13485, the World Health Organization's (WHO) Good Distribution Practices (GDP) for pharmaceutical products, and Good Manufacturing Practices (GMP) for pharmaceutical products.

Certifications



In 2023, HTDK recorded no incident of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a penalty.

Assessment on Health and Safety Impacts

<p>Product/Service/Total Number</p> <p>0</p> <p>Cases</p> <p>Incidents of Non-Compliance with Regulations Resulting in a Fine or Penalty</p>	<p>Product/Service/Total Number</p> <p>0</p> <p>Cases</p> <p>Incidents of Non-Compliance with Regulations Resulting in a Warning</p>	<p>Product/Service/Total Number</p> <p>0</p> <p>Cases</p> <p>Incidents of Non-Compliance with Voluntary Codes</p>
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7.1.2. Quality Assurance

Backed by a comprehensive quality management system, we implement a series of measures to ensure that product quality meets expectations.

We have developed Standard Operating Procedures (SOPs) for every aspect of our operation, and strictly adhere to these SOPs during operations. This ensures compliance and rationality in all steps, reduces or avoids errors, significantly enhances work efficiency, and guarantees safe and high-quality outputs.

Selected SOPs		
Emergency Testing of Cold Storage and Freezers	Self-Inspection Management	Receiving, Storage, and Transportation
Cleaning and Organization	Standard Operating Procedures for Reviewing Labels and Instructions of Medicines and Medical Devices	Operating Procedures for Maintenance and Servicing of Warehouse Facilities and Equipment
Inventory Release and Goods Transportation	Product Expiry Management System	Hazard Identification and Risk Control

Warehouse Temperature Control Procedures

To minimize the negative impact of external factors such as temperature fluctuations on product quality during storage and handling, the company has established the Equipment and Environmental Control SOP. For products with storage requirements, we designate specialized storage areas in accordance with relevant regulatory requirements and product characteristics, implement temperature and humidity control as required and conduct real-time monitoring.



Additionally, we have formulated the HTDK Warehouse Emergency Response Plan to address potential emergencies that may arise during operations. This plan outlines effective countermeasures to be taken in case of emergencies or potential disruptions to daily operations, including warehouse robbery, power outages, personal safety incidents, fires, natural disasters, computer management system failures, and abnormal cold storage alarms. These measures aim to safeguard product and service quality to the greatest extent possible.

In 2023, HTDK underwent a total of 8 on-site audits by drug regulatory authorities and 7 special quality audits by customers, with no critical non-conformities identified, resulting in successful passes for all audits.

7.1.3. Quality Culture Cultivation

HTDK continuously cultivates a quality culture through organizing diverse quality-related cultural activities. We have established management systems related to training, with designated personnel responsible for managing and regularly evaluating the effectiveness of training programs, which cover aspects such as laws and regulations, job responsibilities, process operations, theoretical knowledge, and skill practices. Throughout the year, we planned and completed over 50 special quality training sessions, covering all functional departments related to business services, including quality, warehousing, operations, transportation, and customer service.

Trainings



7.1.4. Product Recall Mechanism

We recognize the implementation of product recalls as a necessary measure to protect customer rights and interests. With a commitment to customer responsibility, we have formulated the Product Recall Management SOP, which clearly defines the categories, levels, and handling procedures of product recalls under different scenarios.

In 2023, there were no recall events due to the quality of our products or services.

HTDK has always attached great importance to the prompt handling and response to customer complaints, ensuring high quality service provided to all customers. We have established the Complaint Management Standard Operating Procedure, which clarifies the respective responsibilities of each department upon receiving customer complaints, handling procedures for different types of complaints, as well as requirements for timelines and customer satisfaction. Our customer service team strictly follows Complaint Management Standard Operating Procedures and Call Center Service Management to systematically record customer complaints, promptly and effectively provide feedback, track and manage each complaint's milestones, progress, and resolution status, while also summarizing and categorizing the root causes of complaints.

In 2023, our response rate and resolution rate for customer complaints both reached 100%.

Received Complaints Regarding Products and Services and Corresponding Resolution Approaches (B2B Business)



Received Complaints Regarding Products and Services and Corresponding Resolution Approaches (B2C Business)



7.2. Customer Service

7.2.1. Customer Service System

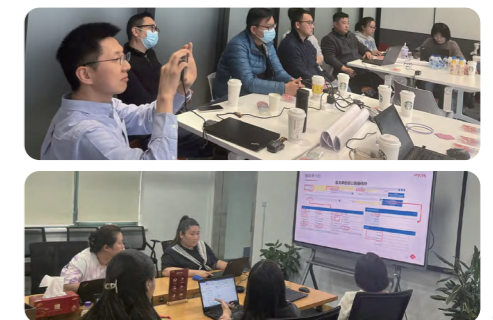
HTDK adheres to the value of "creating value together with manufacturers/customers, thinking as they do," and continuously strengthens the construction of customer service management system. In terms of systems, we have formulated Customer Service Request Handling Operation Procedures, Call Center Service Management, as well as Customer Satisfaction Survey Management Regulations and Return and Exchange Order Processing Procedures, among others, to further standardize management processes, enhance service levels, and safeguard customer rights and interests.

7.2.2. CS Personnel Training

To continually upgrade the professional capabilities of our customer service team and ensure that customers enjoy better service and experiences, we have implemented a series of measures aimed at enhancing customer service competencies.

CS Trainings

In 2023, our Customer Service team conducted a total of 165 employee training sessions, with an average training duration of 30 hours per person per year. The training content covered:
 The daily work processes and operations of various functional teams.
 SOP training.
 System usage training, including BI, iService, Wenjuanxing (a survey platform), Qiyu (a customer service software), OneNote, and other software.
 Training on efficient communication techniques for customer service.



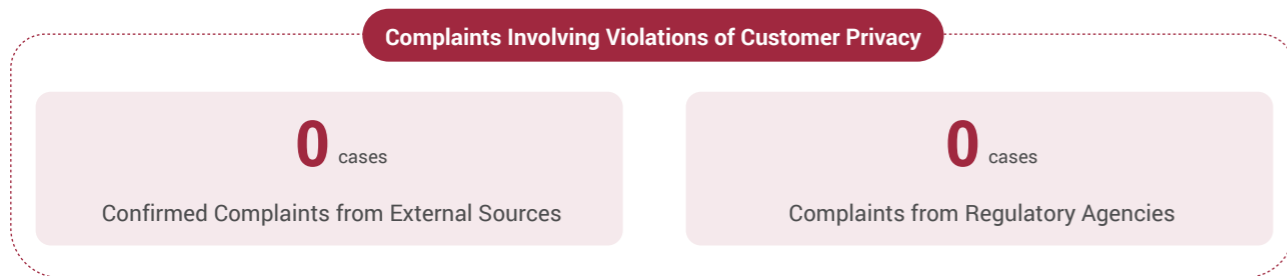
Additionally, we employ a performance evaluation system based on employees' positions, which primarily encompassing indicators such as hotline answer rate, hotline response time, timeliness of complaint handling, order operation accuracy, timeliness of order entry, accuracy of master data maintenance, and timeliness of master data maintenance.

7.2.3. Customer Information Security and Privacy Protection

HTDK places great importance on information security, with particularly high standards for the confidentiality of customer information. We strictly implement the relevant measures required by ISO 27001 and ISO 27701, and tightly control customer information.

In 2023, we launched a company-wide data security special project, reviewed relevant data and files within the customer system, and marked files containing customer privacy information as critical. When these files need to be used externally, they must pass through a sensitive data access process for approval before usage, and key information is desensitized during use. Furthermore, we conduct annual account audits, reviewing user and permission matrices to ensure that all user accounts align with their job requirements, optimizing permissions while ensuring proper management.

In 2023, there were no reported complaints involving violations of customer privacy.



7.2.4. Customer Satisfaction

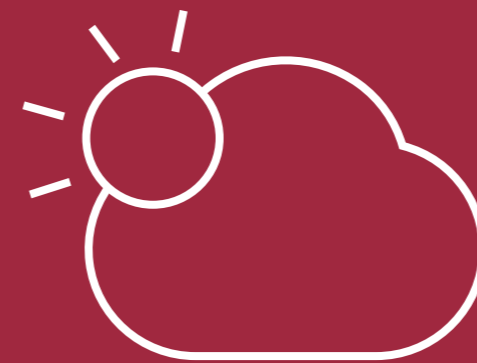
We conduct customer satisfaction surveys annually, covering three primary services: business/sales service, customer service, and warehousing and logistics service. Based on the survey results, we conduct targeted analysis and provide references for subsequent work.

In 2023, the customer satisfaction score was 98%.



Addressing Climate Change, Towards a Green Future

- Addressing Climate Change
- Waste Management
- Resource management



08 Addressing Climate Change, Towards a Green Future



HTDK earnestly fulfills its environmental responsibilities, integrating green and environmentally friendly concepts into operations such as warehousing and logistics. By continuously improving management, optimizing processes, and utilizing energy and resources comprehensively, it aims to reduce pollution and resource waste from the source, minimize or avoid negative impacts on human health and the environment from business activities, strive to build an environmentally friendly industrial structure, and practice a low-carbon, sustainable development environmental strategy.

8.1. Addressing Climate Change

As global warming and climate change trigger a series of environmental crises and socio-economic issues that are becoming increasingly prominent, climate change has emerged as one of the common challenges faced by human society in the 21st century. As a responsible corporate citizen, HTDK actively responds to the national "3060 Carbon Peak and Carbon Neutrality" initiative, prioritizing the effective management and response to climate change risks in its daily operations. The company is committed to developing strategies and management approaches for significant climate-related risks and opportunities. Following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we actively identify key climate risk points and clarify the four core elements under the TCFD recommendations: "Governance," "Strategy," "Risk Management," and "Metrics and Targets." Meanwhile, the company continuously adopts effective and rational management policies, constantly optimizing the identification, assessment, and management of climate-related risks, while seizing opportunities brought by the low-carbon green economy.

8.1.1. Governance Mechanisms for Addressing Climate-Related Risks and Opportunities

In response to the potential impacts brought by climate change-related risks, HTDK actively identifies and addresses these risks, vigorously promoting the implementation of climate change-related policies and measures into the company's daily operations. The HTDK Board of Directors and the ESG Working Group are responsible for formulating sustainable development strategies that include addressing climate change issues, and regularly reviewing and supervising their implementation, thereby effectively managing climate change risks and mitigating the impacts of climate change on the business, in order to enhance the company's ability to respond to climate change.

8.1.2. The Material and Potential Impacts of Climate-Related Risks and Opportunities on Operations

HTDK focuses on the existing enterprise risk management framework to remain vigilant, identifying, assessing, and addressing climate-related risks and opportunities in various business operations, incorporating climate change into our strategic plans. The company has identified a series of climate change-related risks and opportunities based on its actual operational situation and has developed corresponding measures including, but not limited to, the following:

Physical Risks	Impact Level	Response Measures
The frequency and severity of extreme weather events (torrential rain, typhoons, etc.) are increasingly rising.	<ul style="list-style-type: none"> Extreme weather conditions lead to increased demand for electricity and water, resulting in higher operational costs This places a burden on employee health and the durability of facilities, causing business operations to be hindered. 	<ul style="list-style-type: none"> Regularly conduct emergency response drill training Timely develop emergency plans for extreme weather conditions (a typhoon emergency plan has already been developed). Use more durable and robust facilities and materials Establish stable cooperative relationships with suppliers to ensure timely delivery of products.

Response Measures	Impact Level	Response Measures
Climate-related policy risks.	<ul style="list-style-type: none"> The increasingly stringent carbon emission management requirements and demands for green products lead to higher operational and project costs 	<ul style="list-style-type: none"> Closely monitor market trends and policy directions Accelerate innovative investments in projects with green and low-carbon characteristics. Regularly carry out asset upgrades and improvements.
Increasingly stringent environmental regulations.	<ul style="list-style-type: none"> The heightened environmental management requirements for resource use efficiency and waste emission management lead to increased operational costs 	<ul style="list-style-type: none"> Continuously explore new technologies for energy-saving renovations to aid in energy conservation and efficiency enhancement
Market and reputational risks.	<ul style="list-style-type: none"> Losing competitive advantage compared to competitors with better performance in sustainability, resulting in damage to revenue and market reputation. 	<ul style="list-style-type: none"> Prioritize the sustainability of the business when developing new ventures. Pay close attention to customer satisfaction.



Advances in technology offer significant opportunities to reduce energy costs and transition to a low-carbon economy. Increasingly, consumers express a preference for more eco-friendly products and brands committed to responsible business practices, which will bring new market opportunities.

The rapid growth of responsible investing and sustainable finance offers us significant opportunities to unlock alternative financing streams. Looking forward, we will explore sustainable financing and business opportunities that align with sustainable development.

8.1.3. Climate Change Mitigation Goals

HTDK's Net-Zero Emission Plan

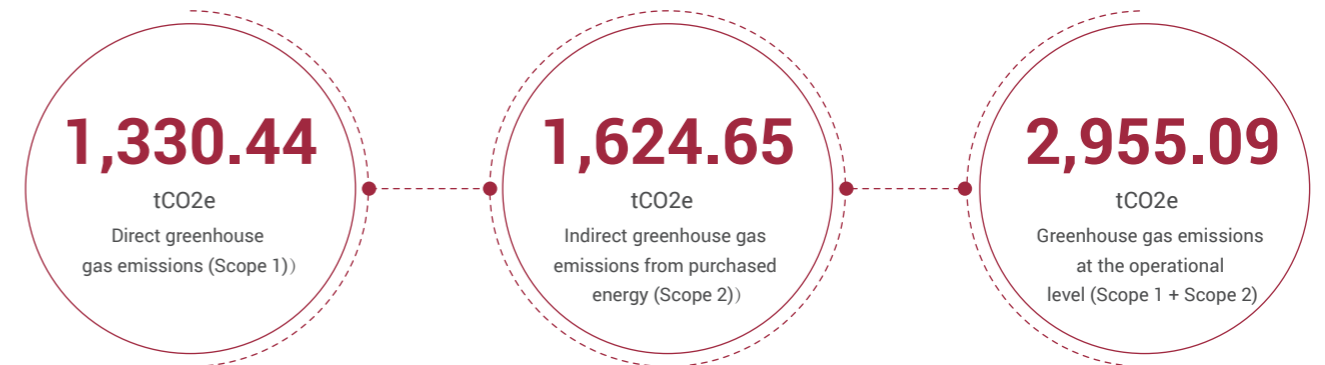
Our Goal	By 2050, achieve net-zero emissions in our own operations. Our goal is to achieve net-zero emissions across our value chain by 2060.	
Our Actions	Short-term	Long-term
Green Logistics	Optimize transportation modes to promote green logistics, changing from bulk cargo to full-truckload shipments for customers with large transportation volumes and high shipping frequencies.	Achieve full electrification of vehicles in the transportation segment.
Green Office	Advocate for green work practices and enhance employees' awareness of conservation.	Promote smart lighting, shared office spaces, and paperless offices.
Green Packaging	Adopt green packaging and prohibit the use of disposable plastic packaging materials.	Increase the use of recyclable packaging materials in shipped products until reaching 100%.
Energy Utilization	Strengthen energy monitoring and refined management carry out energy-saving technological renovation projects, such as equipment modification and replacement.	Optimize the energy structure, increase the use of renewable energy, and adopt clean electricity carry out the construction of photovoltaic and energy storage systems to help build a new type of power system.
Green Operations	Create green buildings, design and construct new warehouses in accordance with green building requirements.	Fully promote the green transformation of existing warehouses to achieve net-zero emissions.

8.1.4. Greenhouse Gas Emission Management

We actively respond to the national "dual carbon" strategy and goals, continuously optimizing our greenhouse gas management system and proactively seeking emission reduction opportunities to reduce the company's greenhouse gas emissions.

We conduct greenhouse gas accounting in accordance with the ISO 14064-1 and Greenhouse Gas Protocol standards.

HTDK's greenhouse gas emissions amount to:



8.2. Waste Management

The waste generated from HTDK's operations mainly consists of general waste and hazardous waste. We adhere to the principles of source reduction and recycling, committed to reducing the amount of waste produced while ensuring that hazardous waste is properly disposed of.

For general waste, we give priority to recycling, with the remaining portion being disposed of in compliance with the requirements of the operating point's supervisory authorities.

The amount of general waste produced by HTDK is:



For hazardous waste, we place great importance on every aspect of the disposal process to minimize negative impacts on the surrounding environment and human health. In accordance with the Environmental Protection Law of the People's Republic of China, the Solid Waste Pollution Environmental Prevention Law of the People's Republic of China, and other relevant laws, regulations, and standards, we have developed a Hazardous Waste Management System to standardize the operational mechanisms of collection, storage, transportation, utilization, and disposal.

During the collection phase, we follow the principle of categorized management, classifying at the source according to the characteristics of hazardous waste.

In the storage phase, we set up storage facilities in compliance with the Hazardous Waste Storage Pollution Control Standards, strictly regulate storage duration, and establish a hazardous waste storage ledger to meticulously record the storage conditions of hazardous waste.

During the transportation and utilization/disposal phase, we sign entrustment contracts with units that possess the appropriate transportation and disposal qualifications and report in real-time to the National Hazardous Waste Dynamic Management Information System during transfer and disposal. During the reporting period, the company generated and entrusted a qualified third party to process 0.8 tons of hazardous waste.

Additionally, we have developed emergency response plans for hazardous waste and filed them with the local government authorities. We regularly organize training sessions on hazardous waste emergency drills and knowledge on waste classification and disposal to ensure that waste management personnel possess the necessary skills.

Hazardous Waste Emergency Drill Response

In December 2023, we conducted a simulated drill for hazardous waste packaging damage and leakage. During the drill, relevant personnel responded promptly and managed the situation on-site appropriately and in a timely manner according to the emergency response plan, successfully controlling the leakage. Through this exercise, on-site personnel effectively mastered the emergency response measures for hazardous waste leakage, enhancing their awareness of safety and environmental protection.



During the reporting period, the company did not experience any sudden risk events and was not subject to any administrative penalties by the regulatory authorities.

8.3. Resource management

HTDK values the use of resources in operations and is committed to reducing energy and material consumption and waste. In line with our business development, we actively explore practical measures to achieve coordinated development of economic growth, environmental protection, and resource conservation.

8.3.1. Material usage

In 2023, we implemented a series of measures to reduce material usage and waste in operations:

- For deliveries to different recipients within the same city and temperature zone, we use the same refrigerated truck and adopt a sequential delivery approach to optimize transportation routes and reduce vehicle emissions.
- For products with large temperature spans, we optimize and consolidate temperature-controlled vehicles for combined delivery.
- For deliveries within the urban area, suppliers are required to prioritize the use of new energy logistics vehicles. We centrally purchase plastic pallets to replace the previously used wooden pallets, achieving circular reuse in transit.
- For some products, external packaging is reused for transfers between different storage areas.

Improvement of Temperature Control Measures in Cold Chain Transportation

In 2023, we optimized and improved the temperature control facilities in cold chain transportation by replacing dry ice with phase change cooling materials, while also incorporating real-time temperature monitoring and an automatic positioning system, achieving circular recycling and effectively reducing greenhouse gas emissions and material waste.



8.3.2. Energy management

In terms of energy utilization, we continuously explore effective ways to improve energy efficiency and integrate the concept of green operations into project planning, design, and retrofitting optimization.

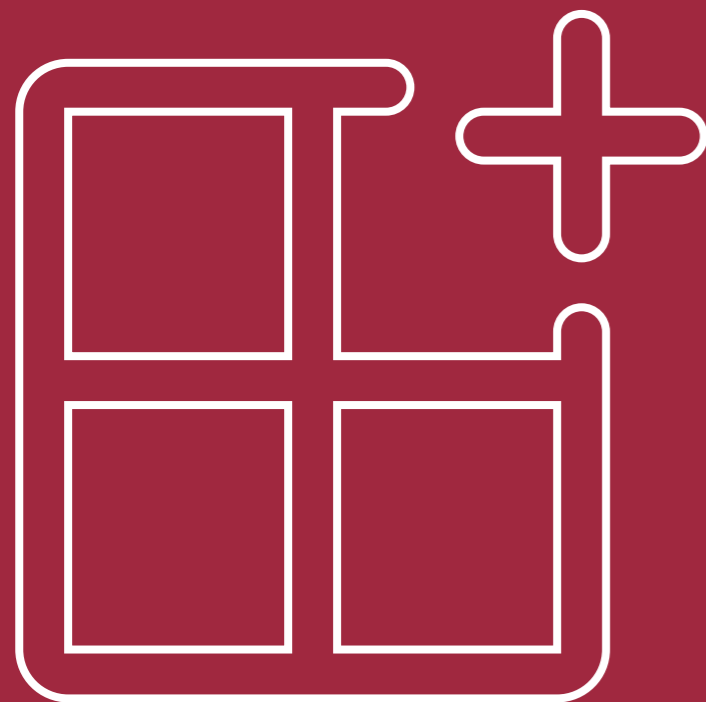
- The newly planned warehouse projects uniformly use LED lighting to reduce energy consumption.
- Automatic induction rolling doors are adopted in the warehouse area to minimize cold air escape.
- Eco-friendly variable frequency air conditioning is used, which adjusts output power in real-time according to temperature conditions.
- The cold storage uses a brick wall structure while enhancing the insulation of the external walls.



Insulated rapid-roll shutter doors

09 Appendix

Key Performance Indicators Table



09 Appendix

► Key Performance Indicators Table Environmental Performance¹

GHG Emissions		
Indicators	Unit	Value
Total Emissions	tCO ₂ e	2,856.79
Scope 1 Emissions	tCO ₂ e	1,232.14
Scope 2 Emissions	tCO ₂ e	1,624.65

GHG Emissions		
Indicators	Unit	Value
Tap Water Consumption	m ³	7,384.74

General Solid Waste Emissions		
Indicators	Unit	Value
Tap Water Consumption	kg	48,149.00
Carton Paper Products	kg	43,723.00
Waste Plastic and Rubber Products	kg	3,326.00
Waste Metal	kg	1,100.00

Energy Consumption		
Indicators	Unit	Value
Total Consumption	tce	480.66
Petrol Consumption	kg	12,038.48
Disel Consumption	kg	17,269.58
Electricity Consumption	kWh	3,562,136.93

1. otherwise specified, the data covers the period from January 1, 2023, to December 31, 2023. The data includes two warehouses in Beijing (bonded warehouse and non-bonded warehouse) and six warehouses in Shanghai (Chuansha warehouse, Depo warehouse, Lingang warehouse, Riyin North Road warehouse, Shenfei Road warehouse, and Xinbang warehouse).

Social Performance

Employment

Total Number and Rate of Employees by Gender, Position, Age Group, Region, Race, Education Degree and Profession

Total Employees		407
By Gender	Number	Percentage
Male	181	44.47%
Female	226	55.53%
By Position	Number	Percentage
Senior Management	19	4.67%
General Staff	388	95.33%
By Age Group	Number	Percentage
Below 30 years old	43	10.57%
31-40 years old	203	49.88%
41-50 years old	149	36.61%
Above 50 years old	12	2.95%
By Region	Number	Percentage
China (including Mainland China, Hong Kong, Macao, and Taiwan)	406	99.75%
Overseas	1	0.25%
By Ethnic Group	Number	Percentage
Han	403	99.02%
Minority	4	0.98%
By Education Degree	Number	Percentage
Bachelor' s Degree and Above	190	46.68%
Junior College	97	23.83%
Bellow Junior College	120	29.48%

Total Number and Rate of New Employee Hires by Gender, Age Group and Region

Total Number		52
By Gender	Number	Percentage
Male	35	67.31%
Female	17	32.69%
By Age Group	Number	Percentage
Below 30 years old	7	13.46%
31-40 years old	28	53.85%
41-50 years old	16	30.77%
Above 50 years old	1	1.92%
By Region	Number	Percentage
China (including Mainland China, Hong Kong, Macao, and Taiwan)	52	100.00%
Overseas	0	0.00%

Total Number and Rate of Employee Turnover by Gender, Age Group and Region

Total Number		56
By Gender	Number	Rate
Male	31	55.36%
Female	25	44.64%
By Age Group	Number	Rate
Below 30 years old	13	23.21%
31-40 years old	36	64.29%
41-50 years old	6	10.71%
Above 50 years old	1	1.79%
By Region	Number	Rate
China (including Mainland China, Hong Kong, Macao, and Taiwan)	56	100.00%
Overseas	0	0.00%

Total Number and Rate of Management Staff by Gender and Age Group

Total Number	19	
By Gender	Number	Percentage
Male	13	68.42%
Female	6	31.58%
By Age Group	Number	Percentage
31-40 years old	2	10.53%
41-50 years old	12	63.16%
Above 50 years old	5	26.31%

Disabled

	Number	Percentage
Disabled Employees	1	0.25%

Training and Education

Training Hours

By Gender	Average Training Hours
Male	16
Female	15
By Position	Average Training Hours
Senior Management	24
General Staff	12.5
Total Number of Employees Received Trainings	459
Percentage of Employees Received Trainings	99%

Percentage of Total Employees by Gender and by Employee Category Who Received a Regular Performance and Career Development Review

Total Number	459	
Percentage	100.00%	
By Gender	Number	Rate
Male	201	100.00%
Female	258	100.00%
By Position	Number	Rate
Senior Management	12	100.00%
General Staff	447	100.00%

Labor Rights

Non-Discrimination

Total Number of Incidents of Discrimination During the Reporting Period	0
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Number of Employees that Own Right to Take Parental Leave by Gender

By Gender	Number
Male	23
Female	23

Number of Employees that Took Parental Leave by Gender

By Gender	Number
Male	23
Female	23

Return To Work Number of Employees that Took Parental Leave by Gender

By Gender	Number
Male	23
Female	23

Number Of Employees Who Have Returned to Work after the End of Parental Leave and Are Still Employed After 12 Months

By Gender	人数
Male	23
Female	23

Return To Work Rate of Employees that Took Parental Leave by Gender

By Gender	人数
Male	100.00%
Female	100.00%

Occupational Health and Safety

Work-Related Injury

The Number and Rate of Fatalities as a Result of Work-Related Injury	0
The Number of Recordable Work-Related Injuries	0
Lost Days Due to Work-Related Injuries or Poor Health Conditions	0
Rate of Recordable Work-Related Injuries ²	0
Lost Working Hours	0

Occupational Health and Safety Management System

The Number of All Employees Covered By Occupational Health and Safety Management System	319
Safety Emergency Drills (Times)	13
Safety Training Hours (Hours)	12
Safety Publicity (Times)	12
Safety Planned Inspections (Times)	12
Safety Promotion Activities (Times)	84
Safety Unplanned Inspections (Times)	72

Supply Chain Management

Number and Percentage of Total and New Suppliers by Region

Region	Number	Percentage
Total Number		
		365
Hong Kong, Macao and Taiwan	3	0.82%
Northeast China	0	0.00%
North China	28	7.67%
Eastern China	299	81.92%
South China	21	5.75%
Central China	4	1.10%
Overseas	10	2.74%

Supplier Assessment

Percentage of Suppliers Certified to Quality, Environmental and Occupational Health and Safety Management Systems	98%
Cumulative Total Number of Suppliers Assessed	122
Number of Suppliers Selected as Excellent Suppliers	65
Number of Contractors Signing EHS Agreements	20

Product and Service

Customer Service

Number of Complaints Received About Products and Services	577
Customer Complaint Response Rate	100%
Customer Complaint Resolution Rate	100%

Incidents Of Non-Compliance Concerning the Health and Safety Impacts of Products and Services

Incidents of Non-Compliance with Regulations Resulting in a Fine or Penalty	0
Incidents of Non-Compliance with Regulations Resulting in a Warning	0
Incidents of Non-Compliance with Voluntary Codes	0

Governance Performance

Anti-Corruption

Communication and Training about Anti-Corruption Policies and Procedures		
	Number of Employees Covered	Percentage of Employees Covered
	407	100.00%

Marketing and Labeling

Incidents of Non-Compliance Concerning Product and Service Information and Labeling

	Product	Service
Incidents of Non-Compliance with Regulations Resulting in A Fine or Penalty	0	0
Incidents Of Non-Compliance with Regulations Resulting in a Warning	0	0
Incidents of Non-Compliance with Voluntary Codes	0	0

Incidents of Non-Compliance Concerning Marketing Communications

	Product	Service
Incidents of Non-Compliance with Regulations Resulting in A Fine or Penalty	0	0
Incidents Of Non-Compliance with Regulations Resulting in a Warning	0	0
Incidents of Non-Compliance with Voluntary Codes	0	0

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GRI Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About HTDK
	2-2 Entities included in the organization' s sustainability reporting	About HTDK
	2-3 Reporting period, frequency and contact point	About HTDK
	2-4 Restatements of information	/
	2-5 External assurance	/
	2-6 Activities, value chain and other business relationships	About HTDK
	2-7 Employees	Safeguard Employees' Rights and Create Shared Value
	2-8 Workers who are not employees	/
	2-9 Governance structure and composition	/
	2-10 Nomination and selection of the highest governance body	/
	2-11 Chair of the highest governance body	/
	2-12 Role of the highest governance body in overseeing the management of impacts	/
	2-13 Delegation of responsibility for managing impacts	/
	2-14 Role of the highest governance body in sustainability reporting	Compliance and Robust Governance. Laying a Solid Foundation for Development
	2-15 Conflicts of interest	/
	2-16 Communication of critical concerns	Compliance and Robust Governance. Laying a Solid Foundation for Development
	2-17 Collective knowledge of the highest governance body	/
	2-18 Evaluation of the performance of the highest governance body	/
	2-19 Remuneration policies	Safeguard Employees' Rights and Create Shared Value
	2-20 Process to determine remuneration	Safeguard Employees' Rights and Create Shared Value
	2-21 Annual total compensation ratio	/
	2-22 Statement on sustainable development strategy	/
	2-23 Policy commitments	/
	2-24 Embedding policy commitments	/
	2-25 Processes to remediate negative impacts	Safeguard Employees' Rights and Create Shared Value

GRI Standard	Disclosure	Location
	2-26 Mechanisms for seeking advice and raising concerns	/
	2-27 Compliance with laws and regulations	Compliance and Robust Governance. Laying a Solid Foundation for Development
	2-28 Membership associations	/
	2-29 Approach to stakeholder engagement	Compliance and Robust Governance. Laying a Solid Foundation for Development
	2-30 Collective bargaining agreements	Safeguard Employees' Rights and Create Shared Value
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Compliance and Robust Governance. Laying a Solid Foundation for Development
	3-2 List of material topics	Compliance and Robust Governance. Laying a Solid Foundation for Development
	3-3 Management of material topics	Compliance and Robust Governance. Laying a Solid Foundation for Development
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	/
	201-2 Financial implications and other risks and opportunities due to climate change	Addressing Climate Change, Towards a Green Future
	201-3 Defined benefit plan obligations and other retirement plans	Safeguard Employees' Rights and Create Shared Value
	201-4 Financial assistance received from government	/
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Safeguard Employees' Rights and Create Shared Value
	202-2 Proportion of senior management hired from the local community	/
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	/
	203-2 Significant indirect economic impacts	/
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	/
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	/
	205-2 Communication and training about anti-corruption policies and procedures	Compliance and Robust Governance. Laying a Solid Foundation for Development
	205-3 Confirmed incidents of corruption and actions taken	Compliance and Robust Governance. Laying a Solid Foundation for Development
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance and Robust Governance. Laying a Solid Foundation for Development
GRI 207: Tax 2019	207-1 Approach to tax	/
	207-2 Tax governance, control, and risk management	/
	207-3 Stakeholder engagement and management of concerns related to tax	/
	207-4 Country-by-country reporting	/

GRI Standard	Disclosure	Location
GRI 301: Materials 2016	301-1 Materials used by weight or volume	/
	301-2 Recycled input materials used	/
	301-3 Reclaimed products and their packaging materials	/
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Addressing Climate Change, Towards a Green Future
	302-2 Energy consumption outside of the organization	Addressing Climate Change, Towards a Green Future
	302-3 Energy intensity	Addressing Climate Change, Towards a Green Future
	302-4 Reduction of energy consumption	/
	302-5 Reductions in energy requirements of products and services	/
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Addressing Climate Change, Towards a Green Future
	303-2 Management of water discharge-related impacts	Addressing Climate Change, Towards a Green Future
	303-3 Water withdrawal	Key Performance Indicators
	303-4 Water discharge	/
	303-5 Water consumption	/
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/
	304-2 Significant impacts of activities, products and services on biodiversity	/
	304-3 Habitats protected or restored	/
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Addressing Climate Change, Towards a Green Future
	305-2 Energy indirect (Scope 2) GHG emissions	Addressing Climate Change, Towards a Green Future
	305-3 Other indirect (Scope 3) GHG emissions	/
	305-4 GHG emissions intensity	/
	305-5 Reduction of GHG emissions	/
	305-6 Emissions of ozone-depleting substances (ODS)	/
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/

GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Addressing Climate Change, Towards a Green Future
	306-2 Management of significant waste-related impacts	Addressing Climate Change, Towards a Green Future
	306-3 Waste generated	Addressing Climate Change, Towards a Green Future
	306-4 Waste diverted from disposal	Addressing Climate Change, Towards a Green Future
	306-5 Waste directed to disposal	Addressing Climate Change, Towards a Green Future
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Safeguard Employees' Rights and Create Shared Value
	308-2 Negative environmental impacts in the supply chain and actions taken	Safeguard Employees' Rights and Create Shared Value
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Safeguard Employees' Rights and Create Shared Value
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Safeguard Employees' Rights and Create Shared Value
	401-3 Parental leave	Safeguard Employees' Rights and Create Shared Value
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	/
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safeguard Employees' Rights and Create Shared Value
	403-2 Hazard identification, risk assessment, and incident investigation	Safeguard Employees' Rights and Create Shared Value
	403-3 Occupational health services	Safeguard Employees' Rights and Create Shared Value
	403-4 Worker participation, consultation, and communication on occupational health and safety	/
	403-5 Worker training on occupational health and safety	Safeguard Employees' Rights and Create Shared Value
	403-6 Promotion of worker health	Safeguard Employees' Rights and Create Shared Value
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safeguard Employees' Rights and Create Shared Value
	403-8 Workers covered by an occupational health and safety management system	Safeguard Employees' Rights and Create Shared Value
	403-9 Work-related injuries	Safeguard Employees' Rights and Create Shared Value
	403-10 Work-related ill health	Safeguard Employees' Rights and Create Shared Value
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Performance Indicators
	404-2 Programs for upgrading employee skills and transition assistance programs	Safeguard Employees' Rights and Create Shared Value

GRI Standard	Disclosure	Location
	404-3 Percentage of employees receiving regular performance and career development reviews	Safeguard Employees' Rights and Create Shared Value
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Safeguard Employees' Rights and Create Shared Value
	405-2 Ratio of basic salary and remuneration of women to men	Key Performance Indicators
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Safeguard Employees' Rights and Create Shared Value
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	/
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	/
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Safeguard Employees' Rights and Create Shared Value
GRI 414: Supplier Social Assessment 2016	411-1 Incidents of violations involving rights of indigenous peoples	/
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	/
	413-2 Operations with significant actual and potential negative impacts on local communities	/
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Practicing Responsible Procurement to Build a Win-Win Ecosystem
	414-2 Negative social impacts in the supply chain and actions taken	Practicing Responsible Procurement to Build a Win-Win Ecosystem
GRI 415: Public Policy 2016	415-1 Political contributions	/
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Enhancing User Experience and Delivering High Quality Service
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Enhancing User Experience and Delivering High Quality Service
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Compliance and Robust Governance. Laying a Solid Foundation for Development
	417-2 Incidents of non-compliance concerning product and service information and labeling	Compliance and Robust Governance. Laying a Solid Foundation for Development
	417-3 Incidents of non-compliance concerning marketing communications	Compliance and Robust Governance. Laying a Solid Foundation for Development
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	/

SDGs Index

SDGs	Contents	Location
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	Goal 4 Quality Education	Safeguard Employees' Rights and Create Shared Value Key Performance Indicators
	Goal 5 Gender Equality	Safeguard Employees' Rights and Create Shared Value Key Performance Indicators
	Goal 6 Clean Water and Sanitation	Addressing Climate Change, Towards a Green Future
	Goal 8 Decent Work and Economic Growth	Compliance and Robust Governance. Laying a Solid Foundation for Development Safeguard Employees' Rights and Create Shared Value Key Performance Indicators
	Goal 9 Industry, Innovation and Infrastructure	About HTDK
	Goal 10 Reduced Inequalities	Safeguard Employees' Rights and Create Shared Value Key Performance Indicators
	Goal 12 Responsible Consumption and Production	Experience and Delivering High Quality Service Practicing Responsible Procurement to Build a Win-Win Ecosystem Addressing Climate Change, Towards a Green Future Key Performance Indicators
	Goal 13 Climate Action	Addressing Climate Change, Towards a Green Future Key Performance Indicators
	Goal 16 Peace, Justice and Strong Institutions	Compliance and Robust Governance. Laying a Solid Foundation for Development Safeguard Employees' Rights and Create Shared Value Practicing Responsible Procurement to Build a Win-Win Ecosystem Key Performance Indicators