



AsialInfo Technologies Limited

(Incorporated in the British Virgin Islands with limited liability)

Stock Code: 01675

Consolidate **TRUST** > Converge **DIGITAL INTELLIGENCE** > Thriving Through **CYCLES**

Environmental, Social and Governance  
(ESG) Report 2024



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The background is a vibrant green with a complex grid of glowing white and yellow lines. Several 3D cubes are scattered throughout, each containing a different icon: a bar chart, a recycling symbol, a globe, a tree, and a multi-colored cube. At the bottom, there is a wireframe landscape with mountains and trees, and a series of glowing yellow circles. The overall aesthetic is clean, modern, and futuristic.

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## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### ABOUT THIS REPORT

#### Guidelines for this Report

AsiaInfo Technologies is pleased to publish the 2024 Environmental, Social and Governance (“**ESG**”) Report (“**ESG Report**” or this “**Report**”). This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“**ESG Guide**”) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

#### Scope of this Report

##### REPORTING SCOPE:

Unless otherwise stated, the reporting scope covers the Group.

##### REPORTING PERIOD:

Unless otherwise stated, the reporting period is from 1 January 2024 to 31 December 2024 (the “**Reporting Period**”).

#### Statement on this Report

This Report is prepared based on the reporting principles of materiality, quantitiveness, balance and consistency in the ESG Guide and is disclosed in compliance with the requirements of “mandatory disclosure” and the provisions of “comply or explain”.

##### MATERIALITY:

During the Reporting Period, the Group continued to conduct dialogue with various stakeholders to recalibrate and review the materiality issues that were in line with the macro trends as well as its own development, so as to provide critical responses and disclosures on issues that had significant impacts. The Board also confirmed the results of the materiality issues that were determined.

##### QUANTITATIVENESS:

The Group establishes data statistics mechanism for the measurable KPIs specified in the ESG Guide, and discloses the numerical calculation results in this Report and indicates the basis of calculation and statistical standard.

##### BALANCE:

This Report reflects objective facts and discloses both positive and negative indicators information.

##### CONSISTENCY:

This Report uses consistent methodologies as the previous ESG reports to allow meaningful comparisons of ESG data for the Reporting Period with historical data and future data. If adjustments are made to the methodologies, this Report explains the specific changes.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

The Group attaches great importance to the contents of this Report and strives to ensure that all information and data are derived from the original records or financial reports during the daily course of the Group. The Board reviews this Report to ensure that there are no false records, misleading descriptions or major omissions in its content.

### Publishing of this Report

This Report is published in both Chinese and English versions and can be accessed and downloaded on the “HKEX news” website of the Hong Kong Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and the official website of AsiaInfo Technologies ([www.asiainfo.com](http://www.asiainfo.com)).

### Advice and Feedback

Thank you for reading this Report. Your valuable advice will provide continuous impetus for improvement of our sustainability and the quality of ESG reports. Please feel free to contact us via the following way.

Email: [aitech-boardoffice@asiainfo.com](mailto:aitech-boardoffice@asiainfo.com)



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### MESSAGE FROM THE MANAGEMENT

In the recent years, the telecommunications industry has broken through shocks and moves forward in innovation. The external economic situation is still severe and complex and showing complexity and uncertainty, but AI is leading a new wave of scientific and technological revolution and industrial transformation. The telecommunications industry is continuously strengthening its R&D innovation to seek new business opportunities.

The year 2024 is crucial for AsiaInfo Technologies as it firmly moves towards the year of strategic “Four Transformations”. Against the backdrop of general pressure on the industry, we uphold the Company’s aspiration of “becoming the most reliable digital intelligence value creator”, actively consider the systematic integration of sustainable development concepts with business strategies and business models, strengthen management in a refined manner, implement cost reductions and enhance efficiency, leverage new technology for the innovation and upgrade of traditional business, refocus the new business on the four priorities, namely “Telecommunications + Non-telecommunications”, “Products+Services”, “Software+Hardware”, “Domestic+International”. We are committed to practising long-termism and continuously creating value for Shareholders, customers and society.

Our sustainable development efforts have been widely recognised by the capital market and society. In 2024, AsiaInfo Technologies has been rated A by Wind ESG in the Information Service Industry category, BBB by MSCI ESG, BBB+ by Hang Seng Sustainability Indexes, respectively, ranking among the top in the industry. Meanwhile, we have received a number of domestic and international ESG honours and awards, including LACP Platinum Award — Best ESG Report, “Xinhua Credit Jinlan Cup” Excellent Cases of Low Carbon Practice, “Xinhua Credit Pearl Cup” Excellent Cases of Climate-Friendly Enterprise Projects, and were selected for the GBA ESG100 Green Development Award for Listed Companies — Annual Corporate Governance Award, etc.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

**Seeking and building a solid foundation for development while maintaining stability.** In 2024, we further strengthened and deepened our ESG management. By developing the professional and diverse attributes of the Board, we ensured scientific and standardised decision-making while fully implementing ESG responsibilities. We governed the Company in accordance with laws and regulations, and attached great importance to compliance management and the establishment of a culture of integrity. We strictly adhered to risk management principles and strengthened internal controls, ensuring that both domestic and international business activities were in compliance with the regulatory standards and business ethics required by local regulatory authorities. We also valued feedback from both internal and external stakeholders and took part in active communication and cooperation with investors, employees, and partners to jointly create value in compliance governance.

**Setting a benchmark and establishing a quality pillar.** In 2024, we used technological innovation as our driving force and continued to increase investment in R&D. We participated in the formulation of 30 international and domestic standards, 129 new international standardisation proposals, 12 new standards organisations positions such as the chairman of TMF AI4DEMworkstream, while obtaining 202 international and domestic patents for relevant products and technologies throughout the year. We regarded data security as a non-negotiable redline, therefore, we optimised the information security system, strengthened technical defense measures, and enhanced information security awareness of all employees. We adhered to “Dual Leadership in Both Products and Services”, providing customers with high-quality products and services. The customer satisfaction rate of each business unit reached above 4.8 points (out of 5 points). In addition, we worked with all suppliers to create a favourable business environment, actively participated in domestic and international exchanges and cooperation, and jointly promoted industry development.

**Stabilising through sustainability and promoting industry development.** In 2024, we embraced the concept of low-carbon development through our “dual path” approach of green operations and empowering industry transformation. Greenhouse gas emissions, water consumption, paper usage, waste generation and other environmental indicators have all reduced compared to 2023, demonstrating our commitment to green office practice through practical actions. We independently developed a comprehensive energy management control platform “Changxi Xingyuan” to customise comprehensive energy management solutions for buildings, which won the China Software Industry Association’s “2024 Excellent Software Product Award”. The “Xihe Xingyuan” integrated cloud network distributed photovoltaic sharing platform provided customers in the photovoltaic industry with low-cost, high-efficiency technical and service support. The 5G private production network assisted the green and intelligent upgrade of the coal chemical industry, serving as a model for co-creating green value.

**People-oriented approach and uniting strengths from all sectors.** In 2024, AsiaInfo Technologies continued to uphold the people-oriented philosophy and regarded talents as our most valuable wealth. We promoted the common growth of employees and the company, and safeguarded the legitimate rights and interests of employees. We also strived to deepen talent selection, training and promotion channels to create an equal, inclusive, safe and healthy working environment. Simultaneously, while focusing on our own development, we actively participated in public welfare and charity activities. We contributed RMB801,000 throughout the year in charitable donations to build a warm and harmonious community.

In the future, the world is stepping into the new AI era. We will continue to uphold our corporate mission of “renewing customers’ value and promoting the China’s digital development based on full-stack capabilities for digital intelligence” and create new productivity forces, promote innovation in business model, build an ecosystem with value chain partners, assist enterprises in digital transformation and industry sustainable development, and consistently contribute AsiaInfo Technologies’ technological capabilities to the construction of “Digital China”.

**Dr. TIAN Suning**

*Chairman and Executive Director*



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### INTRODUCTION OF ASIAINFO TECHNOLOGIES

#### About Us

Since its establishment in 1993, AsialInfo Technologies Limited (short name: AsialInfo Technologies, stock code: 01675.HK) has been developing the market for 30 years and successfully listed its Shares on the Hong Kong Stock Exchange in 2018. As a leading provider of software products, solutions and services, AsialInfo Technologies has comprehensive full-stack digital and intelligent capabilities, including consulting and planning, product R&D, implementation and delivery, system integration, data operation, intelligent decision-making, and customer services, etc.

AsialInfo Technologies has advanced technologies in 5G, cloud computing, big data, AI, IoT and other fields, to provide end-to-end digital intelligence transformation services to customers in the telecommunications, broadcast network, energy, government affairs, transportation, finance and postal industries and other industries.

AsialInfo Technologies actively participates in international standardisation organisations such as ETSI, 3GPP, and TMF, holding authoritative membership within the global communications industry. The Company is also deeply engaged in the industrial Internet sector, serving as the vice-chairman unit of the China Industrial Internet Industry Alliance and as a member of the Global Mobile Operators Association (GSMA).

Adhering to the corporate vision of “becoming the most reliable digital intelligence value creator”, with full-stack digital intelligence capabilities as its core, AsialInfo Technologies is committed to innovating customer value and promoting the construction of Digital China. The Company adheres to its values and business development strategies, establishing an ecosystem with industry partners to aid enterprises in digital transformation and sustainable industrial development, thereby contributing to Digital China and the development of new infrastructure.

#### Corporate Purpose

Since its establishment in 1993, AsialInfo Technologies has adhered to the values of “Customer-focused, Results-oriented, Openness and Collaboration, Pursuit of Efficiency and Embracing Change”. It is committed to leading the Group forward with the corporate vision of “becoming the most reliable digital intelligence value creator”. The Directors and employees work with a responsible and professional attitude, striving to meet the diverse needs of customers with innovative and advanced technologies, and providing comprehensive and efficient digital intelligence services.

With the mission of “renewing customers’ value and promoting the China’s digital development based on full-stack capabilities for digital intelligence”, we actively engage with authoritative organisations in the global communications industry, gaining insights into industry trends, and delivering excellent services to our customers. The Directors of the Company consistently monitor profit and income status to ensure that the Group’s business remains closely aligned with customer needs. In addition, we actively participate in various exhibitions, forums and summits, share data and information with industry colleagues, and jointly promote the vigorous development of China’s digital economy.

#### Corporate Culture

AsialInfo Technologies attaches great importance to the construction of corporate culture and strengthens the cohesion of the Company at all levels through culture as a link. We make continuous efforts and conduct regular training to enable Directors and employees to gain a deeper understanding and recognition of the Group’s mission, values and culture. At the same time, Directors regularly receive the latest legal and regulatory information to ensure that the Company complies with laws and regulations during operations and avoids risks.

#### Corporate Carbon Neutrality Target

Strive to realise complete carbon neutrality by 2028.



ENVIRONMENTAL, SOCIAL AND  
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Performance highlights in  
**2024**

ENVIRONMENTAL

Total GHG emissions decreased by

**9.16%**

compared with 2023

Total water consumption decreased by

**15.02%**

compared with 2023

Paper consumption decreased by

**10.72%**

compared with 2023

Food waste emissions decreased by

**13.51%**

compared with 2023

Total hazardous wastes produced decreased by

**53.52%**

compared with 2023

SOCIAL

Expenditure on R&D:

RMB **905** million

Percentage of Revenue for R&D

**13.6%**

Participate in Formulating International and Domestic Standards

**30**

Number of New International Standardised Proposal

**129**

Number of New Standards Organisation Positions such as chairman of TMF AI4DEMworkstream

**12**

Relevant Products and Technologies obtained International and Domestic Patents throughout the year

**202**

GOVERNANCE

Female Directors

**2**

Percentage of female executives

**16.7%**

Number of professional ethics training

**21,593**

Professional ethics training coverage

**100%**

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### AWARDS AND HONOURS IN 2024

#### ENTERPRISE AWARD

- 1 Best IR Company**  
Hong Kong Investor Relations Association (HKIRA)
- 2024 Top 100 Beijing Enterprises**  
**2024 Beijing Top 100 Enterprises in Service Industry**  
**2024 Beijing High-grade, Precision, and Advanced Top 100 Enterprises**  
**2024 Beijing Top 100 Digital Economy Enterprises**  
**2024 Beijing-Tianjin-Hebei Top 100 Enterprises**  
Beijing Federation of Industry and Commerce

#### ESG AND INFORMATION DISCLOSURE AWARDS

- 3 LACP Platinum Award – Best ESG Report**  
**LACP Top 100 of Global Annual Report Ranking 37**  
LACP
- 4 ARC Supreme Award – Best Annual Report in China**  
International ARC Awards
- 5 Selected into GBA ESG100 Green Development Award for Listed Companies – Annual Corporate Governance Award**  
Greater Bay Area Association of Listed Companies
- 6 “Xinhua Credit Jinlan Cup” for Excellent Low-Carbon Practices**  
**“Xinhua Credit Pearl Cup” for Climate-Friendly Cases**  
China Economic Information Service
- 7 Best ESG Rising Star Award**  
Excellence IR
- 8 Selected into KPMG China’s ESG Top 50 List**  
KPMG China



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TECHNOLOGY INNOVATION AWARDS

- 9 Enterprise Contributed in the Industry for 40 Years**

**Leading Enterprise in Industry Applications**

The Third China International Software Development Conference and the 40th Anniversary Celebration of the China Software Industry Association
- 10 2024 Top 100 Enterprises with Competitiveness of Software and Information Technology Services**

The 26th China International Software Expo
- 11 2023-2024 TOP100 Big data services**

**2024 Top 100 Enterprises of Promoting Digital Transformation**

**2024 Top 50 AI SaaS Influential Enterprises**

**2024 TOP50 Data Intelligence Service Provider**

**TOP50 Digital Twin Application Provider**

China Internet Weekly
- 12 Selected into "Computility Service Industry Map" series of products were selected, a series of products selected into the "Product Directory"**

China Academy of Information and Communications Technology (CAICT)  
2024 Trusted Cloud Conference "Computility Service Industry Map (2024)"
- 13 Ranked first in global "Leader" of Gartner's "Magic Quadrant for AI in CSP Customer and Business" in the field of communication AI**

Gartner, an internationally authoritative ICT consulting and research organisation



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT



## INDUSTRY COOPERATION AND SUPPLY CHAIN AWARDS

- 14 **China Broadnet Network and AsialInfo jointly won the first prize of MIIT's "Blooming Cup" National Finals with "700MHz 5G Private Network Innovation Case"**  
MIIT
- 15 **AsialInfo and China Broadnet Network jointly won "Industry Solution Award" at Network X 2024 European Communications Exhibition**  
Network X 2024 European Communications Exhibition
- 16 **AsialInfo and China Mobile jointly won "Gold Award for the Best Customer Data Platform Solution" at Future Digital Awards**  
2024 Future Digital Awards
- 17 **AsialInfo and China Telecom jointly won the "2024 Outstanding Science and Technology Achievement" Award at Big Data Expo**  
The China International Big Data Industry Expo 2024 (Big Data Expo)
- 18 **Best Innovation Partner**  
**Best Strategic Tactical Partner**  
**Best Operation Partner**  
The Soft Research Institute of China Unicom
- 19 **Five-star supplier of the year**  
China General Nuclear Power New Energy Holdings Co., Ltd.

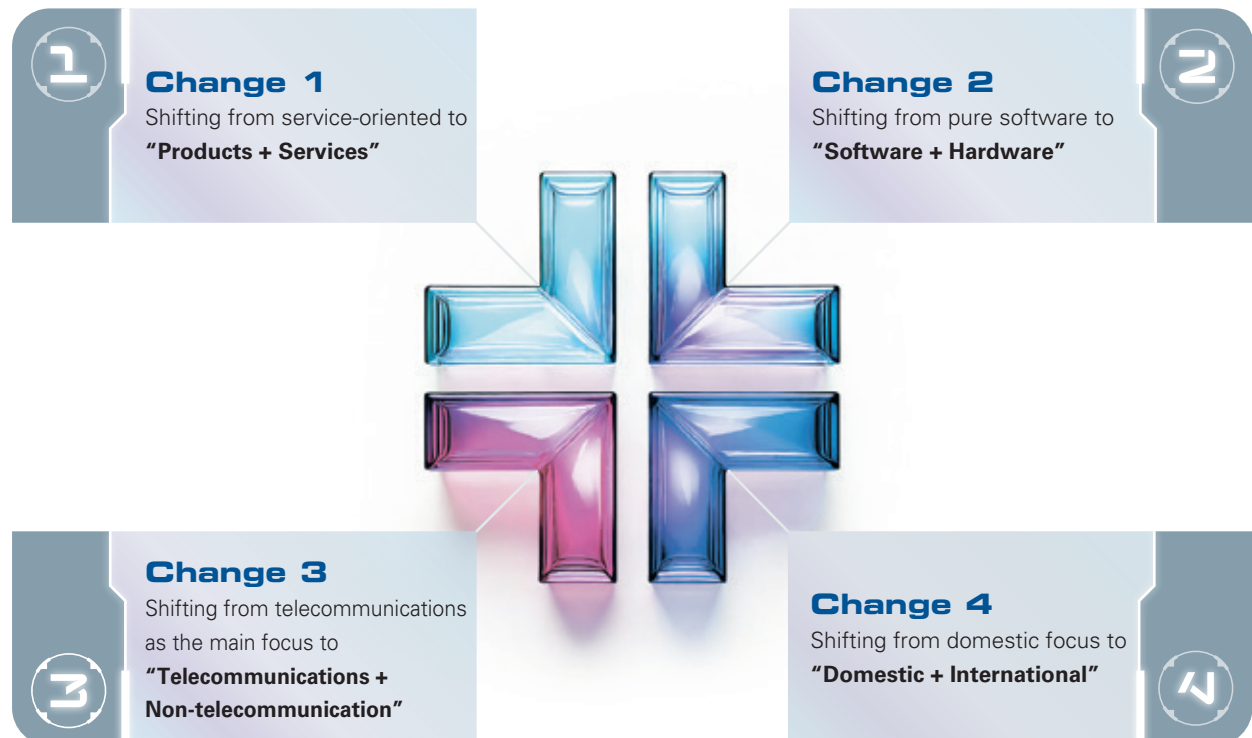
FEATURE:

# LEADING TRANSFORMATION, ENHANCING QUALITY AND EFFICIENCY, PIONEERING MARKET EVOLUTION

In 2024, standing at the new starting point at the 31st year of the Company's development, AsialInfo Technologies united everyone in trust, opened a new era of "Four Transformations", continued to promote "Super Project" with AsialInfo's characteristics, improved the quality and efficiency of internal management and achieved new business breakthroughs.

## "Four Transformations" core strategy

AsialInfo Technologies took the lead in proposing the core strategy of "Four Transformations" to promote the continuous business development of "One consolidation, Three developments" and achieve "Dual Leadership in Both Products and Services". The Company maintained its rapid development by prioritising sustainable practices, investing in scientific research and innovation, exploring broader markets, and consistently maintaining its leading edge in the field of information technology.



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### “Super Project” improving quality and efficiency

AsialInfo Technologies believes that the economic efficiency of a company stem from management efficiency, which should be closely aligned with the actual circumstances of the enterprise. All considerations should be based on practical realities. Based on this concept, AsialInfo Technologies has initiated the “Super Project” since 2020, restructuring the Company’s “business management system” methodology with the goal of reducing costs and increasing efficiency. Leveraging the Company’s self-developed management system, equipped with its own organisational structure, personnel composition, business processes, control matters, and management characteristics, we have created and improved a set of refined digital management solutions that are 100% suitable for AsialInfo Technologies.

The system involves seven major lines:

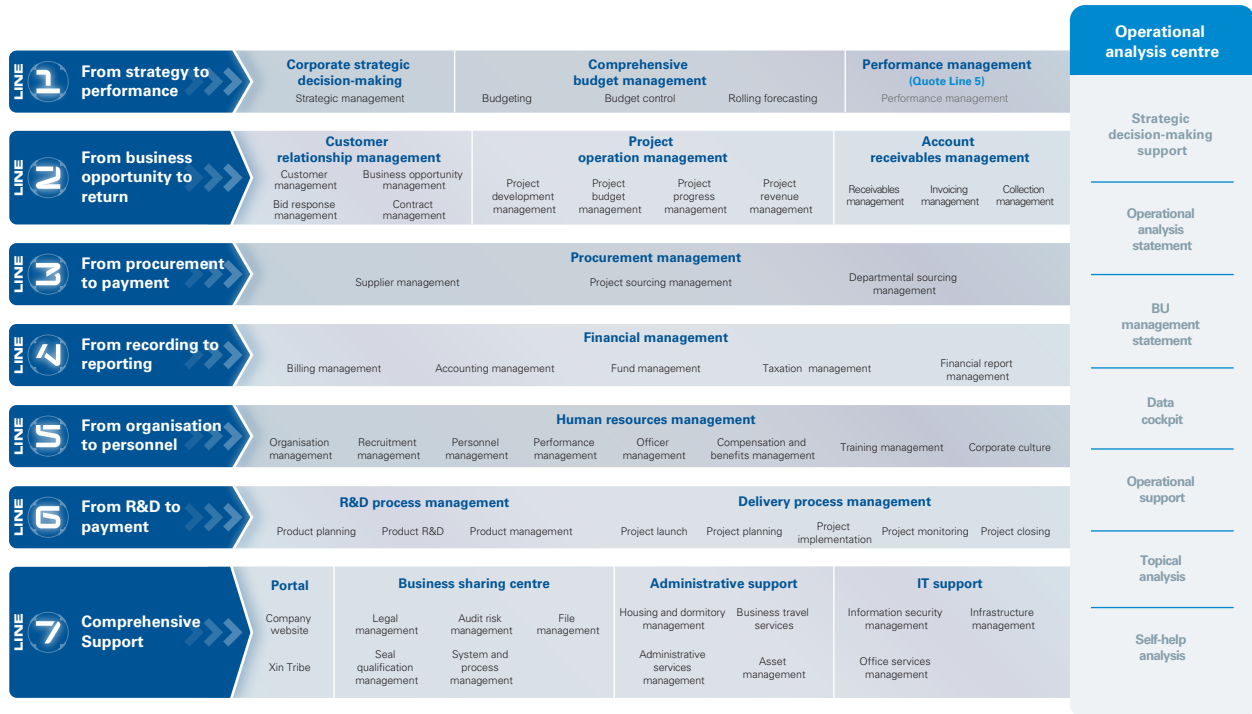


This system encompasses the daily operations of all departments in the Group, including procurement, finance, human resources, research and development, projects, administration, and IT. It ultimately contributes to economic analysis, manages various affairs from an economic benefits perspective, and digitises business processes to achieve online management. This embodies AsialInfo’s pragmatic and efficient management style.

In 2024, we achieved 15 special goals under “Super Project”, including reconstructing business support for HR core business, business opportunity management and rental management, establishing a new project revenue forecast management system and standard working hours database, promoting and implementing the approval matrix in the fields of reimbursement, project operations, and procurement. We fully supported the improvement of the quality and efficiency of internal management of enterprises, and comprehensively safeguarded the bottom line of risk prevention and control.

Leveraging AsialInfo Technologies’ own digital intelligence technology advantages, the “Super Project” successfully achieved a highly efficient and paperless office, recorded an annual reduction of approximately 1,200,000 invoices and approximately 67,200 printed, mailed, and submitted quotations and reimbursement forms, respectively, with annual cost savings of approximately RMB217,200.

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### Innovative products and services

As a leading provider of information technology products and services, AsiaInfo Technologies consistently adheres to independent innovation and creates the three major software and hardware products and service systems, namely “Digital Intelligence”, “Cloud Network” and “IT”. The Company provides full-stack digital intelligence capabilities such as consulting and planning, product R&D, product delivery, system integration, data operation, intelligent decision-making, customer services, and continuously empowers costs reduction, increases efficiency as well as upgrades and undergoes transformation for the customers from telecommunications, government affairs, energy, transportation, coal, finance, medical and other industries.

During the Reporting Period, we continued to move forward with “Four Transformations”, that is “telecommunications + non-telecommunications businesses”, “products + services”, “software + hardware integration”, and “domestic + international”. Based on the three major product systems, we continued to promote the integration of products into AI Native, helped to implement the “Four Transformations” goals, continuously achieved innovation and upgrades, and to pursue long-term, healthy, stable and sustainable development of the business.

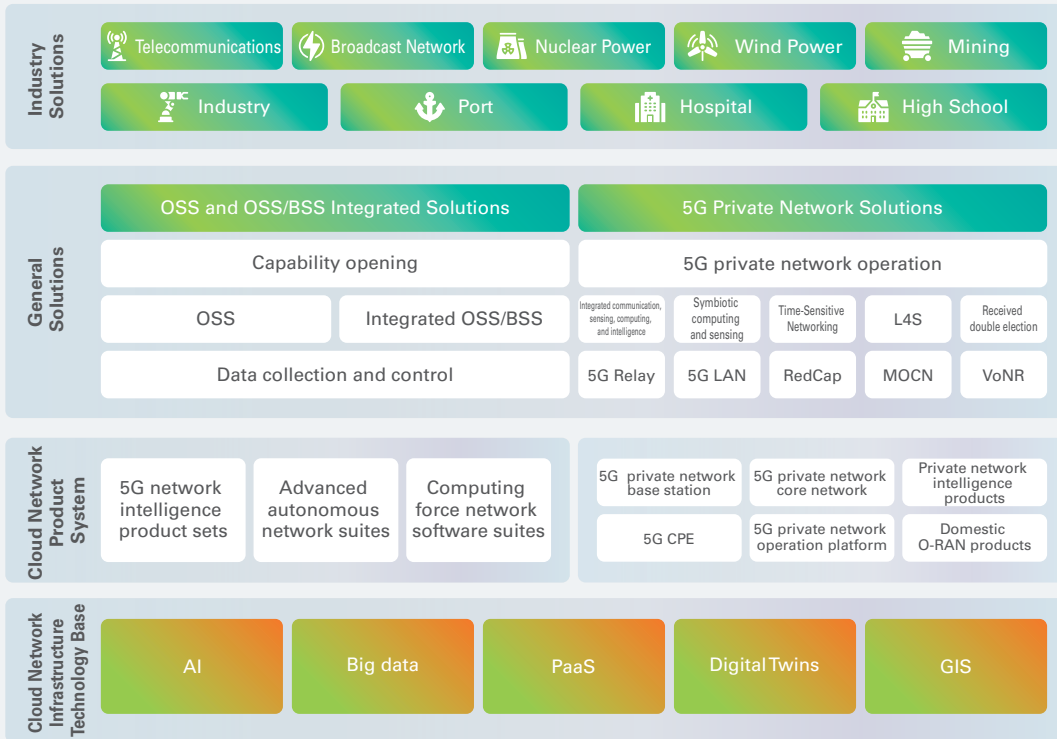
CASE >>>

Grand Debut! AsialInfo Technologies Unveils Its Full-Stack Product and Solution Map

In 2024, AsialInfo Technologies proudly released its “2024–2025 Full-Stack Product and Solution Map,” covering three major product systems: “cloud network,” “digital intelligence,” and “IT,” along with related solutions. Meanwhile, AsialInfo, together with its subsidiaries AsialInfo Anhui, AsialInfo Xingyuan, and AsialInfo Goods Cloud, respectively released the “Database Product and Solution Map,” “Energy Industry Product and Solution Map,” and “Logistics Industry Product and Solution Map,” totaling six maps that comprehensively demonstrated AsialInfo Technologies full-stack capabilities in empowering the digital intelligence transformation across various industries.

## AsialInfo's Cloud Network Product and Solution Map

Network & network management end-to-end products and solutions



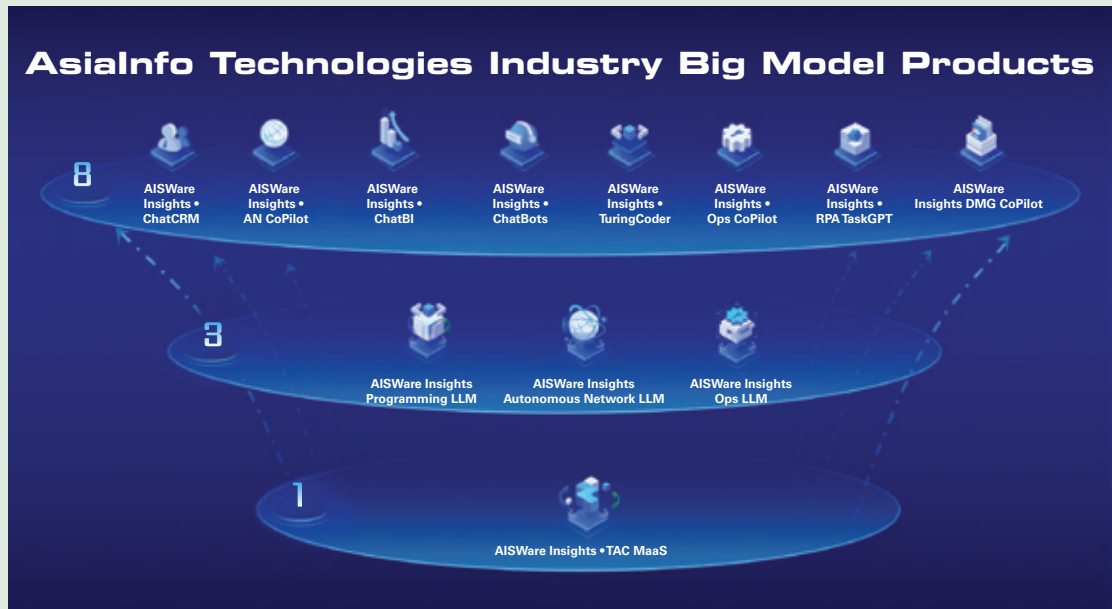


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CASE >>>

Launching “Yuansi” Industry Big Model, Empowering Industry Transformation with “Full-stack AI”

On 16 May 2024, AsialInfo Technologies held a product launch conference for the “Yuansi” industry big model, which officially unveiled a new general AI and cognitive enhancement platform, TAC MaaS, as well as three industry big models and eight cognitive enhancement tools. This case signified that AsialInfo Technologies has entered the fast track of empowering vertical industries with its “full-stack AI” capabilities.



CASE >>>

Strong Alliance, Expanding into Global Market



AsialInfo Technologies and CMI agreed to form strategic cooperation to jointly promote digitisation of the energy industry in Africa and Southeast Asia



AsialInfo Technologies and CMI agreed to form strategic cooperation to jointly expand overseas market

## 1. SEEKING AND BUILDING A SOLID FOUNDATION FOR DEVELOPMENT WHILE MAINTAINING STABILITY

### 1.1 ESG Governance

AsiaInfo Technologies regards ESG governance as the cornerstone of the Company’s steady development. We have implemented a top-down ESG governance system of “Supervision-Management-Execution” and integrated ESG concept into our daily operation and management.

The Board is the highest decision-making body of ESG matters in the Group and responsible for decision-making and supervising the Company’s ESG work, including ESG governance strategy formulation, ESG risk management, reviewing ESG goals and other important matters. In terms of the implementation of ESG work, AsiaInfo Technologies established the ESG working group, which was composed of core staff from the Board office, the administration department, the strategy department and other relevant departments. The ESG working group fully plays its role in daily operations, including implementing the Company’s ESG governance strategy and approach, identifying and analysing ESG risks and opportunities, and tracking and reviewing the achievement of ESG objectives for reporting to the Board for consideration on a regular basis. Each functional departments and subsidiaries cooperated with the ESG working group and participated in the preparation of ESG reports and the implementation of specific ESG objectives and plans.

To further enhance the Company’s decision-making and implementation mechanisms, we have established a corporate decision-making committee at the daily operational levels and set up six dedicated committees, namely Operations Management Committee, Technology Committee, Investment Committee, Digital Management Committee, Information Security Committee and Professional Ethics Committee, respectively, and clarified the responsibilities and working mechanisms of each committee, to ensure the rationality of ESG issues such as business ethics, information security, customer data and privacy protection in resources allocation and efficiency in operational decision-making.



#### THE BOARD

To decide and monitor ESG activities; to review ESG management strategies, ESG risks, ESG objectives, ESG reports, etc.



#### ESG WORKING GROUP

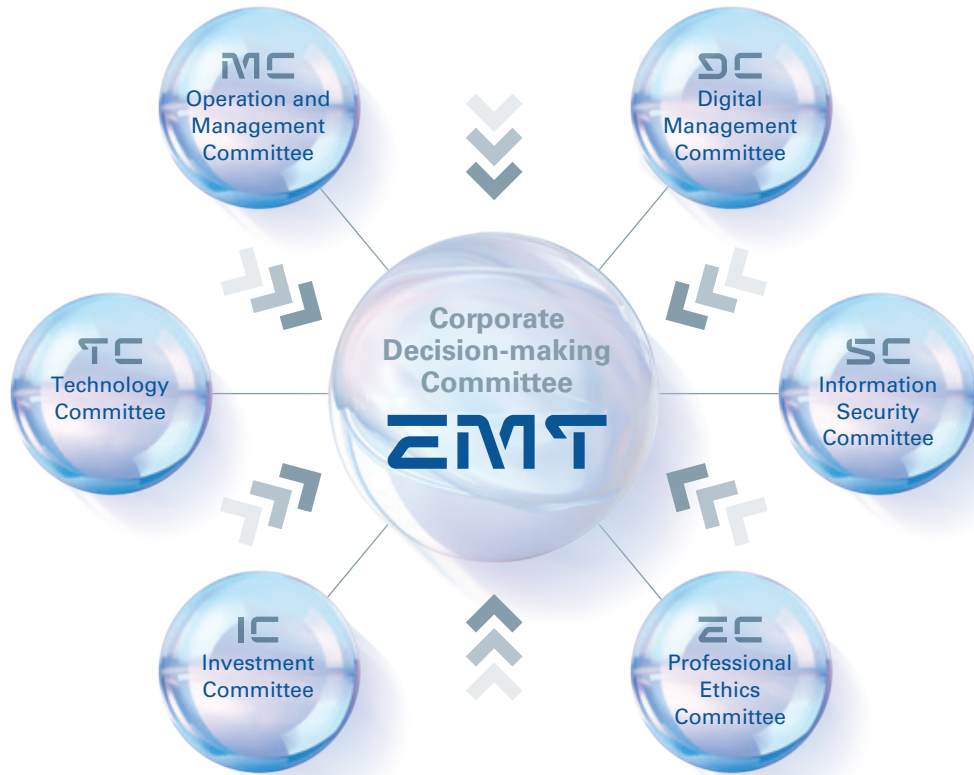
To implement ESG-related work (ESG governance strategy formulation, ESG risk management, ESG target management) as requested by the Board; responsible for preparing ESG reports; to report ESG-related work to the Board on a regular basis



#### VARIOUS FUNCTIONAL DEPARTMENTS AND SUBSIDIARIES

To participate in the preparation of ESG reports and assist in the collection of relevant information; to implement ESG objectives and related action plans

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During the Reporting Period, the Board conducted the review and results of the materiality issues, reviewed reports on risk management efforts and offered constructive feedback and guidance, and reviewed the advancement of ESG objectives. The Decision-Making Committee and its dedicated committees continued to carry out ESG-related governance work to ensure the Company's compliance and sustainability in important areas. AsiaInfo Technologies has established an overall ESG governance framework through the process mechanism of decision-making and execution at the Board and committee levels, helping the Company to achieve sustainable and high-quality development.

**Board Statement**

The Board assumes full responsibility for overseeing the Company's ESG strategy and reporting. The Board, through regular reviews of ESG reports, updates on ESG work progress, and briefings on the implementation of board resolutions, evaluates, prioritises, and manages significant ESG-related matters. They also conduct reviews and assess progress regarding ESG key performance indicators and goals.

AsiaInfo Technologies has integrated ESG factors into its daily risk management work. During the Reporting Period, the Decision-Making Committee regularly reviewed risks and ESG risk management and provided guidance on ESG work policies.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### Board Diversity

The Board has formulated "AsialInfo Technologies Board Diversity Policy", taking into account Directors' skills, knowledge, experience, gender, and background during the nomination, selection, and appointment process. This policy improves the diversity of the Board and brings diversified decision-making perspectives to the Company while focusing on professional capabilities. There are two female Directors among the current Directors, and the entire team brings together professionals from different fields, including IT, marketing, human resources, finance, taxation, business management, risk management and other fields. To improve the fairness, transparency and effectiveness of corporate governance, the proportion of independent non-executive Directors on the Board is as high as 33.3% (i.e. four (4) independent non-executive Directors).

### Remuneration of Senior Management


The Group has integrated ESG factors into remuneration assessment, setting different ESG assessment indicators according to the business front office, R&D middle office, and management back office. Performance appraisal results will directly affect the executives' bonuses and long-term incentives, and indirectly affect employee appraisals in relevant departments.

- Business front office: Setting safety production achievement indicators: points will be deducted in the form of a negative list, with at least 1 point deducted and no upper limit. The value mainly comes from two levels. First, for information security incidents, points will be deducted depending on the severity of the Category C penalty. Second, customer satisfaction indicators are collected on a quarterly basis. If the customer feedback is seriously affected and the customer is still dissatisfied after recovery, points will be deducted based on the severity of the circumstances
- R&D middle office : Setting customer satisfaction metrics with the assessment weight of more than 10%, the business front office and product usage department will provide the score. It mainly evaluates the timeliness and effectiveness of the middle office's business support.
- Management back office: Setting customer satisfaction metrics with the assessment weight of more than 10%, all employees in the departments involved will provide the score mutually. It mainly evaluates the service support provided by the back office to the front and middle offices.





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**1.2 Stakeholder’s Communication**

The Group attaches great importance to the expectations and demands of all stakeholders for the Company’s ESG work. The work includes identification of major stakeholder groups and establishment of a normalised and diversified communication mechanism. During the Reporting Period, the Group’s communication with major stakeholders was as follows:

Stakeholders	Expectations and Requirements	Communication Channels
 <b>Shareholders</b>	Financial performance Information disclosure Information Security Management Investors interaction and communication ESG Governance	General meeting Annual report, financial statements and announcements Results release meetings and road shows The Company’s website
 <b>Staffs</b>	Employment management Safety and health Staff training and development	CEO direct contact line Staff satisfaction survey The Company’s online forum Training activities
 <b>Customers</b>	Product R&D and Innovation Product support-based services capacity Privacy security Responding to Climate Change	Customer satisfaction survey Product release meetings and exhibitions Customer communication platform
 <b>Suppliers</b>	Procurement policy Fair transaction Supply chain management	Annual assessment Tendering and bidding activities Purchasing activities
 <b>Business partners</b>	Product R&D and Innovation Product support-based services capacity Intellectual property protection	Communication through meetings Public events

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

Stakeholders	Expectations and Requirements	Communication Channels
 <b>Government and regulatory bodies</b>	Compliance with laws and regulations Anti-corruption Community investment Achieving high energy efficiency Environmental protection Responding to climate change Information security management	Government-enterprise cooperation projects Special reporting Regular supervision
 <b>Media</b>	Information disclosure Industry co-development	Press conference Media interview New media such as Weibo and WeChat
 <b>Investors or financial institutions</b>	Financial performance Customer privacy protection Investors interaction and communication	Annual report, financial statements and announcements Results release meetings and road shows The Company's website
 <b>Community and the public</b>	Community charity Improving the community environment Open and transparent information	Community charity activities Open house New media such as Weibo and WeChat

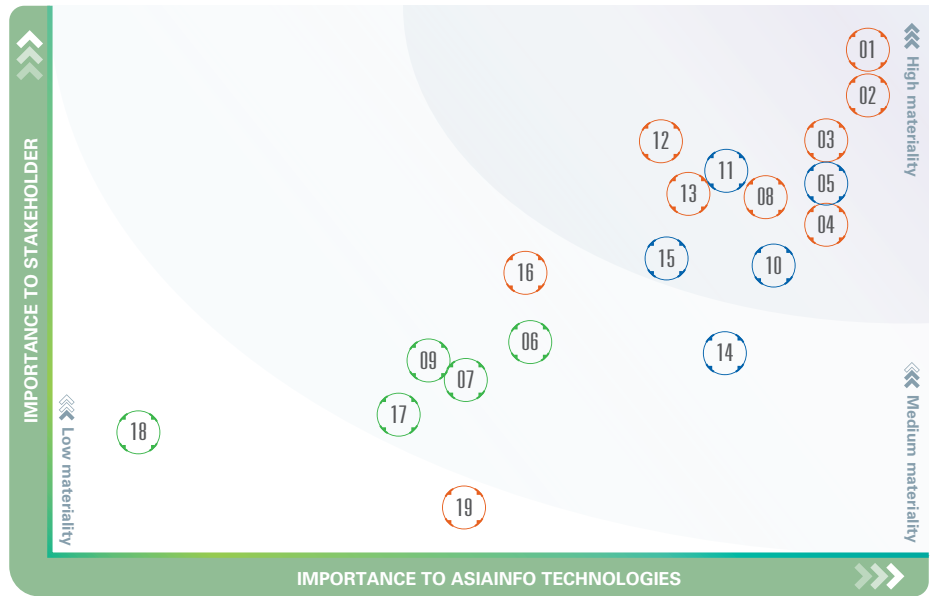
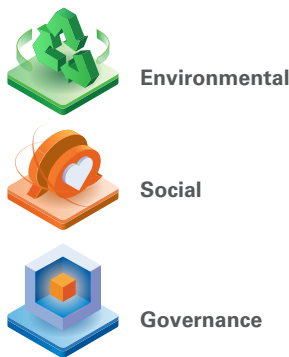
**Analysis of Materiality Issues**

During the Reporting Period, the Group conducted stakeholder surveys and referred to the domestic and international ESG report preparation standards and the mainstream ESG rating indices in the capital market, the Group updated and reviewed the materiality issues previously assessed from the two perspectives of "materiality to AsialInfo Technologies" and "materiality to stakeholders" through consolidating the communication with various stakeholders.

Based on the results of the material issues review, the Group identified a total of eleven (11) issues of high materiality. This Report will provide a focused response to the issues of high materiality identified.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

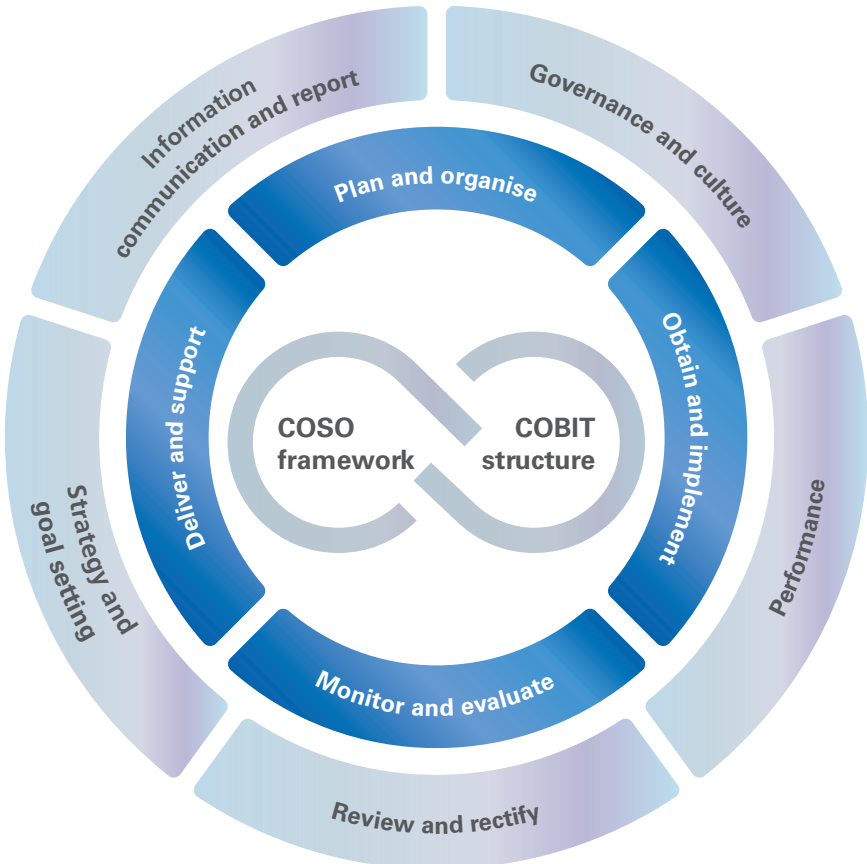
Matrix of Materiality Issues of AsialInfo Technologies



No.	Issues	Corresponding chapter
01	Customer data and privacy protection	Information Security Management
02	Information Security Management	Information Security Management
03	Technology R&D and Product Innovation	Innovative products and services
04	Employment management	Protection of employee rights and interests
05	Intellectual property protection	Intellectual Property Management
06	Enhancing the efficiency of energy use	Resources utilisation
07	Renewable energy use	Resources utilisation
08	Employees development and training	Employee training and growth
09	Responding to Climate Change	Responding to Climate Change
10	ESG governance	ESG governance
11	Anti-corruption	Business Ethics and Anti-corruption
12	Product quality	Responsible products
13	Occupational health and safety	Occupational health and safety
14	Interaction and communication with investors	Stakeholder's Communication
15	Risk management	ESG Risk Management
16	Supply chain management	Supply Chain Management
17	Resources utilisation and management	Resources utilisation
18	Pollutants emission and management	Emissions Management
19	Community investment	Carry out Social Welfare

**1.3 ESG RISK MANAGEMENT**

AsialInfo Technologies attaches great importance to risk management. According to the “CG Code” and “Basic Norms for Enterprise Internal Controls”, the Company announced the systems such as the “AsialInfo Technologies Comprehensive Risk Management System”, the “AsialInfo Technologies Internal Control System” and the “AsialInfo Technologies Internal Audit System”, and integrated the COSO framework and COBIT structure to build an organic and dynamic risk management system.



Integrating the COSO framework and COBIT structure to establish risk management system



**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

The Group continues to improve the Company’s overall risk management and operational efficiency. We organise each function and business unit to carry out internal control evaluation and risk management work twice a year. For all key business links of the Company, we work with various functional departments and business divisions to specify control objectives, identify, analyse and evaluate risks, and clarify specific internal control management measures to control risks based on the processes, and conduct testing and evaluation of the soundness and execution effectiveness of internal control system. In response to the identified problems, we further improve internal control measures and risk management methods, and optimise the system and form continuous optimisation. Upon the completion of the work, a report will be prepared and reported to the management and the Audit Committee.



Risk management and internal control system cycle

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### Risk Management Structure



#### The Board and its Audit Committee

- Top leadership and decision-making body for comprehensive risk management
- Responsible for building risk management and internal control systems, determining goals, approving organisational structure, supervising work, reviewing and approving plans and programmes, supervising risk management culture and training and etc.

#### Management of the Company

- Responsible for the Company's comprehensive risk management at the operational level within the scope authorised by the Board
- Establish a work system as per the Board's request, organise daily work, and report to the Board

#### Legal and Risk Control Management Department

- Responsible for the organising, promoting, providing professional guidance, technical support, supervision and inspection of the Company's comprehensive risk management work
- Develop and improve risk management systems, draft programmes reports, organise work, supervise and inspect

#### Departments, business units and subsidiaries of the Company

- Implementation of the Company's comprehensive risk management work
- Collect risk information, identify risks, assess risks, propose strategies, optimise and improve internal controls, and manage daily work

### Three Lines of Defence for risk management

#### FIRST LINE OF DEFENCE

Each of the back-office functional department, business unit operation and human resources management department monitor the daily operation and manage risks, perform risk analysis and reporting.

#### SECOND LINE OF DEFENCE

The Legal and Risk Control Management Department supervises and manages the risk management through internal control evaluation, special audit, unannounced inspection, monitoring and identifying management loopholes to facilitate management optimisation.

#### THIRD LINE OF DEFENCE

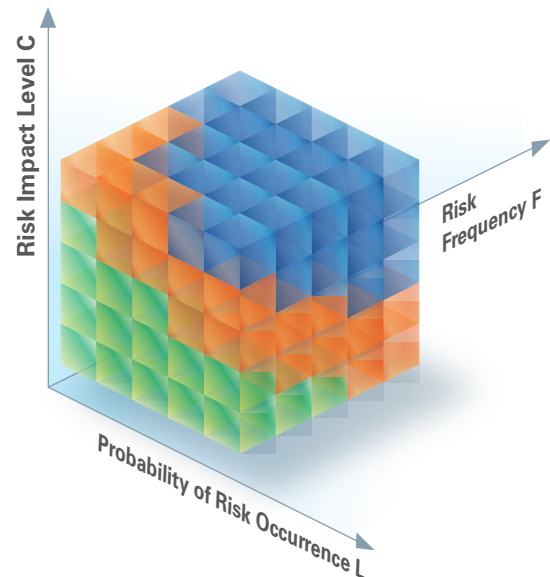
External audit assists the Company to further disclose and control risks through annual internal control, IT and financial audits.

### Risk Management Process

The Group carries out risk management through risk identification, risk assessment, risk response and risk monitoring. The Legal and Risk Management Department is responsible for analysing and identifying risk points, and establishing a quantitative risk scoring model to form the Company's risk map, with the aim of determining the Company's current core risks. Further, it will guide the development of future monitoring, auditing and comprehensive risk management work based on risk assessment results, and form a closed-loop management.



We adopt the risk assessment method of risk matrix to evaluate the risk (R) by measuring the probability (L), frequency (F) and severity of hazards and consequences of risk events (C), to determine the level of risk 2–5 as commonly acceptable risk, level of risk 6–7 as tolerable risk and level of risk 8–10 as unacceptable risk. In 2024, a total of 560 risk control points were assessed which covered the Company's sales and receivables management, project management, procurement, human resources, R&D, funds, investment, financial reporting, information security and other key business areas.

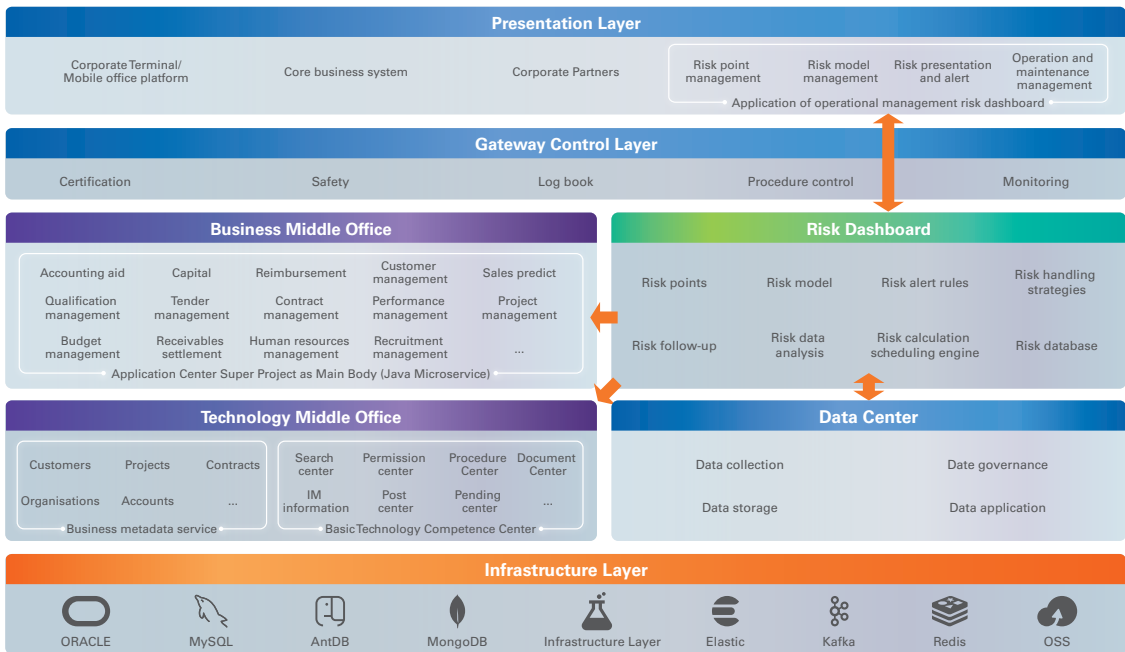


**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

For the identified major risks, we monitored them in real time through the risk monitoring platform. Further, by continuously improving relevant management processes, optimising system controls, and conducting extensive training, we will enhance the risk control awareness of all employees. The Legal and Risk Management Department conducts special audits and inspections on key businesses and key risks such as information security, procurement, project management, and further supervises the implementation of management measures to ensure that risk response measures are implemented in place.

**Digitisation Risk Management**

In 2024, the Company carried out and operated in-depth Risk Management Dashboard construction with Digitisation risk control management methods, to ensure that the content of the Dashboard covered key business areas and potential risk points. We identified and monitored the risks in the business in a timely manner through threshold-triggered alerts, assisted senior executives and operating managers to obtain alerts information and monitor risks in real time, enabling them to take timely response measures. During the Reporting Period, the Risk Management Dashboard launched a total of 37 risk monitoring models in the project domain, customer & contract domain, and AR domain.



Operate and manage IT structure of Risk Management Dashboard

**Integrating ESG Factors into Risk Management**

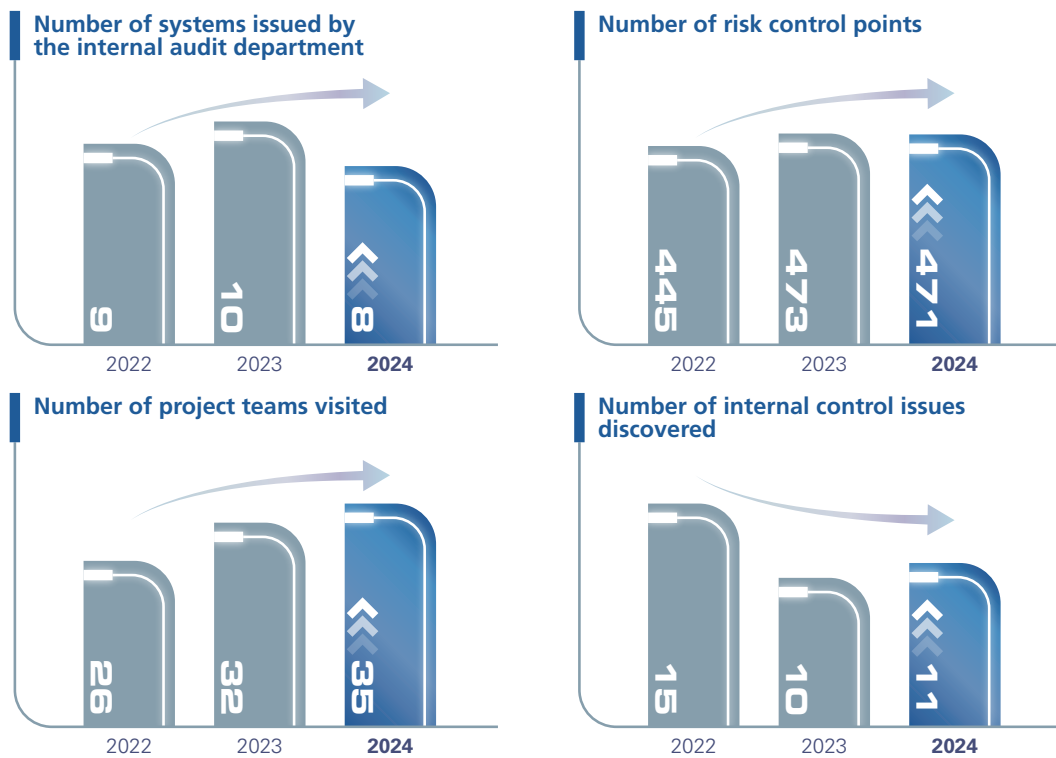
During the Reporting Period, the Company completely integrated ESG factors into the risk management process and conducted comprehensive management and control of ESG risks. With reference to guidance such as the ESG Risk Guidelines of the Stock Exchange, all current risk points of the Company were further sorted out and classified from the environmental, social, and governance dimensions and according to ESG strategy, operations, finance, and compliance-related risk categories. The Company also developed risk response strategies for major ESG risks and managed to control risks effectively.

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

**Internal Audit and Internal Control Development**

Internal audit and internal control play an important role in risk management. The Group continues to update the system of the internal audit department, deepen the construction of internal audit and internal control, revise and publish the internal control matrix as needed, improve risk control points, ensure that control points are set up in a timely and effective manner, and improve overall risk response capabilities. Through in-depth visits to the project teams, we will enhance communication and collaboration with business units, further understand high-risk areas and core business processes, strengthen supervision of rectification activities of relevant departments, and ensure the pertinence and reliability of audit work.

During the Reporting Period, quantitative indicators of internal audit and internal control were generally improving. The internal control system was enhanced:



**Connected Transaction Management**

AsialInfo Technologies complied with the “Company Law of the People’s Republic of China” (《中華人民共和國公司法》) and other laws and regulations, together with the “AsialInfo Technologies Connected Transaction Management System V2.0” (《亞信科技關連交易管理制度V2.0》) based on its own conditions, and standardises the management of connected transactions and related approval processes, to ensure that related transactions do not harm the legitimate rights and interests of the Company and Shareholders.

The daily management of the Group's connected transactions is led by the Board office, which is responsible for establishing a list of connected persons and conducting compliance information disclosure of connected transactions. We established a list of connected persons and carried out a series of compliance actions before conducting connected transactions in accordance with system requirements, including inspection and approval, to reasonably control the risks of connected transactions. In the event of initiating long-term connected transactions, relevant personnel will continuously review the circumstances and changes under such transactions to ensure that the connected persons and connected transactions that involve procedures such as reporting, announcement, annual review, and independent shareholders' approval and the decision-making procedures are conducted properly.

In addition, leveraging its IT technology advantages, Asialfno Technologies closely monitors the whole process, regularly maintains and updates the database of related parties, develops a comprehensive online approval system for related transactions, effectively implements the Company's relevant systems. The departments involved include business, sales, procurement, accounting, finance, internal control, Board office, etc. It also hires external third-party institutions to conduct annual independent review of connected transactions.

The Legal and Risk Control Management Department of the Company is responsible for reviewing the adequacy and reasonableness of connected transactions and internal control procedures. The review results are then submitted to independent non-executive Directors for annual review. In 2024, all of the Group's connected transactions were conducted in accordance with relevant regulations, satisfying decision-making procedures and information disclosure obligations.

#### 1.4 Business Ethics and Anti-corruption

Principles of integrity, probity and self-discipline are the foundations of an enterprise. The Group complied with the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), and other laws and regulations, and consciously implements international conventions including the United Nations Convention against Corruption (《聯合國反腐敗公約》). The Group has formulated the Asialfno Technologies Professional Ethics Code (《亞信科技職業道德規範》), Asialfno Technologies Conflict of Interest and Reporting Implementation Rules (《亞信科技利益衝突及申報實施細則》) and other internal policies. Specific management requirements were proposed in such policies regarding the "prohibition of bribery and corruption, prohibition of accepting benefits, offering benefits, conflict of interest management, information confidentiality, prohibition of any form of fraudulent and dishonest acts". The professional ethics policy is reviewed every year and updated based on the actual situation.

Meanwhile, the Group has formulated the Labour Discipline Management Rules (《員工勞動紀律管理制度》), specifying the basis for punishment for corresponding violations of rules and disciplines. For behaviours that violated the professional ethics of Asialfno Technologies, the Company will impose sanctions or terminate the employment based on the severity of the circumstances. In case of illegal and criminal activities, the Company will report to authorities in accordance with the law.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

To strengthen internal compliance management, prevent operational risk, prevent and punish various violations of regulations and disciplines, and protect the legitimate rights and interests of employees, AsialInfo Technologies has established Professional Ethics Committee (EC), which serves as the leading body for employee professional ethics development and compliance management. The Audit Committee serves as the Company's anti-corruption, integrity and compliance supervision and management agency, and the Board has the ultimate responsibility for related matters.

### Complaint and whistle-blowing and whistle-blower protection system

The Company has established a smooth channel for receiving complaints and reports. AsialInfo Technologies Complaint and Whistle-blowing Management System (《亞信科技投訴舉報管理制度》) clarifies the procedures related to report acceptance and investigation. Complaints and reports can be made to the Professional Ethics Committee and the Audit Committee by real name or anonymously through the internal and external reporting email addresses published on the corporate office platform and the homepage of AsialInfo Technologies' official website, CEO direct contact line, letter, or telephone. Complaints involving employee fraud and violations will be investigated by Legal and Risk Control Management Department independently and form an investigation report. The department will work with the Human Resources Department, labor union and other departments to propose disciplinary actions for employees who violate rules and regulations, and report to the Professional Ethics Committee and the Audit Committee for a decision on how to handle employees who violate rules and regulations.

The Company encourages employees to jointly safeguard the interests of the Company and its employees. AsialInfo Technologies Whistle-blower Protection System (《亞信科技舉報人保護制度》) was formulated to ensure the personal information of the whistleblower and all reporting materials provided by the whistleblower will be kept strictly confidential. The Company strictly prohibits any form of retaliation against anyone who reports violations, and any person who attempts to retaliate will be given a stern warning or even fired.

### Increased integrity awareness

The Group has joined the "Sunshine Integrity" and the "Anti-Fraud Alliance", two of the current domestic corporate anti-corruption and integrity management organisations. These alliances have established a platform for sharing the information of dishonest persons and dishonest enterprises, and held regular online and offline business training and other activities to exchange experiences, jointly creating a clean, honest and sunny business order.

During the Reporting Period, we continued to further promote internal and external professional ethics training. We adhered to the combination of online training and offline promotion, conducted online professional ethics training and testing for formal employees, rotation training for outsourced employees, and training activities for new employees, and carried out on-site promotion activities of the project teams to spread the Company's corporate culture of integrity and enhance employees' awareness of compliance. The project teams across the country adopted an "online + offline" approach to conduct a total of 51 training activities, with a training scale of 21,593 people. We were committed to upholding the Company's concept of integrity and honesty, building a healthy and positive corporate culture atmosphere, and assisting the construction of the Company's culture.

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

In 2024, more than 12,000 regular employees of the Company completed the declaration of internal close relatives and external conflicts of interest. In the past five years, we continued to manage conflicts of interest and publicise policies, and seriously dealt with employees who violated the conflict management system, successfully promoted the employees to put the Company’s interests first and continuously enhanced their awareness of integrity and compliance.



Professional ethics training

**Integrity Procurement**

The Group expands business ethics and anti-corruption requirements to the supply chain and encourages partners to build a integrity ecosystem. During the supplier admission process, we require all suppliers to sign an integrity commitment letter and a compliance commitment letter, committing themselves to take effective measures internally to strengthen education on law, discipline, and professional ethics, and resolutely oppose and resist commercial bribery and other compliance management requirements. We will only establish cooperative relationships with suppliers and contractors who sign the commitment letter.

During the Reporting Period, no legal cases regarding corrupt practices were brought against the Company and its employees.

**2. SETTING A BENCHMARK AND ESTABLISHING A QUALITY PILLAR**

**2.1 Intellectual Property Management**

AsiaInfo Technologies’ products and services are based on continuous innovation and research and development, and innovation and research and development which require the protection of a comprehensive intellectual property protection system. The Group has complied with the laws and regulations, including the “Patent Law of the People’s Republic of China” (《中華人民共和國專利法》) and the “Copyright Law of the People’s Republic of China” (《中華人民共和國著作權法》), and also formulated internal policies, such as the “Management Measures on Patent Applications” (《專利申請管理辦法》) and “Management Measures on Patent Incentives” (《專利激勵管理辦法》). The Group continuously enhances the intellectual property protection system, stimulates the innovative awareness of technical personnel, improve the quality of invention patents, and strengthens the company’s independent scientific and technological innovation capabilities. During the Reporting Period, we actively participated in 29 international and national technical standards organisations such as 3GPP, ITU, ETSI, IEEE, TMF, O-RAN, etc. proactively. The proportion of international standards has increased significantly from following to leading. We participated in formulating 30 international and domestic standards, 129 new international standardisation proposals, held 12 new standards organisation positions such as chairman of TMF AI4DEMworkstream. Relevant products and technologies obtained 202 international/ domestic patents (including 98 new patents accepted) and 45 new software copyright throughout the year.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT



Intellectual Property Management System

2.2 Information Security Management

Asialfno Technologies recognises information security management as an issue of high importance. It continuously optimises the information security organisational structure and institutional system, strengthens technical defense measures, enhances information security awareness among all employees and other measures, and continues to promote information security management to a higher level. The Group has strictly complied with the relevant laws and regulations, including Network Security Law of the People’s Republic of China (《中華人民共和國網絡安全法》), Data Security Law of the People’s Republic of China, Personal Information Protection Law of the People’s Republic of China (《中華人民共和國個人信息保護法》), Provisions on the Administration of Mobile Internet Applications Information Services (《移動互聯網應用程序信息服務管理規定》), and developed a series of internal systems including the “Asialfno Technologies Customer Data Security Management Measures” (《亞信科技客戶數據安全管理辦法》) and the “Asialfno Technologies Information Security Production Management System” (《亞信科技信息安全生產管理制度》), ensuring systematicness, standardisation and effectiveness of information security. In 2024, we released new systems, namely, Asialfno Technologies Customer Support Security Management Requirements (《亞信科技客戶支撐安全管理要求》) and Asialfno Technologies Information Security Reward and Penalty Management System (《亞信科技信息安全獎懲管理制度》), to strengthen customer information security and published “Asialfno Technologies Anti-Virus Management System” (《亞信科技防病毒管理制度》) to update the Company’s anti-virus software strategy and further improve the information security system.

Information security management structure

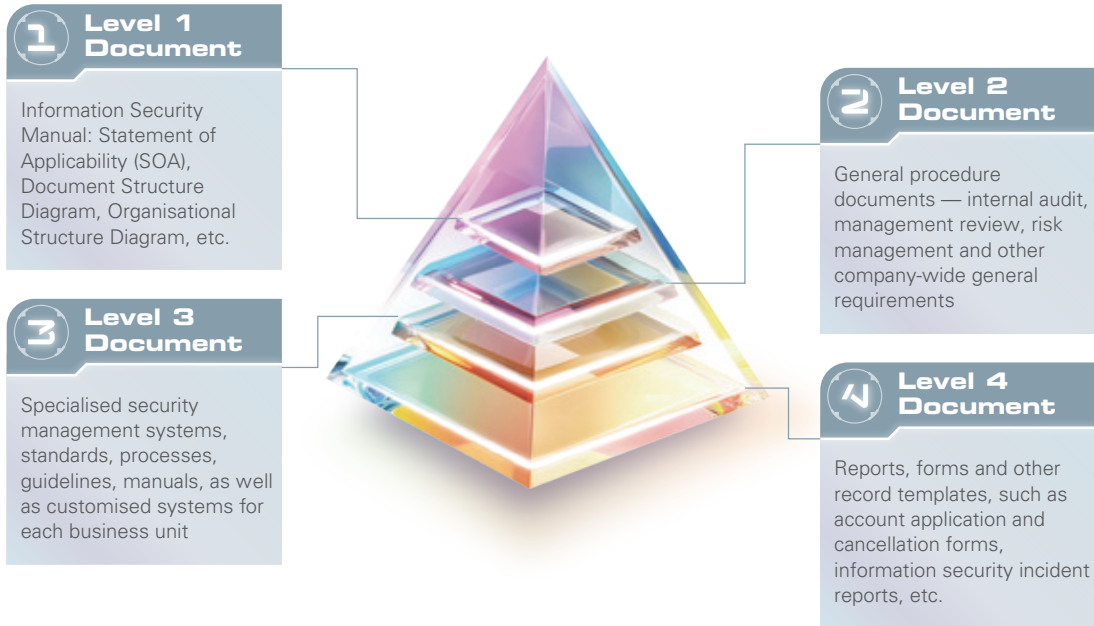
Asialfno Technologies has established a three-level information security management system consisting of “Board — Company Decision-making Committee — Information Security Committee”. The Information Security Committee is structured into both upper and lower tiers. At the upper level, it comprises senior leaders of the Company along with heads of key departments, ensuring that alignment of the information security strategy with the Company’s overarching goals. Meanwhile, the lower level implementation team consists of representatives from diverse business units and functional departments, tasked with executing and implementing information security measures at a more granular level.

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

**Information Security Certification**

AsiaInfo Technologies’ information security work has passed multiple authoritative certifications domestically and internationally. The work includes privacy security, cloud security, network security, etc. These certifications not only affirm AsiaInfo Technologies’ professional capabilities in the field of information security, but also recognise its unremitting pursuit of technological innovation and excellence in quality. Since 2015, AsiaInfo Technologies has successfully passed third-party certification audits every year on the basis of fully implementing the ISO27001 information security management system. This system covers 100% of all subsidiaries and affiliated platforms of the group, indicating that the Group’s information security management level has reached international standards.

The Group has integrated the ISO27001 standard with its own business practices to establish a four-tier information security management system structure. The information security manual is a first-level system document that coordinates the management of all security system documents and guides and instructs all information security management work.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

**1 ISO System**

ISO27001 Certification for information security management system

**2 ITSS System**

ITSS Information Technology Services — Operation and Maintenance Standards Compliance Certificate (Level 2)

**3 ITSS System**

ITSS Information Technology Services — Data Center Service Capability Maturity Model (Level 2)

**4 CMMI System**

CMMI-Maturity Level 5

**5 Information security service qualification**

Information security service qualification — Information system security integration service qualification (Level 2) (CCRC)

**6 Information security service qualification**

Information security service qualification — Software Security Development Service Qualification (Level 2) (CCRC)

**7 DCMM System**

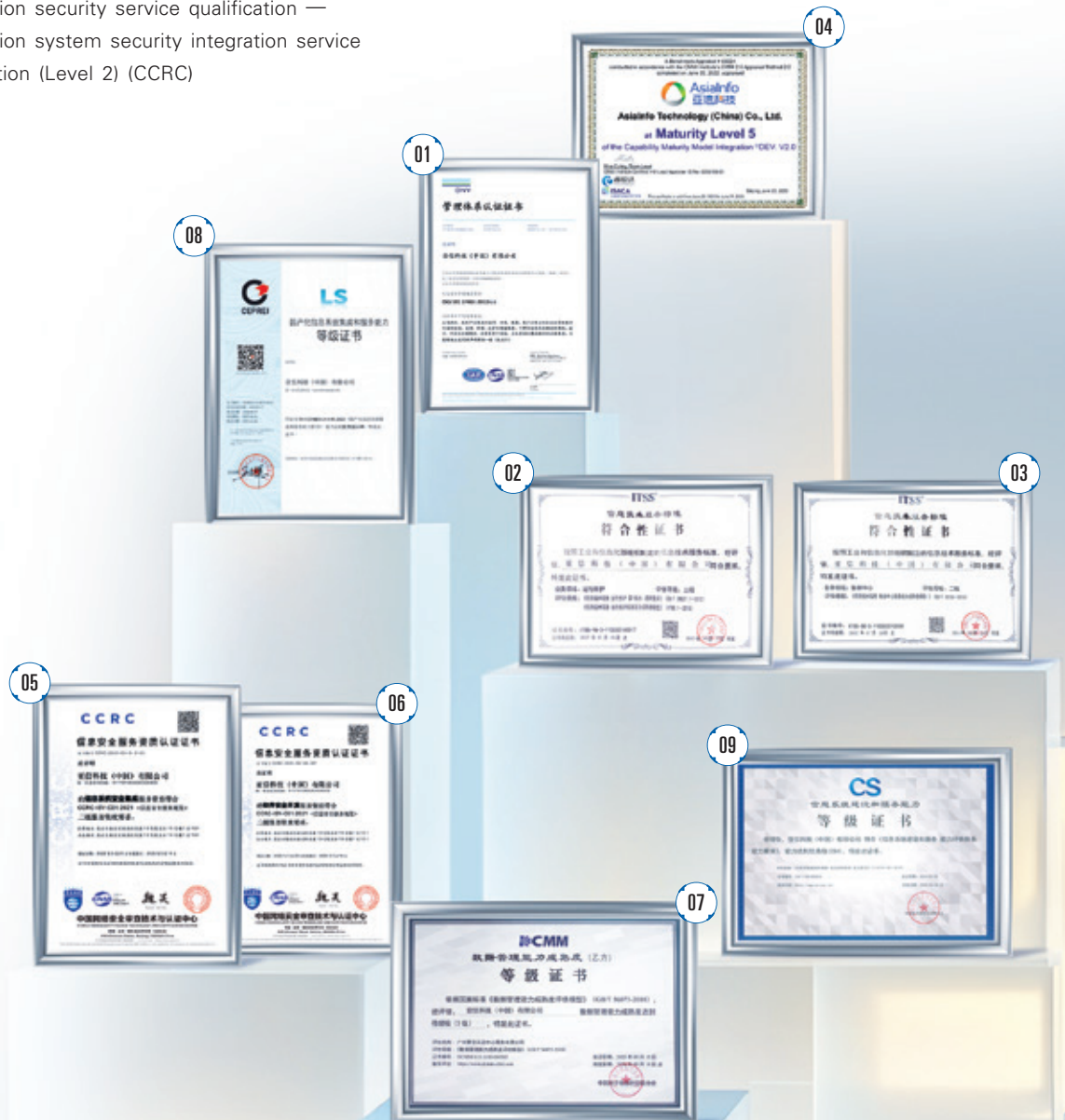
DCMM — Data Management Capability Maturity Level Certificate (Level 3)

**8 LS Qualification**

Domestic Information System Integration and Service Capability Assessment Certificate Level 4

**9 System integration qualification**

Information System Construction and Service capability level certificate (CS4)



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### Customer Privacy Data Security

AsiaInfo Technologies constantly improves the construction of privacy and data security management system. The Group has strictly complied with the laws and regulations, including Network Security Law (《網絡安全法》), Data Security Law (《數據安全法》) and Personal Information Protection Law (《個人信息保護法》), and has formulated a series of internal systems, including Customer Support Security Management Requirements (《客戶支撐安全管理要求》), Personal information protection and security management requirements (《個人信息保護安全管理要求》), Supplier Management Requirements (《供應商安全管理要求》), Data Encryption Management Requirements (《數據加密管理要求》), to ensure data security with an all-round way through standardised processes and technical means.

During the Reporting Period, we adopted diverse privacy and data protection measures:

- Established safety management and control of the R&D process (data leakage prevention): P0 project code and R&D servers were all included in workspace management, and the Company's core code established complete security and anti-leakage management.
- Security guarantee for special office terminals and special places: Standards for safety production operation rooms and safety production terminals have been established, and a total of 5 business divisions have planned and implemented them.
- Core data security control-back office: The use of ERP (Finance & HR) has been officially transferred to workspace management. The HR payroll department works with the workspace management to prevent leaks.
- Sorted out the exposure of Internet assets: The Company's assets exposed to the Internet are reviewed every two months. The asset exposure risks were assessed, and existing risks were discovered and resolved in a timely manner.
- IT system information leakage prevention (data leakage audit): A total of 1 core system has been transformed to prevent leakage. So far, all core OA systems have logging capabilities and watermark functions.
- Business leakage risk detection: Detect corporate sensitive data existing in network disks, libraries, and code management platforms every two weeks based on keyword information given by the enterprise, and handle it in time to avoid data leakage.
- Strengthened employee entry and exit safety management: Information security background checks and exit audits were added to the entry and exit stages. At the same time, BSC and DNC also conducted customised background checks on certain current employees.
- Security protection: Real-time protection of security protection equipment such as the information cabin shared immunity SaaS system ImmunityOne, the information mast advanced threat monitoring system, the information port antivirus system, and the mailbox protection system to achieve real-time monitoring and alarm and timely disposal.
- Safety self-inspection and audit: Conducted 2 comprehensive safety inspections through three dimensions (employees, project teams, office locations).
- Penetration tests: The 101 production systems of the business front office are subject to penetration testing once every quarter, 4 times in total throughout the year (1 full penetration, 3 incremental penetrations) to reduce the vulnerability risk of customer systems.

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

**Information Security Incident Emergency Response**

AsialInfo Technologies has formulated the Security Incident Management Procedure of AsialInfo Technologies (《亞信科技安全事件管理程序》) in response to major security incidents such as data leakage. The emergency response to information security incidents is divided into three levels, namely first-level/secondary-level/third-level emergency responses. We identify emergency scenarios based on business impact analysis and risk assessment results, and establish corresponding emergency plans, and also regularly organise emergency drills and improvements, and implement them in accordance with the Business Continuity Security Management Requirements of AsialInfo Technologies (《亞信科技業務連續性安全管理要求》).

Information Security Incident Emergency Response Procedure		
Emergency procedures	Steps	Responsible departments
<b>1. Event notification</b>	Incident reporting	On-site duty personnel → GAC Information Security Department
	Initial response	GAC Information Security Department → Information Security Committee
<b>2. Incident handling</b>	Preliminary handling	GAC Information Security Department
	Incident assessment and plan development	GAC Information Security Department
	Approval and activation of emergency response	Information Security Committee
	Handling execution	Information Security Working Group
	Handling completion and feedback	/
	Business recovery verification	Related business departments
<b>3. Incident conclusion and analysis</b>	Evidence collection	Information Security Working Group
	Incident conclusion	GAC Information Security Department
<b>4. Incident investigation and accountability</b>	Investigation and analysis	GAC Information Security Department
	Report feedback	Information Security Committee
<b>5. Incident communication and reporting</b>	Internal communication	Information Security Committee
	External communication	National authorities, media
	Notification of decisions	Information Security Working Group and Related Parties
<b>6. Incident handling closed</b>	Incident closure	/

**Increased information security awareness**

The Group actively carries out internal and external education and training activities to continuously deepen all employees’ understanding of the importance of information security and strengthen security awareness, providing a solid guarantee for enterprise information security.

<p><b>Information security training and examination</b></p>	<p>Internal training:</p> <ul style="list-style-type: none"> <li>Completed 1 information security management season special training, with a total of 19,901 people completing the training and examination</li> <li>New employee induction training includes information security training and examinations, held twice a month</li> </ul> <p>External certification and training:</p> <ul style="list-style-type: none"> <li>Conducted National Information Security Evaluation Center CISP certification which, registered information security professional certification training, with a total of 32 participants</li> </ul>
<p><b>Information security publicity</b></p>	<ul style="list-style-type: none"> <li>Safety promotional message: Sent safety promotional text messages every month, with a total of 12 messages</li> <li>Safety Publicity Monthly: Monthly information security promotion, with a total of 12 issues completed</li> <li>Improve email security awareness: All CTC staff completed a round of phishing drills, with a total of 1,469 people participating</li> </ul>
<p><b>Signing of Information Security Commitment Letter</b></p>	<p>Signed information security confidentiality agreement and commitment letter for 19,747 times, including:</p> <ul style="list-style-type: none"> <li>2 copies of VPN confidentiality agreement</li> <li>20 copies of internal Information Security Confidentiality Agreement</li> <li>19,725 special security commitment letters for network protection (organise all employees to sign a special safety commitment letter for network protection before protecting the network,)</li> </ul>

**2.3 Responsible products**

AsiaInfo Technologies insists on “Dual Leadership in Both Products and Services” to provide customers with high-quality products and services. strictly complied with the relevant laws and regulations, including the Product Quality Law of the People’s Republic of China (《中華人民共和國產品質量法》), Advertising Law of the People’s Republic of China (《中華人民共和國廣告法》), Network Security Law of the People’s Republic of China (《中華人民共和國網絡安全法》), and Data Security Law of the People’s Republic of China (《中華人民共和國數據安全法》). We also formulated a R&D Project Performance Appraisal Plan (《研發項目績效考核方案》) within the Company to conduct quality tracking and management of the entire product development process, to ensure that the quality of R&D products and processes meets requirements. No major violations of relevant laws and regulations that affect its business operations occurred during the Reporting Period.

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The Group continues to improve its quality management system and promote certification applications. During the Reporting Period, AsiaInfo Technologies obtained various domestic and foreign quality and service qualification certificates in professional and technical fields, including ISO9001 quality management system certification, ISO20000 IT Service Management System Certification, ITSS Information Technology Service Operation and Maintenance Standard Conformity Certificate (Level 2), ITSS Information Technology Service Data Center Service Capability Maturity Model (Level 2), Cloud Management Service Capability Assessment Certificate (Excellent Level), Domestic Information System Integration and Service Capability Assessment Certificate Level 4, and Information System Construction and Service Capability Level Certificate (CS4), fully guaranteeing the reliable quality of the products and services provided by the Group. The Group was not involved in product recycling issues due to the nature of the business. The Group did not receive any complaints in relation to the Group's products or services.



The Group has formulated the Customer Satisfaction Management Regulations (《客户满意度管理规定》) to implement the purpose of customer service. We conduct customer satisfaction surveys every quarter, and solve customer satisfaction problems through management and coordination. This drives improvements in the Company's services and products, continuously enhancing customer satisfaction. In 2024, we conducted an external customer satisfaction evaluation of each business unit, and the actual scores of each business unit were above 4.8 points (out of 5 points).

## 2.4 Supply Chain Management

Asiainfo Technologies has placed great emphasis on supply chain management and strived to develop a resilient supply chain. The Group has strictly complied with the Bidding Law of the People’s Republic of China (《中華人民共和國招標投標法》), Regulation on the Implementation of the Bidding Law of the People’s Republic of China (《中華人民共和國招標投標法實施條例》), Measures for the Administration of Government Procurement by Non-Bid Procurement Methods (《政府採購非招標採購方式管理辦法》) and other laws and regulations, and has formulated the Asiainfo Technologies Supplier Management Norms (《亞信科技供應商管理規範》) and Asiainfo Technologies Procurement Management — Supplier Management Process (《亞信科技採購管理 — 供應商管理流程》) and Supplier Selection (Procurement) Process (《供應商選擇(採購)流程》) to regulate supplier access and audits, information maintenance, selection and usage, regular and irregular evaluation and monitoring.

During the procedures of selection and evaluation, the Group requires suppliers to enter into commitment documents such as the Letter of Undertaking on Environmental and Occupational Health and Safety Management (《環境和職業健康安全承諾書》), the Letter of Undertaking on Integrity (《廉潔承諾函》) and to provide the Notice of Stakeholders (《相關方告知書》), which set out requirements for environmental protection, occupational health, employment, integrity and compliance, in order to prevent environmental, social and compliance risks in the supply chain, and to work with partners to build a sustainable supply chain.

Types of Risk	Precautionary Measures
<b>Environmental risk</b>	<ul style="list-style-type: none"> <li>Reviewing whether suppliers pass the certification for ISO14001 environmental management systems, giving priority to suppliers with this qualification</li> <li>Setting out clauses on environmental protection in the text of contracts, supervising suppliers to pay attention to environmental protection and low-carbon production and encouraging suppliers to give priority to pollution-free production technology, facilities and equipment</li> <li>Terminating cooperation with suppliers whose pollutant discharge and waste disposal fail to meet standards or regulations</li> </ul>
<b>Social risk</b>	<ul style="list-style-type: none"> <li>Reviewing whether suppliers possess the certification OHSAS 18001 or ISO45001 occupational health and safety management systems, giving priority to suppliers with this qualification</li> <li>Requiring suppliers to be fully responsible for personal injuries, equipment damages, property losses and other safety accidents in the operation/construction process</li> <li>Requiring suppliers to appoint a site safety responsible person at the construction site to identify risks and implement a safety operation plan only after obtaining the approval from relevant department</li> <li>Requiring suppliers to ensure the legality of employment and comply with employment-related laws and regulations in which the Group operates</li> </ul>

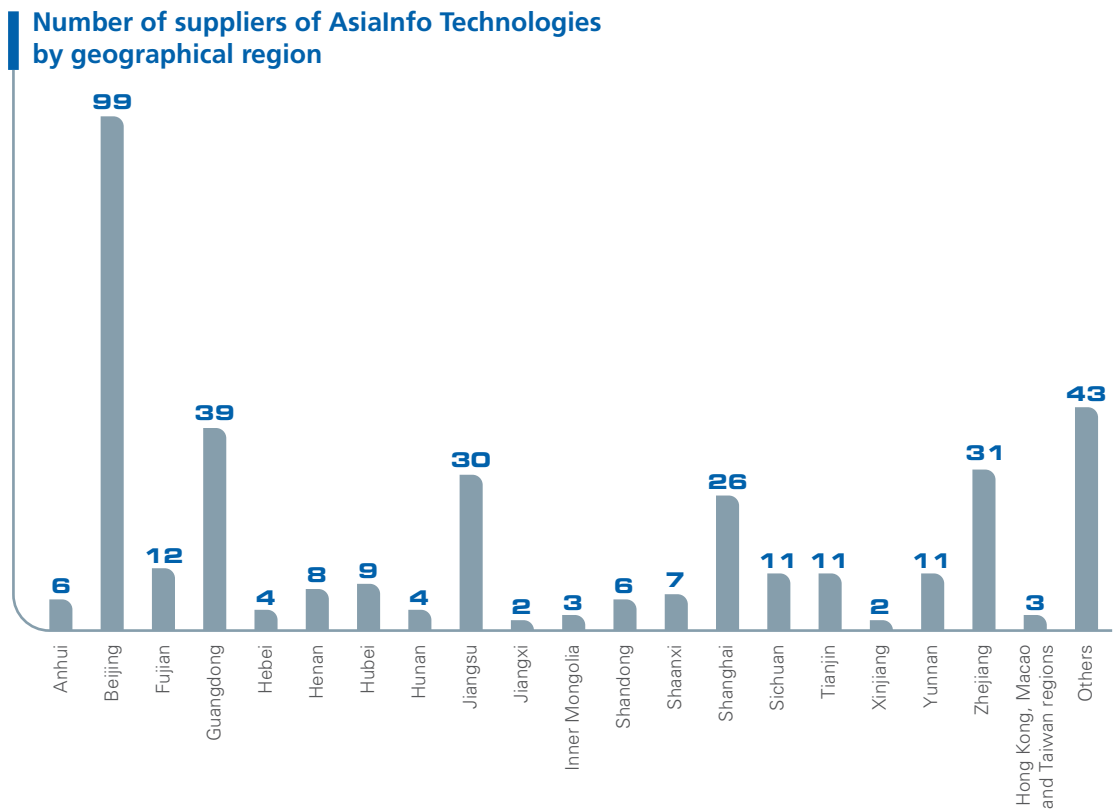


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Types of Risk	Precautionary Measures
<p><b>Integrity Risk</b></p>	<ul style="list-style-type: none"> <li>Requiring suppliers and contractors to enter into the Letter of Undertaking on Integrity (《廉潔承諾函》) and the Letter of Undertaking on Compliance (《合規承諾函》) and commit to adopting effective internal measures to intensify education on laws, disciplines and business ethics, resolutely opposing and rejecting commercial bribery and meeting requirements on compliance management, otherwise AsialInfo Technologies will refuse to cooperate with them</li> </ul>

During the Reporting Period, the Group employed a total of 367 suppliers (including project procurement and technical outsourcing). All suppliers were subject to stringent selection in accordance with the Supplier Selection (Procurement) Process (《供應商選擇(採購)流程》).

The number of suppliers of AsialInfo Technologies by geographical region during the year is as follows:



## 2.5 Strengthening industry exchanges

The Group actively strengthens communication and exchanges with industry associations and alliances, and participates in industry conferences and forums. Meanwhile, we actively conduct external training and publicity, share experiences and results, assist in the development and progress of the industry, and contribute to the prosperity of the industry ecosystem.

During the Reporting Period, we participated in the exchange activities covering multiple ESG subdivisions such as technological innovation, green and low-carbon, and information security. In September 2024, we invited experts from the software industry association to communicate with companies, discuss and provide opinions on the formulation of ESG group standards for the software industry.

- Liangjiang New Area General Chamber of Commerce Founding Meeting and 2024 High-Quality Development Conference of Private Economy
- Matchmaking Conference on Integration, Innovation and Development of Large, Small and Medium Enterprises
- Data export security compliance policy interpretation meeting
- The sixth Western China International Investment and Trade Fair
- Signing event for the third batch of major projects of Chongqing's "Mantianxing" action plan
- "Party Building + Dual Carbon" Green Building Alliance Annual Meeting
- China Service Outsourcing Research Center Service Trade Expert Review
- 2024 China Software Project Management Executive Forum



Beijing Enterprise-related Infringement Training Conference



Beijing cross-border data security promotion meeting

### 3. STABILISING THROUGH SUSTAINABILITY AND PROMOTING INDUSTRY DEVELOPMENT

#### 3.1 Responding to Climate Change

As a leading information technology product and service provider, AsialInfo Technologies implements the concept of low-carbon development through its own green operations and the “Dual Path” of empowering industry transformation. The Group firmly supports the national policy of “3060 carbon peak carbon neutrality” and commits itself to achieving comprehensive “carbon neutrality by 2028”. Guided by the carbon neutrality goal, the Group identifies addressing climate change as an issue of high importance, continuously improves the climate risk governance structure, identifies and responds to the risks and opportunities brought by climate change to business operations, and incorporates climate risk management into the company’s comprehensive risk management process.

##### Governance

The Board, as the highest governing body of the Group for climate-related work, is fully responsible for the identification and management of climate-related risks and opportunities. The specific implementation work is carried out by the ESG working group. The ESG working group regularly conducts research on climate-related topics, discusses the identification and management of risks and opportunities, and regularly reports to the board of directors. The Board will provide strategic guidance based on an understanding of climate risk management. In addition, in order to ensure the effectiveness of climate risk management and governance, the Group’s ESG working group will also oversee the implementation of climate risk response-related work.

##### Strategy

AsialInfo Technologies understands that climate change brings both risks and opportunities. Based on comprehensively identification climate risks, the Company actively promotes low-carbon development and develops new products and services that assist customer companies in their low-carbon transformation with the scientific research and innovation of the EBC department, creating new market opportunities and revenue sources. In the future, AsialInfo Technologies will unswervingly implement its climate strategy, continue to explore risks and opportunities, and provide green and intelligent services and solutions for itself and its partners.

During the Reporting Period, the climate-related risks and opportunities we identified are as follows:

Types of Risks/Opportunities		Description of Risks/Opportunities	Countermeasures
<b>Physical risk</b>	Acute risk	The Company's daily operations and data centers may be affected by extreme weather conditions such as hurricanes and heavy rains, resulting in increased additional operating costs or reduced operating income	<p>Formulate evacuation plans for emergencies;</p> <p>Organise evacuation drills for flood control purposes regularly;</p> <p>Develop a remote office platform to ensure the normal and orderly operation of the Company</p>
	Chronic risk	Chronic risks such as heat, drought, and rising sea levels may increase the total energy consumption and costs of the Company's office building or data centre, resulting in higher overall operating costs	Deploy security personnel in each project to inform the corresponding security measures and actively communicate about the situation
<b>Transformation risk</b>	Policy and legal risk	With the increasing materiality of addressing climate change, the government and listing regulators may introduce more stringent requirements on disclosure of environmental information and supervision for enterprises, which may increase the compliance risks faced by enterprises	<p>Constantly strengthen the search for and interpretation of various regulatory policies to ensure that our operations fully meet regulatory requirements;</p> <p>Actively explore low-carbon operation models and reduce our own GHG emissions by improving the efficiency of energy and increasing the proportion of clean energy</p>
	Technical risk	Driven by the "Dual Carbon" policy, the demand for low-carbon technologies will gradually increase. Failure to master core green technologies or failure to invest in green technologies may lead to the setback of the core competitiveness of enterprises	Strengthen the research and development and personnel training of products related to low-carbon technologies, and actively carry out various energy conservation and emission reduction practices using its own low-carbon technologies

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

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Types of Risks/Opportunities	Description of Risks/Opportunities	Countermeasures
	Market risk	As customers are concerned about the low-carbon properties of products, if green and low-carbon technologies and services are not provided in a timely manner, the market share may decline, thus affecting operating income  Actively carry out research on products and technologies related to low-carbon;  Introduce the enterprise's low-carbon concept to customers' products and technologies
	Reputational risk	If an enterprise fails to disclose the progress of its goals or key measures to the public in a timely manner after releasing the "Dual Carbon" objective or sustainable development strategy, investors and the public may cast doubts, which will further affect the reputation of the enterprise  In addition to releasing green targets for emission reduction, AsiaInfo Technologies actively carries out various emission reduction practices and discloses them to the public in a timely manner
<b>Opportunities</b>	Green products and services	Traditional high-carbon emission industries are accelerating green and low-carbon digital transformation, consumer preferences are shifting towards green and low-carbon, resulting in higher product demand  Leveraging on our digital intelligence technology (such as 5G private network, smart energy management platform, AI, etc.) to enter the low-carbon solution market in energy, industry and other fields
	Improved resource efficiency	Improved resource utilisation efficiency helps companies reduce costs, increase output, and enhance the value of fixed assets  By promoting the "Super Project" and "AsiaInfo Plaza Renovation Project", we will improve resource utilisation efficiency and reduce corporate operating costs

**Risk Management**

During 2024, the Group continued to identify and analyse various physical and transformation risks related to climate change based on the Task Force on Climate-related Financial Disclosures (TCFD), and assessed their financial impacts. We also formulated climate risk management methods and response measures in a timely manner.

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The Group integrates climate-related risk management into the Company’s comprehensive risk management process, and adopts a risk assessment method of risk matrix to assess climate-related risks. For different risk categories, we establish corresponding risk mitigation and response measures. For the major risks identified, we monitor them in real time through the risk monitoring platform, continuously improve relevant management processes and optimise system controls.

**Indicators and targets**

The Group has set the goal of achieving full carbon neutrality by 2028, and is promoting low-carbon development through various means such as the use of clean energy and smart energy platforms. During the Reporting Period, the greenhouse gas (GHG) emissions of AsiaInfo Technologies’s major subsidiaries are as follows:

GHG emissions (scope 1 and scope 2)	Unit	2024
Vehicle emissions and natural gas emissions (scope 1)	Tonnes of carbon dioxide equivalent	<b>478.57</b>
Electricity emissions (scope 2)	Tonnes of carbon dioxide	<b>5,022.11</b>
Total GHG emissions	Tonnes of carbon dioxide equivalent	<b>5,500.68</b>
Total GHG emission density	Kilogram of carbon dioxide equivalent/ revenue of RMB10,000	<b>8.28</b>

CASE >>>

### Integrated energy transformation project of Asialnfo Plaza

Asialnfo Technologies has consistently carried out green carbon reduction work in Asialnfo Plaza since 2022. We have created customised comprehensive building energy management and control solutions for buildings and promoted our own green and low-carbon transformation based on the independently developed comprehensive energy management and control platform “Changxi Xingyuan”.



- The photovoltaic array on the roof of the building increases green power: By taking advantage of the roof area (1,300m<sup>2</sup>) of the building, a total of 208 photovoltaic modules are installed, each with a power of 540Wp, and the total installed capacity reaches 112.32kW, we significantly increase the proportion of green electricity usage and promote the use of clean energy.
- AIoT gateway realises intelligent monitoring and control: Install AIoT gateways that adapt to the mainstream protocols in the market at each control node through the Internet of Things technology and digital management platform, intelligent monitoring and control of energy-consuming equipment such as refrigeration machines, office equipment, and lighting are realised, resulting in achieving rational use of electricity, water, cooling, and heating, reducing energy waste, and ensure employees' daily work comfort.

It is estimated that about 120,000 kWh of power will be reduced at Asialnfo Plaza annually, accumulated power can be generated amounting to 3 million kWh within 25 years, representing reduction in burning of 1,000 tons of standard coal, emission reduction of 2,975 tons of carbon dioxide, and saving about RMB3.75 million in electricity bills, helping Asialnfo Technologies continue to move towards the goal of carbon neutrality.

### 3.2 Driving industry development by main business

The Group continues to pay attention to carbon emission reduction in the value chain while carrying out its own green carbon reduction work. We incorporate green and low-carbon concepts into the product R&D process, use digital intelligent technology to empower telecommunications, energy, coal chemicals, industrial manufacturing and other fields, helping key industries save energy and reduce emissions.

## AWARDS AND HONOURS IN 2024



National first prize of MIIT's "Blooming Cup" National Finals with 700MHz 5G Private Network Innovation Case



The comprehensive energy management platform "Changxi Xingyuan" awarded "2024 Excellent Software Product Award" by China Software Industry Association





HIGHLIGHTED  
CASE



**Smart AI energy-saving system helps base stations save energy**

Asialfno Technologies has developed smart energy-saving systems for public wireless networks. Based on network user distribution and business traffic predictions, smart energy-saving solutions such as wireless network base station symbols, channels, and base station shutdown are generated and smart energy-saving operations are performed. It has been used in about 3.5 million base stations across the country, saving more than 600 million kWh of electricity annually. The solution introduces AI technology in terms of output to evaluate the performance value of base stations, becoming a reference for energy saving in wireless base stations. In terms of security, real-time security assessment algorithms are used to perform user perception monitoring in energy-saving areas and abnormality-sensing energy-saving base station alert.



**Jointly creating energy management demonstration project with CGN New Energy**

Asialfno Technologies has partnered with CGN New Energy Chongqing Co., Ltd. to develop a green and low-carbon integrated energy management demonstration project based on the integrated energy management platform "Changxi Xingyuan". The industrial IoT system collects, transmits and stores real-time energy supply and consumption data within the park. Leveraging data processing and intelligent algorithms, it analyses users' energy consumption patterns, enabling the quantification, prediction, and traceability of energy usage data. On the energy supply side, intelligent coordination of multiple machines facilitates precise energy dispatch and efficient utilisation, reducing energy consumption by more than 2% compared to traditional models. Additionally, the platform features equipment failure prediction and early warning capabilities, allowing sufficient time for operation and maintenance personnel to conduct inspections and effectively extend the service life of equipment.



### Smart green upgrade of the coal coking and chemical industry with a 5G private network

AsialInfo Technologies built an industrial 5G private network and operation management platform for Risun Group, a leading enterprise in China's coal coking and chemical industry. The platform successfully solved the original WiFi signal transmission problem and provided stable signals for five core equipment in coke production, achieving efficient interconnection and unified acquisition and takeover of data, and making the first "hot switch" between 5G and WiFi networks. 5G private network has increased the production and operation efficiency by nearly 20% and reduced labour costs by about 30%. It has provided strong support for continuous, stable, green, and safe production, laying a solid network foundation for the future realisation of fully autonomous driving, "one-button coking", and comprehensive digitisation of the park.

### The cloud-network-integrated distributed photovoltaic shared operation and maintenance platform-"Xihe Xingyuan"

"Xihe Xingyuan" distributed photovoltaic shared operation and maintenance platform, can manage industrial and commercial photovoltaic services, household photovoltaic services, and other formats as a whole, thus realising centralised management, comprehensive analysis and intelligent operation and maintenance of distributed photovoltaic information. Since the platform has changed the traditional conditions of "manual meter reading" and "only manual inspection can find problems" model etc., it makes photovoltaic fault location, inspection, electricity bill output works etc. became more efficient and timely. "Xihe Xingyuan" based on telecommunication private network and safety, standardised data acquisition, transmission and processing technologies, can provide "low-cost, high-efficiency" technologies and service support to industry customers such as CHN ENERGY (Hainan) New Energy Development Co., Ltd. It is a model for AsialInfo and jointly create green value.



### 3.3 Resources utilisation

As a supplier of software products and services, AsialInfo Technologies adheres to the concept of green environmental protection, formulates the “AsialInfo Technologies Environmental Protection Management Measures”, promoting the efficient use of energy, water resources and paper. Due to the nature of the business, the Group does not involve packaging materials consumption.

The Group’s energy and use of resources are used in work parks and buildings. The energy used by the Group includes purchased electricity, gasoline (mobile source), and natural gas, of which purchased electricity is the Group’s primary energy consumption and is not involved in using other energy. In terms of water resources, the Group consumes running water from the municipal pipe network and is not involved in obtaining suitable water sources. Due to the nature of the business, AsialInfo Technologies does not involve industrial water consumption or other large-scale use of water resources.

In 2024, the Company implemented various energy saving measures, including the commencement of renovation of AsialInfo Plaza Phase 2. It focuses on the intelligent transformation of the original water and electricity equipment and components of the AsialInfo Plaza to achieve visual management of water, electricity and other data. In the future, we will continue to optimise on this basis. AI technology will be used to carry out cooling system transformation, gas data collection and intelligent management and control to further improve energy efficiency.



#### Energy saving measures in 2024:

- ✓ Replacement of 107 remote multi-functional measuring meters in the power distribution room of AsialInfo Plaza achieved high-precision measurement while upgrading the existing power distribution monitoring system
- ✓ Replaced one-third of the light tubes in the factory office area with LED light tubes
- ✓ Replacement and modification of water meters in the water pump rooms of B2 and B3 of the building achieved sub-measurement of various water types such as reclaimed water, domestic water, restaurant water, fire water, etc.
- ✓ Upgraded the data remote transmission function and monitored energy usage through the comprehensive energy management platform “Changxi Xingyuan”
- ✓ The cooling and heating were adjusted according to the outdoor temperature. The working hours of the refrigeration unit were shortened by 7 days and the heating time was shortened by 9 days compared with the last year

**Renovation plan in 2025:**

- Complete the replacement of remaining light tubes in the office area of the factory, which is expected to save 104,000 kWh of electricity
- Carry out the renovation of lighting switches, air conditioning panels, and fresh air units to achieve remote control

We encourage all employees to participate in green and low-carbon actions in our daily operations, leading the transformation of lifestyle to green and low-carbon through green office and low-carbon travel.

**Green office initiatives:**

- Advocating for turning off lights when not in use to save electricity
- Replacing garage and stairwell lighting with voice-activated lights
- Promoting low-carbon travel and advocating for green and healthy transportation methods
- Planning and arranging vehicle usage in a reasonable manner to improve vehicle efficiency
- Submitting travel expense receipts online to reduce printing
- Using 70g lightweight paper to reduce resource consumption
- Monitoring the power and water consumption in the office building through smart electricity meters and smart water meters, and promptly stop waste of resources if found



Smart water meter



70g paper

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

For the consumption of major resources by the Group during the Reporting Period, please refer to the table below:

Resource consumption <sup>1</sup>	Unit	2024
<b>Total water consumption</b>	Tonne	<b>42,339</b>
<b>Total water consumption intensity</b>	Tonne/revenue of RMB10,000	<b>0.0637</b>
<b>Paper consumption</b>	Kilogram	<b>6,319</b>
<b>Paper consumption intensity</b>	Kilogram/revenue of RMB10,000	<b>0.0095</b>

For the consumption of major energy by the Group during the Reporting Period, please refer to the table below:

Energy consumption	Unit	2024	
<b>Indirect Energy</b>	Total electricity consumption	'000 kWh	<b>9,511</b>
	Electricity consumption intensity	kWh/revenue of RMB10,000	<b>14.31</b>
<b>Direct Energy</b>	Total fuel consumption (vehicle)	L	<b>15,827</b>
	Total natural gas consumption	m <sup>3</sup>	<b>204,452</b>
	Total direct energy consumption	'000 kWh	<b>2,343.78</b>
	Direct energy consumption intensity	kWh/revenue of RMB10,000	<b>3.53</b>

### 3.4 Emissions Management

AsialInfo Technologies strictly attaches great importance to the construction of environmental management system, and has complied with the Law of the PRC on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), Law of the PRC on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》) and Regulation on the Administration of the Recovery and Disposal of Waste Electrical and Electronic Products (《廢棄電器電子產品回收處理管理條例》) and other laws and regulations. It has formulated the Environmental Protection and Management Measures of AsialInfo Technologies and the Procedure on Prevention (《亞信科技環境保護管理辦法》) and set out strict regulations on emissions of various pollutants to ensure that all pollutants meet the emission standards. The Group continues to promote international standardised energy management system and environmental management system certification, and has passed ISO14001 environmental management system certification. During the Reporting Period, the Group did not violate any relevant laws and regulations that have a significant impact on the Group.

<sup>1</sup> Data on resources use only covers AsialInfo Technologies (China), Inc., AsialInfo Technologies (Nanjing), Inc., Guangzhou AsialInfo Technologies, Inc. and Hunan AsialInfo Software Co., Ltd., all of which are major operating subsidiaries of the Group.

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Due to the nature of our business, the Group is not involved in the significant influence of pollutants. Major pollutants discharged in the operation of the Group include hazardous and non-hazardous wastes in the office, air pollutants generated by use of vehicles. We reduce the emission of atmospheric pollutants and greenhouse gases by reducing the use of purchased electricity and improving the efficiency of vehicle use.

The solid wastes generated in the operation of the Group are generated from our daily work in the office and are not involved in large-scale waste discharge. They include hazardous wastes (waste fluorescent tubes and waste toner cartridges) and non-hazardous wastes (waste batteries and office domestic wastes). We have formulated Treatment and Control of Solid Waste (《固體廢棄物防治控制程序》) normative document, and adhered to compliance management of waste to reduce waste generation. For hazardous wastes, the Group engages qualified companies for centralised recycling and disposal. Non-hazardous wastes, office domestic wastes, and waste batteries produced by the Group are recycled and disposed of by qualified third-party treatment companies. In 2025, we will plan to replace all lighting tubes in the office area of factory with LED lights to achieve significant reduction in light tubes with mercury (hazardous waste).

The Group insists on carrying out waste classification and improving the recycling rate of various waste resources. The Group has placed waste containers for classification and recycling in the office building and posted slogans for waste classification to encourage employees to classify domestic wastes, thus improving the efficiency of waste disposal. Meanwhile, We carry out environmental protection publicity and education activities, advocate the rational use of resources from the source, and reduce the generation of waste. During the Reporting Period, the treatment rate of domestic wastes reached 100%.



Promoting waste classification

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In terms of sewage treatment, the Group does not involve industrial sewage and sewage treatment due to its business nature. All sewage is office domestic sewage. It can effectively reduce the sewage discharge of the Group by reducing the use of water resources.

The statistics below show the information of emissions of the Group during the Reporting Period<sup>2</sup>:

Pollutant Emission	Unit	2024
<b>Air pollutant emissions<sup>3</sup></b>		
CO emission	Kilogram	<b>86.99</b>
NO <sub>x</sub> emission	Kilogram	<b>3.58</b>
SO <sub>x</sub> emission	Kilogram	<b>0.24</b>
PM <sub>2.5</sub> emission	Kilogram	<b>0.49</b>
PM <sub>10</sub> emission	Kilogram	<b>0.49</b>
<b>Non-hazardous waste produced<sup>4</sup></b>		
Office domestic wastes	Tonnes	<b>79.8</b>
Kitchen wastes	Tonnes	<b>51.2</b>
Waste batter	Tonnes	<b>0.028</b>
Waste battery recycled	Tonnes	<b>0.026</b>
Total non-hazardous waste emissions	Tonnes	<b>131</b>
Intensity of non-hazardous waste emission	Kilogram/revenue of RMB10,000	<b>0.197</b>
<b>Hazardous waste produced</b>		
Waste fluorescent tube	Tonnes	<b>1.044</b>
Waste fluorescent tube recycled	Tonnes	<b>0.996</b>
Waste toner cartridge	Tonnes	<b>0.0601</b>
Waste toner cartridge recycled	Tonnes	<b>0.0601</b>
Total hazardous wastes produced	Tonnes	<b>1.104</b>
Intensity of hazardous wastes produced	Kilogram/revenue of RMB10,000	<b>0.0017</b>

<sup>2</sup> During the Reporting Period, the Group was not involved in packaging materials.

<sup>3</sup> Air pollutant emissions are emissions from vehicles owned by the Group, including emissions from vehicles owned and operated by the Group, and are calculated with reference to the Technical Guide for Air Pollutant Emission Inventory for Road Motor Vehicles (Trial).

<sup>4</sup> With reference to the definition in Basel Convention, non-hazardous waste of the Group include computers, digital communication circuits and devices, servers, printers, etc. All electronic waste are auctioned off by the Group.

## 4. PEOPLE-ORIENTED APPROACH AND UNITING STRENGTHS FROM ALL SECTORS

### 4.1 Protection of employee rights and interests

AsialInfo Technologies has strictly complied with the relevant laws and regulations, including the Labour Law of the PRC (《中華人民共和國勞動法》), Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), Social Insurance Law of the PRC (《中華人民共和國社會保險法》) and Regulations on Prohibition of Child Labour (《禁止使用童工規定》), and formulated the AsialInfo Technologies Staff Manual (《亞信科技員工手冊》), the AsialInfo Technologies Social Recruitment Management System (《亞信科技社會招聘管理制度》) and other internal policies based on its own circumstances, to regulate employment behaviours and protect the legitimate rights and interests of all employees.

The Company has complied with the principles of equal employment and diversity recruitment, and insisted on equal pay for equal work and provided equal employment opportunities for employees of different nationalities, races, genders, ages, religious beliefs and cultural backgrounds. To prevent forced labour, the Group has strictly complied with the Labour Law of the PRC (《中華人民共和國勞動法》), and ensure that each employee's working hours comply with the local laws and regulations of the place of operation and the requirements of the AsialInfo Technologies Staff Manual (《亞信科技員工手冊》). The Group has also complied with the Implementation Measures for Paid Annual Leave for Employees of Enterprises (《企業職工帶薪年休假實施辦法》), and formulated the AsialInfo Technologies has formulated the internal system such as AsialInfo Technologies Staff Vacation Management Regulations (《亞信科技員工假期管理規定》), strictly implementing national regulations on statutory holidays, marriage leave, maternity leave (or paternity leave), bereavement leave, annual leave and sick leave and guarantee employees' entitlement to vacation. The Group's Human Resources Centre (HRC) serves as the responsible department and is fully responsible for protecting employees' rights and interests. During the Reporting Period, the Group did not violate laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, antidiscrimination and other benefits and welfare.

In addition, the Group has formulated the AsialInfo Technologies Background Investigation Management Norms (《亞信科技背景調查管理規範》), and conducted stringent third-party background investigations to verify the identity of candidates to avoid the occurrence of child labour. Since its establishment, the use of child labour and forced labour has not occurred, so the steps to eliminate relevant non-compliance are not applicable to the Group.

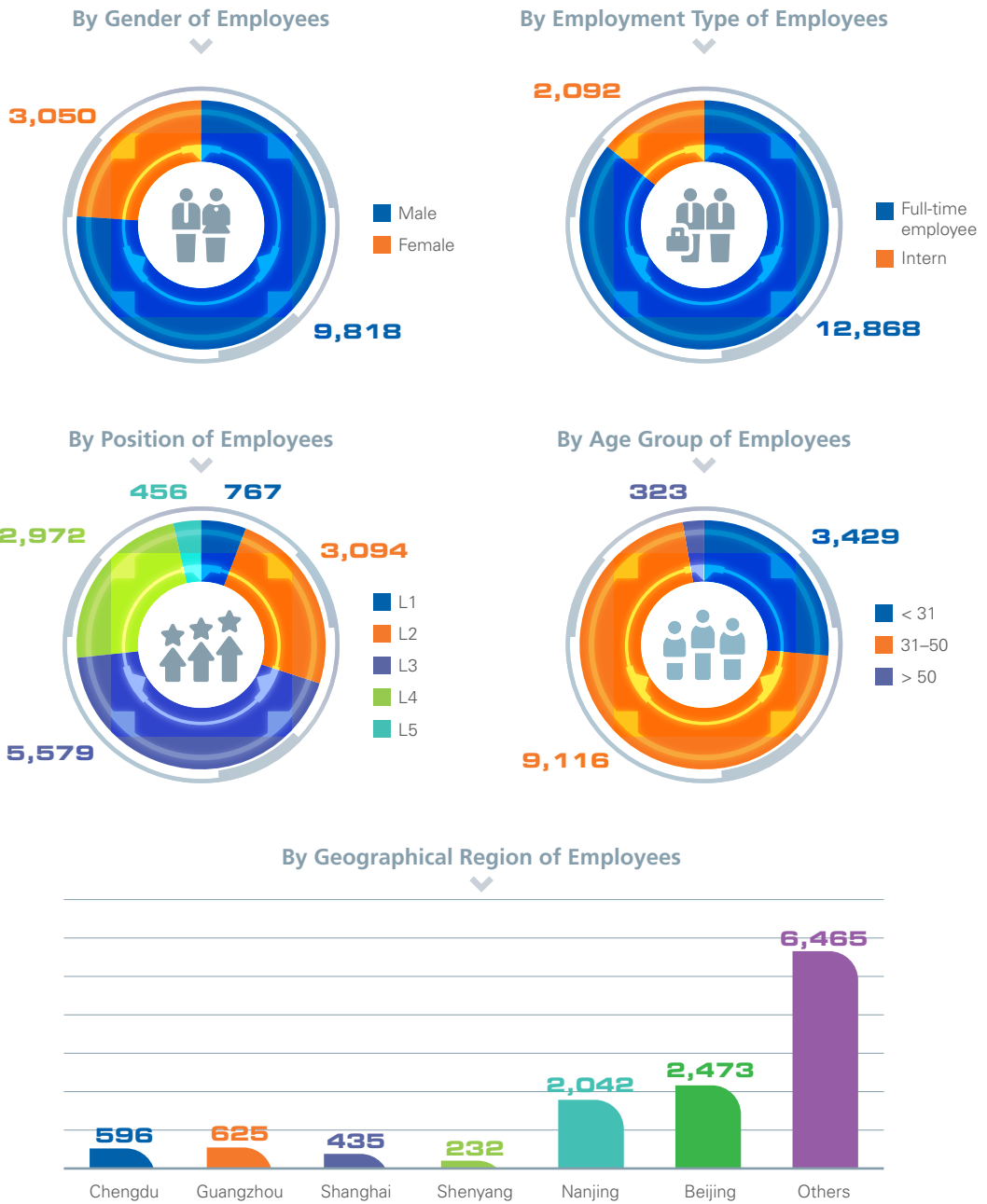


Selected into "2024 N Future College Students' Most Favorite Employers by Nowcoder"



**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

As of the end of the Reporting Period, the total number of full-time employees of the Group was 12,868, of which:



**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

During the Reporting Period, the Human Resources Centre of AsiaInfo Technologies improved the attraction and retention of talent by adopting independent recruitment, strengthening professional talent training and implementing other means. The data of employee turnover in 2024 is as follows:

Categories	Turnover rate <sup>5</sup>
<b>BY GENDER</b>	
Male	13.23%
Female	13.64%
<b>BY AGE GROUP</b>	
< 31	21.26%
31–50	10.51%
> 50	8.67%
<b>BY GEOGRAPHICAL REGION</b>	
Chengdu	13.93%
Guangzhou	14.08%
Shanghai	18.62%
Shenyang	9.05%
Nanjing	11.85%
Beijing	15.81%
Others	12.51%

**4.2 Employee training and growth**

The Group has established a training system covering all levels, and formulated normative documents such as the Annual Training Plan of AsiaInfo Technologies (《亞信科技年度培訓計劃》), Internal Training Management System of AsiaInfo Technologies (《亞信科技內部培訓管理制度》), External Training Management System of AsiaInfo Technologies (《亞信科技對外培訓管理制度》) and Training Implementation, Evaluation and Archiving Process of AsiaInfo Technologies (亞信科技培訓實施、評估歸檔流程). By carrying out various trainings such as new employee training, general ability training, management personnel training, and professional total personnel training, we meet the ability improvement needs of employees and managers and strengthen the talent echelon building.

We continuously enhance the training system to support employees' self-development and the Company's steady growth. In 2024, AsiaInfo Technologies successfully completed the annual training plan and introduced key training initiatives, such as product capability enhancement, building on the existing framework. We closely integrate human resource management with the Company's "Four Transformations" strategy, ensuring that talent development aligns with overall strategic objectives through systematic planning and implementation.

<sup>5</sup> Turnover rate = Number of employee turnover in this category/Total number of employee in this category

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### Combined talent training with the “Four Transformations” strategy

#### Enhancing Product Competency

On the journey of forging ahead, AsialInfo Technologies constantly implements strategy of “Four Transformation” and persists in product and service leadership. Improving the professional capabilities of product managers has become a key part. In 2024, the Group held a total of 7 product manager training sessions, attracting 982 participants, including 172 offline and 810 online.

- For PRD product managers, we organised co-creation workshops, and conducted in-depth discussions around “product internationalisation”, “product standardisation” and “software and hardware integration” to improve their professional capabilities.
- For non-PRD product managers, our training focuses on “advancing business capabilities”, “improving architectural capabilities” and “practical product planning and design”.



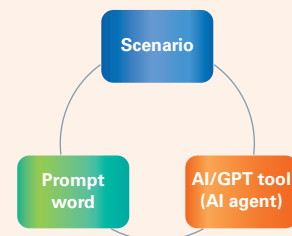
#### Strengthening the training of senior cadres

AsialInfo has initiated the six-month “Set Sail” plan training camp, to improve the “strategic decoding” ability of management personnel, develop high-potential talent with the ability to enhance “AsialInfo’s leading product capabilities, drive team collaboration and evolution, and extract and replicate organisational expertise”, and also firmly implemented the Company’s strategy of “Four Transformations”. The core training mode of the camp follows a “test, train and combat” approach. The approach incorporates professional talents, compound talents, and international talents into the reserve cadre team, and provide personalised assessment and online learning for a total of 200 people.



#### Strengthening AI/GPT technical training

AsialInfo Technologies has conducted a lot of exploration and practice on scenarios and methods to improve AI/GPT work efficiency. We established a training system framework covering GPT work efficiency improvement, company AI/GPT product application, and AI/GPT technical theoretical basis as pillars, and determined the three as the major training approach. For business scenarios, a total of 19 R&D courses were conducted to cover key positions such as planning and pre-research, R&D, operation and maintenance, and sales and pre-sales. A total of 11 AI/GPT training sessions were also conducted throughout the year, with 3,584 participating employees.



Three major approaches of AI/GPT efficiency improvement training systems

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

Meanwhile, AsiaInfo actively works with third-party partner resources to carry out external training and joint talent training to jointly create an efficient talent training system. We offer external certification training programs in data, AI technology, information security, and software architecture, including CDGA, CISP and other certifications, prioritising access for full-time contract workers and outsourced employees. We also provide training based on the needs and requests of interns.

During the Reporting Period, the number of trainees was 12,145 employees, accounted for 94.38% of total number of employees, with total training time of 146,405 hours.

Number and percentage of trainees by gender and position of employees:

Category	Trainees (Headcount)	Percentage <sup>6</sup>
<b>BY GENDER</b>		
Male	9,361	77.08%
Female	2,784	22.92%
<b>BY position of employees</b>		
L1	322	2.65%
L2	2,983	24.56%
L3	5,490	45.20%
L4	2,912	23.98%
L5	438	3.61%

Average training hours of trainees by gender and position of employees:

Category	Average hours (H) <sup>7</sup>
<b>By gender</b>	
Male	11.69
Female	10.38
<b>By position of employees</b>	
L1	4.13
L2	9.67
L3	12.36
L4	12.92
L5	13.10

<sup>6</sup> Trainees rate in this category = Number of trainees in this category/Total number of trainees

<sup>7</sup> Average training hours of trainees in the relevant category = Total number of training hours of trainees in the specific category/Number of trainees in the specific category

### 4.3 Employee motivation and development

The Group aligns the employee promotion management plans and implementation plans with the development strategy and business needs. The measures ensure value-driven incentives for outstanding talent and foster organisational momentum and employee engagement.

Combining the designated systems including “Professional Position Promotion Management Process of AsialInfo Technologies” and “Employee promotion management system of AsialInfo Technologies,” together with the construction of a management and professional “Y”-shaped dual-channel development system, we can match employees with more suitable development tracks to achieve job alignment. The overall work adopts a two-level (company level, business department level) management strategy, and separate review committees are set up to assess job promotion standards and conduct hierarchical reviews of qualified employees. The entire process is strictly supervised to ensure fairness and justice. AsialInfo Technologies’ performance management work is included in the “Super Project”. This system involves all departments including procurement, finance, human resources, research and development, projects, administration, and IT in the daily operations of the Group. The Company has established a standard performance communication channel to collect employee feedback through various means, including the OA system, email, telephone, and other platforms. HRC professionals in the Human Resources Centre are responsible for handling the feedback, with a response cycle of approximately five working days.

#### Development of reserve cadres

The Company attaches great importance to young employees with high potential. A reserve cadre talent resource library was constructed with the self-established “Three Screens into the Pool” inventory method, and a three-level management echelon was formed. Simultaneously, the “Reserve Cadre Inventory and Development System of AsialInfo Technology” was formulated and issued to standardise the reserve cadre inventory mechanism. We achieve dual optimisation of quantity and quality through annual dynamic management, thereby continuously building strategic new forces. The company builds a reserve cadre talent map based on organisational development using the dynamic inventory results every year, to provide decision-making basis for the training and allocation of cadre talents.

#### Equity incentives and employee stock ownership

The Group’s equity incentive policies were implemented to align the Company’s development with employee contributions, further stimulating employee enthusiasm and enhancing loyalty and a sense of belonging.

- **2019 Share Option Scheme:** The purpose of the scheme is to provide relevant equity incentives to qualified directors, management and employees who have made contributions to the Group. The scheme shall be valid and effective for a period of 10 years from 25 November 2019.
- **2023 Share Award Scheme:** On 4 December 2023, the Board adopted the 2023 Share Award Scheme. Any core management personnel whom the Board or the Remuneration Committee or their respective delegate(s) considers, in its sole discretion, to have contributed or will contribute to the Group is eligible to receive an award.

#### 4.4 Occupational health and safety

Creating a healthy and safe working environment is key to the healthy development of an enterprise. The Group has strictly complied with all laws and regulations related to occupational health and safety, including “Production Safety Law of the People’s Republic of China” (《中華人民共和國安全生產法》), “The Fire Control Law of the People’s Republic of China” (《中華人民共和國消防法》), “Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases” (《中華人民共和國職業病防治法》) and “Measures for the Administration of Occupational Health Examination” (《職業健康檢查管理辦法》). During the Reporting Period, the Group did not violate any laws and regulations related to the occupational health and safety.

The Group attaches great importance on occupational health and safety management, it regularly reviews and updates various safety-related systems, including “AsiaInfo Technologies Customer Data Security Management Measures” (《亞信科技客戶數據安全管理辦法》) and “Emergency Handling Measures” (《突發事件處理辦法》), to ensure alignment with international best practices. We have set a goal of zero major accidents in occupational health and safety, and have promoted the achievement of the goal through a series of powerful measures such as strengthening risk assessments and potential hazards, and improving safety supervision and assessment.

The Group obtained ISO45001 certification for its occupational health and safety management system, indicating the results of AsiaInfo Technologies in achieving international standards in occupational health and safety management. This certification demonstrates the Group’s professionalism and systematic approach in the field of occupational health and safety, providing a solid foundation for further improving occupational health and safety performance in the future.

To create a safe atmosphere and enhance employee safety awareness, we have conducted various trainings on occupational safety, data security, production safety, fire safety, etc. A total of 39,632 employees participated in safety training, and the total safety training time was 20,521.57 hours.

In 2024, there were no work-related fatalities in the Group and the work-related fatality rate remained at 0%. Compared with 2023, the number of lost working days due to work injuries has dropped from 108 employee/day to 104 employee/day, representing a decrease of 3.7%, which demonstrates the effectiveness and continuous improvement results of AsiaInfo Technologies in occupational health and safety management.



ISO45001 Certificate-Occupational health and safety management systems

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### 4.5 Employee Care and Communication

AsialInfo Technologies adheres to the “people-oriented” concept, caring for its employees, and continuously improves employee satisfaction through personalised care and management. The Company provides employees with comprehensive welfare and benefits, including regular health examinations, psychological consultations, family care and colourful team activities. We actively help employees in need. The AsialInfo Technology Trade Union has set up a care and mutual aid fund. Participated employees contribute RMB15 a month. After three months of deductions, financial support can be provided for employees with illness or accidents, with a maximum amount of RMB100,000.

Meanwhile, the Group firmly advocates gender equality and diversity, recognises the importance of caring for women, and respects diverse cultural backgrounds and ways of thinking. We strive to build a warm and harmonious environment where all employees can feel a sense of belonging. During the year, we continue to organise various activities caring for women, such as themed events of Women’s Day, free female clinic services and themed seminars, psychological health seminars. We also organise leisure classes including yoga, pilates and dance.



Yoga class



Women's Day activity

We promote communication with employees through multiple channels. Among them, “Hello CICA People”, as the internal electronic publication of CICA, serves as an important platform for conveying CICA culture. Throughout 2024, 144 issues were published, reaching more than 13,000 employees, ensuring that employees are kept informed of company news, major business developments, technology exploration, employee activities and other important information at all times, while also enhancing their sense of participation, achievement and recognition.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT



AsialInfo anniversary activities



Family day activities



1024 Programmer's Day Carnival



Friendly football match

## 5. "THRIVING TOGETHER" UNITING STRENGTHS FROM ALL SECTORS

### 5.1 Carrying out Social Welfare

AsialInfo Technologies have always adhered to the development philosophy of "remembering our roots as we grow". While focusing on its own development, it actively participates in charity activities, with an aim of building a warm and harmonious community. AsialInfo promotes rural revitalisation with technological advantages, and shares development results with society. In 2024, the Group encouraged its employees to participate in voluntary activities, and the charity donations made by the Company amounted to RMB801,000.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### CASE >>>

#### Lover never walks alone, Winter clothing brings warmth

At the end of 2024, AsiaInfo Technologies collaborated with Beijing Le Share Foundation to start a clothing donation campaign, namely "Lover never walks alone, Winter clothing brings warmth". All employees were invited to donate unused clothes to underprivileged children and elderly people living alone in poor areas to jointly support the Western Warmth Project. A total of 52 boxes with a total of 1,577 pieces of charitable items were collected and donated during the campaign.



AsiaInfo Technologies was awarded a donation certificate by a professional charity organisation



Proactively carrying out social welfare

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

### 5.2 Supporting rural revitalisation

AsialInfo Technologies gives full play to corporate innovation advantages, accurately meet local development needs with intelligent operation and maintenance platforms, including “Xingyuan Xinxuan” and “Xihe Xingyuan”, to provide intelligent support for national rural revitalisation.

#### CASE >>>

##### “Xingyuan Xinxuan” Support rural revitalisation

As the pioneer of the idea of “Corporate digital transformation with help of cloud network, digital intelligence and AI”, while participating in the intelligent construction of multiple new energy stations and empowering clean energy with technology, AsialInfo Xingyuan also creates a new brand “Xingyuan Xinxuan”. The brand selects local specialties, intangible cultural heritage crafts and handmade products of the local people where the project is located, with the aim of empowering local economic development by recommending special products to support rural revitalisation.



“Xingyuan Xinxuan” gift box

#### CASE >>>

##### Promoting new photovoltaic poverty alleviation development, lighting up the bright future of rural areas

To assist in photovoltaic poverty alleviation in Guyuan County, Hebei Province, AsialInfo Technologies introduced “Xihe Xingyuan” intelligent operation and maintenance platform to address the data collection and supervision challenges brought about by the rapid growth of local distributed photovoltaic power plants. Leveraging the integration capabilities of software and hardware, the platform achieved unified access and remote management of photovoltaic power stations within the county, and seamlessly connect with the superior data management center to support efficient cross-regional collaboration. This innovative approach significantly improved the power generation efficiency and operation and maintenance capabilities of the power station, consolidated the achievements of photovoltaic poverty alleviation in Guyuan County and provided other regions with reference experience, thus becoming an important achievement in the rural revitalisation strategy.



“Xihe Xingyuan” intelligence operation and maintenance platform

## APPENDIX C2 HKEX ESG REPORTING GUIDE CONTENT INDEX

A. Environmental			Sections
Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)			Sections
<b>Aspect A1: Emissions</b>			
General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions Management
KPI	A1.1	The types of emissions and respective emissions data.	Emissions Management
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions Management

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

<b>A. Environmental</b>			
Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)			Sections
<b>Aspect A2 : Use of Resources</b>			
General Disclosure		Policies on the efficient use of resources, including energy, water and other raw materials.	Resources Utilisation
KPI	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Resources Utilisation
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resources Utilisation
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Resources Utilisation
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	The Group does not have any water problems
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Due to the business nature of the Group does not involve the use of packaging materials, the disclosure is not applicable to it
<b>Aspect A3 : The Environment and Natural Resources</b>			
General Disclosure		Policies on minimising the issuer's significant impacts on the environment and natural resources.	Resources Utilisation
KPI	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Resources Utilisation
<b>Aspect A4 : Climate Change</b>			
General Disclosure		Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responding to Climate Change
KPI	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Responding to Climate Change

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**



**B. Social**

**Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)**

**Sections**

**Aspect B1 : Employment**

General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Protection of employee rights and interests
KPI	B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region.	Protection of employee rights and interests
	B1.2	Employee turnover rate by gender, age group and geographical region.	Protection of employee rights and interests

**Aspect B2 : Health and Safety**

General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational health and safety
KPI	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Business Ethics and Anti-corruption
	B2.2	Lost days due to work injury.	Business Ethics and Anti-corruption
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational health and safety



**B. Social**

**Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)**

**Sections**

**Aspect B3 : Development and Training**

General Disclosure		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee training and growth
KPI	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee training and growth
	B3.2	The average training hours completed per employee by gender and employee category.	Employee training and growth

**Aspect B4 : Labour Standards**

General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Protection of employee rights and interests
KPI	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Protection of employee rights and interests
	B4.2	Description of steps taken to eliminate such practices when discovered.	The Company is not involved in relevant violations, this indicator is not applicable

**Aspect B5 : Supply Chain Management**

General Disclosure		Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI	B5.1	Number of suppliers by geographical region.	Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT**

B. Social																	
Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections															
<b>Aspect B6 : Product Responsibility</b>																	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Responsible products															
KPI	<table border="1"> <tr> <td>B6.1</td> <td>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</td> <td>The Group does not involve product recalls for safety and health reasons due to business nature, the disclosure is not applicable to it</td> </tr> <tr> <td>B6.2</td> <td>Number of products and service related complaints received and how they are dealt with.</td> <td>Responsible products</td> </tr> <tr> <td>B6.3</td> <td>Description of practices relating to observing and protecting intellectual property rights.</td> <td>Intellectual Property Management</td> </tr> <tr> <td>B6.4</td> <td>Description of quality assurance process and recall procedures.</td> <td>The Company does not apply product recall procedures due to business characteristics</td> </tr> <tr> <td>B6.5</td> <td>Description of consumer data protection and privacy policies, and how they are implemented and monitored.</td> <td>Information Security Management</td> </tr> </table>	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group does not involve product recalls for safety and health reasons due to business nature, the disclosure is not applicable to it	B6.2	Number of products and service related complaints received and how they are dealt with.	Responsible products	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Management	B6.4	Description of quality assurance process and recall procedures.	The Company does not apply product recall procedures due to business characteristics	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security Management	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group does not involve product recalls for safety and health reasons due to business nature, the disclosure is not applicable to it															
B6.2	Number of products and service related complaints received and how they are dealt with.	Responsible products															
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Management															
B6.4	Description of quality assurance process and recall procedures.	The Company does not apply product recall procedures due to business characteristics															
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security Management															



**B. Social**

**Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)**

**Sections**

**Aspect B7 : Anti-corruption**

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to bribery, extortion, fraud and money laundering.	Business Ethics and Anti-corruption
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KPI			
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics and Anti-corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics and Anti-corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics and Anti-corruption

**Aspect B8 : Community Investment**

General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Carrying out Social Welfare, Supporting rural revitalisation
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KPI			
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Carrying out Social Welfare
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Carrying out Social Welfare





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