



2024

KINGSOFT CORPORATION LIMITED

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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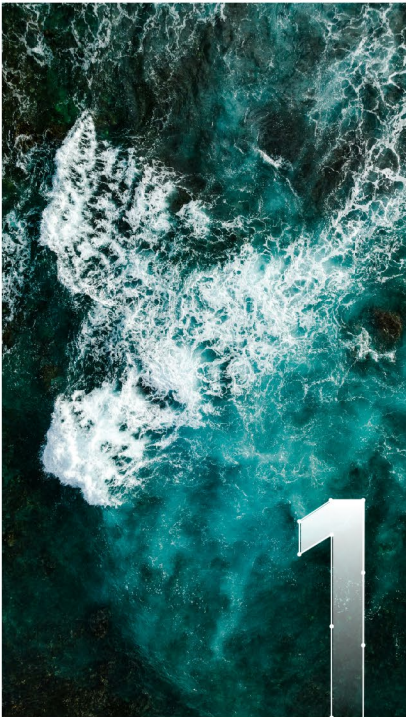
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About this Report

Reporting Scope

The report aims to objectively, fairly and justly reflect the environmental, social and governance (“ESG”) concept, remarkable milestones and achievements of Kingsoft Corporation Limited (hereinafter referred as “Kingsoft” or the “Company”) and its subsidiaries. We will discuss all relevant areas in detail, especially the ESG issues that may exert considerable influence over the sustainability of our business operations and are of concern to our stakeholders. Based on the composition of the Group’s revenue in FY2024, we determine the scope of this report to be Kingsoft and its subsidiaries (hereinafter referred to as the “Group” or “we”) — mainly including Beijing Kingsoft Office Software, Inc. (hereinafter referred to as “Kingsoft Office”), Seasun Holdings Limited (hereinafter referred to as “Seasun Holdings”), and Kingsoft Shiyu Holdings Limited (hereinafter referred to as “Kingsoft Shiyu”). The report covers the period from 1 January 2024 to 31 December 2024. To maintain continuity of information, the report may include practices beyond this time frame.

Reporting Principles

In preparing this ESG report, the principles of “Materiality” “Quantitative” “Balance” and “Consistency” are applied to define the content of the report and how the information is presented.

Materiality: During the preparation of this report, we have identified main stakeholders and key ESG issues of their concern and made targeted disclosure according to their relative materiality. For more information on materiality assessment, please refer to the sections “Stakeholder Engagement” and “Materiality Assessment” below.

Quantitative: This report adopts quantitative information to disclose the key performance indicators (“KPI”) in the environmental and social aspects. The standards, methods, hypothesis and/or calculation tools, and the source of conversion coefficient used for the measurement of the KPIs are explained in their respective paragraphs.

Balance: The purpose of this report is to report the positive and negative ESG information and performance of the Group transparently and objectively. The report covers four aspects: responsible operation, talent management, green practice and contribution to the society.

Consistency: The data disclosed in this report adopts the statistical method consistent with previous years, with individual changes explained to ensure consistency.

Preparation Basis

The report is prepared in accordance with the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the *Rules Governing the Listing of Securities* (the “Listing Rules”) on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Data Source

The information, data and cases cited in this report are all from the Group’s official documents, statistical and financial reports or public documents, as well as other ESG practices collected and summarised by the functional departments of the Group. The Board of Directors is responsible for the authenticity, accuracy and completeness of the content of this report. For information on governance, it is advisable to read the sections concerning governance in connection with the Corporate Governance Report presented in the Annual Report. This report is published in both Chinese and English. In the event of any discrepancies between the two versions, the Chinese version shall prevail.

Access to this Report and Feedback Channel

The electronic version of this report is available on the website of the Group (www.kingsoft.com) and the website of the Stock Exchange (www.hkex.com.hk). If you have any comments or suggestions about this report, please email us at ir@kingsoft.com.

Chairman Statement

In 2024, against the backdrop of a new round of artificial intelligence technological revolution reshaping technological ecosystems and industry structures, Kingsoft has unwaveringly adhered to its original aspiration of "technology-based enterprise". Driven by innovation, we have continuously increased R&D investment, dedicated to enhancing technological capabilities, product and service competitiveness. Over the past 36 years, while achieving innovative breakthroughs in office software, gaming products, and services, we have actively fulfilled social responsibilities, deeply integrated ESG concepts into corporate strategy, making it a new engine for the company's sustained progress and long-term value creation. Guided by a profound sense of social responsibility and relentless pursuit of technology, Kingsoft has comprehensively advanced efforts—from refining governance frameworks to delivering exceptional services, from green office practices to rural education support—practicing ESG principles to jointly build a sustainable future.

Forging Exceptional Service, Casting Top-Tier Quality

We steadfastly prioritize user-centric principles, establishing the Kingsoft Corporation Privacy Policy to cover all business lines, operational products, and services. We have built a security protection system, data protection management system throughout life cycle and product lifecycle safety management system, extending security commitments to the entire upstream and downstream value chain to rigorously safeguard users' personal privacy and data security. During the reporting period, more than 95% of products and services of the Group's subsidiaries have obtained a number of widely accepted external cybersecurity certifications.. In gaming,

we continuously refined real-name registration, behavior analytics, and data governance strategies, while launching diverse educational campaigns both within and beyond games to fully protect minors' physical and mental well-being. We established a robust product quality management system, initiated R&D quality enhancement initiatives, developed a self-developed quality assurance platform, and persistently elevated product standards. Adhering to our core tenet of "user-first", we streamlined user feedback channels, created efficient complaint resolution processes, and continuously improved customer service capabilities to deliver exceptional product experiences and premium service quality.

Shaping Green Products, Building a Harmonious Future

As a leading domestic provider of office software, gaming products, and services, the Group actively responds to the national "dual-carbon" strategy, integrating social responsibility and green development principles into the entire lifecycle of product R&D and services. We are committed to building an ESG-aligned product matrix. The WPS 365 platform, a new productivity engine, drives paperless workflows and real-time collaboration, empowering enterprises to achieve smart offices and digital transformation while reducing paper consumption and commuting emissions in office operations. We rigorously implement green operational practices, strengthening climate-related governance and management systems. By comprehensively identifying climate risks and opportunities, formulating targeted mitigation measures, and conducting ongoing evaluations, we advance our sustainable development goals and contribute to society's green transition.



Building the Talent Foundation, Igniting Educational Sparks

The Group places employee development at the strategic core, creating a multi-dimensional growth ecosystem. By establishing multi-tiered career pathways, Little Golden Carp Science Course training systems, and practical empowerment platforms, we systematically enhance employees' professional expertise and leadership capabilities. We implemented a scientific performance evaluation framework and diverse incentive mechanisms, building a market-competitive compensation and benefits system. We prioritize employee well-being through annual health checkups, psychological counseling services, and non-monetary benefits like cultural and sports activities. The Group focuses on advancing rural education in remote areas, supporting educational informatization and school environment improvements. The Beijing Kingsoft Foundation (hereinafter referred to as "the Foundation") guided by the vision of "Illuminate More Dreams" and the mission of "Drive Innovation Development of Quality Education Through Technology," executes philanthropic projects across four "Technology + Public Welfare" areas, deeply integrating social responsibility with business operations. Through the "Little Golden Carp Science Course", the Foundation enhanced teaching resources, upgraded educational quality, and nurtured students' scientific curiosity, reaching nearly 6,000 students and 131 teachers from 168 classes of 31 schools in 6 provinces, municipalities, and autonomous regions including

Sichuan, Inner Mongolia, Beijing, Hubei, Guangdong, and Guizhou, and has organised two on-site training sessions for teachers. A total of approximately RMB 2.86 million has been invested. The Foundation also invested about RMB 1.3 million to implement the school rejuvenation program for 13 schools in Tibet, Inner Mongolia and other places, and to support the education informatization construction of rural schools. In 2024, the Foundation's total charitable contributions amounted to approximately RMB 8.13 million, directly benefiting 22,823 individuals.

Building Governance Frameworks, Pioneering New Horizons

The Group has upgraded its ESG governance architecture, establishing a ESG working groups cross departments for carbon emissions, human capital management, business ethics, and information security. We published the Kingsoft Corporation Limited Code of Business Conduct, upholding ethical standards and implementing a robust internal control system. Through regular audits and compliance training, we continuously strengthen employees' legal awareness and professional ethics. Guided by the principles of "honesty and trustworthiness, integrity and fairness; well-established policies, and high quality at competitive prices", we enforce end-to-end supplier management to identify, assess, and mitigate ESG risks across the supply chain, ensuring operational stability and sustainable growth.

Aim High to Embrace Boundless Horizons; Stay Grounded to Advance Step by Step Looking ahead, we will confront evolving challenges and opportunities with the enduring ethos of "technology-based enterprise". With unwavering integrity and responsibility, we will stride forward in the digital era, scaling new heights with global vision. By collaborating and competing with world-class tech leaders, we will infuse the industry with Kingsoft's technological prowess and commit to serve users with craftsmanship, innovate for society.

Lei Jun
Chairman
19th March 2025

About Us

Corporate Culture Values

For 36 years, the Group has adhered to the corporate spirit of “aiming high with feet on the ground” and integrated the core values of “Aspiration” “Integrity” and “Responsibility” into our corporate development. Guided by the philosophy “technology-based enterprise”, we stick to our core strategy and will persist in intensifying our research and development efforts, promoting innovation as the driving force, and continuously enhancing our technological capabilities and product competitiveness. Rooted in our corporate culture of “teamwork”, we build a foundation for talent development. We enhance the value of our core products and actively explored new product lines. We deliver a superior experience to keep up with the changes of the times and meet the diverse needs of customers. To fulfil our corporate social responsibilities, we stick to uphold integrity to spark dreams, and empower society with technology for a better future.



Technology-based enterprise

Leading with technological innovation, driven fundamentally by technological advancement, and leveraging technology to support products and delivery to win over users

Brothers united, conquering the world together

On the entrepreneurial journey, an individual may move faster, but a team can reach further. Together, we go the distance

Honours and Awards

As a leading software and internet services company in China, we have dug into technological innovation. We actively respond to the digital transformation and contribute to the global digitisation. We have expanded the footprint in the field of AI, created a fancy game world and unveiled a variety of new products and services. With the unremitting efforts of Kingsoft and its subsidiaries, we were awarded many honours and recognition in 2024.

Date	Awards
JULY 2024	<ul style="list-style-type: none">Kingsoft Office was selected as one of TOP 30 of “Super AI Leader” (“SAIL”) at the World Artificial Intelligence Conference
NOVEMBER 2024	<ul style="list-style-type: none">Kingsoft Office won Moka’s Sirius Awards: Best Employer Brand Award for HighTech Enterprises, and Most Popular Employer Brand among University StudentsSeasun Holdings’ JX Online III won the 2024 Golden Plume Award for “Players’ Favourite Online Game”Mecha BREAK won the 2024 Golden Plume Award for “Players’ Most Anticipated Online Game”Seasun Holdings won the following awards at the “Golden Finger Award” ceremony of the Chinese game industry:<ul style="list-style-type: none">“Excellent Enterprise in China Game Industry in 2024”“Advanced Unit of Game Research and Development in China Game Industry of 2024”Guo Weiwei, CEO of Seasun Holdings, was awarded “Outstanding Entrepreneur in China Game Industry” in 2024JX Online III and JX World Qi Yuan won the “The Excellent Online Game of the Year 2024”JX World III won the “ The Best Mobile Game of the Year 2024”
DECEMBER 2024	<ul style="list-style-type: none">Kingsoft Office won Caixin’s 2024 “ESG Pioneer Award”Kingsoft Office won the “Liepin.com 2024 Beijing Extraordinary Employer of the Year”Kingsoft Office was selected as one of the CIWEI 2024 Top 20 Most Innovative Youth-Friendly Employer BrandsKingsoft Office won Mr. Offer 2024 Best Employer for Recruiting Experience, and OfferShow 2024 Star employerKingsoft Shiyou was awarded the 2024 Emerging Employer Award by lagou.com

ESG Management

ESG Strategy

We steadfastly hold to the vision of “technology-based enterprise, service to society”, and are convinced that technological solutions can help cope with societal challenges and foster growth and development for individuals and businesses. The Group’s trajectory reflects a commitment to infusing advanced technology into business practices and a history of innovation embracing challenges and changes.

Nowadays, the ESG concept has been integral to the Group’s strategy. We aim to be a socially responsible company with a focus on human welfare and life continuation, and sustainable coexistence with nature. We have integrated the ESG strategy into our management system. The Board of Directors ensures strategic alignment with the Group’s development through regular reviews to ensure the implementation of ESG strategy.

In 2024, we prioritized sustainable development as our core mission, helping achieve UN SDGs goals by utilizing our business characteristics and strengths to make positive contribution to fuel societal, economic and environmental progress. Based on the global goals of eliminating poverty, protecting the planet and sharing prosperity, we crafted sustainable development plans, and identified responsible operation, talent management, green operation and contribution to society as the four long-term key strategic directions and our core corporate responsibilities, in order to pitch in UN SDGs goals.

Responsible Operation

The Group is committed to creating a secure online environment, safeguarding user data privacy, and protecting the physical and mental health of minors. We reinforce our sense of product responsibility and continually enhance the quality of our products and services. In addition, we strengthen intellectual property protection and optimise advertising compliance and content safety management. In the continuous development of business, we pay attention to integrity management, adhere to business ethics, and standardise supply chain management to ensure compliance and sustainability in business operations.



Talent Management

Talent resource forms a core driving force for the development of the Group. We place great importance on building a talented workforce, adhere to the principle of diversity and inclusivity, and actively broaden channels for talent recruitment. We establish a systematic talent development system, continually optimise performance evaluation and promotion mechanisms to provide tailored career development paths for employees, helping them achieve self-value. We are also committed to safeguarding the rights and interests of employees. Building on this, we strive to create a safe and healthy work environment, promote a work-life balance lifestyle and actively listen to their voices. With these efforts, we continuously enhance employees’ sense of belonging, and create a pleasing workplace.



Green Operation

The Group strictly abides by laws and regulations regarding of environmental protection to regulate the management of energy, resources and emissions in the Group’s operations. We also monitor our environmental management performance on an annual basis by setting and tracking the Group’s targets in terms of energy conservation, emission reduction, water saving and waste reduction. We focus our environmental management on “reduce”, “reuse”, “recycle” and “rethink”, with a view to minimising the negative impact of the Group’s operations on the environment and natural resources. In addition, we keep improving energy conservation and emission reduction measures, including building green campus, creating green supply chains, advocating green offices and low-carbon lifestyles, actively responding to climate change, and engaging in multi-party cooperation to fulfil our commitment to green operations through practical actions.



Contributing to the Society

The Group is dedicated to fulfilling charitable mission and creating more social value. We continue to promote the standardised management of public welfare projects as we grow. We have carried out a range of public welfare activities in the areas of educational equality, college student support, public charity, disaster relief aid and rescue, rural revitalisation and environmental protection to explore paths for sustainable development and contribute to the well-being of society.



ESG Governance Structure

Board Statement

While promoting the sustainable development of the Group's business, our Board of Directors pays great attention to the concept of ESG, and makes efforts to improve the ESG governance system.



Oversight of ESG issues

The Group's Board of Directors is the highest responsible and decision-making body for ESG issues. It has established the Environmental, Social and Governance Committee ("ESG Committee"), which is responsible for reviewing ESG strategies, supervising ESG efforts and deliberating ESG reports. This year, the ESG Committee attended 1 ESG work report meeting to understand the progress, achievements and plans of ESG efforts. It also made recommendations on the ESG management of the Group. To facilitate ESG efforts, we have established an ESG management system led by the Group and supported by all departments. We have also set up ESG working groups cross departments including carbon emission group, human capital management group, business ethics group and information security group. Subsidiaries and functional departments are responsible for the specific implementation of ESG-related work.



ESG management approach and strategy

The Group regularly assesses the materiality of environmental, social and governance issues. The specific assessment process and results are detailed in the sections "Stakeholder Engagement" and "Materiality Assessment" of the Group's 2024 Environmental, Social and Governance Report, which are reviewed by the ESG Committee. The ESG Committee of the Group has comprehensively identified the significant ESG risks related to the Group, including climate change, privacy and data security, human capital development, intellectual property management, health and safety compliance of products and services, and business ethics. We have not only formulated response measures, but also required relevant departments to implement such measures in their daily operation and management.







Review of the ESG target

Each year, the ESG Committee reviews and assesses the achievement of the environmental target for the current year, and reviews and discusses the setting of the target for the next year. In 2024, the ESG Committee of the Group received a report from cross-departmental ESG workgroups on the environmental goal setting for the current reporting year, reviewed and evaluated the achievement of the goals. Among them, the environmental targets, including improving the proportion of clean energy use and green procurement, using energy-saving and water-saving equipment, and ensuring compliance with waste treatment and other aspects, have all been achieved. In addition, the ESG Committee reviewed and discussed the annual environmental targets related to the business operation for the next year, including energy saving, reducing greenhouse gas emissions, improving the proportion of clean energy use and green procurement, saving water resource, using energy-saving and water-saving equipment, and ensuring compliance with waste treatment and other aspects. The detailed information of the forementioned ESG issues is also disclosed in this report, which was reviewed and approved by the ESG Committee on 19th March 2025.



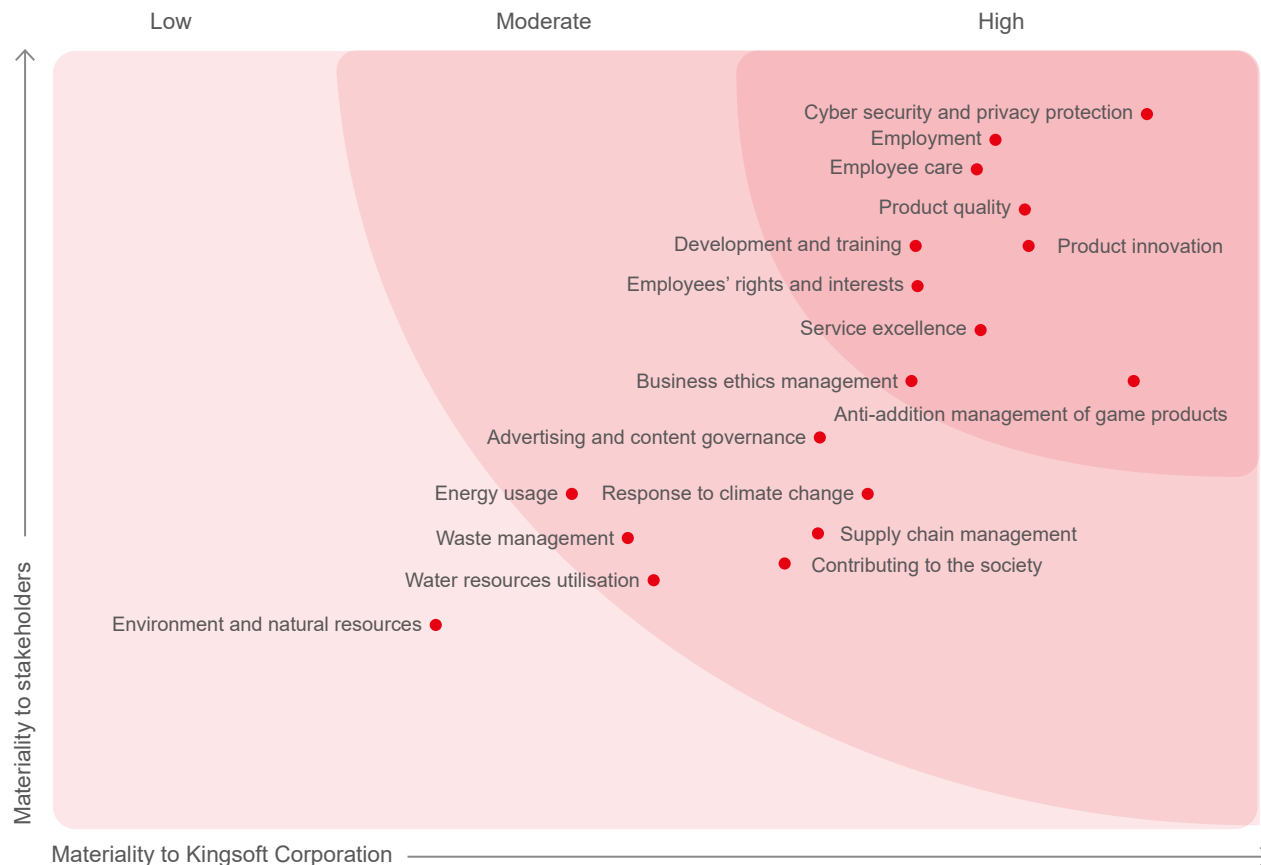
Stakeholder Engagement

We recognise the importance of engaging communication with stakeholders and incorporate their feedback as a key driving force to enhance our ESG management. We interact with stakeholders via various channels to understand and respond to their demands promptly. We have identified key stakeholders that are closely relevant to the Group's operations, and collected their opinions and expectations to direct our ESG practices. These are summarised in the table below:

Main Stakeholders	 Governmental and Regulatory Authorities	 Investors	 Customers	 Staff	 Suppliers and Partners	 Community
Main Expectations	<ul style="list-style-type: none"> • Compliance with laws and regulations • Safety and reliability of products • Promoting technological progress • Serving national interests and people's livelihood 	<ul style="list-style-type: none"> • Maintaining good operating performance • Compliant operation • Information disclosure 	<ul style="list-style-type: none"> • High-quality products and services • Protecting information security and user privacy • Satisfying the diversified needs of customers 	<ul style="list-style-type: none"> • Protecting staff's rights and interests • Protecting occupational health • Training and development • Promotion channels • Work-life balance 	<ul style="list-style-type: none"> • Open, fair and impartial procurement • Fulfilling contractual obligations • Mutual benefits and win-win cooperation 	<ul style="list-style-type: none"> • Community development • Public welfare undertakings • Environmental protection
Main Communication and Response Methods	<ul style="list-style-type: none"> • Inspection and reception • Annual report • The Group's website • Document submission 	<ul style="list-style-type: none"> • Shareholders' meetings • The Group's announcements • Reporting of special projects • Visitor reception 	<ul style="list-style-type: none"> • Daily communication with customers • Survey on customer satisfaction • Handling and feedback of customer complaints 	<ul style="list-style-type: none"> • Staff meeting • Platform for staff's suggestions • Face-to-face communication • Staff training 	<ul style="list-style-type: none"> • Public tendering • Face-to-face communication 	<ul style="list-style-type: none"> • Involvement in community activities

Materiality Assessment

This year, through continuous and effective communication with main stakeholders, combined with stakeholder survey results, suggestions from external experts and the areas of media attention, the Group has identified relevant ESG issues in all spheres and assessed their materiality. The assessment results serve as an important reference for the report.



2024 ESG Materiality Matrix of the Group

ESG Issues with High Materiality

- | | |
|---------------------------------------|---|
| Cyber security and privacy protection | Development and training |
| Employment | Employees' rights and interests |
| Employee care | Service excellence |
| Product quality | Anti-addition management of game products |
| Product innovation | Business ethics management |

ESG Issues with Moderate Materiality

- | | |
|------------------------------------|------------------|
| Advertising and content governance | Waste Management |
| Response to climate change | Energy usage |
| Supply chain management | |
| Contributing to the Society | |
| Water resources utilisation | |

ESG Issues with Low Materiality

- Environment and natural resources

Responsible Operation

The Group is committed to creating a secure online environment, staunchly safeguards user data privacy, and protects the physical and mental health of minors. We reinforce our sense of product responsibility, and continually enhance the quality of our products and services. In addition, we strengthen intellectual property protection, and optimise advertising compliance and content safety management. In the continuous development of business, we pay attention to integrity management, adhere to business ethics, standardise supply chain management to ensure compliance and sustainability in business operations.

Product Responsibility

We always work to serve user needs and provide users with safe and high-quality products and services. To foster a secure network environment, we continuously improve our cybersecurity management policy and structure, and optimise our cybersecurity technologies. We have established a robust data protection system, and stick to the bottom line of data privacy to safeguard users’ personal privacy and data security. For our gaming business, we have implemented a number of anti-addiction measures to protect the physical and mental health of minors. We continue to improve the product quality management system, and devise quality enhancement plans targeting different end products, so as to strictly control the quality of products and services. Furthermore, we strive to create effective feedback channels for users and devise efficient complaint handling processes, in the purpose of enhancing user satisfaction.

Cybersecurity and Privacy Protection

Safeguarding cybersecurity and protecting personal privacy are the cornerstones of fortifying our security defences. The Group consistently refines information security systems and management framework and employs a multi-dimensional approach that integrates technical and administrative measures. By doing so, we aim to ensure the integration of security practices across the entire lifecycle of data and products. Additionally, the Group involves all service providers and partners into the management system for cybersecurity and privacy protection. Regular security training is provided for full-time employees, interns, part-time employees, and third-party dispatched employees (collectively referred to as “all employees”), to enhance their security awareness and create a safe, reliable, and trustworthy online environment for users.

Safety Policy Regime

We strictly abide by the *Cybersecurity Law of the People’s Republic of China*, the *Data Security Law of the People’s Republic of China*, the *Personal Information Protection Law of the People’s Republic of China*, the *Administrative Measures for Internet Information Services*, the *Emergency Response Plan for Internet Security Incidents* and other laws and regulations, as well as relevant national standards such as the *Information Security Technology — Personal Information Security Specification* and the *Information Security Technology — Guidelines for Information Security Risk Executive Management*, to earnestly fulfil our responsibility of cybersecurity protection. In addition, we continue to reinforce real-time monitoring of overseas business compliance, and strictly comply with user privacy and security protection laws and regulations in other countries and regions such as Japan, South Korea, the United States and the European Union, including Korea’s *Game Industry Promotion Act*, America’s *California Consumer Privacy Act*, and European Union’s *General Data Protection Regulation (GDPR)*, so as to ensure that the products exported are in compliance with the laws and regulations.

Kingsoft and its subsidiaries have established separate and publicly accessible user privacy protection policies for each of their products or services. These policies clearly outline the types of private information that products and services collected, purposes of use, scope of use, the consent required for using private information, and the methods for storing and protecting the information, according to laws and regulations, and obtain the user’s consent. These individual policies shall apply specifically to the respective product or service. For any matters about products or services not covered by the separate privacy policies of the Group, or if no separate privacy policy has been established, the [Kingsoft Corporation Privacy Policy](#) shall apply, which covers all business lines and products and services under Kingsoft, Kingsoft Office, Seasun Holdings and Kingsoft Shiyou.

Policy Entity	Policy Details
The Group	<ul style="list-style-type: none">The Group has formulated the <i>Kingsoft Corporation Privacy Policy</i> covering all business lines and products and services.
Kingsoft Office	<ul style="list-style-type: none">Kingsoft Office has formulated privacy and data protection policy, the <i>WPS Privacy Policy</i>, covering all its products and services such as WPS and Kingsoft Teams.For detailed privacy and data protection policies, please refer to the Terms of Service on the official website of Kingsoft Office.
Seasun Holdings	<ul style="list-style-type: none">Seasun Holdings has established privacy policies for each of its game products. For detailed privacy policies, please refer to the official websites of Seasun Holdings' respective games.
Kingsoft Shiyou	<ul style="list-style-type: none">Kingsoft Shiyou has formulated privacy and data protection policies for all its games and services, including but not limited to the <i>Online Game Service Agreement</i> and the <i>Privacy Policy</i>.

Public Policy on Personal Information Processing

All game products and services under the Group provide users with access to view, copy, rectification, supplement, delete personal information, and deactivate accounts. Users may exercise their relevant data subject rights in accordance with the procedures outlined in the privacy policies. In our publicly available policies, we explicitly outline the rights users hold regarding the processing of their personal information. We provide clear information about the collection of users' personal data, including the relevant provisions outlined in the following personal information processing policy.



The Group fully respects that users have the right to be informed, choose, access, copy, rectify, supplement, and delete their individual data.



We retain user data for different periods based on the product type in accordance with the *Regulation on Network Data Security Management* and other relevant laws and regulations. Once the retention period expires, we will delete users' personal information in compliance with applicable laws and regulations.



In accordance with relevant national laws and regulations, user information will generally be deleted within 15 working days in cases such as users actively exercising their right to deletion, expiration of retention periods, or handling of illegal or non-compliant content. In more complex scenarios, user information will be deleted within 30 working days. For products and services launched and provided by the Company in other countries or regions overseas, we delete user information within the stipulated timeframe in accordance with local policies and regulations.

Policy on Disciplinary Actions for Privacy and Data Security Violators

The Group has formulated the *Kingsoft Office R&D Incident Management Measures 3.0*, the *Personal Information Leakage Contingency Plan* and the *Kingsoft Penalty Rules for Information Security Incidents*. Once an employee violation is confirmed, we will impose appropriate penalties on the violator, including warning, suspension and termination of employment. The results of the penalty will be publicised in the whole staff cybersecurity meeting.



Security Management Structure

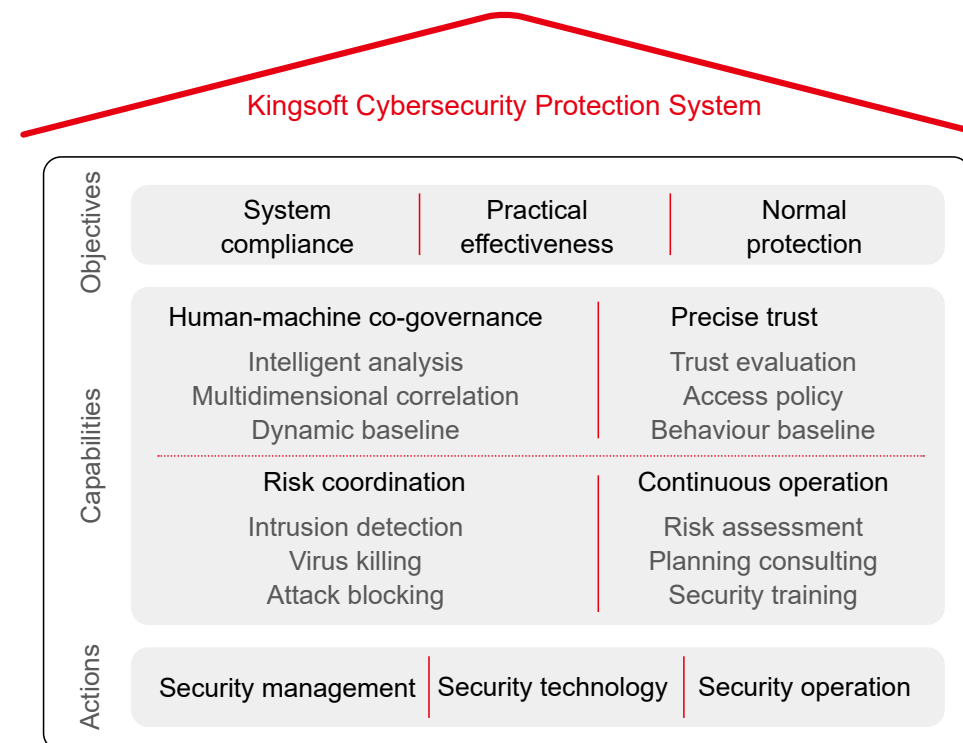
ESG Committee of the Board of Directors	As the highest governing body for cybersecurity and privacy protection, it is responsible for making significant risk decisions related to cybersecurity and privacy protection within the Group, overseeing and managing the effective implementation of security measures within the Company.
Information Security Taskforce	Composed of the CEO of the Group as the leader, and vice president of the Group, CEO of Seasun Holdings, and the vice president of Kingsoft Office and other management personnel, the taskforce is responsible for making security decisions for the Group and overseeing the orderly implementation of security measures within the Group and its subsidiaries.
Security Execution Team of Each Subsidiary	These teams are responsible for issuing regulations on network security and privacy protection management, establishing a security protection system covering all platforms and business lines of the Group, conducting security certification and training, actively participating in industry security ecosystem collaboration, and ensuring the security of the entire lifecycle of data and products.

Cybersecurity and Privacy Protection Management Structure of the Group



Security Protection System

We continue to strengthen the cybersecurity management by optimising top-level design, technical skills and operation and maintenance measures, thereby improving the security protection capabilities in all aspects. We have established a top-down cybersecurity protection system to continuously enhance the defence capabilities from the four dimensions of “human-machine co-governance”, “precise trust”, “risk coordination” and “continuous operation”. Moreover, we have implemented the three main protective measures of “security management”, “security technology” and “security operation”, to realise the three major protection objectives of “system compliance”, “practical effectiveness” and “normal protection”.



Kingsoft Cybersecurity Protection System

To safeguard the core business and data security, Kingsoft and its subsidiaries implement cybersecurity protection measures from four aspects, namely, access, technology, operation and audit, to consolidate the basic capacity of the security management, and strengthen the effectiveness of the operation of the management system, thus effectively reducing the risk of network information security.

Management Dimensions	Access management	Protective technology	Daily operations	Security audit
Management Measures	<p>Optimise access management:</p> <ul style="list-style-type: none"> We have introduced a zero-trust security strategy and established an identity-centred access control mechanism for devices and assets to optimise intranet access strategies. We manage the identity of people, terminals and applications in a unified manner to ensure that people and terminals connecting to the network are always trustworthy, by setting up an access whitelisting system to control the source of access and strictly limiting the scope of asset access to ensure that critical information data can only be accessed by authorised personnel and terminals. 	<p>Upgrade protection systems</p> <ul style="list-style-type: none"> We test the expansion capability of various types of Web application protection systems and the deployment of F5 equipment¹, to protect BGP² routes and ensure the stable operation of the server room network. We deploy and debug the host-side protection system and event collector to realise in-depth monitoring and protection of servers and to discover and prevent potential malicious activities in a timely manner, ensuring business continuity and data integrity. <p>Introduce accurate identification and protection tools:</p> <ul style="list-style-type: none"> We adopt third-party tools for security protection and acceleration services. For example, we use the BOT³ behaviour library to identify crawler types such as advertising, screen capture tools, search engines, site monitoring, and link queries. We also enable DDoS⁴ attack protection to prevent the malicious theft of data or user information. 	<p>Detect risk information:</p> <ul style="list-style-type: none"> We analyse third-party threat intelligence⁵ to identify the characteristics and patterns of potential threats, enhancing the security design and development of our products. We deploy situational awareness systems to assess the cybersecurity situation by analysing traffic and log data, and in case of anomalies, to provide management personnel with recommendations for security decisions and to formulate a plan of response actions. <p>Strengthen risk response capacity:</p> <ul style="list-style-type: none"> We regularly conduct vulnerability scanning and baseline checking of security systems to identify potential security risks in a timely manner for subsequent risk response and rectification. We have formulated security contingency plans and contingency response mechanisms, and actively carry out internal and external attack and defence drills to test the ability to deal with accidents. 	<p>Conduct internal and external audits:</p> <ul style="list-style-type: none"> To ensure the effective operation of the security management system, we engage external third-party agencies to conduct information security audits every year, including ISO 27001 certification audits and level protection certification audits. Third-party auditors performed 2 audits on the Company's security technology system, security management system, and security operations system using methods such as interviews, on-site observations, and document reviews. These audits comprehensively covered the Company's physical environment, communication networks, security perimeter and computing environment, aiming to validate the effectiveness of the Company's security framework, identify information security risks, and enhance protective capabilities. In strict adherence to the requirements for annual internal security audits, we conducted 2 internal audits, primarily focusing on areas including R&D of sensitive data, and R&D and O&M of critical systems. The audit scope encompassed data lifecycle management, system development and O&M practices, and the detection of exposed network attack surfaces. These measures have ensured the security, integrity, and availability of the Company's information systems and data. <p>Rectify issues:</p> <ul style="list-style-type: none"> For the problems identified, the internal and external audit teams make specific recommendations and improvement programmes, urge the corresponding departments to make timely rectifications, and monitor the implementation of the rectifications in six months, to achieve closed-loop management of cybersecurity and information security.

¹ F5 devices are WAN link traffic management devices used to maximise link performance and availability.

² BGP, short for Border Gateway Protocol, is a routing protocol used to exchange network layer reachability information between routing domains.

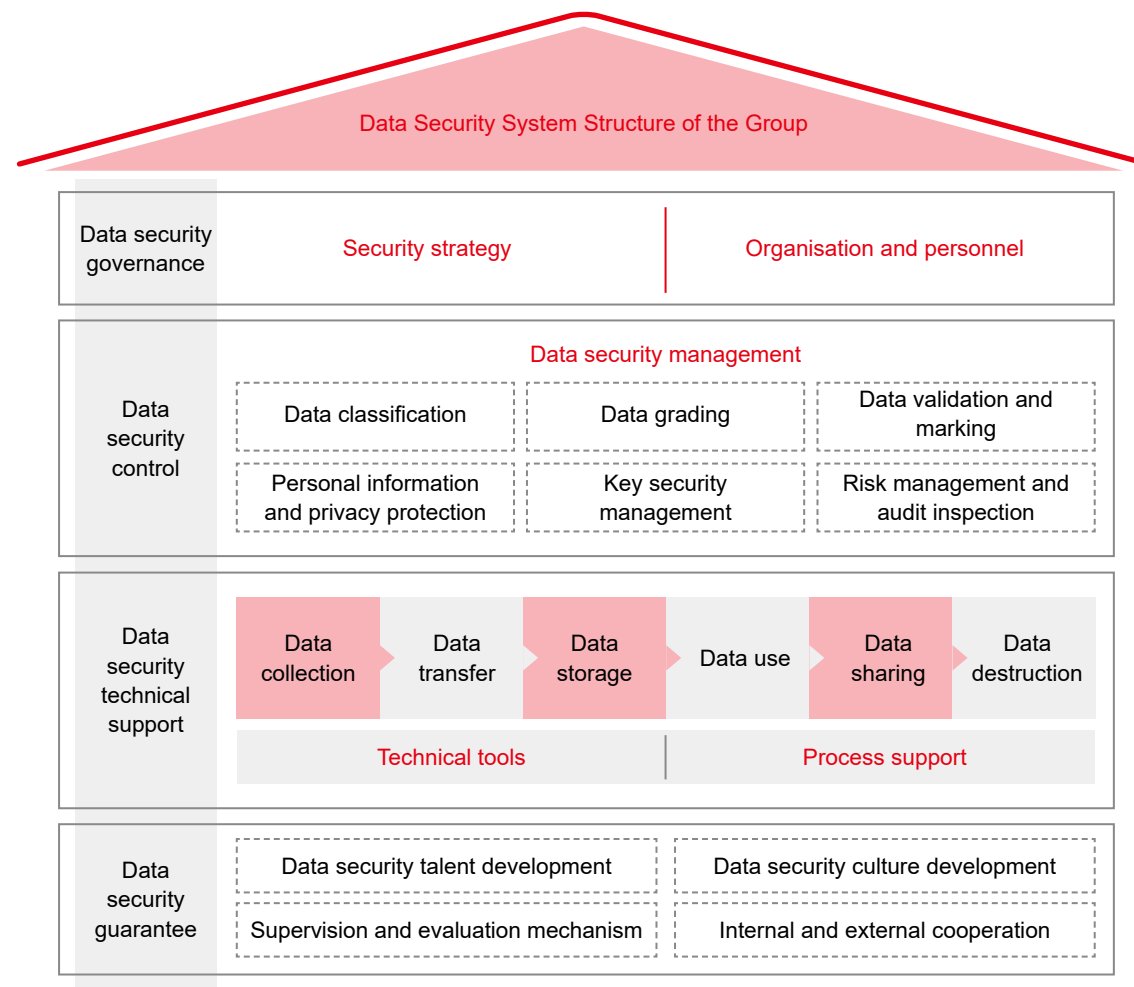
³ BOT intelligent analysis identifies friendly and malicious bots through a comprehensive analysis of multiple factors. BOT intelligent analysis classifies requests into normal requests, normal BOT requests, suspected BOT requests, and malicious BOT requests, and configures corresponding action for different types of requests.

⁴ DDoS, or Distributed Denial of Service, targets websites and servers by disrupting network services.

⁵ Third-party threat intelligence involves gathering, analysing and integrating information from external security firms, research bodies and open-source communities to obtain intelligence on cyber threats, threat actors and exploitation.

Data Protection Management System Throughout Life Cycle

Following the *Kingsoft Data Security Management Specification*, we establish a data privacy protection management system throughout the full cycle from four aspects: data security governance, data security control, data security technical support, and data security guarantee. We are committed to strengthening our security policies and management framework. To this end, we ensure data security throughout its life cycle - collection, transmission, storage, use, sharing and destruction - via measures such as data classification and grading, data validation and marking and key security management. In addition, with the support of high-quality data security talents cultivation systems and a sound assessment mechanism, we vigorously promote the construction of a security culture and pursue internal and external cooperation and exchanges to safeguard data security in all aspects.



Data Security System Structure

We have developed a security management process for data processing throughout its life cycle, including data collection, transmission, storage, use, sharing, and destruction, to protect users' data security in all aspects.

Stage of collection and sharing

In the privacy policies of all our products, we clearly define users' rights to process their personal information and explicitly inform them about how we collect their personal data. Except in cases where user consent is obtained or required by laws and regulations, we do not collect or provide user personal data to third parties. We have published the *List of Information Sharing with Third Parties*, which shows the major personal information we provide to the external parties and the accessed software development kits (SDK)⁶ provided by the third parties.

When collecting or providing users' personal data to third parties, we will take the following measures to ensure the security of user data:

- **Legitimacy:** In accordance with the *Personal Information Protection Law of the People's Republic of China*, the *Regulation on Network Data Security Management*, and other relevant laws and regulations, when collecting users' personal information for third parties, we will clearly inform users of the purpose of the collection, processing methods, scope of use, and the identity of the third parties, and obtain users' explicit consent.
- **Information protection obligation:** In the service agreements with third parties, we explicitly define the purpose, methods, scope, and security obligations for processing personal information and supervise the fulfilment of these obligations by third parties. When processing personal information, we adopt necessary security measures, such as encryption, access control and data backup, to ensure the security of personal information.

- **Personal information protection impact assessment:** When providing personal information to third parties, we will conduct a personal information protection impact assessment in advance as required by law. The assessment includes the legality, legitimacy, and necessity of personal information processing; the impact on individual rights and security risks; and the legality and effectiveness of the protective measures taken.

In cases involving the collection of sensitive personal information, such as biometric data or health-related information, we will implement more rigorous protective measures and, where necessary, obtain explicit written consent from users. In situations where personal information is shared with third parties overseas, we will ensure to be in compliance with applicable laws and regulations, to fulfill cross-border data transfer compliance obligations, such as passing the security assessment on cross-border data transfer organised by the CAC, getting certified by a professional body for protection of personal information and entering into a contract formulated by the CAC with the overseas recipients. Furthermore, we will inform users of the relevant information about the overseas recipients and obtain their separate consent, unless otherwise required by laws and regulations.

We collect data in accordance with the principle of minimum and necessity and the relevant provisions of the privacy agreement. Please see the Compliance Check for Suppliers and Business Partners section of this report for details on all scenarios involving the collection and sharing of user account information (excluding private information) for service provision and management.

Transmission stage

- Encrypt data transmission channels and strictly control access to private data.
- Verify the data content before and after transmission to ensure its integrity, authenticity and availability.
- Promptly update and iterate the encryption version of network transport layer to prevent user requests from being tampered with and ensure the encrypted transmission of sensitive data.
- Implement encryption strategy and algorithms to ensure interface data security.



⁶ The SDK, a software development kit, is a collection of one or more tools that assist developers in creating, testing, and deploying software applications.

Storage stage

- Establish data storage standards to ensure the security of storage media and storage logic.
- Optimise the sensitive data storage system, protect sensitive data using encryption algorithms and enhance capabilities in encrypted storage, data backup and recovery.
- Build security management platform independently and regularly conduct penetration tests to promptly identify information vulnerabilities and upgrade the system for protecting users' private information.

Stage of use and processing

- Distinguish between production data and test data at the use stage and strictly control the use scope of user data to achieve "approval for access", "record for operation" and "principle of least privilege".
- Determine the data access of departments and employees based on their roles and responsibilities. The cross-departmental use of data should be controlled in accordance with the access whitelist of the department. In this way, the departments and employees are only allowed to access the information within the scope of their responsibilities, so as to minimise the potential security risks.

Stage of destruction and deletion

- In addition to complying with the requirements for data destruction and deletion outlined in the Safety Policy Regime section, we have established standardised destruction tools and methodologies. Periodic and unannounced checks are conducted to ensure the effective destruction of data. Once a user requests to de-register his/her account associated with products or services offered by the Company within the Chinese Mainland, we will destroy or anonymise the data related to the account to ensure that the data cannot be recovered after destruction.



In response to privacy data leakage, the Group has implemented the following proactive defence measures:

- » We simulate real attack scenarios through internal and external attack and defence drills to test the Company's security operation system construction and protection capabilities, and identify and remediate potential security issues, ensuring that such system is effective in actual attack scenarios.
- » We have developed a vulnerability management platform independently and launched image security scanning⁷ service and host security detection service⁸, assisting the security team in identifying critical system vulnerabilities and promptly organising self-inspection and repair.
- » We introduced a risk early warning function, which daily pushes weak password applications and other security vulnerabilities to relevant personnel, eliminating risks at the source.

The Group has also established a reactive response process. The Group has set up emergency teams, and formulated the mechanism for reactively responding to unexpected data leakage, including security contingency plans and contingency response processes. In accordance with the situation, we conduct a serial action of identifying, reporting, researching & judging, prohibiting & restricting, tracking & repairing and strengthening prevention. We promptly respond to and address the issue of data leakage efficiently, to minimise the related impact, thereby ensuring information system security and business continuity.

⁷ Image security scanning is a service that helps users identify high-risk system vulnerabilities, application vulnerabilities, malicious samples, configuration risks and sensitive data.

⁸ Host security detection service refers to the service of detecting security issues in the hosts within a company's internal network environment. It identifies and analyses security risks and vulnerabilities in the host system through a range of detection technologies and provides corresponding remediation recommendations and measures.

Emergency Response Process of the Group for Data Leakage

Stage	Process	Outcome
Initial phase of emergency response	Monitoring/Briefing	Sample data
	⌵	
Data comparison	Data comparison	Data comparison results
	⌵	
Security inspection	Security screening of alert log	Security traceability results
	⌵	
Information aggregation	Aggregation of matching results	Emergency response results
	⌵	
Compliance assessment	Discussion with Legal Department	Information letter
	⌵	
Reporting	Report/Feedback to regulators	/
	⌵	
Response records	Event recording	/

Product Lifecycle Safety Management System

We have defined working *standards for cybersecurity* and information security focusing on product requirements analysis, design, development, testing, deployment and maintenance. We require our Product Department to practice security concepts throughout the life cycle of our products, so as to increase the resilience to recover from information security incidents.

Product requirements

We regard the protection of users' privacy security as one of the important considerations in screening and confirming requirements. By reviewing the product use scenarios, we reject the requirements that may harm the Company's cybersecurity or users' privacy.

Product design

We regularly carry out vulnerability scanning of design prototypes and assessment of potential security risks such as data leakage, and implement risk mitigation measures to minimise the possibility of information security incidents following the operation of the product.

Product development

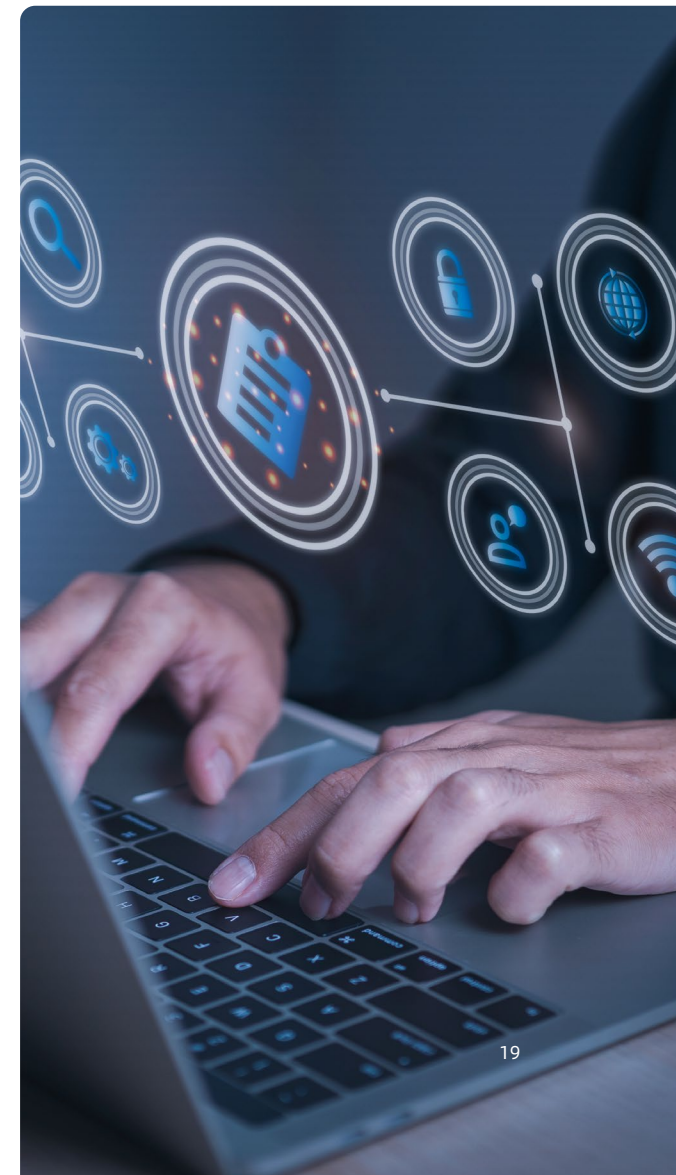
We verify the code input to effectively improve the security of product code. We also actively carry out code security audits and product initialisation code detection and other measures to identify the vulnerabilities and potential defects, trace and rectify the vulnerabilities in a timely manner, and proactively prevent the data leakage. We require that encryption technology be used in the storage and transmission of product data. We also check for privacy compliance prior to the launch of our products to ensure that user privacy is effectively protected in the design and operation of our product information security systems.

Product maintenance

We deploy terminal detection and response systems, and regularly scan our products and their operating environments for security vulnerabilities. By identifying unauthorised access and other malicious attacks, we support our operations and maintenance teams in quickly responding to effectively prevent cybersecurity risks, including data leakage.

Product testing

At the Quality Assurance (QA) testing stage, we carry out comprehensive security testing for our products, including baseline inspections and penetration tests, through the dual review methods of automatic computer system auditing and manual inspections. By doing so, we ensure that our products can identify illegal access and malicious attacks on software in a timely manner.









Compliance Check for Suppliers and Business Partners

The Group requires suppliers and business partners to fulfil their obligations on cybersecurity and privacy protection. All service providers and business partners are integrated into the security management system to ensure that suppliers meet the Group's operational and cybersecurity standards.

Stage	Cybersecurity and Privacy Protection Measures			
Supplier admission	<ul style="list-style-type: none">Suppliers are requested to provide relevant certifications such as cybersecurity audit certification. We include the provision of these documents as a criterion in our scoring table, and prefer suppliers with information security certifications, such as the ISO 27001 Information Security Management System and the ISO 20000 Information Technology Service Management System Certification.Suppliers participating in the bidding process are required to sign the <i>Confidentiality Commitment Letter</i>.			
Supplier engagement	<p>During the engagement phase, the Group requires all suppliers to declare and undergo assessment under the information security review procedures. We conduct the following assessment on suppliers' cybersecurity management practices and compliance baseline, and issue due diligence reports.</p> <div><div>Compliance assessment</div><div><div>Compliance with laws and regulations:</div><p>Verify whether suppliers strictly comply with national and local laws and regulations on cybersecurity to avoid any violations by suppliers.</p></div><div><div>Internal compliance systems and procedures:</div><p>Review whether suppliers' information security management systems are sound, procedures are standardised, and regular internal audits and compliance training are conducted.</p></div><div><div>Assessment of internal data processing practices</div><div><div>Data security and privacy protection system:</div><p>Assess whether suppliers have a robust data security management system, including data encryption, access control, data backup and recovery measures, to ensure that data is not leaked, tampered with or lost during processing.</p></div><div><div>Data processing procedures and technology:</div><p>Assess whether suppliers' data processing procedures are standardised and efficient, and whether the technology used is reliable and meets the Group's requirements for data processing quality and efficiency.</p></div></div></div>			
Supplier maintenance	<p>We regularly review our suppliers or partners on the cybersecurity and privacy protection and the audit results will serve as a reference for future cooperation. Suppliers who fail to meet the review standards will be considered to be immediately suspended from cooperation or be required to make rectification until the rectification has been completed and the supplier has passed the review. The suppliers who have committed serious violations will be held accountable in accordance with laws and regulations, internal management policies or cooperation agreements.</p>			

For suppliers or partners with whom we share information, we will conduct compliance inspections of their data and information security environments. We also request suppliers to provide feedback on the privacy protection and cybersecurity due diligence questionnaire, sign data process or confidentiality agreements such the *Data Compliance Requirement Letter* and the *Confidentiality Commitment Letter* with all suppliers, clarifying the rights and obligations of both parties and security measures in personal data processing. In collaborating with suppliers, we collect/share six types of personal information solely for service completion. We do not collect personal data from, or rent, sell, provide personal data to third parties for non-service purposes.

Scenario	Information Collection or Sharing	Information Content	Management Approach
 Real-name authentication	State regulators access the Kingsoft's pass login system to collect user or player information for real-name authentication	Account information	We share user information to state regulators in accordance with the national laws and regulations for accessing real-name authentication
 Risk control	We engage qualified third parties to identify risk control scenarios such as game cheats and sensitive words	Account information	For suppliers entrusted with data processing, we conduct assessments of their cybersecurity compliance and data security management practices, and prepare due diligence reports
 Cloud storage	Store user or player data	Account information	
 Account login and registration	We share user or player information to third-party platforms for them to provide gaming services	Account information, device information, etc.	We sign data processing agreements with suppliers who process channel data, and require them to adopt confidentiality and security measures
 Payment	We share user or player information to third-party payment platforms to facilitate in-game payment services	Device information, location information, etc.	
 Statistical analysis	We share user or player data to third-party platforms for multi-dimensional and multi-metric statistical analysis to create user profiles and better understand user needs	Device information, application-related information, location information, etc.	We comply with the restrictions on “personalised information ‘push’ technology based on data analysis” in the laws and regulations and implement corresponding security measures to protect user information

Personal Information Collection or Sharing Channels and Management Approaches in Different Scenarios

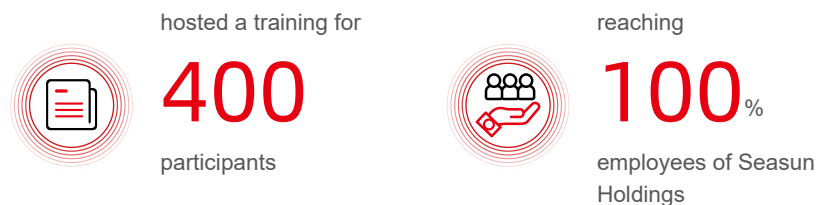
Security Training

The Group has clarified the general principles of employee training on cybersecurity and privacy protection in the *Kingsoft Information Security Management Specification*. Pursuant to such principles, the subsidiaries organise specific training on the basis of their business characteristics, in an attempt to clarify the red lines of security and enhance employees' cybersecurity and privacy protection awareness in an all-round way. We conduct cybersecurity and privacy protection training for all employees through information sharing, written propagation, online activities and offline courses to ensure that they comply with laws and regulations and internal policies related to cybersecurity and data privacy protection.

In 2024, Kingsoft, Kingsoft Office, Season Holdings and Kingsoft Shiyu carried out 1, 17, 28 and 2 training sessions respectively, to foster employees' cybersecurity awareness and popularise preventive measures.

Case: Information Security Training

Kingsoft and the information departments of its subsidiaries hosted a training on "Leading the new era of AI security" for 400 participants, enhancing the intelligent upgrade of the Group's security system. Additionally, Season Holdings conducted training activities on information security awareness and data security compliance, reaching all employees of Season Holdings.



"Leading the New Era of AI Security" information security training



Information Security Training at Season Holdings

Security Certification

Kingsoft cooperates with Kingsoft Office, Seasun Holdings and Kingsoft Shiyou, in completing the following cybersecurity certifications actively. During the reporting period, more than 95% of products and services of the Group's subsidiaries have obtained a number of widely accepted external cybersecurity certifications.

Kingsoft Office

National Cybersecurity Classified Protection (Level 3)

WPS 365 System, WPS Cloud Documents, WPS Account System, WPS Collaboration System, WPS Email, WPS Document Center

ISO 27001 Information Security Management System Certification

Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Centre, and Web Office)

ISO 27018 Public Cloud Privacy Security Management System Certification

Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Centre, and Web Office)

ISO 27701 Privacy Information Management System Certification

Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Centre, and Web Office)

ISO 20000 IT Service Management System Certification

Operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, Kingsoft Teams, Kingsoft Email, Kingsoft Meeting, Kingsoft Heima Proofreading and related support platforms (including Cloud Accounts, Cloud Documents, Web Office, Document Platform, and Document Centre)

ISO 29151 Personal Data Privacy Protection Management System Certification

Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Centre, and Web Office)

BS 10012 Personal Information Management System Certification

Including: Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Centre, and Web Office)

CCRC Information Security Service Qualification Certification

Zhuhai Kingsoft Office Software Co., Ltd.

Capability Maturity Model Integration CMMI Level 3 Certification

Zhuhai Kingsoft Office Software Co., Ltd.

Season Holdings

Information System Security Classified Protection Certification (Level 3)

Charge system of the core site xoyo.com, Wan Bao Lou and JX Online III

Information System Security Classified Protection Certification (Level 2)

Content management system of Season Holdings

Trust-e certification

SEASON GAMES PTE. LTD

Kingsoft Shiyou

Information System Security Classified Protection Certification (Level 2)

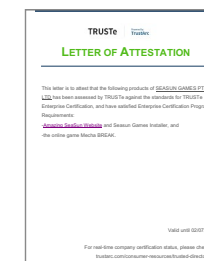
Knight



ISO 20000 IT Service Management System Certification, ISO 27001 Information Security Management System Certification and ISO 27701 Privacy Information Management System Certification of Kingsoft Office



Information System Security Classified Protection Certification (Level 3) of Season Holdings



Information System Security Classified Protection Certification (Level 2) of Kingsoft Shiyou

Trust-e Certification of Season Holdings

Joint Contribution to Security Ecosystem

We continue to improve our cybersecurity and privacy protection practices and actively cooperate with industry peers, technical experts and relevant organisations. We strengthen industry exchanges to jointly address the challenges of cybersecurity and privacy protection, and establish a security and protection network for the whole industry with mutual benefits, coexistence and common prosperity.

Kingsoft Office

Kingsoft Office signed strategic cooperation agreements with QAX and Cyber Kunlun. Together, they will collaborate closely in areas such as cybersecurity technology innovation and product security R&D, to jointly promote the security of domestic office products

Kingsoft Office was invited to the World Artificial Intelligence Conference to discuss and exchange views on the technological development trends of the office software industry with industry experts and partners

Kingsoft Office led the formulation of the UOF3.0⁹ national standard and spearheaded the development of two artificial intelligence standards, namely the *Technical Requirements for Intelligent Proofreading of Chinese-English in Electronic Documents* and the *Technical Requirements for Intelligent Analysis and Recognition of Document Images*

Season Holdings

Season Holdings was invited to the Huawei HarmonyOS Ecosystem Partner SDK Developer Conference, collaborating with Huawei to build a new HarmonyOS shared ecosystem and discussing the technical accumulation of quality monitoring SDK in quality assurance

Season Holdings was invited to the Global Software Case Study Summit (Msup Top 100) to share its self-developed game server stress testing system, contributing innovative ideas on the auto-generation of intelligent use cases

Season Holdings was invited to the UWA Day (technology conference of UWA) to share practical game optimisation cases with Unreal Engine¹⁰, providing a systematic game performance optimisation process and solutions for accurately locating and analysing Unreal Engine game performance issues

⁹ UOF, namely Unified Office document Format, is also known as “Biaowentong” in Chinese. It is the national standard, i.e., the Specification for the Chinese Office File Format, formulated by the Chinese Office Software Basic Standards Working Group under the National Electronic Government General Group. It aims to ensure compatibility among domestic office software for information sharing and exchange.

¹⁰ Unreal Engine is a world-renowned game engine widely used in game development, film production and virtual reality.

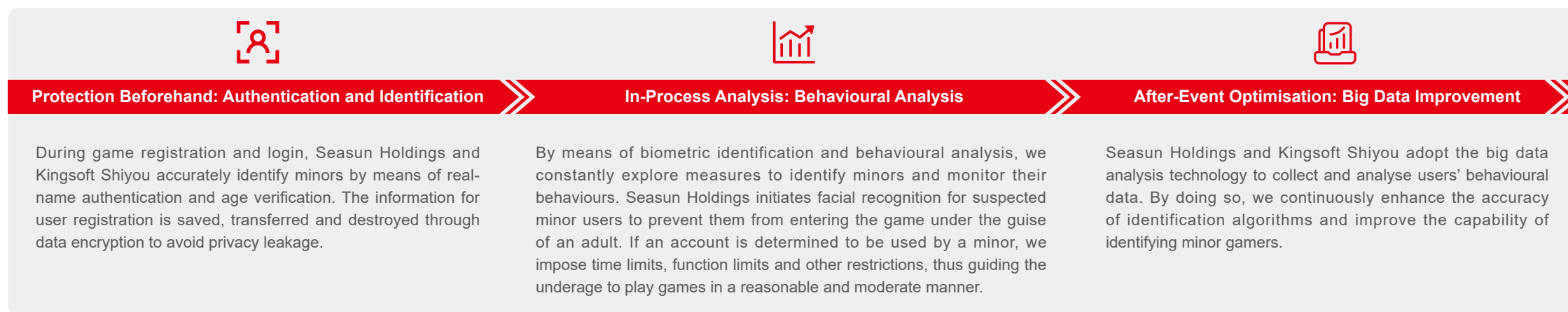
Prevention of Gaming Addiction (Operation Platform of Seasun Holdings, Distribution Platform of Shiyou)

We strictly comply with relevant laws and regulations such as the *Law of the People's Republic of China on the Protection of Minors*, the *Cybersecurity Law of the People's Republic of China*, the *Measures of the People's Republic of China for the Administration of Internet Information Services*, the *Provisions on the Administration of Online Publishing Services*, the *Provisions on Ecological Governance of Network Information Content*, the *Regulations to Protect Minors in Cyberspace*, and the *Provisions on the Cyber Protection of Children's Personal Information*, and actively respond to the *Notice on Preventing Minors from Becoming Addicted to Online Games*, the *Notice on Further Strict Management to Effectively Prevent Minors from Becoming Addicted to Online Games* issued by the National Press and Publication Administration, and policies on preventing game addiction of different countries and regions.

At Seasun Holdings and Kingsoft Shiyou, legal experts, technical specialists, and operational, gaming and customer service teams work together to design, implement and evaluate the system of minor protection and anti-addiction. Besides, as a co-sponsor of the *Convention on Anti-Addiction and Self-Discipline of the Online Game Industry*, Kingsoft Shiyou has been earnestly delving into scientific approaches against minor gaming addiction since 2021. It facilitates our pragmatic actions to co-build a healthy game ecosystem.

A “Security Barrier” Built on Technology

Seasun Holdings and Kingsoft Shiyou keep refining the real-name registration, behavioural analysis, and data strategy for games. By applying various technologies, we reinforce the security defence for the underage.



A “Safe Environment” Supported by Systems

Seasun Holdings and Kingsoft Shiyou have established a standardised anti-addiction system, including the anti-addiction system, consumption cap, game content review, parental monitoring, and the whistle-blowing and feedback channel, which strongly protect minors' safety of online gaming. In addition, we also put public welfare advertising in games and hold educational activities offline, to improve minors' online behaviours.

User Registration - Enabling Dual Authentication

Real-Name Authentication: We require users to provide real identity information for registration and provide differentiated services to players based on their age.

Age Verification: We have gained access to the real-name authentication system for addiction prevention of the National Press and Publication Administration.

Account Management - Implementing Internal and External Protection

Anti-Addiction Reminder: When users create an account or log in the game, we provide them with reminders for the anti-addiction system and healthy gaming. Season Holdings and Kingsoft Shiyou post an age restriction note at the most noticeable location of the login page of the game and also formulate the *Guide on Children's Privacy Protection* for certain products to clarify policies on collecting, using, transferring, entrusting and disclosing personal information of minors under fourteen.

Parental Guardianship: Season Holdings has carried out protective measures under the “parent-enterprise cooperation” scheme and launched the “Kingsoft Parental Guardianship Services for Minors” to provide parents with flexible and direct guardianship channels. If parents find their minor child uses another adult's identity for account registration and gaming, they can propose a verification request to Season Holdings platform. If the case is verified, the gaming system will restrict the gaming time or ban the account.



Age Restriction Note on the Login Page

Gaming Process - Establishing Security Defences

Time Limit: We restrict the gaming time for minor players, including a daily time limit and a late-night ban.

Consumption Cap: We set a cap on the in-game consumption for underage gamers to prevent overspending.

Content Filter: We block game content that are inappropriate for minors.

In 2024, Seasun Holdings and Kingsoft Shiyou had 100% of their games connected to the anti-addiction system, and achieved 100% blocking of accounts where minors are suspected of impersonating adults, with zero misjudgement of minors' accounts.

As the Group is furthering business expansion in overseas markets, we regulate our operations in accordance with the host countries' regulatory requirements on network information. We have developed anti-addiction policies, systems and processes and taken corresponding initiatives to safeguard the physical and mental health of underage users. For example, we set restrictions on underage spending in Japan and South Korea. Furthermore, before releasing the game, we rate it in accordance with the requirements of the country or region that the game targets, and display the rating table on the download page. We also introduce a blocked words list in our games to filter violent, discriminatory and pornographic content. A whistle-blowing mechanism is also set up to strengthen security and civilisation management standards.



with

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misjudgement of minors' accounts

In response to the *New Era Youth Cyber Civilisation Convention* issued at the China Cyber Civilisation Conference, the Seventh "Journey to the West" Public Welfare Summer Camp - Cyber Civilisation Enhancement hosted by Seasun Holdings officially commenced. 33 groups of families with teenagers gathered at the Zhuhai Kingsoft Campus. They participated in various activities to understand the Internet, raise the cybersecurity awareness and realise the value of cyber civilisation.



The Seventh "Journey to the West" Summer Camp

Product Quality

Adhering to the Group's core operation tenet of "user-oriented", we continuously improve the product quality. Kingsoft Office, Season Holdings and Kingsoft Shiyou have established sound quality management systems to continuously improve the product quality, thus providing users with high-quality and reliable products and services.

Kingsoft Office makes every effort to enhance product quality. The Quality Committee is established for the overall control and management of product quality. The President Office of Kingsoft Office leads the quality inspection on new products to ensure the high-quality delivery. This year, with a keen focus on continuous optimisation of the performance of mobile and desktop products, Kingsoft Office has launched a campaign to enhance R&D quality and strengthen testing and grey-scale management.

- » Kingsoft Office has optimised the "stability", "security" and "compatibility" of its products to consistently improve product experience and quality.
- » Kingsoft Office has provided additional cases of unit testing¹¹, bringing the total number to more than 25 thousand. Unit testing is applied throughout the R&D process for quality access control¹². The initiative helps the development team discover and fix code bugs at an early stage and guarantee product code stability.
- » In addition, Kingsoft Office has developed a new grey-scale strategy¹³ to enable the gradual deployment of a new version of an application while monitoring the performance and stability of the older version. Kingsoft Office has also established feedback channels for the user community, helping identify and resolve quality issues in advance for all versions.

¹¹ Unit testing refers to the inspection and verification of the smallest testable unit of the software, mainly for the verification of the logical correctness and functionality of the code.

¹² Quality access control aims to strictly control the code quality and prohibit non-standard coding.


¹³ The grey-scale strategy is a commonplace approach to application release that allows a new version of an application to be deployed gradually in the production environment while its performance and stability are monitored. This aims to ensure that existing users will not be affected by the new version.

Season Holdings has formulated the *Product Quality Evaluation Standards*, which specifies the quality standards including game stability, security, performance at the client side and user experience. Besides, Season Holdings has formed the quality management structure, comprising a Project Review Committee, an Integrated Game Development Department, and a Quality Centre. In particular, the Project Review Committee, consisting of the CEO, vice president, and heads of all platforms, manages and supervises the development progress and service quality of Season Holdings' products. The Integrated Game Development Department and the Quality Centre are in charge of the management of product quality at all stages of the project development process.

All projects of Season Holdings can only proceed after being unanimously approved through quality review in accordance with the *Product Quality Evaluation Standards*. For projects that do not meet the standards, the Integrated Game Development Department will report the problems to the project team as well as the Project Review Committee, and urge relevant departments to rectify the substandard items, to guarantee the quality of products and services.




In 2024, the Quality Centre of Season Holdings independently developed several quality assurance platforms to enable cross-terminal support (mobile, PC various mainstream hosts, etc.), and cross-platform support (Android, iOS, HarmonyOS NEXT, etc.). These efforts aimed to build up capabilities of data collection, performance analysis and optimisation, and crash analysis.

Optimised Objects	Product Quality Assurance Measures		Outcomes
 Product quality control platform	Upgrading the platform to better collect performance data at the extranet ¹⁴ client side	To allow for more comprehensive and meticulous performance data presentation and enable comparison with historical user data, Season Holdings has refined the platforms' indicators of image quality and single-user performance. The granularity of performance optimisation is refined from overall performance improvement to individuals, such as the equipment, user and component, in a view to raise the system's adaptability and stability.	
	Optimising the automated testing system for overseas localised content	The testing system is upgraded with new functions in optical character recognition (OCR) and image recognition and detection. The scope of review has been enlarged from text to images, with comprehensive reviews conducted in accordance with overseas localisation rules.	
	Upgrading the server-side performance testing platform	Intelligent use case auto-generation technology was applied for developers to quickly create test cases ¹⁵ , thus improving the efficiency of server-side product performance testing.	
	Upgrading the continuous integration platform for product R&D	Product processes from development to daily testing were fully automated to reduce labour input by 15%, boost R&D efficiency and accelerate product iteration.	

Moreover, Season Holdings has carried out specialised training on “Ultra-high Resolution Optimisation Technology” and “Game Modular Performance Optimisation and Monitoring” for all employees to improve the visual effect in game production. This year, the Quality Centre of Season Holdings carried out nearly 40 internal training sessions, with more than 400 participants in total.

Kingsoft Shiyu also guarantees the stability, smoothness and safety of the products through the quality management of the entire process and multiple rounds of review mechanism. Kingsoft Shiyu has set up a special quality platform, which is responsible for product quality review in technology, security and other aspects, and conducts real-time follow-ups on project initiation, development and testing, to promote the coordinated cooperation among various departments. The quality platform sets up daily and weekly targets in accordance with various standards, and regularly review the project progress with related departments. Projects that do not meet the standards are required to rectify the substandard items, so as to ensure that the projects are launched and operated on schedule with high quality.

This year, Kingsoft Shiyu improved the existing product quality management measures and conducted training on employee competence enhancement to continuously improve product quality.

 Product quality control platform	Upgrading the routine automated monitoring report	Employ multiple dimensions in data monitoring to help developers identify and fix problems more quickly and accurately, thus eliminating performance and safety hazards and improving product quality promptly.
	Building a platform to collect performance data at the extranet client side	Enabled the collection and analysis of performance data at the extranet client side, which supported the probing of product performance indicators such as game image quality and speed and the understanding of consumer experience, and in turn facilitated the optimisation of products.

¹⁴ Extranet refers to the external network of the Company.

¹⁵ The use case, as a description of how a system responds to external requests in software engineering or system engineering, is a technology through which requests are captured based on user scenarios.

Service Excellence

Adhering to the Group's core operation tenet of "user-oriented", we actively broaden service channels and continuously strengthen customer service competence to bring users excellent products and premium services.

We strictly abide by laws and regulations such as the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *E-Commerce Law of the People's Republic of China*.

Kingsoft Office has formulated the *Complaints Handling Process Specification for Kingsoft Office Customer Service Department*, which specifies employees' responsibilities and code of conduct with regard to products and services.

Seasun Holdings has updated the *Complaints and Praise Handling Procedures Specification of Seasun Customer Service Department* and the *Rules for Quality Assessment*, refining the dimensions and standards of service quality assessment.

Kingsoft Shiyu has developed the *Basic Service Standard Process Specification of Kingsoft Shiyu Customer Service Department* and the *Complaints and Praise Handling Procedures Specification of Kingsoft Shiyu Customer Service Department* and other policies, all of which are aimed to standardise the customer service management.

Kingsoft Office opens diverse channels for handling user complaints, including the 400 hotline, WeChat account, email, and user feedback platform. In 2024, Kingsoft Office launched an intelligent service mini-programme to provide automated service solutions to high-frequency problematic scenarios of users, serving as a convenient service channel with appropriate solutions. To enhance the timeliness of complaint response, the customer service and complaint handling team is required to respond to the issue within 4 hours for the first time and resolve it within

24 hours on working days following the service standard of "immediate complaint handling". In addition, Kingsoft Office has strengthened social media complaint handling management to ensure that users' suggestions proposed on social media are addressed in a timely and effective manner. During the year, Kingsoft Office organised several offline user exchange sessions to communicate with users face-to-face about their product experience and expectations. We collected users' voices in detail via the exchanges to provide strong support for the continuous optimisation and iteration of our products.

Seasun Holdings has opened channels for handling user complaints, including hotline, email, WeChat account (dedicated customer service agent), online platforms, and a smart 315 complaint platform. These channels enable the 100% handling of player-related business, thereby ensuring timely and thorough response to players' demands. Seasun Holdings provides players with game guide through Enterprise WeChat Account and creates group chats for players to help them deal with technical problems in a direct and quick manner. In 2024, Seasun Holdings held a variety of players offline activities and anniversary events to maintain a good relationship with players.



Seasun Holdings Holds Offline Activities for Players

In addition to a variety of communication channels such as hotlines, e-mails and Enterprise WeChat Account, Kingsoft Shiyou has set up intelligent customer service windows in the games, official websites and WeChat account to guarantee timely response to players' needs. Moreover, Kingsoft Shiyou has set up online group chats for players to improve the communication efficiency between the customer service team and players, so as to better understand the needs of the players.

Kingsoft Shiyou organises various offline activities for players, providing them with the opportunity to communicate face-to-face with Kingsoft Shiyou's operation and planning teams. This enables the players to have an in-depth understanding of the game's development background and production process, and enhances Kingsoft Shiyou's relationship with the players.



Kingsoft Shiyou Holds Offline Activities for Players

¹⁶ Complaints against Kingsoft Office include discontent over the products, technologies and service quality, and requests for solutions or claims. There was a slight increase in the number of complaints due to upgrades to the product membership system and updates to the product interface.

¹⁷ The "average time for closing a complaint" of Kingsoft Office is the average duration for handling a complaint which starts when a user raises a complaint and ends when the complaint is resolved and closed.

¹⁸ The complaints against Seasun Holdings include negative feedback on products and customer services, as well as requests for compensation.

¹⁹ The "average time for closing a complaint" of Seasun Holdings is the average duration for handling a complaint which starts when a user raises a complaint and ends when the complaint is resolved and closed.

²⁰ The complaints against Kingsoft Shiyou include negative feedback on products and customer services, as well as requests for compensation.

²¹ The "average time for closing a complaint" of Kingsoft Shiyou is the average duration for handling a complaint which starts when a user raises a complaint and ends when the complaint is resolved and closed.

During the reporting period, Kingsoft Office received a total of 744¹⁶ complaints, the average time for closing a complaint was 12¹⁷ hours, and 100% of the complaints were handled. Seasun Holdings received a total of 3,205¹⁸ complaints, the average time for closing a complaint was 15.5¹⁹ hours, and 100% of the complaints were handled. Kingsoft Shiyou received a total of 236²⁰ complaints, the average time for closing a complaint was 13.75²¹ hours, and 100% of the complaints were handled.

To build a professional customer service team, subsidiaries conduct regular training for customer service staff on laws and regulations, cybersecurity, and typical high-risk service cases to enhance their information security and legal awareness. We delve into the root causes of clients' emotions, summarise typical cases, and build a feedback knowledge base, thus improving the ability of team members to handle complex and difficult complaints. In addition, we carry out immersive simulation training to study the backgrounds and characteristics of the issues raised by customers. Based on real situations, we conduct customer service practices to acquaint customer service personnel with training details. As such, we enhance user satisfaction and forge a good reputation.



Subsidiaries	Number of Customer Service Training Sessions	Training Content
Kingsoft Office	44	Product knowledge, business processes, service and communication skills, compliance, privacy protection, etc.
Seasun Holdings	22	Customer service-related laws and regulations, high-risk service cases, typical service cases, etc.



Training for Kingsoft Office Customer Service Team



Training for Seasun Holdings Customer Service Team

This year, Kingsoft Office, Seasun Holdings and Kingsoft Shiyou conducted customer satisfaction surveys, systematically collecting, summarising and analysing users' feedback and complaints, in order to improve complaint handling process. Based on the analysis results, we understand our customers' experience with our products and services as well as any related suggestion, and regularly share the outcome of our studies with the product R&D department. By probing into customer complaints to identify key areas of improvement for products and services, we provide feedback to product R&D to satisfy the diversified requirements of our customers.

During the reporting period, Kingsoft Office achieved a customer satisfaction rate of 98.18%²². Seasun Holdings achieved a customer satisfaction rate of 95.17%²³ for the hotline channel, and 92.81% for the online channel. Kingsoft Shiyou achieved a customer satisfaction rate of 95.18% for the hotline channel and 88.15%²⁴ for the online channel.

²² "Customer satisfaction rate" of Kingsoft Office covers "service items" related to customer service and "non-service items" related to product quality.

²³ "Hotline satisfaction rate" and "online channel satisfaction rate" of Kingsoft Shiyou cover "service items" related to customer service and "non-service items" related to product quality.

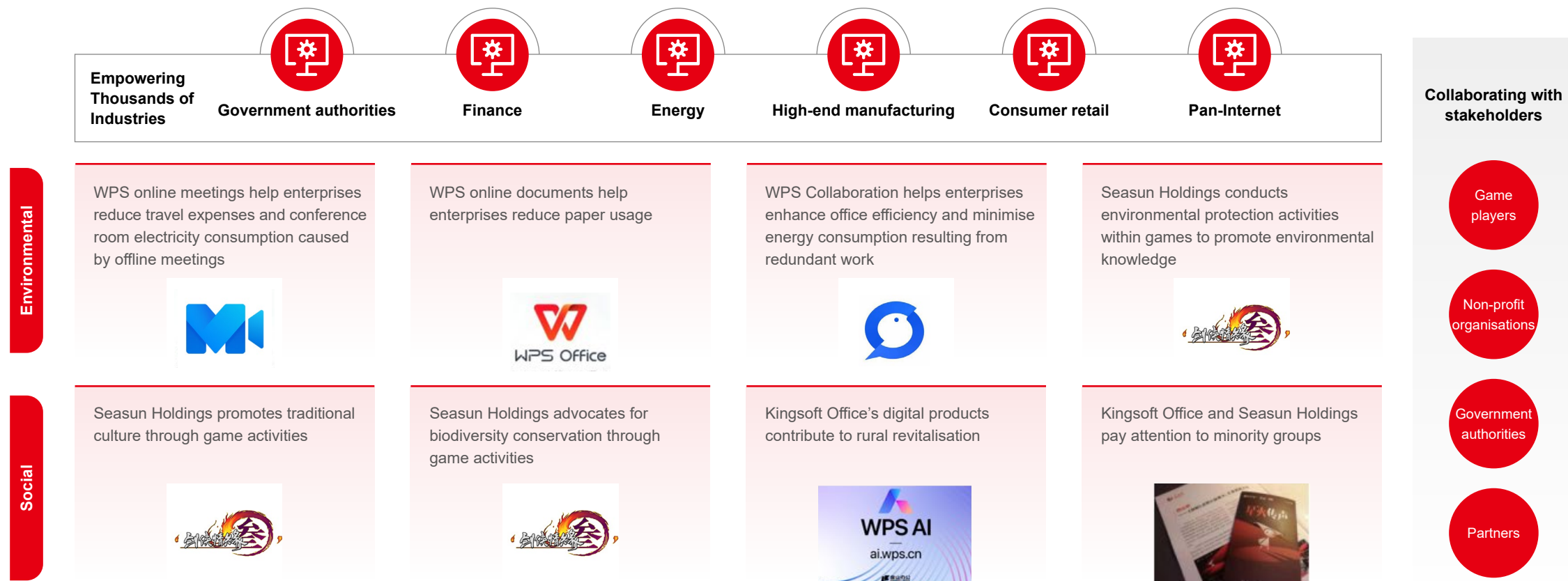
²⁴ "Hotline satisfaction rate" and "online channel satisfaction rate" of Kingsoft Shiyou cover "service items" related to customer service and "non-service items" related to product quality.



Product Innovation

Integrating ESG Concepts

Relying on the ESG genes of the Group's products and services, we have embedded the concepts of social responsibility and green and low-carbon into our product development and innovation processes and worked with our industry chain partners to achieve sustainable development.



The Group's ESG Product Matrix

Environmental



The Group's ESG Product Development Timeline

Social

2019

- Kingsoft Office offered free upgrades to the WPS+ Cloud Office Collaboration Assistance Programme



- Kingsoft Office participated in the launch ceremony of the "School Children's Reading Plan"

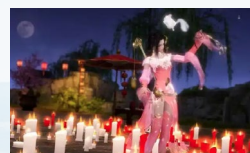


2020

- Kingsoft Office's WPS Office online courses were integrated into the International Institute of Online Education of the UNESCO-ICHE



- Season Holdings' game JX Online III opened donation channels within the game for the Wuhan disaster area



- Kingsoft Office donated online classroom products to 54 primary and secondary schools in Jiangnan District, Wuhan
- Kingsoft Office released more than 4 million "Cloud-based Office" accounts free of charge, supporting all sectors of the society to "resume work and production on the cloud"



- Kingsoft Office provided free access to the educational version of Kingsoft Documents to the education system of Xuanhua District, Zhangjiakou City



2021

- Kingsoft Office released the first Tibetan-language version of WPS Office in China



- Season Holdings launched the first free charity game, Biphase



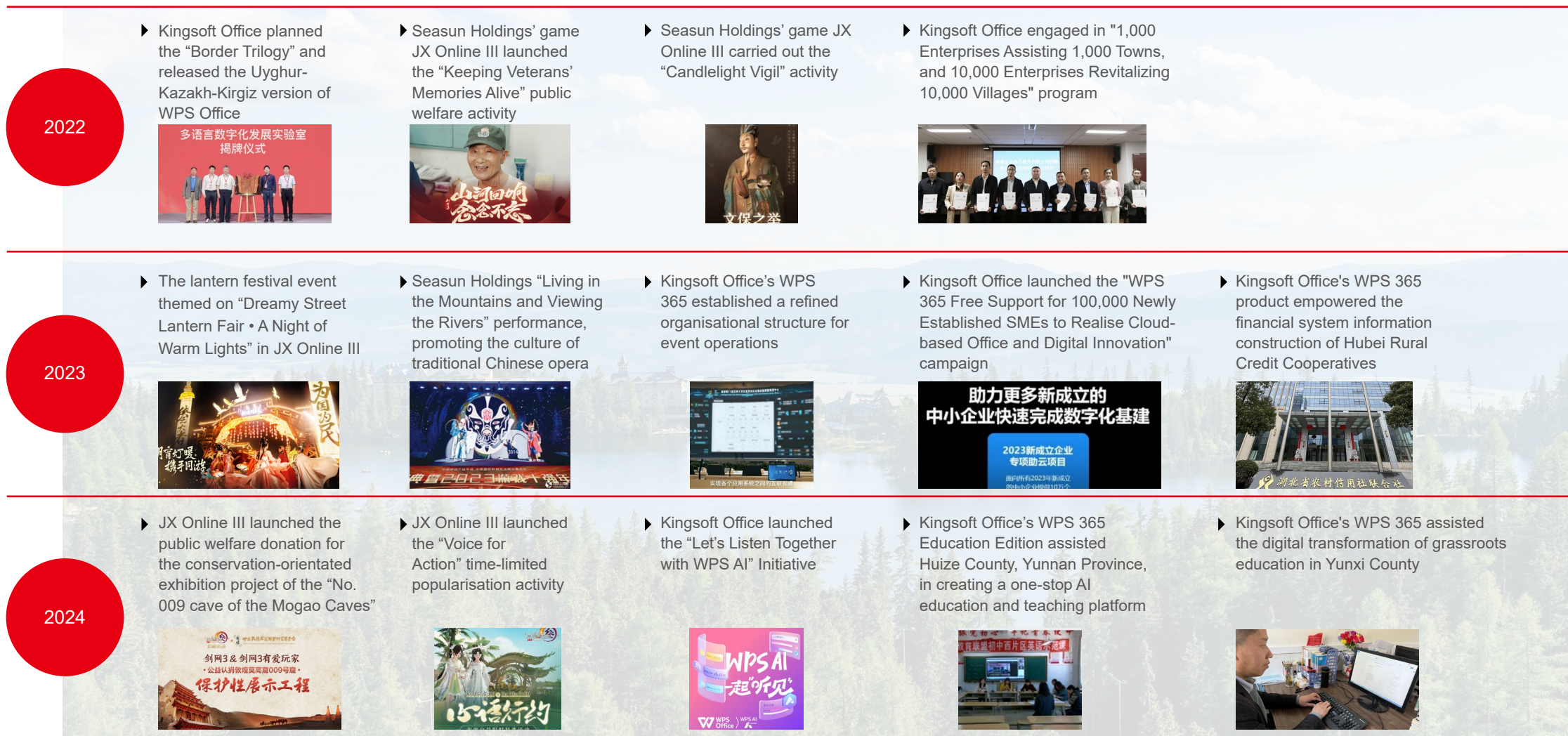
- Season Holdings' game JX Online III presented permanent game cards and the exclusive title of "Reverser" to the medical staff on the front line of fighting against COVID-19 across the country



- Kingsoft Office launched the Kingsoft digital office document middleware platform



Social



The Group's ESG Product Development Timeline

Highlighting Public Welfare Activities to Demonstrate Social Values

Adhering to the development concept of openness, integration and value co-creation, the Group strives to incorporate social responsibility into product innovation. We continue to explore the public welfare value of products. By virtue of the Group's diversified products, we promote public welfare endeavours for users, so as to meet varied needs of different user groups. Meanwhile, we embody the value of culture and art on products, thus bringing users a richer spiritual experience and advancing cultural inheritance and innovation.

Caring for the Disabled Through Public Welfare Activities of JX Online III

In 2024, we dedicated our efforts to supporting people with disabilities. We launched the "Voice for Action" time-limited popularisation activity on JX Online III. Players were given a chance to experience the living conditions of visually-impaired individuals by paving blind walk ways, learning sign language and completing other game tasks. It helped players gain a deeper understanding of the life of disabled groups. Moreover, we donated all incomes from selling public welfare fireworks of "Unbounded Chivalry" to players to the Zhejiang Foundation for Disabled Persons. The fund was used for the cochlear implant charity project of "Music & Love", helping people with hearing loss regain their hearing.

In addition, we invited the Zhejiang Disabled People's Performing Art Troupe to perform in the 15th Anniversary Concert of JX Online III. We also worked with the Zhejiang Autistic Children Service Centre to produce 8 thousand game peripherals and gave them as gifts for players or charity items.

By means of in-game science education, interaction and charity donations, the 2024 Charity Project for the Disabled of JX Online III attracted a large number of participants. The project enhanced social respect and inclusion for persons with disabilities, conveyed the chivalry of the game, and showcased the huge potential of spreading the spirit of public welfare through games.

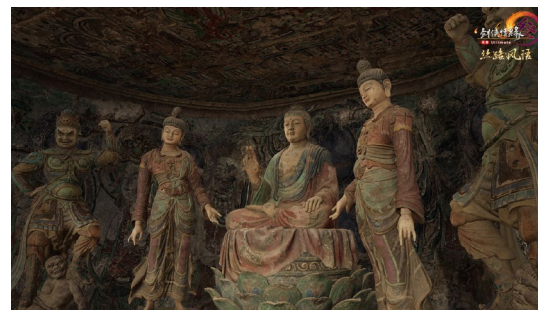


The 15th Anniversary Concert of JX Online III

Protecting Dunhuang Heritage Through Games and Passing on the Millennium Culture

In response to the national "Belt and Road" initiative, the Group disseminated the splendid cultural heritage of the Silk Road through widely participated events in games, so as to promote China's outstanding traditional cultures. Along with users and players, we facilitated the cultural prosperity and development, protected cultural heritage, and promoted mutual understanding of civilisations along the Silk Road.

JX Online III, in cooperation with the Dunhuang Museum and the China Dunhuang Grottoes Conservation Research Foundation, launched a promotional video, "Wind Whisper along the Silk



"Wind Whisper along the Silk Road"
Campaign of JX Online III

Road", to show players the charm of the Dunhuang culture and the Silk Road. On JX Online III, we applied the high-precision digital scanning technology and our independently developed Spirit Realm engine to simulate renowned historical sites such as the Dunhuang Mogao Caves and Han Dynasty Great Wall in game scenes of the "Wind Whisper along the Silk Road" campaign. The cultural heritage was vividly presented to players through digital techniques, immersing players in the splendour of the ancient Silk Road in the game.

In addition, we arranged public welfare tasks in the game, guiding players to collect materials for the simulation of grotto construction and conservation in the scene of "Sunset Hill". Players experienced the process of grotto restoration in an immersive way and learnt about the knowledge in this regard. The campaign attracted a total of 1.8 million participants.

Furthermore, in the name of "JX Online III and warm-hearted players", we donated funds to the China Dunhuang Grottoes Conservation Research Foundation for the conservation-orientated exhibition project of the "No. 009 cave of the Mogao Caves".

Empowering Online Teaching and Research to Support Digital Education Initiatives

The Group continues to promote the construction of digital educational resources platforms and systems to provide teachers and students in remote areas with a series of high-quality educational resources. By doing so, we can expand the coverage of premium education resources, improve the teaching quality in remote rural areas, and promote educational equity.

Assisting Grassroots Education Organisations in Yunxi County to Build Digital Teaching and Research Platforms with WPS 365

WPS 365 Cloud Document enabled teachers in Yunxi County, Hubei Province to deliver online seminars and give instant feedback. In addition to saving users from the inconvenience of transport, the platform brought together senior teachers' teaching experience online, thus achieving high-quality "collective lesson preparation" with simpler steps and less time. Superior courseware created from online lesson preparation was categorised in an orderly manner by grade, semester, subject and unit, and stored in WPS 365 as school teaching resources readily available for teachers to access and use.

By far, the online lesson preparation mode of WPS 365 has been promoted across Yunxi County, benefiting 22 junior high schools, 109 primary schools and more than 3,000 teachers, and generating 190 thousand documents created by teams and nearly 300 thousand documents prepared by individuals.

Accelerating the Digitalisation of Basic Education in Huize County with WPS 365 Education

In 2024, Huize County in Yunnan Province created a one-stop AI education and teaching platform based on the WPS 365 Education. More than 10 thousand local teachers use WPS 365 for daily lesson preparation, data management and educational research activities to improve teaching efficiency. Huize County Office of Education adopted WPS 365 as a livestream teaching platform for renowned teachers of various disciplines in different districts. This allows the delivery of high-quality teaching to schools in towns and villages simultaneously, so that students in both county and township schools are able to attend the same lecture. The application of the digital platform has enabled closer ties between teachers from local "1+N" alliance schools. This has effectively improved the timeliness and effectiveness of collaborative teaching and research, and promoted the sharing of high-quality teaching resources and educational concepts.



One-Stop AI Education and Teaching Platform of Huize County



Livestream Lectures Delivered by Renowned Teachers

In 2024, Kingsoft Office was selected as the winner of 36Kr WISE 2024 King of Commerce - "Annual Social Responsibility and Sustainability Case" for its project achievements in helping the digital transformation of grass-roots education with WPS 365.



"Annual Social Responsibility and Sustainability Case" Award for Kingsoft Office

Empowering Industries with Our Green Genes

Kingsoft Office supports the major national plans on green development, and responds to China's calls for strengthening business model innovation to fuel green transformation and developing new quality productive forces tailored to local conditions. With this in mind, Kingsoft Office is actively developing green and low-carbon products to help drive innovation for a green transformation and sustainability of the society.

In recent years, government and corporate customers have started to look for sustainable office solutions in response to the national call for promoting green and low-carbon development. In 2024, Kingsoft Office upgraded WPS 365, an office platform coming with new quality productive forces. With this product, Kingsoft Office empowers enterprises with technology to help them achieve smart office and digital transformation, thereby improving enterprises' productivity, and reducing carbon emissions during operations.



WPS 365 integrates hardware office equipment and electronic platforms to reduce the consumption of paper in office processes such as review & approval and reimbursement. Up to now, the cumulative number of cloud documents uploaded by WPS domestic individual users through the public cloud has exceeded 260 billion. If calculated based on an average of 5 paper pages per document, more than 1,300 billion papers were saved through the use of online office; to produce this amount of paper would require the consumption of approximately 29 million trees.



WPS 365 applies cloud computing technology to develop cloud document products, enabling resource sharing and dynamic allocation and improving server utilization. This reduces the number of physical servers and the overall space occupied, as well as lowering power consumption.



Kingsoft Teams optimises application scenarios of online communication and meeting to limit GHG emissions from business travel for government and corporate clients.



During the reporting period,

Kingsoft Office expanded the WPS 365 benchmark clients to include well-known enterprises such as China Resources, COFCO, China Railway, Sinopharm, China Green Development, Jiangxi Bank, New Oriental, Taikang Insurance and Haier

Relying on cutting-edge technologies such as cloud computing, AI, and cloud rendering, Seasun Holdings and Kingsoft Shiyou have been optimising game development, operation, and computing resource scheduling. Those efforts help improve production efficiency and reduce resource consumption. By adopting the AI drawing technology, Seasun Holdings and Kingsoft Shiyou have cut down the costs of art production and enhanced the efficiency of content generation. It also facilitated the development of an intelligent creative model. In addition, Seasun Holdings and Kingsoft Shiyou have been innovating in the deployment of cloud games. For instance, they have optimised the operation architecture of online games, and improved the stability of servers, data processing capabilities and the efficiency of distributed computing, which support the seamless connection of cross-platform games. Those efforts are accelerating the intelligent transformation of the industry.

Seasun Holdings and Kingsoft Shiyou have taken the following actions to reduce the carbon emissions of game development:



Optimisation of Cloud Energy Efficiency

Use intelligent computing power scheduling and load balancing technologies in collaboration with cloud computing service providers. Optimise the allocation of computing resources according to business needs to avoid the idleness of computing resources and reduce energy consumption.



Low-Power Rendering Technology

Optimise the rendering algorithm through AI to reduce computational redundancy, lower the power consumption of servers, and improve the energy efficiency of game operation.



Green Computing Power Procurement

When selecting cloud computing resources, prioritise IDCs powered by renewable energy sources. This helps to reduce carbon emissions and promotes the development of a green game industry chain.



Intelligent Computing Resource Management

Through refined management of cloud resources, avoid unnecessary computing loads, improve overall energy efficiency, and reduce the carbon footprint.

Protection of Intellectual Property Rights

The Group prioritises the protection of intellectual property rights. We strictly abide by national laws and regulations, such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. And we have formulated internal policies related to the protection of intellectual property rights, such as the *General Rules for Management of Intellectual Property Rights*, the *Provisions on the Management of Trademarks*, the *Provisions on the Management of Copyrights*, and the *Provisions on the Management of Patents*. With these policies, we have refined the principles for handling intellectual property rights in internal and external collaborations to improve the Group's intellectual property management.

To safeguard its intellectual property rights, the Group has established a mechanism for the protection of intellectual property rights. This includes assembling a professional intellectual property protection team, and continuously strengthening the ability of team members to discover, analyse and manage intellectual property rights. In addition, we have built a comprehensive and efficient intellectual property management system and information system, standardising the management of patents, trademarks, copyrights, and domain names. The system reduces the risk of losing critical intellectual property information due to human error.

In 2024, the Group hosted several IP protection exchange events, sharing insights on high-quality IP development, management method, and risk prevention with industry peers.

Case: Publicity on Intellectual Property Rights on the Occasion of World Intellectual Property Day

In addition, Kingsoft, together with Kingsoft Office, Seasun Holdings and Kingsoft Shiyou, held a corporate intellectual property sharing event entitled "Joint Innovation for a Bright Future", to share their experience and insights on intellectual property related work. The participants included intellectual property practitioners from external enterprises, in-house legal and technical personnel, and staff from intellectual property law firms and agencies. The event aimed to raise the awareness of intellectual property protection among persons engaged in innovative businesses within the industry and build a healthy industry ecosystem.



Kingsoft Sharing on Intellectual Property Rights

For any intellectual property infringement, our rights can be protected in various legal ways, including but not limited to sending lawyer's letter to the infringers, filing complaints against third-party platforms, reporting to the State Administration for Market Regulation (SAMR), and filing civil lawsuits. Meanwhile, to enhance users' intellectual property awareness and ensure that they do not infringe others' legitimate rights, the Group constantly refines the user agreements, and posts IP protection reminders on the official websites or in the form of announcements. Any content uploaded by users that infringes others' legal rights will be promptly deleted and blocked in accordance with laws and regulations.

Kingsoft and its subsidiaries have been recognised as enterprises with intellectual property advantages, intellectual property demonstration units, and pilot units for many years. In 2024, one of the Company's invention patents was honored with the 25th China National Patent Excellence Award, Seasun Holdings' self-developed VR core engine technology passed the project acceptance under the "Guangdong Key-Area Research and Development Plan". Seasun Holdings has applied for a total of 187 patents and received special funds from the Guangdong Provincial Government.



Seasun Holdings has applied for a total of

187 patents

Patent Management

The Group has formulated management policies such as the *General Principles of Intellectual Property Management*, the *Patent Management Regulations*, the *Kingsoft Office Patent Application System*, the *Seasun Holdings Patent Management System*. In 2024, the Group focused on amending the patent incentive system, raising awareness of patent protection, strengthening the incentive policy, and motivating employees to innovate. Prior to the initiation of product research and development, the Group conducts patent literature searches and analysis to avoid redundant R&D and the risk of infringement. Additionally, we propose technology routes and technical solutions that are likely to maximise market benefits. An overall patent layout plan is developed based on a comprehensive technology inventory and analysis reports. We carry out patent application management on a tiered basis.

Kingsoft, Kingsoft Office, Seasun Holdings, and Kingsoft Shiyu have developed patent incentive systems, including the *Patent Reward System*, the *Patent Achievement Award Incentive Framework*, the *Kingsoft Office Patent Reward Policy*, and the *Kingsoft Games Patent Bonus & Innovation Promotion Award Regulations*. Those policies aim to stimulate the vitality of patent innovation among employees by setting up diverse rewards.

As at 31 December 2024, the total number of patents granted to the Group both domestically and internationally was 1,450 pieces.



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Trademark Management

The Group has formulated a range of rules and policies such as the *Trademark Management Regulations*, the *Regulations on the Management of Licensed Trademarks*, and the *Regulations on the Management of Trademark Enquiry and Registration of Kingsoft Office*. We apply trademarks for the Group by the steps of trademark search, strategic selection of applications, submission of registration filings, and other phased initiatives to protect and enhance the value of the Group's brands.

We have established a complete management process for the use, licensing and transfer of trademarks, and carry out self-examination of the use of trademarks on a regular basis. We also conduct trademark compliance investigation, to ensure the correct use of trademarks for public and to prevent trademark infringement.

We have stipulated that the release of Kingsoft related LOGO must comply with the Company's specifications and agreements. We also step up supervision of trademark use compliance on licensed companies, requiring the companies to regularly report how they manage their use of trademarks, conduct quarterly self-inspection and cooperate with the Group in spot check and recheck. In 2024, the Group intervened in the registration of dozens of trademarks similar to ours through warning letters and platform complaints, to combated the dishonest use of its registered corporate trademarks for keyword traffic through warning letters and platform complaints.

As at 31 December 2024, the Group had a total of 5,500 domestic and overseas registered trademarks, covering a total of 145 countries or regions.



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Advertising and Content Governance

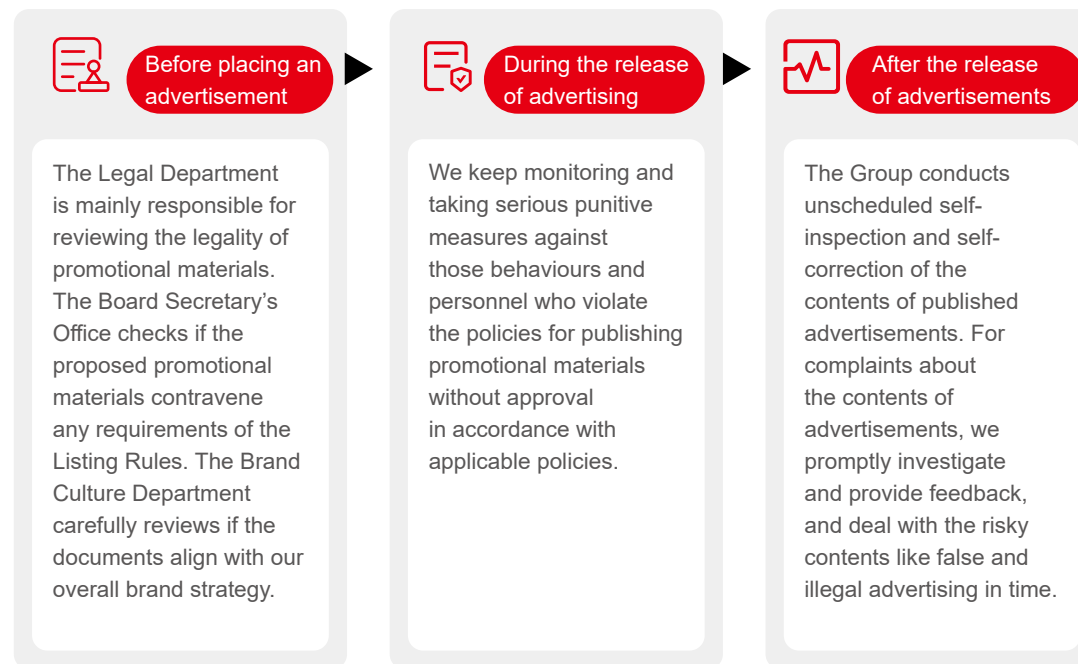
The Group continues to improve its advertising compliance and content safety management system, as well as its vetting and monitoring systems and processes. For example, we adopt a combination of advanced technological tools and integrate them with manual review to strengthen the inspection for improper information, striving to prevent and reduce such information at source. We also conduct staff training to create a healthier ecosystem for online contents and endeavour to protect the rights and interests of each user.

Advertising Compliance

The Group rigidly follows relevant laws and regulations such as the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Measures for the Administration of Internet Advertising*. The Group has formulated the *Measures for the Approval and Administration of Public Promotion*, the *Media Management Standard*, the *Measures for the Approval and Administration of Documents of Kingsoft Office*, the *Compliance Management System for Publicity of Kingsoft Office*, the *Media Management Standards of Season Holdings*, and the *Measures for the Approval and Administration of Kingsoft Shiyou's Publicity Scripts*. These policies clarify and refine the review scope, writing standards and approval requirements of promotional documents, duties of approval departments, as well as the accountability and punishment standards. The aim is to ensure authenticity, accuracy and verifiability of these documents and avoid misleading information with a standardised release process.

Our advertising compliance review team comprising the Legal Department, the Board Secretary's Office and the Brand Culture Department coordinates advertising management and approval. The marketing department, launch team, design team, operation department, operation and maintenance department of each subsidiary assist in the management and approval to strictly regulate advertising and publicising activities.

To prevent various advertising violations, the Group strictly abides by the audit process of "early review - in-process monitoring - post-event inspection", to ensure comprehensive risk management of our daily press releases, advertisements, and marketing contents.



To raise awareness of advertising compliance among staff, Kingsoft Office has made external publicity compliance a key topic in new employee training and R&D security training. Season Holdings provides training on advertising and copyright knowledge to new employees, and occasionally shares knowledge, laws and regulations and case studies with all its employees through internal platforms. In this way, employees' awareness of advertising compliance and copyright is continuously reinforced, ensuring that Season Holdings' copywriting, advertisements, and promotional contents are legal and compliant. Kingsoft Shiyou actively participates in advertising compliance training conducted by government authorities such as the Administration for Market Regulation, acquiring an in-depth understanding of the highlights of advertising laws and regulations as well as practical cases of government supervision.

Content Security

We strictly abide by the *Cybersecurity Law of the People's Republic of China*, the *Administrative Measures for Internet Information Services*, the *Provisions on Ecological Governance of Network Information Content*, the *Provisions on the Administration of Online Publishing Services*, the *Rules for Mobile Game Contents (2016)*, the *Provisions on the Administration of Information Services of Mobile Internet Apps* and other relevant national laws and regulations. Our subsidiaries have formulated their own management rules, including the *Kingsoft Office Content Security Audit Management Policy*, the *Kingsoft Office Public Opinion Early Warning Management Policy*, the *Kingsoft Office Content Conduct Guidelines*, the *Seasun Holdings Internal General Audit Outline*, the *Seasun Holdings Game Publishing Manual*, the *Seasun Holdings Major Public Opinion Response and Handling Measures*, the *Kingsoft Shiyou Game Internal Audit Management Policy*, and the *Kingsoft Shiyou Internal Audit and Accountability Policy*. These documents clarify the management framework, information audit rules and processes for the content security and public opinion management systems of each subsidiary, and ensure that the content of the products complies with relevant national laws and regulations. We consciously resist content that jeopardises national security, or incites terrorism, discrimination, violence, pornography, vulgarity, fraud, and gambling, in a bid to maintain a healthy network content ecology.

The Strategy Committee of the Board of Directors of Kingsoft Office is responsible for decision-making on matters relating to the Company's content security, while the Security Committee is responsible for overseeing content security management. The Content Security Department, as the executive level in Kingsoft Office's content security management structure, is composed of the Content Security Taskforce, the Content Security Manual Review Team, and the Content Security Technical Team. The department is responsible for content review for the Company's products, handling of user reports, and communication with regulatory authorities.

Kingsoft Office continuously improves its ability to identify and handle risks by continuously updating and optimising its risky content review system. Leveraging a self-developed sample keyword database, a Natural Language Processing (NLP) model and a third-party Optical Character Recognition (OCR) model, Kingsoft Office carries out all-round identification of key contents such as text and images. AI-enabled recognition technologies are also adopted to comprehensively empower the content review system and improve the accuracy of risky content identification and disposals.

Kingsoft Office advocates that users actively report any inappropriate contents they encounter when using the product. And diverse easily accessible reporting channels are provided, including the product's built-in function of one-click reporting, and the reporting hotline and email published on the Company's official website.

Kingsoft Office maintains sufficient professional customer service staff to verify the reported cases promptly, take appropriate measures without delay, ensuring that all concerns are addressed properly.

Seasun Holdings has established a content security management system. The Company's Operation and Distribution Department monitors public opinion, each product operation team formulates content security auditing standards, the Decision-making Analysis Department provides data analysis support, the User Service Centre is responsible for daily inspections and handling reports of violations, the Legal Department offers legal opinions and audit announcements, and the HR and Publicity Department is responsible for game content review and training. All departments report on content security management to the CEO on a regular basis.

Seasun Holdings has established a content review system featuring "AI Machine Review + Manual Inspection + Manual Review + Reporting and Complaints Handling + Special Cleanup". With the system, security audits of newly released text content are completed within 2 hours, covering all self-developed products including JX Online III, reviewing 3.019 million pieces of information annually.

Seasun Holdings has set up complaint portals in the official websites and in-game page of the games. The User Service Centre handles and reviews violations reported by users, and takes measures such as suspending game accounts, and suspend the game character for such violations.

Seasun Holdings has independently developed filtering technology for sensitive words. By purchasing third-party word databases, referring to official national news platforms, accumulating operational experience and other means, Seasun Holdings added more than 2,000 samples of sensitive words in 2024. Further sensitive words will be added to the database in real time in response to trending topics.

For overseas gaming business, Seasun Holdings leveraged a third-party content security audit tool as a supplement to its audit model to enhance the capability of overseas texts audit.

Kingsoft Shiyou has established a content security management framework consisting of a Content Security Taskforce, a Content Security Review Team, and a Technical Team. The Content Security Taskforce consisting of the heads of the Content Security Department, Operation Department and related departments, is responsible for planning and guiding reviews to ensure the implementation of the content security strategy. The Content Security Review Team consisting of security risk control and game review experts, is responsible for carrying out specific review tasks. The Technical Team consisting of technical operation and maintenance experts, is responsible for developing, optimising and maintaining the review system, providing technical support and guarantee to ensure content security.



Kingsoft Shiyou adopts the content review management system of "AI Machine Review + Manual Recheck + Manual Inspection + Periodic Review" and employs manual inspection teams made up of operation personnels and compliance experts. Retrospective investigations are also conducted for newly identified risks to ensure content safety throughout the lifecycle.



In terms of text recognition, Kingsoft Shiyou takes into account the current hot topics and feedback from professionals to identify and update the sensitive word database in time each month, and monitors in-game chat and character names for sensitive words.



In terms of image recognition, Kingsoft Shiyou monitors image information such as profile pictures that can be edited by players.



For any suspicious or violating accounts identified, Kingsoft Shiyou takes measures such as banning the account from messaging and suspending the account. In serious cases, the game service will be terminated.



Kingsoft Shiyou provides multiple reporting channels, including in-game reporting, manual customer service, dedicated mailboxes and web portals. Kingsoft Shiyou handles reported contents within 24 hours to ensure timely and effective resolution.

Business Ethics Management

The Group practices the concept of honesty and integrity in all business dealings, and safeguards the robust and healthy development of the enterprise. We also stick rigidly to *the Company Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other applicable laws and regulations. And we formulate several policies and administrative measures, including the *Punishments Regulations of Kingsoft on Negligence and Pretermission for Leaders*, the *Regulations on the Administration of Rebates of Kingsoft* and the *Regulations of Kingsoft on the Management of Whistle Blowing and Complaints*, which cover anti-corruption, prevention of conflict of interests, anti-monopoly, anti-money laundering, prevention of insider trading, protection of whistleblowers, prevention of business secrets leakage and other aspects to actively cultivate the corporate culture of integrity. In 2024, the Group issued the [Kingsoft Corporation Limited Code of Business Conduct](#) to serve as an essential basis for the Group's business ethics audits. The Code covers ethical standards and codes of conduct relating to employee behaviours, investor relations, asset security management, honest market transactions, environmental and social responsibility, and whistle-blowing mechanisms. This ensures that our business conduct is legal, compliant, and ethical.

The Group has established a three-tier business ethics management system consisting of the Audit Committee of the Board of Directors, the Internal Audit Department, and the business departments and functional departments. The Audit Committee, the highest governing body in terms of business ethics, is responsible for overseeing the handling of corruption

cases, monitoring the implementation of business ethics, and reporting to the Board of Directors on the management of business ethics annually. The Internal Audit Department is mainly responsible for coordinating, supervising and guiding the implementation of special internal initiatives related to business ethics, including business ethics audits and business ethics training. It also works with various business departments and functional departments to carry out business ethics management.

The Group has formulated a business ethics management process. The Internal Audit Department is responsible for auditing business ethics compliance, tracking and auditing the whole process of the project, as well as supervising the implementation of the Company's business ethics to ensure the effective operation of the business ethics management system. The Internal Audit Department conducts comprehensive business ethics compliance audits of the Group's various businesses and all personnel every three years through interviews, on-site observations, and review of documents and records. By doing so, it ensures that all businesses comply with the standards of business ethics compliance, and that corruption, extortion, bribery, conflicts of interest and unfair competition are strictly eliminated.

The Group has established a mechanism for assessing and supervising employees' business ethics, and has incorporated business ethics evaluation metrics such as integrity and compliance awareness into the employee performance and compensation assessment system to encourage employees to comply with the *Kingsoft Corporation Limited Code of Business Conduct*.

In 2024, the Group engaged a third-party auditor to conduct a lifecycle audit of our new headquarter construction project in Wuhan, including the review of bidding documents, daily professional consultations, on-site inspections, and secondary settlement audits. From 2022 to 2024, commercial ethics audits have been conducted as planned across all business lines of the company, ensuring 100% coverage of business operations.

In 2024, the Group did not have any corruption and bribery cases filed and concluded against the entity or our employees. The Group has set up a variety of reporting and escalation channels, including email, reporting hotline, and the integrity module on our official website. We encourage entities or individuals to report, publicly or otherwise, any behaviours violating national or local laws and regulations as well as the rules and policies of the Group to our Internal Audit Department, including bribery, solicitation of bribes, providing or accepting gifts or entertainment in violation of regulations, misappropriation of benefits, use of authority for personal gain, false reimbursement, conflict of interest, financial malpractice, and disclosure of confidential information of the entities.



The Integrity Module on the Official Website of The Group

● Anonymous reporting options are available to protect the whistleblowers

We maintain strict confidentiality of whistleblowers' information such as their identities, contact details and the reported cases, so as to protect them from unfair treatment such as dismissal, demotion, suspension, intimidation, harassment and others due to legal reporting.



Training for all employees

The Group has incorporated business ethics training into the training program for all employees, and has conducted business ethics training for all categories of employees (full-time employees, interns, part-time employees and outsourced or third-party dispatched employees) through online courses and offline training. In 2024, the Group conducted training on business ethics covering a variety of topics such as anti-corruption and integrity promotion, and required our employees to sign the Integrity Pledge.

● To implant integrity across the Group

We organised a series of business ethics training to foster a culture of integrity and fairness in the workplace.



Training for the Board of Directors

The Group provides business ethics training to all Directors and raises their awareness of business ethics compliance through quarterly publicity at meetings of the Board of Directors and relevant training materials.

Defending Integrity Across Multiple Locations and Positions with the Integrity Training Conference

The Group hosted the integrity training conference in 2024. Employees in key positions related to procurement functions from Kingsoft, Seasun Holdings, Kingsoft Shiyou and Kingsoft Office participated in the training. More than 100 people, including employees from the supply chain, administration, marketing, art, legal, and administration departments, attended the conference. Training at the conference covered interpretation of laws and regulations as well as the Group's internal integrity policies, analysis of misconduct cases, and corresponding risk identification and prevention and control measures. The aim is to enhance the integrity awareness and professional ethics of personnel in key procurement positions, and strengthen the culture of integrity within the Group.



Integrity Training Conference

Conducts comprehensive business ethics audits of the Group's various businesses and all personnel every three years.

The Group also pays close attention to suppliers' integrity management. Suppliers are required to sign the *Letter of Commitment to Supplier Integrity*. The supplier management is advanced in accordance with the *Gifts and Hospitality Standards of Kingsoft Supply Chain Management Department* and the *Kingsoft Supplier Management Standard*. The Group requires that suppliers shall take business ethics management measures to prevent related persons from violating any laws and regulations of anti-bribery, anti-corruption, anti-money laundering, as well as policies of the Group related to business ethics.

In 2024, The Group conveyed our commitment to ethical compliance to our suppliers both verbally and in writing, informing them of our procurement policies, processes, and guidelines. Additionally, we encourage suppliers to uphold social responsibilities and acquaint them with our anti-corruption policies and reporting procedures. The Group prioritises suppliers that have signed the *Letter of Commitment to Supplier Integrity*, and 100% of the suppliers that we selected via tenders have signed the document.

In addition, we perform regular audits and monitoring of suppliers' ethical performance, and evaluate the compliance of all suppliers with relevant management standards.



100 % of the suppliers that we selected via tenders have signed the *Letter of Commitment to Supplier Integrity*

Supply Chain Management

The Group strictly abides by relevant laws and regulations such as the *Bidding Law of the People's Republic of China* and the *Regulation on the Implementation of the Bidding Law of the People's Republic of China*. Based on the four principles of "honesty and trustworthiness, integrity and fairness; well-established policies, and high quality at competitive prices", Kingsoft and its subsidiaries have formulated and implemented relevant management standards, including the *Kingsoft's Purchasing Management Regulation*, the *Kingsoft's Supply Chain and Purchasing Management Standards*, the *Procurement Management Policy of Seasun Holdings*. In 2024, the Group amended the *Kingsoft Supplier Management Policy*. The specification clearly requires that for candidates with equal competencies, we prioritise suppliers that excel in areas like the sustainable development, protection of human rights, occupational health management, environmental protection, privacy and data security management, anti-corruption and anti-bribery management, poverty alleviation and public welfare.

Supplier Lifecycle Management

The Group practices lifecycle management of suppliers in accordance with the *Kingsoft Supplier Management Policy*, covering the stages of admission, engagement, maintenance and exit. Together with phased management of suppliers, we identify and assess potential risks of suppliers and ensure the stability of the supply chain. Meanwhile, we are committed to building a "clean, transparent, and win-win" procurement supply chain system, promoting mutual growth with our suppliers.

In 2024, we had

597 suppliers,

of which

579 were

located in China, and

18 were located

overseas (including Hong Kong, Macau and Taiwan)

Phase of supplier sourcing and admission:

The Group's Supply Chain Management Department actively sources suppliers and expands its network of high-quality industry partners. Tailored admission standards are set for different supplier categories, with only approved suppliers being admitted to the supplier database. Admitted suppliers are required to sign the Confidentiality Agreement and the *Letter of Commitment to Supplier Integrity* to protect trade secrets, ensure an uncorrupted supply chain and improve the transparency of business cooperation.

Phase of supplier engagement:

The Group selects its suppliers using one of the six methods including public tender, invitation to tender, and multi-party negotiation based on factors like procurement needs, procurement channel, budget and timeline. We require suppliers to provide valid certifications issued by institutes authorised by the National Certification and Accreditation Administration²⁵. These include quality management system certification, information security management system certification, environmental management system certification, energy management system certification, occupational health and safety management system certification, social accountability management system certification, and other certificates. The aim is to fully appreciate and evaluate the suppliers' overall capabilities and environmental and social risks, and to ensure that the suppliers' qualifications meet the Group's requirements.

Phase of supplier relationship maintenance and supplier evaluation:

We conduct periodic comprehensive evaluations to examine suppliers' performance in terms of price, quality, delivery, after-sales service, warranty, etc. The Group's evaluation of suppliers consists of in-process performance evaluations and post-performance evaluations based on different stages of the cooperation. The departments involved in performance evaluation uphold fairness, objectivity, and a fact-based approach in their analysis and assessments. Furthermore, the Group conducts regular evaluations of suppliers' sustainability performance.

Phase of supplier exit:

For underperforming suppliers, we suspend their right to bid for new projects for a period to monitor their performance. After the period ends, we will decide whether to continue the partnership based on their performance. Suppliers that fail performance evaluations, have not engaged for an extended period after being admitted, or are blacklisted, will be removed from the database, with thorough records maintained.

²⁵ The National Certification and Accreditation Administration (NCAA) is the competent authority that manages, supervises and comprehensively coordinates the certifications and accreditations nationwide on behalf of the State Administration for Market Regulation and with the administrative management title authorised by the State Council.

Shaping Sustainable Supply Chain

The Group continues to strengthen the sustainability management of our suppliers and practice the principle of sustainable procurement to build a sustainable supply chain.

We have developed the *Procurement Management Measures*, the *Supplier Management Specification* and other policies. This year, we released the *Kingsoft Supplier Management Standards*, incorporating suppliers' ESG performance into our evaluation criteria. On a level playing field, we prioritise working with suppliers who excel in environmental protection and labour practices. We encourage suppliers to establish management models based on environmental management systems, occupational health and safety management systems, and quality management systems. For example, they are required to obtain the ISO 14001 Environmental Management System Certification. We encourage our suppliers to reduce waste, emissions and wastewater and to use energy and resources efficiently, thus reducing their energy consumption and GHG emissions.

We conduct regular reviews of our suppliers' sustainability performance and assess the effectiveness of supplier sustainability management measures. If the supplier fails to take corrective actions or fails to meet the above ESG-related requirements after taking such actions, the Group may suspend or cancel the supplier's qualification as a supplier of the Group.

Preferring Green IDCs

The IDCs for production at Kingsoft Office and Season Holdings are leased. We advocate the green operation of IDCs and give priority to renting IDCs with low PUE value and using clean energy.

The following resource-saving strategies and measures have been implemented for the IDCs leased by Kingsoft Office and Season Holdings:

Type	Strategy	Measures
Energy consumption reduction	Cooling equipment energy optimization	Adjust air conditioning parameters: Adjust temperature and fan speed to maintain optimal efficiency. Seal cabinet gaps: Use flange covers to seal cabinet gaps to reduce cold air loss. Optimise circulating pump efficiency: Expand the frequency adjustment range of circulating pumps to allow the flexible adjustment of operating frequency based on actual water flow, reducing energy consumption.
	UPS ²⁶ equipment operation optimisation	Adjust UPS operation efficiency: When the actual load on the UPS units is less than the rated power, adjust their operating status (e.g., switch to more efficient operating modes) to reduce operating losses and energy consumption.
	Lighting system optimisation	Lighting system management: Reduce the number and duration of lights on during off-peak hours to lower energy consumption.
	HVAC system optimisation	Optimise HVAC system: Convert the core motors of the HVAC system ²⁷ to variable-frequency start control and change the cold source to natural cooling in winter to reduce overall energy consumption by the supporting facilities.
	Waste heat collection	Install waste heat collection systems: Collect waste heat from IDC servers and other equipment using waste heat recovery units for building heating, water heating, and other purposes.
Water resources conservation		Use water-saving equipment: Use high-efficiency pumps, cooling towers and other equipment with the latest water-saving technology to reduce water consumption in IDC cooling towers ²⁸ . Reuse rainwater: Collect and utilise rainwater for cooling towers, replacing part or all of the municipal water supply and reducing the freshwater demand.
		Install PV panels: Install distributed rooftop PV panels. The leased IDC has installed 2,640 PV panels on the roof, generating approximately 700-800 MWh of electricity per year. Coupled with the energy-saving design of IDCs, this move can save 810 MWh of conventional energy consumption.
Clean energy use		

²⁶ UPS (Uninterruptible Power System) is a power conversion device that uses mains supply, generators as AC energy input, providing stable and reliable AC power to critical loads (or sensitive loads) after proper conversion and adjustment.

²⁷ The HVAC system refers to the heating, ventilation, and air conditioning system.

²⁸ A cooling tower is a heat removal device mainly used to remove heat in industrial processes. Hot water is sprayed into the tower and brought into contact with the air inside to lower the water temperature by absorbing heat as the water evaporates.

Prioritising Green Products in Procurement

The Group pays attention to the green attributes of the products we purchase, and endeavours to use environmentally friendly and biodegradable materials or recyclable materials to achieve the purpose of greening the environment and to mitigate the impact of our production and operation activities on the environment. Under the same conditions, we will prioritise suppliers who provide environmentally friendly products or services.

In the procurement of equipment for IDCs, the Group prefers green electronic equipment, including hard drives and servers, which are energy efficient or have environmental protection certificates.

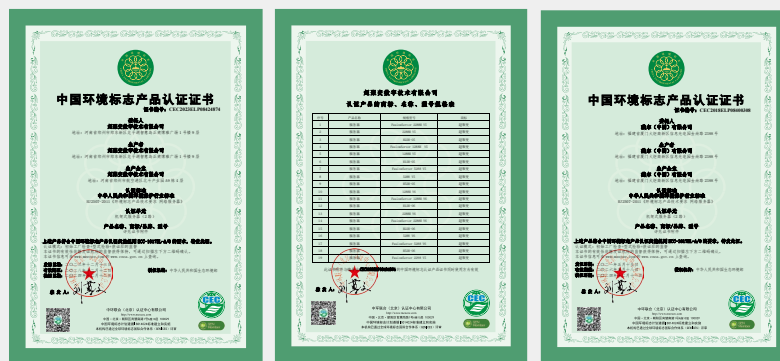


In 2024, **100**% of the hard drives

and servers the Group purchased for its offices and leased IDCs had environmental protection certificates.

Currently, all office paper procured for the Group's Zhuhai Campus, all toilet paper procured for the Group's Beijing Campus and all office paper as well as toilet paper procured for the Wuhan Campus are

FSC-certified



Green Certificates of Servers Purchased by the Kingsoft Corporation



Certificates of Energy-Saving Products Purchased by Kingsoft Office Internet Data Centre



Certificates of Energy-Saving Products Purchased by Season Holdings Internet Data Centre



FSC Certificates of Toilet Paper Purchased



Talent Management

Talent resource forms a core driving force for the development of the Group. We place great importance on building a talented workforce, adhere to the principle of diversity and inclusivity, and actively broaden channels for talent recruitment. We establish a systematic talent development system, continually optimise performance evaluation and promotion mechanisms and provide tailored career development paths for employees to help them achieve self-value. We are also committed to safeguarding the rights and interests of employees. This year, the Group has launched a campus recruitment campaign under its employer brand, leveraging its Wuhan R&D Center with a capacity of ten thousand people as a foundation. The aim is to attract R&D talents, build a positive employer image, and unify the recruitment channels. Given this, we strive to create a safe and healthy work environment, promote a work-life balance lifestyle and actively listen to their voices. With these efforts, we continuously enhance employees' sense of belonging, and create a pleasing workplace.

Protection of Employees' Rights and Interests

The Group strictly complies with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, the *Special Rules on the Labour Protection of Female Employees*, the *Law of the People's Republic of China on the Protection of Minors* and other laws and regulations. Additionally, we follow international human rights protection requirements, including the *United Nations Global Compact* and the core conventions of the International Labour Organisation. We developed internal policies such as the *Employee Recruitment and Employment Policy* to fully protect the legitimate rights and interests of employees.

Recruitment and Dismissal Management

Adhering to the principle of equal employment, we prevent discrimination in gender, race, age, nationality and religious beliefs, and offer equal job opportunities to all candidates. Employees are selected and recruited in a scientific and equal manner in accordance with the principles of "fair competition and merit-based recruitment" to ensure the recruited talents meet the job requirements.

We conclude labour contracts with employees in accordance with the principle of consensus, strictly abide by legal procedures in the employee contract signing, renewal, termination, dissolution of labour relations and other processes, and protect the legitimate rights and interests of employees at all stages.

Labour Standards

The Group strictly complies with laws and regulations such as the *Provisions on Prohibition of Child Labour*, and resolutely prohibits employment of child labour and forced labour. We also set up a reporting mechanism to avoid illegal employments. During the recruitment process, we engage third-party agencies to conduct strict background checks on candidate information to ensure that they meet the minimum working age requirements of the country or region where they are employed. Since the Group's establishment, there has been no illegal employments such as child labour and forced labour. If any such case was found, we would deal with it seriously in accordance with laws and regulations and requirements of the Group.

Working Hours and Holidays

Abiding by the relevant laws and regulations such as the *Labour Law of the People's Republic of China* and the *Labour Contract Law of the People's Republic of China*, the Group developed a feasible attendance policy to manage employees' working hours and ensure that they can work and rest in a proper way. In addition to national holidays, we provide employees with additional annual leave and paid sick leave. Besides, female employees are entitled to paid maternity leave and other related leave benefits, while male employees are provided with paid paternity leave.

Respect for Political Rights and Right to Freedom of Association

The Group respects the political rights of the employees and their right to freedom of association. We establish labour unions at the level of each subsidiary, which are empowered to negotiate on behalf of employees on an equal footing with each subsidiary and to sign collective contracts in accordance with the law.

Anti-Discrimination and Anti-Harassment

We oppose to any form of discrimination and harassment, and strictly prohibit anyone from engaging in behaviours that violate the unwillingness of others, including sexual harassment and non-sexual harassment through words and physical actions in the workplace. We encourage employees who have experienced harassment or discrimination to promptly report such incidents to their direct leaders or the Human Resources Department. We will carry out investigation on the reported issues. If the report is found to be true, we will take appropriate corrective and disciplinary actions in accordance with laws and regulations and company rules. In addition, we provide employees with anti-discrimination and anti-harassment training in the workplace to raise their awareness of human rights protection.

Compensation and Benefits

We adhere to the principle of equality in setting employee compensation and related benefits, avoiding different treatments based on nationality, race, age, gender, marital status and religious beliefs. We continuously monitor the situation of equal pay for equal work and provide competitive salaries across the industry, which are determined in strict accordance with rank, job responsibilities and employees' abilities.

Talent Development Strategy

The Group attaches importance to the growth and development of each employee and is committed to providing them with broad development space and abundant growth opportunities. We continue to improve the career development path and the talent training system, to help employees improve their professional skills and other integrated abilities. We have also established a fair, reasonable and competitive compensation system, as well as a scientific and effective performance incentive mechanism. These measures fully stimulate the enthusiasm and creativity of employees, helping them achieve personal values and career goals, and enabling them to grow together with the enterprise.

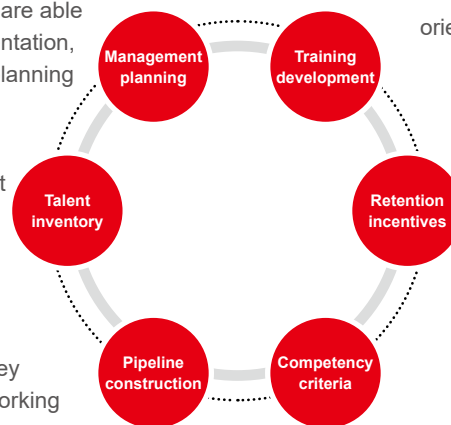
Talent Strategic Forecast

The Group values talent development. To enhance the overall capabilities of the talent pool, we have established a systematic talent development strategy encompassing six core elements: management planning, competency criteria, talent inventory, talent pipeline construction, retention incentives, and training development.

Determine if the existing organisation and personnel are able to support strategy implementation, and prepare management planning

Improve the competency model, and deliver the talent nine-box grid, succession map and individual & team inventory reports

Determine successors for key positions, and assess the working abilities of the incumbent



Define the targeted training orientation and content for different groups

Identify high-potential talent and specify the incentive or cultivation approach

Clarify job competency requirements and develop recruitment and selection criteria

Panorama of Talent Strategic Forecast

This year, to precisely identify talent and inform the development of talent strategic forecast, we established a closed-loop “3P talent assessment process” integrating “talent inventory + performance appraisal”. We also incorporated the “Iceberg Model” to holistically assess both explicit and implicit competencies of the talented workforce.



Talent inventory



Performance appraisal



Talent assessment outcomes



Application of talent assessment results

We consider employees' personality traits, motivations, and values when assessing their implicit competencies. We conduct talent inventory through online potential assessments and behavioral event interviews to evaluate their work capabilities (Present) and development potentials (Potential).

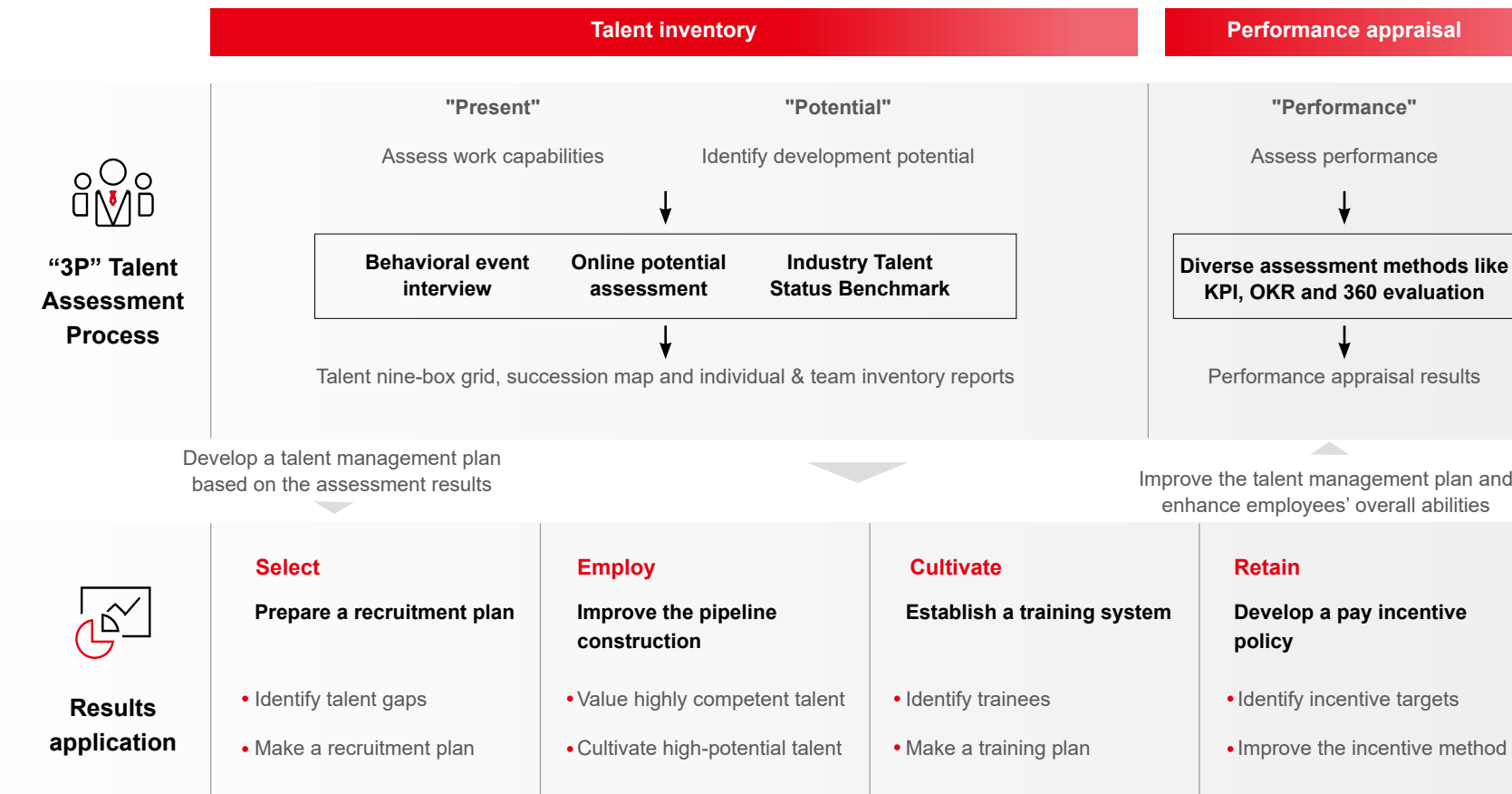
We consider employees' knowledge, skills, and overall abilities when assessing their explicit competencies. We conduct annual performance appraisals to evaluate their annual performance (Performance). Additionally, supported by year-end employee debriefing, we are able to assess their annual job performance in a more holistic manner.

Based on assessment results, we classify employees into nine talent categories, such as “Superstars” with high performance and high potential and “Stable Contributors” with medium performance and low potential. We design tailored development strategies for each category, prioritise identifying high-potential management talents, and cultivate and match key positions with suitable successors through succession mapping. In addition, we conduct scientific and comprehensive career tests for employees. The test results serve as supplementary materials for the talent assessment outcomes, for both employees and managers to conduct comprehensive analysis.

Based on talent assessment results, we have developed talent management plans for selecting, employing, cultivating and retaining talents. We leverage diversified recruitment channels to attract aligned talent and expand the talent pool, achieve the endogenous growth of talent through pipeline construction, and establish robust training systems to help employees develop rapidly. Moreover, we offer competitive compensation and incentives to align employee and corporate development.



We also conduct training on the topic of the talent inventory for employees, and fully apply digital tools such as AI and big data in the inventory process to improve the capability and efficiency of inventory. To enhance the professionalism of talent data management, we have worked with the Information Technology Department to establish a talent inventory system that includes a database and a display platform. The system, which integrates basic data such as employee rosters, promotion performance records, previous talent inventory results, and work transfer experiences, is connected to the performance systems of all subsidiaries. This enables unified management and precise analysis of employee data. As a result, it provides abundant data support for talent inventory.

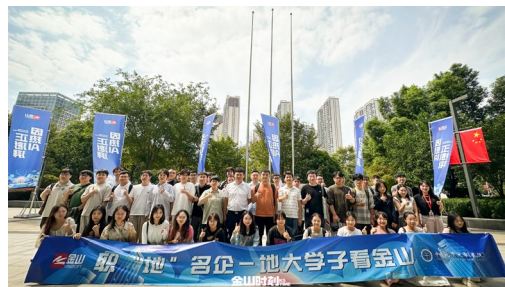


The Group's “3P” Talent Assessment Process

Diversified Recruitment

The Group uses the talent inventory results as a key basis for optimising talent team and conducts peer-to-peer talent recruitment. We have been continuously improving the precision and efficiency of talent introduction. Through internship retention, campus recruitment, social recruitment, school-enterprise co-operation and other methods, we provide a solid talent guarantee for the Company's sustainable development.

This year, the Group successfully hosted a campus recruitment open day in Wuhan, attracting over 764 fresh graduates from 60 universities. Through occupation introduction, interactive exchanges, and on-site interviews, the event provided graduates with opportunities to gain an in-depth understanding of our corporate culture and career development prospects, laying a solid foundation for future talent reserve and school-enterprise cooperation. Additionally, the Group organised corporate visit activities for students from various universities, offering a platform for direct interaction with the Group. These visits aimed to stimulate their interest in the industry.



The Group's Campus Recruitment and Corporate Visits

Kingsoft Office expanded its campus recruitment, adding AI algorithm talents to its recruitment scope. Kingsoft Office also enrolled outstanding new graduates into the management trainee programme and conducted rotation training for them. In addition, Kingsoft Office collaborated with universities on talent cultivation programmes, training base construction, and vocational training. These efforts aimed to accurately identify high-quality talent sources and deepen the industry-university-research integration.

Case: School-Enterprise Cooperation Projects of Kingsoft Office Were Recognised as Outstanding Cases in the Talent Training Programme for Employment Supply and Demand Matching initiated by the Ministry of Education

In January 2024, the Ministry of Education released its list of outstanding cases in the Talent Training Programme for Employment Supply and Demand Matching. A targeted talent training project jointly submitted by Kingsoft Office with China University of Geosciences (Wuhan), and an employment internship base project jointly submitted by Kingsoft Office with South-Central Minzu University stood out among over 20,000 talent training projects for employment supply and demand matching. This recognition affirms Kingsoft Office's talent training model through school-enterprise cooperation, effectively integrating employment with talent training.



Supply and Demand Matching Projects Recognised as Outstanding Cases

University Talent Training Projects



Under the background of globalisation, Season Holdings continues to broaden its overseas recruitment channels and actively expands its overseas talent resources to provide strong support for the Company's international strategic layout. In 2024, Season Holdings launched its global campus recruitment programme. It held double-channel choosing meeting and recruitment presentations at the University of Southern California, attracting over 300 overseas students to participate. In addition, Season Holdings established communication channels with the University of Southern California, UCLA, UC Irvine and other universities to explore cooperation opportunities, attract and cultivate outstanding talents with international vision and professional skills, and inject new vitality into the company's global development.



Talent Demand	Channels/Projects	Outcomes
Game R&D talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>37 talents were hired through school/social recruitment, including the fields of game planning.</p> <p>8 interns retained.</p>
Game operation talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>80 operation talents were hired through school/social recruitment, including the fields of overseas operation, product operation and marketing.</p> <p>2 interns retained.</p>
Design talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>106 design talents were hired through school/social recruitment, including the fields of game design and development, visual design, game art and audio design.</p> <p>2 interns retained.</p>
R&D talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>470 talents were hired through school/social recruitment, including the fields of platform development.</p> <p>158 interns retained.</p>
AI talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>404 AI talents were hired through school recruitment.</p> <p>Over 400 university AI talents were developed and hired through industry-university-research cooperation with 12 universities.</p> <p>12 AI interns retained.</p>
Management talent	<ul style="list-style-type: none"> Management trainee programme Social recruitment 	<p>7 management trainees were hired through school recruitment.</p> <p>1 high-end management talent was hired through social recruitment.</p>
Marketing talent	<ul style="list-style-type: none"> Apprenticeship program Graduate traineeship Social recruitment School-enterprise partnership 	<p>18 marketing talents were hired through school recruitment.</p> <p>5 overseas market talents were hired through social recruitment.</p>

During the reporting period, the Group's talent recruitment efforts were widely recognised and won several honours together with our subsidiaries:

Kingsoft Office

Beijing Extraordinary Employers

Liepin

2024 Top 20 Most Innovative Youth-Friendly Employer Brands

CIWEI

Best High-Tech Employer

Moka Sirius

Most Popular Employer for College Student

Moka Sirius

2024 Best Employer in Recruitment Experience

Mr. Offer

2024 Star Employer

OfferShow

Seasun Holdings

The 7th Chinese Human Resources “Sirius” Award 2024, Most Popular Employer Brand for College Students

Sirius

Top 20 Most Influential Youth-Friendly Employer Brands

Ciwei

Best Employer Award

Shixiseng

Most Popular Employer Award

Mr. Offer

NFuture College Students' Favourite Employer Award

Nowcoder

Global Graduate Attractive Employer Award

Linkedin

Kingsoft Shiyou

Emerging Employer Award

Lagou.com

By 31 December 2024, the Group had a total of 8,802 employees.

Number of Employees

Category	2024	2023	2022
By age group			
30 years old and under	3,996	3,696	3,662
31 - 50 years old	4,745	4,137	3,935
51 years old and above	61	41	50
By gender			
Male	5,833	5,192	4,995
Female	2,969	2,682	2,652
By geographical region			
China	8,779	7,853	7,621
Number of employees outside of China	23	21	26
By employment type			
Full-time employees	8,047	7,172	7,116
Interns and part-time employees	755	702	531
By level			
Management	81	57	71
General staff	8,721	7,817	7,576

The Group practices the concept of diversity and fully respects the diversity of employees. We regularly collect and count quantitative data related to employee diversity to evaluate the progress of the implementation of diversity work. We are committed to creating a diverse and inclusive office environment.

Female Employee Distribution

Category	2024
Percentage of female employees by level/position (%)	
Percentage of female employees among management	25.93
Percentage of female employees among top management	25.93
Percentage of female employees in middle management	21.30
Percentage of female employees in junior management	30.35
Percentage of female employees in the management of revenue-generating functions	37.63
Percentage of female employees in STEM-related positions	21.00

The Group places emphasis on talent reserve and talent retention. During the reporting period, the Group's total employee turnover rate was 10.61%²⁹, of which the voluntary turnover rate was 5.60%³⁰. Please refer to the chart below for the specific staff turnover rate:

Employee Turnover Rate

Category	2024
By age group (%)	
Turnover rate of 30 years old employees and under	11.96
Turnover rate of 31 - 50 years old employees	9.39
Turnover rate of 50 years old employees and above	14.08
By gender (%)	
Male employee turnover rate	10.14
Female employee turnover rate	11.53
By geographical region (%)	
Employees turnover rate in China	10.63
Number of employees outside of China	4.17
By level (%)	
Turnover rate of executive management level employees	0
Turnover rate of senior management level employees	3.57
Turnover rate of middle management level employees	2.51
Turnover rate of junior management level employees	1.56

New Employee Recruitment

Category	2024
Total Number of New Employees Hired	2,455
By gender	
Number of male new employees hired	1,543
Number of female new employees hired	912
By age group	
Number of 30 years old new employees and under hired	1,893
Number of 31 - 50 years old new employees hired	552
Number of 51 years old employees and above hired	10
By geographical region	
Number of employees in China	2,446
Number of employees outside of China	9
By level	
Management	119
General staff	2,336
Percentage of Vacancies Filled by Internal Employees (Internal Recruitment)	58.70

²⁹ Statistical calibre of employee turnover rate: Employee turnover rate = Total employee turnover for the current year/((Total employee turnover for the current year + Number of employees at the end of the period).

³⁰ Statistical calibre of voluntary turnover rate: Voluntary turnover rate = Total voluntary employee turnover for the current year/(Total voluntary employee turnover for the current year + Number of employees at the end of the period).

Performance Appraisal and Promotion

Performance Appraisal

The Group develops and implements the *Group Platform Performance Management System*, continuously optimises the performance appraisal system, builds an online performance appraisal system and adopts a diversified performance appraisal mechanism. We also conduct quarterly appraisals of individual or team performance of employees, acting as an objective basis for the granting of performance bonuses to employees and their promotion rankings, to motivate the employees to grow. The Group is not affected by ethnicity, gender, age, marital status or political ideology when conducting the performance appraisal. During the reporting period, all employees within the scope of the report participated in performance appraisals, except for those who left the Group during the appraisal period.

Kingsoft Office and Kingsoft Shiyu continuously explore diversified performance appraisal methods, implement the 360-degree performance evaluation process which covers self-evaluation, peer and superior evaluation, and conduct Commitment OKR (Objective and Key Result) and Challenge OKR performance goal management, to ensure employees' performance is evaluated objectively and fairly.

Kingsoft Office adopts a performance management cycle including target setting, performance appraisal and performance interview and improvement. Also, Kingsoft Office keeps in touch with employees by agile communication throughout the appraisal process, regularly assesses individual or team performance and gives feedback and guidance, to ensure the achievement of performance targets.

Seasun Holdings combines OKR with Key Performance Indicator (KPI), requiring all departments to set the goals and indicators at the beginning of each quarter, complete the performance appraisal and make improvements in the middle of each quarter and carry out self-evaluation and supervisor evaluation at the end of each quarter. At the end of the performance cycle, Seasun Holdings conducts performance communication and feedback, to better achieve the overall strategic goal.

In respect of employee stock ownership plan (ESOP), we continuously carry out equity incentive plan to attract valuable talents and retain excellent employees. In 2024, we further expanded the scope of employees covered by the equity incentive plan, with all regular employees eligible for selection, and granted a total of 1,657,400 restricted shares to management personnel, key technical personnel, business backbones, and other employees who have made significant contributions to the Company.



100 % employees within the scope of the report participated in performance appraisals, except for those who left the Group during the appraisal period

Employee Promotion

The Group smooths the channel for employees' development, broadens their vocational development path and standardises the promotion management mechanism, giving inexhaustible momentum to talents' innovation.

Kingsoft, Kingsoft Office and Kingsoft Shiyu established a dual-channel promotion mechanism for management and professional development. We define fair and open promotion standards, with full respect and support for employees who choose the promotion path in accordance with their career development plans. In 2024, Kingsoft optimised the promotion standard policy, and refined the *Competency Standards for Group Platform Positions*. The document specifies that the Company can offer employees opportunities for cross-regional and cross-departmental development opportunities and provide guidance accordingly. This facilitates internal talent mobility.

Seasun Holdings adopts a point-based promotion policy, setting point threshold based on the job level and promotion requirements at different levels. Employees accumulate points by achieving performance standards, conducting professional sharing and other means. They are entitled to applying for promotion after reaching the threshold and can be promoted upon approval.

The Group provides employees with effective communication channels for promotion results, and an appeal and feedback channel. At the end of the annual appraisal, we conduct performance interviews to collect employees' suggestions and questions towards the appraisal process and results and adjust accordingly. According to the *Group Platform Performance Management System, Kingsoft Shiyu Promotion System (Trial)* and other relevant management systems, if employees disagree with the relevant performance and promotion appraisal results, they can lodge an appeal within the validity period of the appeal. The Group will re-evaluate such results in the light of the appeal handling regulations to ensure the justice and equity.

Education and Certifications Support

The Group supports all employees to obtain work-related education degrees and certificates after work and apply for work-related specific certificates or domestic vocational titles. We regard the degrees obtained, vocational titles of professional skills and other vocational qualification skills certificates as one of the factors to be considered for their promotion and salary adjustment. We open up degree programmes and certification support opportunities to all employees.



Degree Support

We encourage employees to further study and refine in professional domains and actively look for higher educational institutions to establish school-enterprise partnership and jointly offer courses, to improve employees' academic qualifications. After obtaining a work-related academic certificate, employees can apply for reimbursement of registration fee and part of the study costs from the Company.



Certification Support

We actively encourage and support employees to obtain vocational titles of professional skills, vocational qualification skill and other certificates. We also provide employees with subsidies for the acquisition of vocational skill certificates. The Company provides reimbursement of relevant exam fees after employees receive their work-related skill certificates.



We open up degree programmes and certification support opportunities to

100 % employees

Employee Development and Training

The Group is committed to building a “Learning Organisation” and strictly regulates the management and implementation of training work. Guided by the Group’s strategic development and focusing on the growth needs of our employees, we create an all-employee training system with Kingsoft’s characteristics, and continuously optimise training methods, enrich training programmes and expand internal and external training resources, in order to provide our employees with a full range of training courses covering all positions and grades, with the aim of comprehensively promoting the growth and development of each employee.

We set up Kingsoft and Kingsoft Shiyou “Action Learning” training platform and Kingsoft Office “Da Wu Xue Tang” online learning platform to provide flexible and convenient learning channels for employees. Prioritising the growth and development of internal employees, Seasun Holdings creates the “Eagle Series” talent cultivation system. This system covers a series of employees including new employees, core employees, and managers, encouraging and promoting professional growth and knowledge accumulation within the organisation. We also actively conduct training provided by external professional organisations and co-operate with various external professional educational institutions, consulting organisations and tertiary institutions to provide employees with a wide range of courses and training to enhance their overall professionalism. By the end of the reporting period, these learning platforms had launched over 120 courses, with a cumulative total of over 3,800 learners.



Orientation training for new recruits



Job-specific development training

Vocational skills training

- ▶ Clarify the company’s strategic objectives, business direction, and understand job responsibilities
- ▶ Familiar with the work system and process to enhance work efficiency

Accelerate the transition of new employees

Corporate culture training

- ▶ Understand the company’s history and cultural values
- ▶ Strengthen teamwork and communication
- ▶ Help new employees to better integrate into the group

Green skills training

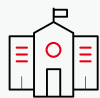
- ▶ Training on office software application, teamwork ability, basic job skills, etc.
- ▶ Enhance the basic skills and knowledge of employees

Professional advanced training

- ▶ Covering the latest industry developments, excellent industry case sharing and other topics of training
- ▶ Deepen and enhance the existing professional skills of employees

Practical training

- ▶ Combine theoretical knowledge and practical business training
- ▶ Reinforce the effect of training, improve the practical ability and skill level of employees



Teachers system



External training



Management training

Internal trainer

Internal course innovation and development

External experts

Introduction of external curriculum resources

Campus talent training

- ▶ University-enterprise co-operation in developing professional teaching courses, enriching the talent pool in line with business needs, cultivating high-quality applied talents, and achieving win-win situation for all parties

Business partner training

- ▶ The training covers product knowledge, code of conduct and other areas to promote the exchange of industry experience and business synergies

Industry talent training

- ▶ Training content covers office, game and other fields, to promote the development and innovation of the industry

Reserve management talent training

- ▶ Master basic management theories, methods and tools in advance
- ▶ Timely filling of key positions when they are vacant

Junior manager training

- ▶ Combining theory and practice to promote the application of basic management concepts on the ground
- ▶ Accelerate the change of management roles

Middle manager training

- ▶ Refining management concepts and methods to enhance overall management capabilities
- ▶ Execute and implement strategic plans

Senior manager training

- ▶ Enhance strategic thinking, leadership, decision-making ability and insight into industry trends
- ▶ Promote organisational change and development

Case: Empowerment through Cooperation with External Institutions

This year, the Group partnered with multiple qualified external institutions in education and training to enhance employees' core competencies. Kingsoft Office collaborated with external platform to launch a AIGC learning initiative, enabling employees to approach, understand, and apply AI into daily work. Employees could select AI-related courses tailored to their individual needs. The total number of courses available is 578, and the total learning duration exceeded 1,022 hours. Additionally, Kingsoft Office cooperated with external institutions to deliver general competency training courses, including *Effective Communication through Structural Thinking*, *Cross-Departmental Conflict and Collaboration*, *Excellent Application and Practice in Project Management*, and *Problem-Solving through Innovative Awareness*. These courses engaged 583 learners with cumulative learning duration of 1,540 hours.

To expand external learning resources, Seasun Holdings adopted a combined online and offline teaching approach, helping employees enhance their professional knowledge reserves and broaden their horizons. Seasun Holdings collaborated with Xingyuan Consulting to launch a training programme titled *Designing a Successful Business*, fostering employees' commercial acumen and holistic business vision. In cooperation with BCC Consulting, Seasun Holdings launched a training programme titled *Aligning Organisational and Individual Goals through a Canvas*, covering six globally renowned business models, to deepen employees' understanding of commercial logic and business fundamentals.

During the reporting period, the training data by category is listed as follows:

Employee Training

Category	2024
Percentage of Trained Full-Time Employees (%)	100
Percentage of trainees by gender (%)	
Male	100
Female	100
Percentage of trainees by level	
Management (%)	100
General staff (%)	100
Average Training Hours for Full-Time Employees (FTE) (hours)	9.18
Average training hours of each employee by gender (hours)	
Male	9.09
Female	8.29
Average training hours of each employee by level (hours)	
Management	14.51
General staff	8.33



Orientation Training for New Recruits

We are concerned about the growth of new employees after joining the Company. By providing pre-employment training, we help newcomers to quickly acquire skills and knowledge, integrate into our company culture and enhance their sense of belonging. In 2024, Kingsoft and Kingsoft Shiyou conducted new employee orientation training to help recruits swiftly acquire job-specific skills. Kingsoft Office designed a mentor-teaching mechanism, and carried out the “Upward Strength” and “Star Start” training programmes, facilitating new employees to integrate into the workforce environment. Season Holdings initiated the “Chuying Programme” for campus recruits to deepen their understanding of the Company and its operations.





“Upward Strength” Training Programme of Kingsoft Office



Chuying Programme of Season Holdings

The Group's New Employee Training Programme

Target Group	Organisations Conducting Training	Project	Project Description	Outcomes in 2024
 New employees recruited from school	Kingsoft and Kingsoft Shiyou	New Employee Orientation Training	<ul style="list-style-type: none"> Help new employees swiftly integrate into the Company's culture, master job skills, enhance teamwork capabilities, and establish a foundation for career development. 	<ul style="list-style-type: none"> A total of 139 campus-recruited new employees participated the training, achieving a 100% training satisfaction rate. Through the training, new employees familiarised themselves with the Company's processes and adapted to job requirements within a short timeframe.
	Kingsoft Office	“Upward Strength” Training Programme	<ul style="list-style-type: none"> Help newcomers quickly understand the Company's history and speed up their integration into the organisation and the team by setting up systematised courses and various experiential activities. 	<ul style="list-style-type: none"> The “Upward Strength” training programme was conducted in four sessions, with 488 participants, accumulated training duration of 77 hours and an average course satisfaction score of 4.99 (out of 5). A total of 484 campus recruits successfully transitioned to full-time roles through the training programme.
	Season Holdings	Chuying Programme	<ul style="list-style-type: none"> The Chuying Programme aims to strengthen employees' cultural integration, business understanding and professionalism, and to help new employees transition from students to excellent professionals. 	<ul style="list-style-type: none"> A total of 44 employees attended the training, with accumulated training duration of 26 hours and a course satisfaction score of 9.8 (out of 10).
 New employees recruited through social recruitment	Kingsoft Office	“Star Start” Training Programme	<ul style="list-style-type: none"> Focus on introducing the company's history, culture, compliance requirements, and security red lines to help new employees gain a thorough understanding of the company's various requirements and promote their understanding of the organisation. 	<ul style="list-style-type: none"> The “Star Start” programme conducted a total of 14 offline training sessions, with 602 participants, accumulated training duration of 103.5 hours and an average course satisfaction score of 4.94 (out of 5).
	Season Holdings	Chuying Programme	<ul style="list-style-type: none"> The Chuying Programme aims to strengthen employees' cultural integration, business understanding and professionalism, and to help new employees transition from students to excellent professionals. 	<ul style="list-style-type: none"> A total of 523 employees attended the training, with accumulated training duration of 6 hours per employee and a course satisfaction score of 9.6 (out of 10).

Job-specific Development Training

To enhance employees' job competence, the Group conducts a series of professional skills training for talents in the fields of research and development, functions, design and information security, etc. By providing general skills training, professional advanced training and practical skills training, we help employees to deepen professional knowledge, understand the cutting-edge technology and development trend of the industry, and enhance practical skills, to realise the all-round development of talents. In addition, training organisers of each business line will conduct an employee questionnaire survey after every two training sessions. This helps identify topics of interest to employees and pain points in businesses, so as to determine the training themes.



Seasun Holdings SDC Training

The Group's Professional Competence Training Programme

Target Group	Organisations Conducting Training	Project	Project Description	Outcomes in 2024
Research and Development (R&D) talent	Kingsoft and Kingsoft Shiyou	AI Technology Exploration in the Era of Large Models	<ul style="list-style-type: none"> Conduct internal knowledge-sharing sessions to discuss the current state of AI technology development, aiming to stimulate innovative thinking among employees and advance digital teamwork and business growth. 	<ul style="list-style-type: none"> A total of 437 employees attended the training, with training duration of 2 hours and a 98% satisfaction rate. This progressively enhances employees' proficiency in utilising AI tools.
		Game Publishing Strategy Analysis and Planning	<ul style="list-style-type: none"> Introduce the principles and operation methods of Kingsoft and Kingsoft Shiyou Q&A Knowledge Base, to help R&D talents improve the efficiency of expertise acquisition and application. 	<ul style="list-style-type: none"> A total of 203 employees attended the training, with training duration of 2 hours and a 99% satisfaction rate. The training strengthened the planning and strategic capabilities of game publishing personnel.
	Kingsoft Office	R&D Training Institute	<ul style="list-style-type: none"> Conduct a three-month full-time technical training programme for new campus-recruited R&D employees, and invite senior staff to act as mentors to teach AI technology, C++, WEB front-end, server-side development and other professional technical knowledge. 	<ul style="list-style-type: none"> A total of 410 employees participated in the training, with accumulated training duration of 528 hours and a satisfaction rate of 9.5 (out of 10). The programme effectively contributed to the successful implementation of 15 R&D projects.
Information security talent	Kingsoft and Kingsoft Shiyou	Information Security Training	<ul style="list-style-type: none"> The training covers information security, data security, operation norms, etc. It aims to enhance employees' cybersecurity awareness, equip them with protective skills, safeguard corporate data, and prevent potential risks. 	<ul style="list-style-type: none"> Information security training was conducted for 639 employees for 2 hours with 99% course satisfaction.
Design talent	Kingsoft and Kingsoft Shiyou	Game Design Demystification	<ul style="list-style-type: none"> Impart professional design knowledge and skills such as game development and design to employees, aiming to improve their professional skills. 	<ul style="list-style-type: none"> Design related training was conducted for 218 employees for 2 hours with 99% course satisfaction.
Financial talent	Kingsoft and Kingsoft Shiyou	Financial Budget Management Training	<ul style="list-style-type: none"> The training covers fundamental financial knowledge and budget management methodologies, designed to improve capabilities in budgeting and execution, optimise resource allocation, and support the achievement of refined financial management and strategic objectives. 	<ul style="list-style-type: none"> Training courses were conducted for 78 employees for 2 hours with 98% course satisfaction.
Sales talent	Kingsoft Office	New Sales Training Camp	<ul style="list-style-type: none"> The training covers content such as key product presentation, industry strategies, case studies, business processes and legal compliance. It comprehensively enhances the professional competence of the sales staff and organises team building activities to strengthen the cohesiveness of the sales team. 	<ul style="list-style-type: none"> Special training was conducted with 81 participants, accumulated training duration of 37 hours and a feedback satisfaction score of 4.93 (out of 5).
Gaming talent	Seasun Holdings	SDC (Seasun Development Conference) training	<ul style="list-style-type: none"> The training covers game research and development, game publishing and game operation, aiming at strengthening employees' professional skills and related vocational abilities. 	<ul style="list-style-type: none"> A total of 13 training sessions were conducted, with training courses offered to 333 employees and a training satisfaction score of 9.7 (out of 10).

Succession Planning and Leadership Training

Every year, we launch an inventory of high-potential managers and successors, clarify the quality requirements model for key leadership positions at each level and create a “Kingsoft Manager Succession Plan” in line with the Group’s development strategy and core business needs, to open up the development paths of senior, middle and junior managers. During the inventory, we fully explored potential management talents and build up a sufficient pool of reserve talents for the sustainable development of the company to cope with the long-term development of the business.

Based on the results of the inventory, we provide targeted leadership training for managers at all levels and management reserves to help them enhance management skills to meet the requirements of positions.



The Group's Succession Planning and Leadership Training Programme

Target Group	Organisations Conducting Training	Project	Project Description	Outcomes in 2024
Senior manager	Kingsoft and Kingsoft Shiyou	Senior Management Strategic Learning Programme	<ul style="list-style-type: none"> Provide senior managers with communication opportunities for strategic learning, and help them gain a holistic understanding of industry trends and the competitive landscape, to enhance their capability of developing long-term strategies, 	<ul style="list-style-type: none"> A total of 24 senior managers participated in the training, with cumulative learning duration of 32 hours and a course satisfaction score of 100 (out of 100).
	Seasun Holdings	Feiying Programme	<ul style="list-style-type: none"> Conduct training on broadening horizons and enhancing overall perspective and business awareness for senior managers to make them more competent in their next-stage positions. 	<ul style="list-style-type: none"> A total of 87 people participated in the training, with learning duration of 32 hours and a satisfaction score of 9.65 (out of 10).
Middle manager	Kingsoft and Kingsoft Shiyou	Middle Management Training Programme	<ul style="list-style-type: none"> Through systematic training, the programme enhances the management, leadership and execution skills of middle managers, which promotes the implementation of organisational strategies and the improvement of team performance. 	<ul style="list-style-type: none"> A total of 29 middle managers participated in the training, with cumulative learning duration of 64 hours and a course satisfaction score of 100 (out of 100).
		Middle Management Talent Training	<ul style="list-style-type: none"> Provide targeted training to middle managers in management and AI innovation. 	<ul style="list-style-type: none"> A total of 69 employees participated in the training, with a total of 48 hours of study and a course satisfaction score of 98.5 (out of 100).
	Kingsoft Office	Middle Management Employee Training	<ul style="list-style-type: none"> Addressing the developmental needs of middle management, we have launched a special management training programme themed on systematic thinking and goal management planning. The programme aims to clarify role position and responsibilities of middle managers, emphasise the importance of organisational goal alignment, and familiarise them with effective processes and critical steps for goal management. 	<ul style="list-style-type: none"> One training session was conducted, with a total of 46 participants a satisfaction score of 4.33 (out of 5) and an NPS score of 4.02 (out of 5). This year, 1 middle manager was promoted to senior management.
Junior manager	Kingsoft and Kingsoft Shiyou	Kingsoft Cadres Training Programme	<ul style="list-style-type: none"> Enhance the comprehensive capabilities of junior managers to ensure the effective implementation of organisational goals at the junior level and develop effective performers. 	<ul style="list-style-type: none"> A total of 40 junior managers participated in the training, with cumulative training duration of 64 hours and a course satisfaction score of 100 (out of 100).
	Kingsoft Office	Junior Management Training	<ul style="list-style-type: none"> To systematically enhance the management capabilities of junior managers, Kingsoft Office has identified five core management principles and developed a comprehensive general curriculum to help them grasp essential management concepts and skills. Additionally, we offer customized training programs tailored to different business units, incorporating relevant modules to align with specific departmental management needs. 	<ul style="list-style-type: none"> A total of 5 training sessions were conducted and 174 junior managers participated in the training.
	Seasun Holdings	Super Manager Series Open Course	<ul style="list-style-type: none"> The Super Manager Series Open Courses are training programmes designed by Seasun Holdings to empower front-line managers. These courses focus on essential managerial skills and aim to cultivate "Super Managers" within Seasun Holdings. 	<ul style="list-style-type: none"> A total of 137 employees participated in the training, with cumulative learning duration of 12 hours and a course satisfaction score of 9.45 (out of 10).

Target Group	Organisations Conducting Training	Project	Project Description	Outcomes in 2024
Managers' Reserve	Kingsoft and Kingsoft Shiyou	Kingsoft Management Cadres Training Programme	<ul style="list-style-type: none"> The Management Cadres Training Programme aims to enhance cadres' management competencies, strengthen teamwork, drive the implementation of corporate strategies, and support Kingsoft's continuous innovation and development. 	<ul style="list-style-type: none"> A total of 29 management cadres participated in the training, with learning duration of 106 hours and a course satisfaction score of 4.9 (out of 5).
		Young Cadres Training	<ul style="list-style-type: none"> The Young Training Programme of Kingsoft aims to cultivate future leaders through a systematic curriculum integrated with practices. It helps enhance their strategic thinking, innovative capabilities, and team management skills, thereby infusing enduring vitality into Kingsoft. 	<ul style="list-style-type: none"> A total of 40 young cadres participated in the training, with 92 hours of study and a course satisfaction score of 4.9 (out of 5).
	Kingsoft Office	Youth Cadres Training Courses	<ul style="list-style-type: none"> Select and train high-potential young cadres, help them to understand their positioning in management roles, as well as their missions and responsibilities through a series of training programmes. This enhances young cadres' overall management skills, systematic thinking abilities, innovation abilities and collaborative communication skills. 	<ul style="list-style-type: none"> Kingsoft Office conducted the fourth session of Youth Training Courses. Based on the profiles of young cadre, 26 high-potential young cadres were selected and trained. The training satisfaction score was 4.82 (out of 5).
	Seasun Holdings	Feiying Programme for Young Cadres	<ul style="list-style-type: none"> The programme aims at enhancing all-round capabilities of employees, and enabling them to meet the requirements of the next-stage positions. The training includes broadening horizons, enhancing overall perspective and business awareness. 	<ul style="list-style-type: none"> A total of 87 people participated in the training, with learning duration of 32 hours and a satisfaction score of 9.65 (out of 10).

Industry Talent Training

The Group is committed to promoting knowledge sharing and advancement in the industry. In addition to internal training for employees, we also actively provide our course resources to support the learning and development of university students, business partners and industry talents. This year, Kingsoft and Kingsoft Shiyou and Kingsoft Office actively carried out school-enterprise cooperation projects to achieve a close connection between the training of talents in universities and the employment needs of enterprises.

Case: Kingsoft Office Held an Information Technology Competition to Identify High-Potential Technological Talents

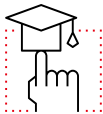
In 2024, leveraging the Summer Excellence Academy of Wuhan University of Technology (“WUT”), Kingsoft Office cooperated with iFLYTEK to hold the “Kingsoft-iFLYTEK Cup” --- WUT Programming Competition and the ICPC International Collegiate Programming Contest Campus Trial. The event was open to university students nationwide. A total of 65 teams participated in the competition, with approximately 200 students registering on-site and over 500 students registering online via the Nowcoder platform. The Trial aimed to identify and cultivate technological talent in higher education institutions through a competition-based approach.



“Kingsoft-iFLYTEK Cup” Programming Competition

Case: Industry-University-Research Collaboration for Talent Development

The Group actively strives to establish itself as an innovation highland, industrial highland, and talent highland. By persistently collaborating with universities in Wuhan, we jointly explore talent development programmes to advance the comprehensive growth of professionals in information technology, big data, digital culture, and related fields. In 2024, the Group signed a strategic cooperation agreement with the Wuhan East Lake High-Tech Development Zone. This partnership will integrate AI and HarmonyOS native application development businesses such as intelligent office assistants, and large models for government affairs. Together, we aim to build a globally influential R&D headquarters and settlement headquarters. To this end, the Group will accelerate the construction of a 10,000-person R&D centre. Through industry-university-research cooperation and faculty exchanges, we will align academic curricula with real-world corporate demands and cutting-edge technologies. By the end of the reporting period, the Group had established in-depth collaborations with 35 universities in Hubei Province, driving the cultivation and deployment of IT professionals.

Target Group	Organisations Conducting Training	Project	Project Description	Outcomes in 2024
 Campus Talent	Kingsoft and Kingsoft Shiyou	School-Enterprise Cooperation	This year, we cooperated with five schools, including Wuhan University, Huazhong University of Science and Technology and China University of Geosciences, to carry out talent cultivation projects, assisting universities in developing professional curricula, cultivating high-calibre applied talents and continuing to output digital talents for the industry.	A total of 25 school-enterprise cooperation projects had been carried out, training or instructing more than 2,500 students. Project topics cover areas such as artificial intelligence, career development, and game production.
	Kingsoft Office	School-Enterprise Cooperation	The Company participated in the Ministry of Education’s “Industry-University Cooperation Collaborative Education Project”, and cooperated with many colleges and universities to incorporate the knowledge of WPS office skills into the teaching system of computer courses in colleges and universities.	The Company had established in-depth partnerships with 12 universities in formulating talent cultivation programmes, developing training bases, and conducting vocational training. The targeted talent training project jointly developed with China University of Geosciences (Wuhan) and the employment internship base project co-launched with South-Central Minzu University were recognised as outstanding cases in the Talent Training Programme for Employment Supply and Demand Matching by the Ministry of Education.

The Group’s Industry Training Programme

Employee Care

We care our people's sense of belonging and well-being, and are committed to fostering a harmonious, equal and united working atmosphere. We attach importance to our people's physical and mental health, strengthening the management of their occupational health and safety to secure their health and safety. We establish an effective employee communication mechanism, listen carefully to employees' voices, organise enriched employee activities and provide multiple employee benefits to meet the different needs of our employees in work and life.

Safe Office Environment

In strict compliance with the *Labour Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China* and other laws and regulations on occupational health and safety and fire safety in the workplace, we formulate and implement various safety-related policies such as the *Management Policy for Office Environment of Kingsoft*, the *Measures for the Management of Visitors' Entrances and Exits of Kingsoft*, the *Occupational Health Inspection Policy*, the *Policy for the Labour Protection Supplies Distribution*, and the *Emergency Response Policy*. We regularly assess the risks and hazards associated with occupational health and safety in our premises, prioritise and implement action plans. We also provide necessary safety protective equipment and organise occupational safety and health training to comprehensively safeguard the health and safety of employees in office areas.

In 2024, we carried out various measures to provide a healthy and safe working environment for employees.

Optimise the planning and layout of the office areas, set up tea rooms, and regularly inspect and maintain office facilities to reduce safety hazards caused by malfunctioning facilities.

Continuously strengthen the safety management in our office areas and develop the *Emergency Plan for the Handling of Medical Emergencies* to deal with employees' safety emergencies. Meanwhile, we establish access control and security monitoring in office areas to strictly manage entrances and exits, and stringently manage vehicles entering and leaving the campus.

We are committed to enhancing employees' safety awareness by conducting monthly fire safety inspections in the workplace and organizing regular training programs, including fire evacuation drills, first-aid awareness sessions, campus safety and emergency management training, as well as safe operation procedure training.

Equip emergency rescue devices, including first aid kits at all floors and AED equipment in the Xiaomi Campus³¹ and Kingsoft Building.

Organise regular occupational health examinations for employees to prevent and detect occupational diseases. At the same time, investigate and handle work-related employee injuries, ill health, illnesses and accidents in accordance with established processes.



In 2024, the number of lost days due to work injury was

0

days in the Group



and

0

work-related fatalities occurred over the past three years

³¹ Xiaomi Campus refers to the campus in Beijing where the Group leases office buildings.

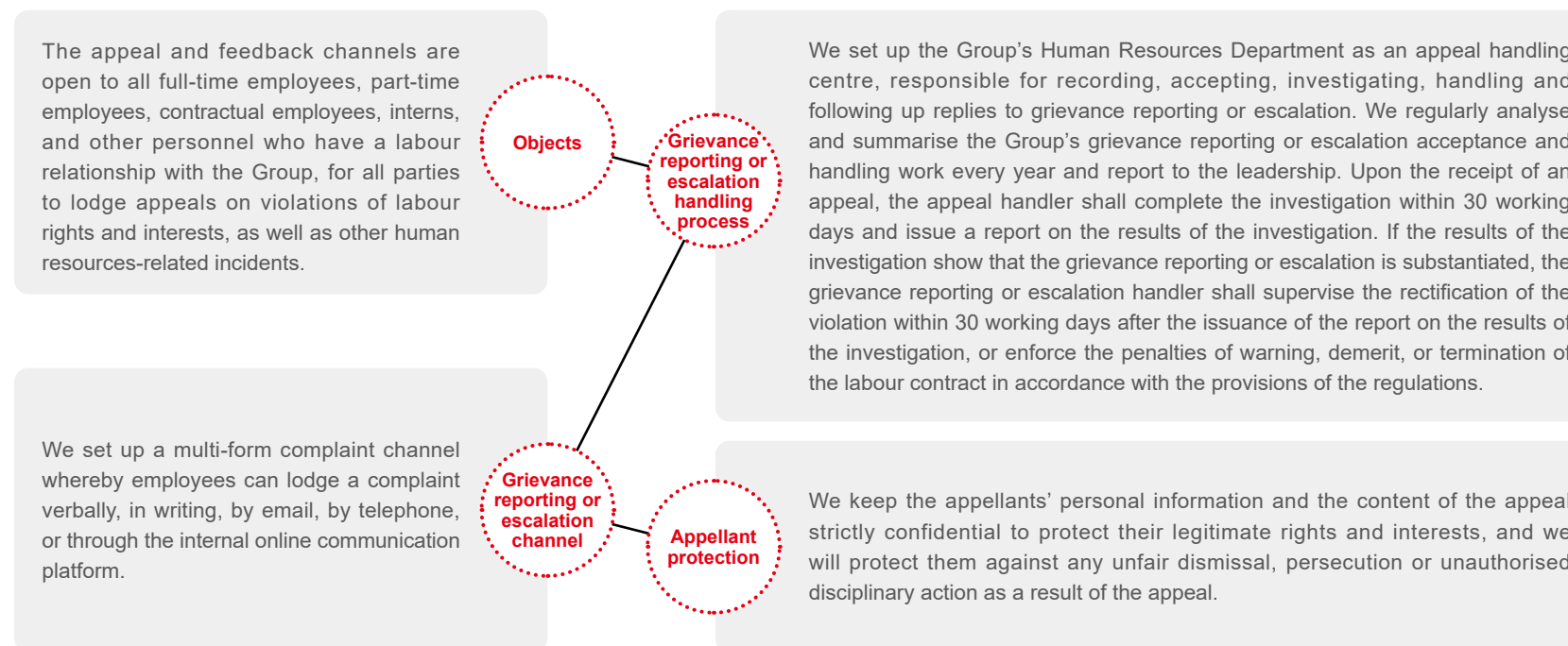
Employees' Mental and Physical Health

The Group attaches great importance to people's physical and mental health, and offers a diverse range of fitness options and psychological care services. In 2024, the Group provided health examination services for all employees and launched a variety of health check-in activities to help employees develop healthy lifestyles. Kingsoft Office provided employees with a free gym and sports facilities, and continued to carry out Employee Assistance Program (EAP³²). By building the "Heart-Warming EAP" platform, we regularly provided mental health consulting services to employees in various forms, including on-site consultation, mental health lectures and service hotline for psychological counselling and resolved employees' confusion in their work and life by inviting professional institutions. In 2024, Seasun Holdings provided employees with healthcare massage activities and held the 4th "Weight Losing Competition", encouraging employees to strengthen their bodies and improve their physical fitness. Seasun Holdings regularly held psychological care activities with different themes, including mental health salons, Therapy Dog Healing and Fun Psychology Fair to safeguard the mental health of employees.

³² EAP refers to Employee Assistance Programme, which is a set of systematic and long-term welfare and support programmes set up by an enterprise for its employees. Through the diagnosis and advice of professionals to the organisation and the provision of professional guidance, training and counselling to employees and their immediate family members, it aims to help solve various psychological and behavioural problems of employees and their family members, and to improve the performance of employees in the enterprise.

Employee Communication

We strive to provide our people with smooth and anonymous appeal and feedback channel and an appeal handling process. Strict confidentiality is maintained regarding appellants and information on their appeals, and the necessary means are taken to protect the appellants' personal safety and legitimate rights and interests. Employees can file complaints regarding discrimination, harassment, bullying and other issues related to their rights and interests. They can also voice concerns about the results of performance appraisals, promotion decisions, or salary matters.



We did not receive any feedback in 2024. If we receive a complaint, we will contact, and resolve each named complaint individually to actively implement related employee needs.

In addition, we conduct annual employee satisfaction survey based on the Gallup Q12 model³³, carefully understand employees' demands and work experience, and actively respond to them. In 2024, Kingsoft Office conducted 4 employee satisfaction surveys on working experience, office facilities and other topics, with an average satisfaction rate of over 95%. We responded to the issues raised by employees in the survey by holding executive communication meetings, etc., and formulated targeted improvement plans.


 with an average satisfaction rate of over **95%**

³³ The Gallup Q12 model is a widely used tool for organisational management and employee attitude assessment. It consists of 12 questions designed to measure employee engagement and working environment, with a particular focus on front-line participation and feedback.

Employee Benefits

The Group focuses on humanistic care and adheres to improve various non-salary benefits for all employees, providing supports covering benefits subsidies, health protection, activity benefits, maternity support, family support and blended working, and giving all-round care to employees according to their needs to keep work and life balance. Specific welfare measures are set out below:



Allowances

- | | | |
|------------------------------------|-----|--|
| Festival allowances | >>> | Chinese New Year bonus. |
| Birthday allowances | >>> | Kingsoft, Kingsoft Shiyu and Seasun Holdings distributed birthday cash or gift cards to employees for their birthdays. |
| Funeral allowances | >>> | Compensation for employees whose immediate family members have died. |
| Marriage and childbirth allowances | >>> | Kingsoft, Kingsoft Shiyu and Seasun Holdings provide employees with RMB 1,000 wedding or maternity allowances. |
| Meal allowances | >>> | Reimbursement for lunch and overtime meal expenses. |
| Transportation allowances | >>> | Full reimbursement for transportation expenses arising from overtime work. |
| Difficulties assistance | >>> | Kingsoft Office has developed the <i>Measures for the Administration of Special Funds for Helping Employees in Straitened Circumstances</i> to regulate the support funds for employees with financial difficulties. |



Health Services

- | | | |
|-------------------------|-----|--|
| Medical insurance | >>> | Basic medical insurance and supplementary commercial medical insurance. |
| Physical health service | >>> | Annual physical examination and interpretation of physical examination reports.
Specialised health services, such as the “Intangible Cultural Heritage Moxibustion Therapy” and “Women’s Health” lectures of Seasun Holdings and the dental services and TCM therapy provided by Kingsoft Office. |
| Mental health service | >>> | Psychological counselling services for employees.
Psychological health activities, such as the “Psychological Healing” and “Worry-free Valley Psychology Salon” organized by Seasun Holdings. |
| Health facilities | >>> | Fitness facilities are provided in the office space, with staff assigned to inspect them and guide employees in exercising scientifically and reasonably. |
| Health activities | >>> | The Group has established football, basketball, yoga, and other clubs, which have organised wonderful events.
The Group also organises fun physical activities such as hiking and stress-relieving pillow competitions. |



Family Support

- Nursing leave** >>> • Paid nursing leave for only-child employees. Kingsoft Office provides its employees with 10 days of nursing leave.
- The “Kingsoft Family Day” of Kingsoft and Kingsoft Shiyou.

- Family activities** >>> • The “Parents’ Day” and the “Tenth Family Open Day” of Season Holdings.
- The “Mid-Autumn Family Day” of Kingsoft Office.



Activities Welfare

- Holiday activities** >>> • During traditional festivals such as the Mid-autumn Festival and the Dragon Boat Festival, as well as special observances like Programmer's Day, activities are organised, where employees can enjoy afternoon tea, holiday gift packages, and other benefits.

- Cultural activities** >>> • The “Fish Lantern Making” of Kingsoft and Kingsoft Shiyou.
- The “Hanfu Festival”, the Reading Season and fellowship activities of Season Holdings.
- The “3rd Role Model Selection Campaign” of Kingsoft Office for promoting the stories of role models and enhancing employees' understanding and recognition of our corporate culture.



Maternity Support

- Maternity leave** >>> • Prenatal check-up leave, maternity leave, breastfeeding leave, parental leave, and paternity leave as specified by the law. Season Holdings provides up to 208 days of maternity leave, 15 days of paternity leave, and 20 days of parental leave.

- Supporting facility** >>> • Nursing rooms are provided at major office spaces for pregnant and lactating employees. In 2023, Season Holdings was awarded the title of “Guangdong Mommy’s Cabin”.



Flexible Working

- Flexible working hours** >>> • In bad weather, we allow employees to flexibly adjust their arrival and departure times within permissible limits.

Green Operation

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and other relevant laws and regulations to regulate the management of energy, resources and emissions in the Group's operations. We also monitor our environmental management performance on an annual basis by setting and tracking the Group's targets in terms of emission reduction, energy conservation, water saving and waste reduction, and reviewing the achievement of the previous year's targets, with a view to minimising the negative impact of the Group's operations on the environment and natural resources. In addition, we keep improving energy conservation and emission reduction measures, including building green campus, creating green supply chains, advocating green offices and low-carbon lifestyles, actively responding to climate change, and engaging in multi-party cooperation to fulfil our commitment to green operations through practical actions.

We focus our environmental management on the following four areas:

Reduce

Reduce resource use and save unavoidable resource consumption.

Reuse

Extend the useful life of the Company's resources.

Recycle

Effectively recycle the Company's resources and reduce waste emissions.

Rethink

Rethink resource management methods and innovate means of conserving resources.

Environmental Targets

The Group's 2024 Environmental Targets and Progress				
Category	Targets in 2024	Performance in 2024	Target Year	Target Progress
Energy conservation and emission reduction	Kingsoft gradually will expand the proportion of clean energy use, such as solar and air energy, and reduce the amount of purchased electricity by no less than 180 MWh per year.	182.5 MWh	2024 and beyond	Achieved in 2024, ongoing
	Kingsoft Building will reduce electricity consumption by 40 MWh by using energy-saving devices such as LEDs.	40 MWh	2024 and beyond	Achieved in 2024, ongoing
	The servers purchased by Season Holdings will be 100% compliant with the green product certification requirements.	100%	2024 and beyond	Achieved in 2024, ongoing
	In 2024, the per capita power consumption in the Group's Zhuhai Campus will be decreased by 5% compared to 2023.	5%	2024	Achieved in 2024
	In 2024, the per capita power consumption in the Group's Beijing Campus will be decreased by 1% compared to 2023.	1%	2024	Achieved in 2024
	In 2024, the per capita power consumption in the Group's Wuhan Campus will be decreased by 1% compared to 2023.	1.36%	2024	Achieved in 2024
Water conservation	Water-saving taps will be used in the office areas of each of the Group's operating locations.	Achieved	2024 and beyond	Achieved in 2024, ongoing
	In 2024, the per capita water consumption in the Group's Zhuhai Campus will be 3 tonnes less than that of 2023.	3 tonnes	2024	Achieved in 2024
Waste reduction	The Group will have 100% of end-of-life hard drives, servers, switches, displays, batteries, and other related wastes from the leased IDCs processed by qualified recyclers in accordance with regulations.	100%	2024 and beyond	Achieved in 2024, ongoing
	The Group will fully implement waste sorting in its self-owned office buildings.	100%	2024 and beyond	Achieved in 2024, ongoing
The Group's 2025 New Environmental Targets				
Category	Targets in 2025	Target year		
Energy conservation and emission reduction	In 2025, the per capita power consumption in the Group's Zhuhai Campus will be decreased by 5% compared to 2024.	2025		
	In 2025, the per capita power consumption in the Group's Beijing Campus will be decreased by 1% compared to 2024.			
	In 2025, the Power Usage Effectiveness (PUE) of the self-owned data center in the Group's Wuhan Campus will not exceed 1.39.			
	In 2025, 95% of the air-conditioning equipment installed in the Group's Wuhan Campus will meet the Grade 1 energy efficiency rating.			
Water conservation	In 2025, the per capita water consumption in the Group's Zhuhai Campus will be 3 tonnes less than that of 2024.			
Waste reduction	In 2025, the Group's Wuhan Campus will recycle up to 100% of non-hazardous waste, and dispose of 100% hazardous waste in accordance with regulations.			
	All office paper procured for the Group's Zhuhai Campus, all toilet paper procured for the Group's Beijing Campus and all office paper as well as toilet paper procured for the Wuhan Campus, are FSC-certified.			

Response to Climate Change

The Group places great emphasis on responding to climate change. In 2024, we have referred to the initial two sets of ISSB Standards issued by the International Sustainability Standards Board (ISSB), the *Corporate Sustainability Disclosure Standards - Basic Standard (Pilot)* jointly issued by the Ministry of Finance and nine ministerial-level authorities, and the relevant provisions of the *Hong Kong Stock Exchange's Listing Rules and Guidance*. We identify the risks and opportunities that climate change poses to our business operations, develop climate risk-related response actions and actively explore climate opportunities. We reduce energy consumption and carbon emissions due to traditional energy consumption by replacing the use of traditional energy sources with renewable energy sources. We also increase our research, development and investment in research and development of green and low-carbon products, and work with our customers and industry partners to move towards a greener future. To better understand the Group's carbon emissions during our operations, we continuously conducted a GHG emissions inventory. We continued our efforts to measure and disclose our Scope1, 2 and 3 GHG emissions.

Governance

The Group places high importance on climate change issues. The ESG Committee of the Board of Directors holds ultimate responsibility for climate-related matters, overseeing all ESG management efforts, including the identification, assessment and management of climate risks, as well as the ongoing monitoring and review of climate-related targets and their progress. The ESG Committee of the Board of Directors authorises the Carbon Emissions Working Group of the Group to implement climate change related management tasks, conduct daily identification and assessment of climate risks and opportunities, coordinate cross-departmental initiatives related to climate change, and report the management and progress to the ESG Committee of the Board of Directors on climate-related management annually. The Company regularly organises sharing sessions on climate-related topics, for the ESG Committee of the Board of Directors and management to enhance their professional understanding and competency in climate-related matters.

Strategy

In 2024, the Group for the first time employed climate scenario analysis, integrating predictions from authoritative institutions regarding changes in the natural environment and socio-economic conditions under different warming scenarios with the Group's identified climate-related risks and opportunity events. This approach enabled a comprehensive examination of climate risks and opportunities confronting self-built data centers and office campuses across various time horizons³⁴. By incorporating feedback from business units regarding the probability of occurrence and potential impact of these risks and opportunities, the Group assessed and prioritized them accordingly. This process facilitated the establishment of risk response priorities, thereby assisting the company in formulating more robust mitigation measures and enhancing climate resilience.

Assessment of Climate Risks and Opportunities

In 2024, the Group introduced climate scenario analysis for the first time. By integrating authoritative projections on natural and socio-economic changes under varying temperature rise scenarios with the Company's identified climate-related risks and opportunities, we further mapped climate-related risks and opportunities for IDCs and workplaces across different time frames³⁴. Informed by feedback from business departments on the likelihood and impact of these risks and opportunities, we categorised the risks and opportunities into different levels, and clarified prioritisation for risk mitigation, in a view to developing robust response measures to enhance our climate resilience.

³⁴ Taking into account core business planning, the timeline of societal low-carbon development goals, climate-related disclosure standards, and management recommendations, we have defined the time frames as follows: short-term (within 1 year after the reporting period, including 1 year); medium-term (1 to 5 years after the reporting period, including 5 years); and long-term (more than 5 years after the reporting period). This framework enables reasonable assessments of how climate impacts may affect business development across different time frames.

Climate Risk Assessment Results - Physical Risks

In terms of physical risks, climate change-induced typhoons and floods (acute risks), rising average temperatures, shifts in rainfall(precipitation) patterns, and extreme climatic variations (chronic risks) may pose potential operational impacts on Kingsoft, though the overall risk level remains low. The table below identified key physical risks, impacts, and related mitigation measures:

Risk Category		Business Impact Pathway	Financial Impact	Time Frame	Risk Control Measures
Acute risks	Increasingly severe extreme weather events, such as typhoons, tornadoes and hurricanes	<ul style="list-style-type: none"> Kingsoft's Zhuhai Campus is located in Zhuhai, Guangdong Province, a high-risk area for typhoons, tornadoes and hurricanes. As for business operations, these extreme weather events may damage equipment and/or buildings, increasing renovation and/or repair costs. To mitigate these risks, Kingsoft may invest in operational facilities (e.g., typhoon-resistant moulds) for typhoon prevention. Moreover, large-scale power and water outages in operating areas may be caused by more frequent occurrence of extreme weather events, such as typhoons, tornadoes and hurricanes, could disrupt Kingsoft's business operations, resulting in financial losses. In terms of assets, Kingsoft's infrastructures in Zhuhai, including office buildings, electronic equipment, lighting devices and/or infrastructure like municipal pipelines in Zhuhai Campus may sustain damage or become obsolete due to extreme weather events like typhoons, tornadoes and hurricanes. This could result in increased expenditures for equipment procurement and accelerated depreciation of fixed assets. Frequent occurrences of such events may prompt insurers to raise premiums for fixed asset (such as equipment or buildings) coverage, elevating insurance costs. Over the medium-to-long term, if the frequency of such extreme weather events escalates, insurance payouts may fail to fully cover the losses on fixed assets, resulting in additional out-of-pocket expenses. 	<ul style="list-style-type: none"> Increased operating costs Impairment of fixed assets 	Short-term, medium-term and long-term	<ul style="list-style-type: none"> In campus construction and management, fully integrate natural disaster risk considerations, develop and refine emergency plans for flood control, typhoon resistance, windstorm mitigation, and snow disaster preparedness, and ensure scientific and actionable response measures. Procure professional typhoon-resistant door/window reinforcement molds, and reinforce park-area windows and doors before the typhoon season to ensure structural safety; Equip emergency supplies including sleds, snow/ice melting agents, and sandbags for windstorm, flood, and snow disaster preparedness, ensuring readiness for extreme weather emergencies; Construct stormwater retention ponds within the park to alleviate pressure on municipal drainage systems during floods and enhance overall flood control capacity. Constructing a water storage pond in the park effectively alleviates the pressure on the municipal drainage system caused by floods and enhances the park's flood prevention capacity.
	Increasingly severe extreme weather events, such as floods	<ul style="list-style-type: none"> The Group's Wuhan Campus is located in a flood-prone area. As for business operations, floods may damage equipment and/or buildings, increasing renovation and/or repair costs. To mitigate these risks, the Group may invest in operational facilities (e.g., waterproof sandbags) for flood control. Moreover, large-scale power and water outages in operating areas caused by more frequent occurrence of such events could disrupt the Group's business operations, resulting in financial losses. In terms of assets, Kingsoft's infrastructures in Wuhan, including office buildings, electronic equipment, lighting devices and/or municipal pipelines in Wuhan Campus may sustain damage or become obsolete due to extreme weather events like floods. This could result in increased expenditures for equipment procurement and accelerated depreciation of fixed assets. Frequent occurrences of such events may prompt insurers to raise premiums for fixed asset (such as equipment or buildings) coverage, elevating insurance costs. Over the medium-to-long term, if the frequency of such extreme weather events escalates, insurance payouts may fail to fully cover the losses on fixed assets, resulting in additional out-of-pocket expenses. 			

Risk Category		Business Impact Pathway	Financial Impact	Time Frame	Risk Control Measures
Chronic risks	Rising average temperatures	<ul style="list-style-type: none"> The rise in average temperature not only increases the cooling burden on data center equipment in leased facilities but also potentially reduces the efficiency of cooling systems, increases energy consumption, and further raises operational costs. Moreover, extreme high temperatures can cause data center equipment to overheat, malfunction, or even shut down, disrupting the normal operation of critical services. In terms of leased data center operations, the increase in temperature and extreme weather events can lead to a shortened lifespan of equipment, increasing the frequency and cost of equipment replacement. Additionally, to maintain normal data center operations, it is necessary to increase the energy and water consumption of cooling and heat dissipation systems. This not only raises operational costs but also may result in higher carbon emissions. 		Medium-term and long-term	<ul style="list-style-type: none"> Preferably locate IDCs in regions with abundant natural cooling resources and renewable energy supplies to reduce energy consumption for cooling; Select IDCs adapt to advanced cooling technologies based on local conditions (e.g., moderate-temperature chilled water systems in North China) to elevate chilled water supply temperatures. This approach reduces reliance on mechanical refrigeration and cuts energy consumption.
	Changes in rainfall (precipitation) patterns and extreme changes in weather patterns	<ul style="list-style-type: none"> Climate change-induced precipitation and extreme weather events are experiencing dynamic shifts in frequency, intensity, and duration under the influence of global warming. Due to geographical distribution, Zhuhai Campus and Wuhan Campus may face more frequent and severe rainfalls and floods, potentially damaging physical assets such as office equipment and buildings, which could lead to accelerated write-offs or premature replacements of equipment, thereby increasing capital costs; Meanwhile, rising maintenance expenses for such equipment and buildings would drive up operating costs; and extreme weather events could escalate health and safety risks for employees, requiring additional investment in safety measures/monitoring, and elevated insurance premiums for accident injury, further increasing labour-related costs. As extreme heat weather heightens heatstroke risks for employees, higher costs are allocated for employee health and safety; The Group's Beijing Campus may face higher energy costs for cooling equipment such as air conditioning due to reduced rainfall and extreme heat; Extreme changes in weather patterns could destabilise infrastructures such as power grids and networks, compromising the stability and reliability of online services. This would necessitate costly maintenance, contingency planning for climate volatility, and higher market risk premiums, ultimately inflating the Company's overall capital costs. 	<ul style="list-style-type: none"> Rising operating expenses Rising capital expenditures 	Short-term, medium-term and long-term	<ul style="list-style-type: none"> Upgrade drainage systems, reinforce building structures, optimise equipment layouts to reduce the risk of asset damage from extreme rainfall, while increase investment in employee health and safety to safeguard employees' rights and interests. Strengthen infrastructure resilience and emergency response capabilities, develop contingency plans to ensure business continuity.

Climate-related transition risks

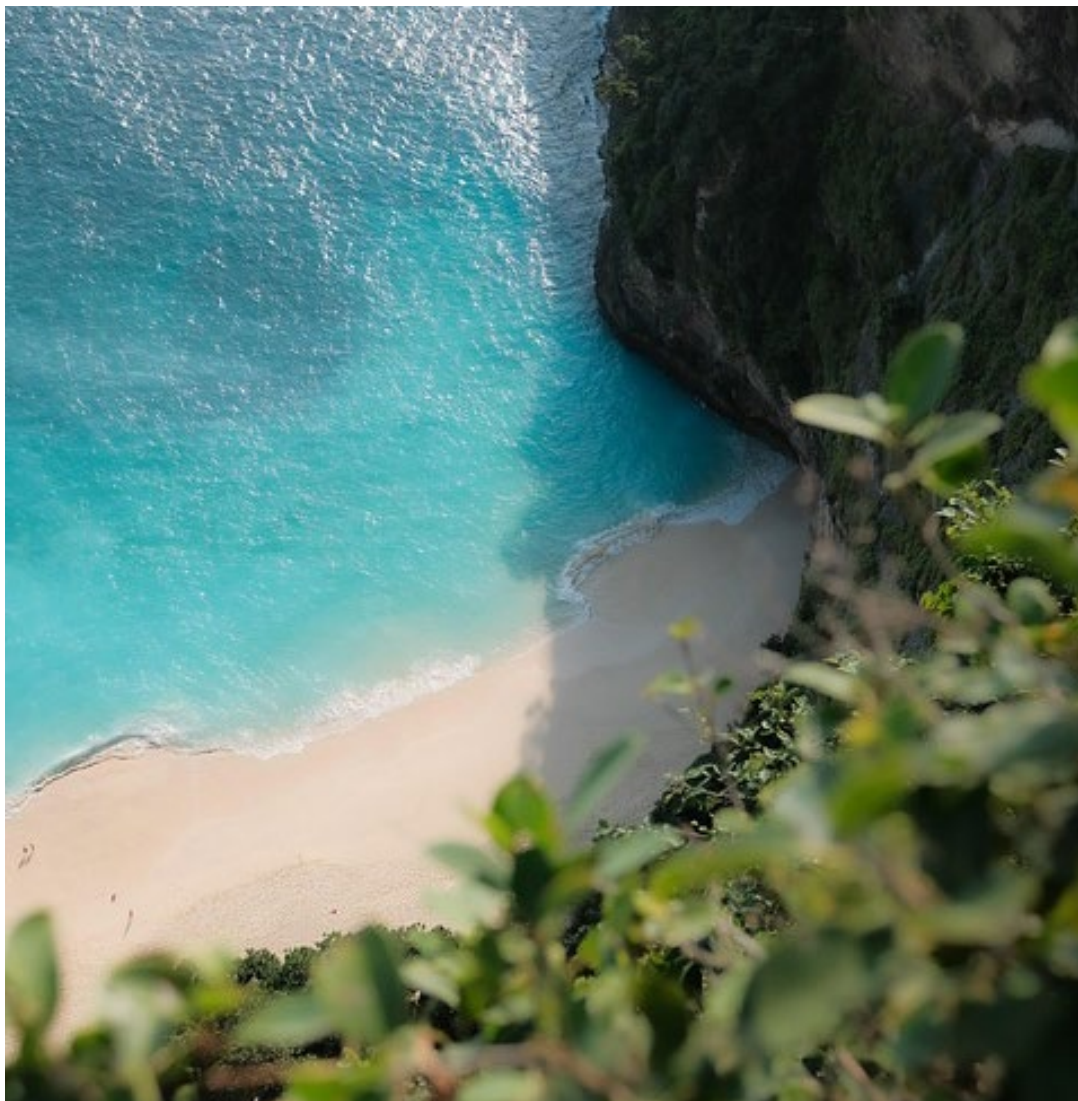
In terms of transition risks, the main risks identified by the Company relate to policy and legal risks and technology risks driven by societal demands for low-carbon development, though the overall risk level remains low.

Risk Category		Potential Business Impact	Potential Financial Impact	Time Frame	Risk Control Measures
Policy and regulatory risks	Enhanced emissions reporting obligations	<ul style="list-style-type: none"> In April 2024, the HKEX officially amended the Appendix C2 <i>Environmental, Social and Governance Reporting Code</i> under the <i>Main Board Listing Rules</i>, introducing a new “Part D: Climate-related Disclosures” that imposes stricter requirements on corporate reporting of carbon emissions. To comply, the Group shall refine the granularity of climate-related disclosures, improve information transparency, and strengthen ESG-related mechanism building. This may necessitate R&D or investment in advanced data management and analysis technologies or third-party consulting services regarding information disclosure/data forensics to ensure data accuracy and report reliability, increasing the Group's compliance costs. 	<ul style="list-style-type: none"> Operational costs increase 	Short-term, medium-term and long-term	<ul style="list-style-type: none"> Continuously monitor policy developments to manage policy risks, enhance communication with stakeholders, and proactively respond to the demands of various stakeholders; Keep advancing refined energy management, establish a system for energy measurement, analysis and control, and regularly compile and disclose energy efficiency data. Establish a digital online ESG reporting information collection platform to connect various relevant departments, enabling real-time collection and efficient management of climate-related information, and enhancing the efficiency and quality of ESG information disclosure. The Company's management and the carbon emission team actively participate in professional training on climate change organized by exchanges and other institutions. They also study climate-related management knowledge through publicly available training materials to improve their capacity to respond.
	High-efficiency buildings/equipment	<ul style="list-style-type: none"> High-efficiency buildings can be achieved through preferential procurement of high-efficiency, low-energy-consumption, and environmentally friendly equipment and services, and promoting the building of green IDCs. For example, during the construction of Wuhan Campus, the capital expenditure soared due to the installation of energy-saving and water-saving facilities (air conditioning, lighting, and sanitary wares) with higher costs, the procurement of 100% green and eco-friendly devices for the machine rooms, and the optimisation of the building structure to reduce energy consumption; In addition, advanced devices with elevated technical complexity lead to higher costs as professional technicians and specific tools and accessories are equipped for device maintenance. Different from traditional equipment, advanced devices with newer technologies also require specialised maintenance expertise, necessitating staff training and inventory reserves of special accessories, thereby raising operating costs. 	<ul style="list-style-type: none"> Capital expenditures increase 		<ul style="list-style-type: none"> Install energy-saving and water-efficient facilities in office areas, such as air conditioning, lighting, and sanitary fixtures. Optimize system design and equipment selection to reduce energy consumption and enhance water resource utilization efficiency.; Encourage leased IDCs to prioritise the adoption of low-carbon energy-efficient technologies for pilot validation, and further scale up implementation in self-built IDCs;

Climate-Related Opportunities

Low-carbon development also provides the Company with opportunities in terms of improving resource efficiency, using low-emission energy, and delivering green products and services. As additional revenue and carbon reduction resulted from renewable energy trading are conducive to the Company to a greater extent, the Company will make active responses to seize potential opportunities.

Opportunity Category		Potential Business Impact	Potential Financial Impact	Time Frames	Responses to Opportunities
Energy sources	Adoption of low-carbon energy	<ul style="list-style-type: none"> Adoption of low-carbon energy such as solar and air energy, on the one hand, can lower carbon emissions from Kingsoft's workplaces. This reflects that we have been fulfilling our environmental responsibilities, and practising the sustainability strategy. On the other hand, adoption of low-carbon energy can reduce the electricity consumed by traditional energy, cut energy costs, and slash electricity fees. In the future, Kingsoft may gradually invest more in low-carbon energy for installing photovoltaic panels, procuring air energy equipment and other purposes. This will increase the use of low-carbon energy, further reducing carbon emissions. 	<ul style="list-style-type: none"> Lower expenditures 	Short-term, medium-term, and long-term	<ul style="list-style-type: none"> Adoption of low-carbon energy such as solar and air energy can lower carbon emissions from workplaces. This reflects that we have been fulfilling our environmental responsibilities, and practising the sustainability strategy. For example, Kingsoft has gradually increased investments in installing photovoltaic panels and procuring air energy equipment in Zhuhai Campus and Wuhan Campus to further raise the use of low-carbon energy.
Products and services	Development and/or provision of additional low-carbon products and services	<ul style="list-style-type: none"> By innovating green and low-carbon products, Kingsoft promotes the revolution and progress of office modes. These products, on the one hand, can reduce the environmental impact in service, facilitate paperless office, and cut energy consumption and carbon emissions resulted from offline meetings and employee travels. On the other hand, our products will attract more users with preference for green products/services, soaring product sales and revenue. 	<ul style="list-style-type: none"> Revenue growth 	Medium-term and long-term	<ul style="list-style-type: none"> Kingsoft has released WPS 365, a new quality productivity platform for office. Kingsoft empowers enterprises with technology to help them achieve smart office and digital transition, thereby improving their productivity, and reducing carbon emissions during operations.
Adaptation	Adoption of emerging carbon-reducing technologies/devices/products	<ul style="list-style-type: none"> Under the trend of green, energy-saving, and low-carbon development, the company may consider introducing intelligent building control systems, adopting energy data management solutions, and conducting energy-saving technological upgrades or low-carbon data center renovations in data centers or server areas in the future. 	<ul style="list-style-type: none"> Introduction of green and carbon-reducing technologies will reduce energy consumption and operating costs 	Introduction of green and carbon-reducing technologies will reduce energy consumption and operating costs (long-term)	<ul style="list-style-type: none"> Actively implement green development concepts in the procurement process by prioritizing the purchase of hard drives and servers with environmental certifications for equipment upgrades in office premises and leased data centers..



Financial Position, Financial Performance, and Cash Flows

This year, we have reviewed the potential financial impacts of various significant climate-related physical and transition risks. For physical risks, potential operational costs may include maintenance and repairs of office buildings, lighting equipment and/or municipal pipelines in our campuses, procurement of flood prevention sandbags, and construction of water storage facilities. For transition risks, potential capital expenditures may include purchasing green electronic equipment to replace energy-intensive old equipment, while operational costs may include energy audit services and consulting fees for emissions reporting. To date, the above risks have not had any material financial impact. Considering the Group's stable and standardized business operation model, along with the established preventive measures and response mechanisms for major climate-related risks, no material financial impact is expected in the future either.

Climate Resilience

To have an accurate and comprehensive understanding of the Company's risk level under different climate scenarios, this year, the Company prioritised a detailed assessment for the financial impact of acute physical risks and technology risks at self-built offices under low-carbon and high-carbon scenarios³⁵. The assessment had taken into account factors such as risk concentration, impact level and data availability, aiming to get the whole picture of the Company's resilience to climate-related risks in daily operations under different scenarios.

Risk Overview	Type	Potential Risk	Time Frames ³⁶	Climate Scenario Selection ³⁷
Physical risks	Acute risks	Rainstorms and floods may lead to potential asset losses to the Group's campuses.	2030, 2050	SSP2-4.5 ³⁸ and SSP3-8.5 ³⁹ scenarios released by the Intergovernmental Panel on Climate Change (IPCC)
Transition risks	Technology	Potential investment costs will soar due to installing energy-saving and water-saving facilities with higher costs, procuring 100% green and environmental devices, and optimising the building structure to reduce energy consumption.	2030, 2050	Net Zero 2050 ⁴⁰ and Current Policies ⁴¹ scenarios released by the Network for Greening the Financial System (NGFS)

³⁵ Key assumptions we adopted include: 1) no significant changes in mitigation measures for climate-related physical risks in the future; and 2) accelerating low-carbon energy transition to address transition risks.

³⁶ Analyse the average change under each scenario over time by 2030 and 2050 to assess the potential impact of climate-related risks within different periods.

³⁷ The Company considers the following factors when selecting scenarios: 1) time frames available for scenario analysis is compatible with those set out in the Company's strategic planning; and 2) climate factors under the scenarios effectively describe potential climate pressure on the Company in the future.

³⁸ SSP2-4.5: A low-emission scenario (optimistic scenario) that carbon emissions peak in 2040 and then decline, with stable economic development.

³⁹ SSP3-8.5: A high-emission scenario (pessimistic scenario) that carbon emissions keep rising at the global level, with unbalanced economic development.

⁴⁰ Net Zero 2050: A scenario that the globe witnesses strict climate policies and swift actions across countries/regions, rapid updates on technical development, application of CDR (carbon dioxide removal) technologies to accelerate decarbonisation, net zero CO₂ emissions by 2050, and a substantial growth in clean electricity use.

⁴¹ Current Policy: A scenario that countries/regions around the world maintain their current climate policies, with slow technical development and less application of CDR technologies, and a continuous rise in carbon emissions by 2080.

According to the scenario analysis results, under circumstances where the geographical locations and business models of the Group's self-built campuses remain unchanged materially, asset losses caused by rainstorms and floods show a slight upward trend in the medium and long term, but do not constitute material financial impact. While losses from extreme weather events cannot be entirely avoided, we have established a series of natural disaster prevention systems and emergency response plans tailored to the campuses. Extreme climate event risks were also factored into site selection to mitigate the associated impacts to the greatest extent possible. Regarding transition risks, considering factors such as rising energy consumption, increased cooling demand, and energy efficiency improvements driven by business growth, electricity costs are projected to show an upward trend in the medium to long term. To effectively reduce energy costs, the Group has formulated a clean energy infrastructure development plan for campuses, including measures such as distributed renewable energy direct supply and energy audits to identify abnormal consumption and implement energy-saving measures, thereby alleviating cost increases from electricity price volatility.

To enhance climate change risk resilience for self-built campuses, the Group has developed a series of emergency management protocols, including the Emergency Response Plan System, and refined extreme weather notification mechanisms. We have established emergency plans for extreme weather scenarios, such as deploying data centers through dispersed leasing and conducting off-site backups for critical systems and operational data, to minimize impacts on the Group's operations and employees.

Risk Management

We integrate climate-related risks into the Company's risk management system. Taking into account actual business performance, scenario analysis results, industry analysis, and external expert advice, we proactively identify potential risks and development opportunities resulted from various climate-related risks. We prioritise the identified risks and opportunities based on their incidence and impact on finance and business, taking into account departmental feedback. We also formulate targeted responses, and regularly monitor climate-related risks to gradually improve the Company's resilience to climate change. In 2024, the ESG Committee of the Board and the Carbon Emissions Working Group made constant efforts in assessing climate-related risks, and proposed feasible countermeasures on different timescales. Such risks included acute physical risks, chronic physical risks, policy and regulatory risks, technology risks and reputation risks.

Targets and Metrics

We strive to record more detailed and accurate GHG emission data. Since 2018, we have disclosed Scopes 1 & 2 emissions at our primary office locations every year. Following the *Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)* of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), we accounted GHG emissions in Scope 3. We systematically evaluated the Group's Scope 3 GHG emission categories. We selected the categories to be included in the Scope 3 GHG emission accounting according to their proportion in the total GHG emissions. We accounted and disclosed major emissions in four categories: Category 1 Purchased goods and services, Category 2 Capital goods, Category 3 Fuel- and energy-related activities, and Category 7 Employee commuting. In the subsequent reporting period, we will continue to improve the coverage of Scope 3 GHG emissions accounting and to improve the management of underlying data quality. For details, see the "Environmental Key Performance Indicators" section. In addition, for detailed climate-related targets, see the "Environmental Targets" section.

Use of Renewable Energy

The impact of Kingsoft on the environment and natural resources mainly lies in emissions and resource use of the operation of office buildings and third-party IDC rented in various regions. We attach great importance to the use of renewable energy. In 2024, we continued to use air and solar energy to provide energy for the hot water systems in the showers and dishwashing rooms. We deployed air-source heat pump water heaters and solar thermal siphon systems in some applicable areas of Kingsoft Building. This indirectly contributed to reducing carbon emissions by cutting the use of traditional energy through the use of air and solar energy, which could save about 182,500 kWh of electricity equivalent to traditional energy on an annual basis. The use of outdoor solar lights to provide lighting in Zhuhai Campus could reduce electricity due to traditional energy consumption by 3,942 kWh per year. We installed solar water heaters and outdoor solar lamps in Zhuhai Campus. More than 80% of the energy used for domestic hot water and air condition in the R&D area Phase II of Zhuhai Kingsoft Campus comes from solar energy. We also expect to gradually increase the proportion of renewable energy used in our own operations and in leasing third-party IDCs.

Green Office

The Group mainly uses municipal tap water and has no issue in obtaining water sources. The heads of the Administration Department, Engineering Department, Supply Chain Management Department, Seasun Holdings Internet Data Centre, Kingsoft Office Internet Data Centre and other departments of the Group form an Carbon Emissions Working Group (the "Working Group"). Subject to the supervision of the ESG Committee of the Board, the Working Group makes ongoing efforts to optimise the Group's environmental management processes in a bid to achieve energy conservation and emission reduction targets. It is responsible for setting environmental targets and continuously monitoring the progress, regularly analysing the Group's resource consumption, developing resource efficiency improvement solutions for the Group, monitoring and reducing emissions, conserving natural resources, etc. The Working Group regularly reviews and assesses the use of resources and the implementation of environmental management policies, and reports the assessment results to the ESG Committee of the Board to solicit their recommendations. The Working Group carries out corresponding improvement measures in accordance with these recommendations to enhance the Group's environmental management.

We integrate the low-carbon development concept into our value chain, and have developed energy conservation and emission reduction solutions throughout the process, and planned strategies for energy conservation and emission reduction. We also design efficient energy management systems, encourage the use of cleaner energy, and build green campuses, to achieve sustainable operations. The impact of Kingsoft on the environment and natural resources mainly lies in emissions from our office operations and consumption of purchased electricity and water. During the reporting period, the Group was not exposed to any incidents that had a significant impact on the environment or natural resources.

Energy Conservation and Emission Reduction Solutions of the Group

Deployment of green clean energy

Supply-side



Distributed photovoltaic



Air energy

Efficient energy system application

Energy use-side



Smart lighting

- Smart lighting system
- Scientific reduction of lighting power and use time
- Area- and tier-based refined control
- Strict supervision of lighting time



Smart cooling system

- Air conditioning automatic control system
- Adjustment of air conditioning system operating parameters
- Setting of air conditioning operating benchmark temperature
- Inverter centrifugal chiller



Air-conditioner use end management

- Area- and tier-based refined control
- Intelligent adjustment of office temperature and humidity



Centralised control of electricity use

- Patrol inspections of switch status
- Holiday operating mode
- Reduction of standby and idle rates of electrical equipment

Green building certification

- The Group's office building in Beijing has obtained the LEED Platinum certification.
- The Group's R&D Zone Phase II of Zhuhai Kingsoft Campus has passed the evaluation of the two-star rating of green building projects.

Green campus operating practices

- When selecting locations, consider the protection and utilisation of urban natural landscapes such as mountains, rivers, lakes, wetlands, farmland, forests, and grasslands
- Consider measures for flood prevention and drainage, ensuring that the city has strong "resilience" and "adaptability" to cope with climate change and extreme weather events like rainstorms
- Use environmentally friendly building materials in line with green building standards
- Consider the orientation of the buildings and the light transmittance of external window curtain walls to maximise the utilisation of natural light at the campus design phase
- Incorporate ecological conservation into the planning and construction of the campus, creating green space as well as ecological landscape
- Lay permeable bricks and concrete around the buildings to recycle rainwater for irrigating greenery
- Install rainwater harvesting tanks to collect rainwater for flushing the garages
- Encourage employees to commute by new energy vehicles, such as electric cars, to reduce carbon emissions from traditional fossil fuel consumption

We make coordinated efforts to build green campuses. We focus on developing high-end, intelligent, green and integrated businesses, and on efficiently using and recycling resources to reduce resource wastage. At the same time, we promote the use of clean energy, reduce pollutant discharge and expand green space in the campuses to improve their ecological quality. By the end of the reporting period, the Group's Beijing Campus had obtained the Leadership in Energy and Environmental Design (LEED) Platinum Certification. The R&D Zone Phase II of the Group's Zhuhai Campus had passed the engineering quality assessment for two-star green building.



LEED Platinum Certification for the Group's Beijing Campus

Case: Building Green Campus to Support the Development of Sponge Cities

To deepen our planning and development vision in green campuses and contribute to the construction of "sponge cities", we have built Wuhan Campus, which has come into service in 2025. We lay permeable tiles and concrete and install rainwater harvesting tanks in the campus to collect rainwater for flushing the garages. In addition, to ensure that all environmental parameters of the buildings meet the requirements, we have organised audits and invited a professional third-party agency to issue an indoor environment test report. Formaldehyde concentration, TVOC⁴² concentration and other items are tested by the agency, indicating that all indicators meet the *Standards for Indoor Environmental Pollution Control of Civil Building Engineering (GB 50325-2020)*.

In 2021, we built the first green campus in response to the national "sponge cities" call, the R&D Zone Phase II of Zhuhai Kingsoft Campus.

In designing the campus, following the green and environmental protection philosophy, we gave up large pieces of decoration, and prioritised renewable materials. We used geographic data to determine the orientation of the building and the angles of its windows and curtain walls to maximise the use of natural light and minimise lighting energy consumption inside the building. To manage water resources, we adopted water-efficient irrigation methods such as sprinkler irrigation, micro irrigation, infiltration irrigation and low-pressure pipe irrigation to water campus landscaping. Ecological porous ceramic bricks were laid around the building, allowing rainwater to be recycled and reused for irrigation of the landscape, reducing the use of municipal tap water. In addition, green spaces with rainwater storage functions such as undercrofts and rain gardens were added.



The Group's Wuhan Campus



The R&D Zone Phase II of Zhuhai Kingsoft Campus

⁴² TVOC (Total Volatile Organic Compounds) is a major air pollutant.

Energy Consumption Management

The Group is committed to energy conservation and consumption reduction in office buildings. We conduct scientific energy management and monthly analysis of energy consumption based on the results of the energy consumption benchmark test and the assessment results of the Working Group. The data obtained from the analysis is used as the basis for revising policies and implementing measures.

Energy Management Strategy

The Group applies scientific methods to energy management. Our overall goal is to minimise energy consumption while maintaining normal operations, reducing financial costs and achieving sustainable development. To achieve this, we have implemented the following strategies:



Setting energy consumption assessment criteria.

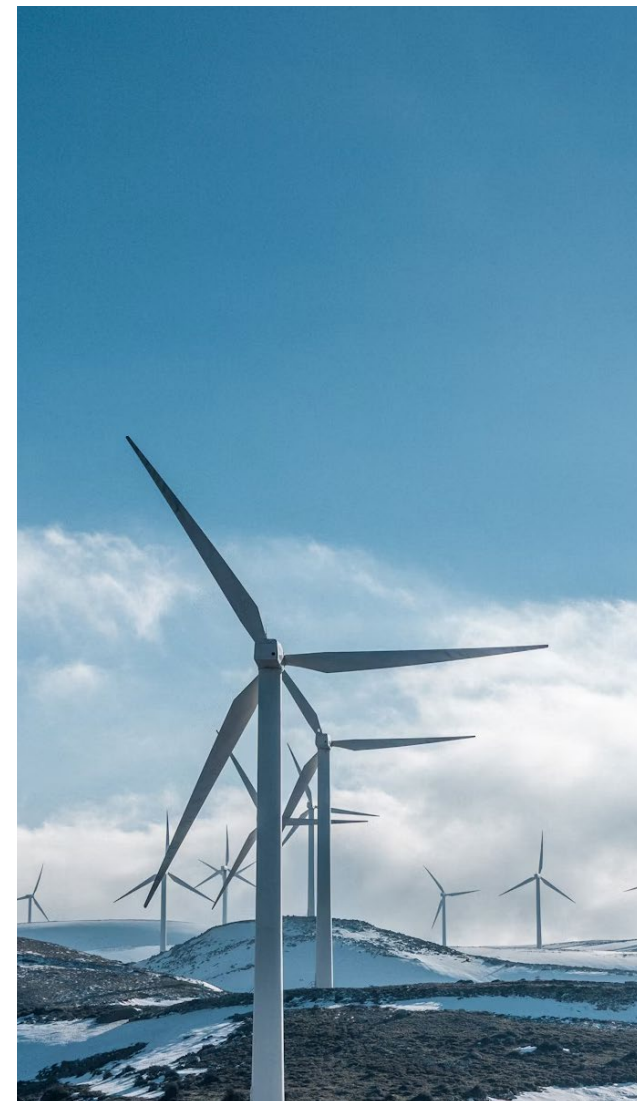
The Group has established an energy performance management strategy and quantified the energy use intensity⁴³ (EUI) of our campuses by measuring the energy consumption per square metre of floor area. The EUI helps us measure and monitor the energy efficiency of our campuses over time, compare energy consumption of buildings in our campuses with that of other similar buildings, and make continuous improvements with the aim of reducing energy consumption. In 2024, the Group's Wuhan Campus used smart meters to monitor electricity consumption and regularly analysed electricity consumption data to identify and replace high energy-consuming equipment.



Planning energy saving projects.

To continuously improve energy efficiency and optimise costs, the Working Group carries out planning and research on energy saving projects. Based on the project investment cost recovery period, the Group classifies energy saving projects into low, medium and high priority projects and determines the order of project implementation based on the priority. Based on national policies, market demands, financial budget and the Company's energy conservation targets, we coordinate all energy saving projects in an overall manner for reasonable resource allocation.

⁴³ Energy Use Intensity (EUI), the ratio of a building's total annual energy consumption to the building's total floor area, is a key indicator for the building's energy efficiency.



Energy Management Practices

The Group continues to improve energy use management systems. We have formulated the *Energy-Saving Plan*, the *Management Rules for Turning on/off Lights*, the *Air Conditioner Use Rules*, the *Office Environment and Safety Management Standards*, and other policies, to regulate the use of lighting, air conditioners and other equipment.

Smart lighting

Lighting power densities in all our offices are controlled below the levels specified in the *Standard for Lighting Design of Buildings (GB 50034-2013)*. We strictly monitor the hours of use of electrical devices such as lighting and multimedia equipment. Measures such as zoning, timing and sensing are adopted to control lighting in the corridors, stairwells, foyers, lobbies, underground car parks, etc. We require lighting and multimedia light boxes and other electrical devices to be shut down after work, and use sensor and LED lights or even natural light through glass curtain walls. In addition, we introduce the intelligent control system for weak current, and install time-control switches on landscape lighting fixtures to flexibly adjust their working hours and reduce energy consumption. We equip the underground garage in the Group's Wuhan Campus with an intelligent lighting system. This system automatically switches off lights during low-usage periods at night, thereby reducing energy consumption.

Smart air conditioning

Our office buildings are all equipped with centralised heating and air conditioning systems. Air conditioners with Grade 1 energy efficiency are used to reduce the electricity used for cooling. The design parameters such as temperature, humidity and fresh air volume of the rooms are all in compliance with the applicable national standard *Design Code for Heating Ventilation and Air Conditioning of Civil Buildings (GB 50736-2012)*. All the part-load performances of the selected air conditioning cold sources comply with the national standard *Design Standard for Energy Efficiency of Public Buildings (GB 50189-2005)*.

We adjust the operating parameters of air conditioning systems in a timely manner. We also encourage the switching off of air-conditioning units in office areas and non-critical areas and the greater use of natural air ventilation when the temperature is suitable and under the appropriate seasonal conditions. On non-working hours, air conditioners at workplaces remain off, and employees can turn them on after applying in the system. To avoid unnecessary energy consumption, we have also set a reference temperature for operation of the air conditioner: 24°C to 26°C for cooling and 25°C to 27°C for heating. To effectively reduce the impact of refrigerants on GHG emissions, we use

environmentally friendly refrigerants that meet the national standards. This aims to improve energy efficiency of refrigeration equipment and reduce carbon emissions. We also plan to add a control system to the air conditioning control panel in the office area to intelligently control the switch and save energy.

We use high-performance inverter chillers and pumps to improve energy efficiency. To eliminate abnormal energy consumption, we check the insulation of pipelines and the running condition of wind sets and clean the filter of wind sets on a periodic basis.



The Group's Wuhan Campus has made the following efforts to reduce energy consumption in the operation of the cooling system:



Install inverter centrifugal chillers in the office building to automatically adjust the operating frequency of the compressors based on the building's temperature. This prevents overcooling and frequent starting and stopping, ensuring precise cooling and lower energy consumption.



Install fixed-frequency centrifugal chillers with high air-conditioning energy efficiency and comprehensive cooling performance factors. All chillers are Grade 1 energy efficient.



Equip each chiller with a cooling water circulating pump and use variable frequency operation to increase pump efficiency and reduce energy consumption.

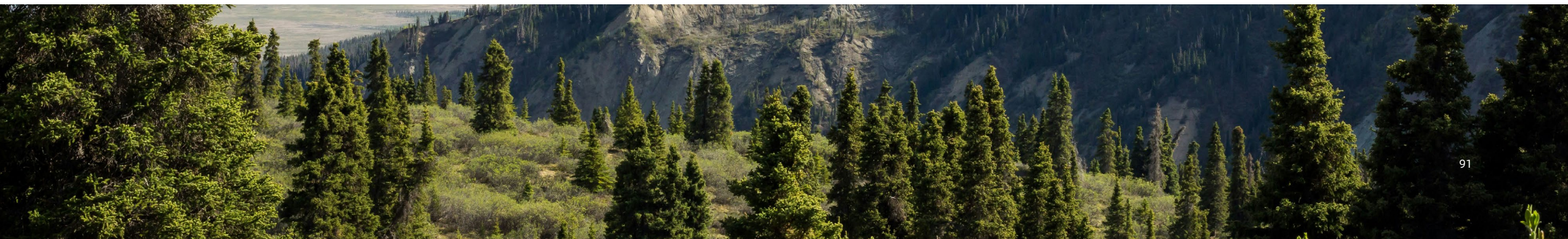
In 2024, the Group's Beijing Campus installed an air conditioning automatic control system in several buildings. This system can automatically adjust the operating mode of the air conditioning based on indoor and outdoor environmental temperatures, staff distribution and usage requirements, ensuring maximum energy savings while maintaining comfort. The system also supports remote monitoring and data analysis. Managers can check its operating status anytime and anywhere via their mobile phones or computers, and optimise operating strategies based on data feedback. This further improves energy efficiency.

Patrolling the office space

On workdays, we try to reduce the lighting in the public areas in our campuses at night and set up light intervals in corridors and passageways, which is inspected and managed by the property management personnel. On non-working days, the property management personnel also check the power switches and all the other devices in the office area in time to reduce power loss.

Conducting energy audits

Under the leadership of the Working Group, we have been involved in energy audits for many years. The Group's Wuhan Campus conducts energy audits at least once a year to analyse energy consumption and develop measures to reduce energy consumption based on the analysis results.



Water Resources Management

The Group primarily relies on municipal water supply, and there are no issues with water sourcing. The Group is committed to the efficient use of water resources and takes several water management measures. We use water-saving sanitary wares in our office areas and check sanitary appliances and pipe valves in toilets and pantries on a regular basis to prevent leaks. We have also adjusted the water flow on toilet flush valves and water taps in the pantries to minimise water waste. This year, the installation rate of water-saving sanitary wares in the Group's Wuhan Campus reached 100%.

Additionally, we monitor the overall water consumption of Wuhan Campus, and identify high water-consuming conducts and equipment. Improvement measures have been developed accordingly.



This year, the installation rate of water-saving sanitary wares in the Group's Wuhan Campus reached

100%



Waste Management

We have formulated the *Management Measures for Solid and Hazardous Wastes at Kingsoft Campus*. We insist on fine waste management and record the amount of each type of waste we produce on a regular basis. Non-hazardous wastes are collected with sorting bins at the offices and are sent to the garbage collection station, where they are then handed over to the urban garbage disposal unit for recycling and treatment. Hazardous wastes from our operations are sent to qualified recyclers for recycling, which include waste toner cartridges, ink cartridges, batteries, and other wastes generated by our office and printing equipment. We ensure that the disposal of related waste is 100% compliant with rules.

Green Awareness

The Group promotes the low-carbon concept to employees in many ways and encourages them to practice the concept of green living and working. We post slogans promoting energy and water conservation in the offices and advocate the scientific use of lights, air conditioners and other electrical devices by employees. In 2024, we invited new energy experts to conduct renewable energy training for our employees. They introduced the development status, application prospects, and office applications of renewable energy such as solar, wind, and hydro power, effectively improving employees' understanding of clean energy.

To reduce paper waste, we assess the paper needs of each department and encourage double-sided printing. In addition, we provide sorting bins and put up sorting signs in the offices to encourage employees to sort their waste.

This year, we launched the “Green Office, Start with Me” campaign, encouraging employees to develop energy-saving habits in their daily work, such as turning off lights, computer monitors and printers when they're not in use, and setting proper air conditioning temperatures. We also established a “Green Office Star” selection mechanism, monthly recognising employees with strong energy-saving awareness and proactive energy-saving action. We rewarded them with gifts and certificates to motivate more employees to participate in green actions.

We promote green travel and encourage employees to use green transport methods. This year, the Group's Beijing Campus replaced official fuel vehicles with electric types. In addition, the campus also optimised the routes of commuter buses, effectively reducing carbon emissions resulted from unreasonable route planning.



Energy-Saving Awareness Poster

Environmental Key Performance Indicators

Unless otherwise stated, the following data covers major office buildings located in Beijing, Guangzhou, Zhuhai, Chengdu, Wuhan and Hong Kong.

EMISSIONS	Unit	2024	2023	2022
Total GHG emissions (Scope 1, Scope 2)	tonnes	11,875.59	12,699.76	12173.96
Scope 1 GHG emissions	tonnes	477.62	1,179.41	467.80
Including: Petrol	tonnes	45.26	46.03	26.45
Natural gas tonnes	tonnes	432.36	475.57	441.36
Scope 2 GHG emissions	tonnes	11,397.97	11,520.35	11,706.16
Including: Purchased electricity for office buildings	tonnes	11,397.97	11,520.35	11,706.16
Scope 3 GHG emissions	tonnes	50,199.18	28,760.23	/
Including: Purchased goods and services	tonnes	45,310.11	25,451.28	/
Capital goods	tonnes	3,652.75	2,232.49	/

EMISSIONS	Unit	2024	2023	2022
Employee commuting	tonnes	835.25	605.30	/
Fuel- and energy-related activities	tonnes	401.07	471.16	/
GHG emissions per employee in office buildings (Scope 1, Scope 2)	tonnes per employee	1.35	1.61	1.66
GHG emissions per floor area in office buildings (Scope 1, Scope 2)	tonnes per square metre	0.06	0.06	0.06
Total hazardous waste	tonnes	0.32	0.30	0.33
Hazardous waste per employee	tonnes per employee	0.000036	0.000038	0.000045
Total non-hazardous waste	tonnes	699.10	703.97	636.17
Non-hazardous waste per employee	tonnes per employee	0.079	0.089	0.087

ENERGY CONSUMPTION	Unit	2024	2023	2022
Total energy consumption	MWh	27,935.87	25,017.83	23,325.25
Direct energy consumption	MWh	2,396.04	2,620.19	2,365.20
Including: Petrol	MWh	184.90	188.05	108.03
Natural gas tonnes	MWh	2,211.15	2,432.14	2,257.17
Indirect energy consumption	MWh	25,539.83	22,397.64	20,960.05
Including: Purchased electricity for office buildings	MWh	25,539.83	22,397.64	20,960.05
Energy consumption per employee in office buildings	MWh per employee	3.17	3.18	3.17
Energy consumption per floor area in office buildings	MWh per square meter	0.15	0.11	0.12
Total water consumption	tonnes	184,113.75	190,543.05	131,543.50
Water consumption per floor area in office buildings	tonnes per square meter	0.97	1.01	0.65

Notes:

1. This year, we reviewed the statistical standard of Scope 1 GHG emissions and optimized the internal data collection and statistical process, so that Scope 1 GHG emissions decreased from the previous year.
2. Due to its business nature, the major gas emissions of the Group are greenhouse gases, resulting from the burning and use of gasoline and natural gas and electricity converted from fossil fuels.
3. The Group's greenhouse gas inventories include carbon dioxide, methane and nitrous oxide, etc. GHG emissions are measured in carbon dioxide equivalents and calculated based on the *Announcement on the Release of CO₂ Emission Factors for Electricity in 2022* issued by the Ministry of Ecology and Environment of the People's Republic of China and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* issued by the Intergovernmental Panel on Climate Change (IPCC).
4. Scope 3 calculation categories include purchased goods and services, capital goods, employee commuting, and fuel-and energy-related activities.
5. We continue to improve the integrity, science and accuracy of accounting for Scope 3 GHG emissions. During the reporting period, the Group's total Scope 3 GHG emissions increased compared to the previous year, with changes in each category including: the increase of the capital goods category was due to the purchase of capital goods to support the commissioning of the newly commissioned Wuhan Campus; the increase of the employee commuting category was due to an increase in the number of full-time employees compared to the previous year; the increase of the category of purchased goods and services is due to our continued expansion of the scope of the statistics of purchased goods and services accounted for of this category; there was no significant change in the fuel- and energy-related activity category from last year.
6. The hazardous waste involved in the Group's operation mainly includes waste toner cartridges, ink cartridges and batteries generated from office printing equipment. Waste toner cartridges, ink cartridges and batteries are uniformly recycled by qualified vendors.
7. The non-hazardous wastes involved in the Group's office buildings mainly include domestic wastes, which are handled by property management companies and cannot be individually measured. Therefore, we estimate wastes generated from the operation of the office buildings in accordance with the *Handbook on Domestic Discharge Efficiencies for Towns in the First Nationwide Census on Contaminant Discharge* published by the State Council.
8. The current water consumption statistics include those of Beijing Campus, Zhuhai Campus, Chengdu office space and Guangzhou office space. Other office space cannot measure water consumption separately because running water costs are included in property costs. In 2023, we continued to strengthen the statistics and management of water resources data, improved the integrity and accuracy of data. During the reporting period, we retroactively adjusted historical water consumption data to better improve the quality of disclosure.
9. Energy consumption is calculated based on the fuel consumption and electricity and the conversion factors in the National Standard *General Principles for Calculation of the Comprehensive Energy Consumption* (GB/T 2589-2020).
10. Due to the nature of our businesses, the Group does not produce any packaging products, therefore does not use packaging materials.

Contributing to the Society

Vision, Mission, Core Values
of the Beijing Kingsoft Foundation

The Group is dedicated to fulfilling charitable mission and creating more social value. We have carried out a range of public welfare activities in the areas of educational equality, college financial-aid, public charity, disaster relief, rural revitalisation and environmental protection to contribute to the well-being of society.

This year, the Beijing Kingsoft Foundation (“the Foundation”) emphasised compliance efforts. It held three council meetings and issued 12 internal policies, including the *Beijing Kingsoft Foundation Physical Asset Management Policy* and the *Beijing Kingsoft Foundation Procurement Management Measures*, to ensure compliant operation. This year, the Foundation's total charitable contributions amounted to approximately RMB 8.13 million, benefiting 22,823 people.

With the vision of “Lighting up More Dreams” and the mission of “Promoting the innovative development of quality education through technological means”, the Foundation adheres to the Group's values of “Dream, Integrity, and Responsibility”. Integrating public welfare with the Group's technological attributes, the Foundation has declared its plan to implement public welfare projects in four “Technology + Public Welfare” areas. These are “Technology + Rural Education Support Project”, “Technology + University Student Support Project”, “Technology + Disaster Relief Support Project”, and “Technology + Public Welfare Partnership Support Project”. The aim is to fulfil our social responsibilities while driving technological progress.

Vision

Illuminate More Dreams

Mission

Drive Innovative
Development of
Quality Education
Through Technology

Core Values

Dreams,
Integrity,
Responsibility

Promoting Educational Equality

The Group is actively engaged in education public welfare, using the power of science and technology, constantly exploring and practising new modes and paths of education assistance. We are committed to breaking the geographical limitations, allowing quality education resources to benefit more students, narrowing the education gap and promoting equality in education.

This year, we actively supported rural education through “funding + cultivation”. We invested around RMB 8 million in the “Little Golden Carp Science Course”, Rural School Basic Support Project, Kingsoft Disaster Relief Support Project- Disaster Relief Classroom and Kingsoft scholarship initiatives.

Driving Technology Empowerment to Promote Educational Equality

To improve scientific literacy in rural schools, we have launched the “Little Golden Carp Science Course”, which strengthens faculty, enhances teaching quality, and nurtures students' interest in science, innovation, and practical skills. The programme has reached nearly 6,000 students and 131 teachers from 168 classes of 31 schools in 6 provinces, municipalities, and autonomous regions including Sichuan, Inner Mongolia, Beijing, Hubei, Guangdong, and Guizhou, and has organised two on-site training sessions for teachers. A total of approximately RMB 2.86 million has been invested.

Public Welfare Project “Little Golden Carp Science Course”



Upgrading Teaching Equipment and Improving the Learning Environment

This year, the Group implemented the school renovation plan in 13 schools in Beijing, Tibet, Inner Mongolia, Sichuan, Qinghai, Hubei and Guangdong. We invested approximately RMB 1.3 million, upgrade the infrastructure of remote rural schools, enhance teaching and office equipment for teachers, and promote the digital transformation of education in these areas.

Rural School Teaching Equipment Upgrade: Before and After



This year, the Group donated RMB 1.55 million to the China Foundation for Rural Development to support the construction of “Disaster Relief Classrooms”⁴⁴ in 10 rural schools in the disaster-stricken areas of Gansu and Qinghai. The project improved safety education facilities and arranged disaster prevention education and training for teachers and students. It has helped improve students' disaster prevention awareness and skills, and teachers' emergency management skills.

“Disaster Relief Classroom” of a Rural School



Providing Scholarship and Employment Support for Students in Need

To help students in difficult circumstances secure employment, the Foundation has launched university scholarships such as the “Kingsoft Social Practice Scholarship”, the “Kingsoft Scholarship”, and the “Kingsoft Advance Scholarship”. These scholarships aim to support underprivileged students to complete their studies and achieve successful employment. We have funded 8 universities in Wuhan and Xi'an for three consecutive years. This year, the project provided scholarships to 305 underprivileged students, totalling RMB 2.05 million.

Scholarship Granting Ceremony at East China Normal University



⁴⁴ In 2017, the China Foundation for Rural Development launched the “Disaster Relief Classrooms” project. This initiative establishes an immersive educational space that simulates various disaster scenarios, integrating hands-on disaster preparedness courses. It also focuses on building the capacity of teachers, with the goal of enhancing education on disaster prevention and reduction in rural primary schools.

Participating in Public Welfare Activities

As a responsible corporate citizen, the Group adheres to the principle of “taking from society, giving back to society” and actively participates in public welfare activities. To meet social development needs, we use our strengths to carry out a range of public welfare projects in education and community development. In this way, we fulfil our corporate social responsibility with concrete actions and contribute to building a harmonious society.

Engaging in Public Welfare Activities and Volunteering to Serve Society

We are committed to promoting the development of public welfare. Our employees actively take up their social responsibilities and participate in public welfare activities such as charity study program for visually-challenged children and science festivals in primary schools, providing social support and care for children.

With the 41st International White Cane Safety Day around the corner, volunteers from Kingsoft and Kingsoft Office participated in the public welfare study activity “Discover Our City: Identify Ancient Architecture by Sound, Explore the Central Axis Through Conversation”. Together with more than 50 teachers, students and volunteers from the Beijing School for the Blind and Beijing No.171 High School, they helped visually-impaired children understand their city better through detailed explanations and interactive activities, demonstrating their love and care.

Public Welfare Study Activity “Discover Our City: Identify Ancient Architecture by Sound, Explore the Central Axis Through Conversation”



Together with more than

50 teachers, students

and volunteers through detailed explanations and interactive activities

To celebrate the National Science and Technology Workers Day, the Foundation and Meixing Primary School in Xiaojin County jointly held the Charity Science and Technology Festival, “Little Golden Carp Plan”. They organised volunteers from Beijing, Wuhan and Zhuhai to guide the students in making scientific equipment, share scientific knowledge and participate in scientific creation competitions with the students. These efforts effectively ignited the students' passion for scientific research and innovation, and piqued their curiosity.

“Little Golden Carp Plan” Science and Technology Festival



Helping New Occupational Groups and Spreading Heart-Warming Care in Winter

In December 2024, Kingsoft and Kingsoft Shiyou supported the new occupational groups in Qinghe Subdistrict of Haidian District, Beijing, by launching the “Fuelling Kingsoft's Spirit, Spreading Warmth and Care” winter charity campaign. 350 care packages were distributed to 10 new occupational bases including express stations and restaurants in the Qinghe Subdistrict. The campaign provided material support to the new occupational groups, improved their living and working conditions, and strengthened community cohesion.

“Fuelling Kingsoft's Spirit, Spreading Warmth and Care”
Winter Charity Campaign



Conveying Goodwill by Charity Sale and Enhancing Understanding by Experience

To celebrate the 10th anniversary of the founding of the Xi Fund, Seasun Holdings organised a charity sale. The event raised nearly RMB 10,000 to help autistic children in Zhuhai's Qianhuan community get more resources and care. The event also featured a wheelchair experience stand, enabling employees to experience the hardships faced by people with disabilities and to foster greater understanding and respect for them. Additionally, the event included a blood donation station to increase the blood supply for community hospitals. This celebration summed up the Xi Fund's decade-long commitment to the public good and provided the impetus for continued charitable efforts.

10th Anniversary of the Founding of the Xi Fund



Blood Donation



Wheelchair Experience



Charity Sale



Protecting Our Green Homeland

We value ecological development and organise tree-planting activities to help our employees develop the environmental awareness and embed green development concepts deeply in their minds.

Joining Forces to Planting Trees and Protecting Forests

In March 2024, Kingsoft joined forces with Seasun Holdings to organise a tree-planting activity as a concrete action to practice the concept that “lucid waters and lush mountains are invaluable assets”. Participants planted and donated saplings in our Zhuhai Campus, contributing to the park’s ecological environment improvement. The tree-planting activity has raised our employees’ environmental protection awareness.

Tree Planting Activities in the Zhuhai Campus



Conducting Disaster Relief and Rescue Assistance

We are proactive in fulfilling our social responsibilities by responding quickly to natural disasters and bringing care and hope to the affected areas. We take concrete actions to assume our corporate responsibility and mission.

Assisting Jishishan Earthquake Area to Warm Heart with Love

In December 2023, a magnitude 6.2 earthquake struck Jishishan County, Linxia Prefecture in Gansu Province. The Foundation responded immediately by donating RMB 2 million through the China Foundation for Rural Development to support the disaster-stricken areas of Gansu and Qinghai in 2023. In 2024, the Company further donated RMB 1.55 million to help with post-disaster restoration and reconstruction.



In 2024, the Company further donated RMB

1.55 million to help with post-disaster

restoration and reconstruction

Letter of Thanks from the Jishishan County Committee and People's Government

感谢信

北京金山软件公益基金会：

天灾无情，大爱无疆！12月18日23时59分，甘肃省临夏州积石山县发生6.2级地震，给灾区人民群众生命财产造成重大损失。灾害发生后，您们认真贯彻落实习近平总书记对抗震救灾作出的重要指示精神，始终心系灾区灾情，及时伸出援助之手，用实际行动谱写了一曲众志成城、感人肺腑的动人乐章。

您们慷慨解囊的善举，充分展现了仁爱之心和爱国热情，体现了对灾区人民的深厚情谊，诠释了“一方有难，八方支援”的社会主义互助精神，在给我们带来莫大关怀的同时也极大地鼓舞了我们的士气。在此，积石山县委县政府谨代表灾区的各族人民群众，向您们表示最诚挚的感谢和最高的敬意！

展望未来，我们信心百倍。在这种大无畏的气势与同情弱者的善举中，在党中央、国务院的坚强领导下，在全国14亿人民的共同努力和帮助下，我们一定能够战胜这次地震带来的突发灾难，重建美好新家园！

衷心感谢您们的无私帮助，祝福贵单位事业蒸蒸日上，祝福全体员工身体健康，阖家幸福！



Supporting Rural Revitalisation

Fully recognising the importance of rural revitalisation, Kingsoft takes the initiative to respond to the national call and treats supporting rural revitalisation as an important part of fulfilling its corporate social responsibility. This year, we stepped up our efforts to support rural education, contributing to the revitalisation of basic education in mountainous areas and to educational equity.

Revitalising Basic Education in Mountainous and Rural Areas

To support the national rural revitalisation strategy and continue its commitment to education, the Foundation donated educational equipment worth nearly RMB 1 million to the rural education assistance project in Yangchun City in December 2024. The aim is to support the upgrading of teaching equipment at Shiwang Town Central Primary School, Songbai Town Central Primary School and Hekou Town Central Primary School. Meanwhile, the Foundation will launch a three-year rural education assistance project in Yangchun City, to support the development of basic education in the area.

Donation Ceremony of Beijing Kingsoft Foundation to Support Rural Education Assistance Project in Yangchun City



HKEx ESG REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Mandatory Disclosure Requirements		
Governance Structure	A statement from the Board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance Structure
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: materiality, quantitative, consistency.	Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting Scope
"Comply or Explain" Provisions		
A. Environmental		

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
A1 Emissions		
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.	Green Operation
KPI A1.1	The types of emissions and respective emissions data.	Environmental Key Performance Indicators
KPI 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).	Environmental Key Performance Indicators
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Operation
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Green Operation

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Operation
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).	Environmental Key Performance Indicators
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Operation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Operation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	No significant relevance to the Group's business
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Green Operation
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Operation
A4 Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Response 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.	Response to Climate Change

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
B. Social		
Employment and Labour Practices		
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 Employees' Rights and Interests Talent Development Strategy Employee Care
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Talent Development Strategy
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Development Strategy
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.	Employee Care
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Care
KPI B2.2	Lost days due to work injury.	Employee Care
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Care

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Development Strategy
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Talent Development Strategy
KPI B3.2	The average training hours completed per employee by gender and employee category.	Talent Development Strategy
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 Employees' Rights and Interests
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Protection of Employees' Rights and Interests
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Protection of Employees' Rights and Interests
Operating Practices		
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management Shaping Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
KPI 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 Shaping Sustainable Supply Chain
KPI 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 Shaping Sustainable Supply Chain
B6 Product Responsibility		
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.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	No significant relevance to the Group's business
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	No significant relevance to the Group's business
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
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 Management
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 Management
KPI B7.2	Description of preventive measures and whistle-blowing procedures and how they are implemented and monitored.	Business Ethics Management
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics Management
Community		
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 takes into consideration communities' interests.	Contributing to the Society
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contributing to the Society
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to the Society

