



**海通恆信國際融資租賃股份有限公司**  
Haitong Unitrust International Financial Leasing Co., Ltd.  
*(A joint stock company incorporated in the People's Republic of China with limited liability)*  
Stock Code: 1905

# 2024 Environmental, Social and Governance Report



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# About the Report

This is the sixth Environmental, Social and Governance Report (the “ESG Report”) issued by Haitong Unitrust International Financial Leasing Co., Ltd., aiming to disclose the Company’s environmental, social and governance initiatives and accomplishments to the stakeholders.

## REPORTING STANDARDS

This report is prepared in accordance with the *Environmental, Social and Governance Reporting Code* (effective from January 1, 2025) (excluding Part D: Climate-Related Disclosures) set out in Appendix C2 to the Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”), as well as the *Environmental, Social and Governance (ESG) Indicator System for State-Owned Listed Companies in Shanghai (Version 1.0)* issued by the Shanghai State-Owned Assets Supervision and Administration Commission (the “Shanghai SASAC”). For specific responses to the indicators, please refer to the “Report Standards Index”.

## REPORTING PRINCIPLES

This report complies with the reporting principles in the *Environmental, Social and Governance Reporting Code* of the Hong Kong Stock Exchange, including:

**Materiality:** Based on the principle of materiality, this report determines the major topics to be addressed herein via materiality analysis and provides key disclosures of environmental, social and governance matters with potential significant impacts on investors and other stakeholders.

**Quantitative:** Based on the principle of quantitative, this report discloses the key quantitative ESG performance indicators (“KPIs”), explains the meaning of such KPIs, and provides the calculation basis and assumptions.

**Balance:** Based on the principle of balance, this report reflects the objective facts and discloses indicators involving both positive and negative information.

**Consistency:** Based on the principle of consistency, this report clearly illustrates the statistical methods and data scope of the quantitative ESG KPIs, while striving to ensure the consistency of indicators and calculations used for different reporting periods to reflect the trends in performance levels.

## REPORTING LANGUAGES

This report is prepared in traditional Chinese and English. In case of any discrepancies between the Chinese and English versions, the traditional Chinese version shall prevail.

## REPORTING SCOPE

Organisational scope: This report covers Haitong Unitrust International Financial Leasing Co., Ltd. and its subsidiaries within the scope of consolidated financial statements in its annual report. The table below sets out the full names and abbreviations of the subsidiaries involved in this report that fall within the above-mentioned organisational scope.

Full name	Abbreviation
Haitong Unitrust International Financial Leasing Co., Ltd.	Haitong Unitrust/the Company
Haitong UniFortune Financial Leasing (Shanghai) Corporation	UniFortune Subsidiary
Haitong UT MSE Financial Leasing (Shanghai) Co., Ltd.	MSE Subsidiary

Reporting period: From January 1, 2024 to December 31, 2024.

Issuing cycle: This report is issued annually.

## DATA DESCRIPTION

The data and cases in this report are derived from the original records or financial reports on the actual operations of the Company. The financial figures in this report are presented in RMB. In case of any inconsistency between this report and the annual financial report, the annual financial report shall prevail. Neither the Company nor its subsidiaries covered in this report had any recorded environmental, social and governance risk incidents in the SynTao Green Finance ESG Risk Radar System database in 2024.

## RELIABILITY ASSURANCE

The Board guarantees that there is no false information, misleading statements or material omissions in this report.

# ESG Management Statement of the Board

The year 2024 was a critical year for achieving the objectives and tasks of China's "14th Five-Year Plan." During the year, the Company adhered to ESG management as a key driving force, upholding the sustainable development concept of "Long-lasting Mutual Trust Brings Together the Future" (恒久互信 · 融聚未来). It officially released a sustainable development plan with "Long-lasting: sustainable business", "Harmony: responsible citizen" and "Trust: stable operation" as the three pillars. Based on nine core ESG material topics, the Company has established clear development objectives and action pathways, comprehensively advancing its sustainable development initiatives.

**The ESG management system remained stable in operation.** The Company continued to consolidate its top-down ESG governance framework, ensuring the effective implementation of ESG policies at all levels. The Board and the Environmental, Social and Governance Committee (the "ESG Committee") continued to exercise its leadership mandate, guiding and supervising the Company's ESG efforts. The ESG Leading Group and the ESG Working Group have further clarified the division of their responsibilities, enhancing cross-departmental collaboration to ensure the efficient advancement of ESG efforts. Meanwhile, the Company has strengthened cooperation with external experts, regularly conducting specialised ESG training to enhance the ESG awareness of Directors, supervisors, senior management, and employees.




**The sustainable development plan and objectives have been implemented in an orderly manner.** Taking the release of the sustainable development plan as an opportunity, the Company has embedded the concept of sustainable development into its corporate DNA, integrating it in every aspect of strategic planning and daily operations. In advancing the sustainable development plan, the Company has established key quantitative indicators for monitoring, continuously tracked data, and conducted periodic reviews and improvements to ensure the achievement of various sustainable development objectives. Through systematic and continuously optimised ESG management, a strong internal synergy has been fostered, laying a solid foundation for the Company's long-term stable development.

**Looking back at the past, our strides have been resolute and powerful.** During the year, the Company has continued to reinforce the management of material topics, adhering to Party leadership and staying true to its original mission of serving the real economy. Anchoring the Five Major Sectors of Finance as the cornerstone, the Company has accelerated its industrial transformation, continuously optimised its asset structure, and developed a green industrial ecosystem encompassing environmental protection, new energy, energy storage, and other fields, aligning closely with national strategies. At the same time, the Company remained steadfast in upholding the bottom line of risk prevention and integrity as a financial enterprise. Through a series of measures, it has strengthened the management of key topics such as "information security and customer privacy protection," "human capital development," "compliance management," and "anti-corruption and business ethics," thereby enhancing its overall operational efficiency and risk control capabilities.

**Looking ahead, we are filled with ambition and determination.** In 2025, the Company will continue to uphold its mission of "integrating everything to assist industries, and empowering the building of a better society in the future", continuously exploring and implementing new approaches to ESG management. Guided by the corporate spirit of "self-driven excellence", the Company will inspire all employees to embrace initiatives and creativity, collectively driving the Company's sustainable development. With the attitude of "leading with courage and action," it will join hands with stakeholders, uniting hearts and efforts, committed to building a benchmark financial leasing company in China that pioneers a new industry landscape. In doing so, it will contribute strength to the comprehensive advancement of Chinese-style modernisation and the nation's robust development.



## ESG RATING AND KEY AWARDS OF HAITONG UNITRUST IN 2024

Rating/award		Photo
Wind ESG Rating	A (Industry leader in diversified financial services)	
Guided by the Shanghai United Media Group and issued by Cailian Press	5th Corporate ESG Excellence Awards “ESG Pioneer Award”	
Shanghai Financial Leasing Industry Association	“Oil to Green Renewal” - An Innovative Program for Comprehensive Utilisation of Oil Sludge Resources was included in the First National Green Leasing Innovation Case List	
Shanghai Financial Leasing Industry Association	<p>“Service Silver Economy: Home-based Elderly Care Equipment Leasing Project” was selected as the Best Case in the 2024 Innovation Cases</p> <p>“Large-Scale Equipment Renewal Special Support Program (Renewal Lease (2024))”, “Wet Electronic Chemicals Industry Domestic Substitution Leasing Project” and “Smart Recyclable Logistics Pallet Leasing Project” were jointly selected as the Outstanding Cases in the 2024 Innovation Cases</p>	

# 1. Sustainable Development Management System

## 1.1.ESG MANAGEMENT

Haitong Unitrust steadfastly promotes sustainable business development through comprehensive ESG management. Anchored in the sustainability principle of “Long-lasting Mutual Trust Brings Together the Future”, the Company has established a sustainable development model from the perspective of stakeholders. It is committed to providing innovative, customised, and comprehensive financial services, fostering collaboration and creating value with key stakeholders including shareholders and partners, customers, employees, communities and the environment, government and regulators.



**Mission** : Integrating everything to assist industries and empowering the building of a better society in the future



**Vision** : Leading the new industry landscape and building a benchmark financial leasing company in China



Haitong Unitrust Sustainable Development Model

**Long-lasting: sustainable business** is the foundation. We will continuously support strategic emerging industries represented by green “emission peak and carbon neutrality” and digital economy with professional financial leasing capabilities;

**Harmony: stable operation** is the guarantee. Only through effective corporate governance and emphasis on talent development can the Company go further and last longer;

**Trust: responsible citizen** means to take responsibilities. We will take initiatives to serve China’s strategies of poverty alleviation and rural revitalisation while continuously releasing positive corporate energy.

# 1. Sustainable Development Management System

The Company has established a top-down, comprehensive ESG governance structure, with the Board participating in the review and decision-making of major ESG matters, supervising the Company's ESG work, and assuming overall responsibility. The ESG Committee has been established under the Board to guide and supervise ESG work under its authorisation, promoting the effective implementation of ESG management through high-level attention and full employee engagement.

## ESG Governance Structure of Haitong Unitrust

### The Board

Supervising ESG work and assuming overall responsibility for the ESG work

- To assess and determine risks and opportunities related to ESG governance of the Company;
- To ensure an appropriate and effective ESG risk management and internal control system are in place;
- To formulate the Company's ESG management policies, strategies, and objectives;
- To assess, prioritise and manage material ESG topics;
- To regularly review the Company's performance against its ESG objectives;
- To review and approve the disclosures in the ESG report of the Company.

### ESG Committee

Guiding and supervising ESG work under the authorisation of the Board

- To guide and review the Company's overall ESG concept, objectives and strategies, the identification and prioritisation of ESG topics, supervise the formulation of ESG management performance objectives of the Company, review the progress towards achieving these objectives and make recommendations on the actions required to achieve them;
- To review the Company's annual ESG report and other ESG-related disclosures;
- To identify and assess ESG-related risks and opportunities;
- To supervise the performance of the above-mentioned duties and perform other duties assigned by the Board.

### ESG Leading Group

- To review and formulate the Company's overall ESG strategy, including its ESG concept, objectives, and strategies;
- To formulate ESG work plans, manage and implement material ESG topics;
- To conduct a preliminary identification and assessment of ESG-related risks and opportunities;
- To conduct a preliminary review of the Company's annual ESG report and other ESG-related disclosures;
- To regularly report ESG work progress to the ESG Committee and the Board.

### ESG Working Group

Responsible for implementing ESG work

- To draft the overall ESG strategy of the Company, including ESG concept, objectives and strategies;
- To coordinate the formulation of ESG objectives for all departments, monitor their progress, and regularly report the progress towards achieving these objectives to the ESG Leading Group;
- To formulate and implement an ESG work plan based on the Company's ESG management policies, strategy, and objectives;
- To coordinate the preparation of the Company's annual ESG report and other ESG-related disclosures;
- To identify ESG-related risks to the Company and assess their impacts on the Company;
- To compile ESG-related training materials and organise related training under the leadership of the ESG Leading Group.

The Board has fully performed its duties in deliberating, deciding, and supervising ESG-related matters. In 2024, the Company held 11 Board meetings, during which the ESG matters related to corporate governance, information disclosure, risk management, compliance management, and green finance were considered and approved. It held two ESG Committee meetings, during which the *ESG Report 2023* and the *Haitong Unitrust Sustainable Development Plan (2023–2026)* were reviewed and approved.



# 1. Sustainable Development Management System

## 1.2.SUSTAINABLE DEVELOPMENT PLAN AND ACTIONS

Haitong Unitrust has formulated the *Haitong Unitrust Sustainable Development Plan (2023–2026)*, outlining a sustainable development blueprint centred on three core sustainability pillars. Based on nine core ESG material topics, the Company established development objectives and formulated a clear action pathway for sustainability, comprehensively advancing its sustainable development efforts.

Through this sustainable development plan, the Company not only commits to its own sustainable transformation, but also aims to enhance the positive externalities of the financial leasing industry through its efforts, providing robust support for the sustainable development of the economy, society, and environment.

### Sustainable Development Plan Framework of Haitong Unitrust



In 2024, the Company relied on its sustainable development plan to systematically and scientifically drive sustainable development and ESG efforts through three key areas: training and communication, monitoring and implementation, and output of results, while enhancing the Company's influence in sustainable development.

### Implementation of Haitong Unitrust's Sustainable Development Plan in 2024

<b>Training and communication</b>	<ul style="list-style-type: none"> <li>Centred on the sustainable development plan, the Company conducted training sessions on the <i>Haitong Unitrust Sustainable Development Plan and 2024 ESG Management Improvement Actions</i>, rallying the efforts of Directors, senior management and various departments to ensure the effective implementation of the plan.</li> <li>The Company conducted ESG risk management training.</li> </ul>
<b>Monitoring and implementation</b>	<ul style="list-style-type: none"> <li>The Company established a monitoring mechanism for sustainable development objectives, regularly monitoring and assessing their progress to ensure the effectiveness of implemented measures.</li> </ul>
<b>Output of results</b>	<ul style="list-style-type: none"> <li>The Company periodically gathered and publicly disclosed sustainable development achievements and case studies through ESG reports.</li> <li>The Company participated in compiling the <i>2024 China Green Leasing Annual Development Report</i> and assisted in the establishment of local standards for green leasing business identification in Shanghai, contributing to the industry's green transformation.</li> </ul>

# 1. Sustainable Development Management System

## 1.3.COMMUNICATION WITH STAKEHOLDERS

The trust and support of stakeholders are crucial for the sustainable development of Haitong Unitrust. The Company identifies its shareholders, customers, employees, government and regulators, suppliers and partners, communities, and the environment as its key stakeholders. To gain a profound understanding of the opinions and values of these stakeholders, it has established a regular communication mechanism and responds to their needs through appropriate channels, maintaining ongoing two-way communication.

### Expectations of and Responses to Key Stakeholders of Haitong Unitrust

Key stakeholder	Topics of concern	Communication and responses
<b>Shareholders</b>	Corporate governance Compliance operation Risk management Anti-corruption and business ethics Innovation-driven	Shareholders' general meetings Regular information disclosure Investor communication meetings Compliance management Comprehensive risk management system construction Anti-corruption system construction
<b>Customers</b>	Serving national strategy Green finance Data governance Information security and customer privacy protection Customer service and communication Innovation-driven	Support business related to national strategy Carry out green leasing business Data governance system construction Customer service centre Customer exchange meetings Customer privacy protection system The Company's official website, official WeChat account and other platforms Online customer acquisition mini-program, electronic contract signing system, etc.
<b>Employees</b>	Employee rights and benefits Employee health and safety Human capital development	Employee training system Welfare security system Performance appraisal and promotion
<b>Government and regulators</b>	Compliance operation Anti-corruption and business ethics Serving national strategy Tax governance Data governance	Cooperation with regulatory inspections Complaints and reporting mechanism construction Support business related to national strategy Payment of taxes according to the law Data governance system construction
<b>Suppliers and partners</b>	Supplier management Anti-corruption and business ethics Anti-unfair competition	Formulate procurement management measures Bidding activities Industry cooperation and exchange Responsible marketing and fair competition
<b>Community and environment</b>	Rural revitalisation and community welfare Biodiversity conservation Climate change mitigation and adaptation Green finance Green operation	Charity activities Volunteer services Carry out public welfare activities for animal protection Identify and cope with the climate-related risks and opportunities Carry out green leasing business Green operation

# 1. Sustainable Development Management System

## 1.4.IDENTIFICATION AND ANALYSIS OF MATERIAL TOPICS

In 2024, Haitong Unitrust identified ESG topics requiring its attention in accordance with the *Environmental, Social and Governance Reporting Code* of the Hong Kong Stock Exchange, the *Environmental, Social, and Governance (ESG) Indicator System for State-Owned Listed Companies in Shanghai (Version 1.0)* issued by the Shanghai SASAC, as well as domestic macro-economic and industry policies in the PRC, with reference to international standards such as ISO 26000 and ESG rating requirements. Through continuous communication with stakeholders and internal and external expert teams, the Company selected 20 ESG topics and conducted targeted management.

### Material Topic Analysis Process of Haitong Unitrust

#### Identification

- The Company analyses macroeconomic policies and key industry topics to determine the policy direction and development opportunities in its operating environment. With reference to international standards (such as ISO 26000), international ESG rating agencies, sustainable disclosure requirements, SASB industry standards, and benchmarking against industry peers, it identifies a repository of key industry topics.

#### Assessment

- With reference to the Hong Kong Financial Reporting Standard S1 — General Requirements for Disclosure of Sustainability-Related Financial Information (HKFRS S1) issued by the Hong Kong Institute of Certified Public Accountants, the Company identifies and analyses sustainability-related risks and opportunities in accordance with its requirements;
- During its routine business operations, the Company continuously communicates with stakeholders and internal and external experts, updating, adjusting, and screening topics based on its development strategies and ESG practices, and conducting targeted management.

#### Sorting

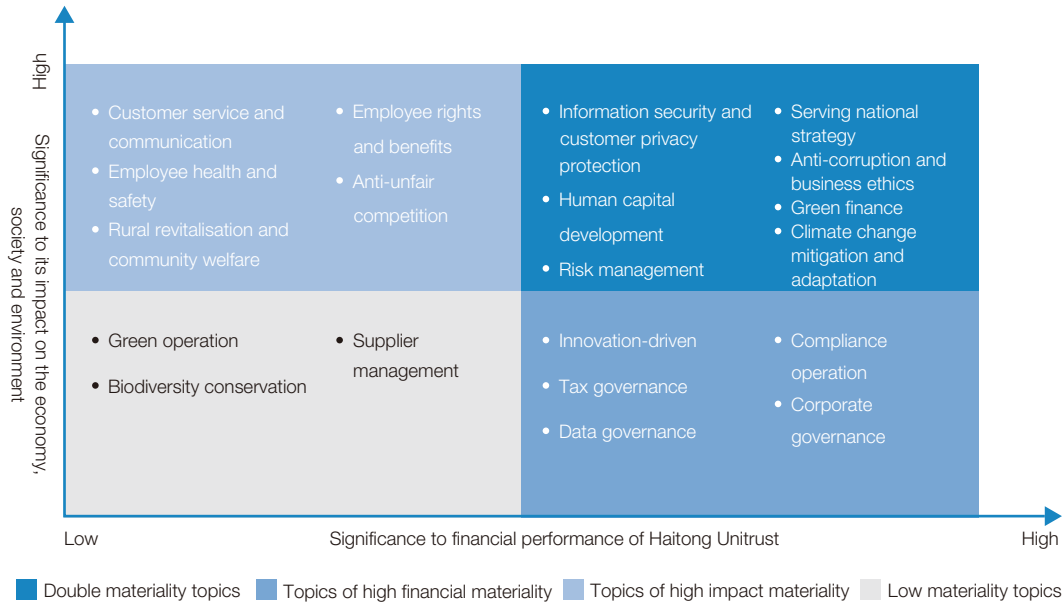
- Through consultations with internal and external experts, and considering the concerns of international and domestic authoritative ESG rating agencies and other key information users, the Company ranks ESG topics based on their significance to the economy, society, and environment, as well as to its financial performance, thereby determining the ESG topics to be reported.

#### Reporting

- Based on the ranking of the identified topics, a materiality matrix is constructed, which is reviewed by the Board, the Company's highest governance body. Highly material topics are then prominently disclosed in the report.

# 1. Sustainable Development Management System

**Materiality Matrix of Haitong Unitrust in 2024**



**Main Changes in Material Topics of Haitong Unitrust in 2024**

Material topics in 2024	Material topics in 2023	Reason for change
Serving national strategy	Serving national strategy Inclusive finance	Material topics were consolidated to further integrate the Company's action initiatives centred on the Five Major Sectors of Finance.
Innovation-driven	Financial technology	The description was refined to incorporate initiatives related to research and development innovation and intellectual property management, in addition to financial technology.
Information security and customer privacy protection Data governance	Information security and customer privacy protection	Material topics were split/their descriptions were refined to enhance alignment with regulatory focus areas.
Anti-corruption and business ethics Anti-unfair competition	Anti-corruption and business ethics	
Tax governance	Economic performance	

# 1. Sustainable Development Management System

## Risks and Opportunities of Financial Materiality Topics for Haitong Unitrust in 2024

Topics of high financial materiality	Types of risks and opportunities	Period of impact
Information security and customer privacy protection	Reputational risk, legal compliance risk	Medium- and long-term
Human capital development	Product/service opportunities	Medium- and long-term
Risk management	Market risk, policy risk, technology risk, reputational risk, legal compliance risk	Short-, medium- and long-term
Climate change mitigation and adaptation	Market risk, policy risk, legal compliance risk Market opportunities, product/service opportunities	Medium- and long-term
Serving national strategy	Market opportunities, product/service opportunities	Medium- and long-term
Anti-corruption and business ethics	Reputational risk, legal compliance risk	Medium- and long-term
Green finance	Market opportunities, product/service opportunities	Short-, medium- and long-term
Innovation-driven	Product/service opportunities	Short-, medium- and long-term
Tax governance	Reputational risk, legal compliance risk	Medium- and long-term
Data governance	Product/service opportunities	Medium- and long-term
Compliance operation	Policy risk, reputational risk, legal compliance risk	Medium- and long-term
Corporate governance	Reputational risk	Medium- and long-term

Note: The period of impact is determined with reference to the *Corporate Sustainability Disclosure Guidelines – Basic Guidelines (Trial)* issued by the Ministry of Finance and the Company's actual operations. Short-term refers to within one year (inclusive) after the end of the Reporting Period; medium-term refers to 1 to 5 years (inclusive) after the end of the Reporting Period; long-term refers to more than 5 years after the end of the Reporting Period.



## 2. Drawing a New Green Blueprint for the Future

### 2.1. CLIMATE CHANGE MITIGATION AND ADAPTATION

As a financial leasing enterprise, amidst the growing impact of global climate change on humanity, Haitong Unitrust not only focuses on the impact of climate risks on its own operations but also realises that these risks can be transmitted from the real economy to the Company through its business operations, including an increase in customer credit risk due to affected solvency.

The Company identifies the risks and opportunities posed by climate change to its operations based on the framework of the *IFRS S2 — Climate-Related Disclosures* issued by the International Sustainability Standards Board (ISSB), and takes measures to manage the impacts of climate change on the Company based on the identification results.

#### Climate Change Management System of Haitong Unitrust

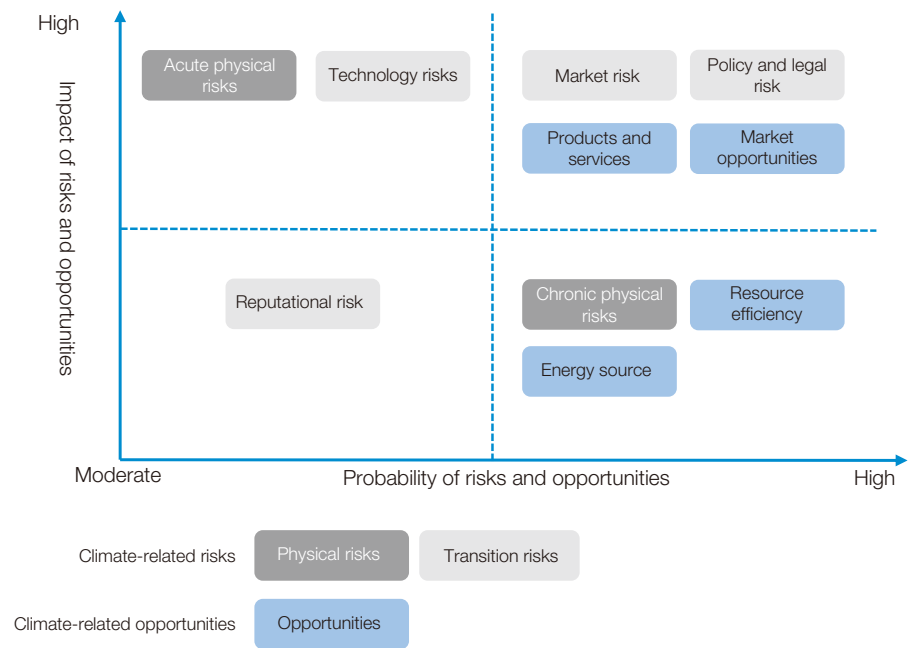
Aspect	Actions
<b>Governance</b>	<ul style="list-style-type: none"><li>• The Board is responsible for supervising matters related to ESG, including “climate change mitigation and adaptation”.</li><li>• The ESG Committee, established under the Board, is responsible for identifying and assessing ESG-related risks and opportunities, including climate risks.</li><li>• The business departments are responsible for identifying risks at the business level, while the Board Office is tasked with leading the promotion of the Company's sustainable development strategy, conducting carbon accounting for operations, and coordinating efforts to advance energy-saving and carbon-reduction initiatives.</li></ul>
<b>Strategy</b>	<ul style="list-style-type: none"><li>• Identify climate-related risks and opportunities relevant to the Company, comprehensively assess the potential financial and strategic impacts of these risks and opportunities, and incorporate climate change factors into the risk due diligence assessment system.</li><li>• Mitigate risks through ESG risk management, equipment insurance, and other measures.</li><li>• Seize opportunities through low-carbon operations, green finance development, and other initiatives.</li><li>• Set climate-related indicators and objectives and disclose progress on a regular basis.</li><li>• For details of other response strategies, please refer to the table titled “Major Climate-Related Risks and Opportunities and Response Strategies Identified by Haitong Unitrust.”</li></ul>
<b>Risk management</b>	<ul style="list-style-type: none"><li>• Establish a process for identifying climate change risks and opportunities based on the IFRS S2 guidelines.</li><li>• Embed climate change risk management into the Company's existing risk management process.</li><li>• Carry out ESG due diligence on customers and manage their ESG risks.</li></ul>

## 2. Drawing a New Green Blueprint for the Future

Aspect	Actions	
Metrics and targets	Climate-Related Targets of Haitong Unitrust and Progress in 2024	
	Target	Progress in 2024
	Achieving carbon neutrality at the operational level by 2030	Progressing as planned
	Greenhouse gas emissions per unit area (Scope 1 and Scope 2) controlled at not higher than 0.07 tons of CO <sub>2</sub> equivalent/m <sup>2</sup> in 2025	0.06 tons of CO <sub>2</sub> equivalent/m <sup>2</sup>

To better address risks and seize opportunities arising from climate change, the Company proactively identified key climate-related risks and opportunities relevant to its operations and business through a comprehensive approach, including analysis of macroeconomic policies, benchmarking against industry peers, and consultations with internal departments and external experts. A total of two major climate-related risks, namely market risk and policy and legal risk, and two major climate-related opportunities, namely products and services and market opportunities, were identified.

**Matrix of Climate-Related Risks and Opportunities of Haitong Unitrust**



## 2. Drawing a New Green Blueprint for the Future

The Company continuously conducts in-depth research on climate-related risks and opportunities, assesses their potential financial impacts and implements response strategies for climate-related risks and opportunities.

### Key Climate-Related Risks and Opportunities Identified by Haitong Unitrust and Response Strategies

Type of key climate-related risks/opportunities	Description of risks/opportunities	Period of impact	Potential financial impact	Response strategies
Risks	Policy and legal risks	Short-, medium- and long-term	Decrease in revenue Depreciation of fixed assets	<ul style="list-style-type: none"> <li>Climate-related indicators have been included in the ESG due diligence system and climate-related risks have been considered in business development decisions.</li> <li>The Company developed the <i>ESG Due Diligence Evaluation Card (Industry Version)</i> (《ESG 盡職調查評價卡(行業版)》) for high ESG risk industries such as mining and raw material processing.</li> </ul>
	Market risks	Long-term	Decrease in revenue Depreciation of fixed assets	<ul style="list-style-type: none"> <li>Industries with high climate-related risks, including papermaking and paper products, coal mining and preparation, leather goods and footwear industries, have been classified as "Withdrawal" category.</li> <li>The Company maintains insurance for the leased assets of its projects to mitigate the risk of property loss caused by climate-related risks, thereby reducing the impact on the Company.</li> </ul>

## 2. Drawing a New Green Blueprint for the Future

Type of key climate-related risks/opportunities		Description of risks/opportunities	Period of impact	Potential financial impact	Response strategies
Opportunities	Products and services	If the Company provides financial leasing services to climate-friendly enterprises focusing on the development and innovation of low-carbon products and technologies, the growth of such customers will bring sustained and stable benefits to the Company.	Short-, medium- and long-term	Increase in revenue	<ul style="list-style-type: none"> <li>The Company expanded green financing channels and raised funds through the issuance of special asset securitisation products, etc., providing a financial basis for the Company's investment in projects related to new energy, energy saving and environmental protection.</li> </ul>
	Market opportunities	With the development of the low-carbon economy, climate-friendly products and enterprises have become increasingly popular in the market. The Company strongly supports the development of new energy industry, which is conducive to optimising the asset structure of the Company and generating stable income while reducing risks.	Short-, medium- and long-term	Increase in revenue	<ul style="list-style-type: none"> <li>The Company has strengthened its financial leasing support for industries related to energy saving and environmental protection, new energy, and green transformation.</li> <li>The Company has reclassified the prospects for water and wind energy equipment manufacturing, environmental protection equipment manufacturing, environmental monitoring equipment manufacturing, energy saving and environmental protection project construction from "Moderate Support" to "Preferential Support".</li> </ul>

### 2.2.GREEN FINANCE

Haitong Unitrust actively responds to the national "emission peak and carbon neutrality" strategy, continuously deepening industrial collaboration. Focusing on the energy and environmental protection and transportation and logistics sectors, the Company proactively explores industries such as ecological environmental protection, green energy, transportation, and the green transformation. Leveraging the "financing with capital + goods" model, the Company builds a multi-industry integrated green leasing ecosystem, actively seizing green finance opportunities to support the development of a green economy. In accordance with the *Rules for Identification of Green Financial Leasing Projects* (《綠色融資租賃項目認定規則》) of Shanghai, the Company invested over RMB9.2 billion in green leasing business in 2024, accounting for approximately 19% of its total investments.

## 2. Drawing a New Green Blueprint for the Future

### Service Achievements of Haitong Unitrust in Green Leasing Fields in 2024

Service sector	Achievements in 2024
Energy and environmental protection	The Company invested in 245 projects during the year, providing RMB7,650 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB17,050 million.
Transportation and logistics	The Company invested in 6,184 projects during the year, providing RMB5,336 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB10,885 million.

- FACILITATING THE DEVELOPMENT OF THE ECOLOGICAL AND ENVIRONMENTAL PROTECTION INDUSTRY**

As a firm implementer of the national strategy of “emission peak and carbon neutrality”, Haitong Unitrust is committed to deeply engaging in sub-sectors such as solid waste disposal, hazardous waste disposal, and energy conservation and emission reduction. Guided by the business philosophy of “investment banking mindset and innovation-driven approach,” the Company provides comprehensive financial services throughout the entire lifecycle of “investment, financing, construction, management, and exit” for ecological and environmental protection enterprises, deeply implementing the concept of financial services supporting the green real economy.



#### CASE: Supporting Capacity Expansion of a Hazardous Waste Recycling and Processing Enterprise

A precious metals materials company, primarily engaged in the recycling and processing of hazardous waste containing precious metals, is a leading small enterprise in the hazardous waste recycling and environmental protection industry in Fujian Province.

Through financial leasing, the Company provided the enterprise with over RMB20 million in working capital, assisting it in expanding its scale and increasing production capacity, enabling steady improvement in both production and revenue.



Raw material processing equipment



## 2. Drawing a New Green Blueprint for the Future

### CASE: Supporting a Biogas Fermentation and Reuse Enterprise in Overcoming Production Constraints

An energy enterprise specialises in producing renewable energy through the anaerobic fermentation of recycled dairy cow manure. This process not only addresses the manure disposal challenges faced by dairy farms but also establishes a virtuous circular economy system integrating livestock farming with energy production. The enterprise established a biogas fermentation and utilisation project in 2005. However, due to inadequate equipment maintenance and ageing facilities, its biogas production capacity has declined.



Biogas fermentation equipment

Through financial leasing, the Company assisted the enterprise in purchasing new equipment and accelerating project construction, providing financing of over RMB20 million. The Company's support enabled the enterprise to successfully overcome its capacity constraints, achieving an increase in monthly biogas residue output and resulting revenue. Furthermore, during its ongoing operations, the enterprise improved energy efficiency by integrating power generation into the grid and recycling waste heat from power generation, achieving a balance of economic, social, and ecological benefits.

#### • FACILITATING THE DEVELOPMENT OF THE GREEN ENERGY INDUSTRY

Haitong Unitrust actively explores emerging opportunities in new energy, focusing on energy storage system integrators as a starting point. From the industrial, marketing, asset, and transaction perspectives, the Company builds an open innovation ecosystem in the new energy sector, forging a new chapter in financial support for green energy development.

The energy storage industry is a pivotal link in balancing grid supply and demand and improving the utilisation rate of clean energy. Driven by policy incentives and accelerated by cost reductions, both market demand and installed capacity in the energy storage industry have shown sustained growth. The Company focuses on the development of user-side industrial and commercial energy storage to expand its business footprint. This not only helps electricity consumers reduce energy costs but also plays a vital role in ensuring the safe and stable operation of the grid.

## 2. Drawing a New Green Blueprint for the Future

### CASE: Supporting the Construction of an Energy Storage Power Station Project in Hunan Province

Through a direct equipment leasing model, the Company procured energy storage system equipment valued at over RMB20 million for an enterprise in Hunan Province, supporting the construction of a 10MW/20MWh energy storage power station project.

The project comprises four energy storage units, using lithium iron phosphate batteries housed in outdoor prefabricated cabins. The battery system is boosted to 10kV via a PCS (Power Conversion System) and an on-site step-up transformer, then integrated into the plant's expanded 10kV power distribution system. This energy storage system features highly intelligent data collection and real-time monitoring capabilities, allowing for comprehensive data gathering from the energy storage power station and its upload to the cloud for real-time monitoring of the plant's power load.



A 10MW/20MWh energy storage power station project in Hunan Province

### CASE: Supporting Green Energy Infrastructure Construction in Fengxian District, Shanghai

The Company provided financing support of over RMB2 million for two energy storage power station projects (0.875MW/1.792MWh and 0.48MW/1.032MWh) undertaken by a Shanghai-based group in Fengxian District, Shanghai. This group employs a business model of “angel investment + industry incubation + industrial fund + capital empowerment”, offering comprehensive solutions for energy generation, energy saving, and energy storage.

This financing not only facilitated the group's investment in industrial and commercial energy storage, but also supported the construction of green energy infrastructure in Fengxian New City, one of the five major new towns in Shanghai. The energy storage power station project supported by the Company will enhance energy management levels in the region, promote the efficient utilisation of clean energy, and help establish Fengxian New City as a model of a green, smart, and liveable district.



Energy storage power station project in Fengxian District, Shanghai

## 2. Drawing a New Green Blueprint for the Future

In addition, the Company actively explores emerging opportunities in clean energy such as solar and hydrogen energy. Building on its ongoing efforts to strengthen distributed photovoltaic business, the Company has begun to develop the hydrogen energy industry chain, seizing new business opportunities arising from clean energy development.

### CASE: Supporting Photovoltaic Power Station Project Construction

A new energy enterprise in Taizhou, specialising in distributed photovoltaic power station investments, develops distributed industrial and commercial photovoltaic power stations across multiple provinces, including Guangdong, Shandong, Anhui, Jiangsu, and Zhejiang. It has been growing steadily at a rate of 100MW project filings per year, and has successfully connected nearly 300MW of photovoltaic projects to the grid.

The UniFortune Subsidiary provided it with over RMB6 million in financial support for the construction of a photovoltaic power station project with a total capacity of 2.4MW. This support alleviates the financial pressure of the high initial investment required for the project, enhances the enterprise's efficiency in capital utilisation, maximises investment returns, and supports the enterprise's development.



Photovoltaic power station project

### CASE: Supporting the Construction of China's Hydrogen Energy Industry Chain

A hydrogen energy enterprise in Jiangsu is a leading provider of comprehensive hydrogen energy industry chain solutions in China, specialising in the design, manufacturing, and technical services of water electrolysis equipment and hydrogen refuelling station equipment. Recognised as a national niche small giant enterprise, it is widely acknowledged for its technical expertise and product quality.

Through an innovative financial leasing cooperation model, the Company provided credit facility to the enterprise by using hydrogen production and hydrogen refuelling equipment as the leased assets, offering working capital support to the enterprise.



Production line of a hydrogen energy enterprise in Jiangsu

## 2. Drawing a New Green Blueprint for the Future

- **SUPPORTING THE GREEN TRANSFORMATION OF THE TRANSPORTATION INDUSTRY**

Haitong Unitrust, through the UniFortune Subsidiary, serves the broader transportation and logistics sector, leveraging resource advantages and actively aligning with China's strategic goal of "emission peak and carbon neutrality". The Company supports multiple specialised fields, including green smart mobility, business and premium vehicle use, full-scenario modern logistics, and green energy transportation with integrated solar, storage, charging, and swapping solutions, offering diversified financial leasing solutions to achieve the green transformation of the transportation industry.

In 2024, the UniFortune Subsidiary collaborated with a number of industry-leading enterprises to expand into forward-looking transportation fields such as unmanned heavy trucks, unmanned mining trucks, green heavy trucks, and hydrogen-powered heavy trucks, contributing to technological innovation and green development in the industry. Meanwhile, the UniFortune Subsidiary has formulated a future industrial plan, aiming to deepen the implementation of a refined vertical market strategy. It focused on supporting market segments such as green heavy trucks, and promoted cooperation with third-party platforms to provide shared mobility and one-stop "lifestyle + energy supply" services and comprehensively drive the development of green transportation.

### Key Cases of Haitong Unitrust's Heavy Truck Transportation Projects in 2024

Project type	Key project case
Unmanned heavy trucks	The Company partnered with a leading autonomous driving enterprise, providing it with financial support of over RMB20 million to deploy 38 unmanned heavy trucks. This helped the enterprise successfully be selected for the "Ordos Autonomous Driving Pilot Application for Highway Freight and Urban Travel Services."
Unmanned mining trucks	The Company partnered with a leading enterprise in unmanned mining trucks, providing it with financial support of over RMB90 million to deploy 50 unmanned mining trucks, supporting the construction of smart mines in China.
Green heavy trucks	The Company partnered with a leading enterprise in the sanitation industry, providing it with financial support of over RMB60 million to deploy 40 new energy heavy trucks and 188 sanitation vehicles, supporting the development of green mines in China.
Hydrogen-powered heavy trucks	The Company partnered with a large energy group, providing it with financial support of over RMB100 million to deploy 240 hydrogen-powered heavy trucks, assisting the enterprise in achieving a green transformation and upgrade.

## 2. Drawing a New Green Blueprint for the Future



### CASE: Supporting the Development of the Charging and Battery Swapping Industry in Shanghai

A Shanghai-based enterprise is a leading player in the charging pile sector in Shanghai, having constructed and currently operating 22 charging stations with a total of 781 charging connectors. The enterprise has three stations rated as three-star and seven stations rated as two-star. It has been rated as Class A in the rating of operation enterprises of charging and swapping facilities in Shanghai, indicating its high operation quality.

The UniFortune Subsidiary, as the first financial leasing company to establish credit cooperation with this enterprise, has provided a cumulative credit line of over RMB15 million. This support has significantly enhanced the enterprise's operational efficiency, contributing to the robust development of Shanghai's charging and battery swapping industry.



Vehicle charging station

### 2.3.GREEN OPERATION

Haitong Unitrust operates in the financial industry. Its energy and resource consumption as well as waste generation in its operations are primarily attributed to daily office operation.

The energy used by the Company mainly includes electricity, natural gas, and gasoline consumed by its own vehicles. The Company's water resources come from municipal sources, and it encountered no issues in sourcing water in 2024. The waste generated by the Company mainly includes non-hazardous waste such as office waste, kitchen waste, ink cartridges and toner cartridges, as well as hazardous waste such as used batteries.

The Company practises the concept of low-carbon and environmentally friendly operations and strictly abides by the *Environmental Protection Law of the PRC* and other laws and regulations related to environmental protection. It has formulated the *Regulations on Safety Management of the Company's Headquarters Building* (《公司本部大樓安全管理規定》) and the *Notice on Strengthening Electricity Safety Management of the Company* (《關於加強公司用電安全管理的通知》). In 2024, the Company did not have any confirmed environmental violations that had a significant impact on it.

In 2024, the Company continued to promote green operations through measures such as low-carbon offices, paper conservation, water resource management, waste management, and the construction of green office spaces.



## 2. Drawing a New Green Blueprint for the Future

### Key Green Operation Measures of Haitong Unitrust in 2024

Key aspects	Specific measures
<b>Low-carbon office</b>	<ul style="list-style-type: none"> <li>Our office premises are equipped with energy-saving computers, refrigerators, lighting systems and other energy-efficient equipment.</li> <li>During working hours, regular inspections are conducted to switch off lights that are not required; after work, the power supply in office areas is strictly checked, and energy-consuming devices such as lights and computers are promptly turned off. In cases where electrical appliances are not turned off, regular notifications will be issued.</li> <li>A centralised air conditioning system is installed, and temperatures are strictly monitored and intelligently adjusted during summer and winter.</li> <li>Video conferencing and telephone conferencing systems are used for remote training, interviews, discussions, meetings, and other routine activities, reducing greenhouse gas emissions caused by transportation.</li> <li>The <i>Vehicle Management Measures</i> (《車輛管理辦法》) were issued to unify dispatching and management of business vehicles of the Company. Vehicles were scheduled for centralised travel along the same route to reduce petrol consumption and exhaust emissions.</li> </ul>
<b>Paper saving</b>	<ul style="list-style-type: none"> <li>Promoting paperless office practices and reducing the frequency of repetitive printing.</li> <li>Purchasing printing system software to enable remote printing and avoid problems such as repetitive printouts and printing errors.</li> <li>The default printing settings on all computers are black-and-white and duplex printing.</li> <li>Employees are encouraged to bring their own reusable cups to minimise the use of disposable items such as paper cups.</li> </ul>
<b>Water resource management</b>	<ul style="list-style-type: none"> <li>“Saving Water” signs are displayed in all water usage areas to encourage water conservation.</li> <li>Water-saving equipment is equipped and regularly inspected to prevent wastage from leaks and drips.</li> </ul>
<b>Waste treatment</b>	<ul style="list-style-type: none"> <li>Different types of waste bins are installed on each floor to facilitate the sorting and collection of four categories of waste: dry waste, wet waste, hazardous waste, and recyclable waste.</li> <li>Kitchen waste is collected and processed by specialised recycling units.</li> <li>Non-hazardous waste, such as cartons and waste paper, and hazardous waste, such as used batteries and waste electronic devices, are entrusted to qualified suppliers for recycling or specialised treatment.</li> <li>Domestic wastewater is channelled into the municipal sewage network and treated at municipal wastewater treatment plants.</li> </ul>

## 2. Drawing a New Green Blueprint for the Future

Key aspects	Specific measures
Green office space development	<ul style="list-style-type: none"> <li>Haitong Unitrust Tower is a green building, featuring insulated glass curtain walls and energy- and water-saving appliances.</li> <li>Environmentally friendly products are purchased, including water-based painted furniture.</li> <li>The use of green, energy-saving and environmentally friendly construction materials is prioritised.</li> <li>Green and environmental protection measures, such as resource conservation and air pollution control, are applied during construction.</li> </ul>

During the design and construction of the Company's self-owned office building, Haitong Unitrust Tower, the principles of sustainable development were rigorously applied. Innovations and breakthroughs were achieved in the selection of building materials, energy efficiency management, and environmental protection, ensuring a healthy and comfortable working environment for all employees. In 2024, Haitong Unitrust Tower was awarded a Three-Star Green Building Label by the Ministry of Housing and Urban-Rural Development, the highest level in China's green building evaluation system, which highlights the building's outstanding performance in energy efficiency, environmental protection, economy, and comfort.



Haitong Unitrust Tower “Three-Star Green Building Label Certificate”

## 2. Drawing a New Green Blueprint for the Future

### CASE: Implementing a Paperless Office

Haitong Unitrust continues to practise the green office concept and utilises financial technology tools to enhance office efficiency. In 2024, Haitong Unitrust generated over 62,300 electronic reports and authorisation letters, saving a total of approximately 107,600 sheets of paper, and signed 31,600 electronic agreements, saving a total of approximately 284,500 sheets of paper, equivalent to a carbon emission reduction of approximately 0.75 tons of CO<sub>2</sub> equivalent<sup>Note</sup>.

Note: The carbon emission reduction from paper saving was calculated using the "Office Paper" emission factors provided in the US EPA GHG Emission Factors Hub (2023.4), assuming that incineration and landfill, as the two disposal methods, each account for 50% of the equivalent emission reduction.

### CASE: Canteen "Six T" Safety and Environmental Training

In 2024, the Company conducted training on canteen food safety, production safety, and environmental protection. External instructors were invited to explain safety precautions across all stages, from procurement to processing, incorporating laws and regulations and typical case studies. Through watching a short video on the *6T Implementation Management Guidelines* (《6T实施管理指引》), the "Six T" management philosophy was reinforced, requiring all canteen staff to strictly comply with operational standards to ensure the safety and stability of meal supply. A total of 28 individuals attended this training.

Based on its own operating situation, the Company set 2021 as the base year and established ESG objectives in four areas: carbon emissions, power consumption, water resources, and waste management. The Company regularly tracked the progress based on its ESG performance, striving to achieve the objectives by 2025.

## 2. Drawing a New Green Blueprint for the Future

### Green Operation Objectives of Haitong Unitrust and Progress in 2024

	Power consumption per unit area	Greenhouse gas emissions per unit area	Water consumption per unit area	Waste generation
<b>Objectives for 2025</b>	Power consumption per unit area in 2025 will be controlled at a performance level not higher than the benchmark in 2021, i.e. not higher than <b>90.61 kWh/m<sup>2</sup></b>	Greenhouse gas emissions per unit area (Scope 1 and Scope 2) in 2025 will be controlled at a performance level not higher than the benchmark in 2021, i.e. not higher than <b>0.07 tons of CO<sub>2</sub> equivalent/m<sup>2</sup></b>	Water consumption per unit area in 2025 will <b>decrease by 11%</b> from the base year 2021	The Company will progressively enhance the identification and statistics of the sources of non-hazardous and hazardous waste, and keep the generation of both types of waste at a low level
<b>Progress in 2024</b>	107.33 kWh/m <sup>2</sup>	0.06 tons of CO <sub>2</sub> equivalent/m <sup>2</sup>	0.38 ton/m <sup>2</sup> (a decrease of 24% from the base year)	

### 3. Striving for Efficiency to Serve New Quality Productive Forces

Haitong Unitrust fully implements the key principles of the Central Financial Conference, upholding its commitment to serving the real economy. By focusing on the Five Major Sectors of Finance, the Company supports key industries in the real economy, actively aligns with national strategic initiatives, and facilitates the accelerated development of new quality productive forces.



In 2024, Haitong Unitrust served over **5,000** enterprises in the real economy through financial leasing.

#### 3.1. SERVING THE DIGITAL ECONOMY INDUSTRY

Driven by product innovations, Haitong Unitrust is committed to supporting breakthroughs and advancements in advanced technologies across key segments of the digital economy, including communication technology, IDC data centres, computing power infrastructure, IoT, big data, and artificial intelligence. By providing financial services to technology-driven enterprises, the Company actively promotes the deep integration of digital technologies with industries and fosters the innovative development of the digital economy.

##### Service Achievements of Haitong Unitrust in Digital Economy Sector in 2024

Service sector	Achievements in 2024
Digital economy	The Company invested in 40 projects during the year, providing RMB2,050 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB4,995 million.



#### CASE: Supporting a Technology Group's Transition to Intelligent Computing Services

A technology group, specialising in IT system integration, technical services, and GPU computing power cloud services, is exploring a transition from a traditional integrator to an intelligent computing service provider.

Through a direct leasing model, the Company has partnered with the group for a total of over RMB300 million, facilitating its deployment of nearly 600 of the world's leading NVIDIA GPU servers, totalling 1,040 cards and delivering a computing power capacity of 3,000 Petaflops<sup>(Note)</sup>.

Note: Petaflops is a unit of measurement for a computer or computing system's ability to process complex tasks, that is, quadrillions of floating-point operations per second.



GPU server



### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### CASE: Supporting a Startup in Building a Computing Power Cluster Computer Room

An internet technology enterprise, a startup in the emerging GPU computing power sector of the digital economy, urgently needs industrial resources and substantial financial support.

The Company provided guidance for the planning, construction, and operation phases of its computing power business, as well as support in server procurement and customer marketing. Customised financial solutions were designed based on the project's construction stages and funding needs, helping it establish a large-scale computing power cluster computer room comprising 130 servers. With the Company's assistance, the enterprise has successfully gained a foothold in the industry and has become an AI computing power service provider for leading domestic large model companies.



Computing power cluster computer room

## 3.2. SERVING THE ADVANCED MANUFACTURING INDUSTRY

Haitong Unitrust focuses on five key directions: material upgrades, technological upgrades, equipment upgrades, consumption upgrades, and the optimisation of energy consumption structure, while deeply penetrating market segments such as new energy, new materials, semiconductors, circular economy, and major equipment. The Company strives to build a comprehensive financial competitiveness integrating “leasing + investment + investment banking”, aiming to become a pivotal financial force in supporting technological progress and ecological leadership in China's manufacturing industry.

#### Service Achievements of Haitong Unitrust in Advanced Manufacturing Sector in 2024

Service sector	Achievements in 2024
Advanced manufacturing	The Company invested in 1,778 projects during the year, providing RMB12,675 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB19,858 million.

### 3. Striving for Efficiency to Serve New Quality Productive Forces



#### CASE: Supporting an Energy Technology Enterprise in Developing a Waste Heat Power Generation Business for Steel Plants

An energy technology enterprise is an integrated energy service provider, offering one-stop comprehensive energy solutions for clients across all segments of the energy sector, including “smart power equipment, energy engineering services, energy technology services, and contract energy management services.”

The enterprise is currently prioritising the development of its waste heat power generation energy management contracting (EMC) business. The Company supported its equipment procurement and financing through financial leasing, providing a financial support of RMB173 million to facilitate the development of waste heat power generation business models for steel plants. This initiative has promoted energy conservation, emission reduction, and efficiency improvement of this steel enterprise.



Waste heat power generation equipment



#### CASE: Supporting an Environmental Technology Enterprise in Strengthening Comprehensive Mineral Recovery and Utilisation

An environmental technology enterprise is an energy-efficient and environmentally friendly high-tech enterprise, specialising in the mining, smelting, and comprehensive resource recovery and utilisation of non-ferrous mineral concentrates. During its rapid expansion, the enterprise urgently required the upgrading and improvement of its existing production equipment.

The Company has established a business partnership with the enterprise, leveraging the core equipment in its production process as collateral to provide a two-year financing of RMB50 million. This support is designed to enhance its energy recycling capabilities and significantly reduce energy consumption in production.



Improved production equipment

### 3. Striving for Efficiency to Serve New Quality Productive Forces



#### CASE: Supporting a New Materials Enterprise in Achieving Rapid Expansion of Lithium Battery Separator Production

A new materials enterprise specialises in the research, development, and production of lithium battery separators and related equipment. It has established significant technological advantages in complete wet-process lithium battery separator production lines, online continuous coating equipment, and ultra-high-strength membrane manufacturing.

The Company has provided RMB100 million in financing support to the enterprise through a sale-and-leaseback business model, assisting in the rapid expansion of its lithium battery separator production base.



Lithium battery separator production base

### 3.3. SERVING THE HEALTHCARE INDUSTRY

Haitong Unitrust is dedicated to providing diverse financial services across multiple segments of the healthcare industry. It also delivers supply chain-based financial solutions to medical supply chain enterprises by leveraging their upstream and downstream networks, with the goal of building an integrated ecosystem platform that connects medical institutions, medical supply chains, and pharmaceutical companies within the broader healthcare sector.

#### Service Achievements of Haitong Unitrust in Healthcare Sector in 2024

Service sector	Achievements in 2024
Healthcare	The Company invested in 378 projects during the year, providing RMB2,491 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB6,321 million.

### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### CASE: Successfully Launching a Home-Based Elderly Care Equipment Leasing Product

Leveraging the home-based assistive equipment leasing business as an entry point, the Company has designed an innovative home-based elderly care equipment leasing product, aimed at fostering the sustainable and rapid growth of the home-based elderly care assistive equipment leasing industry. This initiative contributes to enhancing the well-being of the elderly.

This product is based on a comprehensive operational framework and business scenario of long-term care insurance, integrating “medical insurance, commercial insurance, assistive equipment service providers, and manufacturers.” Through direct leasing, it supplies equipment to home-based elderly care assistive equipment leasing providers.



Home-based elderly care equipment warehouse

#### CASE: Supporting a Rehabilitation Hospital in Bridging the Equipment Procurement Funding Gap

A rehabilitation hospital specialising in continuous rehabilitation therapy, with a capacity of 450 beds, is dedicated to becoming a first-class rehabilitation medical institution that integrates rehabilitation treatment, artificial intelligence, big data healthcare, and professional nursing services. The hospital is currently in its initial operational phase and faces a substantial funding gap for equipment procurement.

Focusing on the hospital’s early-stage needs, the Company has granted it a financial support of RMB15 million, providing tangible support to lay a solid foundation for the hospital’s development.



Rehabilitation hospital

### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### 3.4.SERVING THE PUBLIC SERVICES AND CONSTRUCTION INDUSTRIES

Haitong Unitrust actively engages in public utility sectors, including urban renewal, private education, public transportation, water services, and gas supply, fostering sustainable urban development and stable regional economic prosperity. It also concentrates on serving the entire construction industry chain, thereby accomplishing the dual strategic objectives of industrial upgrading and optimisation of urban functions.

##### Service Achievements of Haitong Unitrust in Public Services and Construction Sectors in 2024

Service sector	Achievements in 2024
<b>Construction</b>	The Company invested in 594 projects during the year, providing RMB11,509 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB19,396 million.
<b>Urban utilities</b>	The Company invested in 31 projects during the year, providing RMB3,817 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB11,924 million.
<b>Culture and tourism</b>	The Company invested in 240 projects during the year, providing RMB4,283 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB7,713 million.



##### CASE: Implementing a Financial Leasing Support Plan to Support Tourism Development in Lhasa

A hotel management company planned to self-finance the establishment of a new hotel in Lhasa, Tibet. However, due to the substantial capital expenditure required for hotel construction, the enterprise faced cash flow pressure.

After conducting on-site due diligence and other comprehensive assessments, the Company provided financial leasing services amounting to RMB7 million, enabling the hotel to open as scheduled.



A hotel in Lhasa, Tibet

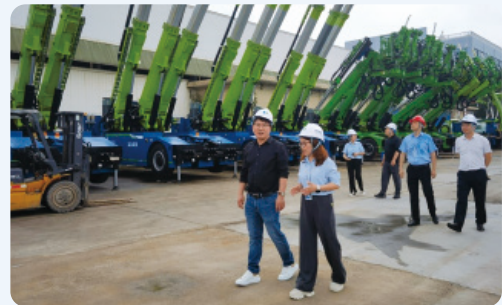


### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### CASE: Long-Term Collaboration with a Construction Enterprise to Support Mechanised Tunnel Construction Development

A construction enterprise, being a renowned tunnel construction and leasing company in Southwest China, has participated in the construction of several key national highways. With the commencement of projects such as the Sichuan-Tibet Railway, the demand for intelligent tunnel construction equipment has significantly increased, and its demand for equipment upgrades and modernisation has seen explosive growth.

Over the past three years, the MSE Subsidiary has conducted five business collaborations with the enterprise through a financial leasing model, providing it with financial support of over RMB70 million. This has supported mechanised tunnel construction, playing a role in the development of the Sichuan-Tibet Railway, a key national project in China.



Engineering equipment of a construction enterprise

#### CASE: Supporting a Fashion Engineering College in Updating Teaching Equipment and Campus Expansion

A fashion engineering college is a distinctive higher education institution that specialises in fashion design and garment production. The college has actively implemented the national *Implementation Plan for Advancing the Education Power Project during the 14th Five-Year Plan Period* (《「十四五」时期教育强国推进工程实施方案》) by carrying out the renewal of teaching equipment.

The Company has entered into a business partnership with the college, supporting its targeted update of teaching equipment through financial leasing with a financing amount of RMB120 million. This fulfils the college's needs for constructing specialised teaching classrooms and campus expansion, while providing strong support for the steady development of its flagship programs in industry-academia-research integration and international cooperation.



A new teaching building in a fashion engineering college

### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### 3.5.ADVANCING THE MISSION OF INCLUSIVE FINANCE

Haitong Unitrust actively responds to the national call to serve medium-, small-, and micro-sized enterprises, implementing national inclusive finance policies and adhering to the spirit of “enhancing the quality and efficiency of financial services for the real economy.” By actively engaging with core enterprises in the industry chain and exploring various stages of customer operations, from procurement to production to sales, the Company offers multi-scenario financing services tailored to customer needs, thereby significantly enhancing the overall value of industrial chains.

The Company has established a targeted inclusive financial service system. This system ensures effective risk management while meeting the diverse financial service needs of medium-, small- and micro-sized enterprises.

##### Service Achievements of Haitong Unitrust in Inclusive Finance in 2024

Service sector	Achievements in 2024
Inclusive finance	The Company invested in 8,737 projects during the year, providing RMB7,428 million in financial support, and the present value of interest-earning assets as at the end of the year was RMB12,898 million.

The UniFortune Subsidiary scientifically conducts project evaluation and admission assessments when serving small and medium-sized enterprises, offering a fast and efficient approval channel for small legal entity projects with funding below RMB5 million. It has established a comprehensive customer service mechanism that includes “pre-lease credit review model — in-lease electronic signing — post-lease 400 hotline.”



##### CASE: Supporting a Rural Milk Transportation Enterprise in Upgrading and Updating Transport Equipment

A logistics company based in Inner Mongolia, specialising in milk transportation, primarily delivers fresh milk to the dairy farms of the Yili Group.

The UniFortune Subsidiary provided RMB12.19 million in financial leasing support for its procurement of refrigerated transport vehicles, facilitating the purchase of 30 SHACMAN tractors and accompanying liquid food semi-trailers. This initiative supports the upgrading and renewal of vehicle equipment in rural areas, contributing to the high-quality development of local agriculture.



Milk refrigerated transport trucks

### 3. Striving for Efficiency to Serve New Quality Productive Forces

In view of the characteristics of MSEs, the MSE Subsidiary has launched a strategy for inclusive financial products tailored to MSEs, establishing a comprehensive inclusive financial service system that aligns with the development of the real economy. This initiative effectively stimulated new momentum for the growth of MSEs, driving high-quality economic development.

#### CASE: Supporting Capacity Expansion of an Environmental Recycling Enterprise

A resource utilisation enterprise specialises in the processing and recycling of scrap steel, focusing primarily on the dismantling, crushing, and packaging of depreciated scrap steel and processed scrap steel. To address its capacity expansion needs, the enterprise urgently needed to procure a batch of near-new equipment.

After conducting an on-site inspection and assessing the lessee's production operations, the MSE Subsidiary expedited the approval process and provided RMB8.25 million in equipment financing. This enabled the rapid acquisition and commissioning of production equipment, supporting the sustainable development of this green environmental recycling enterprise.



Steel materials dismantled by a resource utilisation enterprise

### 3.6. INNOVATING FINANCING INSTRUMENTS TO BETTER SERVE THE REAL ECONOMY

The Company has actively explored and innovated financing instruments, introducing high-quality and stable sources of funding to support its expansion in areas such as green finance and inclusive finance, achieving positive economic and social outcomes.

In 2024, the Company provided financing of approximately RMB4 billion in total to continuously support investments in environmental protection projects and the development of medium-, small- and micro-sized enterprises, thereby broadening the scope and depth of its services to the real economy.

### 3. Striving for Efficiency to Serve New Quality Productive Forces

#### CASE: Successful Issuing the Industry's First "Corporate Bond to Support Medium-, Small- and Micro-Sized Enterprises"

In July 2024, Haitong Unitrust successfully issued the financial leasing industry's first corporate bond to support medium-, small- and micro-sized enterprises on the Shanghai Stock Exchange, raising RMB500 million with a maturity of five years. 70% of the proceeds were allocated to support the development of medium-, small- and micro-sized enterprises. The funds were specifically utilised to assist 19 medium-, small- and micro-sized enterprises in expanding production through equipment procurement, alleviating their financial pressure related to equipment procurement, updates and upgrades.

#### CASE: Successfully Issuing Two Green Asset-Backed Special Plans

In February 2024, Haitong Unitrust successfully issued Haitong Unitrust No. 15 Green Asset-Backed Special Plan on the Shanghai Stock Exchange, with a total issuance size of RMB958.3 million. The funds were effectively deployed into green leasing projects, promoting the diversified development of green industries, including green transportation, clean energy, energy conservation, and environmental protection. In addition, the Company innovatively designed a structured product that utilised the cash flow generated by the underlying assets to meet repayment obligations, fully demonstrating the confidence of both the Company and investors in the underlying green leasing assets.

In December 2024, Haitong Unitrust successfully issued the first tranche of Haitong Unitrust Leasing No. 11 Green Asset-Backed Special Plan on the Shanghai Stock Exchange, with an issuance size of RMB800 million. The underlying assets of this special plan are 100% compliant with green bond evaluation standards, with a green rating of the highest grade, G1. The corresponding leasing projects include renewable energy power generation, biomass resource utilisation, waste treatment and disposal, wastewater treatment, and green transportation. All the underlying assets and their respective projects fully comply with the "Green Bond Support Project Catalogue (2021 Edition)" issued by the People's Bank of China and two other relevant ministries.

## 4. Moving Forward to Unlock New Momentum for Services

### 4.1.CUSTOMER SERVICE AND COMMUNICATION

Haitong Unitrust is dedicated to offering customers high-quality, diversified, and one-stop services, enhancing post-lease and complaint follow-up mechanisms, and effectively resolving customer issues through effective communication. The Company has formulated a series of regulations, including the *Business Operation Management Measures* (《業務運營管理辦法》) and the *Strategic Customer Management Measures (Trial)* (《戰略客戶管理辦法(試行)》), and updated the *Customer Management Measures* in 2024 to continuously optimise customer service processes and enhance the level of customer service.

#### Key Measures and Achievements of Haitong Unitrust in Customer Communication in 2024

Business type	Main communication channels	Achievements in 2024
Daily consultations	Call centres, etc.	The call centre received a total of 82,752 customer inquiry calls and processed 25,442 online consultation requests, achieving a customer satisfaction rate of 99.58%.
Complaint feedback	Call centre inbound calls, complaint management mini-program, etc.	The average resolution time for customer complaints was 4.86 calendar days, with a problem resolution rate of 100%. The number of major complaints referred by regulatory authorities showed a significant downward trend as compared with last year, with zero reasonable complaints attributed to the Company by regulatory authorities.
Payment collection	Call centre outbound calls, etc.	The call centre made 136,269 outbound calls, representing a year-on-year increase of 105.40%, with cumulative rental recoveries of RMB211 million.
Service marketing	Call centre outbound calls, client manager marketing, offline exhibitions, etc.	The call centre recommended 88 business opportunities, with a total intended amount of RMB920 million, of which two deals were signed and one deal was successfully executed.



## 4. Moving Forward to Unlock New Momentum for Services

### CASE: Call Centre's Business Transformation Drives Development

In 2024, the Company's call centre launched a business transformation, transitioning from a solely passive inbound model to a comprehensive model that fully integrates both inbound and outbound operations.

To this end, the Company developed 10 sets of service standard training materials and conducted business transformation training for all call centre staff. The training provided in-depth explanations of the Company's business products and development goals, aiming to build a versatile team skilled in both business operations and marketing, thereby better addressing the diverse needs of customers.



Call centre business transformation training

### CASE: Hosting AI+ Application Ecosystem Conference

In November 2024, the Company hosted an AI+ Application Ecosystem Conference at the Haitong Bund Financial Plaza in Shanghai. The event attracted over 100 industry clients, significantly advancing the coordinated development in the digital economy sector, providing customers with comprehensive financial services and jointly promoting the establishment of a new high-quality development framework for the AI industry.



AI+ Application Ecosystem Conference

In terms of product advertising and business marketing, the Company strictly complies with the *Advertising Law of the PRC* and regulatory requirements. It has formulated the *Business Marketing and Promotion Management Measures (Trial)* (《業務營銷宣傳管理辦法(試行)》) to further enhance the management mechanism for marketing and promotion. These measures define the principles, processes, and requirements for marketing activities, ensuring that customers receive accurate and complete product information and safeguarding their legitimate rights and interests.

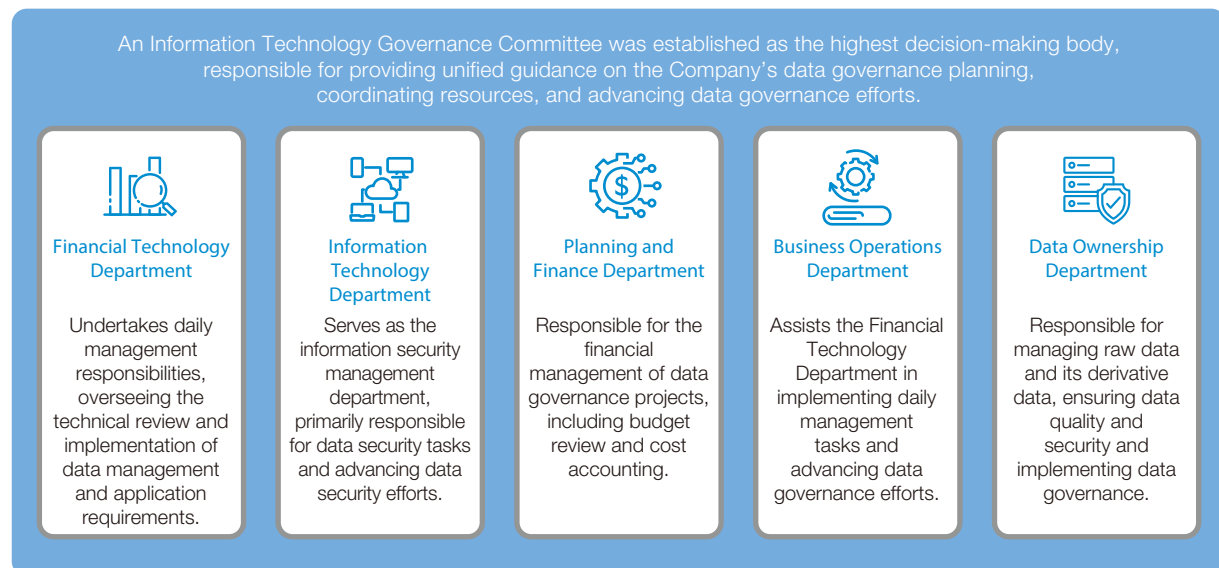
In 2024, the Company identified no violations of regulations regarding product and service information and labelling, nor any breaches of marketing and publicity regulations.

## 4. Moving Forward to Unlock New Momentum for Services

### 4.2.DATA GOVERNANCE

Haitong Unitrust places great emphasis on data compliance and effective utilisation. In 2024, the Company formulated the *Data Governance Management Measures* (《數據治理管理辦法》) and the *Data Classification and Grading Management Measures* (《數據分級分類管理辦法》), establishing the fundamental data governance principles of “full coverage, alignment, and continuity”, and creating a top-down, coordinated data governance framework.

#### Data Governance Framework of Haitong Unitrust



In 2024, the Company optimised its data governance initiatives, strengthened the development of its data middle platform, and promoted the aggregation and interoperability of data across systems, enhancing the efficiency and quality of data management and providing more robust data support for business growth.

## 4. Moving Forward to Unlock New Momentum for Services

### Key Data Governance Management Initiatives of Haitong Unitrust in 2024

Area	Measures
Data middle platform construction	<ul style="list-style-type: none"><li>Developed a financial middle platform system to integrate professional data, enabling seamless collaboration and precise accounting between business and finance, and providing robust support for enterprise decision-making.</li><li>Established an operational middle platform system, enabling full-process online management of operations. Functions such as mortgage release, archiving, dispatch, and business license management have been successfully implemented.</li></ul>
Data convergence and interoperability	<ul style="list-style-type: none"><li>Launched a case distribution centre and inspection system, leveraging data from various business directions and utilising tools such as data analysis and case distribution strategy interpretation to achieve multi-dimensional task linkage and risk warning in asset management.</li><li>Continuously expanded the quotation service function, enabling support for various platforms through interfaces, facilitating scenarios such as lease commencement calculations, modification calculations, and early settlement calculations, covering all business types of the Company.</li><li>Established a risk management portal by integrating risk management functions and reports previously scattered across different systems, creating a centralised, efficient, and visualised risk management platform.</li><li>Completed the data layer transformation of the People's Bank of China credit reporting submission system, integrating various business data sources through the "big data platform + subject domain" approach, establishing a unified entry point and standardised processes.</li></ul>

### 4.3. INFORMATION SECURITY AND CUSTOMER PRIVACY PROTECTION

Haitong Unitrust strictly abides by the laws and regulations such as the *Cybersecurity Law of the PRC*, the *Data Security Law of the PRC*, and the *Personal Information Protection Law of the PRC*. The Company has formulated institutional documents including the *Information Security Management Measures* (《信息安全管理辦法》) and the *Information Asset Management Measures* (《信息資產管理辦法》). Under the leadership of the Information Technology Department, it implements information security and customer privacy protection initiatives, driving the systematic development of the Company's cybersecurity, data security, and application security frameworks.

In 2024, the Company focused on strengthening its "four horizontal and four vertical" information protection system. Horizontally, the Company implemented comprehensive security protection and management across the entire system, including strengthening perimeter security, network security, host security, and application security. Vertically, it established a cyclical security management process that covers prevention, detection, response, and recovery.

## 4. Moving Forward to Unlock New Momentum for Services

### Key Measures and Achievements of Haitong Unitrust in Enhancing Information Security in 2024

Area	Specific measures	Achievements in 2024
<b>Routine monitoring and scanning</b>	<ul style="list-style-type: none"> <li>Promoted the establishment of a security inspection mechanism, implementing monitoring and early warning systems for network facilities and server hosts.</li> <li>Conducted vulnerability scanning and penetration testing, assessing network system security and ensuring timely vulnerability patching.</li> </ul>	Throughout the year, the systems operated stably without any failures or business interruptions caused by infrastructure issues.
<b>Network security construction</b>	<ul style="list-style-type: none"> <li>Performed routine monitoring and management of network traffic and Endpoint Detection and Response (EDR) logs on the security platform, enabling timely detection of network attacks and intrusion attempts.</li> <li>Analysed, evaluated, and traced incidents using threat intelligence and attack chain analysis.</li> </ul>	A total of 36,768 security alert logs were submitted throughout the year, and no significant information security incidents occurred.
<b>Data security construction</b>	<ul style="list-style-type: none"> <li>Initiated the development of the log system, database audit system, and privileged account management system.</li> <li>Conducted testing and evaluation for the system data leakage protection system and the database situational awareness system.</li> </ul>	The capability to detect and manage data security throughout its entire lifecycle has been largely established.
<b>Development safety construction</b>	<ul style="list-style-type: none"> <li>Built an integrated DevOps<sup>(Note)</sup> platform with security features, advancing security testing and vulnerability scanning to the early stages of development.</li> </ul>	The platform has been successfully completed, significantly enhancing developers' efficiency in fixing vulnerabilities and the quality of code submissions through various development security components.

Note: DevOps means Development & Operations, a collective term for a set of processes, methods, and systems, used to facilitate communication, collaboration and integration between application/software engineering development, technical operations and quality assurance departments.

## 4. Moving Forward to Unlock New Momentum for Services

For information security incidents, the Company established a comprehensive emergency response mechanism, ensuring timely response and closed-loop management of incidents.

### Information Security Incident Emergency Response Mechanism of Haitong Unitrust

<b>Preventive measures</b>	<ul style="list-style-type: none"><li>Upgrade and strengthen the security protection system to reduce the likelihood of information security incidents.</li></ul>
<b>Monitoring and detection</b>	<ul style="list-style-type: none"><li>Utilise real-time monitoring and detection systems to identify abnormal behaviours, potential threats, and unusual data access patterns.</li></ul>
<b>Response mechanism</b>	<ul style="list-style-type: none"><li>Establish a comprehensive response mechanism, including rapid detection of potential threats, isolation of affected systems, and investigation of the causes and scope of incidents.</li><li>Define clear reporting processes and responsible personnel, ensuring timely notification to internal management and relevant departments, as well as prompt and accurate communication with external regulatory authorities.</li></ul>
<b>Recovery and learning</b>	<ul style="list-style-type: none"><li>After incident resolution, conduct post-incident analysis and evaluation, summarise lessons learned, promptly revise security strategies and processes, and develop corresponding training plans.</li></ul>

The Company places great importance on fostering an information security culture, conducting information security awareness training for all employees and specialised security training tailored to individual teams. It also actively organises Information Security Month activities to enhance all employees' ability to identify and respond to information security risks.



### CASE: Conducting Specialised Training on Silver Fox Trojan

In March 2024, the MSE Subsidiary conducted a “Specialised Training on the Silver Fox Trojan,” using real-world case studies and explanations of information security techniques to educate employees and help them fully understand common information security scenarios in daily work and recognise potential information security risks.



Training session



## 4. Moving Forward to Unlock New Momentum for Services

In terms of protecting customer privacy, the Company conducts strict reviews and monitoring of all activities involving the handling of customers' personal information, ensuring that such information is used solely for authorised purposes, with necessary encryption and protective measures implemented throughout the handling process. In 2024, the Company recorded no incidents of client information or privacy breaches.

At the beginning of 2024, the Company developed the *Management Objective Responsibility Document* (《管理目標責任書》), designating “the completion of the established information security construction tasks” as an annual objective. In 2024, the Company achieved a series of significant information security construction milestones, successfully meeting this objective.

### Key management achievements for information security in 2024

- Completed ISO27001 information security management system certification
- Completed six information security training sessions
- Completed Level 2 cybersecurity protection certification for two systems and Level 3 cybersecurity protection certification for two systems

## 4.4. INNOVATION-DRIVEN

With innovation at its core, Haitong Unitrust integrates technology strategy into its overall development plan. The Company established the Information Technology Committee, which, under the leadership of the Financial Technology Department, actively pursues financial technology development in three key areas: platform development, big data, and the Internet of Things (IoT), driving progress through innovation.

### Financial Technology Development Strategy of Haitong Unitrust

Platform development	Big data	IoT
<ul style="list-style-type: none"><li>Focus on enhancing middle platform capabilities across business, operations, and technology dimensions.</li><li>Improve and promote the development of platforms, including the electronic signing platform, risk control decision-making models, DevOps platform, employee mobile office app, and low-code development platform. These initiatives aim to improve research and development efficiency and enhance the quality and efficiency of business development.</li></ul>	<ul style="list-style-type: none"><li>Shift from foundational infrastructure to data applications, and create a centralised, efficient, and visualised enterprise-level risk management platform to enable all departments to easily access and understand risk details.</li><li>Develop AI-powered tools to significantly enhance the identification of material fraud.</li></ul>	<ul style="list-style-type: none"><li>Continuously upgrade the IoT platform and optimise real-time monitoring and risk warning mechanisms.</li><li>Expand diversified application scenarios and leverage IoT technology to empower the Company's digital transformation, thereby enhancing operational efficiency and competitiveness.</li></ul>

## 4. Moving Forward to Unlock New Momentum for Services

In 2024, building on its financial technology strategy, the Company further advanced key initiatives, including system platform optimisation, risk management algorithm development, service process digitalisation, and DevOps platform development.

### Key Financial Technology Initiatives and Achievements of Haitong Unitrust in 2024

<b>Optimisation of system platform</b>	<ul style="list-style-type: none"><li>Upgraded the electronic contracting system, adding a two-way recording mode to enhance the effectiveness of signing contracts, and introduced the “Haitong Unitrust Mirror” (恒心寶鏡) AI platform to comprehensively improve the accuracy of elements during the contract signing process.</li><li>Upgraded the fund management system, adding a regulatory account function to comprehensively monitor account openings, fund inflows, daily oversight, and outflows.</li></ul>
<b>Development of risk management algorithm</b>	<ul style="list-style-type: none"><li>By integrating large models with machine learning algorithms, upgraded the risk label model, achieving a model accuracy rate of over 90% and precisely identifying more than 900 risk labels.</li><li>Developed an intelligent assisted approval system, incorporating 6 external data sources, constructed over 300 risk indicators and more than 100 rules to improve project approval efficiency.</li></ul>
<b>Digitalisation of service processes</b>	<ul style="list-style-type: none"><li>Constructed a digital customer management system, integrated multi-channel resources, and achieved full-process management from online applications to project initiation, with real-time monitoring of conversion effectiveness.</li><li>Developed a unique online rating process for direct leasing suppliers, enabling a digitalised supplier onboarding process.</li></ul>
<b>Development of DevOps platform</b>	<ul style="list-style-type: none"><li>Essentially completed the development of the DevOps platform, laying a solid foundation for improving the overall research and development system efficiency. Achieved an approximate 6% increase in research and development delivery efficiency and a 15% improvement in team governance standardisation.</li></ul>

## 4. Moving Forward to Unlock New Momentum for Services

### CASE: Launch of “Haitong Unitrust Mirror” AI Platform for Accurate Image Risk Detection

The Company developed the “Haitong Unitrust Mirror” AI platform, leveraging artificial intelligence algorithms to achieve three key functionalities: image tampering detection, duplicate image recognition, and document discrepancy identification, thereby enhancing anti-fraud capabilities in business processes.

As at the end of 2024, the “Haitong Unitrust Mirror” platform had been used over 1,500 times, significantly improving the efficiency in verifying the authenticity of materials across various departments.

### CASE: Construction of an Integrated Risk Management Portal

The Company prioritised the development of a risk management portal by integrating risk management functions and reports previously scattered across different systems to create a centralised, efficient, and visualised risk management platform.

The portal enables quick access to core risk management information and detailed risk statuses, while providing over 20 types of charts. In addition, the portal is connected to the headquarters’ early warning centre, which can automatically receive and screen over 5,800 risk-related alerts from the headquarters and support one-click online feedback for more than 400 alerts.

The Company places great emphasis on nurturing its financial technology team. It organised multiple professional skills training sessions, including but not limited to 10 sessions of the Financial Technology Lecture Series and specialised training for newly developed platforms, in order to foster a continuous-learning research and development team.

While encouraging innovation, the Company also prioritises intellectual property protection. It strictly abides by the applicable domestic laws and regulations, including the *Patent Law of the PRC* and the *Trademark Law of the PRC*, and protects its own intellectual property while not infringing upon the intellectual property of others.

To track the outcomes of innovation-driven efforts, the Company has established quantitative indicators and set clear targets, continuously monitored and assessed their achievement, actively promoted the enabling role of financial technology in business and operations, ensuring that innovative initiatives effectively enhanced the Company’s overall efficiency. During the Reporting Period, the Company submitted two patent applications. As at the end of 2024, the total number of electronic signing customers had reached approximately 48,000.

## 5. Forging Ahead to Build a Partner Ecosystem

### 5.1.EMPLOYEE RIGHTS AND BENEFITS

#### • EMPLOYEE RECRUITMENT AND EMPLOYMENT

Haitong Unitrust strictly abides by laws and regulations including the *Labour Law of the PRC* and the *Labour Contract Law of the PRC*. It has formulated and implemented a number of personnel management systems, standardising mechanisms for dismissal, compensation, working hours, and leave. The Human Resources Department takes the lead in rigorously executing talent management objectives, prohibits discrimination based on gender, age, nationality, race, and religious beliefs, and strives to establish a diverse talent pool. Meanwhile, the Company firmly prohibits the employment of child labour, strictly verifying the valid identity information of new hires during the recruitment phase and incorporating it into relevant management processes.

In 2024, the Company balanced social recruitment and internal talent development to ensure the construction of a high-quality talent pipeline. It organised and implemented multiple specialised recruitment activities and continuously strengthened employer brand promotion through diverse platforms, such as its official website, WeChat official account, and campus recruitment events.



“Starry Program”  
internship recruitment



“Stellar Program”  
campus recruitment



High-level industrial talent  
recruitment

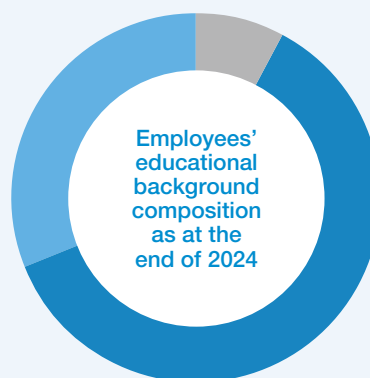


Future industrial talent  
recruitment

Furthermore, in 2024, the Company integrated and upgraded its recruitment management system, employing various tools such as assessments, interviews, background checks, and internship evaluations to ensure effective control of recruitment risks and the accuracy of talent acquisition.

In 2024, the Company recruited 206 market-oriented and professional talents, including 23 management-level talents.

As at the end of 2024, there were a total of 1,512 full-time employees (Including dispatched labours).



- Bachelor's degree or undergraduate education 61%
- Master's degree or above or postgraduate qualification or above 31%
- Others 8%

In 2024, Haitong Unitrust did not experience any violations such as the employment of child labour or forced labour, and its labour contract signing rate was 100%.

## 5. Forging Ahead to Build a Partner Ecosystem

- **EMPLOYEE COMMUNICATION AND CARE**

Haitong Unitrust values employee communication and cares for employees' physical and mental health. Adhering to the *Labour Law of the PRC*, the *Trade Union Law of the PRC*, and the *Law of the PRC on the Protection of Women's Rights and Interests*, it continuously optimises and improves employee communication and care, effectively safeguarding employees' legitimate rights and interests and enhancing their sense of happiness and belonging.

The Company has established and implemented a staff representative congress system to promote democratic management, building a communication bridge between employees and the Company. This allows employees to participate in the Company's democratic management in accordance with the law, safeguarding their legitimate rights and interests. The Company also organises the signing of collective contracts.

### Haitong Unitrust Staff Representative Congress System

<b>Frequency of meetings</b>	Held at least once a year.
<b>Scope of authority</b>	Exercise authority in accordance with the law, including reviewing proposals, approving resolutions, conducting oversight, democratic elections, and democratic evaluations.
<b>Content of review</b>	Rules and regulations or major matters that directly affect the vital interests of employees.
<b>Composition of representatives</b>	Primarily composed of frontline employees, with leadership personnel at the first level and above accounting for no more than 20%.

The Company has established comprehensive grievance reporting channels and arranges monthly leadership reception days to ensure stable and efficient communication with employees, fostering a transparent and open working environment.

In terms of remuneration and welfare support, the Company adheres to the *Employee Code of Conduct* (《員工守則》). Employees' fixed salaries consist of a basic salary, fixed allowances, and administrative position allowances, determined based on the job structure and paid on a monthly basis.

Furthermore, the Company actively develops various union programs covering all employees, fully leveraging the union's role as a bridge and bond in uniting people, including but not limited to care visits, cultural and sports activities, support for female employees, and assistance for employees in need.

In 2024, the Company assisted 46 employees with applications for residence permit points, various household registrations, and public rental housing. It conducted 1,746 visits for birthdays, marriages, childbirths, illnesses, and funerals and organised over 400 cultural and sports activities, with an employee participation of over 6,000 person-times.



## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Awarded the Five-Star Nursing Room by the Shanghai General Trade Union

The Company's Nursing Room, themed "Blossoming Unitrust, Warming Hearts" (花開恆信·情暖心田), provides a clean, comfortable, and quiet resting space along with warm services. It features three areas, including a rest area, a functional area and a reading area, to meet the daily needs of female employees. In 2024, the Company's Nursing Room was awarded the Five-Star Nursing Room title by the Shanghai General Trade Union.



Nursing Room



Awarded the Five-Star Nursing Room title by the Shanghai General Trade Union

### CASE: Hosting Family Day Event

In 2024, Haitong Unitrust's Family Day, themed "Happy Unitrust Star, Shared Dreams with Children" (快樂恆星同心童夢), was held both online and offline in Shanghai and across its branches. The event included activities such as the Stellar Challenge, a garden fair, and a shadow puppet show.



Event party



Stellar Challenge



## 5. Forging Ahead to Build a Partner Ecosystem

### 5.2.HUMAN CAPITAL DEVELOPMENT

#### • STRENGTHENING EMPLOYEE TRAINING SYSTEM

In compliance with the national standard of *Quality Management — Guidelines for Training* (《質量管理培訓指南》) (GB/T19025-2001 idtISO10015:1999) and based on its actual operations, the Company formulated the *Training Management Handbook* (《培訓管理手冊》) to improve the training system, meet the developmental needs of employees at different growth stages, and further strengthen the development of its talent pool.

#### Key Training Programs of Haitong Unitrust in 2024

Program name	Trainees	Training objectives and content
“Haitong Unitrust Lecture Hall” (恆信講堂)	All staff	Offer themed training sessions on topics such as current affairs, business, and industry, creating an exclusive training brand.
“Sailing Program” (遠航項目)	Company cadres	Conduct training in business management, team management, and collaborative management based on the executive-level competence model.
“Set Sail Program” (啓航項目)	Company supervisors	Conduct training in business management, team management, collaborative management, and self-management based on the operations-level competence model.
“Operation Sailing” (揚帆行動)	Reserve talents	Conduct training in business management, collaborative management, and self-management based on the functional-level competence model.
“Industrial Research and Exchange” (產業研享匯)	Business personnel	Help business personnel understand the Company’s credit review policies through business case studies, enabling them to quickly and efficiently introduce projects.
“Sunflower Program” (向日葵計劃)	Business personnel of branches	Organise regional and personalised business training through a scientific and systematic process of experience extraction and course development.
“Haitong Unitrust Star” (恆信之星)	Management trainees	Assist newly hired management trainees in further enhancing workplace skills, broadening their perspectives, and developing management capabilities while familiarising them with the Company.
“Building New Dreams” (融新築夢)	New employees	Help new employees quickly integrate into the Company, familiarise themselves with the corporate culture, rules, processes, and business modules, and enhance their sense of belonging and cohesion.

## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Launch of “Haitong Unitrust Lecture Hall” Open Courses

The Company organised and implemented the “Haitong Unitrust Lecture Hall” open course training program, focusing on current political policies, industry frontiers, and business planning. The program featured four major themes: current political frontiers, industry research, business expansion, and workplace enhancement.

In 2024, the “Haitong Unitrust Lecture Hall” held a total of 15 sessions, with a total employee participation of 7,124 person-times.



### CASE: Organising the “Building New Dreams” New Employee Bootcamp

From October 28 to 30, 2024, the Company held the 2024 “Building New Dreams” new employee bootcamp, with 87 new employees from various departments and subsidiaries participating in the training.

The training featured systematic lectures by both internal and external instructors for new employees, covering multiple modules, including the Company’s development overview, career development pathways, Party and union activities, business product introductions, compliance and integrity in practice, and workplace communication skills. Outstanding employees were also invited to share their success stories through interactive discussions. Through these diverse training components, new employees were able to integrate into the Company more quickly and gain clarity on their career paths.



“Building New Dreams” new employee bootcamp



Employee representative sharing

## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Conducting the “Sunflower Program” Empowerment Training

In 2024, the Company conducted the “Sunflower Program” empowerment training in Wuhan, Zhengzhou and Shenzhen, with over 120 business personnel nationwide participating.

The training focused on three themes: the environmental protection industry, project-based evaluation, and supplier leasing models. It integrated the Company’s policies and practical business cases, adopting a “dual-instructor” model to create an immersive learning environment and enhance the capabilities of business personnel. Moreover, external experts were invited to deliver the course “Communication Creates Value and Win-Win Outcomes”, strengthening participants’ communication skills and team collaboration abilities.



“Sunflower Program” empowers business personnel

To continuously increase investment in employee training, the Company established employee training indicators and objectives in the *Sustainable Development Plan (2023–2026)*, aiming to systematically advance employee skill development and career growth.

In 2024, the Company conducted a total of 358 training sessions, with an employee participation of 38,716 person-times.

#### Highlights of employee training performance in 2024

- Employee training expenses: approximately RMB1,245,500
- Average training hours per employee: 63.7 hours
- Coverage of employee training: 100%

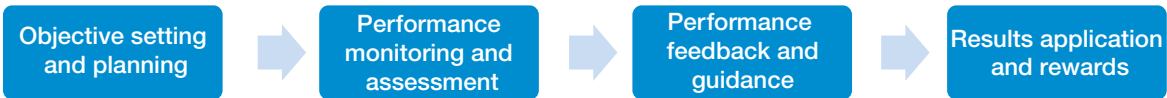
#### • PERFORMANCE APPRAISAL AND PROMOTION

Haitong Unitrust has established a scientific and effective promotion pathway and performance management system, creating a robust platform for employees’ career development.

In terms of employee performance appraisal, the Company regularly conducts unit performance appraisals and individual performance appraisals. Individual performance appraisals cover both performance appraisals and evaluations, fostering a performance culture of coordinated development and mutual growth between employees and the Company by conducting a fair, comprehensive, and objective assessment of their work performance and capabilities.

## 5. Forging Ahead to Build a Partner Ecosystem

### Performance Management Process of Haitong Unitrust



In 2024, the Company carried out performance appraisal management in accordance with the current state of corporate development and the needs of talent development, implemented performance appraisal management to accurately assess employee performance, and provided clear promotion paths for outstanding talents, fostering mutual growth of the Company and its employees.

### Key Initiatives of Haitong Unitrust’s Performance Appraisal Management in 2024

<b>Strengthen appraisal process management</b>	<ul style="list-style-type: none"><li>Introduced a pilot quarterly assessment system for functional departments, introducing the “Key Task Process Management System” to enable full-cycle tracking and timely feedback on annual key tasks.</li><li>Enhanced the application of appraisals in employee relationship management, compensation incentives, and talent pipeline development.</li></ul>
<b>Refine compensation incentives</b>	<ul style="list-style-type: none"><li>Implemented the annual distribution of performance bonuses and excellence awards for 2023 guided by the principle of value contribution.</li><li>Formulated a salary adjustment plan that prioritises stable and high-performing key employees, reinforcing the role of performance appraisals in delivering incentives.</li></ul>

For employee promotion, the Company follows the principles of market orientation, professionalism and systematisation, developed the *Measures for Management of MD Position System* (《MD職位體系管理辦法》), and established administrative rank and professional rank promotion channels to accommodate diverse business characteristics and competitive demands.

## 5. Forging Ahead to Build a Partner Ecosystem

### 5.3.EMPLOYEE HEALTH AND SAFETY

Haitong Unitrust has formulated the *Emergency Response Plan for Sudden Social Security Incidents* to effectively prevent, promptly control, and properly handle various types of social security incidents. It is committed to providing employees with a safe and hygienic working environment and conditions, while continuously caring for their health and safety. In 2024, the Company recorded no major safety incidents resulting in serious injuries or fatalities.

In 2024, the Company actively conducted fire drills and safety education to reinforce fire safety awareness. Moreover, the Company further optimised employee check-ups and carried out diverse post-checkup services through initiatives such as health analysis exchange sessions.

#### CASE: Conducting Fire Evacuation Drill

In November 2024, the Company organised the “Fire Safety for All, Life First” fire safety training and fire evacuation drill.

The Company organised a fire safety training course. Through real-life fire case studies, the course provided detailed explanations of basic fire safety knowledge, fire suppression techniques, and emergency escape skills. A fire evacuation drill was also conducted at the Haitong Unitrust Tower and its annex building.



Fire safety training



Fire drill



## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Holding a Health Analysis Discussion Session

The Company organised a health analysis discussion session for employees following their physical examinations, providing convenient services for daily healthcare and post-examination health analysis.

The session focused on the growing issue of cardiovascular problems among younger individuals. It featured specialised segments, including dynamic monitoring experiences with smart heart patches, a themed lecture on “Protecting Cardiovascular Health and Safeguarding Heart Wellness,” and detailed interpretations of employee health check-up reports and smart heart patch data.



Health analysis discussion session



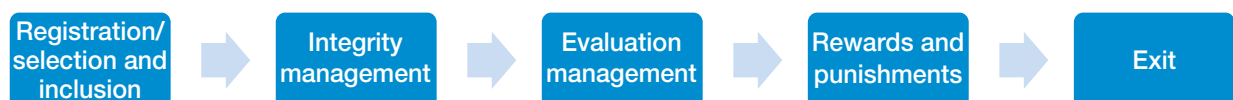
One-on-One doctor consultation

## 5.4.SUPPLIER MANAGEMENT

The suppliers of Haitong Unitrust mainly include infrastructure, technology, and general categories.

The Company strictly complies with laws and regulations, including the *Government Procurement Law of the PRC* and the *Bidding Law of the PRC*. It has established a supplier and procurement management system and formulated the *Supplier Management Measures* (《供應商管理辦法》) in 2024, creating a full lifecycle supplier management mechanism to further standardise supplier management.

### Full Lifecycle Supplier Management Mechanism of Haitong Unitrust



## 5. Forging Ahead to Build a Partner Ecosystem

The Company places great emphasis on the business ethics and social responsibility of its suppliers. Through screening, evaluation, and regular inspections, it strictly monitors and prevents various forms of commercial bribery. All suppliers are required to sign the *Supplier Integrity Commitment* (《供應商廉潔誠信承諾書》), refusing bribery practices such as gift-giving and providing evidence of no corruption or illegal records. In 2024, the signing rate of the *Supplier Integrity Commitment* reached 100%, and no suppliers were found to have caused any significant actual or potential negative impacts or violations related to business ethics, environmental protection, or labour standards.

In advancing green procurement, the Company prioritises the purchase of energy-efficient and environmentally friendly products that comply with national policy requirements.

### 5.5. RURAL REVITALISATION AND COMMUNITY WELFARE

Haitong Unitrust continues to advance the rural revitalisation strategy, viewing it as a “cornerstone” for high-quality development. The Company actively explores new approaches and directions to promote rural revitalisation and community welfare, striving to enhance community well-being while achieving sustainable rural development.

In 2024, guided by the Party-building brand “Unitrust’s Commitment to the Party and Future Growth” (恆心向黨 恆信前行), the Company established the “Unitrust Aspirations” (恆初心) public welfare brand. By integrating social responsibility into the core philosophy of its development, the Company has demonstrated its unwavering commitment to driving social progress and fulfilling corporate responsibilities.

In its rural revitalisation efforts, the Company continues to consolidate and expand the achievements of poverty alleviation. It has signed a paired assistance agreement with Lancang Lahu Autonomous County in Pu’er City, Yunnan Province, and donated RMB500,000 to support the village appearance improvement project in Gaixin Village, Donghui Town, Lancang Lahu Autonomous County. In addition, the Company demonstrated its care for the growth of young people by delivering gift packages to Donghui Town Central Primary School.

As a responsible corporate citizen, the Company is dedicated to sustained investment in community welfare and volunteer service initiatives, with clearly defined targets outlined in the *Sustainable Development Plan (2023–2026)* for continuous monitoring and evaluation.

#### Highlights of rural revitalisation and community welfare performance in 2024

- Total community welfare investment: RMB663,519
- Total employee volunteer service hours: 319.5 hours

## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Supporting Rural Revitalisation in Lancang Lahu Autonomous County

In 2024, the Company signed a paired assistance agreement with the People's Government of Lancang Lahu Autonomous County and donated RMB500,000 to support the village appearance improvement project in Gaixin Village, Donghui Town, Lancang Lahu Autonomous County, aiming to create a model village integrating coffee and tourism.

Zhao Jianxiang, the Party secretary and chairman of the Board of the Company, led a team to Lancang Lahu Autonomous County and presided over the “Unitrust Aspirations” (恒初心) public welfare donation ceremony. The next day, the Company visited Donghui Town Central Primary School in Lancang Lahu Autonomous County to carry out care activities and provided students with backpacks and other charitable supplies, demonstrating its commitment to supporting the growth of local youth.



“Unitrust Aspirations” public welfare donation ceremony



Delivering charitable supplies to local students

In terms of community welfare, the Company actively fulfils its social responsibilities by continuously carrying out public welfare activities such as “The First Greeting” and strengthening the construction of its public welfare brand, demonstrating the responsibility and commitment of a state-owned enterprise.

## 5. Forging Ahead to Build a Partner Ecosystem

### CASE: Carrying out “The First Greeting” Youth Assistance and Education Support Initiative

The Company has carried out the “The First Greeting” Youth Assistance and Education Support Initiative for three consecutive years.

In 2024, together with volunteers from the Shanghai Huangpu District Youth League Committee, the Company conducted home visits to understand the family situations, educational progress, and health conditions of underprivileged young people. Their needs were recorded, and they were encouraged to maintain a positive and optimistic attitude. The Company delivered the New Year’s “first greeting” to this group of disadvantaged youths.



“The First Greeting” Youth Assistance and Education Support Initiative



Education Support Donation Certificate

### CASE: “Eco-Friendly Haitong Unitrust Protecting Dreams” Public Welfare Initiative

The Company launched the “Eco-Friendly Haitong Unitrust Protecting Dreams” (環保恆信·護飛夢想) public welfare initiative to raise awareness about bird and habitat conservation, helping employees understand the critical role of bird protection in maintaining ecological balance and improving the human living environment, thereby making a meaningful contribution to ecological conservation.

In addition, the Company made a charitable donation to the Shanghai Wildlife Conservation Association, actively fulfilling its corporate responsibility for ecological protection.



“Eco-Friendly Haitong Unitrust Protecting Dreams” public welfare initiative



Donation to the Shanghai Wildlife Conservation Association



## 5. Forging Ahead to Build a Partner Ecosystem

In terms of volunteer services, the Company organised a series of “May Fourth” initiatives and established a volunteer team for the China International Import Expo (CIIE), actively guiding young employees to participate in volunteer activities. This not only strengthened their sense of social responsibility but also further enhanced the influence of the “Unitrust Aspirations” public welfare brand.

### CASE: “Unitrust Aspirations: Public Welfare for Harmony” — Learn from Lei Feng Volunteer Initiative

In 2024, the Company fully implemented the spirit of the 20th Central Committee of the Communist Party of China, and promoted the Lei Feng spirit. Under the theme “Unitrust Aspirations: Public Welfare for Harmony” (恒初心 公益行 促和諧), the Company launched a series of Learn from Lei Feng volunteer initiatives nationwide, actively contributing to society.



Learn from Lei Feng volunteer initiative

### CASE: Establishing the “Unitrust Aspirations CIIE Journey” Volunteer Team

The Company has formed a CIIE volunteer team for two consecutive years.

In 2024, the Company actively participated in the volunteer services for the 7th CIIE. The Company’s volunteers, dressed in colourful volunteer uniforms and adorned with distinctive badges, offered dedicated and thoughtful services to exhibitors and visitors from across the globe throughout the CIIE, embodying the sense of responsibility and commitment of Haitong Unitrust’s young generation.



Participation in volunteer service for the 7th CIIE



Volunteer Service Certificate



## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### 6.1.PARTY BUILDING LEADERSHIP

Focusing on its primary responsibilities and business, Haitong Unitrust promotes the deep integration of Party building and business operations to guide its high-quality development. In 2024, the Company's 32 Party organisations thoroughly studied and implemented the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China, uniting efforts to steadily advance reforms while robustly and effectively deepening Party discipline education.

#### Key Party Building Initiatives of Haitong Unitrust in 2024

<b>Institutional framework improvement</b>	<ul style="list-style-type: none"><li>The Company formulated the <i>Responsibility List for Implementing the Ideological Work Responsibility System (2024)</i> (《落實意識形態工作責任制的責任清單(2024年)》).</li><li>The Company revised and refined the “First Topic” System (《「第一議題」制度》) and the <i>Implementation Measures for the “Three Major and One Significant” Decision-Making System</i> (《「三重一大」決策制度實施辦法》), and fulfilled the ideological responsibilities of leading cadres.</li></ul>
<b>Brand building</b>	<ul style="list-style-type: none"><li>Guided by the Party-building brand “Unitrust’s Commitment to the Party and Future Growth”, the Company established 3 three-star Party-building brands, 1 two-star Party-building brand, and 6 one-star Party-building brands.</li><li>A Party-building brand case was selected as a distinguished brand case in the Shanghai financial leasing industry’s Party-building initiatives for 2024.</li></ul>
<b>Party discipline education</b>	<ul style="list-style-type: none"><li>The Company developed an implementation plan for Party discipline education and convened a warning education conference on comprehensive strict Party governance. The Company’s 32 Party organisations conducted a total of 313 Party discipline learning sessions.</li></ul>
<b>Party conduct and clean governance construction</b>	<ul style="list-style-type: none"><li>The Company organised the signing of 80 responsibility agreements to advance the comprehensive strict governance of the Party, steadfastly promoted the construction of the “Four Responsibilities Coordination” mechanism, and carried out special rectification efforts such as the “Clean Breeze Action” to address improper dining and drinking practices and the issue of exploiting enterprises for personal gain in the credit sector.</li></ul>
<b>Party building information platform construction</b>	<ul style="list-style-type: none"><li>The Company constructed and improved an intelligent Party affairs platform to support grassroots organisational management tasks such as the transfer of Party organisational relations, updating and maintaining Party member information, and the collection of Party membership fees.</li></ul>

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### CASE: Organising the Study of the Spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China

The Company's Party Committee regarded the study, promotion, and implementation of the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China as a critical political task and held a special Party lecture guidance report meeting, continuously enhancing the political awareness and theoretical proficiency of the leadership team and all Party members.



Special Party lecture report meeting on the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China

## 6.2. CORPORATE GOVERNANCE

### • STRENGTHENING GOVERNANCE FRAMEWORK

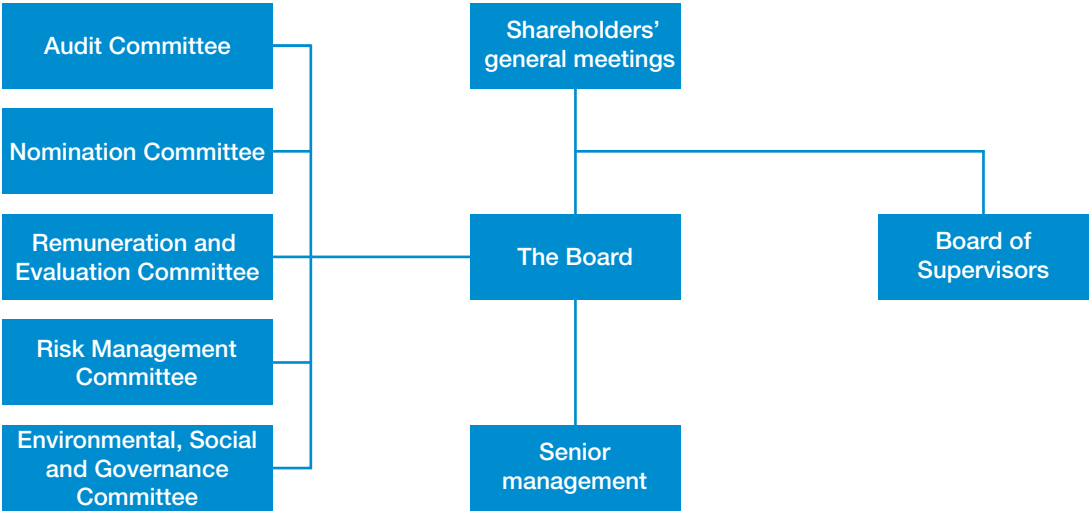
In strict compliance with the *Company Law of the PRC*, the Listing Rules of the Hong Kong Stock Exchange, and other relevant laws and regulations, Haitong Unitrust has established a corporate governance structure comprising the Shareholders' general meetings, the Board of Directors and the Board of Supervisors (the "Three Meetings") as well as senior management, so as to continuously enhance the level of corporate governance in accordance with the principles of transparency in rights and responsibilities as well as effective checks and balances.

The Company has established the Audit Committee, the Nomination Committee, the Remuneration and Evaluation Committee, the Risk Management Committee, and the ESG Committee under the Board. Each of these professional committees performs its own duties and collaborates to ensure that the Board's decisions are standardised, scientific, and effective.









The Company holds Shareholders' general meetings, Board meetings and meetings of the Board of Supervisors in strict accordance with the Listing Rules and the *Articles of Association* (《公司章程》), ensuring that the legitimate rights and interests of the Company and its shareholders are safeguarded. Furthermore, the Company considers the diversity of Board members from multiple perspectives, including, but not limited to, gender, age, cultural and educational background, and professional experience.

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

Governance Structure of Haitong Unitrust



Composition of the Board of Directors and the Board of Supervisors of Haitong Unitrust and the Convening of Three Meetings in 2024

Composition of the Board of Directors and the Board of Supervisors		the Convening of Three Meetings	
	2 executive Directors 5 non-executive Directors 4 independent non-executive Directors		4 shareholders' general meetings
	2 female Directors		11 Board meetings
	1 shareholder representative supervisor		3 meetings of the Board of Supervisors
	2 employee representative supervisors		10 meetings of professional committees of the Board

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

- **STRENGTHENING INFORMATION DISCLOSURE**

Haitong Unitrust strictly fulfils its information disclosure obligations as a listed company and bond issuer in accordance with regulations to ensure the completeness, compliance, and transparency of information disclosure, thereby effectively safeguarding the legitimate rights and interests of investors, particularly small- and medium-sized investors.

In 2024, the Company, as a listed company, completed regular and ad hoc information disclosure including the monthly returns on movements in securities, overseas regulatory announcements, announcements on major events, notices of shareholders' general meetings and regular reports. A total of nearly 110 announcements were published.

In 2024, the Company, as a bond issuer, completed the 2023 annual bond report and the 2024 interim bond report for the Shanghai Stock Exchange and the National Association of Financial Market Institutional Investors, along with related interest payment announcements, while also finalising the disclosure of overseas regulatory announcements for over 40 prospectuses related to the issuance of bonds, asset-backed notes, and asset-backed securities.

- **INVESTOR RELATIONS MANAGEMENT**

Haitong Unitrust places great emphasis on investor relations management. It actively establishes communication channels with investors, promptly summarises and analyses their concerns, and ensures the effective and orderly conduct of investor relations management.

In 2024, the Company disseminated information on its operations and performance to investors through announcements on the Stock Exchange, its website, official WeChat account, and social media platforms, fully showcasing its latest development concepts, advantages, and achievements to the market. In addition, the Company enhanced investors' understanding and recognition of the Company through methods such as hosting on-site shareholder visits.

The Company values rewarding its shareholders. While ensuring sustainable operations and development, it is committed to safeguarding and promoting their long-term interests and sharing operating results with all shareholders.

In 2024, the Company completed the distribution of the annual dividend for the year 2023 and the interim dividend for the year 2024, distributing cash dividends of RMB345,882,600.00 (tax inclusive) and RMB354,117,900.00 (tax inclusive), respectively.

By means of the overall enhancement of our ESG management, the Company received the “Tianma Award for Investor Relations Management for Hong Kong-listed Companies” at the 15th China Listed Companies Investor Relations Management “Tianma Awards” hosted by the Securities Times.



Received the “Tianma Award for Investor Relations Management for Chinese Listed Companies”

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

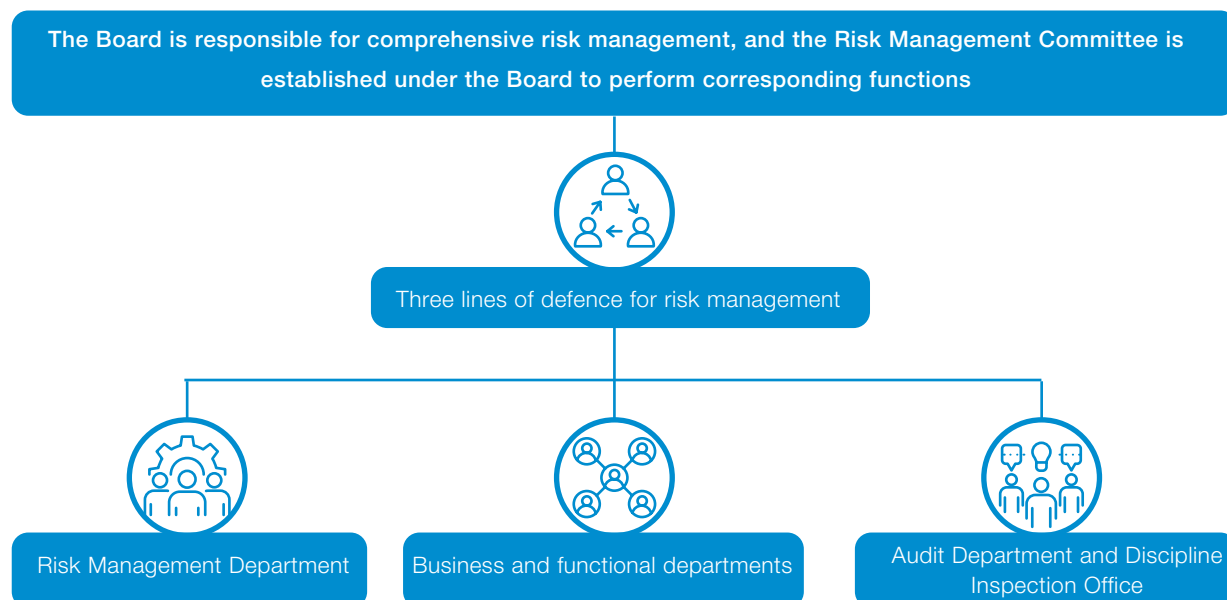
For detailed information on the management of other corporate governance topics, please refer to the “Corporate Governance Report” section of the Haitong Unitrust International Financial Leasing Co., Ltd. Annual Report 2024.

### 6.3.RISK MANAGEMENT

As a financial leasing enterprise, Haitong Unitrust faces risks primarily related to credit risk, liquidity risk, operational risk and reputational risk, etc. in its business activities.

The Company adheres to the risk management philosophy of “balancing operational efficiency with effectiveness.” It has established a system centred on the *Comprehensive Risk Management Measures* (《全面風險管理辦法》) and built a top-down risk management framework. Guided by a “prudent yet flexible” risk strategy and supported by a “comprehensive risk management system and internal control system,” the Company implements risk control requirements, ensuring that risks are identifiable, controllable, and manageable.

#### Risk Management Structure of Haitong Unitrust



In 2024, the Company revised and issued the *Comprehensive Risk Management Measures*, incorporating new provisions such as dynamic assessment mechanisms for risk management tools like stress testing, management and reporting requirements for innovative businesses, and refined criteria for recording major risk events in the database. The Company also formulated the *Measures for Managing Risks of the Same Customer (Trial)* (《同一客戶風險管理辦法(試行)》), *Risk Measurement Model Management Measures* (《風險計量模型管理辦法》), and *Stress Testing Management Measures (Trial)* (《壓力測試管理辦法(試行)》). These efforts enhanced the institutional framework of the risk management system, establishing a full-process management mechanism covering risk assessment, measurement, monitoring, early warning, response, and reporting, thereby further strengthening comprehensive risk control capabilities.



## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

In addition, the Company formulated its annual asset allocation plan with the objectives of fostering new advantages in industrial development and forging new momentum for high-quality growth. In 2024, centred on the Five Major Sectors of Finance, the Company adjusted its asset allocation to prioritise the development of more specialised industry segments. It also adapted to market policies and industry supply-demand dynamics to assess industry prospects, continuously advancing the in-depth development of its industrialisation strategy.

In managing risks related to the damage or loss of leased assets, the Company has developed the *Implementation Rules for Insuring Leased Assets* (《租賃物保險投保實施細則》) and maintains insurance for leased assets in order to reduce project losses caused by the accidental destruction of leased assets. In 2024, insurance-covered contracts accounted for 94.97% of the Company's total contracts.

In terms of ESG risk management, the Company has formulated the *ESG Risk Management Measures* (《ESG 風險管理辦法》), integrating ESG risk management into its comprehensive risk management framework. This enables accurate identification, prudent assessment, dynamic monitoring, timely response, and full-process management of ESG risks faced in the Company's various business activities, with ESG risks fully considered during due diligence for business operations.

### Customer ESG Due Diligence System of Haitong Unitrust

<p>The Company has established criteria for identifying customers with high ESG risks. For customers potentially posing high ESG risks, when their cumulative risk exposure with the Company reaches the defined threshold, the Company conducts ESG due diligence, records the ESG risk assessment results, and prepares an ESG due diligence evaluation form. In 2024, the Company conducted ESG due diligence on six enterprises.</p> <p>The ESG due diligence method of the Company mainly involves using the ESG due diligence evaluation form to examine whether its customers are involved in relevant negative incidents, and verifying compliance with relevant requirements by requesting customers to provide supporting materials or commitment letters based on the evaluation criteria.</p>	
<p><b>Dimensions of ESG risk evaluation</b></p>	<p>The ESG due diligence evaluation system includes three main areas of environmental (E), social (S), and governance (G), with core topics and key indicators. Industry-specific ESG risk topics are included in the ESG due diligence evaluation system for different industries, and the weighting of topics will be adjusted based on the characteristics of the industries.</p> <ul style="list-style-type: none"><li>• Environmental (E): emissions and waste management and climate change response, etc.</li><li>• Social (S): employee management and supply chain management, etc.</li><li>• Governance (G): business ethics, etc.</li></ul>

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### ESG risk trigger points and response measures

#### Risk trigger points:

- For customers with potential high ESG risks, when the accumulated risk exposure with the Company exceeds the specified amount, business units are required to conduct ESG due diligence.
- Customers who have experienced significant negative ESG events or whose ESG risk assessment results fall below the specified threshold are identified as customers with high ESG risks.

#### Response measures:

- For customers identified as those with high ESG risks, the business unit must conduct a prudent evaluation of their ESG risks and develop an ESG risk response plan before initiating formal business cooperation with them.
- For customers in the business continuity period, regular or ad hoc ESG risk re-evaluations shall be conducted, and response measures shall be taken to mitigate risks, and ESG risk response plans shall be formulated.



### CASE: Performing Due Diligence on Customers in High-ESG-Risk Industries

A chemical enterprise, being an existing customer of the Company, is primarily engaged in pesticide production, an industry classified as a high ESG risk industry.

The Company conducted due diligence and scoring on this customer through methods such as interviews and field visits, using the ESG management capability scorecard and other relevant tools. The result was below the specified threshold, confirming it as a non-high-ESG-risk customer.

The Company has established ESG risk management indicators and objectives in the *Sustainable Development Plan (2023–2026)* to further promote the comprehensive implementation of ESG risk management.

### ESG risk management performance in 2024

- Annual ESG risk training coverage for employees in risk management-related departments: 100%
- ESG risk management system business coverage: 100%

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### 6.4.COMPLIANCE OPERATION

Haitong Unitrust adheres to its compliance philosophy of “Compliance of All Employees and the Management, as Compliance is Vital for the Creation of Value and Fundamental for the Existence of the Company” and continuously strengthens its compliance governance capabilities. The Company actively takes measures to address regulatory requirements, optimise its compliance system management framework centred on the *Compliance Management Measures*, and strengthens the integration of its business with policies.



In 2024, the Company continuously optimised its compliance management system by revising the *Compliance Management Measures*, *Implementation Measures for Compliance Review*, and *Implementation Measures for Compliance Appraisal*. In addition, it introduced the *Implementation Measures for Compliance Inspection* and the *Implementation Measures for Compliance Accountability (Trial)*, further solidifying the foundation of compliance management. In 2024, the Company recorded no significant incidents of non-compliance or legal violations in its operations.

#### Key Compliance Management Initiatives of Haitong Unitrust in 2024

<b>Regulatory reporting and inspections</b>	<ul style="list-style-type: none"><li>• In response to changes in regulatory data submission requirements, the Company organised business units to perform self-inspections and corrections of raw system data, significantly improving the accuracy and completeness of source data.</li><li>• The Company cooperated with multiple local authorities to complete on-site regulatory inspections.</li></ul>
<b>Compliance review</b>	<ul style="list-style-type: none"><li>• The Company conducted preliminary reviews of internal rules and regulations, significant decisions, and other approval-related matters.</li><li>• Legal reviews were conducted on financing contracts and procurement contracts.</li></ul>
<b>Compliance inspection</b>	<ul style="list-style-type: none"><li>• The Company jointly carried out an internal special self-inspection on integrity in business practices.</li><li>• The compliance inspection process was extended from determining inspection conclusions to implementing management recommendations.</li></ul>

## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

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| <b>Cultural development</b> | <ul style="list-style-type: none"><li>• The Company conducted in-depth research on current policies, regulations, and typical cases in the financial leasing industry, and published the <i>Monthly Regulatory Update</i> each month to promote awareness of regulatory policies.</li><li>• The Company continuously provided compliance training for new employees.</li><li>• The Company organised the “Marketing and Promotion Compliance Requirements Sharing Session” and delivered compliance training on handling customer requests to call centre customer service staff.</li></ul> |
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### 6.5.ANTI-CORRUPTION AND BUSINESS ETHICS

- **ANTI-CORRUPTION**

Haitong Unitrust actively fosters a culture of integrity and strengthens employees' self-discipline to prevent violations of regulations and discipline. The Company has developed the *Employee Code of Conduct* and the *Measures for Integrity in Practice* (《廉潔從業管理辦法》), establishing a governance framework in which the Party Committee holds ultimate responsibility, the Board of Supervisors provides oversight, and the Company's principal person in charge acts as the primary responsible party for implementing integrity practices. Guided by ethical principles, the Company conducts integrity-focused education and training for employees, requiring them to sign commitment letters for integrity and compliance, watch warning education videos, and participate in other activities to build a comprehensive framework for ethical behaviour.

In 2024, the Company revised the *Employee Code of Conduct*, newly formulated the *Measures for Integrity in Practice*, and conducted inspections and educational activities on integrity in practice, focusing on the implementation of these systems and compliance with integrity standards.

#### Key Measures of Haitong Unitrust for Integrity Inspections and Education in 2024

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| <b>Special campaigns</b> | <ul style="list-style-type: none"><li>• The “Clean Breeze” campaign was launched to conduct thorough special inspections on the compliance of business entertainment expenses.</li></ul> |
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| <b>Business ethics audits</b> | <ul style="list-style-type: none"><li>• Internal self-inspections covering all employees of the Company were conducted every six months in accordance with the <i>Measures for Integrity in Practice</i>.</li><li>• Regular internal audits, including routine audits, exit audits, and special audits, were conducted on employees.</li></ul> |
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## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### Warning education

- Two sessions on legal awareness and warning education were conducted, along with three warning education training sessions tailored for new employees.
- The Company issued the *Haitong Unitrust 2024 Key Points for Disciplinary Inspection Work* and conducted integrity talks with newly appointed cadres.

Furthermore, the Company formulated the *Regulations on Petition Work* (《信訪工作規定》), stipulating that citizens, legal persons, and other organisations may submit suggestions, opinions, or complaints to the Company through methods such as letters, emails, faxes, phone calls, or in-person visits. Regarding whistleblower protection, the Company has explicitly stipulated in relevant regulations that it must safeguard the identities of real-name whistleblowers and strictly investigate and address retaliatory behaviours that breach rules and regulations, thereby effectively protecting the legitimate rights and interests of whistleblowers.

To continuously strengthen integrity training efforts, the Company established integrity training indicators and objectives, aiming to comprehensively enhance integrity awareness among all employees, foster a clean and upright work environment, and promote the healthy development of the Company. In 2024, the Company recorded no concluded corruption litigation cases filed against the Company or its employees.

### Highlights of integrity training performance in 2024

- Coverage of anti-corruption and anti-bribery training for senior management: 100%
- Number of anti-corruption and anti-bribery training sessions for employees: 9
- Coverage of anti-corruption and anti-bribery training for managers at or above the second-level department: 100%

### • ANTI-MONEY LAUNDERING AND ANTI-UNFAIR COMPETITION

In terms of anti-money laundering, Haitong Unitrust has appointed part-time anti-money laundering personnel to carry out related work. In 2024, the Company organised relevant personnel to participate in anti-money laundering training on the *Management Requirements for Due Diligence of Customers Involved in Investigations*.

Regarding anti-unfair competition, Haitong Unitrust strictly complied with the requirements of the *Law of the PRC on Anti-Unfair Competition* and other relevant laws and regulations. It has formulated the *Compliance Management Measures to Prevent Malignant Competition Overseas*, implementing the directives of the Shanghai Municipal Party Committee and the Shanghai SASAC regarding special rectification efforts in overseas operations. They outline key compliance management priorities of the Company for preventing malignant competition overseas, along with compliance requirements and obligations related to anti-monopoly, anti-subsidy, and anti-commercial bribery, to safeguard against overseas malignant competition behaviours.

In 2024, the Company recorded no violations related to money laundering or unfair competition.



## 6. Upholding Original Aspirations to Strengthen the Foundation for Development

### 6.6.TAX GOVERNANCE

Haitong Unitrust pays taxes primarily including value-added tax, enterprise income tax, surtax, stamp duty, individual income tax, withholding tax, property tax, and land use tax.

The Company strictly complies with the *Law of the PRC on Enterprise Income Tax* and other relevant laws and regulations, with the Planning and Finance Department overseeing tax governance to ensure the legality and compliance of tax management.

In 2024, the Company developed a tax risk assessment model, incorporating industry characteristics and the Company's specific circumstances to design tax risk indicators. This model not only monitors trends in these indicators but also tracks changes in underlying data, facilitating the anticipation and prompt resolution of potential risks. This ensures early detection, early reporting, and early mitigation of tax risks, improving the efficiency and compliance of tax management.

Furthermore, the Company conducted regular tax training to strengthen employees' professional knowledge and compliance awareness, ensuring they remain informed of the latest tax laws and policies.



#### CASE: Attending Training on Tax Supervision Trends and Risk Control

The Company attended a training session on tax supervision trends and risk control organised by the Shanghai Tax Cadre Management College. The training mainly covered emerging trends in tax supervision and explained how enterprises can improve the assessment system and exercise vigilance over risk warnings to mitigate tax risks.

# ESG Data Table and Notes

## I ECONOMIC PERFORMANCE INDICATORS

Indicator	Unit	2022	2023	2024
Total assets	RMB100 million	1,245.14	1,233.51	<b>1,112.97</b>
Profit before tax <sup>(Note 1)</sup>	RMB100 million	20.56	21.52	<b>19.61</b>
Total tax paid	RMB100 million	10.84	11.46	<b>9.51</b>
Of which: value-added tax	RMB100 million	2.83	1.11	<b>1.88</b>
Of which: corporate income tax	RMB100 million	6.53	8.50	<b>6.26</b>
Of which: other taxes	RMB100 million	1.48	1.85	<b>1.37</b>
Basic earnings per share	RMB Yuan/share	0.17	0.18	<b>0.17</b>
Social contribution value per share <sup>(Note 2)</sup>	RMB Yuan/share	0.78	0.82	<b>0.73</b>

Note 1: Represents profit before income tax.

Note 2: [Method of calculation] Social contribution value per share = (Net profit of the Company + taxes contributed to the state during the year + wages paid to employees + interest on loans paid to creditors such as banks + external donations and other value created for other stakeholders – other social costs due to environmental pollution, etc.)/total number of shares of the Company.

## II ENVIRONMENTAL PERFORMANCE INDICATORS (NOTE 1)

Indicator	Unit	2022	2023	2024
Environmental protection expenses <small>(Note 2)</small>	RMB10,000	13.88	14.60	<b>14.60</b>
Total greenhouse gas emissions (Scope 1 and Scope 2) <small>(Note 3)</small>	Ton of CO <sub>2</sub> equivalent	1,924	2,092	<b>1,961</b>
Greenhouse gas emissions per capita (Scope 1 and Scope 2)	Ton of CO <sub>2</sub> equivalent/ person	0.95	1.15	<b>1.26</b>
Greenhouse gas emissions per unit area (Scope 1 and Scope 2)	Ton of CO <sub>2</sub> equivalent/m <sup>2</sup>	0.04	0.05	<b>0.06</b>
Total Scope 3 greenhouse gas emissions (business travel) <small>(Note 4)</small>	Ton of CO <sub>2</sub> equivalent	2,529	1,166	<b>1,154</b>
Total Scope 3 greenhouse gas emissions (employee commuting) <small>(Note 5)</small>	Ton of CO <sub>2</sub> equivalent	—	—	<b>969</b>
Total power consumption	kWh	3,046,661	3,358,595	<b>3,325,064</b>
Power consumption per capita	kWh/person	1,503.04	1,853.53	<b>2,128.72</b>
Power consumption per unit area	kWh/m <sup>2</sup>	70.71	95.22	<b>107.33</b>
Total municipal water consumption <small>(Note 6)</small>	Ton	18,459	17,773	<b>11,681</b>
Municipal water consumption per capita	Ton/person	9.11	9.81	<b>7.48</b>
Municipal water consumption per unit area	Ton/m <sup>2</sup>	0.43	0.50	<b>0.38</b>
Total natural gas consumption	m <sup>3</sup>	34,339	42,403	<b>41,232</b>
Natural gas consumption per capita	m <sup>3</sup> /person	16.94	23.40	<b>26.40</b>
Natural gas consumption per unit area	m <sup>3</sup> /m <sup>2</sup>	0.80	1.20	<b>1.33</b>
Gasoline consumption of self-owned vehicles	Litre	42,048	38,218	<b>39,415</b>
Hazardous waste <small>(Note 7)</small>	Used batteries	Unit	560	282
	Used batteries	Kilogram	—	—
Non-hazardous waste <small>(Note 7)</small>				
	Ink cartridges	Kilogram	22	32
	Toner cartridges	Pack	91	109
	Toner cartridges	Kilogram	—	—
	Kitchen waste	Ton	64	118
	Domestic waste	Ton	—	375
	Waste paper	Ton	—	6

Note 1: [Statistical scope] The statistical scope of environmental protection expenses, natural gas consumption and intensity and total waste covers only Haitong Unitrust Tower, while the statistical scope of other data covers Haitong Unitrust Tower, UniFortune Subsidiary (including all its offices in China), MSE Subsidiary (including all its offices in China) and 21 branches (including 3 branches newly established in 2023).

Note 2: The environmental protection expenses refer to the costs incurred for the disposal of dry and wet office waste, as well as kitchen wet waste at Haitong Unitrust Tower.

Note 3: The direct energy used by the Company includes natural gas and gasoline, while the indirect energy includes electricity. Scope 1 greenhouse gas emissions include direct greenhouse gas emissions from natural gas consumption and gasoline consumption of vehicles owned by the Company. Scope 2 greenhouse gas emissions include indirect greenhouse gas emissions from purchased electricity, calculated using a location-based method. The carbon emission factors are derived from the *Announcement on the Release of 2022 Electricity Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment.

## ESG Data Table and Notes

Note 4: The statistical scope of the Company's Scope 3 greenhouse gas emissions (business travel) includes the emissions generated by airplanes and taxis during employees' business trips, as well as direct emissions from hotel stays during those trips. The calculation methodology and emission factors for Scope 3 greenhouse gas emissions during employees' business trips for 2022 are estimated using the Greenhouse Gas Protocol Scope 3 calculation tool. The calculation methodology for 2023 is based on the *GHG Protocol — A Corporate Accounting and Reporting Standard* and the *GHG Protocol — Corporate Value Chain (Scope 3) Accounting and Reporting Standard*. Starting from 2023, the greenhouse gas emission factor for business trips used by the Company is derived by combining the China Environmental Expansion Input-Output Database, the *Methodology for Reducing Emissions from Low-Carbon Travel in Beijing (Trial) (2023)*, and a correction to China's PPI in 2022. The emission factor has declined compared with previous levels, resulting in a significant reduction in Scope 3 greenhouse gas emissions from business travel by employees in 2023.

Note 5: The statistical scope of the Company's Scope 3 greenhouse gas emissions (employee commuting) includes the emissions generated by employees through various transportation modes during their daily commutes. The Company estimates Scope 3 greenhouse gas emissions (employee commuting) based on the number of employees. The carbon emission factor calculation methodology is based on the *2023 China Major Cities Commuting Monitoring Report*, the *2023 Urban Transportation Survey Questionnaire*, the *Methodology for Reducing Emissions from Low-Carbon Travel in Beijing (Trial) (2023)*, and the *Beijing Petrol-to-Electric Vehicle Travel Carbon Emission Reduction Methodology (Trial) (2023)*.

Note 6: Due to intensified water conservation efforts at Haitong Unitrust Tower in 2024, including the implementation of daily water-saving measures and increased use of recycled water, the Company's total municipal water consumption has decreased as compared with 2023.

Note 7: The non-hazardous waste generated by the Company primarily includes office waste and kitchen waste. Starting from 2023, the Company began tracking domestic waste, waste paper, and other office waste. In accordance with the *National Catalogue of Hazardous Waste (2021 Edition)*, toner cartridges and ink cartridges are included in the non-hazardous waste statistics. The hazardous waste generated by the Company mainly consists of used batteries. In 2024, to further enhance data comparability, the Company began reporting waste data by weight.

### III CUSTOMER SERVICE PERFORMANCE INDICATORS

Indicator	Unit	2022	2023	2024
Number of customer inquiries <sup>(Note 1)</sup>	Case	349,915	226,774	<b>108,194</b>
Of which: number of reasonable complaints <sup>(Note 2)</sup>	Case	0	0	<b>0</b>
Percentage of complaint resolution <sup>(Note 3)</sup>	%	100	100	<b>100</b>
Customer satisfaction	%	99.6	99.5	<b>99.6</b>
Verified complaints for customer privacy infringement and losses of customer information	Case	0	0	<b>0</b>

Note 1: In 2024, to optimise the overall business structure, the Company made strategic adjustments to business deployment and allocation for retail business and others. Consequently, the number of incoming inquiry calls for retail business, which previously accounted for a significant proportion of incoming calls, has significantly decreased. As a result, the total number of customer inquiries has significantly decreased.

Note 2: Given the high volume of unreasonable complaints received by the Company, only reasonable ones were included in the calculation to ensure the accuracy of statistical data. As a result, the Company disclosed the indicator "number of reasonable complaints", which were specifically defined as those for which the Company is deemed to be responsible by the regulators.

Note 3: [Method of calculation] Percentage of complaint resolution = the number of resolved complaints/total number of complaints.

## IV EMPLOYEE EMPLOYMENT AND TRAINING PERFORMANCE INDICATORS

## EMPLOYEE EMPLOYMENT PERFORMANCE INDICATORS

Indicator		Unit	2022	2023	2024
<b>Total number of employees (including dispatched labours)</b>		Person	2,026	1,812	<b>1,562</b>
By gender	Male	Person	1,314	1,141	<b>971</b>
	Female	Person	712	671	<b>591</b>
By employment type	Number of full-time contracted employees <sup>(Note 1)</sup>	Person	1,926	1,712	<b>1,512</b>
	Number of full-time dispatched employees	Person	100	100	<b>50</b>
By age group	>50 years old	Person	25	25	<b>30</b>
	30 to 50 years old	Person	1,559	1,486	<b>1,261</b>
	<30 years old	Person	442	301	<b>271</b>
By region	Mainland China	Person	2,020	1,808	<b>1,557</b>
	Overseas and Hong Kong, Macau and Taiwan	Person	6	4	<b>5</b>
<b>Employee turnover rate <sup>(Note 2)</sup></b>		%	15.94	32.89	<b>25.31</b>
By gender	Male	%	18.87	39.61	<b>34.29</b>
	Female	%	10.53	21.46	<b>22.17</b>
By age group	>50 years old	%	12.00	36.00	<b>13.33</b>
	30 to 50 years old	%	17.13	32.97	<b>28.47</b>
	<30 years old	%	11.99	32.23	<b>37.27</b>
By region	Mainland China	%	15.89	32.80	<b>29.80</b>
	Overseas and Hong Kong, Macau and Taiwan	%	50.00	75.00	<b>0.00</b>
<b>Employee leave</b>	Number of female employees taking maternity leave	Person	28	19	<b>25</b>
	Proportion of female employees back to work after taking maternity leave <sup>(Note 3)</sup>	%	100	100	<b>100</b>

Note 1: The number of full-time contracted employees includes those rehired after retirement.



## ESG Data Table and Notes

Note 2: [Method of calculation] Employee turnover rate for each category = the number of employees in the specified category leaving employment during the year/the number of employees in the specified category at the end of the year. In 2023, the UniFortune Subsidiary transformed its business ecosystem model and adjusted its employment structure to meet business development needs, leading to a higher employee turnover rate in 2023 compared with the previous year.

Note 3: [Method of calculation] Proportion of female employees returning to work after maternity leave = the number of female employees returning to work after maternity leave/the number of female employees taking maternity leave.

### EMPLOYEE TRAINING PERFORMANCE INDICATORS

Indicator		Unit	2022	2023	2024
Person-times of employee training		Person-time	30,273	30,056	<b>38,716</b>
<b>Coverage of employee training</b> (Note 1)		%	100	100	<b>100</b>
By gender	Male	%	64.87	62.97	<b>62.16</b>
	Female	%	35.13	37.03	<b>37.84</b>
By employee category	Senior management	%	0.45	0.44	<b>0.45</b>
	Middle management	%	3.50	4.64	<b>5.89</b>
	General employees	%	96.05	94.92	<b>93.66</b>
<b>Average training hours per employee</b> (Note 2)		Hour	37	49	<b>64</b>
By gender	Male	Hour	37	51	<b>71</b>
	Female	Hour	35	46	<b>62</b>
By employee category	Senior management	Hour	77	72	<b>136</b>
	Middle management	Hour	40	45	<b>49</b>
	General employees	Hour	36	48	<b>69</b>

Note 1: [Method of calculation] The training coverage of employees for each category = the number of employees in the specific category receiving training/the total number of employees receiving training.

Note 2: [Method of calculation] Average annual training hours per employee for each category = total training hours received by employees in that category/the number of employees in that category. In 2024, the Company increased its investment in training and the number of training sessions increased, resulting in an increase in average training hours per employee compared with the previous year.

## V OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE INDICATORS

Indicator	Unit	2022	2023	2024
Coverage of physical examination for employees <sup>(Note 1)</sup>	%	100	100	<b>100</b>
Lost days due to work injury <sup>(Note 2)</sup>	Day	0	0	<b>4</b>
Ratio of work-related employee fatalities	%	0	0	<b>0</b>

Note 1: [Method of calculation] Coverage of physical examination for employees = the number of employees who participated in physical examination during the year/the total number of employees at the end of the year.

Note 2: An employee sprained the ankle in the office, which was recognised as a work-related injury, and took four days of sick leave.

## VI SUPPLIER PERFORMANCE INDICATORS <sup>(NOTE)</sup>

Indicator	Unit	2022	2023	2024
Suppliers in Mainland China	Company	479	740	<b>322</b>
Suppliers overseas and in Hong Kong, Macau and Taiwan	Company	13	30	<b>18</b>

Note: In 2023, the Company expanded tender procurement across multiple supplier pools to meet operational needs, leading to an increase in the number of registered suppliers and a year-on-year growth in the number of suppliers. In 2024, the Company introduced the *Supplier Management Measures*, implementing scientific classification and tiered management, leading to a reduction in the number of suppliers.

## VII CHARITY PERFORMANCE INDICATORS

Indicator	Unit	2022	2023	2024 <sup>(Note 1)</sup>
Total charitable and other donations	RMB Yuan	1,038,000	184,653	<b>663,519</b>
Number of volunteer service participants	Person-time	1,023	96	<b>193</b>
Total volunteer service hours	Hour	2,000	191	<b>320</b>

Note 1: During the COVID-19 pandemic in 2022, the Company's employees actively participated in community volunteer services. In 2023, with the resumption of offline work, the number of volunteer service participants and the total service hours returned to pre-pandemic levels. In 2024, the Company intensified its investment in charitable activities and volunteer services, increasing the amount of charitable donations and encouraging more employees to participate in volunteer activities such as the CIIE volunteer service and the Learn from Lei Feng Month volunteer initiatives. As a result, the performance in public welfare and charity showed improvement.

### VIII ANTI-CORRUPTION PERFORMANCE INDICATORS

Indicator	Unit	2022	2023	2024
Number of concluded legal cases regarding corrupt practices brought against the Company or its employees	Case	0	0	0
Number of anti-corruption training sessions <sup>(Note)</sup>	Session	8	18	9
Number of employees receiving anti-corruption-related training <sup>(Note)</sup>	Person	858	1,032	1,020
Number of Directors receiving anti-corruption-related training	Person	2	2	2

Note: In 2024, the Company primarily conducted compliance education online through the Wealth Research Institute, so anti-corruption related training can be widely covered through online means with fewer training sessions.

## INDEX TABLE OF THE HONG KONG STOCK EXCHANGE'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (EFFECTIVE FROM JANUARY 1, 2025)

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B3.1	ESG Data Tables and Notes	B6.3	4.4. Innovation-Driven
B3.2	ESG Data Tables and Notes	B6.4	The Company's products do not involve product recycling
<b>B4. Labour Standards</b>	5.1. Employee Rights and Benefits	B6.5	4.3. Information Security and Customer Privacy Protection
B4.1	5.1. Employee Rights and Benefits	<b>B7. Anti-Corruption</b>	6.4. Compliance Operation
B4.2	5.1. Employee Rights and Benefits		6.5. Anti-Corruption and Business Ethics
<b>Operating Practices</b>		B7.1	ESG Data Tables and Notes
<b>B5. Supply Chain Management</b>	5.4. Supplier Management	B7.2	6.5. Anti-Corruption and Business Ethics
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B5.3	5.4. Supplier Management	<b>Community</b>	
B5.4	5.4. Supplier Management	<b>B8. Community Investment</b>	5.1. Rural Revitalisation and Community Welfare
<b>B6. Product Liability</b>	6.4. Compliance Operation	B8.1	5.1. Rural Revitalisation and Community Welfare
B6.1	The Company's products do not involve product recycling	B8.2	5.1. Rural Revitalisation and Community Welfare
Part D: Climate-related Disclosures			
The disclosure requirements for this section have not yet entered the mandatory reporting period. The Company has already disclosed the implemented climate management practices in the "2.1. Climate Change Mitigation and Adaptation" section, and has disclosed the GHG emission data in the "ESG Data Table and Notes" section.			



## INDEX TABLE OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) INDICATOR SYSTEM FOR STATE-OWNED LISTED COMPANIES IN SHANGHAI (VERSION 1.0)

Provisions and Disclosures	Section	Provisions and Disclosures	Section
<b>E Environment</b>		E2.3 Renewable energy development and application	ESG Data Tables and Notes
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E1.1 Environmental management objectives and systems	2.1. Climate Change Mitigation and Adaptation 2.3. Green Operation	<b>E3 Resources</b>	
E1.2 Obtaining environmental management system certification	As an enterprise in the financial leasing industry, the Company's operations have a relatively minor impact on the environment. However, in assessing credit risks for clients, the Company identifies whether enterprises have obtained environmental management system certifications	E3.1 Resource management system and planning	2.3. Green Operation
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		E4.2 Measures to reduce wastewater discharge	The Company operates in the financial leasing industry and is not involved in the discharge of industrial wastewater or air pollutants
		E4.3 Wastewater recycling usage	
		E4.4 Wastewater pollutant discharge	
		E4.5 Waste gas management objectives and planning	
		E4.6 Measures to reduce waste gas discharge	

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Provisions and Disclosures	Section	Provisions and Disclosures	Section
E4.7 Waste gas pollutant emissions		<b>S Social</b>	
E4.8 Solid waste management objectives and planning	2.3. Green Operation	<b>S1 Products and services</b>	
E4.9 Solid waste treatment measures	2.3. Green Operation	S1.1 Product safety and quality management system	The Company operates in the financial leasing industry, with its primary products being financial products. It has formulated quality assurance standards for financial products but has not yet implemented safety and quality-related systems or obtained certifications for physical products
E4.10 Solid waste emissions	ESG Data Tables and Notes	S1.2 Obtaining product quality management system certification	
E4.11 Solid waste recycling, utilisation, and disposal volume	The Company operates in the financial leasing industry and is not subject to related pollutant management requirements	S1.3 Product research and development innovation	
E4.12 Other pollutants management		S1.4 Intellectual property protection	
<b>E5 Climate Change</b>		S1.5 Customer information protection and privacy	4.4. Innovation-Driven
E5.1 Identify climate change risks and establish objectives and strategies to address climate change	2.1. Climate Change Mitigation and Adaptation	S1.6 Customer service management system	4.4. Innovation-Driven
E5.2 Measures to support the “emission peak and carbon neutrality” objectives	2.1. Climate Change Mitigation and Adaptation	S1.7 Responsible publicity	4.3. Information Security and Customer Privacy Protection
E5.3 Carbon verification/review measures	ESG Data Tables and Notes	S1.8 Number of customer complaints/complaint resolution rate	4.1. Customer Service and Communication
E5.4 Greenhouse gas emissions	ESG Data Tables and Notes	S1.9 Customer satisfaction	6.4. Compliance Operation
<b>E6 Biodiversity</b>		<b>S2 Employee Responsibility</b>	ESG Data Tables and Notes
E6.1 Biodiversity conservation system	The Company operates in the financial leasing industry, has a limited impact on biodiversity and has not yet established related system	S2.1 Staff employment and staff composition	ESG Data Tables and Notes
E6.2 Biodiversity conservation measures	5.1. Rural Revitalisation and Community Welfare	S2.2 Employee turnover rate	ESG Data Tables and Notes
		S2.3 Democratic management of employees	5.1. Employee Rights and Benefits
		S2.4 Compensation and benefits system	5.1. Employee Rights and Benefits
		S2.5 Employee care	5.1. Employee Rights and Benefits

Provisions and Disclosures	Section	Provisions and Disclosures	Section
S2.6 Employee satisfaction	5.1. Employee Rights and Benefits	<b>S3 Supply Chain Responsibility</b>	
S2.7 Employee occupational health and safety management	5.3. Employee Health and Safety	S3.1 Supplier management system	5.4. Supplier Management
S2.8 Obtaining occupational health and safety management system certification	As an enterprise in the financial leasing industry, the Company's operations have a relatively minor impact on the environment. However, in assessing credit risks for clients, the Company identifies whether enterprises have obtained occupational health and safety management system certifications	S3.2 Supplier ESG review	5.4. Supplier Management
S2.9 Safety emergency management measures	5.3. Employee Health and Safety	<b>S4 Community Responsibility</b>	
S2.10 Total production safety expenses	The Company operates in the financial leasing industry and is not involved in production safety management topics	S4.1 Carrying out public welfare and charity activities	5.1. Rural Revitalisation and Community Welfare
S2.11 Production safety training performance	ESG Data Tables and Notes	S4.2 Public welfare and charity investment	ESG Data Performance Table
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S2.14 Employee career development system	5.2. Human Capital Development	S5.1 Serving national or Shanghai strategy	3. Striving for Efficiency to Serve New Quality Productive Forces
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G1.2 Separation of chairman/general manager	6.2. Corporate Governance	G2.5 Identification of material topics	1.4. Identification and Analysis of Material Topics
G1.3 Percentage of outside directors	6.2. Corporate Governance	G2.6 ESG-related system	1.1. ESG Management
G1.4 Compliance management system	6.4. Compliance Operation		1.2. Sustainable Development Plan and Actions
G1.5 Risk management system	6.3. Risk Management	G2.7 Carrying out stakeholder communication activities	1.3. Communication with Stakeholders
G1.6 Audit system	6.4. Compliance Operation	G2.8 Management remuneration linked to ESG performance	The Company plans to gradually assess the feasibility and link management remuneration to ESG performance in due course
	6.5. Anti-Corruption and Business Ethics		
G1.7 Measures to avoid violations of business ethics	6.5. Anti-Corruption and Business Ethics	G2.9 Specific ESG factors for business	6.3. Risk Management
G1.8 Anti-monopoly and fair competition	6.5. Anti-Corruption and Business Ethics	<b>G3 Data Governance</b>	
<b>G2 ESG Governance</b>		G3.1 Basic platform construction	4.2. Data Governance
G2.1 Board involvement in ESG management	1.1. ESG Management	G3.2 Data convergence and interoperability	4.2. Data Governance
G2.2 ESG organisational structure	1.1. ESG Management	G3.3 Data governance system	4.2. Data Governance
G2.3 ESG strategy/objectives	1.2. Sustainable Development Plan and Actions		



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