

Environmental, Social and Governance Report 2024



Linklogis Inc.

(A company controlled through weighted voting rights and incorporated
in the Cayman Islands with limited liability)
Stock Code: 9959

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Chairman's statement



Song Qun
Chairman and CEO

In 2024, the “dual carbon” goal has evolved from a national strategy into a collective action framework for society. Born in the wave of digitalization and thriving within the supply chain ecosystem, Linklogis deeply understands that technology is not only the engine of efficiency but also the carrier of responsibility. We firmly believe that only by deeply integrating technological innovation with sustainable development can we create long-term value.

Over the past four years, Linklogis has made continuous progress in its ESG practices. Since establishing the “technology for good” ethos at its IPO in 2021, we published our first ESG report in 2022, receiving recognition from international ESG rating agencies. In 2023, with a score of 14.4 from Sustainalytics, we entered the global top 10%. In 2024, we’ve been selected for the S&P Global Sustainable Development Yearbook (China Edition) 2024. Each step reflects Linklogis’s belief in “technology empowering sustainable supply chain finance.” These foundations are now transforming into more systematic and impactful actions.



Empowering sustainable development with digital intelligence

As AI technology becomes the new trend in industrial development, Linklogis has taken the lead by launching the industry's first AI-powered supply chain document automated review platform—the “BeeFeather AI Document Check Platform”—and successfully empowered multiple financial institutions. Using advanced large-model technology, this platform accurately analyzes the green attributes of supply chain documents, significantly improving the precision of green project identification, ensuring that green funds are directed to truly sustainable projects, and effectively mitigating the risks of “greenwashing.” This innovative solution has not only earned Linklogis the “Best Sustainable Finance Solution” award from Standard Chartered Bank in 2024 but also led to the recognition of the “SCeChain” supply chain service platform, co-developed with Standard Chartered Bank and Grace, as the winner of the “Best Solution ESG China” by The Asset.

By deeply integrating AI large-model technology, Linklogis is driving the intelligent transformation of supply chain finance. Leveraging its self-developed LDP-GPT large model and AI Agent platform, the company has deployed the DeepSeek-R1 model to achieve full-process automation, from intelligent contract analysis and invoice auto-verification to fund matching and disbursement. To date, this has provided customized solutions for over 330,000 small and micro enterprises, addressing their financing challenges, reducing financing costs, and supporting their sustainable development. At the same time, Linklogis has actively expanded its multi-industry application scenarios and products. Its supply chain financial technology solutions now cover multiple industries, helping to reduce costs and improve efficiency across entire industrial chains. In 2024, Linklogis was recognized as an “ESG Comprehensive Governance Benchmark Enterprise” for its outstanding digital intelligence solutions. Its “A” rating in the Wind ESG ranking, placing it in the top 5 of the industry, further validates its significant contributions to inclusive and green finance.

Amid the wave of digitalization, the Group continues to lead the supply chain financial technology sector, reshaping the industrial ecosystem through deep technological integration. Addressing pain points in traditional models such as data silos, inefficient processes, and weak risk control, we employ machine learning algorithms to enable intelligent business process transformation, blockchain technology to establish trusted data collaboration networks, cloud computing virtualization and distributed architecture to build flexible digital foundations, and big data-driven dynamic risk control models to overcome industry bottlenecks. By driving the dual engines of technological application and compliance governance, we continue to enhance the efficiency of industrial chains, injecting new digital intelligence momentum into the high-quality development of the real economy.

Embedding responsibility into our business model's DNA

Linklogis has always adhered to the philosophy of “technology for good,” with the core mission of “empowering sustainable supply chain finance through technology.” Since our establishment, we have partnered with leading financial institutions to explore innovative models for green supply chain finance. By integrating intelligent assessment, environmental pricing, and industry-finance collaboration, we have actively promoted the development of sustainable industries. In 2024, the total sustainable supply chain assets we facilitated reached RMB 37.1 billion, a 93% year-on-year growth, with a focus on four key areas: renewable energy, rural revitalization, environmental protection, and intellectual property. This has created a closed-loop system that links industry and finance for sustainable development.

Our digital technology solutions empower clients and partners to achieve digital transformation, providing seamless, efficient, and secure end-to-end online operational experiences that significantly reduce resource consumption and energy use. By leveraging advanced digital technology and data analytics, we reduce reliance on physical documents and business travel, achieving paperless operations and promoting emission-reduction goals. For example, through Linklogis Supply Chain Multi-tier AR Transfer Platform, we have supported numerous green industries such as environmental protection, agriculture and animal husbandry, photovoltaics, and advanced manufacturing. On the “Qilu eChain” platform, jointly developed with Shandong Institutes of Industrial Technology and the Financial Technology Institute under Shandong Institutes of Industrial Technology, we utilized digital means to optimize financing processes, providing efficient financing services for small and medium-sized enterprises (SMEs) in Shandong and driving local economic sustainability. Moreover, through our green financial technology solutions, we have integrated green finance into existing supply chain financial technology products and processes, assisting clients in consolidating data on carbon footprints, emissions, and other green financial metrics. This integration enhances the efficiency of green credit, reduces risk, and ensures regulatory compliance.

Linklogis collaborates with financial institutions to implement sustainable green principles into product and development decisions. For example, we assisted Shenzhen Energy Group in issuing the first nationally subsidized green ABCP in the Guangdong-Hong Kong-Macao Greater Bay Area. This product is backed by accounts receivable from renewable energy price subsidies generated by new energy projects under Shenzhen Energy Group. The project has demonstrated significant environmental benefits by reducing air pollutants and alleviating environmental pollution. Through these initiatives, Linklogis not only promotes the development of green finance but also supports the sustainable transformation of multiple industries, making a positive contribution toward achieving the goals of “carbon peak” and “carbon neutrality.”

Building resilient governance as the foundation for development

Linklogis upholds a philosophy of excellence in governance, continuously refining its corporate governance framework to protect shareholder interests and promote sustainable development. As the core decision-making body, the Board of Directors lays the foundation for long-term growth through strategic planning, enhanced risk management, and oversight of major initiatives. In terms of ethical conduct, we adhere strictly to the principles of integrity, implementing a zero-tolerance anti-corruption mechanism through policy reviews, employee training, and optimized reporting procedures to regulate business practices. As a leading financial technology enterprise, we also prioritize information security governance, strictly complying with cybersecurity laws and continually upgrading our technical protection systems to safeguard customer data and personal privacy comprehensively.

We have established a “three-pronged” governance system: the ESG Strategy Committee under the Board oversees top-level design, our digital audit platform enables full-process monitoring, and an anti-corruption compliance system covers 100% of high-risk scenarios. In 2024, we upgraded our “Bee Security” privacy computing platform, which received the highest level of data security certification from the China Academy of Information and Communications Technology, creating a robust data security framework for over 500 partners. In the “ESG Comprehensive Governance Benchmark Enterprise” evaluation, judges highlighted that our Group’s effort in combined the ISO 37001 Anti-Bribery Management System with blockchain evidence-preservation technology, creating a compliance governance model for the fintech industry. Our third ESG report, released in March 2024, disclosed for the first time a model for tracking supply chain carbon footprints and received media recognition under the theme “Technology Leading ESG Practices.” We also responded proactively to regulatory requirements by refining core business data disclosure to the document level, achieving 100% risk management coverage. In 2024, we earned the highest global

software certification, CMMI Level 5, marking our internationally leading position in software development capabilities. Based on the CMMI Level 5 standard, we have established a comprehensive R&D management system that covers processes, tools, models, measurement guidelines, monitoring and analysis, ensuring the standardization and normalization of the software development process. This achievement underscores our strong technical and project management capabilities, enabling us to provide clients with more refined, mature, high-quality, and reliable products and services, further solidifying our industry leadership.

Making care as the core of corporate development

Linklogis places “people first” as a core value, working to make care the foundation of corporate development. In 2024, we launched initiatives such as mental health support programs, family-friendly policies, and employee health promotion plans. Over the year, we organized 172 activities with 1,528 participants, providing flexible working hours, family days, health checkups, and fitness subsidies to help employees balance work and life while enhancing team cohesion. In terms of customer rights protection, the Group has strengthened system security and compliance operations, prioritizing privacy protection to deliver efficient and reliable digital intelligence services. Regarding environmental protection, we remain committed to green and sustainable development by reducing carbon and pollutant emissions. Our Shenzhen headquarters incorporates natural lighting and ventilation, intelligent lighting systems, and energy-efficient LED lighting. Through spatial optimization and energy-saving measures, we have created a green office environment. The Group also published the “Linklogis Technology Group Workplace Management Measures (2024 Edition)”, advocating for green commuting, energy conservation, and resource recycling, fulfilling our low-carbon transition commitments and creating a win-win ecosystem of environmental, social, and economic value.

At this new historical juncture, Linklogis' ESG roadmap is clearer than ever: We are transforming “sustainability” into quantifiable, tradable, and value-enhancing production factors, ensuring that every transaction carries environmental benefits and every technological innovation promotes social equity.

Moving forward, Linklogis aspires to be not only a trailblazer but also a connector—bridging commerce with responsibility through technology and balancing efficiency with fairness through innovation. By integrating into the global supply chain ecosystem, we aim to write a sustainable development narrative that defines our era. Because we understand that the future is never predicted – it is created.

About this report

This report is the fourth Environmental, Social and Governance Report (the “Report”) issued by Linklogis Technology Group (the “Company”) and its subsidiaries and related consolidated entities (collectively, “Linklogis”, “we”, the “Group” or “our”), which aims to disclose the Group’s progress and achievements in the environmental, social and governance (“ESG”) field in a transparent and open manner, so that stakeholders can better understand the Group’s sustainability strategies and actions.

Reporting guidelines and principles

The Group has prepared this report in accordance with Appendix C2 Environmental, Social and Governance Reporting Guide (the “Guidelines”) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange” or “HKEX”). This report has complied with all the “comply or explain” provisions of the Guidelines and has been prepared on the basis of the four reporting principles of the Guidelines: materiality, quantification, balance and consistency.

“Materiality” principle: Stakeholder communication and materiality assessment processes have been incorporated into the preparation of this report as the basis for determining ESG materiality issues. The Group has appropriately aligned with the United Nations Sustainable Development Goals (“UNSDGs”) in the process of improving the management of material issues. For details, please refer to the “Assessment of Materiality Issues” section.

“Quantitative” principle: This report discloses its key environmental and social performance indicators in a quantitative way, with explanations to illustrate, and describe its purpose and impact. We also provide information on last year’s KPIs for comparison in the report.

“Balance” principle: This report follows the principle of balance, presents accurate positive and negative information about the Group, and continuously formulates improvement measures.

“Consistency” principle: This report uses a consistent statistical approach to disclosure, and further refines the types of disclosures corresponding to some of the Guidelines. The Group will ensure that the scope of disclosure and reporting methodology of this ESG report are consistent from year to year.

Reporting scope

This report discloses the Group’s actions and performance on material environmental and social issues for the period from 1 January 2024 to 31 December 2024 (the “Reporting Period”). The social data in this report covers the entire group except Shenzhen Bytter Technology Co., Ltd. (“Bytter Technology”) and is consistent with the scope of the annual report. The reporting boundary of environmental data includes the operating premises with a usable area of more than 10,000 square meters, covering the Group’s headquarters office in Shenzhen and the office in Wuhan.

Report access

This report is available on the HKExnews website of The Stock Exchange of Hong Kong Limited (www.hkexnews.hk) and the website of the Company (www.linklogis.com) for review and download.



Feedback

The opinions of stakeholders help the Group continuously improve its sustainable development work. If you have any comments or suggestions on this report or the Group's sustainability management, you are welcome to contact the Group through the following channels:

Address: 28-31 Floor, Qianhai Chow Tai Fook Finance Building, No. 66, Guiwan Community Hub Street, Nanshan Street, Nanshan District, Shenzhen, Guangdong Province

Phone: +86 (0755) 2391-5717

E-mail: esg@linklogis.com, ir@linklogis.com, pr@linklogis.com

Web page: www.linklogis.com

Board of director's statement

Linklogis regards ESG and sustainable development as the guarantee of the company's long-term stable development, incorporates ESG factors into the decision-making and daily operation process, and continuously improves the company's ability to resist risks. The Board of Directors of the Company is the highest responsible and decision-making body for ESG matters, and has ultimate responsibility for the Company's ESG strategy and reporting, and oversees ESG-related matters that may affect the Company's business or operations, shareholders and other stakeholders. The Board has established an ESG Executive Committee which is responsible for identifying and assessing ESG risks related to the Group, ensuring that the Group has an appropriate and effective ESG risk management and internal control system, and reporting to the Board on the progress of achieving the relevant ESG objectives.

The Group attaches great importance to the suggestions and opinions of various stakeholders, ensures sufficient communication channels to carry out communication with key stakeholders, discusses and identifies important ESG issues and ESG risks that the Group may face, and continuously improves ESG-related strategies and policies. The Board of Directors has reviewed the ESG materiality issues for the current year, and has approved proposals to adjust the materiality of each ESG issue to ensure the timeliness and reasonableness of the materiality issue matrix.

The Directors hold regular meetings to review and approve the Company's sustainability goals, guide and monitor the development and implementation of the Company's ESG vision, strategy and framework through the ESG Working Group, review the Company's material ESG issues, key ESG risks and opportunities, monitor the communication channels and communication methods with shareholders, and review the Company's ESG-related disclosures.

The Board of Directors and all directors guarantee that there are no false records, misleading statements or material omissions in the contents of this report, and assume responsibility for the authenticity, accuracy and completeness of this report. This report discloses in detail the progress and effectiveness of the Group's ESG work in 2024, which was deliberated and approved by the Board of Directors at its meeting on 25 March 2025.

About Linklogis

Linklogis was founded in Shenzhen in February 2016 by an experienced team of executives with extensive backgrounds in the global financial and internet sectors and backing from key early-stage shareholders including Tencent. Linklogis was the first supply chain finance SaaS enterprise to successfully complete a public listing in China, making its debut on the main board of the Hong Kong Stock Exchange in April 2021. The Company's major shareholders comprise leading domestic and international corporations and financial institutions, including Tencent, CITIC Capital, Government of Singapore Investment Corporation (GIC) and Standard Chartered Bank. Linklogis has consistently secured a leading position in its market, ranking No. 1 in China's third-party supply chain finance technology solution market for five consecutive years according to China Insights Consultancy.

Linklogis is committed to being the leading supply chain finance technology solutions provider, and aims to re-define and transform supply chain finance through technology and innovation. As one of the key members of Tencent's "To B" strategic ecosystem, Linklogis champions the philosophy of inclusive finance by leveraging advanced technologies such as AI, blockchain, cloud computing, and big data in supply chain applications, providing innovative supply chain finance technology solutions that are data-driven, use-case-based, and digital. Linklogis' cloud-native solutions optimize the payment cycle of supply chain transactions, digitize the entire supply chain finance workflow, and enhance transparency and connectivity in the supply chain finance ecosystem.

With purpose-built solutions and industry-leading technology infrastructure, Linklogis delivers tangible benefits to all parties in the supply chain finance ecosystem, meeting the evolving business and technology needs of anchor enterprises and financial institutions, while providing the ultimate financing experience for small and medium enterprises ("SMEs") and supporting the development of the real economy.

Focusing on multiple business segments such as anchor enterprise cloud, financial institution cloud, crossborder cloud, small and micro bee, and e-commerce cloud, Linklogis serves the core and chain-affiliated enterprises and financial institutions in the supply chain, providing them with convenient and efficient supply chain financial technology services. In 2024, Linklogis has an annual asset service scale of RMB 411.2 billion, and has reached cooperation with 2,156 anchor enterprises and 377 financial institutions and its business covers 29 provinces and administrative regions across the country, serving more than 330,000 small, medium and micro enterprises in total.

2024 Operational highlights

Market share

No. **1**Anchor enterprises and
financial institution partners**2,533**Accumulated transaction
volume since 2018RMB **1.5** TrillionSMEs cumulatively
servedOver **330,000**

Office distribution



Total number of employees

726

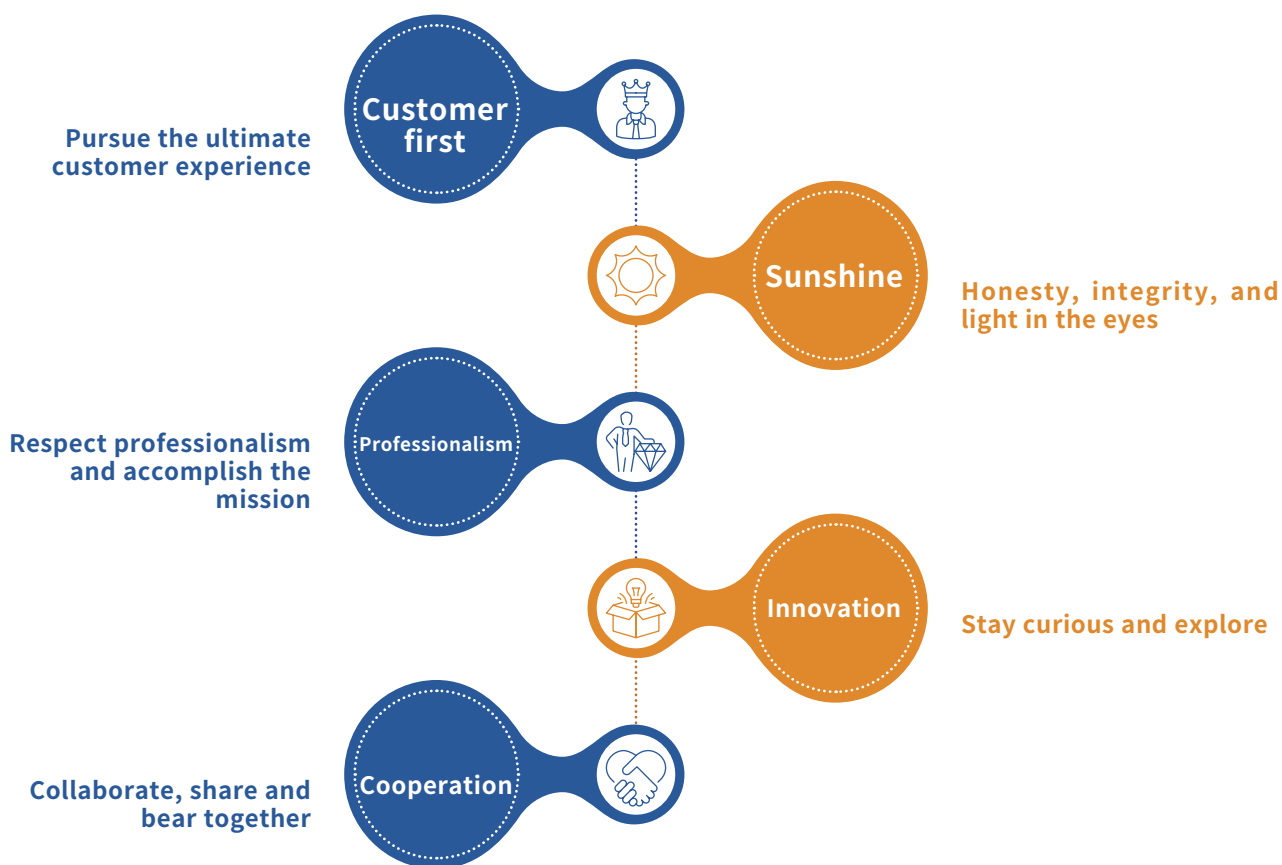
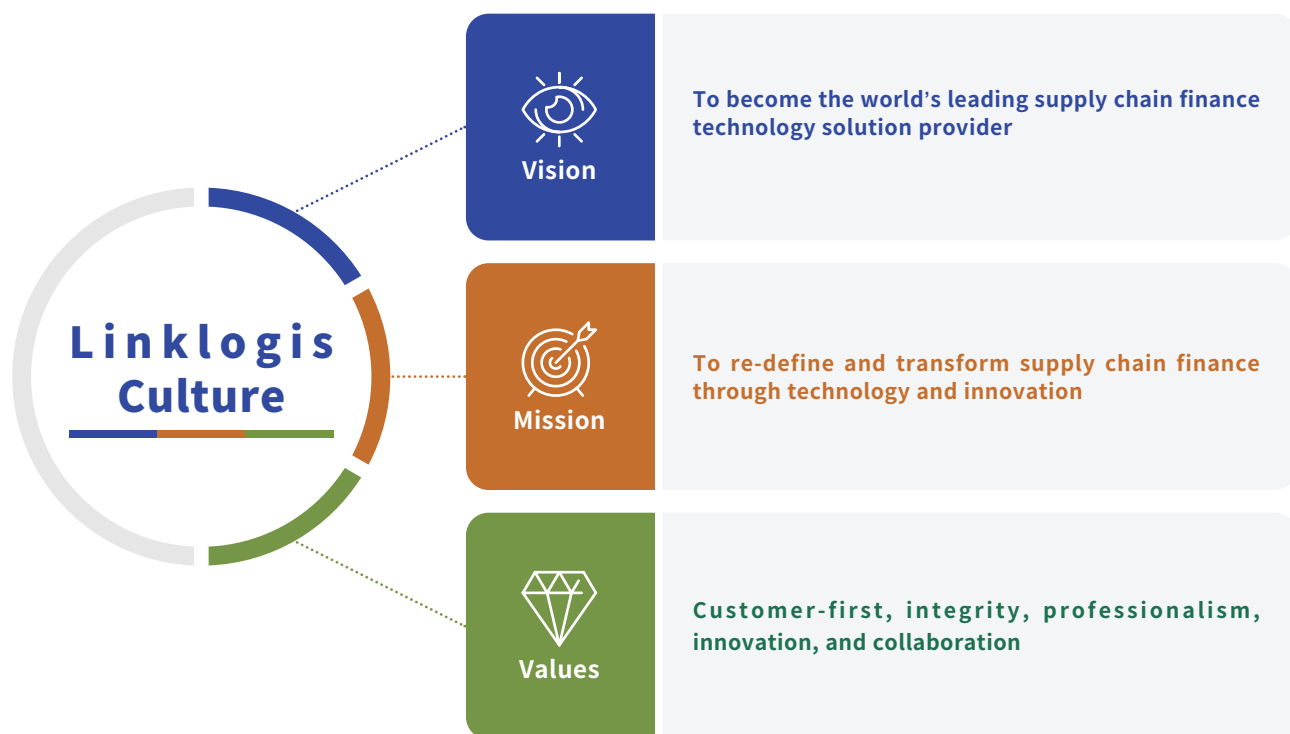


Office Locations:

27



*As of 31 December 2024



Awards & honors



KPMG China Fintech Double 50
Enterprises



Best Sustainable Financial
Solution Award by Standard
Chartered Bank



Annual Outstanding Financial
Technology Award



The Annual Newcomer Award
for Exchange Market Enterprise
Asset Securitization and the
Annual Investment and Special
Contribution Organization
Commendation



Best AI Technology Award by
the Asian Banker



Top 100 SaaS Companies in
2024 by Internet Weekly



2024 Excellent Case of Digital
Inclusive Finance in China by
the Ministry of Industry and
Information Technology



Forbes China Top 50 Fintech
Influence Enterprises of 2024



2024 Shenzhen Top 500
Enterprises



Best Digital Supply Chain
Solutions China 2024 by Gazet
International Global Magazine



2024 Supply Chain Finance
Excellence Service Provider



Supply Chain Finance
Technology Company 2024



Most Socially Responsible
Listed Company Award



2024 Supply Chain Finance
Annual Leading Enterprise



Leading Supply Chain Finance
Technology Solutions Provider
by World Business Outlook



Excellent Partner in Supply
Chain Finance by Agricultural
Bank of China Shanghai Branch



Brand of the Year



Best Solution ESG China

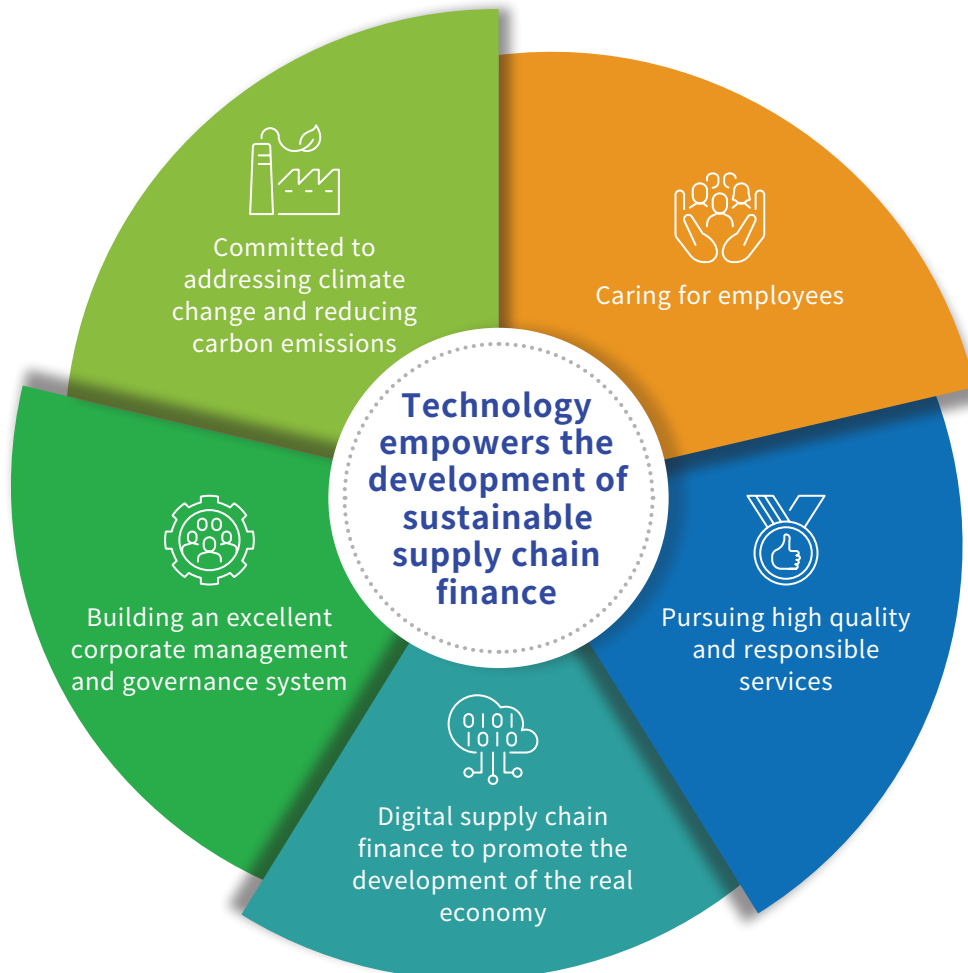


Best Supply Chain Finance
Technology Provider in China
2024

Report summary

Report framework

As an innovator focused on supply chain financial technology, Linklogis centers its philosophy on “Technology-Driven Sustainable Financial Ecosystems.” By leveraging digital technologies such as artificial intelligence and blockchain, the company builds intelligent platforms that empower core enterprises and financial institutions to accelerate digital transformation and overcome financing bottlenecks faced by small and micro enterprises. We continue to increase our technological investment, providing solutions that combine efficiency and security to enhance supply chain collaboration. Aligned with the United Nations Sustainable Development Goals, the company improves its ESG governance system, innovates green financial instruments, and guides industry chains to optimize carbon footprint management, promoting the organic unity of environmental protection, social value, and economic benefits.

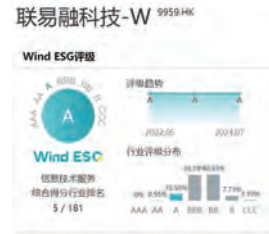


“Linklogis always attaches great importance to ESG and sustainable development concepts, continuously exploring more efficient and effective sustainable supply chain financial technology models and integrating them into our specific business strategies.”

ESG-related performance



Received an “A” rating in the ESG rating of Wind, a well-known financial information service company, and ranked 5th among the 181 companies in the information technology service industry that participated in the rating.



Linklogis has obtained a “**low risk**” ESG rating from Sustainalytics, an international authoritative ESG rating agency under Morningstar, with a score of 18.6 points, ranking 274th among 962 software and service industries in the world, which is higher than the industry average.



The S&P Global ESG Score measures a company's performance and management of material ESG risks, opportunities, and impacts through company disclosures, media and stakeholder analysis, modelling methodologies, and in-depth company engagement through the S&P Global Corporate Sustainability Assessment (CSA). During the Reporting Period, Linklogis's S&P Global CSA ESG score was 36 points, higher than the industry average.

S&P Global



The Asset, a renowned Asian financial magazine, has announced the winners of the 2024 Asset Awards. The ESG solution of “SCeChain”, a supply chain service platform jointly built by Linklogis, Standard Chartered Bank and Siliya Group, won the “China's Best ESG Solution Award” in 2024.





At the 2024 Glodon Mid-Term Strategy Summit, Linklogis Technology Group won the Glodon Golden Award for Outstanding ESG Innovation Practice.



S&P Global released the “Sustainable Development Yearbook (China Edition) 2024”. Linklogis was successfully selected into the S&P Global “Sustainable Development Yearbook (China Edition) 2024” for its outstanding performance in ESG.

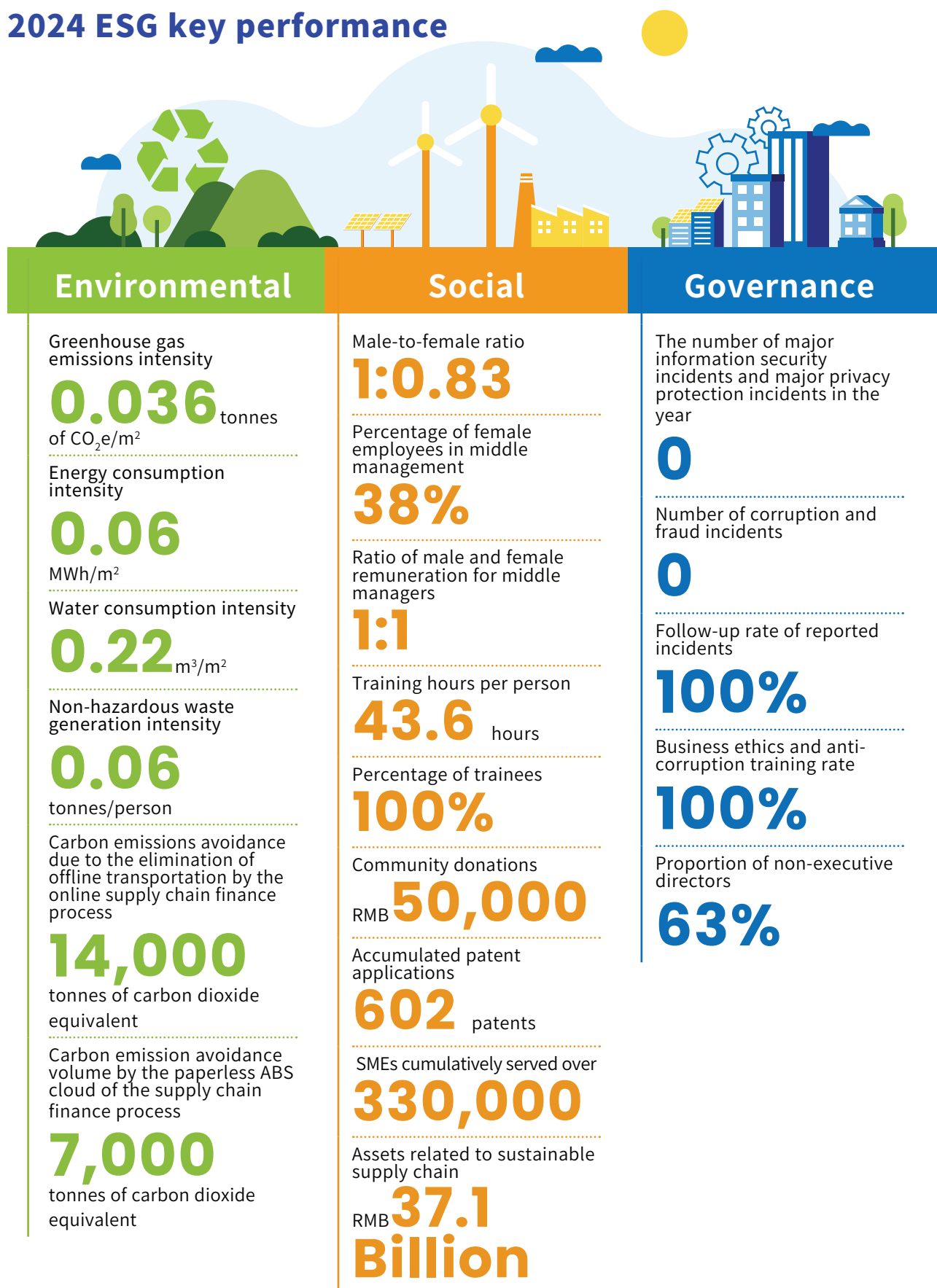
At the “2024 China International Economic Management Technology Forum” jointly organized by the Economic Observer and Jingguan Media, the Beijing International Economic Management Technology Promotion Association, and the Foreign Exchange and Cooperation Committee of the China Society for International Economic Cooperation, the Group was named the “ESG Comprehensive Governance Benchmark Enterprise” of the 2024 China International Fair for Trade in Services, confirming our outstanding performance in practicing ESG concepts and promoting sustainable development.



Linklogis won the “ESG Pioneer Award of the Year” in the 2024 Outstanding Company Selection List of the 9th “Guru Global Investment Carnival 2025”.



2024 ESG key performance



ESG strategy

Sustainable development is the core proposition that enables us to resonate with the times. Linklogis has deeply integrated the ESG concept into its strategic genes, taking “Technology-driven sustainable supply chain finance” as its value anchor, and building a three-dimensional strategic system covering environmental responsibility, social value, and governance. By building a sustainable development framework of “Technology empowerment, ecological co-construction, and governance protection”, we systematically promote the implementation of the four strategic pillars and strive to become a builder of green financial infrastructure and a promoter of an industrial shared benefit ecosystem.

ESG development strategy

Technology promotes the development of sustainable supply chain finance



Collaboration and social feedback

Linklogis actively practices corporate social responsibility, dedicating itself to creating a safe working environment for employees while also prioritizing human rights interests throughout the entire value chain. The company continuously strives to enhance social welfare and improve the quality of life.



Embrace technological innovation leads the industry

Linklogis is committed to continuously injecting vitality into the supply chain ecosystem with technological power, promoting the digital transformation and upgrading of the real economy, and thereby indirectly promoting the development of the green economy.

Sustainable development lead by technology

Linklogis actively utilizes digital and intelligent technologies to support green development and promote the practical implementation of energy conservation and emission reduction in supply chain finance. This approach enables the company, its clients, and partners to achieve online and paperless operations, reduce carbon emissions, and contribute to environmental protection.



Excellence in governance and sustainable operations

Linklogis adheres to the pursuit of excellent corporate governance standards and strictly abides by the Corporate Governance Code in order to safeguard the interests of shareholders and stakeholders.



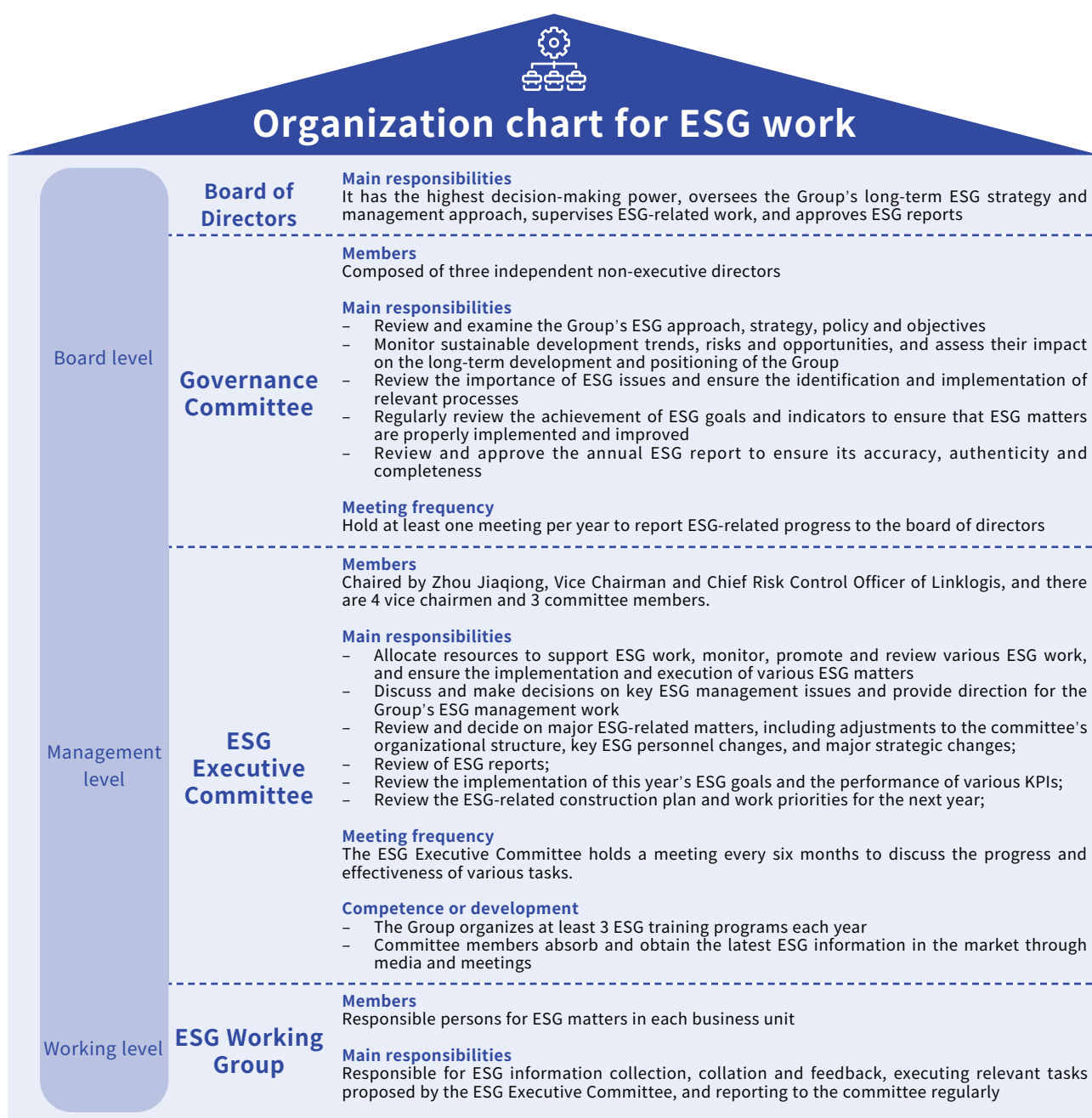
The Group takes “Deepening service capability construction and connecting technology ecosystems” as its implementation path, exploring supply chain financing scenarios and expanding the application of technologies such as artificial intelligence and privacy computing. We set a three-year target: to build a smart hub connecting 1,000 anchor enterprises and financial institutions, to meet the financing needs of millions of small and micro enterprises, and to process supply chain finance transactions exceeding RMB 1 trillion annually. Through quarterly ESG special audits and stakeholder communication meetings, we continuously optimize the effectiveness of strategic execution and ensure that the sustainable development blueprint is transformed into quantifiable social and economic benefits.

The Group has established a series of ESG-related goals and strictly implements and monitors them. The ESG Executive Committee has reviewed the progress of the relevant targets and reported to the Board. The performance on this year's ESG-related goals is shown below.

Scope	Aspects	ESG-related goals	Performance in 2024
Environmental	Products & Services	<ul style="list-style-type: none"> In the supply chain finance process online, the carbon emissions of offline transportation are reduced to: 10,000 tonnes of carbon dioxide equivalent Paperless supply chain finance process and paper reduction to: 5,000 tonnes of carbon dioxide equivalent 	<p>100% achieved the goal of avoiding 14,000 tonnes of carbon dioxide equivalent due to less transportation</p> <p>100% achieved the goal of avoiding 7,000 tonnes of carbon dioxide equivalent due to paperless process</p>
	Use of Resources	<ul style="list-style-type: none"> All purchased paper must be recycled paper All purchased office equipment is required to have an energy label All purchased water-using equipment is required to have a water efficiency label 	<p>Recycled paper accounts for 100% of procurement</p> <p>Purchased 100% of office equipment with energy labels</p> <p>The proportion of water equipment procurement with water efficiency labels is 100%.</p>
Social	Employee	<ul style="list-style-type: none"> Zero injury rate Zero work-related fatalities Forced labor and child labor will not be tolerated No serious cases of discrimination 	<p>The injury rate for the year was zero</p> <p>There were zero work-related fatalities this year</p> <p>There were zero cases of forced labor and child labor this year</p> <p>The number of discrimination cases was zero during the year</p>
	Customers	<ul style="list-style-type: none"> 95% of customer feedback is resolved within 24 hours 90% of complex problems are resolved within 48 hours Customer satisfaction of at least 95% 	<p>99% customer feedback resolution rate within 24 hours</p> <p>96% resolution rate of complex issues within 48 hours</p> <p>Customer satisfaction 99%</p>
	Suppliers	<ul style="list-style-type: none"> 100% supplier audit rate required 	100% supplier audit rate
Governance	Anti-corruption	<ul style="list-style-type: none"> Zero tolerance for corruption All reported incidents need to be followed up All employees are required to undergo compliance and anti-corruption training 	<p>0 incidents of corruption</p> <p>100% follow-up rate of reported incidents</p> <p>100% attendance of employee compliance and anti-corruption training</p>
	Information security	<ul style="list-style-type: none"> No major information security incident No major personal privacy leakage incident Annual business system availability must reach at least 99.9% 	<p>There were no major information security incidents during the year</p> <p>There were no major personal privacy breaches during the year</p> <p>Annual business system availability was over 99.98%</p>
	Privacy Protection	<ul style="list-style-type: none"> No leakage of customer personal data No company secrets or confidential information will be allowed to be leaked 	<p>The number of customer personal data breaches was zero during the year</p> <p>The number of leaks of confidential or confidential information of the company during the year was zero</p>

ESG governance structure

Linklogis has established a sound sustainable development governance structure, covering three levels: board of directors, management and work, to form an efficient working mechanism and implement the management functions of institutions at all levels on sustainable development-related matters. The Board of Directors authorizes the Corporate Governance Committee to exercise oversight to ensure the effective implementation of the sustainable development strategy. The ESG Executive Committee will be supervised by the Corporate Governance Committee at the management level and will be responsible for the development, promotion and implementation of the overall ESG work. The Group has also formulated the “Charter of the ESG Executive Committee of Linklogis”, which clearly defines the core responsibilities of the ESG Executive Committee, including setting ESG goals, supervising implementation and evaluating performance, ensuring the effective implementation of the ESG strategy, and promoting the realization of the Group's sustainable development goals.



In order to further improve the Group's management system, we have set up a dedicated ESG complaint feedback mailbox so that various stakeholders can provide valuable feedback on ESG-related matters. In addition, we will provide ESG training and promotion to all employees of the Group at appropriate times, with a view to continuously improving the Group's ESG performance and effectiveness.

ESG complaint feedback mailbox: esg@linklogis.com, ir@linklogis.com

Materiality assessment

The opinions of stakeholders are an integral part of a company's sustainable development. Linklogis maintains effective communication and builds trust with stakeholders in an open and transparent manner through regular and two-way communication channels, so that the Group can understand their concerns and respond to their requirements and expectations, continuously improve and optimize its own sustainable development strategies and management methods, fulfill its corporate social responsibility, and create more value for stakeholders.

We have identified seven categories of stakeholders as the Group's most important stakeholders. The table below shows the issues of concern to each stakeholder and the Group's communication channels.

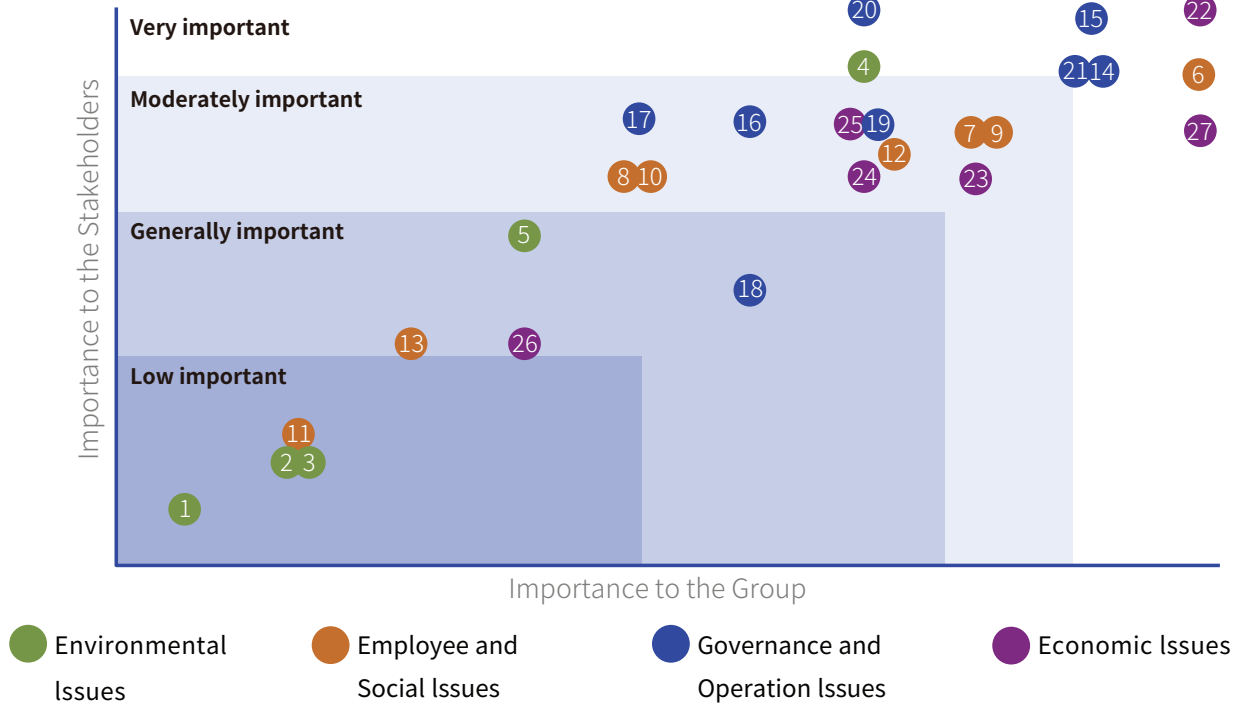
Stakeholder group	Communication channels	Prioritized issues
Employee	<ul style="list-style-type: none"> Internal communication Employee activities Linklogis Alumni Club Employee complaint channels 	<ul style="list-style-type: none"> Employee benefits and rights Talent management Employee safety and health Employee training and development
Client	<ul style="list-style-type: none"> On-site visit Official website, WeChat official account Platform system, client system Service hotline, email, WeChat 	<ul style="list-style-type: none"> Fintech product security and risk control Data Privacy & Security Customer rights protection
Shareholders/ Investors	<ul style="list-style-type: none"> Annual Report Shareholders' meeting Investor conferences 	<ul style="list-style-type: none"> Corporate economic performance Risk management
Vendor	<ul style="list-style-type: none"> Supplier assessments Bidding, procurement 	<ul style="list-style-type: none"> Supplier risk assessment Green supply chain
Partners	<ul style="list-style-type: none"> WeChat official account, the official website Conference communication 	<ul style="list-style-type: none"> Fintech innovation Accessibility and sustainability of financial services Promoting the digitization of supply chain finance Multi-party collaboration and ecosystem
Government	<ul style="list-style-type: none"> Daily communication Policy advocacy 	<ul style="list-style-type: none"> Business compliance development Anti-corruption and anti-bribery
Community/Public	<ul style="list-style-type: none"> Connect with relevant professional institutions Industry conference WeChat official account, the official website Media 	<ul style="list-style-type: none"> Community engagement and public welfare activities

The materiality assessment can help the Group identify the risks and opportunities related to sustainable development, identify the direction of improvement, and also help to enhance the transparency of the disclosure of this report and share the progress of the Group's sustainable development with various stakeholders. We regularly communicate with different stakeholders and conduct substantive issue assessments.

With the assistance of professional independent consultants, the Group conducts an assessment of materiality issues at least once every two years. With the assistance of independent consultants, we conducted a materiality assessment this year to review and report on our sustainability approach and reporting. The analysis reflects material issues that the Group and its stakeholders consider to be material and impactful to the business, stakeholders and strategies. The materiality assessment process is divided into four main steps: identification, prioritization, validation and review.






Materiality Matrix




Level of importance	Topics	Related chapter
High	22. Promote the digitization of supply chain finance	4.2 Promoting the digitalization of supply chain finance
	6. Talent management	2.3 Human capital development
	27. Convenience and sustainability of financial services	1.4 Empowering the industry's low-carbon transformation 4.2 Promoting the digitalization of supply chain finance
	15. Fintech product safety and risk control	5.2 Risk management
	14. Innovation, technology and product diversification	4.1 Supporting technological innovation
	21. Business compliance development	5.1 Independent and diverse board structure
	20. Data privacy and security	3.3 Information security framework
	4. Respond to climate change	1.2 Responding to climate change
Moderate	7. Employee communication and care	2.2 Protecting employees' rights
	9. Staff training and development	2.3 Human capital development
	23. Assist micro, small and medium-sized enterprises	4.4 Serving the real economy
	25. Risk Management	5.2 Risk management
	19. Business ethics and conduct	5.4 Business ethics
	24. Serve the real economy	4.4 Serving the real economy
	12. Build ecological partnerships to promote industry development	4.4 Serving the real economy
	16. Customer protection and satisfaction	3.2 Improving customer service
	17. Protection of Intellectual Property Rights	4.3 Protecting intellectual property
	8. Employee safety and health	2.4 Employee health and safety
General	10. Equal Opportunity, Diversity and Inclusion for Employees	2.1 Practice diversity, equity, and inclusion
	18. Supplier risk assessment	3.5 Responsible supply chain management
	5. Contribute to the energy conservation and environmental protection industry	1.4 Empowering the industry's low-carbon transformation
	26. Investor Communication	5.3 Business value, social value and shareholder value
Low	13. Community investment and public welfare activities	4.5 Social responsibility
	2. Waste management	1.3 Green operation
	3. Energy and resource management	1.3 Green operation
	11. Prevention of child labor and forced labor	2.2 Protecting employees' rights
	1. Greenhouse gas and exhaust emission management	1.1 Environmental management system 1.3 Green operation

Linklogis believes that it is of vital importance to take concrete actions and make firm commitments to achieve the UNSDGs. In working on a number of sustainability issues, the Group has actively contributed to ensuring that our efforts are closely aligned with the Group's core UNSDGs to make a meaningful contribution to global sustainable development.

Scope	Related UNSDGs	Related important topics	Our actions
Committed to addressing climate change and reducing carbon emissions		Target 7.3: Improve energy efficiency	<ul style="list-style-type: none"> Greenhouse gas and exhaust emission management Waste management Energy and resource management Tackling climate change Contribution to the energy conservation and environmental protection industry
		Target 12.5: Reduce waste through avoidance, reduction, recycling and reuse	
		Target 13.1: Strengthen resilience to climate-related hazards and natural disasters	
Caring for employees		Objective 8.7: Take immediate and effective measures to eliminate all forms of forced labour and terminate child labour	<ul style="list-style-type: none"> Sign labor contracts in accordance with the law, clarify employment standards, and strictly prohibit forced labor and child labor Establish employee complaint and appeal channels Formulate the "Staff Club Management" to protect the freedom of association of employees Conduct regular pay reviews to ensure pay equality
		Goal 8.8: Protect labour rights and provide a safe working environment for all workers	
		Objective 10.3: Ensure equal opportunities and reduce inequalities	

Scope	Related UNSDGs	Related important topics	Our actions
Pursuing high quality and responsible services	 <p>Target 12.6 – Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycles</p>	<ul style="list-style-type: none"> - Fintech product security and risk control - Customer rights protection and satisfaction - Supplier risk assessment - Data privacy and security 	<ul style="list-style-type: none"> • Screen and encourage suppliers to select and adopt more environmentally friendly and energysaving systems and materials
Digital supply chain finance to promote the development of the real economy	 <p>Target 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p>Target 9.3: Increase access to financial services for small industrial enterprises and other enterprises and their integration into value chains and markets</p>  <p>Target 9.5: Scientific research and scientific and technological capacities enhanced</p>	<ul style="list-style-type: none"> - Promote the digitization of supply chain finance - Innovative technology and product diversification - Intellectual property protection - Community engagement and public welfare activities - Serve the real economy - Assist micro, small and medium-sized enterprises - Convenience and sustainability of financial services 	<ul style="list-style-type: none"> • Drive the transformation of the real industry with the help of cutting-edge technologies such as AI, blockchain, big data, and cloud technology

Scope	Related UNSDGs	Related important topics	Our actions
Building an excellent corporate management and governance system	 <p>Target 16.5 – Significantly reduce all forms of corruption and bribery</p>	<ul style="list-style-type: none"> – Business compliance development – Risk management – Investor communications – Business ethics and conduct 	<ul style="list-style-type: none"> • Provide anti-corruption training to staff and the Board of Directors on an ongoing basis • Formulate the “Management Measures for Employee Complaints and Reports of Linklogis”, and set up complaint and reporting channels • Set up the “Anti-Fraud Management System” • Formulate the “Integrity and Self-Discipline Convention”

Benchmarking against the UNSDGs:



Chapter 1

Addressing climate change and reducing carbon emissions

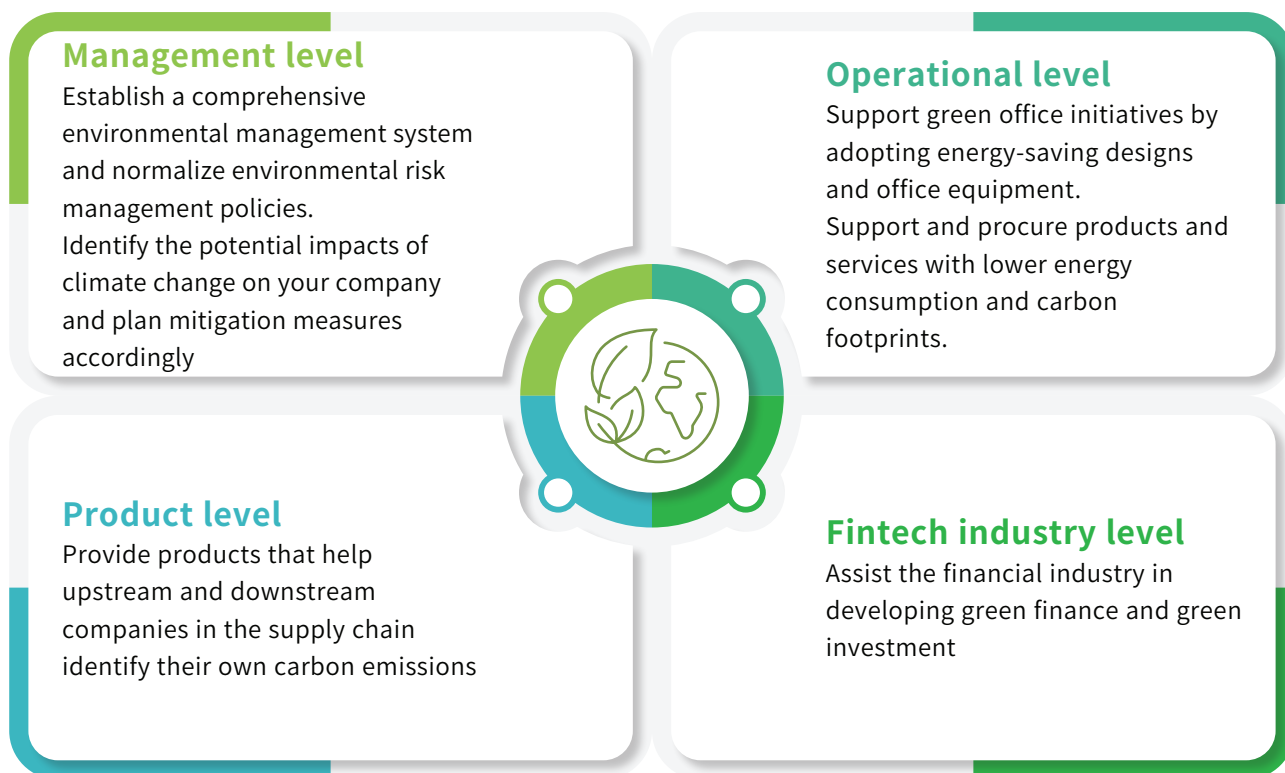
Linklogis firmly believes that technological innovation is the core driving force for achieving the “dual carbon” goals. We use digital technology as a fulcrum to build a green financial ecosystem, reduce the carbon footprint of customers and partners through full-process online services, and deeply integrate ESG concepts into strategic decision-making and product development. Based on the TCFD framework and IFRS S2 standards, we have established a climate risk management mechanism, innovatively developed a green supply chain finance model, and worked with our clients to achieve business breakthroughs in the fields of environmental protection and ESG. In the future, we will continue to use cutting-edge technologies to optimize green investment and financing services, promote low-carbon transformation of industries, and build a new pattern of sustainable development enabled by science and technology.

1.1 Environmental management system

The Group is committed to addressing the climate challenges of future business, while helping our customers and markets smoothly transition to a net zero carbon emissions economy and driving the development of green businesses. To this end, the Group has actively taken a variety of measures to reduce its environmental footprint and has taken the initiative to assume responsibility for addressing climate change. It is committed to becoming an industry leader and promoting comprehensive ESG changes in the financial technology industry. We ensure strict compliance with relevant environmental laws and regulations¹. During the Reporting Period, the Group did not violate any laws on environmental protection or cause any major incidents affecting the environment and natural resources, nor did it receive any penalty or litigation notice in the environmental field.

Corporate environmental strategy

In terms of overall emission reduction policy, Linklogis is committed to starting from four green dimensions and formulating a series of action measures from the inside out to better support green development and address climate change:



¹ For relevant laws and regulations, please refer to the “Laws and Regulations” section.

1.2 Responding to climate change

As a responsible enterprise, Linklogis places great importance on the potential impact of climate change on the business ecosystem. We systematically build our climate risk management framework based on the Task Force on Climate-related Financial Disclosures (TCFD) and the Hong Kong Stock Exchange's climate disclosure guidelines, focusing on four key dimensions: governance, strategy, risk management, and metrics and targets. By identifying physical and transition risks, we develop industry-specific resilience strategies to continually enhance our ability to tackle climate challenges, promoting a deep integration of risk prevention and sustainable development.

Governance

The Group's current climate-related governance structure is consistent with its ESG work organizational structure, and climate-related issues are considered to be the core of its daily ESG implementation and promotion work. We regularly review and identify the climate-related risks and opportunities faced by the Group, and develop and update corresponding response measures. The ESG Working Group is responsible for collecting and organizing climate-related data and information, and reporting regularly to the ESG Executive Committee to ensure that the company's decisions in the field of climate change are based on sufficient and accurate data. The following is an overview of some of the responsibilities of each level in relation to climate-related risks. For detailed responsibilities of the ESG governance structure, please refer to "ESG Governance Structure" and "5.3 Business Value, Social Value and Shareholder Value".

Board of Directors and Governance Committees

- Oversee the company's net zero emissions strategy and be responsible for overall climate risk management
- Assess and monitor current trends in climate-related risks and opportunities

ESG Executive Committee

- Review annual ESG reports, including assessments of climate risks and opportunities, and monitor implementation of response measures
- Regularly review the achievement of ESG goals and indicators, such as performance and plans for emission reduction targets
- Monitor climate-related strategies and specific energy conservation and emission reduction measures, and review whether goals are consistent with corporate strategy

ESG Working Group

- Assist in identifying and assessing climate-related risks and opportunities
- Annual calculation and integration of climate-related indicators
- Raising awareness among employees on climate issues



Strategy

Climate risks pose direct or indirect financial threats to our daily operations. To address this, the Group has identified a series of climate-related risks and opportunities with significant financial impacts and has developed countermeasures to reduce their negative effects while seizing opportunities for green transformation. We assessed five climate risks (three transition risks and two physical opportunities) and two transition opportunities, and considered their impact on corporate finances from three dimensions: short-term (within three years), medium-term (3-6 years) and long-term (more than six years). This year, we further optimized our response measures for various climate risks to enhance the company's resilience to extreme weather events and long-term climate change.



Risk management

In the Strategy section, we have identified five climate risks that could potentially impact our operations. We have established corresponding risk mitigation and response measures for different risk categories, and adjust and revise them every year based on actual conditions. In the future, we will conduct climate-related scenario analysis to assess the probability of occurrence of various climate risks and the severity of their financial impact. Once we have determined the risk assessment criteria, we will prioritize the most relevant and significant risks using either qualitative assessments or quantitative scoring, and then decide how to effectively monitor and manage such risks. At the same time, we will comprehensively consider the risk characteristics and the actual situation of the company, formulate the most appropriate management plan, ensure that climate risks are systematically managed, and provide solid guarantees for the company's sustainable development.



Risk type	Risk level	Risk description	Potential financial impacts	Time period	Our actions
Physical Risk	Acute physical risk	The frequent occurrence of extreme weather incidents (such as typhoons, heavy rains, floods, etc.) may affect the safety of the company's buildings and equipment, extend the commuting time of employees, and have a certain impact on the safety of employees and the normal operation of enterprises	<ul style="list-style-type: none"> Increased operating costs Increased costs of employee insurance and subsidies Reduced revenue 	Medium to long term	To prepare for extreme weather events, the Group's administrative department remains highly vigilant and closely monitors meteorological changes. Once we receive warning information issued by the Central Meteorological Observatory, we immediately activate the emergency plan and take corresponding measures. Issue reminders in a timely manner through all employee groups to guide employees to take safety precautions, adjust office arrangements when necessary, and adopt measures such as remote work or flexible working hours to ensure the safety of employees' lives and property. We always put the safety of our employees first and strive to provide a safe and stable working environment for all employees.

Risk type	Risk level	Risk description	Potential financial impacts	Time period	Our actions
	Chronic physical risk	Persistent hot weather due to global warming may increase the energy consumption of a company's refrigeration system, such as air conditioning system	<ul style="list-style-type: none"> Increased operating costs 	Long-term	Our headquarters office uses high-efficiency and low-energy equipment, including LED lights and central air-conditioning systems. In addition, the design of the headquarters office makes full use of natural ventilation and lighting conditions to reduce electricity consumption caused by lighting and ventilation.
Transition risk	Policy and Legal	Changes in climate change-related policies, both locally and internationally may lead the company to incur additional costs to ensure compliance. Countries are accelerating the implementation of carbon reduction policies (such as carbon taxes and carbon trading systems), which may result in a sharp increase in compliance costs for high-carbon industries, leading to decreased profitability for supply chain companies and an increased risk of loan defaults	<ul style="list-style-type: none"> Increased compliance costs 	Short-term to medium-term	The Group regularly monitors the developments of laws and regulations, conducts in-depth research on the "dual carbon" policy directions of the National Development and Reform Commission and other departments, integrates the concept of sustainable development into strategic decision-making, ensures compliance operations, actively responds to transformation risks, and promotes green and low-carbon development.
	Technology	The advancement of technologies in the supply chain finance necessitates the increase in R&D investments and training of professional talents	<ul style="list-style-type: none"> Increased R&D costs Increased training costs 	Medium to long term	<p>Strengthen industry-university-research cooperation, strengthen campus recruitment networks and channels, and open up a link between talents from campus to the workplace.</p> <p>Increase support and incentives related to patent research and development to encourage employees to actively engage in scientific and technological innovation.</p>
	Reputation	If the company fails to fulfill its social responsibilities and take appropriate measures to manage the potential impacts of climate change, it may affect the evaluation of the company by various stakeholders, including investors	<ul style="list-style-type: none"> The corporate image is damaged Reduced investment 	Long-term	Continue to consolidate communication with stakeholders, understand their concerns about ESG issues and ensure that relevant information is disclosed through various channels such as ESG reports and company websites, to ensure that stakeholders have the right to know about the current situation of the company.

Risk type	Risk level	Risk description	Potential financial impacts	Time period	Our actions
Opportunity	Products	The Company's green fintech products can help enterprises solve the problems, address the pain points of the green finance industry and attract more investment	<ul style="list-style-type: none"> Increased revenue 	Medium to long term	Through the application of technologies such as blockchain, big data, and artificial intelligence, the Group provides technical support in product design consulting, environmental benefit information disclosure, and assessment and certification for various green financial products. For details, please refer to the "1.4 Enabling Industry Low-Carbon Transformation" and "4.1 Assisting technological innovation" section.
	Energy transition	Develop and provide financial products and services to support investments in renewable energy, energy efficiency improvements, and promote the transformation of the energy structure.	<ul style="list-style-type: none"> Increased revenue 	Medium to long term	The Group is committed to integrating green finance with existing supply chain financial technology products and processes to support multiple green industries such as environmental protection, agriculture and animal husbandry, photovoltaics, and advanced manufacturing. For details, please see the "1.4 Enabling Industry Low-Carbon Transformation" section.

Metrics and targets

The Group sets specific climate-related targets every year, which aim not only to reduce energy and resource consumption, but also to avoid carbon emissions by providing green products and services, thereby driving the Group's transition to a green economy. We also closely track the achievement of goals to ensure that various measures are implemented and provide strong support for achieving sustainable development goals.

Target objectives

Promote the development of green transformation products and services and reduce overall carbon emissions in the supply chain

Reduce resource usage in operations and lower carbon emissions in scope 1, 2 and 3




Climate related target

- Reduced offline transportation carbon emissions by 10,000 tonnes of carbon dioxide equivalent by online supply chain finance processes
- Reduced paper usage by 5,000 tonnes of CO2 equivalent by going paperless in supply chain finance processes
- All purchased paper must be recycled paper
- All purchased office equipment must have energy labels
- All purchased water-using equipment must have water efficiency labels

In addition to setting climate-related targets, we also calculate and record various environmental indicators to comprehensively assess the Group's environmental impact and provide data support for future emission reduction strategies. Below we will list some of the main environmental indicators. For detailed indicator data, please refer to the "ESG Data Performance Summary" section.



2024 Environmental indicator performance overview

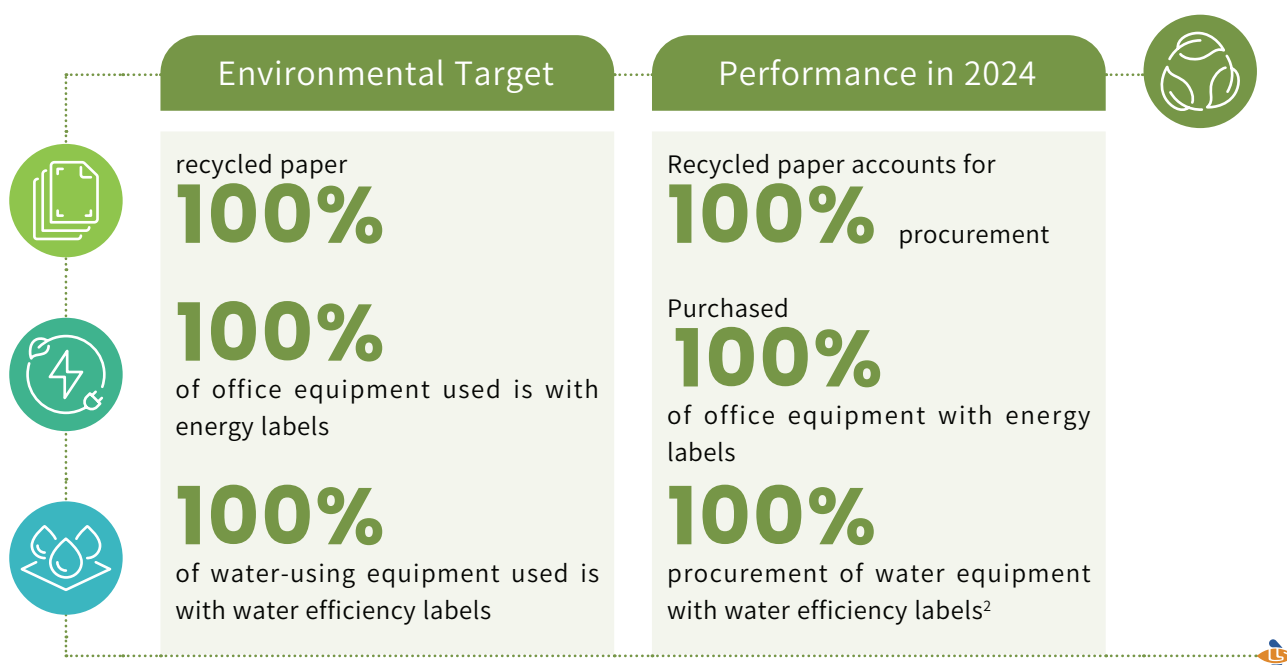
Category	2024 Performance
 Energy	<p>During the year under review, the Group's energy consumption included electricity and petrol, with consumption of 830 MWh and 2200 Liter respectively.</p> <p>The total energy consumption is 849 MWh, and energy consumption per unit area was 0.06 MWh/sqm.</p>
 Greenhouse gas	<p>During the year under review, the Group's total greenhouse gas emissions amounted to 478 tonnes of carbon dioxide equivalent, of which 93% were Scope 2 greenhouse gas emissions, mainly from purchased electricity, with a total of 445 tonnes of carbon dioxide equivalent.</p> <p>Greenhouse gas emissions per capita were 0.66 tonnes of CO₂e/person, and GHG emissions per unit area were 0.036 tonnes of CO₂e/sqm.</p>
 Water resources	<p>During the year under review, the Group's total water consumption was 2,847 cubic meters and water consumption per unit area was 0.22m³/sqm. The Group had no issue in sourcing water that is fit for purpose.</p>
 Exhaust gas and wastewater discharge	<p>During the year under review, the Group's emissions of sulphur oxides, nitrogen oxides and particulate matter were 0.032 kg, 2.11 kg and 0.16 kg respectively.</p> <p>During the year under review, the Group's total wastewater discharge amounted to 2705 cubic metres and wastewater discharge per unit area was 0.21 m³/sqm.</p>
 General waste	<p>During the year under review, the Group generated 40 tonnes of non-hazardous waste, mainly household waste and paper. The per capita amount of non-hazardous waste generated is 0.06 tonnes per person.</p> <p>0.14 tonnes of hazardous waste, mainly for waste printer ink cartridges and lamps. The per capita amount of hazardous waste generated is 0.19 kg per person.</p>

1.3 Green operation

Linklogis insists on increasing green investment, promoting environmental protection, reducing carbon emissions and pollutant emissions, and creating a win-win situation for the environment, society and economy. The Group has formulated the “Workplace Management Measures of Linklogis (2024 Edition)” to create a green office environment and promote the sustainable development of the company by advocating green travel, saving energy consumption, encouraging resource recycling and reuse, and waste classification management.

During the Reporting Period, the Group did not find any serious violations of laws and regulations on waste gas and greenhouse gas emissions, water and land discharge, and generation of hazardous and non-hazardous wastes.

The Group has also set environmental protection-related goals and strives to integrate sustainability into its daily operations:



1.3.1 Green travelling and concept advocacy

In order to strengthen energy conservation and emission reduction management, reduce waste, improve energy utilization efficiency, achieve the sustainable development goals of energy conservation and emission reduction, environmental protection, cost reduction and efficiency improvement, and strive to establish a resource-saving and environmentally friendly company, we have formulated the “Linklogis Technology Group Energy Conservation and Emission Reduction Management Measures” in accordance with relevant national laws and regulations and the company’s relevant rules and regulations. This management method is guided by the scientific outlook on development, improves the energy-saving assessment and evaluation mechanism, achieves the company’s energysaving management goals, and promotes the company’s sustainable and efficient development.

² Since no new water equipment was procured in 2024, 100% of the water equipment was procured with water efficiency labels.

Green travel advocacy

The company has internally organized and formulated green travel transportation guidelines for employees, encouraging employees to work together with the Group to create a green environment culture.



ESG promotion

In November 2024, Linklogis organized an ESG event “Green Within Reach” within the company, and carried out continuous publicity for all employees for a week through fun Q&A, environmental protection DIY, short video promotion and other forms. The cumulative number of participants in the fun Q&A exceeded 615 times, and the DIY activity mobilized a total of 44 people to participate, effectively enhancing the awareness of ESG among all employees.



1.3.2 Green office space

The Group's greenhouse gas emissions are mainly due to the consumption of purchased electricity in offices. In order to fulfill its commitment to low-carbon transformation, the Group adheres to the principle of giving priority to conservation, takes efficiency as the basis, and highlights the importance of energy conservation and emission reduction. To this end, the Group requires all employees to abide by the specific regulations on energy conservation and consumption reduction, and each department implements the principle of "whoever is on duty, whoever is in charge", and the General Administration Department is responsible for supervision.

Environmentally friendly design

Optimization of space efficiency: By implementing an open office layout, space utilization is improved, and the equipment sharing mechanism also reduces per capita electricity consumption year-on-year. The vertical greening system installed in the site combines ecological regulation and environmental beautification functions, creating a pleasant ecological atmosphere.

Energy-saving design and system: The Shenzhen headquarters is based on the concept of energy saving and comfort, using large areas of natural lighting glass curtain walls to maximize the use of natural light. Combined with natural ventilation structure design, the energy consumption of mechanical ventilation can be effectively reduced. The intelligent lighting control system and conference management system are integrated simultaneously to achieve refined lighting control through automatic sensing and zoning adjustment. LED energy-saving lamps are used throughout the venue to replace traditional lighting equipment, significantly reducing electricity consumption and building a scientific, low-energy space operation system.



Glass curtain wall to increases natural light



LED Energy-Saving Lighting

Energy saving management

A closed-loop management system is formed by setting a scientific temperature control standard of 25-27° C, implementing a policy of forced shutdown of equipment during non-working hours, and the energy-saving inspection and reporting system of the logistics team. Meanwhile, we continue to strengthen the advocacy of energy-saving concepts, encourage all employees to fulfill their responsibilities for equipment use and management, and jointly maintain a green and low-carbon workplace environment.



1.3.3 Saving natural resources

Water saving

To improve the efficiency of water resource utilization, the Group has adopted a number of water-saving measures, including giving priority to purchasing equipment with water efficiency labels and promoting water-saving concepts to employees, such as appropriately adjusting the water flow when washing hands to avoid “running water” and “dripping”. If dripping or leaking is found in the equipment, employees can immediately report it to the Administration Department, who will quickly arrange for professional repairs to ensure that the problem is resolved in a timely manner, thereby reducing waste of resources. At the same time, the Group encourages employees to use drinking water in appropriate amounts according to actual needs to avoid waste caused by dumping overnight water, and to contribute to saving water resources.



Reduction of packaging materials

The Group is committed to reducing resource consumption and actively promoting sustainable packaging design. We give priority to working with suppliers that provide biodegradable or easily recyclable materials to ensure that packaging materials meet sustainable development standards. In addition, the Group will optimize the packaging structure and remove unnecessary packaging layers to reduce material usage.

1.3.4 Waste management

In order to improve resource utilization efficiency, the Group has fully implemented a digital office model. Document sharing and circulation are achieved through cloud platforms, electronic approval systems and real-time communication tools, minimizing the use of paper documents. The company has clearly stipulated that it is strictly forbidden to use office equipment for personal document printing. If paper files must be used, double-sided printing must be prioritized. The company's printers are set to black and white, double-sided by default, and have a dedicated recycling bin for waste paper.

In response to waste generated in daily office work, the company has established a three-level classification management system (recyclables, hazardous waste, and general garbage), equipped with visual classification guidance signs and operation manuals to ensure the scientific sorting and disposal of waste. The Group has specially set up battery recycling bins, and used batteries will be recycled and disposed of collectively. The keyboards and mice configured by the company are also wired devices to avoid battery consumption. The Group has effectively achieved the coordinated development of ecological benefits and environmental protection responsibilities in corporate operations by building a full-process resource management mechanism within the entire company.

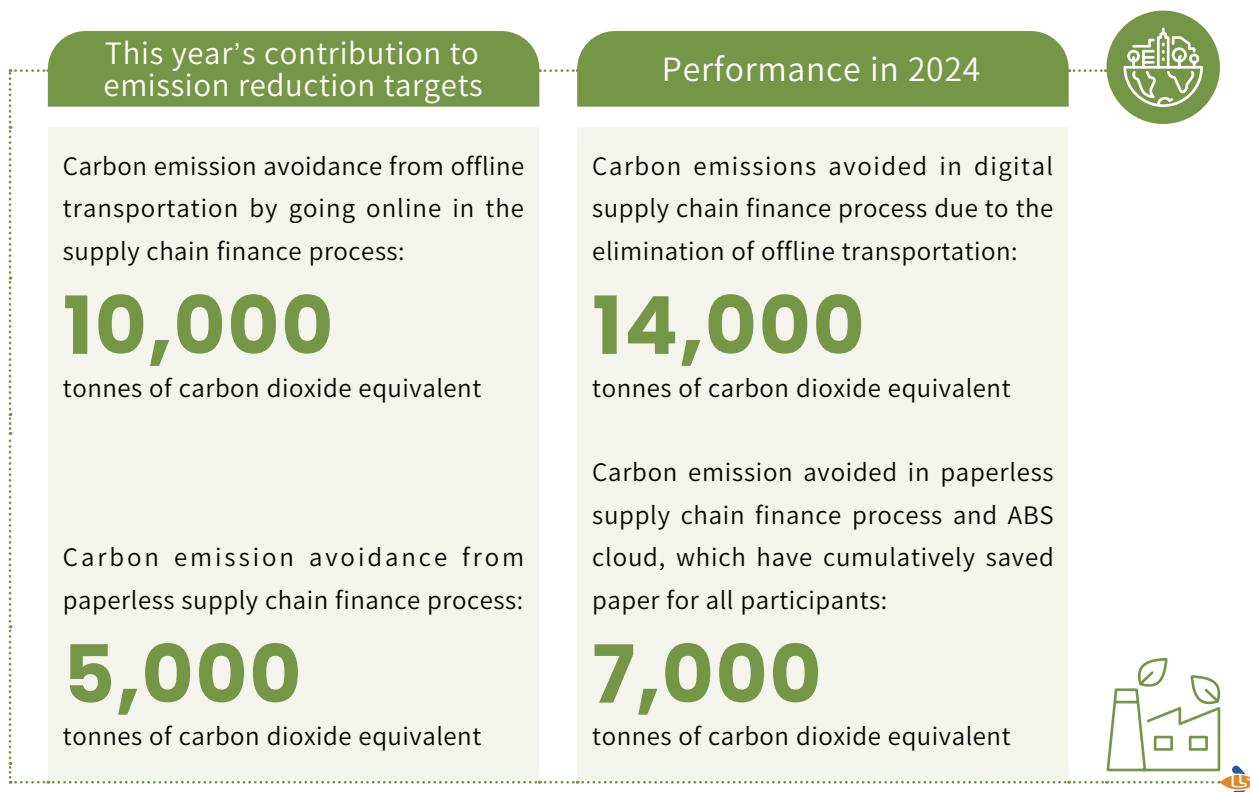


Office supplies sharing corner

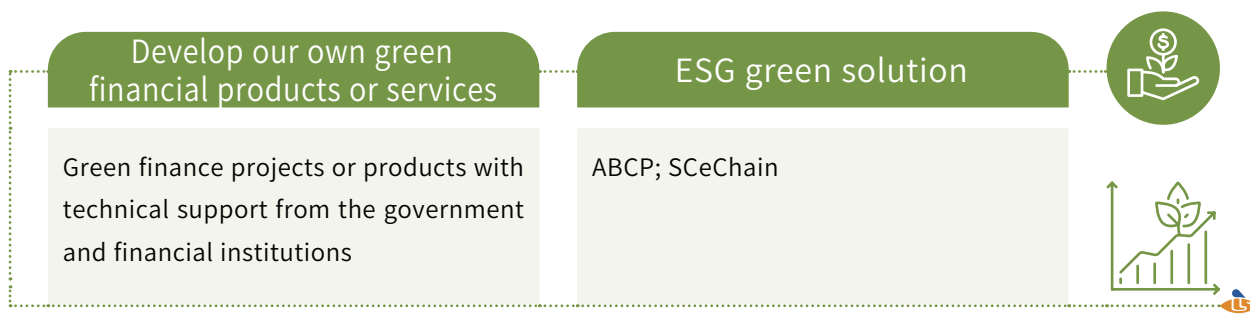
Based on the principle of economy, the Group has set up office supplies sharing points in offices. Shared office supplies include calculators, scissors, staplers, staple removers, pencils, erasers, rulers, pencil sharpeners, glue, transparent tape, ink pad, etc. In principle, shared office supplies should be used in the shared corner and returned there. If you need to borrow them temporarily, you need to use the corporate WeChat to scan the borrowing code, register and borrow them, and return them to their original place in time after use. This move also strengthens employees' awareness of taking care of all kinds of office supplies, avoids damage from improper or excessive use, maximizes the service life of office supplies, and strives to reduce office costs and unnecessary losses.

1.4 Empowering the industry's low-carbon transformation

Improving the capabilities of professional green finance services is an important direction for achieving sustainable development. The Group will deepen green financial services as a strategic cornerstone, leveraging artificial intelligence and blockchain technology to achieve comprehensive integration of green assessment models throughout the entire chain. Through digital technology solutions, we help customers and partners achieve digital transformation, and use the power of financial technology to create an efficient, secure, and one-stop online operation experience, helping customers and partners reduce resource consumption and energy usage. Our digital financing solutions rely on advanced digital technology and data analysis capabilities to significantly improve financing efficiency and transparency, reduce the reliance of physical documents and the need for business travel, and achieve online and paperless operations, thereby effectively promoting the achievement of energy conservation and emission reduction goals.



The Group provides customers with specialized green supply chain financial technology solutions through the application of advanced technologies such as blockchain, big data, and artificial intelligence. We not only develop our own green financial products, but also assist governments and financial institutions in launching innovative green financial tools, to achieve fully online and paperless operations, improve resource efficiency, promote green and lowcarbon transformation, and contribute to sustainable development.





ESG green solution

The “Carbon0chain” is a technology platform that combines the Group’s existing multi-tier transfer cloud with the ESG intelligent green platform, to achieve a comprehensive integration of carbon footprint, carbon emissions and other information, and form a close ecological connection with green financial products. The platform makes a positive contribution to achieving the goals of “carbon peak” and “carbon neutrality”, especially in the “investment and financing emissions” category in Scope 3, which enables accurate statistics and continuous tracking of the entire process.

Carbon0chain effectively solves two major problems in the current green finance market: green asset identification and sustainable data transparency. Through precise data integration and analysis, enterprises, especially manufacturing companies, can obtain strong incentives to participate in carbon-neutral development. At the same time, it helps banks significantly improve the efficiency of green credit, reduce risks, and strengthen the standardization of supervision.

In 2024, the company’s sustainable supply chain assets exceeded RMB 37.1 billion, reflecting a significant year-on-year growth of 93%. This growth primarily focuses on four key areas: renewable energy, rural revitalization, environmental protection, and public health.

In addition, Carbon0chain also provide more convenience for small and medium-sized enterprises in the supply chain. Through financial institutions that have joined the platform, small and medium-sized enterprises can enjoy more favorable green loan rates and convenient green financing services, thereby promoting the green transformation of the entire supply chain. This innovative solution not only promotes the sustainable development of enterprises, but also provides strong support for the standardization and transparency of the green finance market.



Green asset identification

- Understand green standards and quickly identify green assets
- Automatic search and collation of green clues or evidence



Sustainable data acquisition

- Transparency of environmental data such as carbon emissions of entities/products
- Transparency of other ESG data



Standardized green financial products

- Online, large-scale green supply chain financial products
- Embedded carbon emission reduction data support



Assisted in issuing the first ABCP in the Greater Bay Area and promoted green financial innovation

In 2024, Linklogis successfully assisted Shenzhen Energy Group in issuing the first green asset-backed commercial paper (ABCP) on national renewable energy subsidy receivables in the Guangdong-Hong Kong-Macao Greater Bay Area, with a scale of RMB 835 million. The underlying assets of this product are the accounts receivable from additional subsidy funds for renewable energy electricity price generated by Shenzhen Energy's new energy power generation projects, involving green industry projects such as photovoltaic power generation and wind power generation, which significantly reduce emissions of atmospheric pollutants such as CO₂, SO₂, and NO_x. It demonstrates the Group's outstanding innovation capabilities and technical strength in the field of green asset securitization (ABS).

During the project issuance process, the Group, as an asset service agency, provided efficient technical support through digital technology solutions, ensuring that funds flow to green projects and enhancing the transparency and traceability of products. This issuance not only broadens the financing channels for anchor enterprises in the green industry, but also provides low-cost financial support for small and medium-sized enterprises, further promoting the development of the green industry.

Our contribution to the green ABS market is not limited to technical support, but also includes product design consulting, environmental benefit information disclosure, and assessment and certification. By applying technologies such as blockchain, big data, and artificial intelligence, we improve the issuance and management efficiency of green ABS will be improved, providing the market with more innovative and diversified product options.



"SCeChain" is widely recognized and promotes the development of the green finance market

As a supply chain financing and ESG solution jointly developed by Linklogis and Standard Chartered Bank, SCeChain provides professional, comprehensive and scientific ESG solutions for suppliers in the supply chain through the innovative "supply chain + blockchain" dual chain integration model, helping customers to actively promote emission reduction measures. The solution introduces the ESG evaluation standards of third-party rating agencies, rating suppliers based on their past and current ESG performance, and linking the ratings to a special green financing incentive mechanism to encourage suppliers to more actively improve ESG performance and governance performance in order to improve ESG ratings.

In addition, companies can use this solution to better evaluate the performance of supply chain partners in environmental protection, social responsibility and corporate governance, and incorporate them into the anchor enterprise's own corporate governance framework, thereby building a more resilient and sustainable supply chain ecosystem.

With its innovation and effectiveness, the "SCeChain" ESG solution won the "China Best ESG Solution Award" in 2024, demonstrating its leading position in promoting green finance and sustainable development.

Lender

- Linklogis and Standard Chartered Bank jointly formulate financing incentive policies
- Provide preferential financial support to core corporate suppliers with good ESG performance
- Reduce the carbon emissions generated by financiers in their investment business

Anchor Enterprise

- Incorporate supplier's rating results into company's own ESG governance framework to promote sustainable procurement
- Use supplier ratings to drive suppliers to implement emission reduction measures, thereby reducing corporate scope 3 carbon emissions

Supplier

- Review your own ESG governance performance through ESG rating reports and improve corporate governance
- Establish a sustainable corporate brand and image to help attract cooperation from large enterprises

Linklogis not only provides green financial technology solutions, but is also committed to providing investment and financial services for green industries and supply chains. We have jointly explored and practiced innovative green supply chain finance models with a number of financial institutions, including the Shenzhen Branch of the Industrial and Commercial Bank of China, the Shandong Branch of the Agricultural Bank of China, the Chengdu Branch of the Agricultural Bank of China, and the Bank of Dalian. Through close cooperation, we have promoted the industrial development of many green industries such as environmental protection, agriculture and animal husbandry, photovoltaics, and advanced manufacturing, and successfully implemented various projects, helping these industries stabilize their supply chains and industrial chains.

Leveraging cutting-edge digital technologies such as artificial intelligence, blockchain, and big data, we provide timely bank financing for green enterprises, reduce financing costs, optimize layout, and promote a virtuous cycle of the green economy. At the same time, investors can invest in environmental protection projects and green enterprises through the platform to achieve their personal or institutional energy conservation and emission reduction goals. These services not only provide companies with more financing channels and options, but also further encourage and promote the development of green industries.



Promoting the digitalization of supply chain finance in the new energy industry

With its innovative supply chain financial technology solutions, Linklogis has injected strong impetus into the sustainable development of the photovoltaic industry. As the technical support provider, Linklogis successfully assisted Shenzhen Energy Group Xinjiang Regional Branch in implementing the first supply chain finance electronic debt certificate business for the Shule Photovoltaic Project this year. This breakthrough relies on the blockchain multi-tier transfer platform independently developed by Linklogis, which realizes the “divisibility + multi-tier transfer” of electronic debt certificates, providing suppliers with an efficient solution to improve cash flow, optimize financing channels and reduce financing costs.

The Shule photovoltaic project is an important new energy base for Shenzhen Energy Group, and is crucial to optimizing the energy structure and promoting industrial transformation. Linklogis's technological support provided the project with a one-year credit period, effectively saving cash expenditure and broadening financing channels. The digital processing of electronic debt certificates enables accounts payable to be confirmed, circulated and financed online, promoting the common development of projects and suppliers.



Promoting the digital transformation of the electric vehicle industry

The Dongfeng Supply Chain Financial Service Platform, which was jointly built by Linklogis and Dongfeng Motor Finance Co., Ltd. this year, successfully helped VOYAH Automobile Technology Co., Ltd issue the first “Dongfeng Rong E-Note” electronic debt certificate to its suppliers, with an amount exceeding RMB 10 million, demonstrating Linklogis's key role in the industry's digital transformation.

Relying on the blockchain multi-tier transfer platform independently developed by Linklogis, the “Dongfeng Rong E-note” electronic debt certificate supports flexible splitting and difference circulation, and uses the credit of anchor enterprises to assist in completing the entire process of registration and certification, contract signing, opening circulation and financing online, significantly improving the efficiency and transparency of supply chain finance.

In addition, the platform also assisted the company in achieving the outstanding results of applying and disbursing loans on the same day, successfully completing supply chain financing loan applications for VOYAH Automobile and Dongfeng Commercial Vehicle, and issuing online reverse factoring of approximately RMB 4 million to their suppliers.

As an important part of Dongfeng Group's “Big Treasury” management system, the platform will further serve supply chain ecosystem member companies such as Dongfeng Passenger Vehicle, VOYAH Automobile, Dongfeng Commercial Vehicle and Dongfeng Shares, provide full-scenario financial services, and strengthen the upstream stickiness of the industrial chain. This cooperation not only demonstrates Linklogis's leading position in the field of supply chain financial technology, but also provides a replicable success case for the digital transformation of the electric vehicle industry, injecting new impetus into the industry's high-quality development.

Aligning with the United Nations Sustainable Development Goals:



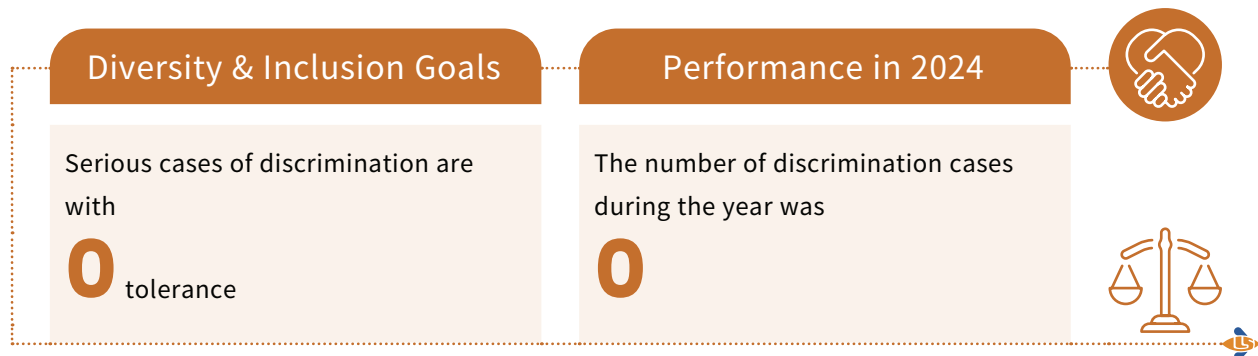
Chapter 2 Caring for employees

Linklogis firmly believes that corporate development and social welfare are inseparable, and always regards “people-oriented” as its core value. We are committed to building an equal and inclusive workplace environment, strictly implementing anti-discrimination policies and optimizing the talent training system. In terms of protecting customer rights and interests, we provide customers with efficient and reliable digital services by strengthening system security and compliance operations, while putting privacy protection first. The Group also actively promotes the transformation of supply chain finance, empowers the development of the real economy with technology, and promotes industrial collaboration for mutual benefits. We will continue to deepen the diverse connections among employees, customers and partners, practice corporate citizenship responsibilities, and jointly build a sustainable social value ecosystem.

2.1 Practice diversity, equity, and inclusion

Human resources are the most important asset in the Group's operations. The Group is committed to providing employees with a conducive growth environment and development opportunities. To this end, the Group has specially formulated and implemented the "Administrative Measures for the Entry and Resignation of Employees of Linklogis", "Administrative Measures for the Welfare of Employees of Linklogis", as well as recruitment management measures applicable to various channels. We always adhere to:

- Implement the principles of equal and fair employment and strive to create a respectful and inclusive workplace.
- Follow the strictest equal opportunity standards and strive to eliminate all types of discrimination in the recruitment process, including but not limited to race, ethnicity, gender, religion, age and disability, to ensure that every employee can work in a fair and non-biased environment.
- Actively enforce anti-discrimination policies to demonstrate our respect and commitment to diversity and inclusion.



Minority care

The Chinese nation is one big family. Whether it is a minority or a special employee, the Group emphasizes unity, love, mutual help and common growth. We firmly oppose any form of discrimination and are committed to creating a fair and equal working environment. To this end, the Group has specially formulated the “Administrative measures for the Entry and Resignation of Linklogis” and the “Administrative measures for Social Recruitment of Linklogis” to ensure that the recruitment process is always based on the qualifications and experience required for the position and is not affected by factors such as clan, race, ethnicity, region, gender, age or disability.

We require that all public recruitment information does not contain any discriminatory content and ensure that there is no distinction based on gender or physical condition when rating and setting salaries. These firm anti-discrimination measures have created a positive and fair atmosphere within the Group.

In response to the language and emotional needs of minority employees, the Group has specially assigned mentors with rich work experience and familiarity with diverse cultural backgrounds to help minority employees better adapt to the work environment, integrate into the team, and achieve their personal career development goals.

As of December 31, 2024, we have a total of 4 foreign employees and 23 ethnic minority employees, including Buyi, Daur, Dong, Hui, Manchu, Tujia, Yao, Zhuang, etc.

Gender equality

Pregnancy care

In order to ensure the legitimate rights and interests of female employees and provide comprehensive pregnancy care, the Group has specially formulated the “Management Measures for Leave and Attendance of Linklogis”. The method sets up a series of maternity leave to ensure that female employees can enjoy the appropriate holiday benefits during pregnancy and childcare periods.

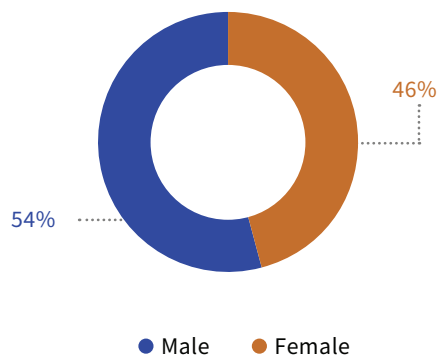
- Antenatal check-up leave
- Prenatal break leave
- Maternity leave
- Breastfeeding leave
- Paternity leave
- Parental leave

We also flexibly extend our employees' leave based on their pregnancy status, so that they can better balance work and family. In addition, in order to provide more meticulous care, the Group has also clearly stipulated that pregnant women can use VIP restrooms to ensure that they can receive comprehensive care during pregnancy. These measures are aimed at promoting gender equality in employment and creating a more friendly and inclusive working environment for female employees.

Female managers

As of December 31, 2024, the Group had a total of 726 employees, with an equal ratio of male and female employees, while in terms of management, the proportion of female managers was more significant. We will continue to maintain a balanced gender ratio through various diversity initiatives.

2024 Management gender distribution



2024 Management gender distribution	Female	
	Number	Coverage
Total Employees	331	46%
Management level	33	28%

Gender salaries wages

The Group has always adhered to the principle of fairness in the design of its salary system, actively eliminating gender income differences, thereby enhancing the professional enthusiasm and value recognition of female employees. By establishing a normalized salary evaluation mechanism, we systematically carry out gender salary data monitoring and comparative analysis of employees at all levels. As of December 31, 2024, the average salary of female employees is equivalent to that of male employees, and the average and median gender pay gaps are 21.9% and 26.2%. These data fully reflect the company's emphasis on and commitment to gender equality.



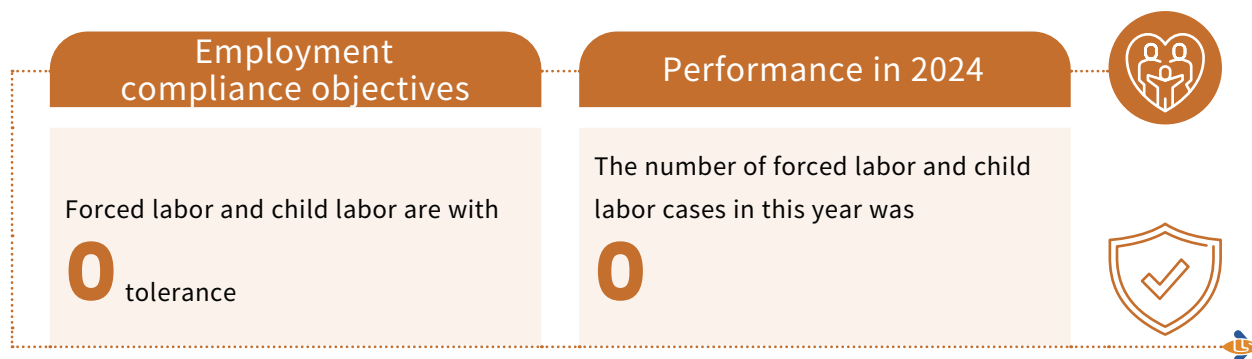
Female employee representatives

2.2 Protecting employees' rights

Linklogis strictly abides by the Company Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other relevant national laws and regulations and relevant international labor standards³, adheres to the principle of non-discrimination during recruitment and employment, and does not discriminate against employees based on gender, age, education, ethnicity, etc., so as to create an equal, diverse and inclusive workplace for employees.

In the process of signing labor contracts, we strictly abide by the principle of equal consultation between both parties, strictly prohibit the employment of workers who have not reached the legal age, and explicitly stipulate that the minimum age threshold for full-time positions is 18 years old, and the minimum age standard for internship positions is 16 years old. We adopt a zero-tolerance attitude towards any form of forced labor. In response to violations of labor and employment regulations, we have established a complete violation handling mechanism, including but not limited to the immediate termination of illegal employment relations, disciplinary sanctions and economic penalties in accordance with regulations, and legal accountability procedures will be initiated in accordance with the law for the responsible parties involved in major violations.

During the Reporting Period, the labor contract signing rate for all contract workers of the Group was 100%, and there was no case of forced labor or child labor.



In order to safeguard the legitimate rights and interests of the Group's employees, standardize and improve the company's welfare system, the Group has formulated the "Administrative Measures for the Welfare of Employees of Linklogis" in accordance with the national policies and regulations on social insurance, housing provident fund and other relevant laws and regulations, combined with the company's actual situation. The company not only provides various transportation and dining subsidies for strivers, but also distributes holiday allowances to employees on New Year's Day, Spring Festival, Labor Day, and National Day every year, distributes holiday gifts on Dragon Boat Festival and Mid-Autumn Festival, arranges employee health examinations, and distributes benefits for marriage, childbirth and family care during employment.

Besides, the Group has always adhered to the concept of common growth between employees and enterprises, and strives to build a humanistic care organizational ecology, ensuring that every member can perceive value recognition and organizational temperature through a multi-dimensional emotional connection mechanism. We have built a three-dimensional communication system, and the specific implementation paths include innovative forms such as themed cultural salons, corporate IP peripheral development, and all-media matrix operations, so that employees of different ages can reach a deep consensus in dimensions such as cultural symbol systems, value judgment standards, and behavioral paradigms.

³ For relevant laws and regulations, please refer to the "Laws and Regulations" section.



Teacher's day certification and commendation ceremony

The Group has formulated the “Internal Lecturer Management Measures of Linklogis” and the “New Employee Mentor Management Measures of Linklogis”. Every Teacher's Day, the Group will organize a series of theme activities, including certification ceremonies, commendations and awards, to thank the internal lecturers and mentors for their selfless dedication in the past year. In the 2024 Teacher's Day Appreciation Meeting, a total of 27 people participated in the formal mentor certification and 29 people participated in the internal lecturer certification. So far, the school has reserved more than 100 internal lecturers and formal mentors, allowing the internal teaching staff to be further developed.



Club cultural and sports activities

In order to help employees enjoy their work and live healthily, the company has set up clubs such as basketball, swimming, badminton, football, outdoor activities, board games, and a cappella, and provided activity funds to encourage employees to carry out a variety of team activities on their own. The club holds regular activities every month, and in 2024, it held about 172 activities, mobilizing a total of 1,528 people to participate in the activities. The wonderful activities enhance communication and interaction among employees, help employees relax after work, cultivate interests and hobbies, and enhance team cohesion.





Townhall meeting

Linklogis regularly organizes face-to-face activities for executives, inviting executives and employees to share company development and future plans face-to-face to help employees grow and develop. In 2024, we held one Townhall Meeting, inviting company executives to share company strategy, industry frontiers and other hot topics of concern to employees with all employees.



Online Q&A community

Linklogis continues to promote the construction of the internal online question-and-answer community, “Q&A Community”, so that questions and topics of interest to employees can be responded to and answered in a timely manner, creating a positive communication atmosphere. Throughout the year, a total of 82 new posts were added to the platform, and the number of views reached 23,720.

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Annual organizational capacity survey

Every year, Linklogis participates in the organizational capability survey jointly initiated by Tencent Consulting, Kenaisa, and Y-Triangle Organization Learning Oasis. Based on the Theory of Y-Triangle Organizational Capabilities, it conducts a systematic organizational capability health check, and carries out report seminars internally at each level, focusing on key issues and discussing action plans. Based on employee voices and organizational development needs, it continuously optimizes organizational capability building.



Employee complaint reporting channels

In order to facilitate employee feedback, Linklogis has established channels for complaints, appeals, and reports. Employees can make formal appeals or reports via email or phone about internal information leaks, improper performance of duties, concealment of accidents and other behaviors that are detrimental to the interests of the company and employees. Linklogis also has an internal audit department to conduct timely investigations, resolutions, reviews and responses to employee appeals.

2.3 Human capital development

Talent is the company's most valuable resource and the core force driving corporate development. The Group has always spared no effort in the recruitment, management and motivation of talents, and continuously optimized various talent management systems and human resources systems to continuously introduce more development potential, more diversified and compound talents to the Group. The Group has won the 2024 Outstanding Employer in Human Resources Management Award for three consecutive years. This award not only highlights the Group's achievements and efforts in human resources management, but also reflects the Group's corporate strength in contributing to the employment of the social population.

"I have always believed that the most important asset of Linklogis is our talent, and they are also the biggest gain since I started the business"

Song Qun

Chairman and CEO of Linklogis

Talent acquisition

In order to implement the company's employment philosophy, standardize employee recruitment, promote the external communication of the employer brand, and continuously attract high-quality external talents, the Group has continued to improve a series of recruitment policies this year, including the "Administrative Management Measures for the Social Recruitment of Linklogis", "Administrative Management Measures for Internal Recommendation of Linklogis", and "Administrative Management Measures for Headhunting Channels of Linklogis" in accordance with relevant national laws and regulations, combined with the company's current operating status and future development direction. Compared with last year, on the basis of adhering to the five major recruitment principles, this year's new version of the social recruitment management measures will standardize and streamline the specific recruitment approval links of the three stages of the social recruitment process (demand confirmation stage, recruitment and selection stage, and recruitment and employment stage). The new version of the internal recommendation management measures has added platforms such as the enterprise WeChat terminal to make the internal recommendation method more diversified.

Five recruitment principles

Strategic Guiding Principles

Comply with relevant national laws and regulations and the company's relevant management systems, and be legal and compliant

Compliance Principles

Comply with relevant national laws and regulations and the company's relevant management systems, and be legal and compliant

Merit admission principle

Comprehensively evaluate and select the best candidate based on four dimensions: person-job matching, cultural value matching, organizational matching, and recruitment timeliness

Relatives avoidance principle

Candidates are not allowed to work in the same department, related department, or key department with employees who are relatives. If it is necessary to arrange for employment due to work needs, candidates must report to the Human Resources Department and can only be arranged after approval

Non-discrimination principle

The company has the right to recruit employees independently, but does not discriminate based on differences in religion, race, ethnicity, gender, age, or disability

Recruitment criteria

The company recruits based on the qualifications, experience, skills, conduct, physical fitness and other conditions required for the vacant position, and does not discriminate based on differences in religion, race, ethnicity, region, gender, age or disability.



Recruitment channels

The Group recruits and gathers high-end talents worldwide through various recruitment channels, including the company's official recruitment website, recruitment WeChat public account, talent recruitment website, new media platform, third-party recruitment suppliers, talent markets and talent recruitment fairs, special recruitment fairs, etc. At the same time, it also uses campus recruitment, apprenticeship system, visit activities and internship programs to attract outstanding talents in schools.

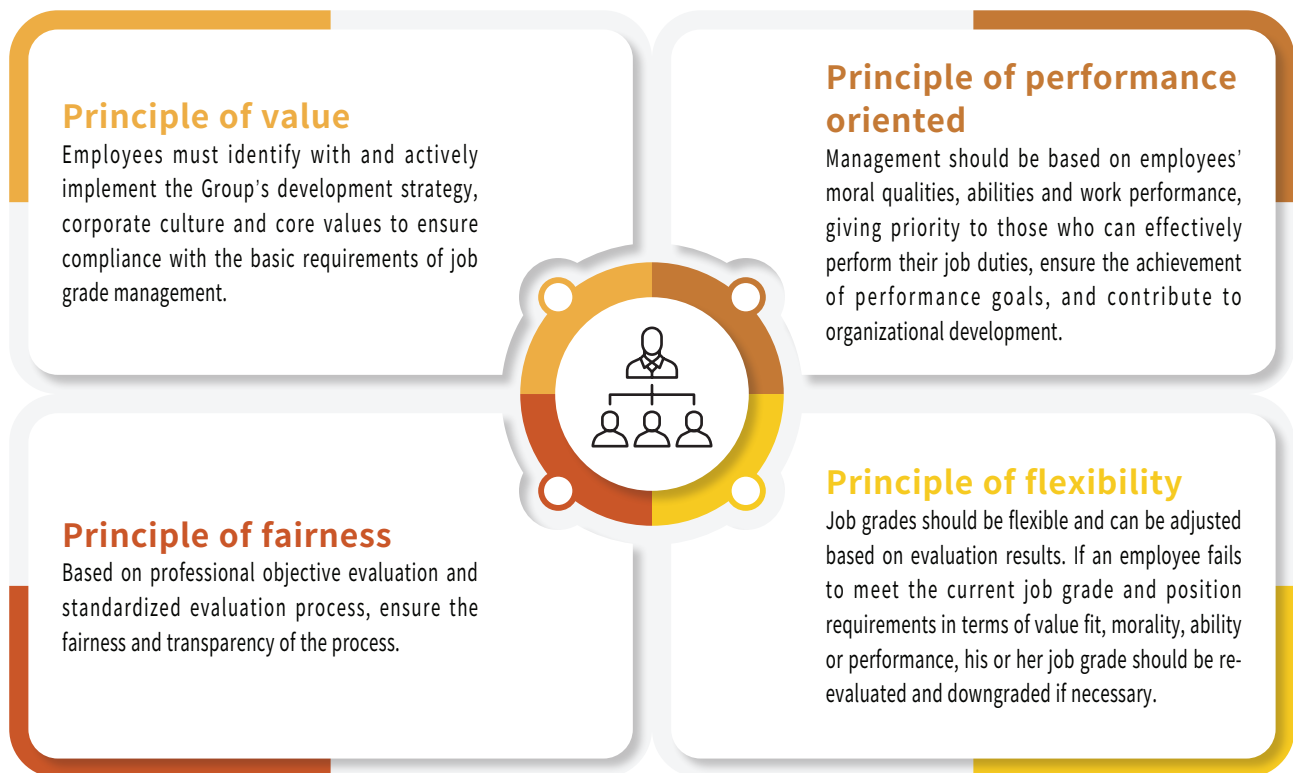
Talent retention

Linklogis has always regarded talent as the core driving force for sustainable development and is committed to providing employees with a clear career development path and a fair promotion mechanism. The Group firmly believes that a well-defined growth path is the key to attracting employees to stay in the company and continue to grow and develop. To this end, I have established a scientific, complete and effective employee career development system to provide institutional guarantees and support for the Group's selection, employment and retention of talents.

Hierarchy management

In terms of the rank management system, the Group has formulated the “Employee Position Ranking Management Measures of Linklogis”, which aims to standardize rank management work, build a scientific and comprehensive employee career development system, and provide institutional guarantees for the Group’s talent selection, appointment and retention. The Human Resources Management Committee is responsible for formulating rank management rules and standards to ensure the scientificity and transparency of the system. As the executive department, the Human Resources Department is fully responsible for the establishment and maintenance of the rank system, the organization and implementation of rank adjustments, the review of qualifications, and the handling of complaints and appeals related to promotion or demotion.

Rank management follows the following four basic principles, establishes a dual-sequence career development channel of management and professionalism, and provides employees with diverse career development opportunities.



Career path

The Group has established a dual-channel career development system for employees, namely, management sequence and professional sequence, aiming to provide employees with diversified career development opportunities and achieve an organic combination of personal growth and company development. Employees can choose a suitable development path based on organizational needs, personal abilities and career development intentions, and on the premise of complying with the Group's talent development plan and job requirements. In addition, employees above certain level can switch from professional sequence to management sequence based on organizational needs and personal development intentions, and realize the transformation from individual contributors to team leaders; at the same time, management sequence employees can also switch to the corresponding professional sequence for development. This dual-channel system not only provides employees with flexible career development options, but also lays a solid foundation for the Group's talent echelon construction, helping the company achieve its sustainable development goals.



Management Pathway

- Applicable to managers who achieve goals by leading a team. Their responsibilities include team management, performance appraisal, salary incentives and talent development.
- **Job level:** Junior; Middle; Senior

Professional Pathway

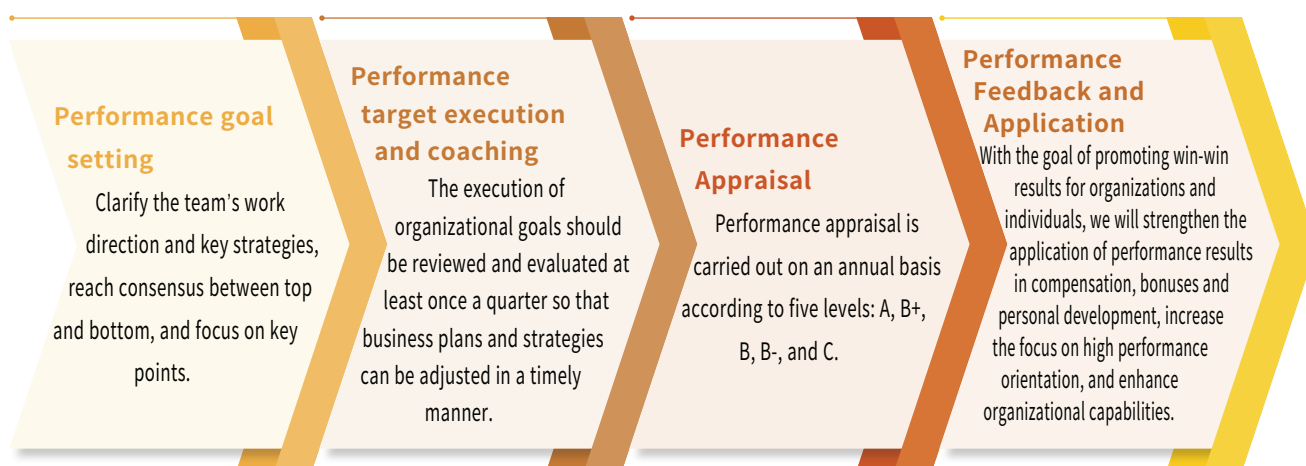
- Aimed at employees who focus on professional technology or business tasks, it emphasizes the improvement of personal contribution and professional competence ability.
- **Categories:** Sales, Products, Projects, Technology, IT Products, IT Project Management, Design, Operations, Functional Support
- **Job level:** Beginner; Experienced; Core; Expert; Senior Expert; Authority



Employee performance incentives

The Group is committed to building a sustainable, fair and objective performance system, and has formulated the “Performance Management System of Linklogis”, which carries out performance management work from four aspects and five levels of assessment, strengthens organizational and individual goal management and performance management, stimulates employee potential, builds a high-performance team, and promotes strategic achievement.

Four aspects of goal and performance management



In addition, the Group has also formulated and optimized various relevant incentive measures this year, such as the “Performance Management and Incentive Measures for SME Business Companies of Linklogis”, the “Performance Management and Incentive Measures for International Business Companies of Linklogis”, the “Performance Management and Incentive Measures for Strategic Customer Business Companies of Linklogis”, the “Cross-Selling and All-Staff Marketing Incentive Measures of Linklogis”, and the “Assessment Measures for the Investment Banking Business Center in 2024”, etc. Various incentive measures have fully tapped the potential of the business team, continuously motivated team members, and maximized the value of employees, while also better building a high-performance team and promoting the achievement of corporate strategy.



Semi-annual and annual awards

On March 15, 2024, Linklogis's eighth anniversary, the Group commended project teams and individuals who have performed outstandingly in performance, overcoming difficulties, innovation, and collaboration in the past year; on August 14, 2024, it organized a semi-annual evaluation and commendation event to commend individuals who have performed outstandingly in performance and teamwork in the first half of the year, constantly setting benchmarks, publicizing outstanding deeds, and enhancing employees' sense of honor.





Career milestones

In order to express gratitude to all employees for their companionship with Linklogis, the Group enhanced employees' sense of belonging through email blessings, anniversary digital collections, and lucky beads commemorating the fifth anniversary of joining the company.



Excellent model institute

The “Excellent Model Award” is the Group’s highest honor for recognizing outstanding individuals of the year. In order to better convey the power of role models, a special cultural column “Excellent Model Institute” was specially opened. Eight issues of the Excellent Model Institute were published internally each year. Through article posters, elevator dynamic display boards, etc., the performance and cultural deeds of outstanding individuals are fully displayed.



Talent training system

In order to improve the professional capabilities and comprehensive quality of the Group's employees, build a learning organization, and enhance the core competitiveness of the organization, the Group has specially formulated the "Training Management Measures of Linklogis" to help the organization and employees achieve lasting competitiveness and long-term development.

Types of training		Curriculum System				Training Programme
Management Training	Training of senior Management					Voyage Programme
	Training of middle Management					Pilot Programme
	Training of junior Management					Sailing Programme
	Training of Management trainee					Rising Star Programme
Vocational Training	Provide professional skills training programs for different professional positions					special Training Programme; Pre-job Compulsory Map; Bee Lecture Hall; Excellent Practice Sharing; Expert Fac-to-face; Bee Talk; TT Training
	Business training	Technical training	Product training	Project training	Functional training	
	Provide a wide range of general skills training courses for all employees					
New Employee' Training	Pre-job training for new employees from open recruitment		Pre-job training for new employees from campus recruitment			Training for new employees; Bee+Programme; Bee Mentor Mentorship
External Training	T-learning Platform: High-profile courses provided by Tencent and other Internet companies					
In-house Training	Bee Sharing Platform: A large number of high-quality learning materials and video courses inside and outside the Company					

Overview of Linklogis Training System

In 2024, Linklogis Academy organized 10 on-site training sessions, opened 21 video courses, and various departments organized more than 353 internal sharing sessions. The average training hours per employee throughout the year reached 43.6 hours; the training coverage rate was 100%; and the average training satisfaction score reached 4.88 points (out of 5 points).

During the reporting year

The total number of training hours

31,634 hours

The average training hours per person

43.6 hours

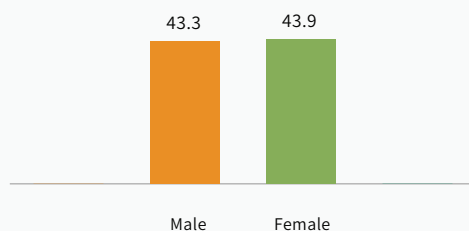
The total number of trainees

21,682 person-time

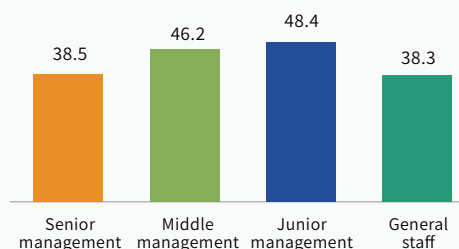
The training coverage rate

100 %

Average number of training hours per employee by gender (hours/person)

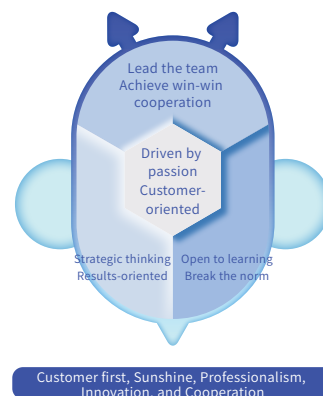


Average training hours per employee by employment category (hours/person)



Leadership model

Linklogis is committed to becoming a global leading provider of supply chain financial technology solutions. The achievement of this strategic goal depends on strong organizational execution. As the company continues to expand, the training and promotion of management personnel at all levels has gradually become the top priority of Linklogis's talent development strategy. In order to help management cadres improve their own capabilities and inject strong support and motivation into the sustainable development of the organization, the company has launched a leadership model for future development needs - the Linklogis leadership model.



Management training system

After the strategic route is determined, cadres are the decisive factor. In order to give full play to the role of cadres in the organization, Linklogis has newly sorted out the training goals and key competencies of management cadres at all levels, and combined with the "Linklogis Leadership Model" to customize differentiated leadership development programs for management cadres at different levels, helping cadres to continuously cultivate the required abilities in learning and practice, perform corresponding duties, and lead the team to achieve organizational goals.





Sailing program

The “Sailing Program” is a leadership improvement program tailored by the company for grassroots management cadres. Through classroom learning, case studies, practical training, action learning, etc., it helps grassroots cadres improve their personal leadership, clarify their own positioning and responsibilities, and achieve the transformation from professional contributors to team managers to build an excellent performance team. In 2024, the school opened a “Start-up Plan” for grassroots cadres. A total of 35 grassroots management cadres participated in this project. During the two-month study, they clarified the organization's requirements for cadres and mastered high-performance team building skills such as goal management, license management, performance management, and coaching incentives.



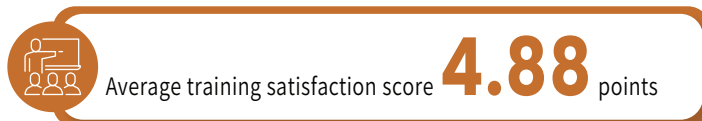
The project satisfaction rate for this period
reached **4.91** points (out of 5 points)



Vocational training

In order to help employees achieve long-term development in their positions and continuously improve their personal professional qualities and abilities, the school actively explores excellent internal and external learning resources to provide all employees with multi-format and multi-themed professional skills and general skills training. Through internal expert lectures and senior management experience exchanges, we can broaden our thinking horizons, improve our comprehensive quality, and meet the diverse growth needs of employees.

In 2024, the school held a total of 26 training sessions, including 10 on-site training sessions and 16 online training sessions. The training topics covered industry insights, product construction, technology research and development, compliance management, career development, etc. The total number of participants was 4,119, and the average training satisfaction score was 4.88 points.



联易融学堂 | 精英大讲堂

AI时代的 绘画与设计

AI的发展影响了生活方方面面，也为艺术插上腾飞的翅膀。几个词、几条线即可在AI工具加持下绘出你心中的无限创意。

本课程苏强老师将分享AI在设计中的常见应用场景和联易融在线AI设计平台实操技巧，快报名学习，一同探索AI绘画吧！

培训时间：
5月11日周六
17:00-18:00

培训地点：
深圳职场3101培训室



苏强
集团职场平台公共关系中心
资深品牌策划师



企微扫码报名，仅80个现场学习名额，先到先得！
报名截止时间为5月11日12:00



New employee's training

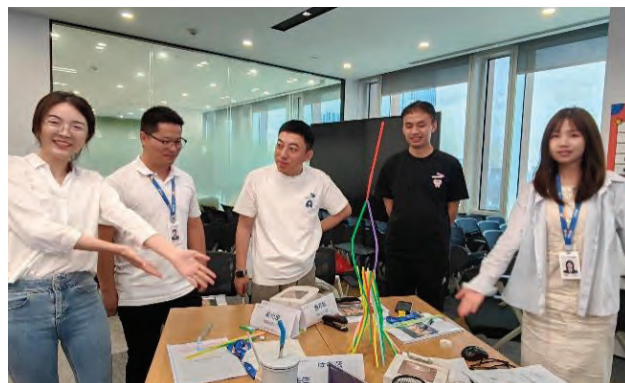
The Group also attaches great importance to the training of new employees, laying a solid foundation for future talents. The school matches targeted onboarding training and resources for different types of new employees, and helps new employees quickly enter their job roles and integrate into the organization through new employee mentors and online and offline training courses and activities.

In 2024, the cumulative study hours of the “New Employee Online Compulsory Course” exceeded 583 hours, and the cumulative number of participants reached 213. The course content includes “Enter Linklogis”, “Linklogis Business and Products”, “Newcomer Growth Guide”, and the four major modules of the final test. At the same time, through the supporting learning tracking mechanism, all new employees are urged to independently complete the study of organizational system specifications, business product system, etc. and pass the exam within two weeks of joining the company, so as to quickly master the basic situation of the organization and work requirements.

A total of 3 offline training sessions for new employees were organized annually, covering a total of 150 new employees. Through on-site lectures on group strategy and development, group business and product system, organizational culture and HR policy, and sunshine behavior advocacy, team game cooperation and interaction, and excellent seniors from previous years returning to exchange and other interactive forms, new employees were helped to quickly master business product knowledge, establish friendships with peers, and accelerate organizational integration.



The annual project satisfaction of new employee
training reached **4.97** points.



In 2024, a special training program for marketing management trainees was customized for new campus recruits. Through concentrated on-the-job training, department rotation, defense reports and other forms, training and combat were combined to form a training cycle, helping new campus recruits grow rapidly.



Employee training system

The company's employee training follows the principles of systematization, institutionalization, diversity, targeting and efficiency. According to the different training organizations, the training is divided into two categories: external training and internal training.

External training

The main purpose of external training is to provide key employees with opportunities to learn cutting-edge technologies and skills and enhance the depth and breadth of professional knowledge; to provide directors and senior managers with opportunities to participate in qualification training and follow-up education for directors and senior managers of listed companies organized by securities regulatory authorities or stock exchanges, improve corporate governance structures, and promote standardized operations of companies.



Tencent academy external training

In 2024, the academy will select 2 middle and senior management representatives to attend the Tencent Academy's "Digital Marketing Growth" open course, select 1 basic representative to attend the Shenzhen Intellectual Property Office's "Shenzhen Intellectual Property Chief Operating Officer Hetao Forum and Intellectual Property Achievement Fair", and select 5 team backbones to participate in the "Shenzhen Financial Core Talent Training Class" led by the Shenzhen Financial Bureau.

Internal training

The Group has implemented the “Internal Lecturer Management Measures of Linklogis” and the “New Employee Mentor Management Measures of Linklogis” to help new employees understand the company’s situation, quickly integrate into the organization, and smoothly adapt to new jobs and environments.

In 2024, the Group’s various departments organized more than 418 internal team exchanges and sharing sessions, with a total of more than 17,556 participants. Through cross-team exchanges, learning competitions and other forms, they drew strength from experience.



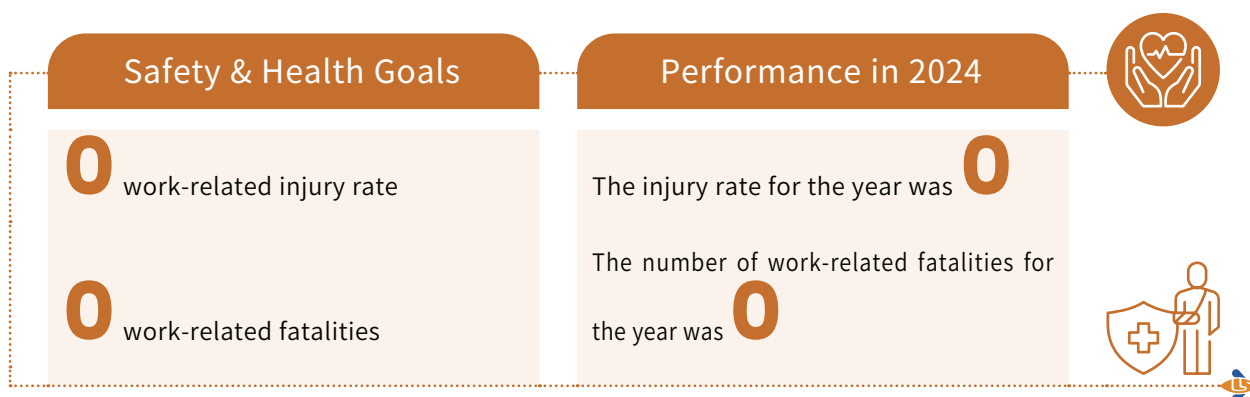
Bee sharing learning platform

As an important place for employees to learn and share, the Bee Sharing Learning Platform provides employees with a convenient learning environment and rich resources. Employees can obtain learning data through the platform anytime and anywhere to improve themselves. At the same time, the platform also promotes interaction and communication among employees and deepens their emotional connection. Based on the platform’s data analysis and student feedback, we continue to optimize course content to attract employees to continue learning. In 2024, we added 86 online courses, 712 documents, with a total of 64,230 views and a total learning time of 5,240 hours. In addition, an average of 1,524 people visit the Bee Sharing Learning Platform every month, and the employee coverage rate reaches 95%.



2.4 Employee health and safety

The Group continues to carry out annual health promotion activities, and systematically maintains the physical and mental health development of employees through diversified health education courses and special lectures. In order to comprehensively build a health protection system, a special annual health check-up mechanism for all employees has been established. For the Shenzhen area, a special centralized physical examination and a flexible appointment dual-track system are specially planned. The special service is equipped with an exclusive shuttle vehicle, and value-added services such as employee family health screening benefits, nutritious breakfast supply at the physical examination center, professional physician report interpretation, and electronic/paper report dual-channel delivery are implemented simultaneously, forming a full-chain protection plan covering employee family health management.



Free home clinic activities

In order to help all employees maintain a strong body, in addition to annual regular physical examinations, we organize two door-to-door free clinics in collaboration with external organizations each year to conduct regular eye and oral health examinations.





Bee news - physical and mental health special

Group's new cultural column "Bee News" launched a total of 48 issues of Bee News throughout the year. The themes cover cultural value promotion, internal knowledge sharing, organizational management advocacy, and physical and mental health promotion. With the help of the layout of bathroom display boards, the cultural reach of all employees will be expanded through lightweight content involvement.





Chapter 3

Pursuing high quality and responsible service

Customers are our most valuable asset, and the Group always adheres to the creed of customer first. We actively advocate a customer-centric corporate culture and quickly respond to and resolve customer concerns and needs. In the product construction process of anchor enterprise cloud, financial institution cloud, cross-border cloud and other business segments, we follow the highest quality standards of the LLS R&D management system and use the AIO platform to fully implement the unified, online, digital and standardized management of R&D process, project management, continuous integration and delivery, further ensuring the excellence and stability of product quality.

3.1 Strictly control product quality

In order to ensure that the control requirements in the system development process are effectively implemented, the Group has specially formulated the “Information Technology System Quality Assurance Manual”, which contains relevant specifications for each stage before, during and after the development activities to ensure that the system development process is efficient and orderly. We have also formulated systems such as the “Information Technology System Quality Assurance Manual”, “System Quality Assurance Manual” and “Information Technology System Operation Service Level Management Measures” to comprehensively guarantee product quality from the planning, design, development to testing, operation and maintenance of information systems.

In this year, the Group actively optimized the quality and efficiency of project development and management. We adopted the GQIM measurement model to accurately identify the goals of organizations and projects, and established a research and development quality and efficiency measurement model suitable for the IT line. In 2024, we planned 41 measurement indicators and successfully implemented the measurement activities of 33 indicators, which provided solid data support for our research and development quality. In addition, the Group has successfully completed the construction of the Application Platform as a Service (“AaaS Platform”), which increased the research and development efficiency by 19%. To further enhance R&D management capabilities, we independently developed an integrated R&D management platform (“AIO platform”) to achieve full DevOps capabilities.



Achieved Capability Maturity Model Integration (“CMMI”) Level 5 Certification

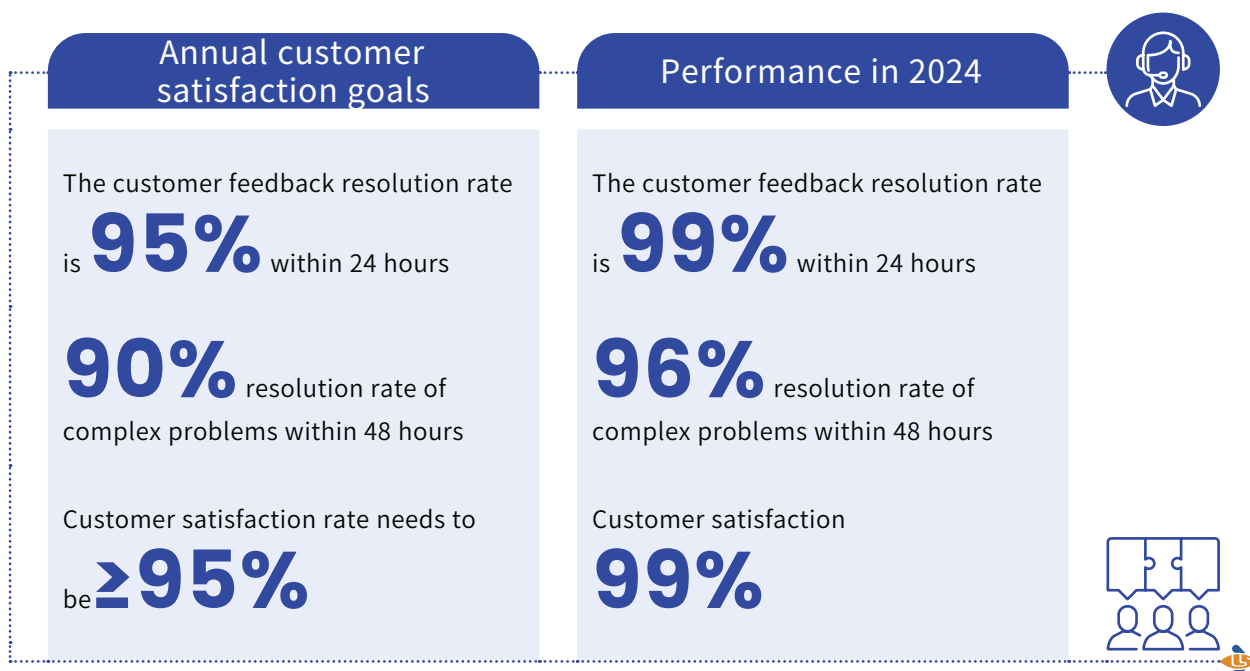
Linklogis successfully obtained the highest level of CMMI Level 5 certification in the global software field in 2024, which indicates that the company has reached the remarkable international leading level in software R&D capabilities.

Based on the CMMI Level 5 standard, we have built a comprehensive LLS R&D management system, including process systems, tool templates, measurement indicators and monitoring analysis, etc., to ensure the standardization and standardization of the software R&D process. This achievement not only reflects the Group’s strong technical strength and project management capabilities, but also provides customers with more complete, mature, high-quality and reliable products and services, further consolidating the company’s leading position in the industry.



3.2 Improving customer service

The company strictly abides by the “Advertising Law of the People's Republic of China” and other relevant laws and regulations⁴ to ensure the quality and quality of the company's products and customer services, provide customers with more valuable products and services, improve customer stickiness, and create a good external ecological environment.



3.2.1 Protecting customer rights

The Group has established a sound management system and risk control mechanism, and is committed to fully guaranteeing product quality, data security, user privacy and compliant advertising. In terms of marketing communication content, the Group has formulated the “Linklogis Technology Group New Media Account Management Measures” to ensure the legality and compliance of the company's advertising.

Strict content review mechanism

All external publicity materials must go through an online approval process to ensure that the content is true and accurate, and to prevent false or exaggerated publicity. The Public Relations Center is responsible for the final review to ensure that all publicity content complies with laws and regulations and the Group's internal standards.

Disaster recovery and emergency management

Regularly conduct disaster recovery switching drills for active-active data centers every year, and continuously improve the information system emergency management system. Improve emergency response capabilities to ensure that system operations can be quickly restored in emergencies and reduce the impact on customers.

During the Reporting Period, the Group has always maintained a high degree of self-discipline in advertising and marketing content, and no cases of inappropriate advertising or marketing content that have adversely affected the Group's operations have been found.

⁴ For related laws and regulations, please refer to the 'Laws and Regulations' section.

3.2.2 Optimize customer communication and service

Whenever and wherever customers raise concerns and demands, our professional team will respond as quickly as possible, go all out to seek the most effective solutions, and strive to solve customers' problems in the shortest time, so that customers can feel our professionalism, efficiency and sincerity.

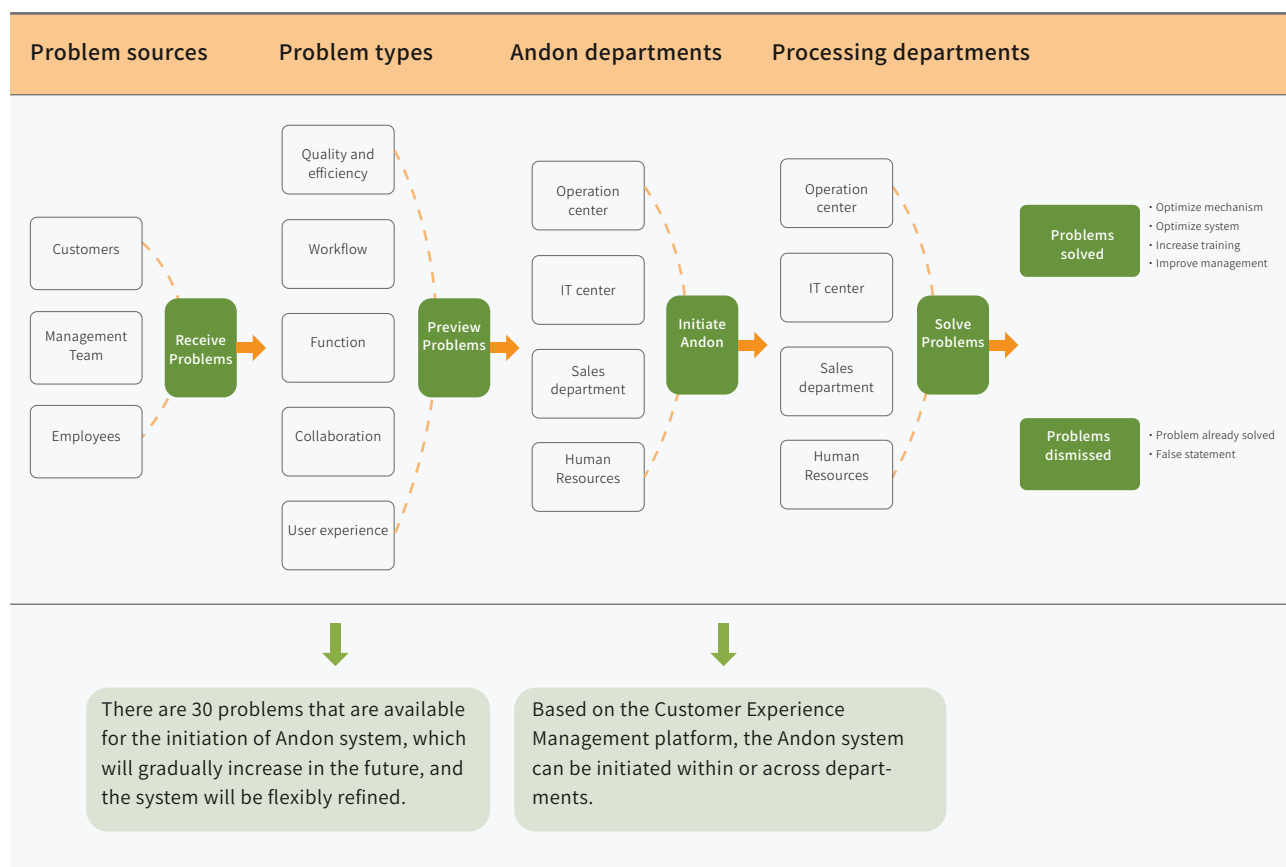
Customer experience management platform

The customer experience management platform launched by the Group ensures unimpeded communication with customers. At the same time, we have established diversified communication channels and mechanisms to promptly discover and correct problems in customer service.

Customer experience optimization mechanism

The Group adopts a “Andon System” mechanism and sets up multiple feedback channels, including the sales department's quarterly evaluation of the service satisfaction of the operation center, supplier satisfaction evaluation, email, corporate WeChat, WeChat complaints and on-site complaints, etc., in order to collect and process customer feedback more comprehensively and timely, and continuously improve service quality.

Andon System: Put customers first and improve user experience



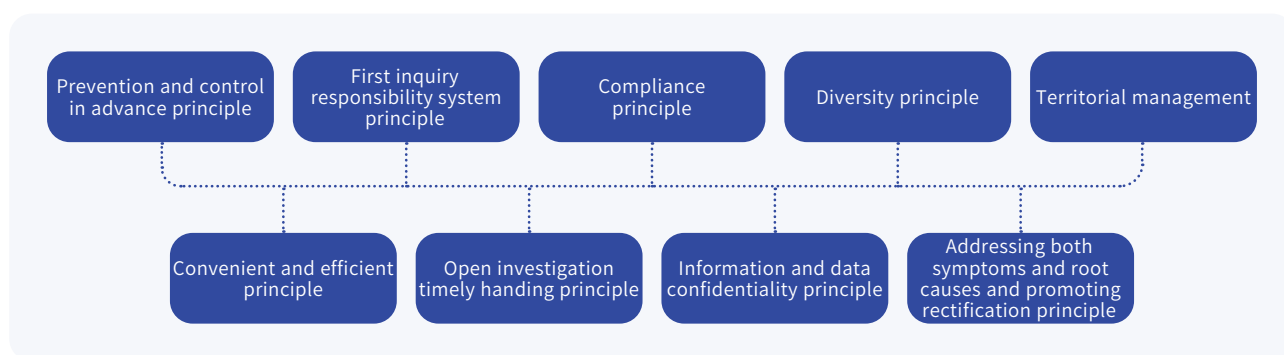
3.2.3 Customer complaint handling

We always focus on customer needs. The Group has formulated and strictly implemented the “Customer Complaint Management Guidelines” and the “Supplier Satisfaction Evaluation Implementation Guidelines”. By setting up a customer service center and improving the complaint mechanism, we ensure that reasonable customer requirements are given priority and that customer interests are protected to the greatest extent.

Customer service center hotline

In order to ensure that customers can easily make complaints or suggestions, the Group has specially established a customer service center and provided customers with a variety of feedback channels, including client portal, platform system, email, WeChat and hotline.

When handling customer complaints, we adhere to the following principles:



Customer complaint management mechanism

In line with our principles of putting customers first, ensuring quick responses, and maintaining fairness and transparency, we have established a comprehensive customer complaint management mechanism. This mechanism oversees the entire process of complaint management, including verification, follow-up visits, evaluation of complaint handling, and training based on complaint cases. Our goal is to enhance customer experience and satisfaction.

Complaint handling process



3.2.4 Customer satisfaction

In 2024, Linklogis, amidst steady macroeconomic growth and ongoing policy benefits in the supply chain fintech sector, firmly implemented a “strategic focus + innovation-driven” development model, driving continuous business growth. The total amount of supply chain assets managed by our technology solutions reached RMB 411.2 billion, reflecting a year-on-year increase of 28%. We added 373 new core enterprise and financial institution clients, bringing the total number of clients to 1,108, a 51% increase from 2023. Our financial institution clients include 377 entities across banks, trusts, insurance asset management, securities, and funds. Overall, our customer retention rate stands at 96%.

As the first listed Chinese supply chain financial technology SaaS company, Linklogis is committed to redefining and transforming supply chain finance through technology and innovation, and providing innovative supply chain financial technology solutions in an online, scenario-based, and data-based manner. Based on its own technological advantages and service experience, Linklogis develops and provides more data products and applications, and works with Shenzhen Data Exchange to build a data ecosystem to empower the real economy with the power of financial technology.

Linklogis has ranked first in China's third-party supply chain financial technology solution market for five consecutive years, with a market share of 21.1%. At the same time, it also occupies a leading position in the issuance of supply chain ABS and ABN products.

西安担保集团有限公司

感谢信

联易盛供应链服务(武汉)有限公司:

近日,由西安担保集团、浙商银行和西安市科技服务协会牵头推进的全国首单技术产权技术交易定向资产支持票据成功发行,在此特向贵机构致以最诚挚的感谢。

本产品的成功发行有效助力西安市10户科技型中小企业盘活技术产权资产,实现在资本市场直接融资。产品发行过程中,贵机构作为原始权益人,凭借专业的知识、丰富的经验、快速的响应和高度的敬业精神,为产品的成功发行提供了坚实保障。

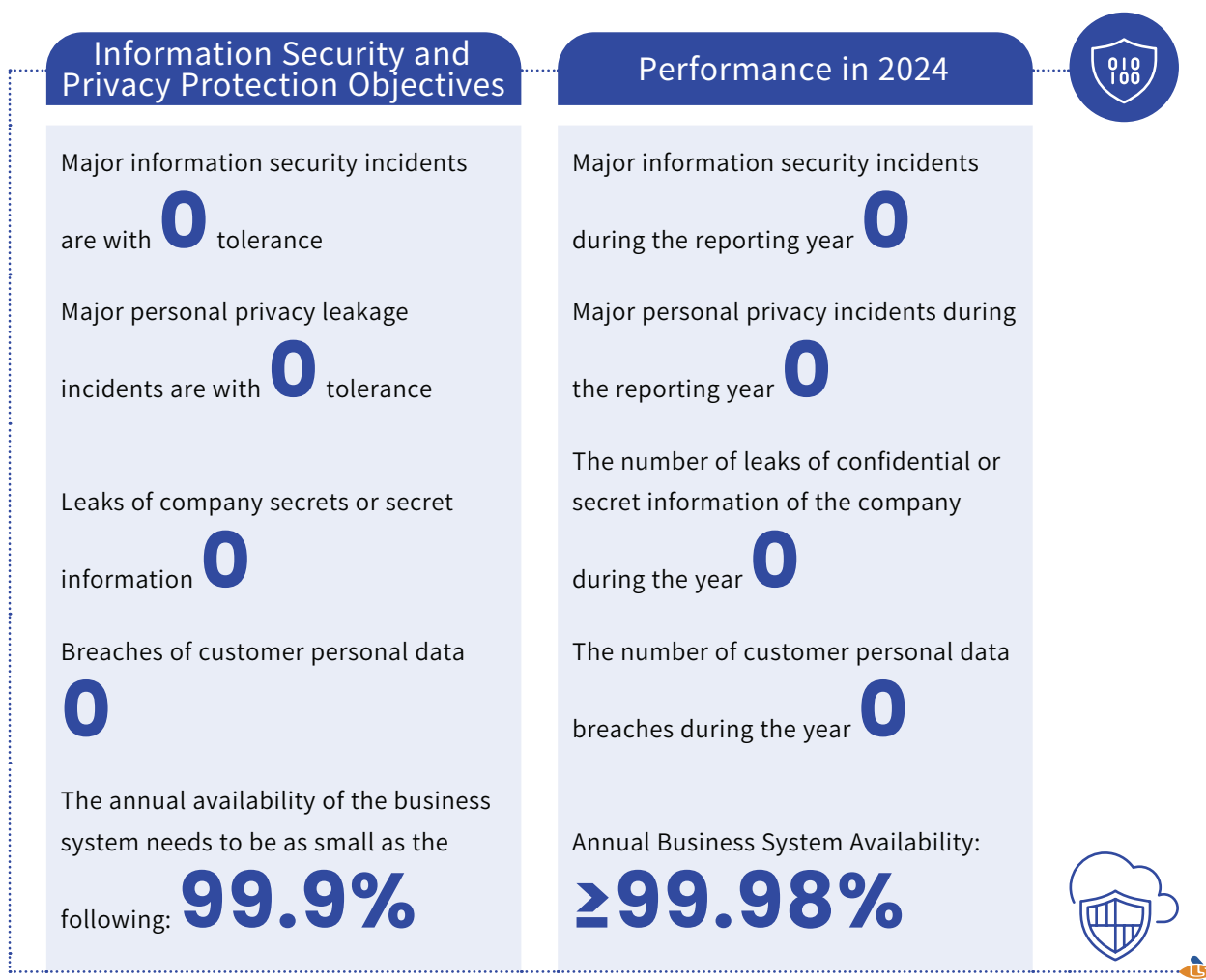
此次技术产权ABN产品的成功发行,不仅为我司后续类似业务的开展奠定了坚实基础,也为更多科技型企业提供可借鉴复制的低成本融资路径,更为推动科技成果转化、促进重点产业链高质量发展注入了澎湃动能。我们深知,这一成绩的取得离不开贵机构的辛勤付出和鼎力支持。

再次向贵机构表示衷心感谢,期待未来能继续深化合作,强化协同联动,共同创造更加辉煌的业绩。

衷心祝愿贵机构蓬勃发展,事业兴旺。祝愿贵机构全体干部员工及家属新春快乐,幸福安康!

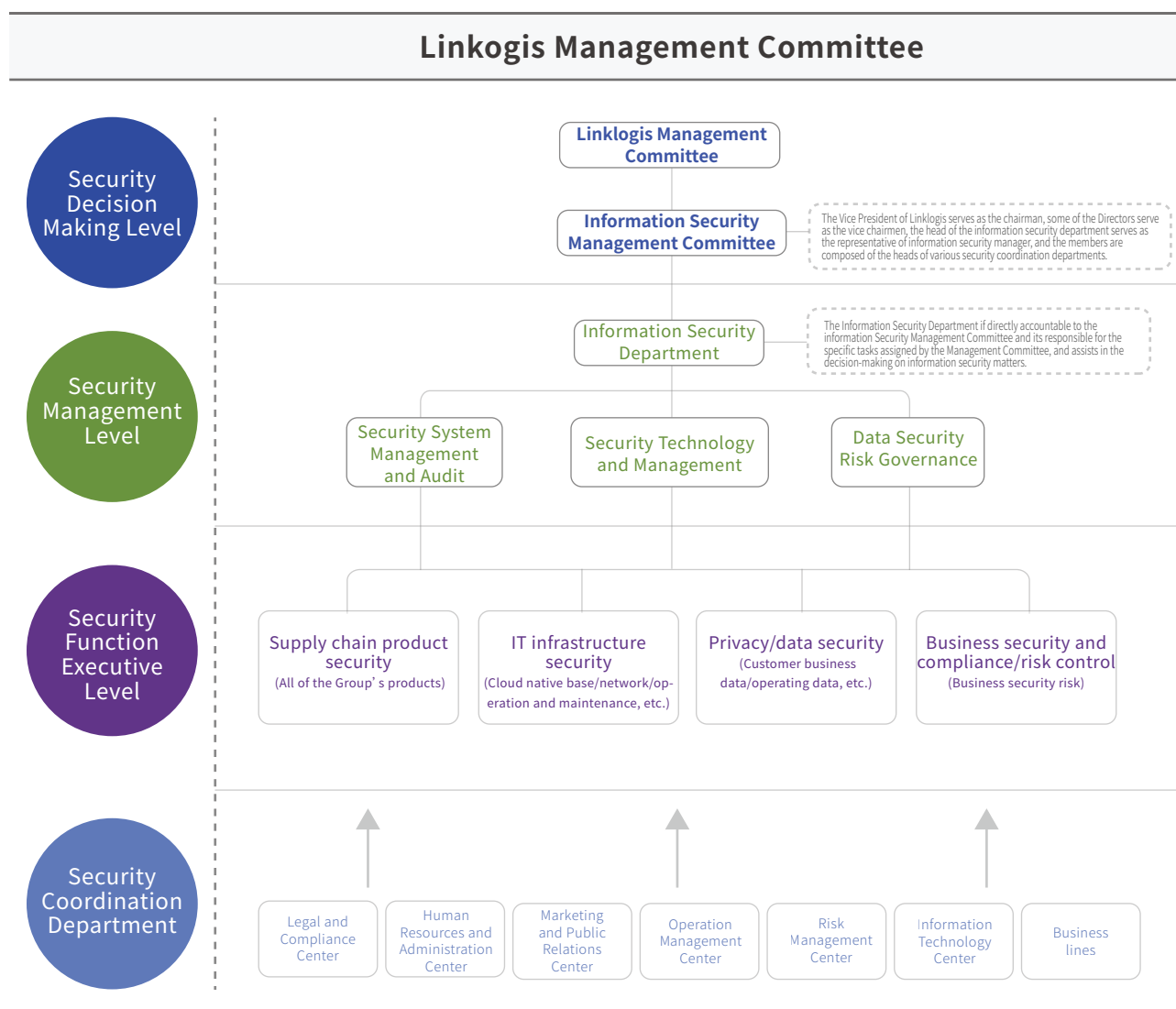
3.3 Information security framework

Information security and privacy protection objectives



In order to ensure the effective operation of the Group's information security management system, improve the level of information security, and clarify the responsibilities and powers of the Information Security Management Committee, the Group has formulated the "Information Security Management Committee Charter of Linklogis". Through the implementation of this charter, the Group can better cope with increasingly complex information security challenges and further ensure the security of information.

The structure and functions of the Group Information Management Committee are as follows:



Information security risk management

In order to strengthen information security risk management, the Group has formulated a number of security management measures from multiple aspects, including the “Management Measures for Reporting Operational Risk Events of Linklogis”, “Information Security Incident Management Measures” and “Information Security Risk Management Measures”, and designed a corresponding risk management model to implement information security risk management in daily work. During the reporting period, we optimized management measures related to data leakage prevention to better align with the standards set by ISO/IEC 27001:2022.



Major information security risks

- Data security and personal privacy data may be compromised by hackers or attacks on the Group's value data
- The risk of unauthorized external transfer of core data by internal employees

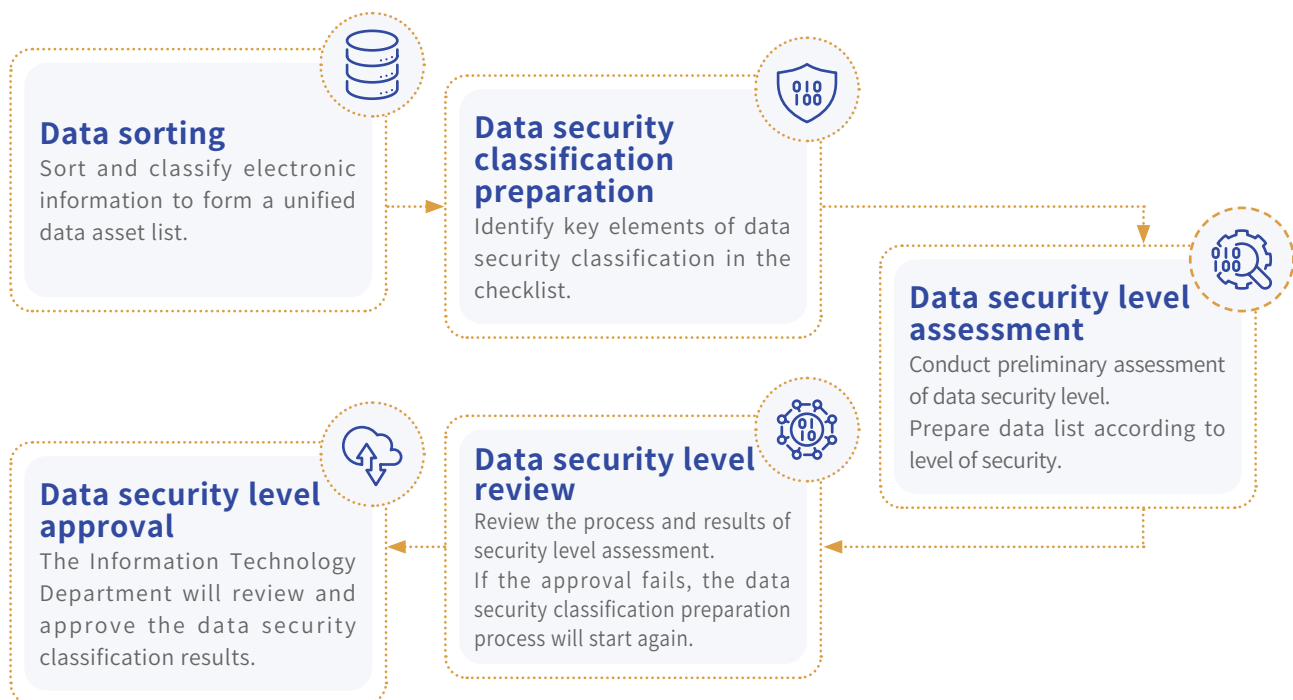


Appropriate precautions

- The information platform is required to conduct penetration testing before opening to the external parties
- Strengthen the construction of security defenses in the center of gravity, improve the effectiveness of attack thresholds and security principles, and improve implementation and monitoring capabilities
- Sort out the internal and external data transmission channels, and regularly carry out audit or cut-off measures for key transmission channels
- Add watermark measures for end users to facilitate electronic data traceability
- Regularly collect security vulnerability analysis from any pipeline and formulate a remediation plan

In order to monitor, measure, analyze and evaluate the effectiveness of the company's information security and privacy protection management system, the Group has formulated the “System Deployment Management Measures”, “Application Security Review Management Procedures” and “Emergency Version Release Approval Process”, and established an information security group.

Our overall data classification process is as follows:



The Group has also implemented the “Data Classification and Grading Management Measures of Linklogis”. According to the measures, data classification and grading management follows five principles:

Scientific and practical principles

Data classification should scientifically select common and stable attributes or features as the basis for data classification from the perspective of facilitating data management and use, and can be classified in detail according to actual business needs.

The principle of clear boundaries

The main purpose of data classification is data security. The boundaries of each data level should be clear, and corresponding protection measures should be taken for data of different levels.

Dynamic update principle

According to the changes in the business attributes, importance and possible degree of harm of the data, data classification and classification, important data catalog, etc. are regularly reviewed and updated.

The principle of strictness

The data classification is determined on the principle of high rather than low. When multiple factors may affect the data classification, the data level is determined according to the highest possible impact object and degree of impact.

Comprehensive principle

Data classification should consider both single data classification and the impact of data aggregation and fusion in multiple fields, groups or regions on data importance, security risks, etc., and comprehensively determine the data level by combining quantitative and qualitative methods.

The Group manages data through grading and classification, identifies and clarifies key protection objects, and takes targeted security measures to protect sensitive information, thereby meeting the compliance and security protection requirements of the Data Security Law and government regulatory authorities.

In 2024, some of the Group's privacy computing project cases are:

Bee security privacy-preserving computation platform

The Group's Bee Security Privacy-preserving Computation Platform is a data security collaboration platform independently developed based on multi-party secure computing, blockchain and machine learning technologies, aiming to solve the problems of data silos, data rights confirmation, data privacy protection and other problems for all parties in the supply chain industry, and achieve the security goal of “making data useable but invisible”. Through advanced cryptographic technology and algorithms, the platform supports multiple parties to jointly share, query and model secure data, and applies these capabilities to promote the development of green economy and green finance, providing strong technical support for industrial transformation and upgrading.

Information security certification

The Group has achieved significant results in information security management, receiving industry recognition as the first in the supply chain financial technology sector to obtain certification for privacy information management (ISO/IEC 27701:2019) and for the PCI-DSS data security standards in the third-party payment industry.

In addition, the Group's important systems and service platforms, including Linklogis Blockchain Cloud Service Platform, Linklogis Blockchain Supply Chain Finance Platform, Bee Security Privacy preserving Computation Platform, Bee Privacy Federated Learning Platform and Fengniao Cloud Data Platform, have also passed the Level 3 certification of information system security level protection by the Ministry of Public Security and the China Academy of Information and Communications Technology.



Linklogis International cross-border supply chain fintech business system has been obtained PCI-DSS Third-Party Payment Industry Data Security Standard Certification



Linklogis Blockchain Cloud Service Platform BeeTrust – Trusted Blockchain Security Certification



Linklogis Blockchain Supply Chain Finance Platform – Trusted Blockchain Supply Chain Finance Industry Certification



Bee Security Privacy-preserving Computation Platform – Multi-party Secure Computing Financial Application Evaluation by CAICT



Bee Security Privacy-preserving Computation Platform – Blockchain-assisted PEC Tools Evaluation by CAICT

3.4 Privacy information protection

Linklogis attaches great importance to information security and respects the personal privacy of employees, suppliers, consumers and other third parties with whom we have business dealings. We strictly abide by relevant laws and regulations⁵, and adopt appropriate and diligent methods to protect information security in accordance with the law to prevent customer data and personal information from being disclosed in violation of regulations.

The internal management systems implemented by the Group, such as the “Personal Information Protection Management Measures” and “Data Privacy Protection Strategy”, regulate the operational requirements and privacy clauses of employees in all aspects of personal information collection and removal. The privacy design in the system also further ensures the effective and safe operation of the Group in personal privacy protection.

Seven principles for privacy design

- 1** **Proactive rather than reactive
Preventive rather than remedial** Take a proactive approach to protecting data and anticipate privacy issues and risks before they occur, rather than after the fact
- 2** **Privacy by default** Design any systems, services, products and/or business practices to automatically protect personal information
- 3** **Privacy embedded design** Embed data protection into the design of any system, service, product and business practice
- 4** **Security and privacy** Avoid trade-offs: There is only privacy or security, not both, in any system or service
- 5** **Data protection throughout its entire life cycle** Take strong security measures throughout the data lifecycle, processing data securely and destroying it securely when no longer needed
- 6** **Visibility transparency** Clearly inform users of the scope of their personal information that will be collected, how the product or service uses their personal information, etc., and ensure that any business practices or technologies used operate in accordance with their premises and objectives and can be independently verified
- 7** **User-centric** Value and ensure user privacy in the design and implementation of any system or service, provide strong privacy default settings, and clearly inform users of relevant information

⁵ For relevant laws and regulations, please refer to the “Laws and Regulations” section.

Privacy protection measures



When collecting personal information, we strictly prohibit any form of fraud, deception and misleading, and never obtain personal information from illegal channels. We strictly follow the principle of “minimum necessity” to ensure that the type of personal information collected is directly related to the business function of the product or service, and avoid excessive collection. We always take the approach that has the least impact on personal interests to ensure that personal privacy rights are fully protected.



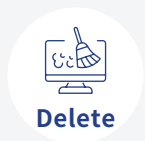
The Group strictly manages the purpose and authority of using personal information and takes appropriate access control measures to ensure that only authorized personnel can access relevant information. We will also take appropriate measures to inform the data subject of the purpose of using personal information to protect their right to know and privacy.



When processing personal information, we will enter into a contract with our customers and will process it strictly for the purposes stated in the contract.



When sharing personal information, we always follow the principle of customer authorization and ensure that we have obtained the customer's explicit authorization before sharing the collected, stored or used personal information with any third party. To ensure data transparency and security, we will record all activities of disclosing personal information to third parties, and ensure that the data processor discloses the use of any subcontractor to the data controller and discloses the relevant approval process to the customer. In addition, we will also conduct strict security assessments on the necessity of third-party data needs and data security protection capabilities.



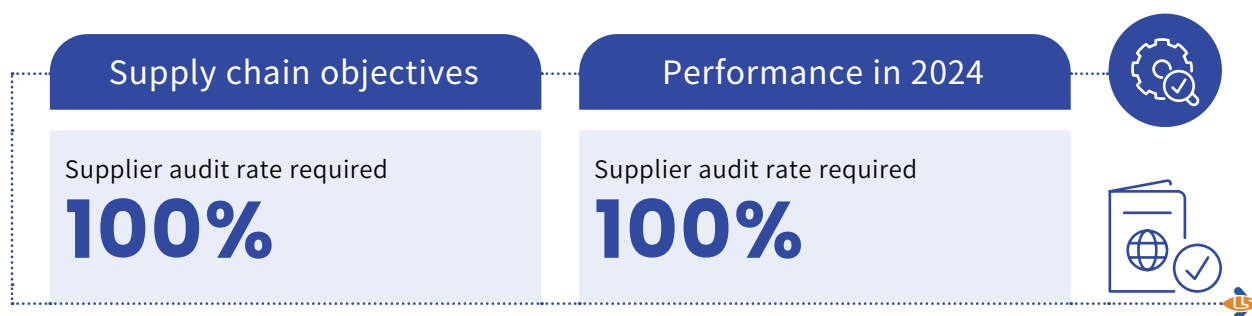
We will ensure that all temporary files are securely deleted within a specified period to prevent the risk of data leakage. When a customer cancels an account or makes a request to delete personal information, we will immediately delete the relevant personal information and its backup. To ensure the thoroughness of data erasure, we use disk duplication and dedicated data destruction tools to ensure that the data cannot be recovered at all.

During the Reporting Period, the Group did not discover any major information security incidents and privacy protection incidents, nor did any form of company secrets and personal data leakage incidents occur, fully achieving the Group's annual information protection and privacy protection goals.

3.5 Responsible supply chain management

The Group insists on selecting suppliers that meet social responsibility, environmental responsibility and ethical standards to ensure the sustainability of the supply chain. In the procurement process, environmentally friendly, energy-saving and low-carbon products and services are given priority to help suppliers improve their sustainable development capabilities and jointly promote the green transformation of the industry. At the same time, we focus on establishing long-term and stable cooperative relationships with suppliers, soliciting and introducing partners, forming a partner library with good reputation, advanced technology and high-quality services, and jointly responding to market challenges through regular communication and collaboration.

During the Reporting Period, we had a total of 792 cooperative suppliers, of which 742 were from mainland China, 41 were from Hong Kong, Macao and Taiwan, 8 were from Europe and North America, and the remaining 19 were from other regions, mainly in the service, engineering and goods categories.



3.5.1 Supplier product and service quality

In order to ensure the quality of suppliers' products and services, the Group has specially formulated the "Supplier Relationship Security Management Measures" and the "Linklogis Rules for Supplier Management of Information Technology Center", which strengthen security management from various aspects such as quality supervision, contract performance management, complaint handling, and privacy protection, to ensure that the company and suppliers carry out economic activities under the principles of fairness, equity, openness, and integrity, strengthen the management of ecological partners, maintain long-term cooperative relations between the two parties, and ensure the reliability and stability of product quality.

Supplier product quality supervision

Strict quality inspections are carried out on the products and services provided by suppliers to ensure that they meet the technical standards and requirements of the Group. Regular quality assessments and audits are carried out to promptly discover and resolve quality problems.



Sourcing of suppliers

We use a variety of methods such as in-warehouse screening, open solicitation, online search, supplier self-recommendation and internal recommendation to find suitable suppliers. And according to the supplier's operation data and project implementation delivery capacity and other access standards to eliminate unqualified suppliers to ensure the quality and efficiency of the supply chain.



Daily management

We monitor the quality, price, execution and performance of our suppliers' products and services on a daily basis to ensure that our suppliers always maintain high-quality performance. At least once a year, a comprehensive evaluation is conducted, which comprehensively considers the performance of suppliers in terms of corporate profile, business cooperation, service and quality, logistics and delivery, ESG and other indicators, as well as supplier daily management and complaint management, and publishes supplier evaluation reports based on the supplier evaluation results to provide necessary basis for procurement activities. We encourage suppliers to actively perform their contracts, improve the effectiveness of cooperation, and impose appropriate constraints and penalties on suppliers with poor performance to maintain supplier performance.



Supervision

Suppliers are not only required to comply with the laws and regulations of the countries or regions in which they are located, but also to comply with the Group's requirements for the environment, safety, products, business ethics, intellectual property rights, labor practices, etc. At the same time, suppliers also undertake not to engage in any acts that infringe on the Group, including but not limited to trademark rights, corporate name rights, and fair trade rights. If any relevant infringement is found, we will immediately stop the cooperation, investigate the liability for breach of contract or infringement, and move the supplier to the blacklist to prohibit further cooperation.



Exit of suppliers

Once the supplier has serious problems with business conditions, business reputation or product quality, there are violations of laws and regulations, or there is a major breach of contract, the cooperative relationship will be terminated immediately. We will conduct a careful assessment and may choose to terminate the cooperation if the supplier fails to meet the standards for two consecutive assessments, there are transaction integrity issues, or other companies in the same industry are removed from the supplier list due to their business ethical behavior.

For the suppliers who are determined to withdraw, we will have the procurement manager and the supplier deal with the outstanding matters, initiate the exit process, and remove them from the "List of Qualified Suppliers" after the approval of the demand department.

Supplier performance management

Supervise the contract performance of suppliers to ensure that suppliers deliver products and services on time, in quality and quantity. Record and evaluate the performance of suppliers as an important reference for future cooperation.

Supplier complaint handling

Establish a supplier complaint handling mechanism to promptly receive and handle supplier complaints and feedback. Investigate and analyze complaints, develop solutions, and communicate and coordinate with suppliers to ensure that problems are properly resolved.

Information security and privacy protection

The Group has specially formulated and implemented the “Supplier Relationship Security Management Measures” to ensure that suppliers and their personnel comply with the Group’s information security and privacy protection requirements during the cooperation process. Provide information security training to suppliers to improve their security awareness and protection capabilities.

In addition, to ensure the continuous stability of the supply chain, the Group has issued the “Linklogis Rules for Supplier Management of Information Technology Center” and the “Rules for Procurement Management of the Information Technology Center”. These guidelines outline detailed requirements for suppliers in various aspects. All suppliers of the Group are required to adhere to these measures and regulations to ensure the efficient, secure, and sustainable development of the entire supply chain.

3.5.2 Responsible sourcing

In order to standardize the company's procurement activities, continuously optimize the procurement approval process, improve the level of procurement management, and ensure the quality of procurement projects, the Group has formulated the "Management Measures of Procurement of Linklogis" and "Rules for Procurement Management of Information Technology Center" and other systems. According to the system requirements and specific business characteristics, we regularly revise and optimize the bidding and procurement management system and its implementation rules. We also enhance the corresponding supervision mechanisms to establish a robust bidding and procurement system. This approach aims to prevent major risks in bidding and procurement activities.

Standardize the procurement management system

Based on the Group's procurement policy, the principles that the company's procurement activities must follow are to promote benefits, high efficiency, legality and compliance, fairness and justice, and traceability. At the same time, procurement personnel are required to strengthen professional ethics and integrity. In procurement activities, the interests of the company should be upheld, and no personal interests should be mixed, and money, services or other material benefits should not be accepted or demanded from suppliers for any reason or in any way. Adhere to the principle of fairness, treat all suppliers equally, and should not be biased. If procurement personnel have a conflict of interest with suppliers, they should actively apply for recusation.

Supplier evaluation

During the supplier selection process, we pay special attention to their sustainable development capabilities, and provide additional points to suppliers who have obtained environmental management system certification (ISO 14001), quality management system certification (ISO 9001) and occupational health and safety management system certification (ISO 45001) to reflect our firm support for sustainable supply chains.

Build a new "digital supply chain" model

As the technical support provider of the business, Linklogis provides a full-chain supply chain financial technology service based on the industrial characteristics and cash flow needs of the project, which can help suppliers improve cash flow, optimize financing channels and reduce financing costs.

This year, the Group has deepened its collaboration with Shenzhen Energy Group, leveraging the innovative power of financial technology to continuously explore non-cash payment models and strengthen refined capital management. This partnership has facilitated Shenzhen Energy Group's breakthrough in electronic debt certificate products from "0" to "1," helping upstream suppliers overcome financing challenges and contributing new productive forces to the development of the real economy.



Introducing the energy efficient servers

This year, our server supplier introduced rack-mounted servers that meet the HJ2507-2011 environmental labeling standard. The power supply module performance, renewable design and production packaging all meet environmental protection standards. By strengthening the supply chain recycling mechanism and low-carbon product selection, we systematically reduce our scope 3 indirect carbon emissions and advance the Group's carbon neutrality.



Chapter 4 Digitalize supply chain finance to boost the development of the real economy

In the wave of digital transformation, Linklogis continues to lead the supply chain financial technology track and reshape the industry ecology through deep technology integration. In response to the pain points of traditional models such as data silos, inefficient processes and weak risk control, we use machine learning algorithms to achieve intelligent transformation of business processes, use blockchain to build a trusted data collaboration network, use cloud computing virtualization and distributed architecture to establish a flexible digital foundation, and break through industry bottlenecks through big data-driven dynamic risk control models. Driven by the dual-wheel development of technology applications and compliance governance, we continue to enable the efficiency upgrade of the industrial chain and inject new digital momentum into the high-quality development of the real economy.

4.1 Supporting technological innovation

Financial service innovation enabled by technology is reshaping the industry landscape. In the face of the dynamically evolving supply chain financial ecosystem needs, the Group has upgraded its service system and built an intelligent solution matrix through strategic technology layout. With machine learning algorithms as the driving core, we have completed the intelligent upgrade of business processes and achieved an exponential improvement in operational efficiency; at the same time, we have used distributed ledger technology to build a trust mechanism, combined with massive data analysis to optimize risk assessment models, and effectively reshaped the value delivery model of financial services. The spiral rise in the depth of technology application and the breadth of market application is accelerating the process of digital transformation of the industry and ushering in a new era of deep integration of technology and finance.

4.1.1 Artificial intelligence

As a core technology and internal driving force of the digital age, artificial intelligence is leading the development of a new round of industrial and technological revolution. Linklogis seizes the innovative opportunities brought about by AI technology innovation and large language models. In the application scenarios of supply chain finance, the use of AI technology can promote the digitalization and automation transformation of supply chain assets in the process of information collection and management, while achieving accurate and efficient information verification, thereby enhancing the processing capabilities of supply chain finance business and improving overall operational efficiency.



Linklogis officially launched AI Agent to seize the new development trend of AI industry

AI Agent refers to an intelligent entity based on LLM that can independently understand, plan and make decisions, and perform complex tasks. Compared with traditional large language models, AI Agent can not only tell you “how to do it”, but also help you do it.

Linklogis's AI Agent platform is centered on three major technical modules, namely GPS library, LDP and LDP-GPT. These three operate collaboratively in the technology ecosystem, jointly supporting the intelligent transformation of supply chain finance scenarios.

The GPS (General Problem Solver) library is an important intelligent tool module of AI Agent. It focuses on language processing, semantic understanding and document generation, and can complete tasks such as multilingual translation, semantic content analysis and high-quality document generation. In the supply chain finance scenario, the GPS library improves the efficiency and accuracy of AI Agent in document processing, cross-border business communication, and customer service. Through the GPS library, users can use natural language to interact with AI Agent to quickly query, analyze and generate required financial documents.

LDP (Linklogis Document Parsing) is the core module for data entry of AI Agent. LDP uses independently developed algorithms, combined with efficient image processing of visual models and deep text understanding of language models, to accurately parse various complex documents and convert unstructured data into structured information. This provides a reliable data basis for AI Agent's task planning and execution. In supply chain finance scenarios such as document review and bill analysis, LDP has significantly improved the efficiency of data extraction and review, meeting diverse business needs.

LDP-GPT is the brain of AI Agent. As the core of a large language models, in a vertical field, it provides deep learning and intelligent decision-making capabilities. It can support intelligent decision-making for complex tasks such as risk assessment, operation optimization, and knowledge question and answer based on professional knowledge and industry scenarios. LDP-GPT further enhances the task planning capabilities of AI Agent, enabling it to provide customized solutions in supply chain finance scenarios and fully meet customer needs. Linklogis is accelerating the construction of full-stack technology for large language models, LDP-GPT in vertical fields, covering distributed training and inference frameworks from large language models, pre-training, fine-tuning to deployment. The company further explored the application of RAG-based vertical knowledge base question and answer, intelligent writing and other technologies in financial institutions, bringing more innovation and possibilities to the industry.



Artificial intelligence drives the intelligent transformation of supply chain finance—“BeeFeather Platform”

The BeeFeather platform, a lightweight one-stop AI platform for supply chain finance independently developed by Linklogis, is a model of the AI Agent product line and has been successfully delivered and applied in many financial institutions. This breakthrough is the result of the firm's deep understanding of transaction banking and its skilled application of the latest big model technologies.

Technical architecture: Three-dimension's collaborative AI agent ecosystem

By integrating the capabilities of the GPS library, LDP and LDP-GPT, the BeeFeather platform cleverly breaks down the complex document review and document analysis processes, accurately locates the specific pain points in each link, and uses different types of large language models to “prescribe the right medicine”, significantly reducing document processing time and improving operational efficiency and business resilience. For example, in its cooperation with Standard Chartered Bank, the BeeFeather platform has realized intelligent risk assessment and process optimization in trade finance and payment management business, indicating that the bank's customers have significantly reduced operating costs and improved delivery efficiency.

General Problem Solver (“GPS Library”)

- Improve efficiency and accuracy in document processing, cross-border business communications and customer service
- Use natural language to interact with AI Agent to quickly query, analyze and generate required financial documents

As the language processing center, the GPS library breaks through the communication barriers of cross-border business through multi-language translation and semantic analysis capabilities, and improves customer service response efficiency by **more than 40%**.

Linklogis Document Parsing (“LDP Framework”)

- The introduction of professional large image models has been optimized to accurately identify text, tables, seals and other elements in documents, ensuring that the model can deeply interpret every detail of the document.
- Adopt a large language model and focus on processing semantic-related tasks to achieve a more accurate understanding of the contract content.
- Through specific modules, the features of the language model and the image model are effectively integrated, achieving complementarity between the two and ensuring the comprehensiveness and accuracy of the information.

The LDP framework integrates computer vision and natural language processing technologies to innovatively solve the structuring problems of complex bills, making the accuracy rate of non-standardized document processing reach **98.5%**, which is **70% shorter** than the traditional manual review cycle.

LDP-GPT Model

As a vertical decision-making engine, the LDP-GPT big model deeply integrates the supply chain finance knowledge graph and the dynamic risk assessment model to achieve a closed-loop empowerment from data insights to intelligent decision-making. For example, in cooperation with Standard Chartered Bank, it successfully reduced the operating costs of trade financing business by **32%**.

Scenario empowerment: systematic innovation to reshape industry value

Different from the single-point optimization of general AI tools, the BeeFeather platform offers a systematic solution to the pain points of supply chain finance through the technical characteristics of AI Agent's "autonomous planning-decision-making-execution". In the document review scenario, the platform uses the LDP framework's graphic-level image and text parsing capabilities to accurately identify the relevance of bill layout features and legal terms. It also combines LDP-GPT's multi-dimensional cross-verification of the authenticity of the trade background to build an intelligent risk control system of "machine vision + semantic understanding + risk modeling". This technical path enables financial institutions to increase the document review volume to more than 10,000 per day while ensuring compliance. At the same time, it reduces human operational errors through process automation, significantly enhancing business resilience and customer trust.



Linklogis connected to DeepSeek large language to accelerate the intelligent upgrade of supply chain finance

Relying on its independently developed LDP-GPT large language model and AI Agent platform, Linklogis deeply integrates DeepSeek's cutting-edge AI technology and successfully deployed the DeepSeek-R1 model. The performance of this model is comparable to OpenAI's o1, but it shows significant advantages in high efficiency and low cost. With its advanced deep learning framework and powerful reasoning capabilities, Linklogis has further optimized complex business processes such as management and approval in supply chain finance, providing strong support for efficient business operations.

During the Spring Festival, Linklogis, based on its independently developed large-model automation process, deeply integrated DeepSeek's cutting-edge AI technology, fully leveraging its rapid response, smart decision-making and full-process automation capabilities to help the company efficiently respond to business peaks and ensure smooth capital chain. During the peak period of asset business, in business scenarios with daily asset scale exceeding RMB 5 billion, AI-driven full process achieves "zero human intervention" from intelligent contract analysis, automatic invoice verification to fund matching and loan issuance. The processing time of a single business is greatly compressed to minutes, easily coping with a peak of tens of billions of orders in a single month, greatly improving business processing efficiency.



Our new book “AIGC Reshapes Supply Chain Finance” was successfully published, empowering the supply chain finance industry in the era of AI technology

The deep integration of AI big models and the financial field is becoming a new trend in the industry. As an important scenario for financial technology innovation, the supply chain finance industry urgently needs AI technology empowerment to break through the limitations of traditional models. As China's leading supply chain financial technology company, Linklogis based on our rich industry practices, has joined hands with our AI experts and product teams to compile the book “AIGC Reshapes Supply Chain Finance: Application and Practice of Big Models in Supply Chain Finance”, filling the gap in systematic research resources in this field. From the dual dimensions of business logic and technical implementation, the book comprehensively analyzes how AI big models optimize the entire process of supply chain finance, covering core scenarios such as fund management, supplier financing, and risk control, and extracts practical cases and forward-looking insights to provide the industry with feasible solutions. By outputting standardized methodologies and practical guidelines, we are committed to promoting the standardized application of AI technology in the field of supply chain finance, helping enterprises reduce costs and increase efficiency, and enhance competitiveness, while setting a benchmark for the digital transformation and intelligent upgrading of the industry ecosystem.



4.1.2 Blockchain

As a revolutionary technology, blockchain uses a block chain storage architecture to establish a secure and reliable “distributed ledger”. Its core characteristics of being tamper-proof and decentralized are reshaping the modern business trust mechanism. This technology converts transaction data into permanent evidence through encryption algorithms and timestamp mechanisms, making information records both secure and verifiable. The Group applies blockchain innovation to supply chain finance scenarios, generates traceable digital certificates in supplier qualification certification, order tracking, bill circulation and other links, and establishes a transparent information platform shared by multiple parties. This move effectively eliminates the data islands between anchor enterprises and multi-level suppliers in the traditional supply chain, allowing financing institutions to penetrate and verify the authenticity of underlying transactions, thereby optimizing the credit assessment process for small and medium-sized suppliers. The automatic execution of split-account payments through smart contracts can significantly shorten the capital turnover cycle and create a trusted and collaborative value network for the supply chain ecosystem.

The main advantages of the “Linklogis Supply Chain Multi-tier Transfer Platform:

- Relying on distributed ledgers and encrypted evidence storage, a multi-party trade data network with mutual trust is built to eliminate information barriers between anchor enterprises and chain enterprises
- Through the multi-level credit splitting function, the credit of leading enterprises is converted into transferable digital assets to activate the liquidity at the end of the supply chain
- A standardized interface is used to achieve efficient docking between the capital side and the asset side, adapting to multiple industry scenarios such as chemical industry and manufacturing



China Bohai Bank and Linklogis join hands to create a new paradigm of inclusive finance

As an innovative practice of blockchain technology in the field of supply chain finance, China Bohai Bank and Linklogis successfully landed the first online reverse factoring multi-tier transfer business in February 2024 through the blockchain platform “Linklogis Supply Chain Multi-tier Transfer Platform” independently developed by the Group. It took only two months from the start of the project to the direct connection of the system, setting a new record for the efficiency of China Bohai Bank’s supply chain platform docking. With blockchain technology as the core, the platform converts the accounts payable of anchor enterprises in the chemical industry into splittable and traceable electronic debt certificates, and realizes credit penetration to multi-tier suppliers. Through smart contracts, the circulation of debts and financing splitting are automatically executed, enabling small and medium-sized enterprises to complete all-online financing in “minutes”, solving the pain points of difficult financing, expensive financing and lengthy processes under the traditional model. With its “latecomer advantage”, China Bohai Bank leverages blockchain technology to accelerate the digital transformation of inclusive finance, while Linklogis outputs technological capabilities through a modular platform. The two parties jointly promote the advancement of supply chain financial services to the whole chain and intelligence, injecting credible digital momentum into the development of the real economy.



Linklogis collaborates with the National Key R&D Plan for blockchain demonstration applications

Linklogis is deeply involved in the national “14th Five-Year Plan” blockchain core technology research. Its leading cross-chain supervision and scenario application project has recently been officially approved by the Ministry of Science and Technology. The project is led by International Digital Economy Academy, and is jointly established with top institutions such as Peking University and the Institute of Computing Technology of the Chinese Academy of Sciences. It aims at international cutting-edge problems as open architecture blockchain and regulatable cross-chain technology, and is committed to building an independent and controllable underlying technology system. As a scenario demonstration unit, Linklogis will promote the implementation of technological achievements in real economy scenarios such as supply chain finance, help solve bottlenecks such as cross-chain interoperability and regulatory coordination, and accelerate the standardization of blockchain technology and industrial ecology in my country. This selection marks the key role of enterprises in the national strategic scientific and technological forces, and provides a practical template for innovation in digital economic infrastructure.

4.1.3 Cloud computing

As the core engine of the digital economy, cloud computing integrates resources with virtualization and distributed architecture to build a flexible and scalable digital foundation, providing enterprises with efficient and flexible infrastructure and solutions. Based on cloud-native technology, the Group has built a supply chain financial intelligence platform to achieve real-time visual management of transaction data and concurrent processing of multiple scenarios, significantly improving operational efficiency and system iteration capabilities. The Group's cloud-native platform deeply integrates AI technology, focusing on scenarios such as subject due diligence, asset verification and full-cycle document management. Through automated process reconstruction, it improves mechanical work efficiency by more than 60%, helping financial institutions reduce costs and increase efficiency. We continue to release productivity with technological innovation and promote the intelligent upgrade of the industrial and financial ecosystem.

Main advantages of cloud-native platform:

Best-fit scenario: The Group has a professional financial background team, serving more than 500 securitization projects, accurately matching user scenario pain points.

Technology maturity: Years of financial scenario verification technology system, stable support for massive business, and accumulation of deep industry knowledge.

Flexible and easy to use: Modular architecture supports rapid deployment, and subscription/local dual mode adapts to all-scenario business needs.



Linklogis cloud

Linklogis Cloud is a full-stack cloud native platform established by Linklogis based on its own supply chain finance field. It builds a service-oriented, observable, highly elastic and self-controllable cloud base for enterprises to achieve agile computing and rapid delivery of business applications. The platform is compatible with mainstream domestic server platforms such as Kunpeng, and is committed to building a secure and reliable cloud environment, including two services: hybrid cloud platform and container cloud platform, to meet the different needs of enterprises:

Container cloud platform

The container cloud platform is a one-stop cloud-native Platform as a Service ("PaaS") based on cloud-native architecture. It has platform-level services such as unified management of multiple clouds and multiple clusters, DevOps, microservice governance, and operation and maintenance management. It can flexibly meet the needs of various scenarios in the digital construction of enterprises, allowing enterprises to focus more efficiently on their business and data application service capabilities, and help enterprises achieve successful digital transformation. The platform has been certified by the authoritative Cloud Native Computing Foundation ("CNCF"), and has passed the adaptation certification of many mainstream domestic information and innovation manufacturers. It has been tempered in financial-grade production scenarios and is a high-performance and scalable enterprise-level container cloud platform.

Hybrid cloud platform

The hybrid cloud platform is a one-stop Infrastructure as a Service ("IaaS") resource management platform based on cloud native. The platform not only has advanced functions such as unified resource management, one cloud with multiple cores, heterogeneous compatibility and hybrid cloud governance, but also strives to become the cloud native cloud foundation of the new era, surpassing open source standards. The hybrid cloud platform hopes to help companies in the field of supply chain finance build a stable, reliable and secure cloud infrastructure, and provide solid support for the industry's digital transformation.

4.1.4 Big data

As the core driving force of digital transformation, big data technology integrates distributed storage, intelligent analysis and machine learning engines to build a decision-making system with deep coupling of “data + business + scenario”. With multi-source heterogeneous data processing capabilities as the core, the Group relies on real-time data modeling and risk prediction algorithms to improve risk identification efficiency in the field of supply chain finance and provide financial institutions with penetrating transaction insights and dynamic early warnings. We continue to optimize the data assetization path. By building an enterprise-level data lake and privacy computing platform, we drive business decisions from experience-oriented to intelligent quantification while ensuring information security, and reshape the value chain of industry-finance synergy value chain.

The main advantages of the big data platform:

Approval efficiency improvement: Intelligent process shortens the approval cycle to 1-2 days, which is 80% faster than the traditional model.

Due diligence upgrade: Full online transaction identification + online data return in seconds, speeding up due diligence efficiency.

Intelligent risk control: Multi-dimensional rule engine linkage transaction penetration analysis, automatic generation of accurate credit decision reports.

Safety dead loop: Real-time abnormal tracing + graded warning mechanism, intercepting potential risks through invoice verification rules.



Beebird big data platform

Beebird Big Data Platform combines more than 20 mainstream community open source technologies in the industry to provide an enterprise-level secure, low-cost, highly reliable, and scalable cloud-based fully managed big data architecture. It can create a dedicated pan-Hadoop cluster within minutes, support cluster component automated deployment, online configuration, component upgrades, support resource elasticity, multi-tenant isolation, data security protection, and has rich monitoring charts and fault alarm mechanisms. It has visual operation and maintenance capabilities, supports data quality, data security, metadata management, data visualization and other data governance services, and provides customers with “out-of-the-box” services. The platform can meet the enterprise’s PB-level data storage and computing needs, provide real-time and offline computing services in multiple ways, along with data integration services, data development services, machine learning services, and support different development languages. It has reached the first-tier level in the industry in terms of security, reliability, scalability, computing power, and management capabilities.



SME credit tech solution

SME Credit Tech Solution is a digital and intelligent open platform focusing on the field of supply chain finance. The platform provides multi-dimensional data services such as invoices, bank statements, industrial and commercial, judicial, and online inquiries, and combines rule operations, risk control strategies, and joint modeling to form a one-stop risk control solution. The platform gathers multi-dimensional big data to build a real business portrait of corporate customers, and supports flexible configuration of business indicators and risk control rules. In addition, SME Credit Tech Solution also uses big data analysis engines and machine learning technologies to generate business status portrait of various companies to provide strong support for business decisions.



Full life cycle risk control service

Throughout the entire process of pre-loan, loan and post-loan, it helps enterprises accurately identify risks and flexibly adjust risk control strategies



Customized comprehensive solutions

Provide customized services based on customer needs, support SaaS, API, localized deployment, etc., and provide sustainable update and replacement services



Multi-scenario combination

Provide combined analysis of multiple scenarios such as supply chain finance scenarios, microfinance scenarios, and supply chain risk management scenarios

4.2 Promoting the digitalization of supply chain finance

The traditional supply chain finance model lacks data credibility and information transparency, and the supply chain finance process often involves cumbersome paperwork and manual processing, which makes the execution efficiency slow, limits the scale development of the industry, and is prone to fraud and operational risks. Therefore, the supply chain finance industry is gradually undergoing a comprehensive digital transformation. Linklogis is committed to providing leading digital solutions for anchor enterprises and financial institutions to meet their changing business and technology needs, and to provide SMEs with an excellent user experience.



Treasury system construction

Treasury system construction is becoming a key path for large enterprises to deepen reforms and move towards world-class enterprises. In this transformation, supply chain finance plays an indispensable role. It not only enriches the connotation of the treasury management system, but also provides enterprises with more comprehensive financial services.

Compared with traditional treasury management, modern treasury management pays more attention to optimizing the operation management and efficient allocation of financial resources through digital technology. Linklogis has established and launched a smart industrial and financial treasury solution in response to the needs of large enterprises and financial institutions for modern treasury deployment and management. The solution integrates multiple core modules such as decision management center, data analysis center, product trading center and technology interaction center, and combines advanced technologies such as artificial intelligence, blockchain, big data and cloud computing to effectively break the information island and application system barriers in treasury management, realize the intercommunication of internal business-treasury-finance operations data, and link and integrate internal and external data and transactions with external ecological partners such as banks and regulatory agencies to achieve enterprise industrial and financial integration.

The smart industrial and financial treasury solution helps large enterprise groups to achieve improvement and optimization in multiple dimensions such as capital operation, risk warning, data penetration and investment and financing management. This not only improves the company's capital utilization efficiency, but also reduces operational risks, providing strong guarantees for the company's stable development and continuous innovation.

4.3 Protecting intellectual property

Linklogis regards intellectual property as a strategic asset to drive innovation and maintain core competitiveness, and has built a systematic governance framework covering the entire chain of rights confirmation, application, and protection. We have formulated the “Linklogis Intellectual Property Protection Management System” to establish a full life cycle management mechanism from the declaration of innovative achievements, the definition of ownership to commercial application, and simultaneously standardize key links such as confidentiality obligations, technology transfer and authorized use, forming a closed loop management paradigm covering “creation-protection-operation”.

In order to strengthen the implementation of the system, the Legal and Compliance Department has established a special management mechanism, and a full-time intellectual property administrator will implement dynamic asset inventory and rights protection to ensure the deep coordination of patent layout and business strategy. The “Confidentiality Agreement” and “Intellectual Property Transfer Agreement” signed by all employees have established dual legal protections, which not only protect the core technology moat, but also clarify the ownership boundaries of innovative achievements, and achieve a balanced development of corporate asset security and employees’ legitimate rights and interests.

In addition to the above measures, the Group has the following patent incentive measures to encourage technological innovation and protect intellectual property rights:

Systematic management: Introducing an intellectual property management system to achieve multi-party collaboration among enterprises, agencies, and the State Intellectual Property Office, and realizing electronic management of the entire life cycle of intellectual property rights;

Intellectual property protection management department and responsibilities

Department	Responsibility
Information Technology Center	Responsible for keeping the company's intellectual property and technical information, avoiding technology leaks, etc.
Human Resources and Administration Department	Responsible for the comprehensive implementation of the intellectual property system, the company's patent award qualification review and bonus distribution, etc.
Legal and Compliance Department	Warn the company of possible infringement and handle intellectual property lawsuits, etc.
Business Departments	Pay attention to and collect information about whether there are any infringements by competitors in the external market, etc.
Intellectual Property Administrator	Regularly sort out the company's various intellectual property rights and track competitors' software technology development information, etc.


Cultivation of high-value patents: Improve patent quality through various means, improve patent proposal standards, conduct technical and legal dual evaluation and analysis of proposals, give priority to high-quality proposals for patent applications, and optimize the layout strategy of claims to cultivate high-value patents.

Fast authorization: Make full use of fast authorization channels, such as pre-examination, priority examination, etc., to speed up the authorization of core patents, and achieve the fastest 74-day invention patent authorization, so as to better empower patents to company products and enhance the competitive advantage of products.

Professional training: We have held intellectual property professional training many times to comprehensively improve employees' awareness and ability of intellectual property protection. The training content covers intellectual property laws and regulations, patent application procedures, infringement case analysis, etc., to help employees fully understand the importance and practical operation of intellectual property protection. This kind of professional training not only helps to improve employees' professional level and work efficiency, but also cultivates the team's innovation awareness and teamwork ability, and provides strong guarantee for the company's scientific and technological innovation.

Cultural construction: The Group has established a complete incentive mechanism to protect scientific and technological innovation and encourage inventions and creations, and regularly issues patent bonuses to encourage technological innovation. At the same time, we provide intellectual property training and guidance to technical personnel from time to time to promote the conversion of innovative results. We hold relevant knowledge competitions for all employees from time to time to popularize patent knowledge.

During the Reporting Period, the number of patents obtained by Linklogis is shown in the following table:

	Apply for patent 602 items	Obtain authorization 203 items	Copyright registration 218 items
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Expanding the service management system

This year, the Group acquired Bytter Technology, which has passed ISO9001:2015 international quality management system certification and CMMI-DEV ML5 certification, and has mature fund management software products with independent intellectual property rights, independent brands, and independent core technologies. Bytter Bank-Enterprise Direct Connection System Software V3.0, Bytter Financial Company Comprehensive Business System Software, Bytter Revenue Fund Audit System, Bytter Electronic Receipt Management System V10.0, Bytter Credit Management System V10.0, Bytter Credit Management System V10.0, Bytter Acceptance Bill Management Software V10.0, Bytter Fund Budget Management Software V10.0, Bytter Bank Interface Middleware System Series Products have obtained the Software Copyright Registration Certificate from the National Copyright Administration.

4.4 Serving the real economy

4.4.1 Participate in industry cooperation and promote standard setting

Linklogis seizes the development opportunities of the digital economy and live broadcast industry, seizes new economic growth points such as live broadcast e-commerce and cross-border e-commerce, and helps small and micro e-commerce from platforms such as Douyin, Kuaishou, and Pinduoduo to obtain financing. It has newly expanded 5 cooperative financial institutions, and the total number of cooperative financial institutions has reached 13. We also build a platform for communication and exchange for the industry, and actively conduct in-depth exchanges with industry experts to jointly discuss new trends in industry development and talent training, and promote cooperation and win-win results within the industry.



Case 1: The “Guochuang e-Chain” platform was officially launched and the first deal was successfully issued

The “Guochuang e-Chain” supply chain finance platform under Wuhan Guochuang Capital Investment Group Co., Ltd. was officially launched and successfully issued the first electronic debt certificate-Rongyidan. The first electronic debt certificate was issued by the anchor enterprise Guochuang Donggao to its EPC general contractor to pay for the construction of the photovoltaic project. Rongyidan provides a new financing channel for suppliers through the confirmation of the debtor’s rights on the chain, which not only speeds up the flow of funds, but also improves the efficiency of the entire supply chain, effectively alleviates the difficulties and high costs of financing for enterprises in the Group’s supply chain, and improves the stability and competitiveness of the supply chain.

Linklogis provides strong technical support and rich industry experience to help Guochuang Capital better serve its customers and achieve win-win results. Guochuang Capital insists on building a comprehensive and integrated financing service platform through a diversified financial industry layout, providing comprehensive and intensive financing solutions for various enterprises.





Case 2: Linklogis and ICBC jointly helped Yangtze River Pharmaceutical Group implement its first localized multi-tier transfer business

Linklogis helped Yangtze River Pharmaceutical Group build and deploy the localized supply chain financial service platform “Longfeng Chain”, and with the support of the funding party Industrial and Commercial Bank of China Taizhou Branch, landed the first localized multi-tier transfer business.

As a comprehensive large-scale pharmaceutical enterprise group that combines industry, academia, research, and science, industry, and trade, Yangtze River Pharmaceutical Group has accelerated the layout of the entire industry chain of “pharmaceuticals, medicine, nursing, food, and tourism”, and paid great attention to the construction of the industry chain ecology. Through innovative supply chain financial services and technological capabilities, it supports and guarantees the steady development of upstream and downstream enterprises in the supply chain, leads the upstream and downstream of the industry chain to move towards high-quality development, expands and strengthens the pharmaceutical and health brands, and forms more industrial synergy.

Linklogis will deepen cooperation with the funding party to serve Yangtze River Pharmaceutical Group with more flexible and efficient digital supply chain financial technology, give play to the innovative resource advantages of “finance + technology + ecology”, promote industrial and financial synergy, and support the steady development of the real economy.



Case 3: The Supply Chain Finance Platform under Qingdao City Construction Investment Co., Ltd. Successfully Disbursed its First Financing, Marking a New Chapter of Collaboration between Linklogis and Qingdao City Construction Investment Co., Ltd.

Linklogis assisted the leasing company under Qingdao City Construction Investment Co., Ltd. to build a supply chain finance platform, “Qingtou Yirongtong”, which successfully completed its first financing loan of about RMB 100 million. As the technology provider of the platform, Linklogis focuses on a variety of digital technologies to promote the online and intelligent development of the “Qingtou Yirongtong” platform. The target audience of the platform includes high-quality anchor enterprises and financial institutions in East China, Beijing-Tianjin-Hebei, Hong Kong-Zhuhai-Macao Greater Bay Area, etc. The detachable credit circulation certificate system based on blockchain technology uses technology and financial technology to extend convenient financial services to multi-level suppliers in the supply chain, truly realizing the “last mile” of financial services, so that more small and medium-sized enterprises in the supply chain of anchor enterprises can obtain convenient and low-cost financing services.

4.4.2 Digital inclusion precisely helps small and medium-sized enterprises

As a leader in the field of supply chain financial technology solutions, Linklogis accurately connects with the diverse needs of anchor enterprises, financial institutions and small and medium-sized enterprises with customized service solutions and cutting-edge technological infrastructure.



Case 1: Building a digital supply chain financial solution, Linklogis helps the sustainable development of the medical industry chain

As a strategic industry, the medical industry is of great significance to the national economic development and national security. With the tide of digitalization, the transformation and upgrading of the medical industry faces challenges. In the industry, especially small and medium-sized suppliers of medical devices and drugs are facing more pressures such as capital turnover and financing difficulties.

As a leading company in the field of supply chain financial technology, Linklogis has successively won the bid for the construction of the Universal Medical Group Supply Chain Financial Service Platform this year, joined hands with the Guizhou Branch of the Industrial and Commercial Bank of China to help state-owned hospitals land the first multitier transfer business, and helped Yangtze River Pharmaceutical Group build and deploy the localized supply chain financial service platform “Longfeng Chain”. With the widespread application of emerging digital technologies, the efficiency of the medical supply chain will usher in a revolutionary improvement.



Case 2: Linklogis Smart Bee and Yiku Factoring join hands to inject momentum into small and medium-sized e-commerce enterprises

Small and medium-sized businesses in the live streaming e-commerce field have long faced challenges such as long payment periods, difficulty in financing, and difficulty in collecting payments. To this end, we have cooperated with Yiku Factoring to launch a supply chain financial e-commerce advance payment plan with our strong technological strength, rich supply chain financial resources and professional operation services. The plan combines factoring companies, banks and other funding parties to provide diversified, efficient and flexible financial support for live streaming e-commerce merchants. Since the e-commerce advance payment system was launched, the cumulative loan scale has reached nearly RMB 10 million in just one month.

With this important opportunity, both parties will work together to provide more comprehensive and efficient financial services for small and micro enterprises in the e-commerce field, bring new development momentum to small and medium-sized enterprises in the live streaming e-commerce industry, and promote the continued prosperity of the industry.





Case 3: Linklogis helps “YuTie eChain” empower small and medium-sized suppliers and promote high-quality development of the industrial chain

With our leading supply chain financial technology solutions, the Group has successfully helped Henan Railway Investment Capital Holdings Co., Ltd. digital supply chain financial service platform “YuTie eChain” to complete the payment of engineering funds for more than 100 small and medium-sized suppliers on the chain, and simultaneously provide online factoring financing services, which timely meet the funding needs of small and medium-sized suppliers. As of now, the “YuTie eChain” platform has served 158 suppliers, with a cumulative order amount of RMB 60 million, of which the financing amount is about RMB 40 million.

”YuTie eChain” was officially launched in December 2024. It is an open financial service platform led by Railway Investment Capital to serve the “two main and one cultivation” industrial development pattern of Henan Railway Construction Investment Group. The platform focuses on serving the industrial chain of Henan Railway Construction Investment Group. Through Linklogis Supply Chain Multi-tier AR Transfer Platform, the accounts receivable generated in the enterprise's trade process are converted into digital debt certificates that can be split on demand and circulated at multiple levels. This innovative model not only improves the efficiency and security of supply chain finance, but also provides a fast and convenient financing experience for small and medium-sized suppliers.

4.5 Promoting public welfare

4.5.1 Rural revitalization

The Group uses cutting-edge technologies to drive the digital transformation of traditional industries, promote the sustainable and digital development of rural areas, and provide innovative practice paradigms for building a modern digital economic system. By establishing strategic cooperation relationships with licensed financial institutions, we will jointly build a smart financial service network based on the industrial ecosystem, focus on green financial innovation and research and development of supply chain financial product systems that adapt to industrial characteristics. At present, the business has deeply penetrated strategic emerging industries such as new energy and high-end manufacturing, and has created a digital financial service platform with full-chain visualization and intelligent risk control for specialized and new enterprises, forming an innovative service model of “industry + technology + finance”.

During the Reporting Period, the Group's transaction assets in products and services related to the sustainable development industry chain (covering green finance, renewable energy, rural revitalization and other fields) reached RMB 37.1 billion, reflecting the Group's significant contribution to actively shouldering social responsibilities and promoting the sustainable and digital development of rural areas.



Case 1: Linklogis helps Ganzhou Development Investment Holding Group's subsidiary issue Jiangxi Province's first renewable ABS

In August 2024, Ganzhou Development Commercial Factoring Co., Ltd., a subsidiary of Ganzhou Development Investment Holding Group, successfully issued the "Ganzhou Development Factoring Phase 1 Supply Chain Finance Asset-Backed Special Plan (Renewable)", becoming the first renewable ABS product in Jiangxi Province. The project has a shelf size of RMB 800 million and was officially issued on the Shanghai Stock Exchange, and has received extensive attention and high praise from regulatory authorities and the capital market.

As a municipal state-owned enterprise located in the old revolutionary base area, Ganzhou Development Investment Holding Group is the only enterprise in the six central provinces that has obtained domestic double AAA main credit ratings from China Chengxin and Golden Credit Rating, as well as international double investment grade ratings from Moody's and Fitch. As a wholly-owned subsidiary of Ganzhou Development Investment Holding Group Co., Ltd., Ganfa Factoring actively explores open market financing models such as asset securitization, innovates financing channels, broadens funding sources, effectively reduces financing costs, and accurately invests funds in high-quality real enterprises to help local economic development. It is reported that the funds raised from this ABS issuance will be used to revitalize the accounts receivable of small and medium-sized enterprises, support the implementation of Ganzhou City's "three major strategies and eight major actions", and provide low-cost funding guarantees for the "7510" action plan, further promoting the high-quality development of the regional economy.



Case 2: Linklogis assisted Shijiazhuang Urban Construction Operation Group Co., Ltd. in successfully issuing the first supply chain financial ABS

Linklogis assisted Shijiazhuang Urban Construction Operation Group Co., Ltd. to successfully issue the Minsheng Tonghui-Jishi No. 1 Phase 1 supply chain asset-backed plan. The project shelf application scale is RMB 5 billion, and the registration approval was obtained from China Insurance Asset Registration and Trading System Co., Ltd. on August 16, 2024. As the original beneficiary and asset service institution of this project, Linklogis assisted in the issuance of the first account payable China Insurance Asset Registration and Trading System in Hebei Province, effectively helping Shijiazhuang Urban Construction Operation Group to successfully issue its first asset securitization product, opening up a new path for financing and asset activation for enterprises in Hebei Province.



4.5.2 Social good campaign and contribution to the society

The Group strives to fulfill its social responsibility, actively engaging in commitments to consumers, communities, and the environment, making positive contributions in areas such as targeted poverty alleviation, ecological protection, and charitable donations. The Group established a public welfare organization called “Linklogis Charity”, guided by the philosophy of “bring sparks together and ignite a strong flame”, which harnesses technology to amplify small acts of kindness. In 2024, Linklogis Charity invested up to RMB 50,000 in charitable activities, with participation totaling over 30 hours.



Case 1: Linklogis won the “most socially responsible listed company” award

In December 2024, Linklogis won the “Most Socially Responsible Listed Company” award at the “9th Zhitong Finance Capital Market Annual Conference and Listed Company Awards Ceremony”. This event was co-organized by Zhitong Finance, a leading domestic Hong Kong and US stock information platform, and Xinzhi Fund Network, a one-stop service platform for Chinese overseas private equity funds. This award not only demonstrates the high attention and recognition of the industry and investors, but also is a great encouragement and spur to Linklogis.





Case 2: Donate blood for charity, keep the world beating



Case 3: Visiting the launch ceremony of the “Firefly Project” pairing assistance in Bantian Street

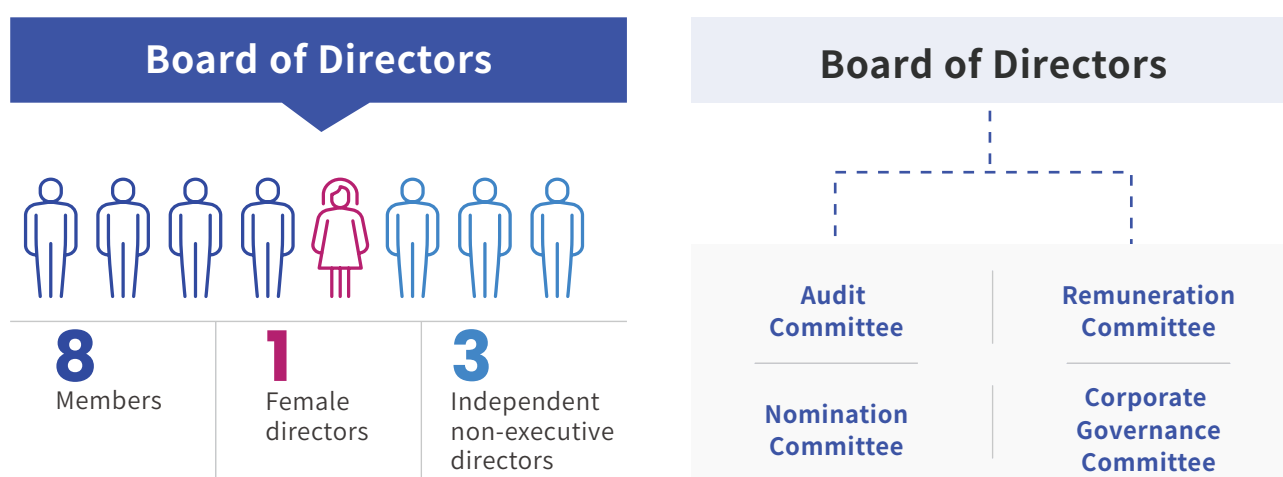


Chapter 5 Building an excellent corporate governance system

The Group adheres to the principles of excellent governance and continuously improves the corporate governance framework to protect shareholders' interests and promote sustainable development. As the core decision-making body, the Board of Directors lays the foundation for the long-term development of the Group by formulating strategic plans, strengthening risk management, and reviewing major matters. In terms of ethics, we adhere to the principle of honest operation, build a zero-tolerance anti-corruption mechanism, and optimize and standardize business practices through system review, employee training and reporting procedures. As a leading financial technology company, we simultaneously strengthen information security governance, strictly comply with network security regulations, continuously upgrade the technical protection system, and comprehensively protect customer data and personal privacy security. Through multi-dimensional governance practices, we are committed to building a transparent, robust and resilient sustainable operating model.

5.1 Independent and diverse board structure

The company is committed to promoting multicultural development and has adopted a board diversity policy that takes into account gender, age, race, language, cultural background, educational background, industry experience and professional experience to achieve board diversity. Currently, the board consists of eight members, including three executive directors, two non-executive directors and three independent non-executive directors. The Nomination Committee will regularly review the board diversity policy to further enhance the level of diversity while maintaining an appropriate balance between experience continuity and board renewal.



5.2 Risk management

Effective risk management and internal control systems can protect the company from potential threats, ensure the sound operation of the business and create long-term value for the company. The Board oversees risk management and internal control functions directly and through the Audit Committee, Risk Management Committee and senior management.

The Group faces various risks in its daily business operations, including operational risk, credit risk, data privacy risk, legal and compliance risk and internal control risk. To meet these challenges, the Group is committed to maintaining a systematic, transparent, institutionalized and agile risk management system. The Board is responsible for assessing and determining the nature and extent of risks that the company is willing to accept in achieving its strategic goals, ensuring that risks are balanced with business development.

The Risk Management Committee reviews and adjusts risk strategies annually based on market conditions to ensure that the company establishes and maintains appropriate and effective risk management and internal control systems. In the future, we will also explore incorporating major climate-related risks into daily risk management measures to benchmark new climate regulations and further enhance the comprehensiveness and foresight of risk management.

Risk management

The Group's Risk Management Committee has set up professional institutions to continuously optimize the risk management mechanism, while balancing risk control and efficiency improvement, effectively safeguarding the rights and interests of all stakeholders. We have built a risk assessment system covering the entire business process through dynamic monitoring and rapid response mechanisms. This year, Linklogis deepened the management policy of “service first, light asset operation, and controllable risk”, and systematically applied it to core business areas such as supply chain services and industrial synergies. In terms of sustainable development, the Group deeply integrates the ESG concept into strategic planning to achieve an organic unity of stable operation and high-quality development. To support the development of the real economy, we focus on providing adaptive services to small, medium and micro enterprises in the industrial chain to ensure business security and service effectiveness.

Internal control

In 2024, the Group further optimized the internal control management framework, strengthened the coordination mechanism between the risk management department and internal audit, and covered all business scenarios from front-end to back-end through dynamic audit procedures. Internal audit adopted a dual-track model of “regular special projects + targeted assaults,” and key results were directly reported to the Audit Committee of the Board of Directors, with closed-loop rectification promoted. Based on continued cooperation with professional organizations such as KPMG, external audits were deeply involved in business process compliance verification and system security assessment, forming a three-dimensional supervision network that was linked internally and externally. At the same time, digital tools were used to strengthen operation traces and abnormal behavior monitoring, systematically improving the timeliness and transparency of the internal control mechanism.

In addition, we organized more than 25 risk control and compliance training sessions in 2024, covering the introduction of the financial regulatory system, interpretation of the Civil Code, advocacy of compliance in related transactions, identification of operational risks, verification of the authenticity of trade backgrounds, and management of development and testing standards. These trainings are designed to provide special guidance on risk management and internal control for all employees and specific positions, thereby further enhancing employees' compliance knowledge reserves.

5.3 Business value, social value and shareholder value

The Group has established an excellent level of corporate governance and believes that a comprehensive and organized corporate governance framework is essential to protecting shareholder interests, enhancing corporate value and ensuring accountability. As the core decision-making body of the Group, the Board of Directors is responsible for supervising business, making strategic decisions and evaluating the Group's performance. It is committed to guiding and supervising all matters of the Company to promote the prosperity and development of the Group. The responsibilities of the Board of Directors cover the formulation of policies, strategies and budgets, the implementation of internal control and risk management, the review of major transactions (especially those involving conflicts of interest), the review of financial information, the appointment of directors, and other matters related to the Company's major operations. Through efficient corporate governance, we have laid a solid foundation for the long-term development of the Group.

The Board of Directors has four committees (Audit Committee, Remuneration Committee, Nomination Committee and Corporate Governance Committee) to effectively supervise specific matters of the Company. Each committee has established clear written terms of reference when it was established, and the relevant documents can be viewed on the company's official website and Disclosure Easy website.

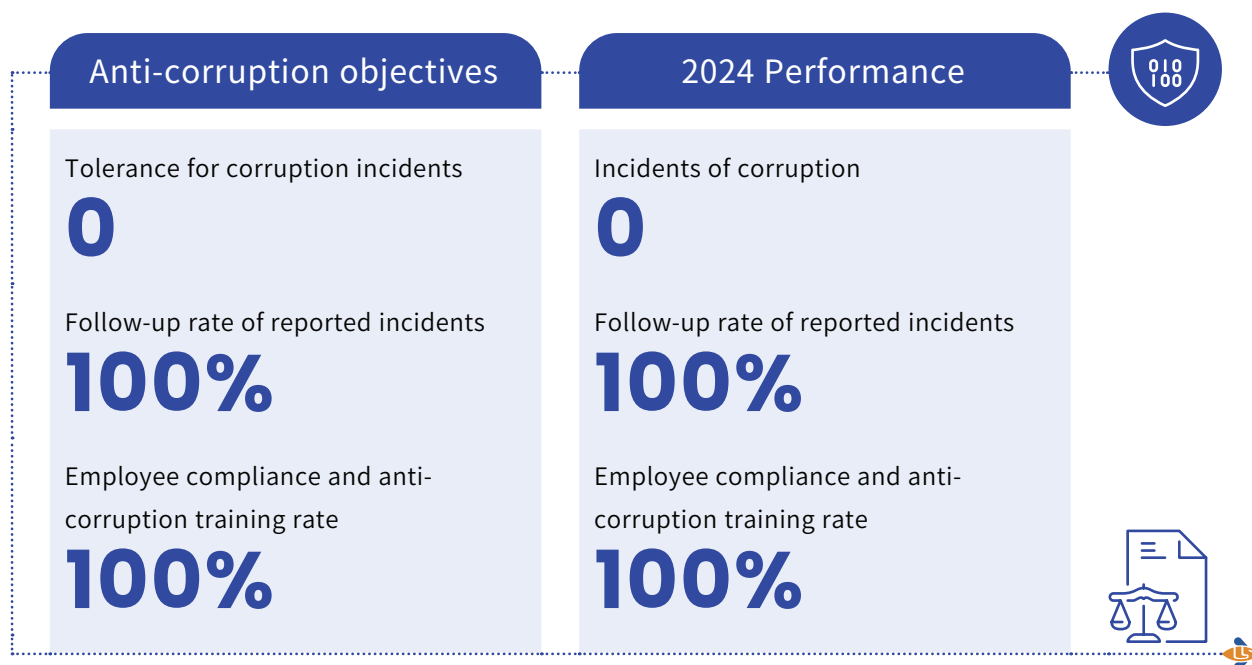
Linklogis has always regarded the protection of shareholders' rights and interests as its top priority, and actively established close ties with the capital market to promote the company's vigorous development. We focus on strengthening our business strength and core competitive advantages, continue to expand our business scope, and use cutting-edge technology to improve risk management and business processes, thereby reducing operating costs and creating greater value for shareholders.

The Group has also enhanced the functions of governance bodies such as the Board of Directors and the Board of Supervisors to improve internal supervision and management, ensure the transparency, compliance and efficiency of the decision-making process, and fully protect the interests of shareholders. As an important institution, the Corporate Governance Committee's main responsibility is to ensure that the company's operations and management are in the interests of all shareholders and maintain the Group's different voting rights structure. The Corporate Governance Committee regularly reviews the Group's shareholder communication policy to ensure that information transmission with shareholders is smooth and transparent.

We regularly release financial reports and performance announcements, and maintain close contact with shareholders through various channels such as shareholders' meetings and telephone conferences, actively seeking and responding to shareholders' voices and needs. To express its continued support for shareholders, the Board of Directors recommends a special dividend of HK\$0.03 per share to shareholders in 2025, totaling HK\$ 850 million. The special dividend plan will be formulated based on the company's profitability, aiming to provide feedback to shareholders and ensure that they can share the fruits of the company's growth.

5.4 Business ethics

Linklogis's commitment to business ethics reflects its high regard for integrity, transparency and compliance. Through its zero-tolerance policy, the Group opposes and prohibits any form of corruption, bribery, money laundering and other unethical behaviors. In order to achieve this goal, the Group has taken a number of measures, including strengthening the anti-corruption management structure and system, regular employee anti-corruption training, and standardized anti-corruption reporting procedures. These measures further standardize the Group's business behavior, enhance internal and external trust in the Group, and lay a solid foundation for the Group's continued healthy development.



5.4.1 Anti-corruption and anti-fraud

In order to ensure that the company's daily operations are not eroded by corruption and fraud, and to effectively prevent social risks, Linklogis has adopted a series of strong policies and actions, among which the important measures in anti-corruption and fraud prevention mainly cover the following aspects:

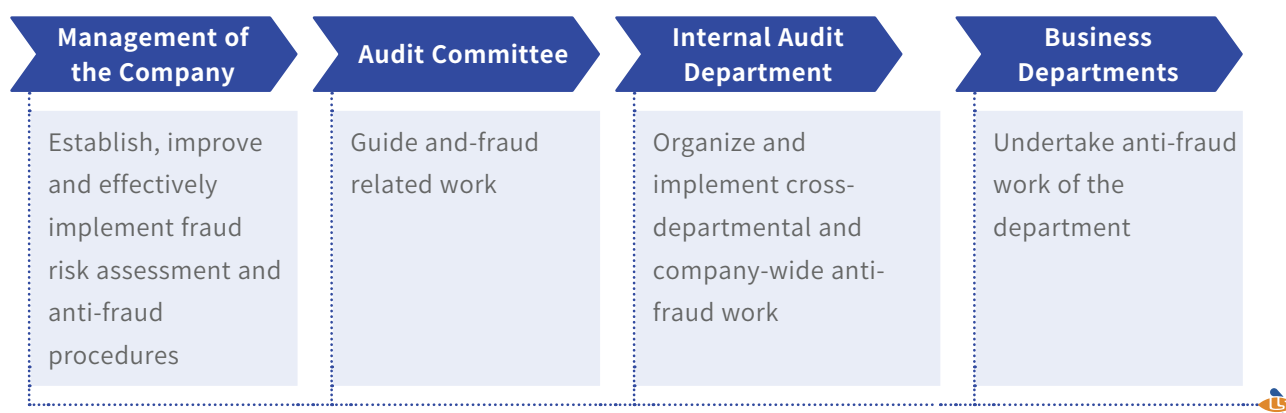
Laws and systems: The Group strictly abides by the laws and regulations⁶ of the country or region where it is located to ensure that all business activities are legal and compliant. In addition, the Group has formulated a number of anticorruption systems, including the "Anti-Fraud Management System", "Anti-Bribery Compliance Policy of Linklogis" and "Risk Management System for Anti-Money Laundering, Anti-Terrorist Financing and Sanctions Prevention of Linklogis", etc., which clearly regulate the professional ethics of the company's directors, management and ordinary employees.

Shaping an honest working environment and corporate culture: The Group is committed to creating an honest, diligent and dedicated working environment, and advocating an upright and transparent corporate culture. Through the exemplary role of the leadership and the participation of all employees, an atmosphere of conscious resistance to fraud is formed. Through institutional constraints and training, the Group requires all employees to strictly abide by industry norms, guidelines and professional ethics to ensure that their behavior is in line with the company's values and social expectations.

Commitment to Ethical Conduct: The Group is determined to prevent any behavior that may harm the interests of the company and its shareholders. Through internal audit, risk control and reporting mechanisms, potential problems are promptly discovered and dealt with to ensure that the company's assets and reputation are not damaged.

⁶ For relevant laws and regulations, please refer to the "Laws and Regulations" section.

Anti-fraud responsibility management framework



Permanent establishment and functions for anti-fraud work

As the management department for complaints and reports of the company, the Group Internal Audit Department is responsible for the acceptance, investigation, transfer, coordination, statistics, and reporting of complaints and reports. Its work is not only supervised by the Board of Directors and the Audit Committee, but also requires annual submission of anti-fraud work reports to the Board of Directors and the Audit Committee to ensure transparency and accountability. Other departments of the company assist in handling complaints and reports.

The company's management has incorporated fraud risks into the overall enterprise risk assessment system, and through regular review and update of the risk assessment system, ensures that it can adapt to changes in the internal and external environment. At the same time, combined with the feedback from the Internal Audit Department and external regulatory requirements, the anti-fraud control measures are continuously improved to enhance the overall risk management level.

During the Reporting Period, the Group was not involved in any corruption cases and has complied with all relevant laws and regulations on bribery, extortion, fraud and money laundering. The Group is also not aware of any incidents related to employees being fired or disciplined for corruption and contracts with business partners being terminated or not renewed due to violations related to corruption.

5.4.2 Anti-commercial bribery

The Group attaches great importance to compliance management, adheres to the implementation of the “Code of Conduct on Preventing Commercial Bribery and Personal Conflict of Interest” and the “Code of Conduct for Integrity of Linklogis”, and requires employees to strictly abide by the provisions of the code of conduct. Any violation of the code will be handled in accordance with the “Disciplinary Actions for Employees of Linklogis”. If the employee's violation also violates the law, the Group will pursue its legal liability in accordance with the law. At the same time, to ensure the compliance of employee behavior, all employees are required to sign the “Integrity and Self-Discipline Convention” when they join the company, promising not to engage in any behavior that seeks improper benefits. We also require employees to report to the superior management in a timely manner and take the initiative to avoid conflicts between personal interests and the interests of the Group to ensure the fairness and transparency of decision-making.

In addition, the Group encourages management to set an example by abiding by the company's systems and regulations and creating a corporate culture of integrity and self-discipline. Through continuous education and supervision, the Group is committed to maintaining a fair and transparent business environment and ensuring that all employees work within a compliant framework.

5.4.3 Business ethics and anti-corruption training

The Group has always been committed to strengthening the advocacy and implementation of internal business ethics, anti-corruption policies and related measures to ensure that all employees can fully understand and comply with laws, regulations and professional ethics. We communicate and train employees effectively through various channels, such as employee handbooks, company rules and regulations, special publicity activities, etc., to ensure that compliance awareness is deeply rooted in the hearts of the people.

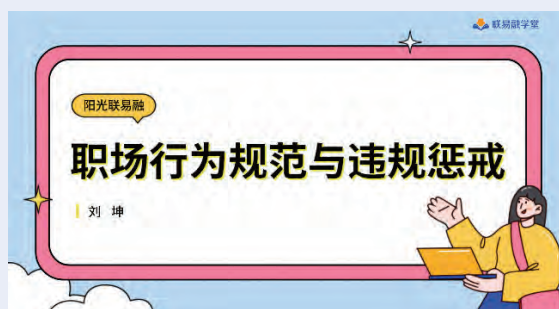
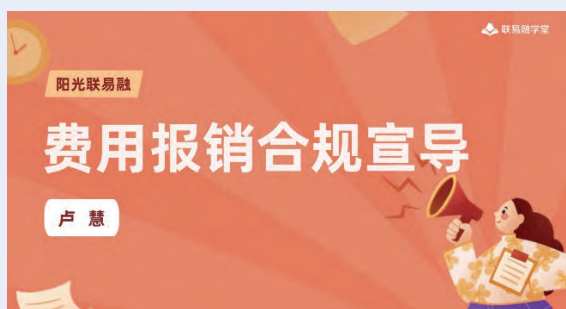
On the internal learning platform, the company has launched “The ‘Sunshine Linklogis’ series of courses” to regularly provide daily training on anti-corruption, anti-commercial bribery and other aspects for employees. At the same time, combined with system reminders, social group push and department-to-point publicity and other methods, the training coverage is expanded to comprehensively enhance the compliance awareness and anti-corruption capabilities of all employees.

For new employees, the Group has also specially designed induction training courses including anti-fraud, laws and regulations, and integrity and ethics education to help new employees clarify the concept of corruption and clearly define the boundaries between legal and illegal, integrity and immorality. At the same time, in order to further support the moral growth and development of employees, the Group has established an ethics consultation mechanism. If employees encounter any ethical questions or confusions at work, they can consult the Internal Audit Department at any time. The Group helps its employees adhere to ethical bottom lines and practice compliance concepts in a complex business environment by providing professional guidance and support.



Compliance training

Compliance is no small matter, and publicity is needed in daily life. In 2024, Linklogis's compliance and safety course column “Sunshine Linklogis” launched two courses, “Workplace Behavior Standards and Violation Punishment” and “Expense Reimbursement Compliance Promotion”, requiring all employees to complete the course and pass the exam; at the same time, continuously optimize and update the content of “New Employee Online Compulsory Course” and “New Employee Sunshine Behavior Promotion”, and roll out compliance publicity at multiple levels and time points to stick to the compliance defense line.



Compliance advocacy

This year, 12 special case advocacy campaigns were launched, with publicity spread through multiple channels such as emails, work communication groups, and internal online platforms. The topics covered included improper performance of duties, false reimbursement, occupational embezzlement, and leakage of commercial secrets.



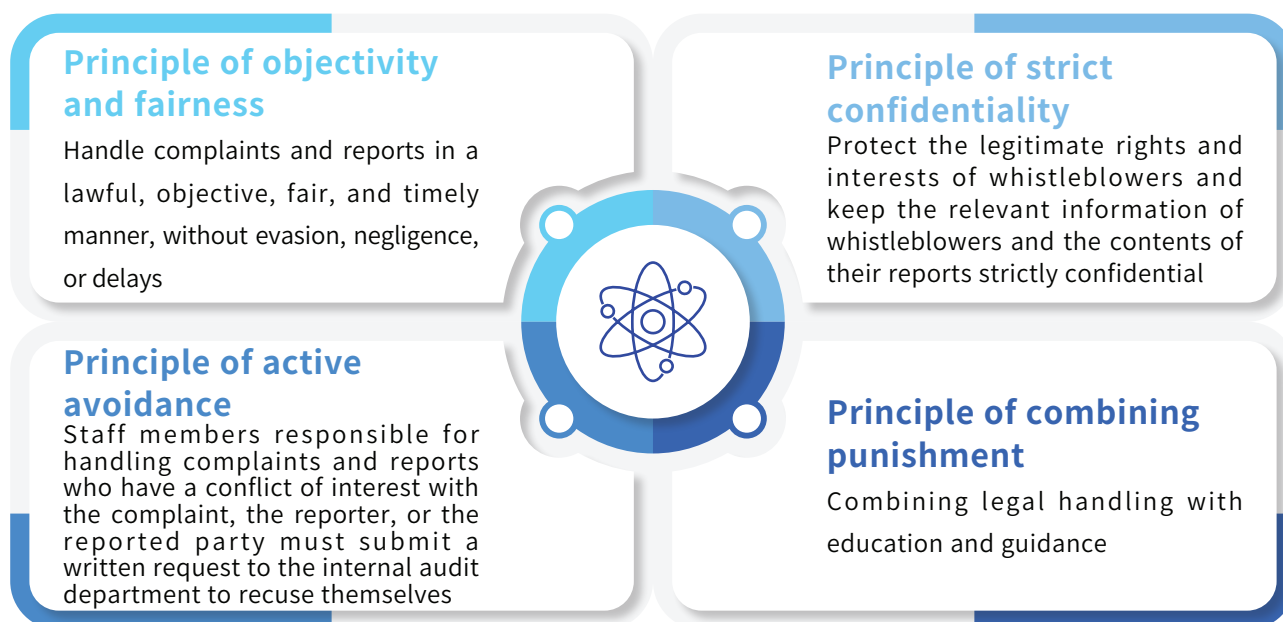
5.4.4 Reporting mechanism

Smooth employee reporting channels

In order to facilitate employee requests and feedback, the Group has established complaint, appeal and reporting channels. Employees can make formal appeals or reports through email or phone about internal information leakage, improper performance of duties, concealment of accidents and other behaviors that are detrimental to the interests of the company and employees. The Group has also established an internal audit department to conduct timely investigations, resolutions, trials and responses to employee complaints.

Integrated reporting management system

To standardize the Group's complaint and reporting management processes, the Group has formulated the "Management Measures for Employee Complaints and Reports". This initiative aims to protect the legitimate rights and interests of reporters, maintain operational order, and safeguard the rights of all stakeholders. It also seeks to address violations that harm the company's interests and disrupt its development. This framework applies not only to all employees but also to stakeholders (including business partners) who may be affected by improper employee behavior. Under this management framework, the company's complaint and reporting processes adhere to the following four key principles.



5.4.5 Anti-unfair competition

We firmly believe that only by adhering to the business principles of integrity and honesty can we win the trust of customers, partners and society. The Group always adheres to the concept of fair competition, strictly abides by the Anti-Unfair Competition Law, Anti-Monopoly Law and other relevant laws and regulations, and resolutely resists any form of corruption, commercial bribery, money laundering, monopoly and unfair competition. We not only require internal employees to strictly follow relevant regulations, but also require partners to abide by anti-commercial bribery and anti-corruption laws, regulations and policies, work together to build an honest and trustworthy business environment, and maintain a good cooperative relationship.

In accordance with the Anti-Unfair Competition Law, we resolutely put an end to any behavior that violates the law and business ethics, disrupts the market order, and damages the legitimate rights and interests of operators or consumers. We are committed to maintaining a healthy market competition environment and ensuring that all business activities are carried out within a legal and compliant framework.

Appendix

Laws and regulations

The Group ensures that its business operations comply with all applicable ESG laws and regulations as follows:

Level	Applicable Laws and Regulations	Corresponding chapters
A1 emissions	Environmental Protection Law of the PRC	1.1 Environmental management system
	Law of the PRC on the Prevention and Control of Atmospheric Pollution	1.3 Green operation
	Water Pollution Prevention and Control Law of the PRC	
	Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste	
A2 Resource Usage	Energy Conservation Law of the PRC	1.1 Environmental management system
	Water Law of the PRC	1.3 Green operation
A3 Environment and Natural Resources	Environmental Protection Law of the PRC	1.1 Environmental management system
		1.3 Green operation

Level	Applicable Laws and Regulations	Corresponding chapters
B1 Employment	Labor Law of the PRC	2.1 Practice diversity, equity, and inclusion
	Labor Contract Law of the PRC	2.2 Protecting employees' rights and interests
	Employment Promotion Law of the PRC	
	Social Insurance Law of the PRC	
	Interim Provisions on Labor Dispatch	
	Labor Dispute Mediation and Arbitration Law of the PRC	
	Law of the PRC on the Protection of Women's Rights and Interests	
	Law of the PRC on the Protection of Disabled Persons	
	Measures for Public Holidays for National Annual Festivals and Memorial Days	
	Employment Ordinance of Hong Kong	
	Employees' Compensation Ordinance of Hong Kong	
	Disability Discrimination Ordinance of Hong Kong	
	Sex Discrimination Ordinance of Hong Kong	
	Race Discrimination Ordinance of Hong Kong	
B2 Health & Safety	Fire Protection Law of the PRC	2.3 Human resource development
	Law of the PRC on the Prevention and Control of Occupational Diseases	
	Production Safety Law of the PRC	
	Workplace Occupational Health Management Regulations	
	Regulation on Work-Related Injury Insurance	
	Occupational Safety and Health Ordinance of Hong Kong	
	Fire Safety (Commercial Premises) Ordinance of Hong Kong	
B4 Labor Code	Labor Law of the PRC	2.2 Protecting employees' rights and interests
	Provisions on the Prohibition of Using Child Labor of the PRC	
	Law of the PRC on the Protection of Minors	
	Employment of Children Regulations of Hong Kong	

Level	Applicable Laws and Regulations	Corresponding chapters
B6 Product Liability	Advertising Law of the PRC	3.3 Information security architecture
	Patent Law of the PRC	3.5 Responsible supply chain management
	Copyright Law of the PRC	4.3 Protecting intellectual property rights
	Trademark Law of the PRC	
	Regulations of the PRC on Safety Protection of Computer Information Systems	
	Cybersecurity Law of the PRC	
	Personal Information Protection Law of the PRC	
	Data Security Law of the PRC	
	Personal Data (Privacy) Ordinance	
B7 Anti-corruption	Criminal Law of the PRC	5.4 Business ethics
	Anti-Unfair Competition Law of the PRC	
	Anti-money Laundering Law of the PRC	
	Company Law of the PRC	
	The Bidding Law of the PRC	
	Interim Provisions on Banning Commercial Bribery	
	Competition Ordinance of Hong Kong	
	Prevention of Bribery Ordinance of Hong Kong	
	Foreign Corrupt Practices Act of the U.S.	

Summary of ESG data performance

Environment	unit	2024	2023
A1 Emissions			
Greenhouse gas⁷			
Total greenhouse gas emissions	tCO ₂ e	478	342
Scope 1: Direct emissions ⁸	tCO ₂ e	5	6
Scope 2: Indirect energy emissions ⁹	tCO ₂ e	445	313
Scope 3: Other indirect emissions ¹⁰	tCO ₂ e	28	24
Greenhouse gas emissions per capita	tCO ₂ e/person	0.66	0.37
Greenhouse gas emissions per unit area	tCO ₂ e/sqm	0.036	0.041
Greenhouse gas emissions intensity (per million revenue)	tCO ₂ e/millions of revenue and income	0.46	0.39
Exhaust gas¹¹			
Sulfur oxides	kg	0.032	0.034
Nitrogen oxides	kg	2.11	2.18
Particulate matter	kg	0.16	0.16
Wastewater¹²			
Wastewater discharge	m ³	2,705 ¹⁴	437.3
Wastewater discharge per capita	m ³ /person	3.73	0.48
Wastewater discharge per unit area	m ³ /sqm	0.21	0.05
Waste¹³			
Non-hazardous waste	ton	40.00	31.07
Amount of non-hazardous waste generated per capita	tons/person	0.06	0.03
Non-hazardous waste recycling amount	ton	0.45	0.3
Hazardous waste	ton	0.14	0.32
Hazardous waste generation per capita	kg/person	0.19	0.35
Hazardous waste recycling amount	ton	0.03	0.24

Environment	unit	2024	2023
A2 Resource Usage			
Gasoline	MWh	19	21
Electricity	MWh	830 ¹⁴	549
Total energy consumption	MWh	849	570
Energy consumption per capita	MWh/person	1.17	0.62
Energy consumption per unit area	MWh/sqm	0.06	0.07
Water resources	m ³	2,847	3,174
Water consumption per capita	m ³ /person	3.92	3.74
Water consumption per unit area	m ³ /sqm	0.22	0.38
Consumption of packaging materials	ton	0	0
Packaging materials consumption per capita	kg/person	0	0

- 7 Description of the calculation method of greenhouse gas emissions:
The calculation methodology and emission factors of greenhouse gas emissions are based on the Stock Exchange's "How to Prepare Environmental, Social and Governance Reports – Appendix II: Guidelines for Reporting Environmental Key Performance Indicators" and the "Notice on the Management of Greenhouse Gas Emissions Reports of Enterprises in the Power Generation Industry for the 2023-2025 Period" issued by the Ministry of Ecology and Environment of the People's Republic of China in 2022.
- 8 Direct carbon emissions (Scope 1) generated by company-owned vehicles
- 9 Indirect carbon emissions (Scope 2) are generated by purchased electricity
- 10 Other indirect emissions (Scope 3) arise from waste paper disposed of in landfills and treated water and sewage
- 11 Air pollution will be calculated with reference to the factors and calculation methods of HKEX's "How to Prepare ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs"
- 12 Wastewater discharge comes from water use in office restrooms.
- 13 Description of the calculation method of non-hazardous waste and hazardous waste :
Non-hazardous waste includes household waste, paper, etc. Domestic waste is only counted in the Shenzhen office , and the Wuhan office has no data to provide because the property does not count the garbage. Hazardous waste includes waste printer cartridges, lamps, etc.
- 14 As the floor area of our Shenzhen office has increased this year, the electricity consumption and waste water disposal have also increased accordingly.

Social	unit	2024	2023
B1 Employment			
B1.1 Total number of employees by gender, type of employment (e.g. full-time or part-time), age group and region			
Total number of employees	person	726	914
Regional distribution			
Mainland China	person	712	901
Hong Kong, China	person	8	8
Singapore	person	5	5
Other Countries	person	1	0
Age distribution			
18-25	person	44	71
26-35	person	501	662
36-45	person	160	156
46-55	person	16	20
> 56	person	5	5
Gender distribution			
Male	person	395	524
Female	person	331	390
Position level distribution¹⁵			
Senior management	person	10	13
Mid-level managers	person	38	45
Junior managers	person	72	85
General employees	person	606	771
Gender distribution in management			
Male	person	87	100
Female	person	33	43

15 Description of the distribution of job grades:
According to the Rank Management System of Linklogis Technology Group, the Group is divided into professional sequence (P), technical sequence (T) and management sequence (M) 1-3 junior managers: 4-6 for intermediate managers: 7-9 for senior managers. This report is based on the management system.

Social	unit	2024	2023
Distribution of employment types			
Full-time	person	721	912
Part-time	person	5	2
Ethnic distribution			
Chinese	person	699	882
Other ethnic minorities ¹⁶	person	23	39
Foreigners	person	4	3
Other categories			
Employees on maternity leave	person	46	31
Employees returning to work after maternity leave	person	33	22

16 Minority ethnic groups include all non-Han Chinese people, including the Buyi, Dong, Hui, Manchu, Tujia, Yao, Zhuang, etc.

Social	unit	2024	2023
B1.2 Employee turnover rate by gender, age group and region			
Total employee turnover rate	%	48.35 ¹⁷	20.46
Geographical Distribution			
Mainland China	%	48.60	20.20
Hong Kong, China	%	25.00	37.50
Singapore	%	60.00	40.00
Age distribution			
18-25	%	34.09	25.35
26-35	%	49.10	21.45
36-45	%	48.13	12.18
46-55	%	81.25	30.00
> 56	%	0	40.00
Gender distribution			
Male	%	55.70	18.70
Female	%	39.58	22.82
Position level distribution			
Senior management	%	40.00	15.38
Mid-level managers	%	38.47	6.67
Junior managers	%	63.89	8.24
General employees	%	47.19	22.70
B2 Health & Safety			
Occupational safety and health performance			
Number of work-related accidents	number of accidents	0	0
Number of Work-Related Injuries	person	0	0
Lost days due to work-related injury	day	0	0
Work-related fatalities ¹⁸	person	0	0

17. Due to refining and restructuring of the internal framework, there is a slight increase in turnover rate during the reporting period.

18. In the past three years (including the reporting year), the Group did not have any work-related fatalities or injuries.

Social	unit	2024	2023
B3 Development & Training			
The total number of employees trained	person-time	21,682	15,475
Gender distribution			
Male	person-time	11,491	8,872
Female	person-time	10,191	6,603
Position level distribution			
Senior management	person-time	210	220
Mid-level managers	person-time	1,093	762
Junior managers	person-time	1,944	1,439
General employees	person-time	18,435	13,054
The total number of hours of training received by the employee	hour	31,634	16,775
Gender distribution			
Male	hour	17,104	9,550
Female	hour	14,531	7,225
Position level distribution			
Senior management	hour	385	225
Mid-level managers	hour	1,756	1,127
Junior managers	hour	3,485	2,312
General employees	hour	17,150	13,111

Social	unit	2024	2023
Average number of training hours per employee	hours/person	43.6	18.4
Gender distribution			
Male	hours/person	43.3	18.2
Female	hours/person	43.9	18.5
Position level distribution			
Senior management	hours/person	38.5	17.3
Mid-level managers	hours/person	46.2	25.0
Junior managers	hours/person	48.4	27.2
General employees	hours/person	38.3	18.4
Percentage of employees trained	%	100	100
Gender distribution			
Male	%	100	100
Female	%	100	100
Position level distribution			
Senior management	%	100	100
Mid-level managers	%	100	100
Junior managers	%	100	100
General employees	%	100	100
B5 Supply Chain Management			
Total number of suppliers	unit	792	703
Regional distribution			
Mainland China	unit	724	639
Hong Kong, China	unit	41	42
Europe and North America	unit	8	10
Other regions	unit	19	12
B8 Community Input			
Resources used in areas of focus			
Donation	RMB	50,000	2,172
Volunteer work	hour	32	0

Hong Kong stock exchange' s ESG reporting guide

Index	Requirements of the HKEX' s ESG Reporting Guidelines	Chapters/Remarks
Governance Structure		
General Disclosure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 	Board of director's statement
Reporting Principles		
General Disclosure	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	Reporting guidelines and principles
Reporting Boundary		
General Disclosure	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting scope

Index	Requirements of the HKEX' s ESG Reporting Guidelines	Chapters/Remarks
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	1.1 Environmental management system 1.3 Green operation
KPI A1.1	The types of emissions and respective emissions data.	Summary of ESG data performance
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Summary of ESG data performance
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Summary of ESG data performance
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Summary of ESG data performance
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	1.3 Green operation
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	1.3 Green operation
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	1.1 Environmental management system 1.3 Green operation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility).	Summary of ESG data performance
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Summary of ESG data performance
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	1.3 Green operation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	1.3 Green operation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Summary of ESG data performance

Index	Requirements of the HKEX' s ESG Reporting Guidelines	Chapters/Remarks
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	1.1 Environmental management system 1.3 Green operation
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	1.3 Green operation
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	1.2 Responding to climate change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	1.2 Responding to climate change
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2.1 Practice diversity, equity, and inclusion 2.2 Protecting employees' rights 2.3 Human capital development
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Summary of ESG data performance
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Summary of ESG data performance
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2.4 Employee health and safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Summary of ESG data performance
KPI B2.2	Lost days due to work injury.	Summary of ESG data performance
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	2.4 Employee health and safety

Index	Requirements of the HKEX' s ESG Reporting Guidelines	Chapters/Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2.3 Human capital development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Summary of ESG data performance
KPI B3.2	The average training hours completed per employee by gender and employee category.	Summary of ESG data performance
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	2.2 Protecting employees' rights
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	2.2 Protecting employees' rights
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	2.2 Protecting employees' rights
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	3.5 Responsible supply chain management
KPI B5.1	Number of suppliers by geographical region.	Summary of ESG data performance
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	3.5 Responsible supply chain management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.5 Responsible supply chain management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.5 Responsible supply chain management

Index	Requirements of the HKEX' s ESG Reporting Guidelines	Chapters/Remarks
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	3.1 Strictly control product quality 3.2 Improving customer service 3.3 Information security framework
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group's products and services do not involve safety and health issues.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	3.2 Improving customer service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	4.3 Protecting intellectual property
KPI B6.4	Description of quality assurance process and recall procedures	3.1 Strictly control product quality
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.3 Information security framework 3.4 Privacy information protection
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.4 Business ethics
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	5.4 Business ethics
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	5.4 Business ethics
KPI B7.3	Description of anti-corruption training provided to directors and staff.	5.4 Business ethics
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	4.5 Social responsibility
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	4.5 Social responsibility
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Summary of ESG data performance

