



浪潮數字企業技術有限公司
INSPUR DIGITAL ENTERPRISE TECHNOLOGY LIMITED

(於開曼群島註冊成立的有限公司)

(Incorporated in the Cayman Islands with limited liability)

(股份代號 Stock Code : 596)

環境、
社會及管治報告

2024

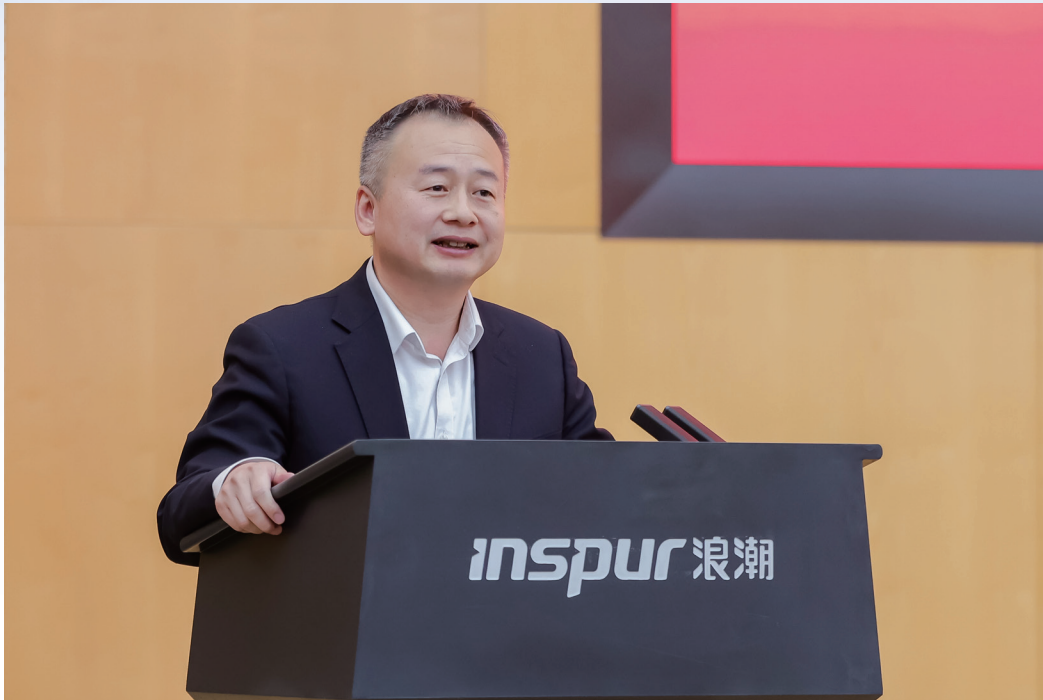
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



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TO STAKEHOLDERS



Dear Shareholders, Partners, and Friends Who Care About Our Company's Development,

On behalf of the Board of Directors, I am pleased to present the 2024 Environmental, Social, and Governance (ESG) Report of Inspur Digital Enterprise. Over the past year, we have actively fulfilled our social responsibilities, driving coordinated progress across economic, social, and environmental dimensions. Through concrete actions, we have upheld our commitment to society.

Enhancing Corporate Governance. We continuously improve our corporate governance framework, strengthen organizational and leadership development, and adhere to the principle of Party-led personnel management to ensure more scientific and democratic decision-making. Meanwhile, we have reinforced compliance management, enhanced work ethics, and improved the Board's supervisory mechanisms to ensure clean and efficient operations. Throughout the year, no major compliance risks occurred.

TO STAKEHOLDERS



Fostering a Harmonious Society. We adhere to a people-centric approach, continuously optimizing our employee welfare system, enhancing professional training and career development, and conducting over 260 training sessions for mid-level managers, new employees, and other key personnel. We strictly fulfill our responsibilities in data security and privacy protection, with no major data breaches occurring throughout the year. Furthermore, we have established a Technology Committee and a Product Committee to define our strategic direction in innovation. The newly established Future Technology Research Institute is dedicated to researching and incubating forward-looking technologies and products, laying the foundation for our company's long-term sustainable development.

Building a Greener Future. In alignment with national policies, we are actively enhancing energy conservation, emission reduction, and resource recycling. We promote paperless offices to minimize paper waste and strive to reduce our carbon footprint and environmental impact, contributing to environmental protection.

Looking ahead, Inspur Digital Enterprise will continue to drive ESG practices through technological innovation, advancing the company's sustainable development. We will keep investing in research and development to deliver more efficient and secure software solutions, enhance employee well-being by fostering a diverse and inclusive work environment, and strengthen collaboration with stakeholders to tackle global challenges and create long-term value for society.

Zhao Zhen

Chairman, Inspur Digital Enterprise Technology Co., Ltd.



ABOUT THIS REPORT

This report is the 2024 Environmental, Social, and Governance (ESG) Report issued by Inspur Digital Enterprise Technology Co., Ltd. It provides an overview of the company's efforts and contributions in the areas of environmental protection, social responsibility, and corporate governance throughout the year. Through the publication of this report, we aim to enhance communication and engagement with our stakeholders.

The Board of Directors and all board members ensure that the contents of this report contain no false records, misleading statements, or material omissions. They bear individual and joint responsibility for the authenticity, accuracy, and completeness of the information presented.

REPORTING PERIOD

January 1, 2024 – December 31, 2024.

ORGANIZATIONAL SCOPE

This report covers Inspur Digital Enterprise Technology Co., Ltd. and its subsidiaries. For ease of reference and readability, "Inspur Digital Enterprise Technology Co., Ltd." is referred to as "Inspur Digital Enterprise," "the Company," "our Company," or "we" throughout this report. "Shandong Inspur Digital Services Co., Ltd." is referred to as "Inspur Services," "Inspur Communication Information Systems Co., Ltd." is referred to as "Communication Information," and "Inspur General Software Co., Ltd." is referred to as "Inspur General Software."

Unless otherwise specified, the qualitative and quantitative information disclosed in this report covers Inspur Digital Enterprise and the three primary business entities mentioned above.

REPORTING CYCLE

The Environmental, Social, and Governance (ESG) Report of Inspur Digital Enterprise Technology Co., Ltd. is an annual report. The previous report was the 2023 ESG Report.

REPORTING STANDARDS

This report has been prepared in accordance with Appendix C2 "Environmental, Social, and Governance Reporting Guide" of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (HKEX). Additionally, it references the Core Option reporting requirements of the Global Reporting Initiative (GRI) Standards.

ABOUT THIS REPORT



DATA STATEMENT

The data cited in this report is sourced from the company's official documents, statistical reports, and financial reports, all of which have been reviewed and verified by the company. In the event of any discrepancies between this report and the Annual Report, the Annual Report shall prevail.

CONTACT INFORMATION

You can download both the Chinese and English versions of this report from the Hong Kong Stock Exchange website: <http://www.hkexnews.hk>.

This report is published in both Chinese and English. In case of any discrepancies or ambiguities in interpretation, the Chinese version shall prevail.

FEEDBACK

We welcome feedback from stakeholders on our ESG policies and performance. Please send your suggestions or comments to us via email at zoubo@inspur.com.

INSPUR DIGITAL ENTERPRISE

Inspur Digital Enterprise (formerly known as “Inspur International”) was incorporated in the Cayman Islands on January 29, 2003, and was listed on the GEM of the Hong Kong Stock Exchange (Stock Code: 00596) in April 2004. The company specializes in software development, cloud services, and IoT solutions and is a leading enterprise software and cloud service provider, digital transformation enabler, and intelligent manufacturing solution supplier in China.

Inspur Digital Enterprise is continuously accelerating its transformation into an enterprise cloud service provider, leveraging its industry-leading capabilities in cloud computing, big data, and full-stack technologies alongside an innovative development model. With a platform-oriented strategy and cloud ERP at its core, the company is committed to driving valuable growth and empowering enterprises to achieve intelligent digital transformation.

2024 BUSINESS PERFORMANCE

- Revenue: RMB 8.24 billion
- Total Profit: RMB 480 million
- R&D Investment: RMB 860 million

AWARDS, CERTIFICATIONS, AND CORPORATE MEMBERSHIPS

In 2024, the company received the following awards, certifications, and corporate memberships:

Business Operations	Awards, Certifications, and Corporate Memberships
Inspur General Software	Corporate Memberships China Enterprise Confederation (CEC) China Chief Financial Officer Association (CFOA) China Software Industry Association (CSIA) China Pharmaceutical Accounting Association (CPAA) Industrial Technology Software Alliance (ITSA) Storage Branch of the China Cereals and Oils Association (CCOA) Awards and Honors Recognized as a “Contributor to 40 Years of China’s Software Industry” Inspur Haiyue Recognized by IDC as a Leading Innovator in New Industrial Software Models China Software Integrity Model Enterprise 2024 (6th) Smart Enterprise Development Innovation Case 2024 Energy Enterprise Informatization Product & Technology Innovation Award (Information Technology Enterprise): Inspur Haiyue Intelligent ERP for the Energy Industry

INSPUR DIGITAL ENTERPRISE



Business Operations	Awards, Certifications, and Corporate Memberships
	<p>2023 Software Industry Digital Transformation Model Case</p> <p>Inspur Haiyue HCM Recognized as a Next-Generation IT Innovation Product</p> <p>Inspur Haiyue Large Model inGPT Recognized as a Next-Generation IT Innovation Product</p> <p>2023 Software Industry Breakthrough Technology Achievement – Inspur Haiyue Large Model</p> <p>Inspur Haiyue Testing Platform inTest – Quality Inspection Innovation Practice Case</p> <p>Inspur Aolin Wins Two Awards in 2024 “Data Elements ×” Industry Leadership and Outstanding Product Categories</p> <p>2023 China Outstanding and Excellent Supplier in Intelligent Manufacturing</p> <p>Inspur Haiyue MOM Recognized as a Next-Generation IT Innovation Product</p> <p>Certifications</p> <p>ISO9001 Quality Management System Certification</p> <p>ISO14001 Environmental Management System Certification</p> <p>ISO45001 Occupational Health and Safety Management System Certification</p> <p>ISO20000 IT Service Management System Certification</p> <p>ISO27001 Information Security Management System Certification</p> <p>ISO27701 Privacy Information Management System Certification</p> <p>ISO27017 Cloud Service Information Security Management System Certification</p> <p>ISO27018 Public Cloud Personal Information Security Management System Certification</p> <p>CCRC Information Security Service Qualification Certification – Level 2 in Security Integration</p> <p>CCRC Information Security Service Qualification Certification – Level 2 in Secure Software Development</p> <p>CCRC Information Security Service Qualification Certification – Level 2 in Security Operations and Maintenance</p> <p>CMMI Maturity Level 5 (CMMI ML5) Certification</p> <p>ITSS Information Technology Service Standard Certification – Level 2 in Operation and Maintenance</p>

INSPUR DIGITAL ENTERPRISE

Business Operations	Awards, Certifications, and Corporate Memberships
	ITSS Information Technology Service Standard Certification – Level 2 in Cloud Services (SaaS Cloud)
	CSMM Software Capability Maturity Model Assessment – Level 4
	CS Information System Development and Service Capability – Level 4 (CS4)
	DCMM Data Management Capability Maturity Model Certification – Level 3
	SDCA Software Service Provider Delivery Capability Assessment – Level 1
	Level 2 Certification for Professional Contracting of Electronic and Intelligent Engineering
	Safety production license
	High-tech Enterprise Certificate
	GB/T29490-2023 Intellectual Property Management System Certification
	GB/T27922 Product After-Sales Service Evaluation System Certification
	ISO10012 measurement management system certification
	CS Information System Construction and Service Capability Level 5 (CS5)
Communication Information	Memberships
	TC601 Big Data Technology Standards Promotion Committee
	TC606 Open Data Center
	TC621 Computing and Network Integration Industry and Standards Promotion Committee
	TC622 Diversity Computing Industry and Standards Promotion Committee
	AIIA China Artificial Intelligence Industry Development Alliance (AIIA) Data Committee
	TM Forum Organization Member
	China Communications Standards Association
	China Institute of Communications
	Liaoning Provincial Communications Institute
	Smart Building Committee
	China Electronic Energy Saving Technology Association EPC Engineering General Contracting Branch

INSPUR DIGITAL ENTERPRISE



Business Operations	Awards, Certifications, and Corporate Memberships
	Shandong Software Industry Association
	Energy Saving Innovation and Application Professional Committee of China Communications Enterprise Association
	Shanghai Communications Society "Computing Pujiang" Committee
	China Computer Users Association Data Center Branch
	Shandong Information Industry Association
	Shandong Big Data Association
	Low-altitude Industry Alliance
	National Standardization Committee Artificial Intelligence Subcommittee
	National Information Technology Standardization Committee (NITS) Cloud Computing Standards Working Group
	International Telecommunication Union (ITU)
	Video Network Industry Development Promotion Center
	Awards and Honors
	Listed in Gartner's "Market Guide for CSP Service and Network Assurance Solutions"
	"Wildlife Guardian: AI + 5G Advanced Sustainable Application" Catalyst Project Wins Outstanding Catalyst – Tech for Good Award
	"Computing Network + Large Model" Innovative Application in Highway Emergency Scenarios Wins First Prize in Huacai Cup Transportation Competition
	"AI + Low-Carbon Computing Power Scheduling" Integration and Practice Wins Second Prize in the 2nd 'New Green Cup' National Finals for ICT Industry Enabling Carbon Peak and Carbon Neutrality Innovation Competition
	"Large Model-Driven AI Application Full-Process R&D Practice" Project Wins the 2024 AI4SE Silver Bullet Outstanding Case Award
	"Computing Power Network Operating System Supporting Cross-Domain Multi-Integration" Wins First Prize in the 2024 Shandong Computer Society Science and Technology Awards
	Two Achievements Incubated with the Omega Large Model as the Core – "AI Energy Consumption Management Platform for Computing Infrastructure" and "Integrated Resource Sensing, Computing, and Planning Management Platform" – Win First and Second Prizes in the 2024 Shandong Institute of Electronics Science and Technology Awards

INSPUR DIGITAL ENTERPRISE

Business Operations

Awards, Certifications, and Corporate Memberships

Achieved a Total of 56 Official TM Forum Open API Certifications, Earning the Highest Honor in the TM Forum Open API Domain – the Diamond Badge

“Cloud-Integrated Supercomputing Scheduling Platform Innovative Application” Recognized as an Outstanding Case in Computing Network Infrastructure for 2023

“Omni-Secretary” Application Based on Large Model Technology Recognized as an Outstanding Case in High-Quality Computing Power for 2023

Computing Network “Lingyi” Empowering Dai Medicine Intelligent Treatment Recognized as an Outstanding Case in Computing Power Network Industry Applications for 2023

“AI-Based Customer Perception Collaborative Optimization System” Project Wins the “Outstanding Catalyst – Rising Star” Award from TM Forum

First Batch Member of the “Computing Network +” Pioneer Program

Certifications

ISO 9001 Quality Management System Certification

ISO 45001 Occupational Health and Safety Management System Certification

ISO 20000 IT Service Management System Certification

ISO 27001 Information Security Management System Certification

CCRC Level 1 Certification for Security Integration

CCRC Level 3 Certification for Risk Assessment

CCRC Level 2 Certification for Secure Software Development

CCRC Level 2 Certification for Security Operations and Maintenance

Inspur Services

Awards & Honors

Shandong Province “Specialized, Refined, Distinctive, and Innovative” SME

National Technology-Based SME (Chengfang Company)

National High-Tech Enterprise

Shandong Province Gazelle Enterprise

Certifications

DCMM Data Management Capability Maturity Model Certification



Part One

Intrinsic Responsibility and Corporate Development

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT

BOARD STATEMENT

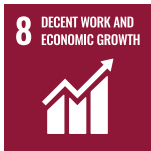

The Board of Directors (the “Board”) acknowledges its full responsibility for ESG-related matters, including formulating the company’s ESG strategy, preparing the annual ESG report, and identifying and evaluating ESG-related risks within its business operations. To ensure effective ESG progress, the Board has established a dedicated ESG Task Force (the “Task Force”) consisting of senior management (“Management”), and has authorized it to oversee ESG-related affairs. When the Task Force identifies any significant issues or ESG risks that may threaten the company’s interests, it will report these issues to the Board and recommend actions to mitigate such risks. The Task Force will formulate and implement ESG strategies based on the Board’s guidance and assist the Board in supervising and managing ESG-related matters associated with daily business operations.

ESG GOVERNANCE

ESG Responsibility Concept

Effective ESG management is not only a necessary response to global challenges but also a critical pathway for achieving long-term value creation and high-quality development for the company. Inspur Digital Enterprises steadily builds its ESG management system, integrating ESG considerations into major strategic decisions, actively engaging in environmental and social risk management, strengthening communication and interaction with stakeholders, and continuously improving the company’s information disclosure transparency and ESG management practices. The Board reviews the company’s environmental objectives, waste and emission reduction measures, and actions to mitigate climate-related risks in every annual meeting, aiming to minimize the negative impact of ESG risks on the company and ensuring compliance with the regulatory requirements of Appendix C2 of the Listing Rules for Environmental, Social, and Governance Reporting.

Progress on ESG Goals and Support for the SDGs

	Topics	Goals	2024Progress	SDGs
Laying a Solid Foundation for Steady Development	Compliance and Risk Management	The incidence rate of major events involving violations of corporate compliance laws and regulations is 0.	Achieved	 
	Business Ethics	The coverage rate of business ethics and anti-corruption training is 100%.	Achieved	

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT

	Topics	Goals	2024Progress	SDGs
Digital Innovation, Inspiring the Future	Product Quality	No products were recalled during the year due to major quality issues related to safety, health, or other reasons.	Achieved	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
	Customer Service	Customer satisfaction and service coverage have steadily improved	Achieved	17 PARTNERSHIPS FOR THE GOALS
	Intellectual Property	100% coverage of intellectual property training	Achieved	
	Data Protection	No significant incidents of non-compliance with data protection and privacy regulations occurred throughout the year	Achieved	
Employee Responsibility, Building Dreams Together	Employment	Equal employment, safeguarding employees' rights, focusing on the welfare of female employees, and supporting employees in difficulty	Achieved	<div>2 ZERO HUNGER</div> <div>3 GOOD HEALTH AND WELL-BEING</div>
	Development and training	Provide employees with career development pathways and training opportunities	Achieved	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div>
	Occupational Health and Safety	The incidence rate of major casualties is 0	Achieved	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT

	Topics	Goals	2024Progress	SDGs
Green Operations, Protecting Our Home	Environmental Management	Energy Conservation and Emission Reduction: The total energy consumption and greenhouse gas emissions in 2024 have decreased compared to 2023	Achieved	<div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>
	Climate Change	Identify climate change risks to ensure employee safety and safeguard business operations	Achieved	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div>
	Supplier Management	Build a sustainable supply chain and establish long-term, stable, and mutually beneficial partnerships	Achieved	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Hand in hand, sharing responsibilities together	Community Investment	Actively participate in rural revitalization, public welfare assistance, and volunteer activities	Achieved	<div>17 PARTNERSHIPS FOR THE GOALS</div>

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT



ESG Topic Assessment

The company has gradually improved the identification and management of material ESG topics in line with its development strategy and planning. In 2024, Inspur Digital Enterprises continues to conduct materiality analysis, collecting stakeholder opinions, understanding stakeholder demands and expectations, and identifying key issues by combining national macro policies, industry development trends, regulatory requirements, and the company's actual situation. These key issues form an issue database, which will serve as a focus for information disclosure in the ESG report and future communications, with timely and effective responses. To ensure the materiality of the topics in the company's 2024 ESG report, we adopt the following procedures for topic selection:

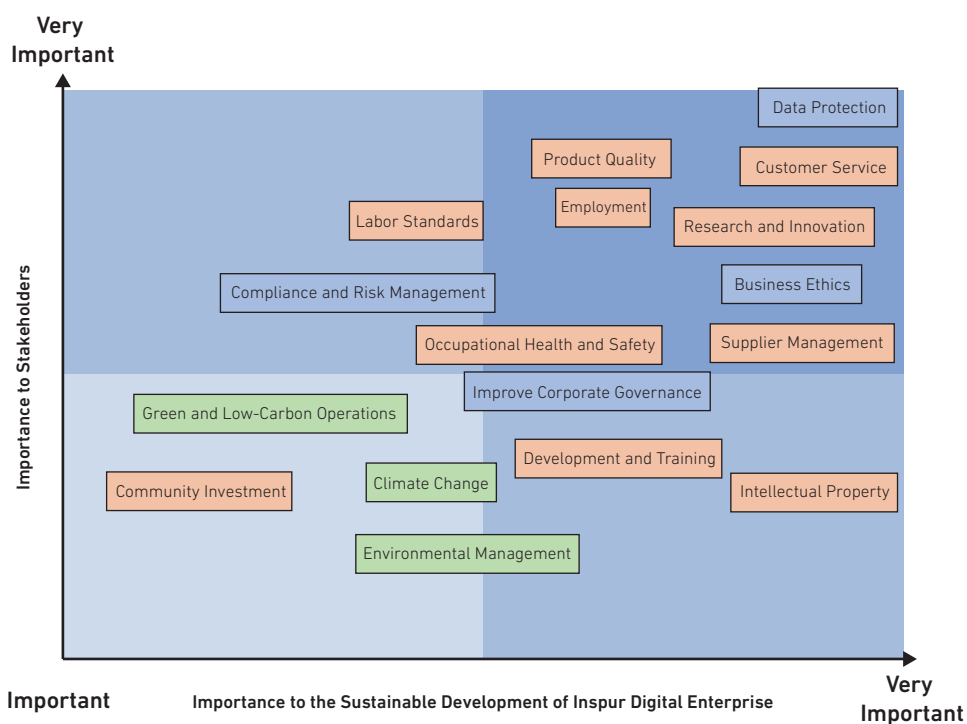
Topic Collection	Based on international and domestic sustainability standards, while considering the requirements of the Hong Kong Stock Exchange, national policies, industry trends in software development, and the company's future development plans, with a focus on the concerns of stakeholders.
Primary Sources	Hong Kong Stock Exchange's "Environmental, Social, and Governance Reporting Guide," SDGs (United Nations Sustainable Development Goals), and the Ten Principles of the Global Compact
Stakeholder Concerns Sources	Government visits, seminars, employee monthly meetings, customer services, customer satisfaction surveys, community activities, etc.
Topic Database	The company has screened, evaluated, and compared multiple topics, including corporate governance, employee employment, product quality, green office practices, resource usage, climate change, sustainable procurement, anti-corruption, and community investment, to determine the key ESG governance issues for the company in 2024.

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT

Materiality Matrix

During the reporting period, the company conducted a new round of materiality assessment, consulting both internal and external stakeholders (i.e., the Board of Directors, shareholders, senior management, employees, customers, suppliers, and business partners) to identify significant ESG issues critical to the company's sustainable development. Based on the company's business development in 2024 and the results of stakeholder surveys, we ultimately confirmed 17 ESG topics and prioritized them accordingly.

#	Company Topic	#	Company Topic	#	Company Topic
1	Improve Corporate Governance	7	Development and Training	13	Customer Service
2	Compliance and Risk Management	8	Research and Innovation	14	Community Investment
3	Business Ethics	9	Product Quality	15	Environmental Management
4	Employment	10	Intellectual Property	16	Climate Change
5	Labor Standards	11	Supplier Management	17	Green and Low-Carbon Operations
6	Occupational Health and Safety	12	Data Protection		



LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT



The following are the environmental and social topics considered most important by stakeholders:

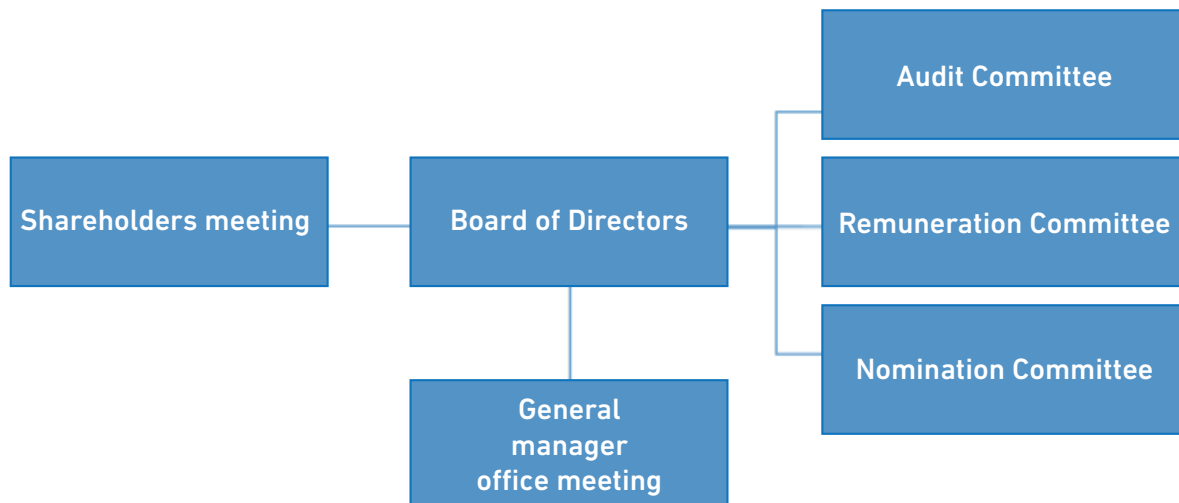
1. Data protection;
2. Customer service;
3. Product quality;
4. Research and innovation;
5. Business ethics;
6. Employment;
7. Occupational health and safety.

The company strictly manages these areas through policies and guidelines, and the management status will be detailed in the following sections. The company maintains close communication with stakeholders, continuously improving ESG performance and ESG-related risk management to promote future business development.

CORPORATE GOVERNANCE

Governance Structure

Inspur Digital Enterprises continues to improve its corporate governance structure, ensuring the scientific, transparent, and effective nature of decision-making. The governance system is centered around the shareholders' meeting, which is the highest authority, with the board of directors as the core decision-making body responsible for formulating the company's strategy and overseeing its implementation. The board has several specialized committees, including the Audit Committee, the Remuneration Committee, and the Nomination Committee, each responsible for financial audits, executive compensation formulation, and board member nominations, respectively. The General Manager's Office is responsible for daily operational management, ensuring the implementation and execution of board decisions.





LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT

Compliance Operations

The company always adheres to laws and regulations, and operates with integrity. Clear and specific management systems and policies have been established, providing multiple channels for reporting, with well-defined procedures for handling, investigating, and responding to employee complaints and reports. The company prohibits all suppliers and partners from using improper means to cooperate with the company and all its business operations. We promote the deep integration of compliance management with business operations, creating a corporate culture that respects the law and adheres to regulations. During the reporting period, no significant incidents involving employees violating relevant laws and regulations occurred.

Improve the compliance management system

Developed compliance-related systems such as "Compliance Management," "Compliance Review of Major Business Decisions," and "Rules and Regulations," and conducted legal reviews on over 100 regulations and systems throughout the year.

Guided relevant departments to focus on major business compliance management and raise awareness of compliance operations, encouraged each department to appoint compliance officers, and organized employees to sign compliance commitment letters.

Conducted compliance-specific training, trade compliance training, board members and senior executives' compliance duties training, seal training, and prevention of occupational crime training to foster a compliance culture.

Risk Management

The company continuously improves its risk prevention and control system, revises the "Comprehensive Risk Prevention and Control Management Measures," and develops multiple risk management systems, plans, and operational guidelines. By deepening and solidifying risk prevention and control efforts, the company aims to prevent and resolve major operational risks, comprehensively advancing the risk management of Inspur Digital Enterprises.

Strengthen the Risk Prevention and Control System

Develop risk prevention and control plans, defining 7 risk response strategies.

Based on the characteristics of the software industry, draft a risk classification plan, identifying 18 major risks, 19 significant risks, and 11 general risks, effectively guiding business departments in risk identification and prevention.

Promote the establishment of a layered approval mechanism for bidding and seals, improve the decision-making process, and mitigate approval risks.

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT



Business Ethics

We strictly comply with laws and regulations such as the "Company Law of the People's Republic of China," the "Anti-Unfair Competition Law of the People's Republic of China," the "Anti-Money Laundering Law of the People's Republic of China," and the "Interim Provisions on Prohibiting Commercial Bribery." We adopt a "zero tolerance" approach to any fraudulent, corrupt, illegal transactions or behavior that violates ethical norms. We continuously optimize the supervision, auditing systems, and policies, ensuring smooth channels for complaints and reports. This ensures that all employees maintain high professional ethics and social responsibility in business activities. In 2024, the company did not experience any major incidents related to corruption or commercial bribery. The proportion of employees receiving business ethics and anti-corruption training was 100%.

Our Actions

- We have established an Ethics Compliance Committee to promote ethical conduct and encourage employees to voluntarily report any misconduct or malfeasance. Upon receiving reports or complaints, the manager and the Ethics Compliance Committee will conduct investigations and respond in a fair manner, actively implementing corrective measures.
- We have developed corresponding procedures for various situations in business transactions and included integrity clauses and breach clauses in contracts and tender documents to prevent commercial bribery in procurement.
- We have formulated the "Employee Conflict of Interest Management Measures." The company regularly investigates and analyzes potential conflicts of interest and requires employees to truthfully declare and notify the relevant departments of any conflicts of interest that may arise or are anticipated in the company's business or in organizations with which the company has business relationships.

Company Appeal and Whistleblowing Mechanism

We strictly handle complaints and reports related to corruption, benefit transfer, and malpractice in accordance with management authority and legal provisions. At the same time, we strictly implement protection measures for whistleblowers to fully safeguard their legal rights. During the reporting period, neither the company nor its employees were involved in any corruption or improper benefit-related lawsuits.

LAYING A SOLID FOUNDATION FOR STEADY DEVELOPMENT



On August 27, 2024, an integrity briefing meeting was held for newly appointed mid-level executives.



On October 29, 2024, a special lecture on the prevention of occupational crimes for state-owned enterprise executives and employees, along with a warning education session, was held.

DIGITAL INNOVATION, INSPIRING THE FUTURE

Inspur Digital Enterprise actively promotes reform and innovation, viewing innovation as an enduring theme for corporate development. The company continuously strengthens its innovation mindset, seeks breakthroughs through innovation, and drives high-level technological self-reliance. By refining its quality management system and embracing a development philosophy of specialization, digital intelligence, ecosystem integration, and globalization, the company consistently creates value for customers and empowers their sustainable development.

TECHNOLOGY-DRIVEN INNOVATION

Technology Innovation System

The company continues to standardize technology management and improve its technological innovation system and mechanisms. By optimizing organizational structures, refining R&D processes, and conducting policy and information research, it strengthens the foundation of technology management to better advance technological self-reliance and foster new productive forces.

The company continues to standardize technology management and refine its technological innovation system and mechanisms. By optimizing organizational structures, enhancing R&D processes, and conducting policy and information research, it strengthens the foundation of technology management to better promote technological self-reliance and foster new productive forces.

Organizational Structure Optimization	Establishing a Technology Committee and a Product Committee, issuing mid-to-long-term and annual technology plans, and defining strategic technology development goals.
	Establishing the Future Technology Research Institute to research and incubate future-oriented technologies and products, supporting the company's sustainable development.
Improvement of R&D Processes	Based on IPD, CMMI, and Scrum agile development concepts, we released the R&D Process System V7.0, defining the R&D phase divisions and management processes.
Policy and Information Research	Released 9 issues of the "Research and Analysis Report on Technology Development Trends Related to Inspur Digital Enterprises and Their Impact on the Company" and 12 issues of the "Technology Information Research Report" to provide scientific basis for decision-making.



DIGITAL INNOVATION, INSPIRING THE FUTURE

Research Projects and Achievements

The company strengthens technological innovation, continuously increases investment in research and development, breaks through key technologies, promotes the effective transformation and widespread application of scientific and technological achievements, and accelerates the conversion of scientific and technological achievements into actual driving forces for the economy and society, providing solid technological support for high-quality development.

Project Application and Management

Approved 15 projects, including the Ministry of Industry and Information Technology's high-tech shipbuilding research project and the "2030 Science and Technology Innovation" major project, with 14 projects completed and accepted.

Launched a research project management system to enhance project management efficiency and risk control capabilities.

Technology Achievement Transformation

Relying on the National Engineering Laboratory for Big Data Algorithms and Analysis Technologies – Inspur Haiyue Industrial Intelligence Innovation Center, co-established with universities, three achievements have been transformed in key business areas such as intelligent manufacturing, smart water management, and smart grain storage.

2024 Technology Breakthroughs and Honors

- The "Two-Stage Software Automatic Construction Technology Supporting Instant Construction and Dynamic Evolution" was awarded the second prize of the CCF (China Computer Federation) Technology Achievement Award for Scientific and Technological Progress.
- The "Inspur Haiyue Enterprise Service Large Model Platform V1.0" won the first prize of the Shandong Province Artificial Intelligence Scientific and Technological Progress Award.
- The "Data Value Ecological Chain New Model" was selected as a demonstration project for the development of the big data industry by the Ministry of Industry and Information Technology (MIIT).
- Five products, including "Inspur GS Cloud Large Enterprise Digital Platform V5.0," were approved as first version high-end software.

DIGITAL INNOVATION, INSPIRING THE FUTURE



Building Innovation Platforms

The company is guided by innovation and is committed to optimizing the allocation of technological resources. It steadily advances the construction of innovation platforms, collaborating with various parties to create a collaborative innovation hub, effectively enhancing core competitiveness in the technological field. In 2024, the company was approved for one provincial-level platform and one municipal-level platform.

Technology Innovation Platform Names (2022-2024)	level	Approval Date	Certification agency
Shandong Provincial Key Laboratory of Complex Network Software Automatic Construction	Provincial level	July 2024	Shandong Provincial Department of Science and Technology
Shandong Provincial Engineering Research Center for Industrial Software and Intelligent Manufacturing	Provincial level	February 2023	Shandong Provincial Development and Reform Commission
Shandong Provincial Industrial Software Technology Innovation Center	Provincial level	November 2022	Shandong Provincial Department of Science and Technology
Shandong Provincial Data Open Innovation Application Laboratory (Data Asset Evaluation)	Provincial Department Level	December 2023	Shandong Provincial Big Data Bureau
Henan Provincial Digital Grain Storage Big Data Industry Integration Innovation Center	Provincial Department Level	September 2023	Henan Provincial Department of Industry and Information Technology
Shandong Provincial Software Engineering Technology Center	Provincial Department Level	September 2022	Shandong Provincial Department of Industry and Information Technology
Jinan Enterprise Service Large Model Technology Key Laboratory	Municipal Level	May 2024	Jinan Municipal Science and Technology Bureau
Jinan Service Industry Innovation Center	Municipal Level	December 2023	Jinan Municipal Development and Reform Commission

Digital Transformation

In response to the new trends of enterprise digital transformation, the company leverages core products such as Haiyue Intelligent ERP, industrial software, and PaaS platforms to support the full business digital transformation from two aspects: digitalization of business management and digitalization of production operations. The company vigorously develops the software industry and consistently adheres to the concept of “first-class customers achieve first-class software, and high-quality demands drive R&D innovation,” continuously increasing R&D investment, accelerating enterprise transformation and upgrading, and striving to build a world-class software enterprise.

DIGITAL INNOVATION, INSPIRING THE FUTURE

Case: 2024 Inspur Haiyue Enterprise Digital Transformation and Upgrade Exchange Conference Successfully Held

On November 22, 2024, the Inspur Haiyue Enterprise Digital Transformation and Upgrade Exchange Conference, hosted by Inspur Haiyue, was successfully held in Guangzhou. The conference, themed “Digital Wave, Leading the New Direction of Enterprise Transformation,” gathered experts, scholars, and business representatives from various fields to discuss the direction and path of enterprise digital transformation and upgrade in the era of digital economy, and to exchange and share the latest practices in enterprise digital transformation and upgrade.



PRODUCT MANAGEMENT OPTIMIZATION

Product Capability Enhancement

The company adheres to the principles of innovation-driven growth and sustainable development, continuously promoting product innovation and upgrades, with a focus on providing customers with intelligent and integrated solutions to support enterprise digital transformation. The company's core products, including the large enterprise intelligent ERP GS Cloud and Haiyue PaaS platform, have been iterated and upgraded, with the release of version 7.0. Six products, including the electronic imaging and safety production control platforms, have been recognized as internationally advanced. The Haiyue Large Model Platform 2.0 has been launched, creating an integrated solution covering large model base, domain-specific large models, and intelligent applications. Over 30 intelligent scenarios have been realized in product + industry, and applications have been deployed in projects such as China National Machinery, China Railway Construction Bridge Bureau, and Shandong Development.



DIGITAL INNOVATION, INSPIRING THE FUTURE

Strengthening Quality Management

The company adheres to the quality philosophy of “high standards, zero defects” and, based on systems such as ISO9000 and CMMI, has established a product development and quality management system. The focus is on ensuring the quality of deliverables through peer reviews, quality control, and quality assurance activities. In 2024, the company did not recall any products due to safety, health, or other quality issues.

Building the Quality Organizational Structure	A Quality Committee has been established, with roles including Chief Quality Officer, Quality Director, and Quality Managers, completing the setup of the quality organization.
Quality management system construction	Issued 7 systems, including the “Quality Management Measures” and the “Quality Committee Management Measures,” to provide institutional support for quality management.
Quality Improvement Actions	<p>The company has identified 36 quality indicators covering various systems, which are tracked and optimized monthly to ensure continuous quality improvement.</p> <p>Six quality analysis meetings, 88 quality newsletters, 12 quality improvement initiatives, and 4 special quality inspections for each system were conducted to drive quality improvement and continuously optimize quality management processes.</p>
Achievements and Honors	Received titles such as National Quality Benchmark, Ministry of Industry and Information Technology’s Quality Improvement and Brand Building Typical Case, Shandong Province Quality Benchmark, and was selected as an Excellent Case for Brand Building by the Shandong Provincial Brand Promotion Association, also recognized as one of the first “Quancheng Good Products.”

Product Service Tracking

The company has established an efficient issue tracking mechanism. After a product is released and delivered to the customer, the company strengthens issue feedback and resolution, all of which are managed through a maintenance system for issue reporting, circulation, and resolution. When a product encounters an issue, the maintenance team can quickly identify the root cause, develop a solution, and carry out repairs. At the same time, the company has established a Technical and Quality Management Department and an Operations and Maintenance Department to address health and safety, advertising, labeling, privacy issues, and remedies related to products and services, providing relevant legal requirements for all business operations. In 2024, no significant incidents occurred that violated laws and regulations concerning product and service health and safety, advertising, labeling, and privacy, which had a major impact on the company.



DIGITAL INNOVATION, INSPIRING THE FUTURE

CUSTOMER SERVICE IMPROVEMENT

Customer Satisfaction

The company always puts customers at the center, releasing the "Customer Satisfaction Management Measures" and "Low-Score Handling Mechanism for Customer Satisfaction Surveys," which clarify the processes and standards for customer satisfaction management, focusing on customer needs and continuously improving customer satisfaction. In 2024, the company continued to carry out and optimize customer satisfaction surveys, effectively conducting 642 survey projects, improving survey indicators, expanding survey targets, and organizing 4 special surveys. Customer complaints were followed up in a timely manner, and an internal issue resolution process was established. Proactive inspection services were carried out, completing inspections for 62 clients to ensure timely closure of customer requests. During the reporting period, customer satisfaction reached 97.7 points (out of 100), with no complaints received related to products or services.

Data Protection

The company values the protection of customer information privacy and strictly complies with relevant laws and regulations, including the "Cybersecurity Law of the People's Republic of China." It is committed to building a comprehensive and multi-layered information security protection system to ensure the security of customer data and the stability of business operations. The company regularly organizes information security and privacy protection training for all employees, and in 2024, 13 specialized training sessions on cybersecurity were conducted. During the reporting period, no incidents occurred that violated data protection and privacy-related laws and regulations, causing a significant impact on the company.

Improvement of the System Framework

The company has established and improved the cybersecurity management system. In accordance with the "Implementation Measures for the Responsibility System of Cybersecurity Work of the Party Committee (Party Group)" and the "Implementation Measures for the Responsibility System of Cybersecurity Work of the Party Committee of Inspur Digital Enterprise Technology Co., Ltd.," the company has issued the "Information Security Rewards and Penalties Management Measures," "Cybersecurity Management Compendium," and "Overseas Information Security Management Measures." Additionally, the company has improved the "Inspur Digital Enterprise Cybersecurity Normalization Work Plan," which clearly defines the principles and responsibilities for information security and privacy protection, providing a comprehensive and detailed institutional basis for the implementation of information security work.

Data Security Technical Protection

- Build a next-generation integrated core network security operation system, deploying independent firewalls, host protection devices, and cloud firewalls to block internal and external network attacks.
- Use data encryption technology to encrypt the storage and transmission of sensitive data, ensuring data security.
- Deploy a situational awareness and security operation platform to monitor all traffic and security alarms in real-time, enabling rapid response and handling of security incidents.

DIGITAL INNOVATION, INSPIRING THE FUTURE



Data Management and Emergency Response

- Implement data classification and grading management, establish backup and recovery mechanisms, and conduct regular emergency drills to ensure data security and business continuity.
- In 2024, conducted over 200 information security reviews, covering weak password inspections, vulnerability scans, business system audits, etc., effectively identifying and rectifying security risks.
- Organized 3 network security emergency drills to improve the emergency response capabilities of various business systems.

Intellectual Property

The company respects the value and rights of customer information assets, strictly complying with relevant laws and regulations such as the "Patent Law of the People's Republic of China" and the "Anti-Unfair Competition Law of the People's Republic of China." Based on actual work, the company has developed an intellectual property management policy and established a dedicated intellectual property department to ensure that intellectual property is not infringed upon. If intellectual property is found to be used illegally, the company will immediately issue a warning letter and demand licensing fees. At the same time, the company encourages technological innovation and continually improves intellectual property management systems to protect both the company's and customers' intellectual property. The intellectual property department regularly provides training on intellectual property to strengthen effective management. In 2024, 100% of employees received intellectual property training, and no events occurred that violated intellectual property-related laws and regulations and had a significant impact on the company.

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER

Inspur Digital Enterprises always adheres to a people-oriented approach, respecting and caring for employees, considering them the company's most valuable asset. Through diverse employee activities, the company strengthens team cohesion and is committed to providing a fair and inclusive working environment. At the same time, the company continuously cultivates a fertile ground for employee growth, innovates talent development systems, supports employees' career development and personal growth, and works together to build a better future.

EMPLOYEE CARE AND GROWTH

Equal Employment

The company strictly complies with laws and regulations such as the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Law of the People's Republic of China on the Protection of Minors, Regulations on the Prohibition of Child Labor in the People's Republic of China, Trade Union Law of the People's Republic of China, and Special Provisions on Labor Protection for Female Employees, as well as internationally recognized human rights policies such as the Universal Declaration of Human Rights and the Declaration on the Protection of Human Rights. The company ensures the prohibition of child labor, opposes forced labor, workplace harassment, and workplace bullying. In 2024, the company did not experience any major labor disputes or receive complaints related to human rights issues.

Equal Employment Opportunities

In the recruitment and employment process, the company adheres to the principles of fair competition and selecting the best candidates. The company has established and implemented standardized human resources management systems, requiring all new employees to provide accurate and truthful personal information. For applicants found to have provided false information, the company will reasonably and appropriately follow relevant procedures for dismissal. The company attracts talents from different regions, ethnicities, and beliefs through various recruitment channels, selecting candidates primarily based on individual capabilities to ensure fairness, justice, and transparency.

As of the end of the reporting period, the company had a total of 8,034 employees (7,927 in 2023 and 7,713 in 2022), all of whom are full-time employees. Among them, 2,467 are female employees, accounting for approximately 30.71% of the total workforce. Additionally, 6,639 employees hold a bachelor's degree or higher, representing approximately 82.64% of the total workforce.

Social Performance (Employment)			Number in 2024 (person)
Total number of employees			8,034
by gender	female		2,467
	male		5,567
by age	< 30 years old		3,846
	30-50 years old		4,123
	> 50 years old		65
by academic qualifications	Graduate students and above		1,091
	Undergraduate		5,548
	Specialist		1,305
	Junior college or below		90

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER

In 2024, the total number of employees who left Inspur Digital was 2,053, with an employee turnover rate of 25.55%. The company offers competitive compensation packages to retain outstanding employees and reduce turnover. The turnover rate for the reporting period is displayed below, categorized by gender, age group, region, and education level.

Social Performance (Employment)		Number in 2024 (person)
Total employee turnover		2,053
by gender	female	555
	male	1,498
by age	< 30 years old	1,033
	30-50 years old	1,014
	> 50 years old	6

Compensation and Benefits

The company complies with laws and regulations such as the “Social Insurance Law of the People’s Republic of China” and the “Regulations on Paid Annual Leave for Employees.” It continuously improves employee compensation and benefits, using criteria such as the applicant’s abilities, performance, and relevant work experience for employment decisions. The company actively participates in career fairs on campuses and, based on employees’ performance, education, professional qualifications, and experience, offers competitive compensation and benefits, referring to market average salary trends and levels to attract high-skilled talent.

During the reporting period, the company promoted the effective implementation of the “Leave and Attendance Management Measures,” standardized the management of employees’ working hours, and ensured employees’ rights to sick leave, personal leave, marriage leave, maternity leave, paid annual leave, and statutory holidays in accordance with the law. It timely and fully contributed basic pension insurance, unemployment insurance, work injury insurance, medical insurance, and housing provident fund for all employees each month. The company also provides recreational facilities such as tennis courts, basketball courts, and football practice fields to encourage employees to maintain a healthy lifestyle and create a warm and harmonious corporate atmosphere.

Social Performance (Equity)	2024 Value
Supplementary medical care (10,000 yuan)	204.34
Heatstroke prevention and cooling expenses (ten thousand yuan)	324.31
Accidental injury insurance (ten thousand yuan)	36.92
Overtime pay (ten thousand yuan)	2,460.91

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER

The company actively responds to employees' new expectations for a better life, focusing on heartfelt services. It has provided accessible channels and lactation rooms, respecting and caring for vulnerable groups. It has also set up energy supply stations for employees working overtime and regularly visits on-site project teams. The company organizes a variety of enjoyable and engaging cultural and sports activities. In 2024, the company organized and participated in new employee orientation and training, traditional holiday activities (such as Mid-Autumn Festival, Dragon Boat Festival, etc.), International Women's Day activities, Teacher's Day events, and other employee activities. These efforts aim to continuously improve employees' sense of happiness and belonging, enrich their lives, and create a colorful and harmonious atmosphere.



Inspur Digital Enterprise holds special event for Women's Day



Children's Day Special Activities



Youth networking activities

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER



Democratic Management

The company emphasizes listening to employees' voices and needs, and consistently upholds the system of the Employee Representative Assembly, holding regular meetings. In 2024, the company organized and held the first and second sessions of the second Employee (Union Member) Representative Assembly, electing the second committee of the company's labor union. The assembly reviewed and approved 13 institutional documents, including the "Attendance Management System of Inspur Digital Enterprise Technology Co., Ltd.," "Employee Disciplinary and Violation Management Measures (Trial)," and the "Employee Allowance, Subsidy, and Welfare Handbook." These actions fully safeguard employees' rights to be informed, participate, and supervise, laying a solid governance foundation for the company's long-term sustainable development.



Inspur Digital Enterprise held the second session of the first employee (union member) representative conference



Inspur Digital Enterprise held the Second Session of the Second Employees' Congress

To further promote effective communication within the organization, the company has established a feedback and problem-solving platform, encouraging employees to offer suggestions and inspire their enthusiasm and creativity. The company regularly holds employee meet-and-greet meetings, where employees can raise issues regarding management, business processes, system frameworks, work environments, and other aspects. Senior leaders provide on-site answers to these questions. Subsequently, the company provides feedback on the improvements through internal notifications, emails, and other means, enhancing employees' sense of participation and belonging, and promoting the deepening of democratic management and communication.

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER



Inspur Digital Enterprise held a meeting with employees

Training and Development

The company is committed to providing employees with a broad career development platform, establishing internal training organizations, and developing multi-level training plans to offer diverse training content. This helps employees unlock their full potential, achieve mutual growth with the company, and create greater value for society. During the reporting period, over 260 training sessions were conducted, targeting various levels of staff, including middle management and new employees.

The company has formulated systems such as the "Employee Education Fund Management Measures (Trial)," the "Instructor Management Measures (Trial)," and the "Course Management Measures (Trial)." Each year, the company develops an annual training plan based on its development strategy and business plans, covering topics such as leadership training, professional skills training, general skills training, and career planning and development. Additionally, new employees receive onboarding training, including company culture, management systems, job requirements, and performance evaluations, ensuring they have the necessary knowledge and skills. In 2024, the company continued to enhance training efforts, significantly improving employees' professional skills. The total training hours reached 326,625.83 hours, with each employee averaging 40.66 hours of training.

Social Performance (Development and Training)		Training duration in 2024 (h)
By gender	female	107,396.15
	male	219,229.68
By employment category (based on actual classification)	Company leaders	1,641.73
	mid-level employees	9,630.56
	Business technical staff	312,622.56
	production skills personnel workers	2,642 88.98

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER



HEALTH AND SAFETY MANAGEMENT

The company prioritizes the safety and health of its employees, strictly adhering to relevant laws and regulations such as the "Work Safety Law of the People's Republic of China," the "Occupational Disease Prevention and Control Law of the People's Republic of China," and the "Regulations on Work Injury Insurance." It has established and improved its safety production management system, completing activities such as daily inspections, hazard identification, safety production certification for managers, safety education for new employees, and comprehensive safety checks across all subsidiaries. The company strives to provide a safe and healthy work environment for its employees. During the reporting period, the company did not receive any employee complaints regarding the work environment, and no significant events occurred that violated occupational health and safety laws and regulations, causing major impacts on the company.

EMPLOYEE RESPONSIBILITY, BUILDING DREAMS TOGETHER

The company actively builds a comprehensive employee health management system, offering free customized health checkups for employees annually and adding occupational disease screening for special positions. It emphasizes work-life balance, setting reasonable working hours for employees and ensuring sufficient rest time. Regular health lectures, first aid training, fire drills, and mental health counseling are organized to ensure employees are equipped with knowledge on occupational disease prevention, improving their risk awareness and risk management capabilities. This approach effectively integrates the "people-oriented" philosophy throughout the entire safety management process. In 2024, the company did not experience any major personnel casualties.

Social Performance (Health and Safety)	2024 Value
Employees who died due to work (person)	0
Occupational mortality rate (%)	0
Number of working days lost due to work (days)	183
Number of employees undergoing physical examinations (person)	7,808
Proportion of employees undergoing physical examination (%)	97.19

Case: Conducting the 2024 2nd Safety Management Training "Emergency First Aid Practical Training"

To reinforce the concept of safe development and further enhance disaster prevention and mitigation capabilities, on June 20th, 2024, Inspur Digital Enterprises organized the 2nd Safety Management Training of the year, titled "Emergency First Aid Practical Training." Over 80 safety administrators and grid members from various departments and subsidiaries participated, both onsite and online.

The training covered emergency first aid theory and practice, including the use of AED devices, chest compressions, Heimlich maneuver, and common methods for wound dressing and bleeding control. Through engaging explanations and on-site practical exercises, participants not only mastered basic first aid skills but also improved their ability to respond to emergencies and strengthened their psychological resilience in the face of unexpected events.





Part Two

External Responsibility and Social Commitment

GREEN OPERATIONS, PROTECTING OUR HOME

Inspur Digital Enterprises actively implements the national "Dual Carbon" policy and responds to the call of the Shandong Provincial State-owned Assets Supervision and Administration Commission to improve the ESG (Environmental, Social, and Governance) work mechanism. The company adheres to the concept of green development and promotes the low-carbon transformation of its business operations. Working together with employees and customers, Inspur Digital strives to build a green ecosystem by optimizing environmental management, identifying opportunities and challenges, and continuously improving and refining its measures. The company actively promotes energy conservation and emission reduction, green technology innovation, and sustainable operational models. It strengthens the construction of a green supply chain, advocates for environmental protection concepts, and works towards achieving the synergy between economic and ecological benefits. Through these efforts, Inspur Digital is steadily advancing towards its "Dual Carbon" goals and a sustainable future.

EFFICIENT RESOURCE UTILIZATIONS

We actively promote the concept of green office practices, advocating for incorporating environmental protection principles into every aspect of daily operations. The company strongly encourages water, electricity, and paper conservation, fostering low-carbon office habits among all employees. To strengthen environmental awareness, we issued an energy-saving and consumption-reduction initiative on the company's internal network, urging everyone to start with themselves by reducing the use of disposable items, controlling air conditioning temperatures, and turning off unused electrical devices to lower energy consumption and reduce carbon footprints. Through this initiative, we aim to empower each employee to actively practice environmental protection concepts in their daily work, contributing to a green and low-carbon office environment.

To ensure that these environmental measures are truly implemented, the company has established a daily inspection mechanism. A designated person conducts office inspections every evening at 8:30 to check whether all office equipment is turned off, ensuring that energy-saving and consumption-reduction actions are being effectively carried out. The company also promotes double-sided printing to reduce paper waste and encourages employees to use electronic documents whenever possible. This not only improves office efficiency but also lowers resource consumption. We will continue to optimize green office measures, promote low-carbon management models, and make environmental protection a core part of our company culture, working together to create a greener and more sustainable office environment.



The company issued a proposal for energy saving and consumption reduction to all employees on the intranet.

GREEN OPERATIONS, PROTECTING OUR HOME



Energy Consumption and Efficiency Improvement

The company’s primary energy consumption is concentrated in electricity usage. We have implemented a series of measures to guide and encourage employees to raise their awareness of electricity conservation and actively practice a green, low-carbon office philosophy. During the reporting period, the company’s total electricity consumption reached 2,899,876.8 kWh.

environmental performance		2024 Value
power consumption	kWh	2,899,876.8
total energy consumption	kWh	2,899,876.8

To further optimize energy usage efficiency, the company has developed and implemented the “Energy Conservation and Efficiency Improvement Plan” and “General Energy Saving and Emission Reduction Measures.” These plans provide detailed descriptions of various energy-saving methods, helping the company achieve cost reduction, efficiency enhancement, and green low-carbon development in its daily operations. Additionally, we have formulated a Green Office Electricity Conservation Plan, which includes specific measures such as encouraging the use of energy-efficient lighting, setting reasonable air conditioning temperatures, and optimizing standby management of office equipment. The operational performance of green office initiatives is integrated into the company’s regular monitoring and evaluation system. Through data analysis and regular reviews, we ensure the effectiveness of energy-saving measures and continually optimize and improve them.

To optimize energy usage efficiency, we have implemented the following series of measures:

- Set air conditioning temperature at 27°C or above to balance comfort and energy savings.
- Turn off air conditioning when the outdoor temperature is below 20°C to prevent unnecessary energy waste.
- Set computer monitors to automatically enter sleep mode when idle to reduce power consumption.
- Install intelligent lighting systems to maximize the use of natural light and avoid excessive lighting.
- Ensure that unnecessary electronic devices and equipment are turned off after office hours to reduce standby energy consumption.
- Prioritize the purchase of energy-efficient equipment to improve overall energy usage efficiency.

The company has established clear energy management goals, with a plan to reduce energy consumption by 10% within 10 years (taking 2021 as the base year). To achieve this goal, we will continue to optimize the energy usage structure, improve energy efficiency management, and vigorously promote energy-saving technologies and green office initiatives. In 2024, the company’s energy consumption density (kWh per employee) decreased by 4.06% compared to 2023.



GREEN OPERATIONS, PROTECTING OUR HOME

Water Management and Water Conservation Optimization

We always value the preciousness of water resources and are committed to strictly controlling water usage in all aspects to avoid any form of waste. All departments in the company follow water-saving principles in daily operations and implement various measures to ensure water resources are used efficiently and effectively. We continuously enhance employees' awareness of water conservation by regularly inspecting and maintaining the water pipe system to prevent leaks. To further improve water usage efficiency, the company actively adopts water-saving equipment and technologies, and encourages employees to practice water-saving behaviors in their daily work, such as promptly turning off faucets and using water efficiently. During the reporting period, the company's total water consumption was 50,002 cubic meters, with an average annual water consumption of 6.36 cubic meters per employee.

Specific measures include but are not limited to:

- Posting water-saving awareness posters in prominent locations to enhance employees' awareness of water conservation;
- Regularly inspecting faucets and washers for leaks;
- Timely repairing faucets and damaged areas in the water supply system to prevent leakage;
- Strengthening the inspection and maintenance of faucets, water pipelines, and water storage tanks;
- Installing automatic sensor faucets and dynamic sensing automatic flushing systems in restrooms to further reduce water waste.

We have set clear water usage goals, aiming to reduce water consumption density by 5% over the next 10 years (using 2021 as the baseline year) through the above measures. In 2024, the company's water consumption density (cubic meters per employee) decreased by 1.32% compared to the previous year. We will continue to optimize water-saving measures to ensure efficient use of water resources.

PACKAGING MATERIALS

Our business operations do not involve product packaging, therefore this report does not include data on packaging material consumption.

GREEN OPERATIONS, PROTECTING OUR HOME



EMISSION CONTROL ACTIONS

The company strictly complies with China's environmental protection laws and regulations, including but not limited to:

"The Environmental Protection Law of the People's Republic of China"

"The Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People's Republic of China"

"The Air Pollution Prevention and Control Law of the People's Republic of China"

"The Water Pollution Prevention and Control Law of the People's Republic of China"

As a provider of software development, cloud services, and Internet of Things (IoT) solutions, our daily operations have relatively minimal direct impact on the natural environment. However, we place great importance on our environmental responsibilities and actively monitor the potential environmental impacts of our enterprise resource planning (ERP) solutions and cloud services during operations. We take on the corresponding environmental responsibility. Although we have not yet officially developed a comprehensive emissions policy, we are committed to promoting green operations, optimizing resource usage efficiency, and reducing the adverse environmental impacts of our business activities. During the reporting period, the company did not encounter any major violations regarding air and greenhouse gas (GHG) emissions, discharges to water bodies and soil, or the management of hazardous and non-hazardous waste, and such issues did not have a significant impact on the company's operations.

Case: Green Practice, Party Flag Leading – Company Launches 2024 Environmental Protection Training

The company hosted the 2024 annual environmental protection training meeting, conducted in a hybrid format combining both online and offline participation, ensuring comprehensive involvement from all employees. The training content was closely aligned with the company's actual operations and focused on environmental protection laws and regulations. It provided a detailed explanation of the basic principles and methods of waste management and resource recycling. The objective was to help employees deeply understand the company's legal responsibilities and obligations in the field of environmental protection, while raising awareness of the importance of environmental conservation. Through this environmental protection training, not only was the employees' environmental awareness enhanced, but it also strengthened the company's commitment to promoting sustainable development and fulfilling its social responsibilities.



GREEN OPERATIONS, PROTECTING OUR HOME

GREENHOUSE GAS EMISSIONS

During the reporting period, the company did not emit sulfur dioxide, dust, nitrogen oxides, or other particulate matter and air pollutants. The primary source of greenhouse gas emissions came from the energy consumption during the company's operations and daily business activities. The main emission source is the purchase of electricity, which supports the company's daily operations, office equipment, and other business needs. Business travel, especially flights for employees on official trips, is another significant contributor to greenhouse gas emissions, primarily from the carbon footprint generated by travel. Additionally, waste paper produced during daily office activities, when disposed of in landfills, decomposes and indirectly releases carbon dioxide, contributing to emissions.

During the reporting period, the company's total greenhouse gas emissions amounted to 2821.72 tons of CO₂ equivalent (tCO₂e). In 2024, the company's greenhouse gas emissions per million RMB of revenue amounted to 0.34 tons of CO₂ equivalent (tCO₂e/million CNY).

Greenhouse gas emissions	Emission source	Greenhouse gas emissions	Greenhouse gas emissions
		(tCO ₂ e)	per million dollars of revenue (tCO ₂ e/CNY)
Scope 1 direct emissions	Gasoline (mobile combustion source)	0	0
Scope 2 indirect emissions	Electricity purchase	1,698.72	0.20
Scope 3 other indirect emissions	Waste paper disposed of in landfills	213.94	0.03
	Business flight travel	909.06	0.11
Total amount		2,821.72	0.34

Note 1: Unless otherwise stated, the emission factors are compiled in accordance with Appendix 27 of the Main Board Listing Rules of Hong Kong Exchanges and Clearing Limited and its designated documents.

Note 2: The calculation of purchased electricity uses the emission factor for Mainland China's electricity grid, which is 0.581 tCO₂/MWh.

Note 3: Scope 3 greenhouse gas emissions are calculated based on the available emission factors referenced in Appendix 27 of the Listing Rules and its related documents.

The company aims to reduce its greenhouse gas emissions intensity (tons of CO₂ equivalent per total number of employees) by 10% over the next 10 years, using 2021 as the baseline year. In 2024, the company successfully reduced its greenhouse gas emissions intensity by 3.03% compared to 2023.

GREEN OPERATIONS, PROTECTING OUR HOME

Waste Emissions

The hazardous waste generated by the company's operations mainly includes old computers, used batteries, and toner cartridges, with relatively low quantities. The non-hazardous waste primarily consists of waste paper, household waste, and domestic wastewater. During the reporting period, the waste paper generated amounted to 452 kilograms, the household waste totaled 610.33 tons, and the total domestic wastewater discharge was 198.77 cubic meters.

Non-hazardous waste	2024 Value	2023 Value	2022 Value
Paper (kg)	452	450	413.93
Domestic waste (tons)	610.33	601.16	552.98
Domestic sewage discharge (cubic meters)	198.77	180.35	165.89

Note 4: The amount of waste paper is estimated as 2% of the company's paper purchases.

Waste Management Measures

We strictly adhere to environmental protection regulations for handling hazardous waste. All hazardous waste, such as old computers, used batteries, and toner cartridges, is collected in a centralized manner and processed according to prescribed procedures. The company designates personnel responsible for safely storing these items in designated areas within the warehouse, ensuring that the disposal process meets environmental requirements, and properly handles them in a timely manner. Additionally, we encourage the use of refillable toner cartridges to promote recycling.

For non-hazardous waste, the company employs an external cleaning service to collect waste regularly, ensuring proper disposal. Each floor of the company is equipped with waste paper recycling bins, making it easy for employees to segregate and recycle paper waste effectively. To further reduce packaging waste, the company provides microwave ovens, refrigerators, and other appliances, encouraging employees to bring their own meals or eat in the cafeteria to reduce waste from takeout packaging. Water dispensers are provided to reduce the use of single-use plastic water bottles, and employees are encouraged to bring reusable cups to minimize plastic waste.

The company plans to reduce waste density (kg/total number of employees) by 5% over the next 10 years (using 2021 as the baseline year). To achieve this goal, we will continue to implement waste reduction measures, optimize waste management processes, and further improve waste reduction performance.

Energy Conservation and Emission Reduction Advocacy

Daily Commuting and Operations

The company has implemented strict controls on the use of vehicles, requiring a rigorous approval process for any vehicle usage. Employees are encouraged to use public transportation for short-distance business trips to reduce the use of company vehicles. In collaboration with public transportation service providers, we have arranged for well-established bus routes and ample bus stops around the industrial park to facilitate employees' commuting. We have also set clear restrictions on taxi usage, with taxi fares only reimbursed for rides taken after 9:00 PM, further promoting the use of energy-efficient vehicles.

Additionally, the company regularly publishes announcements, such as the "Everyone's Energy Conservation and Emission Reduction Plan" and the "Notice on Further Strengthening Energy Saving and Consumption Reduction Efforts," on the intranet. These documents provide employees with detailed information on ways to reduce emissions both in the workplace and at home. Employees are encouraged to make full use of natural light whenever possible, without affecting normal operations. Through these measures, we aim to foster a culture of energy conservation and emission reduction throughout the company.

GREEN OPERATIONS, PROTECTING OUR HOME

Business Travel Transportation

The company has established an environmentally friendly travel policy, which reasonably limits the frequency of business flights. Only senior management is allowed to fly in first class. Given the nature of our business, technical staff inevitably need to travel for on-site product training and technical support. However, business trips are carefully planned to prioritize low-carbon transportation options, such as high-speed trains. In addition, employees are encouraged to use video conferencing to reduce the frequency of in-person meetings, thereby minimizing the carbon footprint associated with flight journeys. Through these measures, the company aims to promote sustainable business travel practices while reducing overall environmental impact.

Paperless Office

The company actively promotes a paperless office model, encouraging employees to prioritize electronic documents and communication methods for information exchange and business processing, thereby reducing paper consumption. For cases where printing is necessary, the company encourages employees to adopt green office practices, such as double-sided printing and reusing paper. To reinforce environmental awareness, the company has posted paper-saving reminders next to printers to remind employees to minimize paper waste. Through these efforts, we aim to foster a culture of sustainability and contribute to the reduction of our environmental footprint.

Case: 2024 Annual Youth Volunteer Tree Planting Event

In March 2024, the company organized a tree planting event themed "Learn from Lei Feng, Create a New Atmosphere" as part of the Youth Volunteer initiative. The event, initiated by the Youth Committee of the company, aimed to encourage young employees to actively participate in environmental protection actions, practice the spirit of Lei Feng, and promote green and low-carbon development. By planting trees, the volunteers not only contributed to beautifying the environment but also made a positive impact on reducing carbon emissions and addressing climate change.



GREEN OPERATIONS, PROTECTING OUR HOME



CLIMATE CHANGE RESPONSE

The company actively addresses global warming by focusing on reducing energy consumption and lowering greenhouse gas emissions. In addition to reducing its own carbon footprint, the company strives to enhance resilience to climate change in its operations and across its upstream and downstream value chains. Following the guidance of the Task Force on Climate-related Financial Disclosures (TCFD), the company has identified the risks and opportunities presented by climate change. We have proactively disclosed our efforts in four key areas: governance, strategy, risk management, and indicators & targets. Through these actions, we are committed to fostering a sustainable future while strengthening our climate-related resilience.

Governance

The company integrates climate-related issues into its overall ESG governance framework to ensure that climate change topics are given equal priority alongside other significant ESG issues in the strategic decision-making process. The board of directors is responsible for annually overseeing and reviewing the identification and management of climate-related risks, opportunities, and the achievement of annual carbon reduction performance. The board actively participates in climate change management, ensuring that the identification of climate-related risks is included in the overall risk assessment practices and becomes an integral part of the company's risk management system.

Strategy

The company recognizes the significant impacts that climate change-related risks can have on its business operations. Effectively evaluating and managing these risks is crucial for ensuring business continuity. In developing our climate change strategy, we consider both external factors (such as extreme weather events and tightening climate-related policies that affect our operations) and internal factors (such as the costs of transitioning to low-emission technologies and reputation risks). We conduct analyses using multiple climate change scenarios to better prioritize both physical and transition risks.

Risk Management

Global climate change presents multifaceted risks and challenges for businesses and sustainability, including supply chain disruptions, rising insurance costs, and workforce disruption. As climate-related physical damages increase, market shifts and growing consumer preference for environmentally friendly products and services, the financial, reputational, and strategic risks also become more pronounced. In the foreseeable future, climate change will undoubtedly be an issue of growing concern for both the company and various industries. In response to this global challenge, we must proactively adopt measures to strengthen environmental management, promote green and sustainable development, and actively adapt to market and policy changes in order to mitigate climate-related risks and enhance the company's long-term competitiveness.

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The company has identified the following risks that climate change may pose to its business operations:

Climate related risks	Time Span	Potential financial impact	Risk level	Trend
material risk				
Extreme weather	Short- term Long- term	<p>Extreme weather events, such as hurricanes, storm surges, and heavy rainfall, may cause physical damage to infrastructure and operations, while technological and equipment failures could result in recovery and repair costs. The recovery and repair process could take months or even years.</p> <p>Extreme weather may also affect logistics operations, impacting the delivery of goods from our suppliers, which could pose risks to our operations.</p> <p>Customers may be impacted by extreme weather, causing delays or even halting operations, which could directly damage our financial performance.</p>	low	Increasing
Transition Risks				
Tightening Climate-Related Policies	Short-term	<p>The tightening of environmental policies may lead to additional expenses to meet new requirements, increasing costs. It could also raise operational costs, insurance premiums, and potential fines for non-compliance.</p> <p>In addition to energy costs, the company and its customers may be required to pay carbon emissions taxes or carbon emission allowances to help the country achieve carbon neutrality. Furthermore, our data centers may also be required to pay additional electricity consumption fees.</p>	low	Increasing
Transition to Low-Emission Technology	Mid-term	<p>The replacement of existing technologies and equipment with low-emission or resource-saving solutions to meet new energy and sustainability standards will incur investment and maintenance costs.</p>	low	Increasing
Change in Customer Behavior	Long-term	<p>Changes in customer or user behavior and preferences, such as failing to meet stakeholders' expectations for climate risk management and targets, could lead to customer attrition and revenue loss.</p>	low	Increasing

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Climate related risks	Time Span	Potential financial impact	Risk level	Trend
Reputation Risk	Long-term	Changes in customer or user preferences, along with increased negative feedback from stakeholders regarding logistics services, could potentially impact the company's reputation. The company's clients may face more severe transition impacts or reputational risks. For example, clients in the oil or oilfield services industry are inevitably confronted with national carbon neutrality requirements. Not only do they have to undergo business transformation, but they also need to deal with reputational damage during the transition process. Under financial pressure, they may delay the upgrading of management systems or, in more serious cases, cease to be clients of the company due to operational difficulties.	low	Increasing

INDICATORS AND TARGETS

The company regards climate change as a critical issue for both the business and the world. We are committed to addressing climate change through measures such as improving energy efficiency, increasing the use of renewable energy, and reducing carbon emissions. We maintain a transparent approach and continuously report our progress to the public. Using 2021 as the base year, we have set 10-year goals for energy consumption density, water consumption density, greenhouse gas emission density, and waste density. We disclose our progress towards these goals annually, taking concrete actions to practice the concept of sustainable development.



GREEN OPERATIONS, PROTECTING OUR HOME

OPPORTUNITIES

Climate change not only brings challenges but also creates new growth opportunities for our cloud computing and ERP management system businesses. With the increasing frequency of extreme weather events, such as typhoons, heavy rain, snowstorms, and high temperatures, many industries may face issues such as travel disruptions and office restrictions. In this context, businesses will have an increased demand for remote work, digital operations, and intelligent management systems — exactly the demand our core businesses — cloud computing and ERP management systems — are designed to meet. In extreme weather conditions, traditional on-premises servers and office setups may face challenges such as power outages, equipment damage, and employees being unable to report to work. Our cloud computing solutions ensure that business data and applications remain accessible at all times, allowing employees to securely access the company's systems remotely, even when they cannot physically be at the office, ensuring business continuity. Additionally, our ERP management system enables end-to-end digital management for businesses, including supply chain collaboration, financial management, and production scheduling, ensuring efficient operations even under extreme weather conditions and reducing the risk of business disruptions.

For large enterprises that require team collaboration, our cloud-based management system offers flexible permission management, data synchronization, and multi-device collaboration features, allowing employees from different locations and departments to collaborate efficiently at any time, ensuring smooth communication and teamwork. This not only enhances the company's ability to withstand risks but also helps companies achieve more sustainable operating models, reducing economic losses caused by climate change.

MAJOR CLIMATE-RELATED ISSUES AFFECTING THE COMPANY AND ACTIONS TAKEN

The threat posed by climate change is continuously rising, and the company actively identifies climate-related risks that may impact operations. We have developed policies to address extreme weather to ensure the safety and health of our employees. The company allows employees to work from home in special weather conditions, reducing the impact of increasingly severe and frequent natural disasters on daily operations. As of the end of the reporting period, all company computers have VPN (Virtual Private Network) installed to ensure secure access to the company's internal systems and data when employees work remotely, without geographical restrictions. Additionally, our cloud computing and ERP management systems fully support remote collaboration, enabling employees to carry out their daily work, project collaboration, and business management smoothly, even when working from home. The company has established an emergency communication mechanism to ensure that information exchange between departments is efficient and smooth during extreme weather, enabling quick adjustments to work arrangements and ensuring the normal operation of the company.

WORKING HAND IN HAND, SHARING RESPONSIBILITY



Inspur Digital Enterprises insists on seeking long-term development through open cooperation. We actively establish mutually beneficial partnerships and build a sustainable supply chain ecosystem, promoting collaborative development across industries. At the same time, the company actively fulfills its social responsibility, uniting with a compassionate heart to gather forces for good, and giving back to society through public welfare actions, working together to create a better future.

COOPERATION FOR MUTUAL PROSPERITY, CREATING THE FUTURE TOGETHER

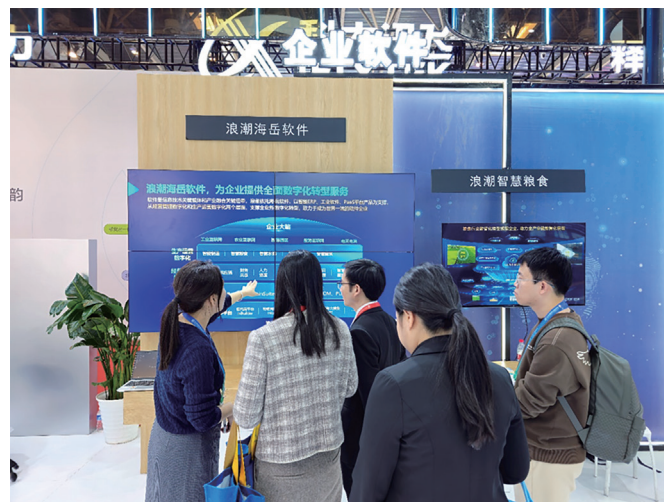
A stable and sustainable supply chain is one of the key factors for a company to maintain long-term competitiveness. Inspur Digital Enterprises is committed to building a green, efficient, and responsible supply chain. We actively collaborate with supply chain partners, sharing social responsibilities, and promoting the sustainable development of the supply chain.

Supply Chain System

The company adheres to the core concept of "digital empowerment, lean collaboration, enhanced resilience, and green development." By leveraging new-generation digital technologies such as cloud computing, big data, artificial intelligence, and the Internet of Things, we create digital supply chain solutions. Through integrating internal and external supply chain resources, we connect the three major collaborative networks of customers, suppliers, and the company. This enables end-to-end management across R&D, procurement, production, warehousing, sales, and services, addressing the integration of planning and execution, operational control, and upstream and downstream collaboration. We strengthen our connections with upstream and downstream partners in the supply chain, promoting resource aggregation and sharing.

Case: Connecting with Friends through the Chain, Linking the World – Inspur Haiyue at the China International Supply Chain Promotion Expo

On November 26, 2024, the second China International Supply Chain Promotion Expo opened in Beijing. As the world's first national-level event focusing on supply chains, the expo aims to help businesses from various countries better integrate into the global industrial and supply chain. Inspur Haiyue was invited to attend and showcased its latest achievements in green supply chains. Moving forward, Inspur Haiyue will continue to leverage its "chain leader" position, collaborating with more companies to jointly build a smarter, more efficient, greener, and more resilient global supply chain ecosystem, contributing to the high-quality development of the global supply chain.



WORKING HAND IN HAND, SHARING RESPONSIBILITY

Supplier Management

When selecting suppliers, the company strictly reviews their qualifications, product certifications, business risks, legal risks, and trade compliance risks. Suppliers offering environmentally friendly products and services are prioritized. In daily management, the company evaluates suppliers' performance in quality and environmental responsibility, conducting regular self-assessments of their use of environmentally friendly products and services. The results of these assessments are a key factor in deciding long-term cooperation with suppliers.

The company signs formal contracts with selected suppliers, specifying the rules they must adhere to, including additional regulations related to sustainability and anti-commercial bribery. Additionally, the company closely monitors suppliers' performance on significant social and environmental issues. Relevant departments regularly conduct comprehensive evaluations of suppliers' delivery quality and business cooperation. If areas of improvement are identified, the company urges suppliers to correct the issues. In 2024, the company worked with 2,927 suppliers, mainly located in Shandong Province, Beijing, Guangdong Province, and Jiangsu Province, with no suppliers having a significant negative social responsibility impact.

Social Performance (Suppliers)		2024 value
Number of suppliers		2,927
By region	Shandong Province	696
	Beijing	441
	Guangdong Province	261
	Jiangsu Province	195
	Zhejiang Province	142
	Shanghai	122
	Shaanxi Province	90
	other	980
Suppliers with significant negative impact on social responsibility		0

WORKING HAND IN HAND, SHARING RESPONSIBILITY

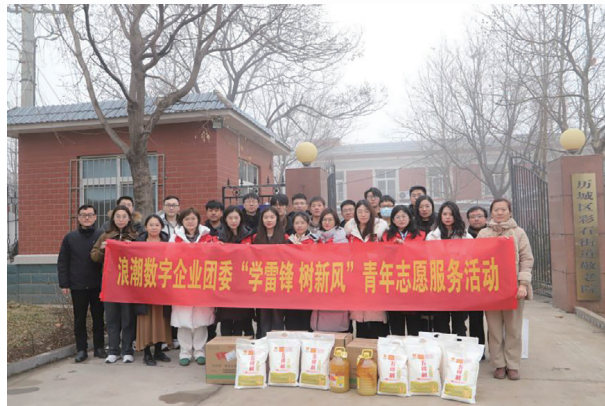


SOCIAL WELFARE: SPREADING LOVE AND COMPASSION

Inspur Digital Enterprise upholds a balanced commitment to both social and economic responsibilities, actively engaging in public welfare initiatives to promote common prosperity and societal well-being. To carry forward the traditional Chinese virtues of mutual aid and support for those in need, the company responded to the call of the Shandong Charity Federation in October 2024 by organizing the "One-Day Charity Donation" initiative. Through this initiative, the company contributed to the development of public welfare programs, spreading positive energy and demonstrating its commitment to social responsibility through concrete actions.

Case: "Learn from Lei Feng, Foster a New Ethos" Youth Volunteer Service Activity

In March 2024, the company's Party Committee organized youth volunteers from the Youth League Branch to join hands with Red Cross staff in providing volunteer services at a senior care center. During the event, volunteers assisted with cleaning, meal support, and free medical consultations, demonstrating the virtues of helping those in need and respecting the elderly. This initiative promoted humanitarianism, compassion, and dedication while spreading positive social values and fostering a culture of civility. Additionally, volunteers presented care packages worth over RMB 10,000 to the elderly, conveying the company's warmth and support.





FUTURE OUTLOOK

Looking ahead to 2025, Inspur Digital Enterprise is committed to advancing with greater determination, deepening transformation, and scaling new technological heights. The company will strive to create greater economic value, take on more social responsibilities, and contribute more to environmental sustainability, ushering in a new chapter of sustainable development while progressing alongside the times and growing with society.

Deepening Internal Transformation to Foster Growth Momentum The company will continue to drive reform and innovation, deepening organizational, market, and supply chain transformations. It aims to shift its operational model from “operational control” to “strategic control + financial control,” further stimulating the vitality of its affiliated units and driving high-quality development across the company.

Enhancing Technological Innovation to Strengthen Core Competitiveness The company will increase investment in technological innovation, actively promote industry-academia-research collaboration, and accelerate the commercialization of scientific achievements. It will refine its research project management system and establish a sound risk prevention mechanism to ensure the secure use of research funds and the production of high-quality outcomes. Additionally, the company will apply for new provincial and group-level innovation platforms to provide strong support for technological advancement.

Strengthening Talent Acquisition and Development to Build a Competitive Edge The company will continue to attract and nurture top-tier talent, formulating specialized recruitment plans focused on artificial intelligence, industrial software, and digital transformation, with an emphasis on increasing the proportion of master’s and doctoral-level professionals. Meanwhile, it will implement tiered training programs to enhance employees’ professional skills and overall competencies, ensuring a strong talent foundation for innovation and development.

Promoting Sustainable Development and Fulfilling Social Responsibilities The company remains committed to the concept of green development, advancing green supply chain initiatives, reducing carbon emissions, and contributing to the realization of the “dual carbon” goals. Furthermore, it will actively engage in social welfare programs, supporting education, rural revitalization, and community development, fulfilling corporate social responsibilities and creating long-term value for society.

APPENDIX I: INDEX OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTING INDICATORS OF THE HONGKONG STOCK EXCHANGE



Report Indicators		Report Content
Main Category A. Environment		
Aspect A1: Emissions		
A1	General Disclosure Information on emissions of air pollutants and greenhouse gases, discharges into water and land, and the generation of hazardous and non-hazardous waste, including: (a) Policies; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Emission Control Actions
A1.1	Types of Gas Emissions and Related Emission Data (Including Ozone-Depleting Substances and Major Air Pollutants)	Emission Control Actions
A1.3	Total Hazardous Waste Generated (Measured in Tons) and (if Applicable) Density (e.g., per Unit of Output, per Facility)	Emission Control Actions
A1.4	Total Non-Hazardous Waste Generated (Measured in Tons) and (if Applicable) Density (e.g., per Unit of Output, per Facility)	Emission Control Actions
A1.5	Description of Emission Reduction Targets and Steps Taken to Achieve These Targets	Emission Control Actions
A1.6	Description of Methods for Handling Hazardous and Non-Hazardous Waste, and Waste Reduction Targets and Steps Taken	Emission Control Actions
Aspect A2: Resource Use		
A2	General Disclosure: Policy on the Effective Use of Resources (Including Energy, Water, and Other Raw Materials)	Efficient Resource Utilization
A2.1	Total Direct and/or Indirect Energy Consumption by Type (e.g., electricity, gas, or oil) (measured in kWh) and Density (e.g., per unit of production, per facility)	Efficient Resource Utilization
A2.2	Total Water Consumption and Density (e.g., per unit of production, per facility)	Efficient Resource Utilization
A2.3	Description of energy use efficiency target (s) set and steps taken to achieve them.	Efficient Resource Utilization
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.	Efficient Resource Utilization
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable
Aspect A3: The Environment and Natural Resources		
A3	General Disclosures The issuer's policies on minimizing significant impacts on the environment and natural resources.	Emission Control Actions
A3.1	A description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage such impacts.	Emission Control Actions

APPENDIX I: INDEX OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTING INDICATORS OF THE HONGKONG STOCK EXCHANGE

Report Indicators		Report Content
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
B1	<p>General Disclosures</p> <p>The issuer's policies on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other benefits and welfare:</p> <p>(a) Policies;</p> <p>(b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.</p>	Employee Care and Growth
B1.1	Total number of employees by gender, employment type, age group, and region.	Employee Care and Growth
B1.2	Employee turnover rate by gender, age group, and region.	Employee Care and Growth
Aspect B2: Health and Safety		
B2	<p>General Disclosures</p> <p>The issuer's policies on providing a safe working environment and ensuring employees are protected from occupational hazards:</p> <p>(a) Policies;</p> <p>(b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.</p>	Health and Safety Management
B2.1	The number and rate of work-related fatalities for each of the past three years (including the reporting year).	Health and Safety Management
B2.2	The number of workdays lost due to work-related injuries.	Health and Safety Management
B2.3	Describe the occupational health and safety measures adopted, as well as the related implementation and monitoring methods.	Health and Safety Management
Aspect B3: Development and Training		
B3	<p>General Disclosures</p> <p>The policies related to enhancing employees' knowledge and skills in fulfilling their job responsibilities. Describe training activities, which refer to vocational training and may include internal and external courses funded by the employer.</p>	Employee Care and Growth
B3.1	The percentage of trained employees classified by gender and employee category (e.g., senior management, middle management, etc.).	Employee Care and Growth
B3.2	The average number of hours of training completed per employee, broken down by gender and employee category.	Employee Care and Growth

APPENDIX I: INDEX OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTING INDICATORS OF THE HONGKONG STOCK EXCHANGE



Report Indicators		Report Content
Aspect B4: Labour Standards		
B4	General Disclosures Policies on preventing child labor or forced labor: (a) Policies; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Employee Care and Growth
B4.1	Describe measures to review recruitment practices to prevent child labor and forced labor.	Employee Care and Growth
B4.2	Describe the steps taken to eliminate the situation when violations are identified.	Employee Care and Growth
Aspect B5: Supply Chain Management		
B5	General Disclosures The issuer's policies on managing environmental and social risks in the supply chain.	Cooperation for Mutual Prosperity, Creating the Future Together
B5.3	Describe the practices for identifying environmental and social risks at each stage of the supply chain, as well as the related implementation and monitoring methods.	Cooperation for Mutual Prosperity, Creating the Future Together
B5.4	Describe the practices for encouraging the use of more environmentally friendly products and services when selecting suppliers, as well as the related implementation and monitoring methods.	Cooperation for Mutual Prosperity, Creating the Future Together

APPENDIX I: INDEX OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTING INDICATORS OF THE HONGKONG STOCK EXCHANGE

Report Indicators		Report Content
Aspect B6: Product Responsibility		
B6	General Disclosure The issuer's policies regarding the health and safety of the products and services provided, advertising, labeling, privacy matters, and remedial actions: (a) Policies; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Product Management Optimization
B6.1	The percentage of total products sold or shipped that were recalled due to health and safety reasons.	Product Management Optimization
B6.2	The number of complaints received regarding products and services, along with the response methods.	Product Management Optimization
B6.3	Describe the practices related to maintaining and protecting intellectual property rights.	Product Management Optimization
B6.4	Describe the quality inspection process and product recall procedures.	Product Management Optimization
B6.5	Describe the policies on consumer data protection and privacy, along with the related implementation and monitoring methods.	Product Management Optimization
Aspect B7: Anti corruption		
B7	General Disclosures (a) Policies on preventing bribery, extortion, fraud, and money laundering; (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Corporate Governance
B7.1	The number of corruption lawsuits filed against the issuer or its employees during the reporting period and the outcomes of those lawsuits.	Corporate Governance
B7.2	Describe the preventive measures and reporting procedures, as well as the related implementation and monitoring methods.	Corporate Governance
B7.3	Describe the anti-corruption training provided to directors and employees.	Corporate Governance

APPENDIX I: INDEX OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTING INDICATORS OF THE HONGKONG STOCK EXCHANGE



Subject Areas, Aspects, General Disclosures and KPIs		Report Content
Aspect B8: Community Investment		
B8	General Disclosure	Social Welfare:
	The issuer's policies on engaging with communities to understand the needs of the communities in which they operate and ensuring that their business activities take community interests into account.	Spreading Love and Compassion
	B8.1 Focus areas of contribution (e.g., education, environmental issues, labor needs, health, culture, sports).	Social Welfare: Spreading Love and Compassion
B8.2	Resources deployed in the focus areas (e.g., money or time).	Social Welfare: Spreading Love and Compassion
Part D: Climate-Related Disclosures		
governance	(a) Information on the governance body (which may include the board of directors, committees, or other equivalent governance bodies) or individuals responsible for overseeing climate-related risks and opportunities.	Climate Change Response
	(b) The role of management in the governance processes, monitoring measures, and procedures used to monitor, manage, and oversee climate-related risks and opportunities.	
Strategy	Climate-Related Risks and Opportunities, Business Model and Value Chain, Strategy and Decision-Making, Financial Condition, Financial Performance, and Cash Flows, and Climate Resilience	Climate Change Response
risk management	(a) The issuer's processes and policies for identifying, assessing, and prioritizing climate-related risks, and maintaining ongoing monitoring, including information related to the following aspects.	Climate Change Response
	(b) The issuer's processes for identifying, assessing, and prioritizing climate-related opportunities, and maintaining ongoing monitoring (including whether and how the issuer uses climate-related scenario analysis to identify climate-related opportunities).	
	(c) How the identification, assessment, prioritization, and monitoring processes for climate-related risks and opportunities are integrated into the issuer's overall risk management processes, and the degree to which they are integrated.	
Indicators and targets	Greenhouse gas emissions, climate-related transition risks, climate-related physical risks, climate-related opportunities, capital operations, internal carbon pricing, compensation, industry-specific indicators, climate-related metrics, cross-sector indicators, and the applicability of industry-specific indicators.	Emission Control Actions Climate Change Response

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APPENDIX III: INDEX OF CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) RECOMMENDATIONS

TCFD Core Elements	Disclosure recommendations	Corresponding chapter
Governance	1) Describe the process of formulating climate change in ESG governance	Green Operations, Protecting Our Home-governance
	2) Describe the board's oversight of climate-related risks and opportunities	Green Operations, Protecting Our Home-governance
Strategy	1) Describe the impact and significance of climate change-related risks on the company's business	Green Operations, Protecting Our Home-strategy
	2) Describe the organization's consideration of internal and external factors in the process of formulating strategy	Green Operations, Protecting Our Home-strategy
Risk Management	1) Describe the threat of climate change to the business and its impact on finance, reputation, etc.	Green Operations, Protecting Our Home-risk management
	2) Describe the organization's process for identifying and assessing climate-related risks	Green Operations, Protecting Our Home-risk management
Indicators and Goals	1) Describe the measures taken by the organization to address climate change and its attitude towards public reporting	Green Operations, Protecting Our Home-indicators and goals
	2) Describe the organization's goals and measures for addressing climate change	Green Operations, Protecting Our Home-indicators and goals
	3) Describe the impact of climate change on the organization's core business and future development opportunities	Green Operations, Protecting Our Home-opportunity



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