# Jiu Rong Holdings Limited
# 久融控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code : 2358)

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
## 2024/2025

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# CHAPTER 1 ABOUT THIS REPORT

## STATEMENT OF THE BOARD

Jiu Rong Holdings Limited ("**Jiu Rong**" or the "**Company**", together with its subsidiaries and associates (the "**Group**"), upholds the business philosophy of allowing the Group and its employees to develop and grow together, creates a good mechanism for employees, and actively creates a safe and healthy working environment, content and types of training and learning opportunities for employees.

The Group attaches great importance to environmental, social and governance ("**ESG**"), and organically integrates green operation and low-carbon development with the Group's long-term business development strategy to create a win-win situation with satisfied customers, satisfied employees, satisfied governments and satisfied shareholders. The Company's Board of Directors ("**Board**") is the chief ESG decision-making body, and is responsible for the Group's environmental, social and governance strategies and reporting. The management is responsible for ensuring the consistent implementation of ESG-related work and reporting the progress to the Board on a regular basis. The functional departments formulate work plans for each ESG issue, supervise the implementation of such plans and report to the management regularly. The subsidiaries are equipped with dedicated personnel who are responsible for performing specific ESG tasks and carrying out data and information collection and compilation.

The Board has overall responsibility for the Group's system of internal controls and enterprise risk management ("**ERM**") and reviewing its effectiveness, evaluating and determining the nature and extent of the risks it is willing to take in achieving the Group's business and strategic objectives, ensuring that an adequate and effective system of internal controls and ERM is in place within the Group. The Board oversees the Group's management in the context of the Group's ERM and internal controls ("**Designated Management**") in implementation and monitoring of the internal control and ERM system on an on-going basis, so that the Group's business and strategic objectives can be achieved.

In addition to seeking its own development, the Group also actively fulfills its social responsibilities and regards giving back to the society as an important concept of the Company.

## OVERVIEW OF CORPORATE DEVELOPMENT

As at 30 June 2025, the Group owned five main operating entities: Soyea Jiu Rong Technology Company Limited (數源久融技術有限公司) ("**Soyea Jiu Rong**"), Zhe Jiang Jiu Rong Intelligent Technology Limited (浙江久融智能技術有限公司) ("**Jiu Rong Intelligent**"), Jiu Rong New Energy Science and Technology Limited (久融新能源科技有限公司) ("**Jiu Rong New Energy**"), Hangzhou Yunqi Cloud Data Limited (杭州雲棲雲數據有限公司) ("**Yunqi Cloud Data**") and Hangzhou Lu Yun Property Limited (杭州綠雲置業有限公司) ("**Lu Yun**").

The principal activities of Soyea Jiu Rong related to high-tech electronic information products and industry information technology solutions, mainly engaged in digital video and audio products, industry application software, intelligent emergency integrated solutions, etc., it is one of the largest terminal suppliers of Zhejiang Wasu Broadcasting Network Company Limited (浙江華數廣電網絡股份有限公司).

Soyea Jiu Rong is a Hangzhou municipal research and development center with strong research and development capabilities for new digital video and audio products.

# CHAPTER 1 ABOUT THIS REPORT

Jiu Rong Intelligent is a high-tech enterprise that integrates research and development, production and sales. It has advanced automatic production system of intelligent screen, and has a production line of 43-inch to 100-inch ultra-large-size module and complete LCD terminal. Our Company's main products include smart TVs, smart conference tablets and LED display, filling the "intelligent" production gap of ultra-large-size LCD products in Zhejiang Province.

Jiu Rong New Energy is principally engaged in the development and application of new energy technologies, construction and operation of new energy vehicle charging stations and smart parking. Jiu Rong New Energy integrates Jiu Rong's advantages in big data technology and internet technology, Hangzhou's advantages in internet industry and its related talents to integrate the intelligent control platform in order to construct and operate intelligent charging parking. Currently, Jiu Rong New Energy is operating 111 social and public transportation charging stations; the annual charging capacity ranks No. 1 among Hangzhou's electric vehicles charging capacity. The Company operates with a market-oriented approach, driven by research and development, actively exploring product innovation, management innovation and institutional innovation, improving the Company's core competitiveness constantly, and striving to create the industry leading products to provide customers with quality services.

Yunqi Cloud Data is committed to the research and development and application of big data and cloud storage technology and related services. To achieve efficient business operations, data control and big data value-added by the use of cloud computing, big data technology, software and hardware seamless integration, through the provision of data-centric high-tech and high-quality services, to solve customer problems, enhance the value of information resources.

The Liuhe Yun Cloud Ecological Smart Industrial Park operated by Lu Yun focuses on the PRC companies and entrepreneurs actively engaging in big data and artificial intelligence to establish the most influential big data and artificial intelligence cloud ecological tribe.

## RESPONSIBILITY OF THE BOARD AND GOVERNANCE STRUCTURE

The Board of Directors of the Company is fully responsible for the Group's sustainability strategy and reporting, assessing and determining the Group's ESG risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place. The Board has established an Environmental, Social and Governance (ESG) taskforce, comprising Directors and senior management and heads of departments with different functions. The ESG taskforce assesses, priorities and advises on the effectiveness of the Group's sustainability strategies and policies, and reports to the Board to review its operations and progress towards environmental, social and governance-related goals and targets.

The key responsibilities of the ESG taskforce include the following:

1. Establishing the long-term ESG goals and missions of the Company;
2. Monitoring and managing ESG-related risks;
3. Evaluating the effectiveness of the Company's ESG management systems; and
4. Reporting the ESG objectives achieved to the Board.

The Group is committed to complying with the latest laws and regulations. The Group's ESG measures will be revised and communicated with employees in a timely manner to enhance the effectiveness of ESG work.

# CHAPTER 1 ABOUT THIS REPORT

## REPORTING PRINCIPLES

The Company strictly follows the four Reporting Principles during the preparation of the ESG Report:

- **Materiality**: The Company conducted the annual stakeholder engagement and identified the material ESG issues during the Reporting Period. The final ESG issues have been confirmed by the management and the Board of the Company.

- **Quantitative**: The Company monitored various Key Performance Indicators ("**KPI**") during the Reporting Period, which are presented in this Report, to keep track of the progress of our ESG initiatives. In this way, the effectiveness of ESG policies and management system can be evaluated and validated.

- **Balance**: The Report presents an unbiased picture of the Company's ESG performance during the Reporting Period.

- **Consistency**: If applicable, the Company adopts a consistent methodology in the calculation of the data as in previous years to show comparable ESG data. If there are any changes that may affect comparison with previous reports, we have added remarks to the corresponding content of this report.

## REPORT COMPILATION BASIS

This Report is prepared with reference to the "Environmental, Social and Governance Reporting Guide" under Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"). The information disclosed in this Report is derived from the results of internal statistics and analyzes of the Group's internal resources.

## REPORTING PERIOD

According to the announcement dated 17 December 2024, the Group has changed its financial year end date from 31 December to 30 June. Accordingly, this Report covers the period from 1 January 2024 to 30 June 2025, being a duration of eighteen months (hereinafter referred to as the "**Reporting Period**"). The figures contained in this Report may therefore not be fully comparable with those of the preceding financial year, which covered the period from 1 January 2023 to 31 December 2023. The information period presented in this Report is from 1 January 2024 to 30 June 2025, which is consistent with the financial year covered in the Group's 2024/25 Annual Report.

## SCOPE OF THE REPORT

For the period from 1 January 2024 to 30 June 2025, the Group's main businesses are the digital audio and video business; new energy vehicles business; cloud ecological big data business; properties development, properties investment and general trading, for specific details of the above-mentioned businesses, please refer to the Group's 2024/25 Annual Report.

On behalf of the Board

*Executive Director*
**Chen Yunxiang**
30 September 2025

# CHAPTER 2 STAKEHOLDER ENGAGEMENT

## IDENTIFICATION OF STAKEHOLDERS

Based on the experience and frequencies of enquires and interactive communication between relevant business management personnel and customers, external parties and internal employees, the Group identified six categories of stakeholders, namely shareholders/investors, customers, employees, local communities, governmental/regulatory authorities and suppliers.

## STAKEHOLDER COMMUNICATION AND IDENTIFICATION OF MATERIAL TOPICS

The Group solicits the opinions and suggestions of stakeholders on issues of concern to them through regular and irregular meetings, interactive communication among various business functions. The feedback received are discussed in internal meetings, which serves as an important reference for the Group's sustainable development strategy.

The Group maintains close communication with key stakeholders through different communication channels. In response to the issues of concern to stakeholders, the heads of relevant departments of each issue within the Group have selected the following material issues based on the "four principles of internal material issue evaluation".

Four principles of internal material issue evaluation:

1. Regulatory/Policy Compliance Requirements
2. Significant Financial Impacts/risks
3. Stakeholders' Concerns/Social Trends
4. Competitive Advantages in the Industry

| Stakeholders | Major Issues | Communication Channels and Methods |
|---|---|---|
| Government/Regulatory Authorities | • Corporate governance<br>• Compliance with laws and regulations | • Cooperate with the government and regulatory authorities on compliance inspections<br>• Due submission<br>• Participate in conferences/seminars |
| Shareholders/Investors | • Economic performance<br>• Corporate governance | • Publish news on Company/HKEx websites (such as announcements, circulars, interim reports, annual reports, etc.)<br>• Convene shareholders' meetings |

# CHAPTER 2 STAKEHOLDER ENGAGEMENT

| Stakeholders | Major Issues | Communication Channels and Methods |
|---|---|---|
| Customers | • Product quality<br>• Management of prohibited/ restricted substances<br>• Environmental, safety and hygiene management performance<br>• Code of Conduct implementation performance (labour relations/labour rights/ compliance with the laws and regulations)<br>• Transparency and reliability of information disclosure | • Business visits/regular meetings/ regular and ad hoc communication meetings<br>• Audit feedback/self-management performance feedback<br>• Email and phone contact |
| Employees | • The Group's business condition (job security)<br>• Salaries and benefits/Career development<br>• Labour relations/labour rights/ working hours management<br>• Workplace safety/ reasonableness of rules and regulations<br>• Feedback channels for opinions | • Group internal website/email/ Wechat/QQ/employee suggestion box<br>• Safety Committee/Labour Union<br>• Committee for Complaints, Rewards and Penalties/internal staff publications (regular)<br>• Employees/managers forums/ surveys (from time to time)<br>• Life counselling rooms located in production factories |
| Community | • Environmental issues/ compliance with the laws<br>• Transportation<br>• Career opportunities/ community welfare outreach activities | • Proactive visits<br>• External feedback communication windows<br>• Sponsorship of public welfare activities/community visits/ Company website |
| Suppliers | • Management of prohibited/ restricted substances<br>• Fair competition/quality and price<br>• Suppliers evaluation | • Letters of undertaking<br>• Business communication/ procurement contracts/email and phone contacts<br>• Suppliers evaluation mechanism |

In the Reporting Period, based on the results of the materiality assessment in the previous reporting year, we reviewed the materiality of the issues by comparing the local and international sustainability reporting standards with the materiality areas of our peers, and confirmed that environmental and safety management performance, occupational safety and career development, and environmental protection remained the most important areas for the Group.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

The Group attaches great importance to environmental sustainability, is committed to protecting the environment, preventing pollution, utilizing natural resources, and implementing a series of environmental sustainability strategies and measures to enhance the efficiency of the use of energy, water resources and materials, reduce the use of natural resources, and minimize the negative impact of the Group's operations on the environment and natural resources.

The Group strictly abides by the Environmental Protection Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China and other laws and regulations related to environmental protection. During the Reporting Period, the Group did not have any significant environmental pollution incidents resulting from major illegal discharges and leaks, nor did there have any significant violations of environmental laws and regulations related to the discharges, sewage treatment and the generation of hazardous or non-hazardous waste on the Group's major businesses.

## ENVIRONMENTAL SUSTAINABILITY MANAGEMENT

Environmental Management Policy

By adhering to the principle of maintaining a balance between environmental protection and production, and at the same time refers to the ISO 14001 Environmental Management System, the Group has established relevant environmental protection guidelines as the implementation standards in terms of actual operation management, established a self-operating management system, and is committed to the following environmental protection measures:

1. Comply with relevant environmental laws and regulations and other requirements, develop and implement relevant standard operating procedures.

2. Optimize production processes, promote cleaner production, reduce pollutant emissions, implement pollution control and management, and perform regular tests and inspections.

3. Reduce the use of hazardous substances, promote industrial waste reduction, resource recycling, energy conservation and carbon reduction measures, so as to continuously enhance the performance of corporate environmental protection.

4. Strengthen education and training to enhance the environmental awareness of all employees, so as to thoroughly implement environmental protection responsibilities.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

Protecting the Environment and Natural Resources

The Group's major businesses have no significant impact on the environment and natural resources, and did not cause significant pollution. The Group's factories have equipped with facilities for the collection and treatment of pollutants generated during the manufacturing and operation processes. This is to ensure that pollutants are treated according to local regulatory requirements before emission.

## EFFECTIVE USE OF RESOURCES

Use of Raw Materials and Procurement

Video products are the primary business of the Group. We adhere to the principle of meeting emission standards and reducing the impact of pollutants on the environment and the surrounding area, regard green procurement and cleaner production as important missions. With reference to the ISO 14001 Environmental Management System, the Group formulates various emission reduction guidelines, and actively introduces emission reduction technologies and equipment.

With respect to raw material selection, the raw materials used in video products can be categorized into electronic components, cases, printed circuit boards (PCBs), solders, cables, screws and packaging materials. In order to ensure that the materials selected by the Group meet the national requirements for environmentally friendly raw materials and green materials adoption, we have been maintaining close communication with brand customers and suppliers in the course of material selection in terms of quality requirements and standards for environmentally friendly materials. With respect to procurement practices, the Group prioritizes the supply of materials from local suppliers in order to minimize the risk of supply interruption and reduce the carbon emissions of material supply due to long-distance transportation.

Energy Consumption

The Group targets to enhance energy efficiency through the implementation of energy conservation measures and to implement energy saving measures in the office. The types of energy used by the Group mainly include direct energy fuel consumption, which is mainly caused by vehicle fuel, and indirect energy electricity consumption, which is mainly caused by the use of purchased electricity.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

The energy consumption data during the Reporting Period is as follows:

| Energy Consumption[1] | Unit | Eighteen months ended 30 June 2025 | Year 2023 |
|---|---|---|---|
| Direct Energy Consumption Total | MWh | 45.97 | 64.19 |
| Diesel | MWh | 0 | 3.52 |
| Petrol | MWh | 45.97 | 60.67 |
| Indirect Energy Consumption Total | MWh | 12,180.75 | 25,655.73 |
| Purchased Electricity[2] | MWh | 12,180.75 | 25,655.73 |
| Energy Consumption Total | MWh | 12,226.72 | 25,719.92 |
| **Energy Consumption Intensity** | **MWh/million HKD revenue** | **13.97** | **54.52** |

For details of the Group's energy management measures, please refer to the section "Green Office" of this Report.

Water Resources Consumption

Most of the Group's water consumption is supplied to employees for domestic use, whereas the treated discharge complies with the local discharge regulations, and there is no issue in sourcing water that is fit for purpose. On the other hand, the Group's target is to enhance employees' awareness of water conservation by taking proactive measures to reduce water consumption, such as posting water conservation notices in prominent positions, restricting water faucet valves in public areas, and using automatic sensor faucets etc.

The water consumption data during the Reporting Period is as follows:

| Water Consumption[3] | Unit | Eighteen months ended 30 June 2025 | Year 2023 |
|---|---|---|---|
| Water Consumption | $m^3$ | 8,391.17 | 22,204.35 |
| **Water Consumption Intensity** | **$m^3$/million HKD revenue** | **9.59** | **47.07** |

1 Direct energy consumption is calculated and referenced in accordance with the total calorific value, density or conversion factor of the fuel provided by the International Energy Agency Energy Statistics Manual. Indirect energy consumption is calculated as 1 kWh equals 0.0036 GJ (from the Electrical and Mechanical Services Department of Hong Kong).

2 The total amount of purchased electricity has been net of the amount of electricity sold externally. Due to the downsizing of the digital video production line business, energy consumption during the Reporting Period decreased significantly.

3 Due to the downsizing of the digital video production line business, water consumption during the Reporting Period decreased significantly.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

Waste Management

The Group targets to implement various waste recycling policies and strengthen employee education. It also attaches great importance to the gradual recycling, detoxification and reduction of solid waste, and the separation and management of hazardous waste, with the target of voluntarily maintaining or decreasing the level of non-hazardous waste on an annual basis at a similar level of operation.

In terms of hazardous waste, the main source of hazardous waste generated by the Group comes from wasted light fixtures, printing toner cartridges etc., all of which are purchased and disposed of by professional environmental protection recycling companies.

In terms of non-hazardous waste, the main source of non-hazardous waste generated by the Group comes from waste packaging materials, all of which are transported and disposed of by professional governmental hygienic companies. During the Reporting Period, the Group continued to promote the concept of consumables recycling and resource conservation, collecting the used dust-free cloths for cleaning products and recycling them for internal cleaning, and collecting used gloves and recycling them for assembly and equipment maintenance.

The main source of the Group's waste comes from the digital audio and video business. The waste data during the Reporting Period is as follows:

| | **Waste Generation[4]** | | |
|---|---|---|---|
| | **Unit** | **Eighteen months ended 30 June 2025** | **Year 2023** |
| Total Hazardous Waste | tonnes | 0.22 | 0.19 |
| **Hazardous Waste Intensity** | **kg/million HKD revenue** | **0.25** | **0.40** |
| Total Non-hazardous Waste | tonnes | 360 | 375 |
| **Non-hazardous Waste Intensity** | **kg/million HKD revenue** | **411.31** | **794.86** |

Packaging Materials Consumption

In order to reduce the environmental impact of the consumption of packaging materials, we use environmentally friendly materials and recyclable materials. For details of the Group's measures to select environmentally friendly materials, please refer to the section "Use of Raw Materials and Procurement" of this Report.

[4] As a result of the downsizing of the digital video production line business, together with the increase in revenue, the intensity of waste emissions decreased substantially.

The packaging materials consumption data during the Reporting Period is as follows:

| Packaging Materials Consumption | Unit | Eighteen months ended 30 June 2025 | Year 2023 |
|---|---|---|---|
| Packaging Materials Consumption | tonnes | 2,346.55 | 1,667.02 |
| **Packaging Materials Consumption Intensity** | **Tonne/million HKD revenue** | **2.68** | **3.53** |

## AIR EMISSIONS

The main sources of the Group's air emissions include nitrogen oxides (NOx), sulfur oxides (SOx) and respirable suspended particulates (RSP).The main source of the air emissions is generated by the use of vehicles.

The air emissions data during the Reporting Period is as follows:

| Air Emissions[5] | Unit | Eighteen months ended 30 June 2025 | Year 2023 |
|---|---|---|---|
| NOx | kg | 34.65 | 45.51 |
| SOx | kg | 0.07 | 0.10 |
| RSP | kg | 3.32 | 4.36 |

## GREENHOUSE GAS EMISSIONS

The direct greenhouse gas (GHG) emissions (Scope 1[6]) from the Group's production and business activities are mainly caused by the fuel oil consumption during manufacturing but its emissions are limited due to the nature of the Group's business. The indirect GHG emissions (Scope 2[7]) are mainly caused by the electricity consumption during manufacturing.

5 The reference source for the calculation of emissions and emission factors is the Appendix 2: Reporting Guidance on Environmental KPIs of the Main Board Listing Rules issued by the HKEX.

6 Scope 1 refers to direct GHG emissions from sources owned or controlled by the organisation. (Remarks: The statistics include the production process and the fuel consumption generated)

7 Scope 2 refers to indirect GHG emissions from purchased electricity, heating, cooling, and steam purchased from other establishments for the organisation own consumption.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

The Group actively reduces greenhouse gas emissions through energy conservation, with the target of voluntarily maintaining or decreasing the level of emissions from its main operations on an annual basis at a similar level of operation.

The GHG emissions data during the reporting year is as follows:

| | GHG Emissions[8, 9] | | |
|---|---|---|---|
| | **Unit** | **Eighteen months ended 30 June 2025** | **Year 2023** |
| Scope 1 | tonnes of $CO_2e$ | 13.27 | 18.47 |
| Scope 2 | tonnes of $CO_2e$ | 6,536.19 | 14,905.98 |
| Total GHG Emissions (Scope 1 and Scope 2) | tonnes of $CO_2e$ | 6,549.46 | 14,924.45 |
| **Total GHG Emissions Intensity (Scope 1 and Scope 2)** | **tonnes of $CO_2e$/ million HKD revenue** | **7.48** | **31.63** |

## GREEN OFFICE

The Group advocates and implements green office initiatives, including:

- **Office Power Saving**: Policy to turn off lights when not in use, partitioned control of office lighting circuit, air-conditioning temperature control, shut down of computers during lunch break.
- **Electronic and Paperless Office**: Implement electronic and systematic office, use email and online signature system for document review, signing and communication where possible, reduce the frequency of printing and photocopying, reduce the use of office paper, and encourage employees to use paper on both sides.
- **Reduce the Use of Bottled Water**: Provide drinking water supply equipment at all factory production bases for the use by factory employees, meetings and visitors. Employees are encouraged to bring along their own reusable cups to reduce the use of bottles.

8 The calculation of greenhouse gas emissions and the emission factors are based on the 100-year Global Warming Potentials provided in the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) ($CO_2$: 1, $CH_4$: 28, $N_2O$: 265), the "Environmental Key Performance Indicators Reporting Guide" set out in Appendix 2 to the Main Board Listing Rules issued by the Stock Exchange, as well as the national grid average carbon emission factor for 2022 as published in the "Announcement on the Release of the 2022 Electricity Carbon Dioxide Emission Factors".

9 In calculating Scope 2 greenhouse gas emissions, the energy supplied to customers through new energy vehicle charging facilities has been deducted from the total energy consumption. Due to the downsizing of the digital video production line business, both Scope 1 and Scope 2 emissions decreased significantly during the Reporting Period.

# CHAPTER 3 ENVIRONMENTAL PROTECTION

## CLIMATE CHANGE

In recent years, the issue of climate change has attracted much attention, and environmental protection regulations have become increasingly stringent, hence the rigorous demands from the application of environmental-friendly materials. In order to address the challenges brought by climate change and build the Group's climate resilience, the digital audio and video business is committed to minimizing energy consumption in day-to-day operations through various energy conservation and resource saving programs, thereby reducing greenhouse gas emissions by minimizing its potential environmental impacts.

In addition, we have been working closely with our suppliers and customers to reduce carbon emissions by enhancing eco-friendly product design and improving production efficiency. In addition, we will continue to monitor international and local climate change laws and regulations, as well as regularly monitor the air emissions of video product factories.

The ESG Working Group evaluates the potential risks that may lead to major business disruptions and formulates appropriate precautionary measures, such as work arrangements and safety guidelines under extreme weather conditions. During the Reporting Period, the Group identified and assessed climate-related risks that were materially related to its business in accordance with the Management Procedures for Identification, Evaluation and Updating of Environmental Factors (《環境因素識別、評價與更新管理程序》). In terms of physical risks, the Group may face extreme weather conditions such as floods and storms, and long-term physical risks may arise from sustain high temperatures. In terms of transition risks, the Group may face changes in environment-related regulations or changes in customer preferences.

After assessment, the Group expects that potential extreme weather events, such as sustain high temperatures, and changes in environment-related regulations, will not pose a material impact on the Group's main business during the Reporting Period, and the main business will not pose a material impact on the climate. In the event of any suspected climate-related issues, the Group will monitor the actual situation of each business and formulate emergency climate risk mitigation measures.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

## PROPER ASSIGNMENT OF ROLES

Diversified Recruitment Channels

The Group complies with labour standards, including safeguarding the rights and interests of employees when recruiting and dismissing employees. We operate strictly in accordance with the relevant requirements of labour laws and regulations, including the Labour Law of the People's Republic of China, the Company Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China and Hong Kong Employment Ordinance on the Protection of Disabled Persons. The Group actively recruits talents of different nationalities, genders, ages and religions in a fair and equitable manner through various channels (including internet advertisements, social recruitment, student internship programs, and internal staff referrals, etc).

As at 30 June 2025, the Group had 248 employees, and the specific breakdowns are as follows:

| | **Eighteen months ended 30 June 2025** | Year 2023 |
|---|---|---|
| Total no. of employees | **248** | 395 |
| **By gender** | | |
| Male | **188** | 293 |
| Female | **60** | 102 |
| **By age** | | |
| Aged 25 and below | **6** | 30 |
| Aged 26 and 35 | **28** | 88 |
| Aged 36 and 45 | **92** | 134 |
| Aged 46 and above | **122** | 143 |
| **By geographical region** | | |
| Mainland China (not incl. Hong Kong) | **245** | 393 |
| Hong Kong | **2** | 2 |
| Other region | **0** | 0 |
| **By job nature** | | |
| Manufacturing | **20** | 99 |
| Administration | **47** | 43 |
| Marketing | **140** | 193 |
| Others | **41** | 60 |

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

Employee Turnover Rate[10]

| | **Eighteen months ended 30 June 2025** | Year 2023 |
|---|---|---|
| Total no. of employee turnover | **379** | 182 |
| Number and rate (%) of employee turnover | **117.88%** | 41.89% |
| **By gender** | | |
| Male | **249** | 95 |
| | **(103.53%)** | (30.69%) |
| Female | **130** | 87 |
| | **(160.49%)** | (69.60%) |
| **By age** | | |
| Aged 35 and below | **206** | 83 |
| | **(271.05%)** | (61.25%) |
| Aged 36 to 45 | **104** | 71 |
| | **(92.04%)** | (49.48%) |
| Aged 46 and above | **69** | 28 |
| | **(52.08%)** | (18.01%) |
| **By geographical region** | | |
| Mainland China (not incl. Hong Kong) | **379** | 180 |
| | **(85.84%)** | (41.62%) |
| Hong Kong | **0** | 2 |
| | **(0%)** | (100%) |
| Other region | **0** | 0 |
| | **(0%)** | (0%) |

## EDUCATION, TRAINING AND CAREER DEVELOPMENT

Performance Management System

The Group has implemented performance management system to achieve operational goals and enhance employees' capabilities. The Group evaluates the results of assessment by tracking the assessment forms and categories, results feedback and improvements, to ensure the performance appraisal worked. The fundamental purpose of performance management system is not to punish the employees who do not fulfill their targets and not perform their duties properly, but to enhance the motivation of employees through improving the working methodology, quality and establishment of a fair competitive mechanism to improve working efficiency continuously and develop planning and responsibility of employees that can timely point out working deficiencies and to improve promptly, in order to have the work done successfully.

[10] During the Reporting Period, the calculation methodology for employee turnover was updated as follows: "Employee turnover rate = Number of employees who left within the category ÷ Average number of employees in the category during the Reporting Period." As a result of this methodological update, the employee turnover data for 2023 has been restated accordingly. The increase in employee turnover during the Reporting Period was primarily attributable to the downsizing of the digital video production line business.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

Training

The objective of training is to upgrade the quality of manpower and job skills continuously, to motivate employees' job enthusiasm and welcome challenges, thereby creating greater corporate value and achieving operational goals and future development.

To achieve the Group's training and development policy and objectives, it is necessary to consider not only the Group's business vision and objectives, but also the assessment of employees' performance and capability deficiency. We plan training for newcomers, professional training, management training at all levels, environment-related training, and courses on the Company's core values and other internal and external courses, in line with the Company and its management system to establish an education and training framework. Through physical or e-learning methods, we provide employees with a full range of training, allowing employees to continuously improve their professional and management capabilities at the same time.

During the Reporting Period, the Group held a total of 231 training courses, with a total employee training rate of 118.82% and an average of 17 training hours per employee.

Percentage of Employees Trained[11]

| | **Eighteen months ended 30 June 2025** | Year 2023 |
|---|---|---|
| **By gender** | | |
| Male | **104.37%** | 72.05% |
| Female | **161.73%** | 46.40% |
| **By employees' category** | | |
| Senior Management | **69.23%** | 57.14% |
| Middle Management | **106.68%** | 60.00% |
| General Employee | **121.50%** | 65.17% |

[11] During the Reporting Period, the calculation methodology for the percentage of employees receiving training was updated as follows: "Percentage of employees receiving training = Number of trained employees in the category ÷ Average number of employees in the category during the Reporting Period". As a result of this methodological update, the employee training percentage for 2023 has been restated accordingly. As the data includes employees who subsequently left the Group, the relevant percentage of employees receiving training may exceed 100%.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

Average Training Hours[12]

| | Eighteen months ended 30 June 2025 | Year 2023 |
|---|---|---|
| **By gender** | | |
| Male | **21.22** | 11.84 |
| Female | **42.55** | 10.95 |
| **By employees' category** | | |
| Senior Management | **9.00** | 9.71 |
| Middle Management | **20.08** | 10.16 |
| General Employee | **27.61** | 11.76 |

Training System Courses

To ensure the training courses meet the requirements of corporate strategies, in addition to the evaluation of training and development performance in annual business review meeting, regular reviews on operations of different business units are done in the said meeting to serve as the basis for future development planning. Talents' competitive advantages are enhanced according to the Group's overall business strategies, and a comprehensive training system is established according to its mission. Our annual training plan not only follows the Group's business vision and targets, but also considers the employees' personal development plans, functional training system at various levels, quality management system and law-related courses in relation to labour, safety and hygiene licenses.

In order to improve the work skills of employees at all levels and to build mutual understanding among employees within the Group, the Group organises diversified training to achieve the best business performance of the Group.

- **General staff**: Job knowledge and skills training, the Group's core values training, and personal development training.
- **Professional stream**: "Professional skills training" is designed according to the roles and professional requirements.
- **Management stream**: "Management skills training for senior, middle management personnel and management associates" is designed for various management levels according to corporate core and management function development of the Group.

[12] The calculation methodology for average training hours is as follows: "Average training hours = Total training hours received by employees in the category during the Reporting Period ÷ Total number of employees in the category at the end of the Reporting Period".

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

## COMPREHENSIVE REMUNERATION AND BENEFITS SYSTEM

Competitive Remuneration Scheme

The Group recognises the employees as its most valuable assets, in order to attract, motivate and retain talents, we offer attractive and competitive remuneration packages. We uphold the principle of equal pay for the same position regardless of gender, race, religion, political affiliation, sexual orientation or marital status of the employees. The remuneration of an individual will be determined with reference to his/her educational background, experience, job duties, professional skills and technical capacities, the salary levels in the industry as well as market conditions. The basis of reward and promotion depends on an employee's work attitude, demonstration of professional ability and overall performance. The Group also reviews the remuneration policies regularly to make sure our salary standards are competitive. The performance management system is introduced to assess individual employee's performance, the results of which will be used as the basis for salary adjustment and job promotion.

Comprehensive Employee Benefits

The attendance mechanism of our Group is established according to the relevant laws and regulations of the operating locations. Employees are allowed to arrange their time-off according to their own needs within stipulation.

For the interests of the employees, the Group provides the local insurance plan (including pension; medical insurance; unemployment insurance; maternity insurance and work-related injury insurance) and housing provident fund, so as to protect the employees' livelihood and reduce the employees' burden of medical expenses, and so as to safeguard employees' retirements.

In addition, the Group offers diverse and flexible employee benefits motivating the employees to contribute in their job positions under employee benefits system. The Group provides benefits such as work performance bonuses; year-end bonuses; staff quarters, catering and transportation allowances, and so on. The Group also provides employee reading rooms with free borrowing of books and magazines, and organises various cultural and sports activities regularly.

## RESPECT FOR LABOUR RIGHTS

The Group complies with relevant laws and regulations, and is committed to the principle of fairness and the promotion of human rights policies.

Anti-discrimination Policy

The Group protects the employees' right to work, employees are not discriminated in employment (including recruitments, salaries, promotions, disciplinary actions, dismissals, and retirements) because of their backgrounds in gender, race, religion, age, disability, sexual orientation, nationality. During the Reporting Period, there was no discriminatory act reported or complaint received in relation to equal opportunity, transfer, promotion, recruitment, termination, holidays, benefits and training.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

Protection of Labour Rights

Each new recruited employee is required to sign an employment contract at the time of appointment, which clearly defining the rights, responsibilities and obligations of both the employer and the employee, and all employees have the right to terminate the labour relationship with the Group. The setting up, amendment, cancellation and termination of the relevant employment contract are strictly subject to the relevant local laws and regulations.

The Group does not hire child labour aged below the relevant legal threshold of the respective markets. At the time of interview, the Human Resources Department will request the job applicants to provide valid identity document for the verification of actual age of the applicants. Job seekers found to have not met the statutory minimum working age will be disqualified.

The Group strictly complies with local laws and regulations in terms of the working hours of employees, their resting time is well respected and they enjoy paid holidays in accordance with the laws and regulations. To maintain the physical and mental balance of the employees, work attendance checking by human resource is effectively managed the working hours and resting dates of the employees. To prevent forced overtime work, any necessary arrangements of overtime must be agreed by the employees voluntarily, overtime and overtime pays are in line with the local laws and regulations.

During the Reporting Period, there were no cases of child labour or forced labour observed in the Group.

## WORKPLACE SAFETY

Safety and Hygiene Management

*Occupational Safety and Hygiene Management Policy*

The Group's policy on occupational safety and hygiene management is to "provide a safe and healthy working environment for the employees and avoid occupational hazards". To fulfill commitment of providing a safe working environment to the employees, the Group has established a standardized safety management system.

*Safety and Hygiene Management*

With respect to occupational safety and hygiene management, in addition to compliance with the relevant laws and regulations of the Group's jurisdiction, such as the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and the Special Equipment Safety Law of the People's Republic of China, we have also formulated a series of management measures to implement management practices and avoid hazards. The Company has established the "Quality-Environment-Occupational Health and Safety Management Manual" as the code of conduct for all employees to engage in work and the basis for continuous improvement of the management system. In addition, the Company conducts regular safety and health inspections, such as annual health checkups for employees, regular hygiene and electricity safety inspections of employee dormitories, and establishes an internal inspection system for safety and health management.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

*Standardized Management Measures*

The Group continues to strengthen various safety and hygiene management issues by phases, in addition to fire safety, chemical safety, special hazards operation control, etc.

| Item | **Eighteen months ended 30 June 2025** | Year 2023 | Year 2022 |
|---|---|---|---|
| Number of work related fatalities | **0** | 0 | 0 |
| Number of work related injuries | **4** | 4 | 0 |
| Lost day due to work injury | **38.5** | 309 | 0 |

*Fire Safety Management*

To ensure the protection of lives and properties, the Group promotes fire safety, fire prevention, containment of disasters, emergency response and disaster relief, and the risk of fire is reduced by improving and adopting relevant control mechanisms.



Fire safety inspection and training

## EMPLOYEE CARE

The Group attaches great importance to the physical and mental health of its employees and encourages them to participate in various types of recreational activities inside and outside the Company in their spare time to promote work-life balance among employees. In addition, the Group also pays special attention to the physical and mental health of female employees, and organises B-ultrasonic examinations for female employees every year, conducts regular women's health seminars and establishes a mother's room. During the Reporting Period, a total of 245 people participated in health-related activities organised by the Group.

# CHAPTER 4 EMPLOYMENT AND LABOUR PRACTICES

The following are the employee care activities and facilities organised by the Group:

- **Discussion Forums**: Employees forums, managers forums, rationalization suggestions, etc.
- **Appreciation of Outstanding Employees**: Star employee of the month, outstanding employees of the year, outstanding team of the year, Industrial Craftsmanship, etc.
- **Health Activities**: Annual health checkups, employee medical care, Tai Chi Association, visits to injured and sick employees, birthday benefits, health care mutual aid, and assistance for employees in difficulty.
- **Caring for Female Employees**: Gynecological lectures, establishment of mother's room knowledge competitions on the protection of special rights and interests of female workers, Women's Day activities.
- **Recreational Activities**: "Goddess Day" themed coffee DIY event, "Spring Outing with Flower Appreciation" activity
- **Other Welfare and Convenience Facilities**: staff quarters, transportation cards, basketball court, badminton court, yoga, etc.




During the Reporting Period, a coffee DIY activity was organised to celebrate Women's Day




During the Reporting Period, a spring outing for flower appreciation was organised at the Daqishan National Forest Park

During the Reporting Period, a total of 745 people participated in employee entertainment and festivals organised by the Group.

# CHAPTER 5 OPERATING PRACTICES

## CUSTOMER SERVICE AND PRODUCTS

Customer Service

The Group's customers include media companies specializing in digital TV network operation and new media development, high-tech companies specializing in digital electronic information and communication products and famous "mobile car networking" enterprises. The Group and its customers maintain long-term cooperation and mutual benefit relationship.

The Group places customers in the first place by providing customers with safe, efficient and high-quality services. The Group also attaches great importance to intellectual property rights and provide design and production according to customer needs. All documents related to intellectual property rights have been protected by access rights and passwords, and employees are strictly prohibited from bringing mobile phones or cameras into the workshops. When necessary, the Group signs confidentiality agreements with employees to restrain their behavior. Once a breach of privacy or intellectual property rights is discovered, the Group will immediately stop the breach, review the mechanism and take improvement measures.

The Group continually improves its service quality and responds immediately to customers' needs in terms of delivery lead time, quality and price. Customers' needs are responded immediately so to strengthen the relationship with the brand customers who increasingly rely on the Group's product development capability and quality service.

Product Management and Service

*Product Service Policy*

The Group is committed to providing customers with products of high quality and safety and places high importance on any customer demand for product quality. From product development to production, the Group strictly follows international legal requirements and complies with the brand customers' lists of prohibited and restricted substances and the Sustainable Chemistry Guidance in the selection of raw materials. We also monitor the production from-start-to-finish to ensure products are consistent with the principles of eco-friendliness and human health.

*Product Quality And Safety Management*

Before the Group's developed products are officially put into mass production, standardized production procedures are formulated, and stringent tests of physical properties and chemical properties are performed on the products.

In production process, all materials must go through sampling tests before warehousing to prevent inappropriate materials from being used in production. All products are subject to inspection before packing, all qualified products loaded, are under the supervision of quality inspectors, and take records of shipping situation.

*Products Service*

All of our products need to pass high standard quality testing by the customers, and we follow the customers' requirements and the exporting countries' laws and regulations to provide a reasonable packaging and detailed product information labeling which include product size, materials, ingredients, instructions etc. As such, the consumers not only can obtain related product information and service through the brand customers, but they can also identify the production plant through the factory code on the product information label, and contact the relevant production plant to inquire about product related issues.

*Product Liability*

The Group adopts internal products control system to inspect products on a full or sample basis and retrieves unqualified products. During the Reporting Period, there were no recalls of sold or shipped products for safety reasons.

The Group adopts internal after-sales service management system that must response within 30 minutes upon receipt of complaints. The after-sales engineers will visit the site within 24 hours to solve the problems. During the Reporting Period, the Group did not received any complaints about products and services.

## SUPPLY CHAIN MANAGEMENT

The Group aims to provide comprehensive solutions that meet customers' needs and establish a comprehensive vertical supply chain management system through resource integration and suppliers screening and management. We also focus on the suppliers' development capability and their ability of sustainable development. We hope to collaborate with suppliers in innovation development and application, participate in production process enhancement and materials improvement for the continuous optimisation of supply chain capabilities as well as perform responsibilities in social and environmental protection.

The Group is committed to meeting customers' needs, suppliers' development and social responsibilities. The Group is looking forward to developing more new materials, new production processes, new technologies and applications, create product innovation and green value, and realize the concept of corporate social responsibility and sustainable operation.

Strategic Supplier Management Strategy and Implementation Plan

During the Reporting Period, the Group has a total of 135 suppliers (110 from Mainland China and 25 from Hong Kong).

The strategies of the Group in respect of supplier management are based on strategic supplier screening and management system, and the objectives are to deepen the collaborative relationship with the strategic suppliers and create competitive advantages in the value chain, with the aim to strengthen the positive impact on the society and the environment.

# CHAPTER 5 OPERATING PRACTICES

During the suppliers screening process, potential suppliers with proposals are required for field audit by the relevant internal audit unit, while competitiveness analysis is conducted by the procurement unit, and then vote by the factory production units and the relevant departments of the Committee, through the fair, open and just manner, in order to formally obtain the certification for the Company's strategic supplier qualification. Through this rigorous supplier screening mechanism, the selected strategy providers ensure that their performance meets the needs of the Company and develop long-term strategic partnerships with them to establish a quality supply chain management system.

The suppliers are required to strictly follow the relevant regulations and requirements in labour safety and hygiene, human rights and environmental protection. In addition, the Quarterly Business Review is introduced to the supplier management mechanism for the quarterly assessment and review of suppliers' performance in all aspects. The Quarterly Business Review indicators cover six aspects including quality, price (cost), delivery lead time, service, research and development management as well as green supply chain. Qualitative and quantitative indicators are defined for each aspect, which will be weighted differently according to the specific items supplied and procurement strategies. The assessments are made jointly and systematically by the procurement team, the factory production team and the audit team. The contents of the indicators are adjusted flexibly according to the environment or the Group's strategies with the objective to achieve the control of supply chain risks. Through collaborative review with the suppliers of the assessment results, the suppliers are able to improve continuously, uplift the performance of business operation, and achieve the goal of mutual growth with the Group.

The Quarterly Business Review was officially launched in 2016, and continuous to implement, in addition to giving recognitions to suppliers with outstanding performance, a "Green Supplier Team" has been set up against the indicator of the green supply chain to specifically evaluate the suppliers' fulfilment of corporate social responsibility. This is to fulfill the Group's mission in sustainable development while the competitiveness of the supply chain is improved. The Group has also signed the "Supplier Environmental and Occupational Health and Safety Notice" with suppliers to ensure that partners and related parties jointly comply with the relevant commitments and requirements, and at the same time implement and promote the Group's quality, environmental and occupational health and safety management systems.

Regular assessment of indicators (Quarterly Business Review): "QBR" includes green supply chain, quality, cost, delivery, service, and research and development management.

Supplier Audit Programme and Results

The Group annually visits the major suppliers to review and audit on-site their product qualities and green management. In addition to clearly establish audit rules and procedures for suppliers' product quality and green management, the suppliers who are found to have deficiencies are requested to provide improvement plans and prevention measures, which then will be followed up periodically for improvement progress. The Group works cooperatively with the suppliers and utilize multiple means to uplift the capabilities of the suppliers and the Group. Through the supplier screening and management mechanism, together with supplier audit programme, the Group is able to select highly qualified suppliers which meet the expectation of the Group.

# CHAPTER 5 OPERATING PRACTICES

On-site Audit of Product Quality and Green Management and Tracking of Major Problem Improvement Progress

The Group insists that all strategic suppliers go through the stringent review and audit system. The Group adopts corrective and preventive actions to manage quality issues. The basic items under green management are environmental protection and prohibited/restricted substances management. With and relevant improvements are proposed, the suppliers have to make improvements within on-site audit by a professional team, non-compliant items are pointed out or substantial improvement plans are provided. Audit reports are issued to the suppliers and the tracking of deficiency improvements would be completed within specific time after the issuance of the reports.

Quality Management Highlights in the Reporting Period

1. We have requested suppliers to comply with ISO9001: 2008 quality management system. We have established guidelines for the selection and evaluation of suppliers. An investigation form is used to understand the suppliers' business conditions, quality management systems, production capacities, service qualities and delivery capabilities, etc. The results of the risk assessment based on the aforesaid elements serve as a base for the selection of strategic suppliers.

2. To effectively manage suppliers and ensure that the procurement quality can meet the requirements of the Group and the brand customers, we request suppliers to adopt improvement measures after supplier audits based on principles of "Plan, Do, Check, Action". The objective is to enhance the suppliers' control on quality, reduce the costs of quality failures, and ensure the quality control of all incoming materials to the factories are in line with the brand customers' requirements.

3. Other control priorities: Incoming quality control (IQC) missing inspection rate, process yield, customer inspection batch passing rate, market unpacking defect rate, market customer complaints.

Green Management Highlights

1. With the growing concerns of the global community, government authorities and brand customers over environmental protection, the Group attaches great importance to the performance of green management in the supply chain. The Group is gradually implementing green supply chain management policies in order to achieve environmental sustainability through green design, green procurement, green manufacturing and value creation of green products, thus fulfilling social responsibility and putting the concept of sustainable operation into practice.

2. The Group considers the suppliers as our important partners. A stable supply chain is key to maintain continuous production. Therefore, continuously making improvements and enhancement of the suppliers' self-management capabilities is a major task in supply chain management for the Group. With improved tracking mechanism, the suppliers can understand the objectives of global management and effectively enhance their self-management capability.

# CHAPTER 5 OPERATING PRACTICES

Quality and Green Management Audit Results

1. The scales, management capabilities and degrees of cooperation vary between suppliers. The strategic suppliers who are unable to meet the Group's requirements in quality and green management indicators are requested to improve within specified time span, after which they will be removed from the strategic supplier list if the requirements are not met in order to reduce the risks in the supply chain. This is to ensure the Group's supply chain management can comply with the basic requirements of quality management in ISO 9001, and conform to the global green management trend.

2. The Group pushed forward quality management and green management for materials suppliers in order to enhance their quality management and green management capabilities continuously. Unqualified suppliers were removed from the supply chain.

## MORAL INTEGRITY AND ANTI-CORRUPTION

Laws and Regulations

The Group established the Whistleblowing and Whistleblower Protection Policy and Anti-Fraud, Corruption and Bribery Policy to uphold high standards of business integrity, honesty and transparency in all of its business dealings, the above policies has published on the Company's website. The Company strictly complies with the "Prevention of Bribery Ordinance" and the "Anti-Unfair Competition Law" and other relevant laws and regulations. In addition to complying with relevant laws and regulations in different regions, the Group also maintains a "Code of Business Integrity", which requires employees, during the course of business engagement, not to directly or indirectly provide, undertake, request or receive any improper benefits, or take any other actions violate integrity, illegal or dishonest behaviors which are in breach of fiduciary duties. Such behaviors to be prevented include criminal acts, bribery, extortion, fraud, money laundering and other acts such as the provision of illegal political contributions, inappropriate charitable donation or sponsorship, provision or acceptance of unreasonable gifts, entertainments or other improper benefits, infringement of trade secrets, trademarks, patents, copyrights and other intellectual property rights, and engagement in acts of unfair competition, etc.

Communication and Training

The Group has systematically organised irregularities and disciplinary measures through the construction of financial, operational and management systems, standardized groups and individual acts, and announced policies to report line and disclose business integrity so that the Group's personnel, suppliers, customers or other business-related agencies and personnel can clearly understand the integrity of the Company's business philosophy and norms and to be subject to supervision within and outside the Group. During the course of business conduct, the Group shall explain the integrity management policies and related regulations of the Company to the object of the transaction and shall expressly refuse to provide, promise, demand or accept any form or name of any improper advantage directly or indirectly to the individual. We also regularly disseminate the latest anti-corruption requirements to our directors and staff.

During the Reporting Period, there were no corruption case occurred.

# CHAPTER 6 COMMUNITY PARTICIPATION

Apart from business development, the Group also actively devotes its commitments to community care and participation of social welfare activities. The Group believes that the business development should not sacrifice the environment and social benefits of other relevant parties and that will lead to mutual win-win relationship between enterprise development and social development.

The Group is committed to enhance the social value with interest groups which are relevant to business operation. This is realized by satisfying the needs of the employees in the first place and then further extending the caring and services to their families and to the surrounding community.

## CARE FOR EMPLOYEE ACTIVITIES

The Group expresses the Company's concern for its employees through actions such as visiting employees' families, providing regular health checkups for employees, providing subsidies for families in need, providing maternity visits and sick visits, organising donation activities, and care for employees in need.

- Family visits: 3
- Hardship donation: about RMB4,000

## COMMUNITY WELFARE ACTIVITIES

The Group is committed to contributing to the sustainable development of the society through volunteer services and partnership with various external organisations to carry out community welfare activities.

**Jiurong New Energy Awarded as a "Top Ten Warm 'New' Organisation"**

In April 2025, at the Party building joint activity entitled "Together on the Post Road, Advancing with Shangcheng", organised by the Party Committee of the Express Delivery Industry of Hangzhou City together with the Social Work Department of the Shangcheng District Committee, Jiurong New Energy Technology Co., Ltd. was awarded the honour of "2024 Top Ten Warm 'New' Organisation".

Through technological innovation and scenario expansion, Jiurong New Energy has established intelligent stations integrating "charging + services", providing one-stop services such as charging, rest and catering for online ride-hailing drivers and other newly employed groups. This has significantly enhanced user experience and contributed to promoting green urban mobility.

In addition, the Company has empowered green infrastructure with human-centred care through technology. Its intelligent stations are able to optimise charging strategies by making use of off-peak electricity periods, thereby not only effectively reducing users' charging costs but also alleviating pressure on the power grid, achieving a dual improvement in both economic and social benefits.

This award provides full recognition of Jiurong New Energy's significant contributions in serving newly employed groups and in actively participating in community-level governance, and reflects the Company's corporate philosophy of "technology for good".

# CHAPTER 6 COMMUNITY PARTICIPATION






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