



中國民航信息網絡股份有限公司 TravelSky Technology Limited

(A joint stock limited company incorporated in the People's Republic of China with limited liability)

(Stock Code : 00696)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2025



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ABOUT THE REPORT

REPARATION BASIS

This Environmental, Social and Governance Report (the “**ESG Report**” or “**Report**”) constitutes a full demonstration of the environmental and social performance of TravelSky Technology Limited (the “**Company**” or, collectively with all its subsidiaries, the “**Group**” or “**TravelSky**” or “**we**”) in Year 2025. This Report is prepared in accordance with Appendix C2, *Environmental, Social and Governance Reporting Code* (the “**ESG Code**”), to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the “**Listing Rules**”) issued by The Stock Exchange of Hong Kong Limited (“**SEHK**”), with reference to the *Guiding Opinions on Fulfilling Social Responsibilities According to High Standards by Central Enterprises in the New Era* and *Research on the Preparation of ESG Reports for Listed Companies Held by Central State-owned Enterprises* issued by the State-owned Assets Supervision and Administration Commission of the State Council (the “**SASAC**”). This Report has been reviewed and approved by the Board of Directors of the Group.

REPORTING SCOPE

This Report covers, and partly exceeds, the period from January 1, 2025 to December 31, 2025 (the “**Reporting Period**” or “**2025**”). Unless otherwise stated, the organization scope herein covers the Company and its subsidiaries.

REPORTING PRINCIPLES

This Report is prepared in strict accordance with the mandatory disclosure requirements and “comply or explain” provisions of the *ESG Code* and by following the Materiality, Quantification, Balance and Consistency principle to ensure that everything contained herein is true and reliable.

- **Materiality:** We are highly aware of how much the environment, society and governance matter to stakeholders. In 2025, TravelSky actively communicated with stakeholders to understand their demands and sorted out material issues in light of the macro trends and our own development, so as to address and disclose issues with material impact. The Board of Directors also participated in the determination of material issues.
- **Quantification:** To demonstrate the environmental and social performance of TravelSky in 2025, we have presented the KPI data in 2025 and historical KPI data in a measurable manner wherever feasible.
- **Balance:** During the preparation of this Report, we tried to present the performance of the Company in an unbiased manner, so as to avoid influencing the decision-making or judgment of readers of this Report.
- **Consistency:** Except as otherwise stated, the same statistical method as used in the previous years is used herein wherever feasible to ensure that the ESG data can be meaningfully compared at a later date.

ABOUT THE REPORT

REPORT STATEMENT

The Board of Directors is responsible for evaluating and determining the environmental, social and governance (“**ESG**”) strategies and reporting of the Group. The Group has disclosed information under all “comply or explain” provisions of the *ESG Code*. This Report is released in traditional Chinese and English. If you have any different understanding of the two versions, the traditional Chinese version shall prevail.

CONTACT INFORMATION

This Report is published on the SEHK’s news website (www.hkexnews.hk) and the Company website (www.travelskyir.com). Please select “Investor Relations” on the homepage of the Company and then select “Environmental, Social and Governance Report 2025” under “Financial and ESG Reporting”. For any comments or suggestions on the ESG Report of the Group or for a printed version of the Report, please contact us at kcxfz@travelsky.com.cn.

A LETTER TO STAKEHOLDERS

Jiang Bo

Chairman, Executive Director



2025 marks the conclusion of the 14th Five-Year Plan and the planning phase for the 15th Five-Year Plan. Over the past year, TravelSky has maintained adherence to the guidance of Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, diligently implementing the work requirements of the SASAC and the Civil Aviation Administration of China (CAAC). We focused on enhancing our core functions and improving our core competitiveness, fully integrating ESG principles into daily operations and management. We remained unremitting in laying a solid foundation for safe development, upholding integrity and innovation to improve technological innovation levels, striving to enhance market operational quality and efficiency, and forging ahead to coordinate the promotion of deepening reforms. Consequently, these efforts have yielded fruitful results.

We always uphold the concept of legal compliance to ensure steady development. By systematically improving our corporate governance mechanisms and optimizing the governance structure of the headquarters and subsidiaries, we ensure that corporate operations align with the long-term interests of the Company and all shareholders. We promoted lean management and enhanced operational efficiency, demonstrating good development resilience and vitality, aiming to reward shareholders and contribute to society with excellent operational performance. By deeply integrating compliance management into the high-quality development system, we strengthened our integrity construction and enhanced our ability to identify and prevent operational risks, establishing a solid foundation for sustainable development.

A LETTER TO STAKEHOLDERS

We regard technological innovation as the core driver for value creation, continuously improving our technological innovation system and mechanism. Key progress has been made in the independent control of core systems, with the open departure front-end system deployed in over 100 airports, and the open distribution system front-end achieving a historical leap from “black screen” to “white screen”. We prioritized intellectual property protection and participated in the formulation of industry standards to lead the healthy industry development through technological innovations. Moreover, we established a comprehensive cybersecurity management system to mitigate cybersecurity risks and foster a safe, stable online environment that supports high-quality corporate development.

We unswervingly promote the “dual carbon” strategy and actively advance the Company’s energy management, energy conservation, and emission reduction. We continued to refine the green and low-carbon management system, and the ISO 50001 energy management system passed the annual surveillance audit. Clean energy utilization in the Beijing area achieved a breakthrough from scratch, with the Dongsì Park achieving 100% green electricity supply, and the rooftop photovoltaic power generation project at the Shunyi Park achieving grid-connected power generation, with cumulative power generation of 660,000 kWh. We promoted the energy-saving renovation of the power system, HVAC system, and monitoring system at the Shunyi Park to improve the Company’s comprehensive energy utilization efficiency. We advocate for green commuting and paperless offices among employees, creating a low-carbon culture ecosystem with full participation.

We adhered to a people-centered development philosophy, safeguarding employees’ basic rights and interests while coordinating the construction of a multi-level professional talent team. We promoted the construction of internal training resources for employees, recording over 30 video courses and compiling over 40 class hours of teaching materials to help employees enhance their capabilities and value. We assisted public security organs in dismantling multiple criminal gangs selling passenger itinerary information, effectively curbing the incidence of “ticket refund and rescheduling” scams nationwide, and safeguarding safe travel for passengers. We engaged in public welfare initiatives and rural revitalization, and provided support for major events, demonstrating the responsibility of a central enterprise.

A long journey is conquered step by step. As the opening year of the 15th Five-Year Plan, 2026 is a critical bridging year for our comprehensive transformation. We are currently navigating a complex development landscape defined by the convergence of four critical phases: the elevation of our strategic functions, a crucial stage for deep transformation, an era of heightened pressure in risk management, and a vital window of opportunity, we will steadfastly uphold sustainable development principles, and face up to the complexities, risks and challenges associated with the Company’s reform and development while accumulating transformative power through reform and openness. We will collaborate with stakeholders to write an inspiring chapter in the digital development of travel and aviation.

STATEMENT OF THE BOARD

The Board of Directors serves as the supreme governing and decision-making body for ESG work, assuming full responsibility for the Company's ESG strategy and reporting. The Board of Directors and its Strategy and Investment Committee (Legal Compliance Committee) ("**Strategy Committee**") evaluates, prioritizes and manages important ESG-related matters by reviewing the ESG Report on a regular basis, listening to progress statements on ESG work, while overseeing ESG-related issues that may impact business operations, shareholders, and other stakeholders, and ensures the integration of ESG principles with corporate strategy.

TravelSky has integrated ESG into its daily risk management. During the reporting period, the Board of Directors and its Audit Committee conducted regular reviews on the progress of risk (including ESG risk) management.

TravelSky places high importance on ESG governance and continuously enhances its ESG governance framework. Based on internal and external development environment and communication with stakeholders, the Company regularly analyses and assesses ESG material issues and identifies ESG risks. During the reporting period, the Board of Directors took an active part in the formulation and review of TravelSky's main ESG objectives, and conducted progress reviews to promote key performance as well as the achievement of ESG goals.

The Board of Directors considered and passed the Report on March 26, 2026, confirmed that the Report has fully disclosed the progress and effectiveness of the Group's ESG work during the reporting period, assured that no fictitious record, misleading statement, or material omission is included in this Report, and approved its release.

ABOUT TRAVELSKY

(II) Company Profile

TravelSky Technology Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is a comprehensive smart information service provider in China’s aviation and tourism industry, a national team in the operation and service of critical information infrastructure, a key force in the digital ecosystem of aviation and tourism, and an important technological power in national strategies. The Group possesses a leading technological innovation system in the field of aviation and travel information services, undertaking the important mission of supporting the national strategy of building a strong transportation nation, promoting the digital transformation of the aviation and travel industry, and serving the national economy and people’s livelihood. It has established key information systems of reservation, departure, distribution, and settlement that support the digital development of civil aviation.

The Company was incorporated in the People’s Republic of China (the “**PRC**” or “**China**”) on October 18, 2000, and was listed on the main board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (stock code: 00696) on February 7, 2001. On December 27, 2002, the American depositary shares under the Sponsored Level I American Depositary Receipt Programme established by the Company commenced trading on the U.S. over-the-counter market (OTC). The H shares of the Company have been added to the lists of Hang Seng, MSCI important related indices, Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect, etc.

As of December 31, 2025, the largest shareholder of the Company is China TravelSky Holding Company Limited, which holds approximately 29.55% of the equity interest in the Company. A total of approximately 38.58% of the equity interest in the Company is held by 14 domestic shareholders, including China National Aviation Holding Company Limited, China Mobile Capital Holding Co., Ltd., China Southern Air Holding Company Limited and China Eastern Air Holding Company Limited. The remaining 31.87% of the equity interest in the Company is held by holders of its H shares.

As of December 31, 2025, the Company has over 20 domestic subsidiaries in China, including Accounting Centre of China Aviation Limited Company (“**ACCA**”), Cares Shenzhen Co., Ltd., Civil Aviation Cares of Qingdao Ltd., etc. The Company has overseas wholly-owned subsidiaries in many regions and countries, including Hong Kong, Singapore, Ireland, etc., and holds equity interests in over 10 associates, including Shanghai Civil Aviation East China Cares System Integration Co., Ltd., Aviation Cares of Southwest Chengdu, Ltd., TravelSky Mobile Technology Limited, etc.

(III) Performance Summary

In 2025, despite prevailing uncertainties in the international landscape, China’s economy forged ahead under pressure, pursuing renewed and enhanced development. The civil aviation industry maintained an overall trend of making steady progress with a steady and positive development, laying a solid foundation for the business development of the Group. Capitalizing on industry opportunities, the Group strengthened its core capabilities and enhanced its competitive edge, ensuring steady and orderly advancement across all business operations.

The revenue and operating results of the Group mainly came from the Group’s operations in the PRC. For Year 2025, profit before taxation of the Group was approximately RMB2,684.7 million, representing an increase of approximately 12.1% over that for the year ended December 31, 2024 (“**Year 2024**”). Net profit attributable to shareholders of the parent company was approximately RMB2,341.6 million, representing an increase of approximately 12.9% over that in Year 2024. The basic and diluted earnings per share of the Group in Year 2025 were RMB0.80. The Board recommended the distribution of a final cash dividend of RMB0.276 per share (tax inclusive) for Year 2025.

For complete performance and business conditions, please refer to the sections headed “Financial Highlights” and “Business Review” in the “2025 Annual Report” of the Company. The “2025 Annual Report” can be available on the HKEXnews website (www.hkexnews.hk) or under the “Financial and ESG Reporting” of the “Investor Relations” column on the Company’s website (www.travelskyir.com).

ABOUT TRAVELSKY

(III) Corporate Culture

Vision:	To make air travel smarter
Mission:	The national team for the operation and services of critical information infrastructure The key force of the digital ecological network for aviation and tourism An important technological force for national strategies
Target:	To become a world-class integrated intelligent information service provider for aviation and tourism
Corporate Culture: “Three-Color” Culture	Rooted in heritage, with our red gene forging our soul Driven by innovation, with our blue gene defining our foundation Embedded in industry, with our green gene consolidating our fundamentals

(IV) Highlights

This Report is a substantial response to the recommendations in the SEHK *ESG Code* and the *Guiding Opinions on Fulfilling Social Responsibilities According to High Standards by Central Enterprises in the New Era* and *Research on the Preparation of ESG Reports for Listed Companies Held by Central State-owned Enterprises*, while staying in line with the international disclosure concept regarding the ESG Report. It not only meets the disclosure requirements of all regulatory authorities for the ESG Report of listed companies, but also provides more reference for stakeholders to understand the ESG performance of the Company.

This Report includes an honors display section. It fully demonstrates the highlights of TravelSky's ESG practices and performance in 2025 around perfecting corporate management, adhering to technological innovation, living up to low carbon development, and taking social responsibility. It is presented in Chinese and English in electronic and printed versions to increase the dissemination value of ESG information disclosure.

SUSTAINABLE DEVELOPMENT MANAGEMENT

Following the SASAC and SEHK guidelines and inspired by the general standards and good practices of global corporate sustainability management, TravelSky has factored ESG into its corporate management and business development by considering the Company's own realities and proactively assumed its economic, environmental and social responsibilities to lay a solid foundation for the Company's comprehensive high-quality development.

(II) RESPONSIBILITY CONCEPT AND GOVERNANCE

In accordance with the SEHK *ESG Code* and the *Guiding Opinions on Fulfilling Social Responsibilities According to High Standards by Central Enterprises in the New Era*, TravelSky has further improved the integrated planning and coordinated oversight of its sustainable development management. By enhancing organizational leadership, refining institutional mechanisms and deepening responsibility performance practices, the Company has continuously strengthened its capabilities in sustainable development work.

TravelSky has developed a hierarchical management system for sustainable development. The Board of Directors, as the top management level, is responsible for the overall deployment and promotion of TravelSky's sustainable development work. Under the Board of Directors, the Strategy Committee is responsible for the governance of sustainable development, while the Audit Committee is responsible for risk supervision of sustainable development; the Strategic Development and Reform Department, as the department in charge of TravelSky's sustainable development, is responsible for coordinating and promoting the implementation of the Company's sustainable development governance activities. The functional departments are divided according to six sectors, namely, corporate governance, environmental protection, human resources, responsible procurement, product service, and community investment and are responsible for managing issues within their respective duties. The business departments, branches and subsidiaries are responsible for collaborating with the respective departments in charge and the Market Operation and Enterprise Management Department in upholding the sustainability concept in areas such as product responsibility and customer service.

In accordance with the *Measures for the Environmental, Social and Governance Management of TravelSky Technology Limited (Trial)*, TravelSky gradually integrated the sustainability concept into its daily management and operation; and completed the annual ESG report on schedule, ensuring effective management of sustainable development goals, and enhancing the efficiency of the Company's sustainable development management.

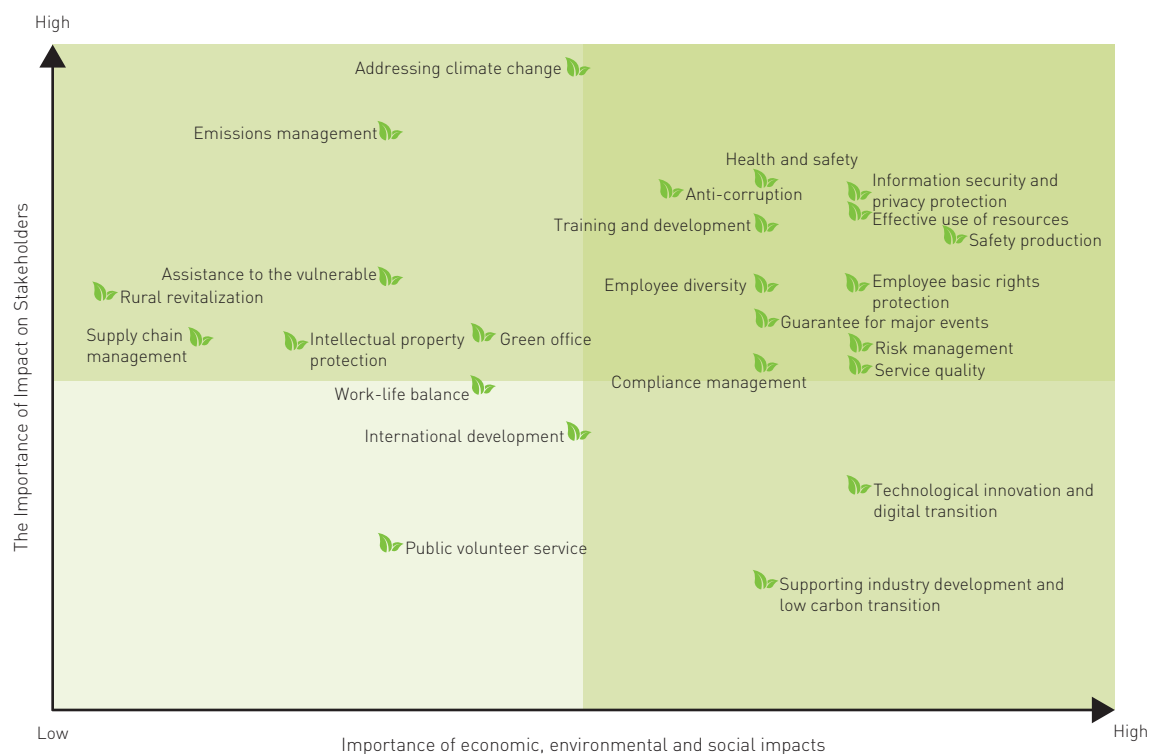
SUSTAINABLE DEVELOPMENT MANAGEMENT

(II) ANALYSIS OF MATERIAL ISSUES

TravelSky's material issues 2025

Environmental Aspect	Social Aspect		Governance Aspect
Effective use of Resources Addressing climate change Emissions management Green office	Safety production Information security and privacy protection Employee basic rights protection Service quality Work-life balance Health and safety Training and development Employee diversity Technological innovation and digital transition	Public volunteer service Intellectual property protection Supply chain management Guarantee for major events Assistance to the vulnerable Supporting industry development and low carbon transition Rural revitalization International development	Compliance management Risk management Anti-corruption

Based on major changes in the domestic and overseas economic environments and on characteristics of TravelSky's own development, in light of the SEHK ESG Code, GRI Standards and the mainstream ESG rating indexes in the capital market, TravelSky has drawn a matrix of material issues from the two dimensions of "materiality to economic, environmental and social impact" and "materiality to stakeholders".



TravelSky's Matrix of material issues 2025

SUSTAINABLE DEVELOPMENT MANAGEMENT

(III) COMMUNICATION WITH STAKEHOLDERS

TravelSky highly values the communication with stakeholders. By establishing a regularized communication mechanism through diversified channels, the Company actively responds to the expectations and concerns of stakeholders including governments, regulatory authorities, investors, customers, employees, partners, and communities. By proactively disclosing ESG information, TravelSky seeks to enhance stakeholders' understanding and recognition of the Company.

Types of Stakeholders	Expectations and Demands	Communication Channels	Our Response
Government and regulatory authorities	Compliance with laws and regulations Tax payment according to law R&D on civil aviation information systems Implementation of dual carbon policy	Meetings Work reports Routine inspection Public reporting	Strengthening compliance operation management Participate in the formulation of industry standards Strategic cooperation Improving policy formulation and management mechanism
Investors	Robust operation Good return on revenue Transparency on information disclosure	Reports, announcements Information disclosure website Investor meetings Investor hotline Investor relations email Investor questionnaire	Building up competitiveness and profitability Strengthening market value management Timely information disclosure Better investor relations management
Customers	Integrity and contract performance Guaranteed quality High-quality services	Customer service hotline Customer satisfaction survey Customer communication platform	Improving customer complaint management mechanism Return visits to customer complaints
Employees	Remuneration and benefits Career development Health and safety	General Manager Mailbox Workers' Congress	Employee rights protection Improving the talent training system Establishing a professional title assessment mechanism Health protection
Suppliers	Business ethics Transparent procurement Win-win cooperation	Business communication Seminars or discussions	Contract execution with integrity Open procurement Electronic procurement Business exchange and cooperation Seminars
Community	Reliable services for major events Contribution to rural vitalisation Volunteering services Humanitarian aid	Community welfare activities Community co-construction activities	Providing safe and thoughtful Information Protection services Supporting the Rural Revitalisation of Shench County Carrying out charity activities
Industry peers	Fair competition Strategic cooperation Driving industry progress	Business communication Experience exchange	Reject vicious competition Active participation in industry exchanges

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

UN Sustainable Development Goals (SDGs):

SUSTAINABLE
DEVELOPMENT
GOALS



Our Response:

TravelSky consistently adheres to and implements the business philosophy of law-based and compliant operations. The Company has accelerated the improvement of its corporate governance mechanisms, established a robust compliance management system, strengthened audit oversight and integrity supervision and set up a long-term mechanism for comprehensive risk prevention and control. Thus, the Company has continuously enhanced the quality and efficiency of corporate development, optimized its resilience against external challenges, and comprehensively promoted its steady and sustainable development.

Our Performance:

- Total revenues: RMB**8,765,840** thousand

- Total profit: RMB**2,684,733** thousand

- Dividend per share: RMB**0.276** (tax inclusive)

- Compliance information disclosure in Chinese and English: **122** times

- Engagements with domestic and foreign investors: **816** person-times

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

(I) ROBUST GOVERNANCE

A sound corporate governance framework is not only the foundation for the company's development but also the key to generating greater value. In accordance with the requirements of a series of laws and regulations including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Articles of Association*, and the *Listing Rules of HKEX*, TravelSky has established a governance framework consisting of the general meeting of shareholders, the board of directors and the management team. A mutually coordinated and restraining mechanism has thus been formed among the power organs, decision-making organs, supervisory organs and management with clear responsibilities and standardized operations. In 2025, the Company held 4 general meetings of shareholders, and 8 meetings of the board of directors. For more detailed information on governance, please refer to the *Corporate Governance Report* in the Company's *2025 Annual Report*.

Composition of the board of directors

Personnel Composition: According to the Company's Articles of Association, the board of directors consists of 9 directors, of which external directors constitute more than half of the total number of directors, including at least 3 independent non-executive directors.

Organizational Structure: The board of directors established four special committees, including the Audit Committee, the Remuneration and Evaluation Committee, the Nomination Committee and the Strategy and Investment Committee (Legal Compliance Committee).

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

(III) SHAREHOLDERS' INTERESTS

Maintaining positive shareholder relations is the foundation for the survival and growth of a company. TravelSky highly values the management of investor relations, committing to the principles of truthfulness, accuracy, completeness, timeliness, and fairness in information disclosure. We are dedicated to providing the market and investors with more effective information. We also strengthen communication and interaction with shareholders through various forms of communication activities such as performance briefings, general meetings of shareholders, investor meetings and teleconferencing, to enhance their understanding and support for the Company's development strategy.

The Company is committed to protecting investors' interests by continuously enhancing its robust operational capabilities. The Company distributes annual final dividend in cash every year. On March 26, 2026, the board of directors proposed a final cash dividend of RMB0.276 per share (tax inclusive) for the year 2025.

The Company won the "All-Asia Executive Team" awarded by the world's most influential financial magazine *Institutional Investor*, and won the "Hong Kong Investor Relations Excellence Award" by the Hong Kong Investor Relations Association for 7 consecutive years.

1. Information disclosure standardization

To ensure investors have a comprehensive understanding of the Company's development, TravelSky adheres to the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Listing Rules of HKEX* and the *Securities and Futures Ordinance of Hong Kong*, among other relevant laws and regulations. Based on compliant and sufficient information disclosure, we commit to providing true, accurate, and complete information and to fulfilling our disclosure obligations with high quality. Our aim is to communicate more effective information to the market and investors, ensuring that shareholders can exercise their rights with a full understanding of the situation. The quality of our information disclosure has received widespread recognition from regulatory authorities and investors.

In 2025:

- Compliance information disclosure in Chinese and English: **122** times
- **37** voluntary information disclosure documents in Chinese and English

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

2. Diversified communication

Adhering to regulatory guidelines, TravelSky actively engages with shareholders and investors through diverse channels such as performance briefings, general meetings of shareholders, investor meetings, hotline services, investor relations email and digital platforms. This approach is designed to ensure that our shareholders and investors have a comprehensive understanding of our operational and developmental situation, while also addressing the concerns and expectations of our stakeholders with sincerity. If you need to contact the Company's investor relations team, please feel free to send an email to: ir@travelsky.com.cn, or call us at: (8610) 57650696.

In 2025:

- Domestic and foreign investors participating in communication activities: **816** person-times
- Held **2** performance briefings
- Nearly **51** research reports published by domestic and foreign brokerage firms
- More than **1,600** media reports covered by Hong Kong press
- Received over **93,000** visits to the Company's information disclosure website

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE**CASE:****TravelSky Held the 2025 Interim Results Announcement Global Investor Online Conference**

On August 22, 2025, TravelSky hosted the 2025 Interim Results Announcement Global Investor Online Conference in Beijing. At the conference, the Company's Chief Accountant summarized the operating performance for the first half of 2025 and shared the outlook for the full year's development. Nearly 80 domestic and foreign investors and analysts participated in the conference, and had extensive discussions of 1 hour and 30 minutes with the Company's management covering aspects such as shareholder returns, financial performance, business prospects, equity incentives, and the Park Phase II Project. After the briefing, the Company sent impression survey questionnaires to the attendees, with a view to promoting future work quality improvement and enhancing investor satisfaction.



Figure: 2025 Interim Results Announcement Global Investor Online Conference in Beijing

(III) COMPLIANCE WITH THE LAW

TravelSky always adheres to the spirit of enterprise governance according to law, closely combines compliance management with high-quality development, continuously improves the compliance management system, actively promotes clean governance, and ensures that the Company's operation complies with laws, regulations and ethical norms, in order to lay a solid foundation for the standardized, robust, and high-quality development of the Company.

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

1. Adhering to compliance

Committed to compliance management, TravelSky prioritizes risk prevention and control while striving to enhance the quality of risk management and has established a long-term mechanism for internal control and compliance management. Additionally, the Company remains dedicated to promoting compliance awareness, cultivating a compliance culture, and integrating compliance into daily operations, thereby empowering robust and sustainable business growth.

In 2025:

2 compliance training sessions held

The number of employees involved in compliance training: **730**

10 compliance supervision and evaluation sessions held

- **Compliance review mechanism:** The Company promoted the deep integration of compliance reviews into the Company's decision-making processes and daily operations, and reinforced the primary responsibility of the "first line of defense". Units at the headquarters issued a total of over 10,000 review opinions throughout the year, of which more than 600 opinions and suggestions were issued by the department in charge of compliance management, effectively enhancing the level of compliance management.
- **Compliance supervision and evaluation:** The Company completed the third batch of supervision and evaluation for a total of 10 subsidiaries, and made every effort to promote the construction of compliance management systems of subsidiaries through evaluation.
- **Enhancing compliance capability:** The Company carried out specialized compliance management reviews involving the three core business areas, initiated the iterative update of specialized compliance management guidelines for the Company's key areas, and continued to compile the *Standardized Guidelines for Compliance Review*, with the addition of the third and fourth volumes in 2025, adopting multiple concurrent measures to guide all units in better carrying out compliance work..
- **Legal risk prevention:** The Company continuously resolved legal risks in new network tort liability dispute cases related to air ticket telecom fraud, and promoted the realization of management through cases; and completed legal risk inspections for 8 branches and subsidiaries, identified problems and urged rectification.
- **Compliance culture promotion:** The Company fosters a culture of compliance through hosting legal knowledge quizzes, inviting industry experts to share professional insights into legal provisions and representative cases, so as to strengthen all employees' awareness of law-abiding integrity and compliant operations.

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

CASE:

TravelSky carried out special training on popularizing law

In 2025, the Legal Affairs Department of TravelSky organized special training on the *Anti-Monopoly Law of the People's Republic of China* and the *Pricing Law of the People's Republic of China*, with over 80 participants attending in total. The training featured the Company's permanent legal counsel, focusing on the two major areas of anti-monopoly compliance and price legal risk prevention and control. In light of the characteristics of the civil aviation information service industry, the training provided systematic analysis through typical law enforcement cases. Through the forms of explaining laws with cases and scenario deduction, the training enhanced participants' key risk control skills, such as the identification standards for monopoly agreements and key points for avoiding price fraud, as well as their sensitivity and identification ability regarding the legal red lines of market competition.

2. Promoting clean governance

TravelSky strictly abides by the *Criminal Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Provisions on the Integrity of Leaders of State-owned Enterprises* and other relevant laws and regulations to prevent bribery, extortion, fraud and money laundering. The Company has formulated the *2025 Work Task Ledger for Disciplinary Inspection and Inspection of TravelSky* to strengthen the construction of Party conduct and clean governance and coordinated anti-corruption work. By the end of 2025, 6,901 employees had received anti-bribery and anti-corruption training, marking a full coverage of such training across the organization. In 2025, no concluded corruption-related litigation cases occurred in the Company.

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

Additionally, the Company has established a scientific and standardized complaint and whistleblowing management process. We have set up and disclosed the mailing address, email addresses, and telephone hotlines for whistleblowing and allegations to ensure smooth channels for Party members and the masses to report concerns and exercise oversight. A designated department has been set up for the centralized handling of reported issues, following strict procedures for registration, review, transfer, and investigation. All whistleblower information is kept strictly confidential, ensuring that individuals who report through legitimate channels are protected from retaliation.

- **Continuous rectification of the “Four Malfeasances”:** The Company organized and carried out learning and education on thoroughly implementing the spirit of the central eight-point decision, studied the prescribed articles and grasped the core essence through means such as studies at the theoretical learning center group of the Party Committee, reading classes, and special lectures; and held a learning, educational, and warning education conference to report typical cases investigated and handled within central state-owned enterprises and the Company, explaining discipline and responsibilities with cases.
- **Strengthening discipline enforcement reviews:** The Company strengthened and improved the linkage mechanism of “disciplinary inspection, inspection and review”, improved the working mechanisms for information sharing, situation reporting, and transfer of clues, and continuously consolidated supervision synergy and enhanced supervision quality and efficiency; maintained a high-pressure stance, focused on key fields, targets, and processes, continued to step up efforts in discipline enforcement reviews, and formed a strong deterrent of “dare not to be corrupt”.
- **Carrying out inspection and rectification:** The Company improved the supervision mechanism for inspection and rectification, explored and established a wall-chart operation mechanism of three management lists and three work ledgers, and urged inspected units to establish sound long-term mechanisms to promote practical results in problem rectification.

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

- **Enhancing supervision quality and efficiency:** The Company promoted the concrete, targeted, and regular political oversight in depth, established the work method of “online supervision to promote implementation, special inspection to grasp implementation, and precise oversight to ensure implementation” around key reform tasks, forming a closed-loop management mechanism to promote the implementation and effectiveness of various key tasks; and strengthened the term-based and contractual management of management members of subsidiaries, urging leadership teams to perform their duties and responsibilities.
- **Deepening discipline and law education:** The Company held a learning, educational, and warning education conference on thoroughly implementing the spirit of the central eight-point decision, and reiterated disciplinary requirements; compiled and distributed the *Warning Education Record of Violations of the Spirit of the Central Eight-Point Decision*, and produced 4 episodes of the series of short films titled *Animation Mini-Classroom on Cases Violating the Spirit of the Central Eight-Point Decision*; and carried out discipline and law education through various forms such as thematic discussions, case teaching, and new media communication, ensuring that the education targets cover all employees.



Figure: The Company organized a clean culture theme exhibition

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

(IV) GUARDING AGAINST RISKS

TravelSky has conducted in-depth analyses of industry trends both domestically and internationally, refined its risk prevention and control mechanisms and implemented the primary responsibility for risk management. These efforts have comprehensively enhanced its risk response capabilities, and effectively reduced the likelihood and impact of related risks. In 2025, the Company experienced no major operational risk incidents.

In 2025:

- Conducted **1** internal control effectiveness evaluation
- Carried out **10** internal control supervision and inspection activities
- Performed **36** internal audits
- Identified **268** audit issues
- Conducted **8** legal risk inspections

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

Strengthening the
internal control
system

- **Internal audit and supervision:** The Company implemented full-process tracking audits closely around its daily major business activities and key scientific research projects, providing timely early warnings and advancing the supervision focus; closely adhered to state-owned asset supervision priorities to promote normalized audit supervision, effectively exercising the audit functions of “curing existing diseases and preventing potential ones”; conducted regular oversight, check and cancellation of issues identified in audits, striving to fully promote the implementation of rectification through methods such as specialized research and issuing letters for supervision.
- **Internal control system optimization:** The Company formulated the Measures for the Administration of Rules and Regulations, and coordinated the promotion of the full life-cycle management of the establishment, revision, abolition, and interpretation of rules and regulations across all units; strictly implemented the system review and control mechanism, strengthened the review of standardization, applicability, rationality, compliance and legality to build a solid defense line for system quality; and simultaneously enhanced training and communication regarding rules and regulations as well as their implementation to comprehensively improve the quality of the system construction and solidify the foundation of internal control management.
- **Strengthening internal control effectiveness:** The Company strengthened supervision in key areas, carried out specialized reviews focusing on key businesses, clarified internal management mechanisms and processes, and conducted in-depth investigations of internal control defects to enhance internal control effectiveness; and organized the review of the internal control matrix, carried out the annual internal control effectiveness evaluation, and regularly reported work progress to the Audit Committee of the Board of Directors. Based on the opinions and suggestions of Directors, the Company urged relevant units to strengthen rectification.

I. GOVERNANCE: UPHOLD INTEGRITY TO CONSOLIDATE THE FOUNDATION, ENSURING EFFECTIVE GOVERNANCE

Prevention and
control of business
risks

- **Strengthening organizational leadership:** The Board of Directors of the Company is responsible for the establishment, improvement and effective implementation of the risk management system, while the management team is responsible for organizing and leading the daily operations of the Company's internal control and risk management, and all units perform their primary responsibilities for risk management.
- **Strengthening risk evaluation:** The Company carefully sorted out the risks the Company may face, optimized and improved the Company's risk database, and on this basis, conducted annual identification and assessment of major risks to scientifically identify and evaluate the Company's major business risks.
- **Prevention and control of major risks:** The Company strengthened risk prevention and mitigation in key areas, reinforced the primary responsibility for risk management, and improved the quarterly monitoring and reporting mechanism for major risks. Focusing on core areas such as technological innovation, work safety, information security, market operations, fund management, and legal compliance, the Company strengthened security safeguards and standardized operations, deepened the construction of the risk control system, and comprehensively fortified the risk prevention and control line.

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

UN Sustainable Development Goals (SDGs):

SUSTAINABLE
DEVELOPMENT
GOALS



Our Response:

Innovation is the primary driving force behind development. TravelSky has deepened reforms of the scientific and technological innovation system and mechanism, improved the innovation system, and continuously consolidated its core competitive advantages in innovation. The Company strives to overcome technical challenges so as to achieve independently controllable technology, empower industrial development, and continually enhance its influence in the industry. Additionally, TravelSky places great importance on network security construction to prevent cybersecurity incidents and leverages scientific and technological innovation to drive high-quality development.

Our Performance:

- New patents applied: **331**
- New patents authorized: **141**
- Valid patents: **573**
- R&D cost: RMB**615,641** thousand
- Number of R&D staff: **2,807**
- R&D staff as a percentage of total employees: **40.7%**
- **1** national-level enterprise technology center
- **1** national-level postdoctoral research workstation
- **2** ministerial and provincial key laboratories and engineering technology research centers
- **14** group-level key laboratories and engineering technology research centers
- Industry and national standards developed (alone or in partnership): **3**

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

(I) INNOVATING MECHANISM

TravelSky is committed to implementing an innovation-driven development strategy, optimizing the scientific and technological innovation mechanism, and formulating incentive measures for scientific and technological innovation. The Company continuously enhances its technological innovation capabilities, leading progress through innovation and injecting strong momentum into the sustainable development of civil aviation.

The Company has implemented the Six One key tasks for scientific and technological innovation during the 14th Five-Year Plan period which include focusing on one main line, actively implementing one plan, promoting one project, optimizing one system, building one think tank, and cultivating a number of bases, achieving an overall completion rate of 100%, effectively enhancing its independent innovation capabilities. The Company comprehensively advanced the Peak Action Plan and accelerated the cultivation of new quality productive forces. In 2025, the “Unveiling and Commanding” initiative for the second batch of company-level scientific and technological innovation platforms was completed, with 10 newly recognized company-level scientific and technological innovation platforms and 2 newly approved ministerial and provincial-level platforms, and 30 scientific and technological innovation platforms under development.

(II) TACKLING KEY PROBLEMS IN SCIENCE AND TECHNOLOGY

Adhering to self-reliance in science and technology, TravelSky has strengthened breakthroughs in key core technologies and applied basic research, achieving landmark achievements in cloudification and de-mainframe. Some achievements have been applied on a large scale among airlines, airports, and agent users; led 1 project of the National Development and Reform Commission, and participated in 2 projects including major national science and technology projects and the CAAC Joint Fund project.

2025 • Technological Achievements

- Research and Application of Key Technologies for Air Travel Data Privacy Computing and Security Collaboration won the Grand Prize of Science and Technology Award of China Communications and Transportation Association
- Research and Application of Key Technologies for Civil Aviation Passenger Data Fusion and Innovation Services won the first prize of Science and Technology Award of China Communications and Transportation Association
- Application of Key Technologies of China Civil Aviation Carrier Direct Platform (CDP) won the first prize of Science and Technology Award of China Air Transport Association
- Key Technologies for Civil Aviation Big Data Learning, Understanding and Intelligent Services won the first prize of Scientific and Technological Achievement Award of China Computer Federation
- Research and Application of Key Technologies for Civil Aviation Blockchain Service Platform won the first prize of Scientific and Technological Innovation Award of China Society for the Promotion of Science and Technology Commercialization

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

(III) INDUSTRIAL EMPOWERMENT

TravelSky, with a deep understanding of industry trends, plays a leading and exemplary role in the sector. The Company placed great importance on intellectual property protection and actively participated in the formulation of industry standards to drive technological innovation within the industry. By leading the way in standardized and healthy development, the Company is dedicated to shaping a new landscape for industry development and technological advancement.

1. Intellectual property protection

Attaching great importance to intellectual property protection, TravelSky has 141 patents authorized in 2025, and received the certification of Enterprise Intellectual Property Compliance Management System Requirements (GB/T29490-2023).

2025:

- New patents applied: **331**
- New patents authorized: **141**
- Valid patents: **573**
- Industry and national standards developed (alone or in partnership): **3**

2. Win-win industrial cooperation

With a commitment to innovation leadership and mutual benefit, TravelSky signed a strategic cooperation framework with Huawei Technologies Co., Ltd., to carry out cooperation in six aspects including information and communication technology infrastructure, mainframe-to-open, artificial intelligence, intelligent operation and maintenance service system, talent cultivation, and overseas market expansion, and established a normalized cooperation promotion mechanism. The Company actively advanced the development of innovation sources, thereby promoting the transformation of key technological achievements and enhanced industry collaboration. The “Civil Aviation e-Family” interline transfer system expanded to six participating airlines. Leveraging the “TravelSky Honghu” intelligent operation and maintenance platform, the Company provided integrated services to more than 200 embassies and consulates of the Ministry of Foreign Affairs worldwide. In addition, it also collaborated with Sinopharm Group to establish an enterprise data middle-end platform, supporting the transition from a “business-driven” model to a “data-driven” model.

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

(IV) NETWORK SECURITY

TravelSky has thoroughly studied and implemented the important thoughts of General Secretary Xi Jinping on building China a strong cyber power. The Company earnestly acted on the spirit of the "Four Upholds" in network security works, established and improved its network security management system, and continuously enhanced the network security risk control and governance. Through these efforts, the Company aims to foster a sound network security culture and create a secure and stable network environment for its high-quality development.

1. Foundation of network security management

TravelSky strictly abided by national laws and regulations such as the Cybersecurity Law of the People's Republic of China and the Data Security Law of the People's Republic of China, and established a mature and comprehensive network security management system which has obtained several internationally recognized certifications. The Company has improved its network security management tools, and significantly enhanced its ability to identify and address network security risks. By 2025, TravelSky has completed the recertification work of ISO 9001 quality management system as well as the supervision and audit work of ISO 27001 information security management system and ISO 20000 information technology service management standard.

- **System construction:** The Company continuously optimized and improved the security system management system, with a total of 4 newly issued security policies, 9 revisions, and 5 abolishment throughout the year. Currently, there are 36 security policies in effect.
- **Tool development:** The Company further optimized the development of security management tools, focusing on the development of the airport local registration management system and the fault management system. Through continuous optimization of security management tools, it further achieved full coverage of security management functions and full coverage of production and operation security management in the headquarters and various regions, assisting the upgrade of the Company's security management system towards integration, digitalization, and intelligence.

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

2. Network security priorities

With security risk control at its core, TravelSky has strengthened the dynamic management of key cybersecurity work, enhanced its attack and defense capability and systematically safeguarded its information security. The Company places high importance on data privacy and safeguarding data security, while striving for independent and controllable development through technological innovation, thereby effectively elevating its overall cybersecurity standards.

Improving information security

- TravelSky organized and completed the confirmation of the scope of Level 1 to Level 3 systems under the Multi-Level Protection Scheme, efficiently collaborated with local public security authorities, and achieved 100% filing for systems of Level 2 and above. For Level 3 systems, the Company simultaneously advanced evaluations and security assessments of commercial cryptography applications, completing the initial cryptography application assessment for important information systems and forming gap analysis reports. The Company formulated the Work Plan on Deepening Security Assessments of Commercial Cryptography Applications to ensure the orderly progress of commercial cryptography application work.
- TravelSky completed special campaigns targeting “Two Highs and One Weakness” and “Vulnerability Sweep”, rectified and cleared medium and high-risk vulnerabilities and high-risk ports, and properly handled malicious program clues, ensuring a stable cybersecurity environment.

Ensuring data privacy

- TravelSky solidly advanced the special action of Strengthening Foundation 2025 to continuously enhance account security controls for the passenger service system and passenger data security protection capabilities, with multiple measures implemented simultaneously to comprehensively reinforce security defenses.
- TravelSky made every effort to cooperate in preventing ticket-related telecom and online fraud cases, and assisted public security authorities in destroying multiple dens selling passenger information. The incidence rate in the industry has dropped significantly, effectively safeguarding passengers' personal information security.

Achieving independently controllable technology

- TravelSky continuously advanced the development of independently controllable technology, with the integrated office and operating management systems achieving 100% replacement ahead of schedule and the cumulative replacement rate of the production and operation systems surpassing 40%.

II. INNOVATION: INITIATING THE NEW WITH INTEGRITY, LEADING TRANSFORMATION WITH INTELLIGENCE

2025 • Our Honors

- In the regional rounds of the 2025 Data Element competition, TravelSky won 2 first prizes, 4 second prizes, 5 third prizes, 2 excellence awards, and 1 innovation award. 2 projects of the Company advanced to the national finals, winning 1 second prize and 1 excellence award in the finals respectively
- The Company won the second prize in the “Data Element Circulation” track of the 2025 “Digital Intelligence Cup” Data Management Innovative Application Competition hosted by the China Federation of Electronics and Information Industry
- Became the first enterprise in the domestic civil aviation industry to pass the Level 4 certification of the Data Security Maturity Model (DSMM)

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

UN Sustainable Development Goals:



Our Response:

Promoting green transformation and boosting energy conservation efforts are our priorities. TravelSky is firmly committed to integrating the concept of green and low-carbon sustainable development into its top-level design. The Company has actively responded to the national strategies of carbon peak and carbon neutrality, continuously improving its energy management system and setting scientific and reasonable energy conservation and carbon reduction targets to enhance energy utilization efficiency and control levels. Furthermore, TravelSky has widely carried out public awareness campaigns related to environmental protection to strengthen the green and environmental awareness of all employees, shaping the image of a responsible centrally-administered enterprise in the low-carbon era.

Our Performance:

- Intensity of electricity consumption: **17.74** MWh/RMB million of income
- Intensity of natural gas consumption: **208.77** m³/RMB million of income
- Intensity of total water consumption: **55.12** tons/RMB million of income

(I) ENVIRONMENTAL OPERATION

TravelSky remains committed to drawing its green development blueprint from a strategic perspective, strictly abiding by the *Environmental Protection Law of the People's Republic of China* and other relevant laws and regulations and integrating green and low-carbon concepts into its development strategy. By strengthening its carbon reduction management system, upgrading its energy management model, and improving its pollution control mechanism, TravelSky has made comprehensive efforts to steadily advance its environmental protection cause.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

Carbon reduction management

TravelSky has steadily advanced energy conservation and carbon reduction efforts. The Company achieved a breakthrough in clean energy utilization in the Beijing area from scratch; the Dongsì Park achieved 100% green electricity supply; the rooftop photovoltaic power generation project at the Shunyi Park achieved grid-connected power generation, with cumulative power generation of 660,000 kWh.

Energy management

TravelSky passed the annual surveillance audit of its energy management system (ISO 50001), improved the Company's comprehensive energy utilization efficiency, and advanced the energy-saving renovation of the power system, HVAC system, and monitoring system at the Shunyi Park.

Pollution management

TravelSky has improved the long-term mechanism for pollution source and risk point investigation and management. The Company has set its 2025 energy conservation and emission reduction plan, issued the *TravelSky's Regulations on Dual-Prevention Mechanism of Security Risk Classification Control and Management and Hazard Identification [Trial]*, and invited external experts to conduct centralized training on identifying environmental impact factors, risks, and potential hazards.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

(II) ENERGY CONSERVATION AND EMISSION REDUCTION

In its production and operational activities, TravelSky prioritizes conservation, pollution management and efficiency of energy and resource utilization. Through concrete actions, the Company has demonstrated its commitment to green development, actively contributing to the sustainable economic and social development.

1. Efficient use of resources

TravelSky places high importance on energy conservation and efficient resource utilization throughout its project operations. The Company accelerates the innovation and upgrading of energy-saving technologies and equipment in key energy-consuming areas to improve energy utilization efficiency, while exploring the application of green and low-carbon technologies and increasing the proportion of clean energy usage.

The Group adheres to the principle of scientific and rational use of water, electricity, and other resources. In 2025, TravelSky's water consumption was primarily for production purposes. According to relevant standards, we have set annual water usage targets for the Beijing Shunyi Park: 115,000 m³ for tap water, 300,000 m³ for reclaimed water, and 20,000 m³ for self-supplied well water. The Group's operation sites do not cover water shortage areas and do not involve the issue of obtaining applicable water sources, therefore, relevant disclosure indicators are not applicable for the Group.



Rooftop solar photovoltaic construction in TravelSky High-Tech Industrial Park

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

KPI	Unit	2025
Energy consumption¹		
Total electricity consumption	MWh	155,463.27
Intensity of electricity consumption	MWh/RMB million of income	17.74
Total gasoline consumption (vehicle)	L	67,000
Intensity of gasoline consumption (vehicle)	L/vehicle	736.30
Total natural gas consumption	m ³	1,830,007.90
Intensity of natural gas consumption	m ³ /RMB million of income	208.77
Total consumption of purchased heat	GJ	4,861.80
Intensity of consumption of purchased heat	GJ/RMB million of income	0.55
Consumption of diesel	tonne	23.17
Total consumption of direct energy	MWh	20,677.54
Intensity of direct energy consumption	MWh/RMB million of income	2.36
Total consumption of indirect energy	MWh	156,813.77
Intensity of indirect energy consumption	MWh/RMB million of income	17.89
Greenhouse gas emissions²		
Emissions by vehicles (Scope 1)	tonne	148.81
Emissions by diesel (Scope 1)	tonne	72.87
Emissions by natural gas (Scope 1)	tonne	3,956.82
Emissions by electricity consumption (Scope 2)	tonne	82,488.81
Emissions by purchased heat consumption (Scope 2)	tonne	534.80
Direct (Scope 1) greenhouse gas emissions ³	tonne	4,178.51
Intensity of direct (Scope 1) greenhouse gas emissions	tonne/RMB million of income	0.48
Indirect (Scope 2) greenhouse gas emissions	tonne	83,023.61
Intensity of indirect (Scope 2) greenhouse gas emissions ⁴	tonne/RMB million of income	9.47
Total greenhouse gas emissions	tonne	87,202.11
Intensity of total greenhouse gas emissions	tonne/RMB million of income	9.95

¹ The conversion of energy to heat is quoted from *Energy Statistics Manual* published by IEA.

² The CO₂ emission factor of electricity in 2025 was 0.5306 kgCO₂/kWh. This value is sourced from the *Announcement on the Release of the 2023 CO₂ Emission Factors of Electricity* issued by the Ministry of Ecology and Environment.

³ For the calculation of greenhouse gases from gasoline and diesel, refer to the *Guidelines for Enterprise (Unit) Carbon Dioxide Emissions Accounting and Reporting*.

⁴ For the calculation of greenhouse gas emission from electricity generation, refer to the *Notice on the Reporting and Management of Greenhouse Gas Emission of Power Generation Enterprises from 2023 to 2025*; For the calculation of greenhouse gas of outsourced thermal energy, refer to the *Greenhouse Gas Emission Accounting Method and Reporting Guide for Enterprises in Other Industries*; For the calculation of greenhouse gas of natural gas, refer to the *Carbon Dioxide Emission Accounting Method and Reporting Guide for Enterprises (Units)*.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

KPI	Unit	2025
Resource consumption⁵		
Total water consumption	tonne	483,187
Intensity of total water consumption	tonne/RMB million of income	55.12
Tap water	tonne	106,445
Self-owned well water	tonne	17,756
Reclaimed water	tonne	358,986

Regional distribution of Scope 2 greenhouse gas emissions

Region	Carbon emissions (tonne)
North China	81,852.68
East China	464.07
South China	32.76
Northwest China	43.83
Southwest China	630.27

2. Strengthening pollution prevention and control

TravelSky strictly abides by laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*, continuously strengthening pollutant management and pollution risk prevention, and reducing the adverse environmental impacts of waste, exhaust gas, and wastewater. TravelSky remains committed to winning the battle against pollution. In 2025, the Company disposed of 13,893 barrels of classified waste in its industrial park and improved approximately 26,000 square meters of green space in the area.

⁵ The data include those from TravelSky's Beijing Shunyi Park and Dongsì Data Center.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

During the Reporting Period, the Company set the following pollution reduction targets:

- Compared to 2025, non-hazardous waste emissions will be controlled to grow by no more than **5%** in 2026
- Aiming to keep the total amount of hazardous waste discharge at about **800** pcs per year in 2026
- In 2026, total greenhouse gas emissions (primarily CO₂) will be capped at **105,422** tons, and greenhouse gas emissions per civil aviation passenger limited to **43** grams per transaction
- In line with the development goals proposed by the Chinese government under the *United Nations Framework Convention on Climate Change* and its *Paris Agreement*, the Company has thoroughly implemented the national major strategic decisions on carbon peak and carbon neutrality. It has promoted a low-carbon development strategy for civil aviation information services, underpinned by green data centers and energy-efficient management, formulated the Action Plan for Reaching Carbon Dioxide Peak, and set specific targets for its carbon peak efforts, thereby supporting the Chinese government in fulfilling its international commitments.
- The Company's greenhouse gas emission targets cover carbon dioxide. It discloses total emissions and emissions intensity, currently covering Scope 1 and Scope 2. The Company has adopted industry decarbonization methods appropriate to its operations and reduces its total greenhouse gas emissions and intensity through the procurement of green power. It has not yet used carbon credits to offset greenhouse gas emissions to achieve its targets.
- The Company has taken into account the characteristics of both the civil aviation industry and the information service industry (Internet Data Center) in formulating its indicators for emissions per passenger, total carbon dioxide emissions, and emissions intensity.
- The targets set by the Company have not been verified by a third party. The Company's Board of Directors actively participates in the formulation and annual review of targets, and deliberates on the completion of total targets and progress made. As the Company sets annual targets, there is currently no revision to those targets.
- Compared with the pollution reduction targets set in the Company's 2024 ESG Report, the Company met its targets for total hazardous waste generated at its park and total greenhouse gas emissions (primarily carbon dioxide) in 2025. However, due to the expansion of the Company's production and operations in 2025, there was a slight increase in the number of employees dining and the amount of domestic waste generated. As a result, total non-hazardous waste increased by approximately 8.2% compared with 2024, falling short of the target.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

Waste management:

- Strictly following the national and local government regulations on the management of domestic waste and implementing the classification and collection of domestic waste.
- For self-managed office spaces, signing a waste disposal agreement with the local professional domestic waste management unit to ensure daily waste removal and have the waste all transported by the waste management unit to the government-designated recycling and treatment station.
- Achieving waste utilization through old item donations, exchanges, and other forms.

Waste gas management

- Nitrogen oxide emissions: Strictly following the technical requirements of the Pollutant Discharge Permit for boilers, the Company engages third-party testing units to conduct regular inspections of the pollutant emissions from the boilers, enabling it to tailor and improve prevention and control strategies to ensure compliant emissions. In 2025, boiler atmospheric pollutant (nitrogen oxides) emissions amounted to 1.254 tonnes, which was below the annual total control limit of 2.26 tonnes stipulated in the Pollutant Discharge Permit.
- Kitchen cooking fume emissions: In strict accordance with industry specifications such as the *Determination of Mass Concentration of Particulate Matter Emitted from Catering Industry – Manual Gravimetric Method* (DB11/t1485-2017) and the *Emission Standards of Air Pollutants for Catering Industry* (DB11/1488-2018), the Company regularly engages third-party testing units to test cooking fume emissions from kitchens, enabling it to tailor and improve prevention and control strategies to ensure compliant emissions. In 2025, all test results for kitchen cooking fume emissions met the requirements of the industry specifications.

Wastewater management

- In accordance with the requirements of the national *Integrated Wastewater Discharge Standard* (GB 8978-1996), relevant industry standards, the Beijing *Integrated Discharge Standard of Water Pollutants* (DB 11/307-2013), and the *Technical Specifications Requirements for Monitoring of Surface Water and Waste Water* (HJ/T 91-2002), the Company regularly engages third-party testing units to test wastewater from boiler operations, enabling it to tailor and improve prevention and control strategies to ensure compliant emissions. In 2025, all boiler wastewater test results met the requirements of the industry specifications.
- Ensuring that domestic sewage generated by business operations flows into the outdoor septic tank through the pipeline and turns to be reclaimed water for toilet flushing and greening etc., thus saving water resources.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

KPI	Unit	2025
Non-hazardous waste generation		
Domestic waste ⁶	tonne	687.10
Food waste ⁷	tonne	230
Total non-hazardous waste generation	tonne	917.10
Density of non-hazardous waste generation	tonne/RMB million of income	0.10
Hazardous waste generation		
Total hazardous waste generation ⁸	piece	1,000
Density of hazardous waste generation ⁹	piece/RMB million of income	0.11

(III) PROTECTING THE ECOLOGY

Addressing climate change is a shared mission for all humanity. TravelSky is dedicated to implementing the carbon peak and carbon neutrality strategies, actively explores pathways to achieve the goals, attaches great importance to addressing climate change, and drives green and low-carbon development through management innovation and technological advancement, and unswervingly pursue a green and low-carbon development path.

1. Responding to climate change

In alignment with the *CPC Central Committee and the State Council's Opinions on the Complete, Accurate and Comprehensive Implementation of the New Development Concept for Carbon Peak and Carbon Neutrality* and the *Action Plan for Reaching Carbon Dioxide Peak Before 2030*, TravelSky has formulated its *Action Plan for Reaching Carbon Dioxide Peak* and executed initiatives according to defined targets and roadmaps.

To comprehensively advance its dual-carbon initiatives, TravelSky has set up a carbon peak and neutrality work leading group. The group is led by the principal person in charge of TravelSky, along with the relevant responsible leaders serving as deputy leaders of the group. The members include the heads from the operation center, the logistics management service center, the procurement center, the information service department and other major energy-consuming units, as well as the leaders from the science and technology management department, the strategic development and reform department and other management departments. The science and technology management department serves as the executive office of the group, housing a dedicated "carbon peak and carbon neutrality" office staffed by a head of energy management from the Company and several energy management specialists.

⁶ The data include those from TravelSky's Beijing Shunyi Park and Dongsì Data Center.

⁷ The data include those from TravelSky's Beijing Shunyi Park and Dongsì Data Center.

⁸ The data include those from TravelSky's Beijing Shunyi Park and Dongsì Data Center.

⁹ The data include those from TravelSky's Beijing Shunyi Park and Dongsì Data Center.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

The main responsibilities of the Company's leading group for carbon peak and carbon neutrality are to: (1) convey and implement the policies and requirements of government authorities at all levels and relevant supervisory departments on carbon peak and carbon neutrality, assume primary responsibility, and organize the formulation of the Company's special plans for carbon peak and carbon neutrality; (2) organize the formulation of the Company's management system and assessment, reward and penalty measures for carbon peak and carbon neutrality, supervise their implementation, and review and approve key tasks, major projects, plans, and outcomes relating to the Company's carbon peak, carbon neutrality, and energy conservation and emission reduction efforts; and (3) organize the formulation of the Company's annual work plan for carbon peak and carbon neutrality, make corresponding work arrangements, and assess the performance of the Company's major energy-consuming units (departments) in achieving carbon peak, carbon neutrality, and energy conservation and emission reduction targets.

The Company's dual-carbon leading group holds work meetings from time to time to hear reports on dual-carbon and energy conservation and emission reduction efforts, evaluate the effectiveness of relevant work in the previous year, set dual-carbon targets for the current year, and discuss major matters. When formulating the annual power procurement strategy, the Company comprehensively evaluates and weighs the changes in operating costs arising from the introduction of green power against its social responsibility to reduce greenhouse gas emissions and mitigate global warming risks, and has ultimately decided to increase its green power purchases.

The Company includes low-carbon development indicators, such as energy conservation and environmental protection, as binding indicators for its key energy-consuming units under its management in the annual business performance assessment. It also incorporates "energy conservation and emission reduction" as a "special assessment" indicator into the annual work performance of these units, with differentiated quantitative assessment targets. The annual work performance of each unit is directly linked to remuneration.

The Company has appointed personnel with relevant expertise to establish a carbon peak and carbon neutrality office, effectively driving the implementation of related initiatives. It formulates and implements training programmes to enhance professional skills in the green and low-carbon sector, and organizes online training for its subordinate units on the latest policy background, development trends, and best practices in the green and low-carbon field. These measures provide professional support for the Company to conduct research on climate change and achieve management optimization.

The Company formulated and issued the *Management Measures for Energy Conservation, Emission Reduction and Dual-Carbon Work (Trial) of China TravelSky Holding Company Limited and TravelSky Technology Limited* for supervision and control. TravelSky actively responds to the national "dual-carbon" strategy, incorporates the carbon dioxide emission reduction rate per RMB10,000 of output value (revenue) into the functional value evaluation index system for central enterprises, clarifies responsibilities at all levels, remains committed to the "dual-carbon" goal, formulates forward-looking response strategies, strengthens risk control, and sets multi-level quantitative indicators to ensure efficient implementation.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

The Company has analyzed climate change risks based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, identified specific risks affecting the enterprises, and formulated the relevant countermeasures:

Risk Type	Specific Risk	Risk Description	Coping Measures
Transition Risk	Policy and Regulatory Risks	The 1+N policy system based on the goal of carbon peak and achieving carbon neutrality has been gradually improved, which puts forward greener development requirements for TravelSky;	Improving internal management, energy consumption management and internal carbon emission management;
		As TravelSky has been enrolled in the carbon trading pilot scheme in Beijing, carbon emission quotas and carbon trading compliance have become important factors that must be considered in the daily operation of TravelSky.	Paying attention to changes in the carbon market, actively carrying out researches on carbon market mechanism, and constantly improving the level of internal management on the basis of meeting regulatory requirements.
	Market and Technical Risks	More and more consumers and business customers tend to choose products and services with less negative consequences on climate change;	Accelerating green transformation and green technology research and development.
		As an industry with high carbon emissions, aviation industry may be at a disadvantage in market competition if low-carbon travel modes are not implemented.	

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

Risk Type	Specific Risk	Risk Description	Coping Measures
Entity Risk	Reputational Risk	With increasing social and public concern about sustainable development issues such as climate change, the failure of enterprises to take substantive action on these issues may raise questions from the public.	Promoting the green operation mode within the enterprise, and regularly disclosing TravelSky's performance in the sustainable development field.
	Urgent Risk	Extreme weather such as typhoon and rainstorm may cause operation interruption in data centers; Extreme weather will also increase the uncertainty of air transport, which will have an impact on the aviation industry and indirectly affect TravelSky's revenue and business operation.	Formulating emergency plans for extreme weather and increasing exercises.

The Company formulates a five-year strategic plan every five years to identify relevant risks and opportunities.

Short-term (0-1 year)	The Company formulates the work plan for the next year at the beginning of each year, makes mid-year adjustments, and conducts a year-end summary.
Medium-term (1-3 years)	The Company carries out a medium-term self-assessment of its five-year plan and adjusts the five-year strategic plan based on medium-term progress.
Long-term (3-5 years)	The Company formulates a five-year strategic plan and work plan every five years, aligning with the cycle of the national five-year plan.

2. Risk management

The Company obtained the energy management system (ISO 50001) certification, which marks a solid step for the Company in pursuing efficient energy utilization and environmental protection, demonstrating the Company's firm commitment to sustainable development. ISO 50001 is an energy management system standard issued by the International Organization for Standardization (ISO). It covers energy management requirements and best practices and aims to help organizations improve energy efficiency, reduce energy consumption, and promote sustainable energy use through a systematic approach.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

(1) Input data and parameters for climate-related risk identification and assessment

Basic data: National and local dual-carbon policies, climate-related regulations; the Company's energy consumption records, greenhouse gas emission records, operational status of energy infrastructure; and energy market price fluctuation data.

Assessment parameters: Total carbon emissions, carbon emission intensity per unit of output value, data center PUE, and the proportion of green power used.

(2) Use of climate-related scenario analysis

Climate-related scenario analysis has been used to identify risks, simulating and analyzing risk exposures such as cost increases and energy facility renovation costs associated with the Company's proportion of green power used.

(3) Assessment method for the nature, likelihood, and extent of climate risk impacts

The Company strictly follows the ISO 50001 assessment criteria, combines qualitative and quantitative approaches, and sets clear quantitative thresholds, which serve as the basis for risk response.

(4) Monitoring method for climate risks

Daily monitoring: The Company assigns dedicated personnel to collect carbon emission and energy consumption data on a monthly basis;

Regular verification: The Company conducts special verification work – named the "Green Shield Initiative" in 2025 – and prepares verification records and work logs, while supervising rectification measures;

Dynamic early warning: The Company monitors real-time price changes in the Beijing power trading market and immediately initiates emergency plans and reports to higher authorities when the pre-set threshold is triggered;

(5) Changes in the climate risk management process since the last reporting period

The existing ISO 50001 management system has been proven effective in practice and can meet current control needs. Compared with the previous reporting period, no fundamental adjustments have been made, other than the refinement of monitoring indicators and the addition of the proportion of green power used.

3. Carbon reduction initiatives

TravelSky has deepened its green development strategy and launched a series of carbon reduction initiatives. We are continuously advancing green and low-carbon development through three key areas: carbon emission management, innovation in carbon reduction technologies, and clean energy utilization, which have yielded significant results in carbon reduction, accelerating the Company's green and low-carbon transformation and empowering the construction of a sustainable civil aviation. The Company has not carried out relevant financial activities other than conducting carbon emission verification in Beijing as required.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

Carbon reduction management

TravelSky strengthens target management of key energy-consuming units, allocates task targets to relevant responsible departments and key energy-consuming units, and incorporates these targets into the business performance assessment of such units.

Carbon reduction technologies

TravelSky has developed and applied advanced energy-saving and carbon reduction technologies to develop a number of green and low-carbon demonstration technologies.

Clean energy utilization

TravelSky reviews policies such as the *Beijing Municipal Regulations on the Development and Utilization of Renewable Energy* and the *Beijing Municipal Work Plan for Optimizing Existing Data Centers (2024-2027)*, and pilots the use of green power at the Dongsu Data Center.

2025 • Our Honors

- The Green and Intelligent Data Center Operation Practice was included in the National Development and Reform Commission's *List of Energy-Saving Technologies and Practices to be Recommended for International 'Top Ten' Recognition*.

4. Low-carbon development

TravelSky adheres to a green development path characterized by high efficiency, low carbon, intensification and recycling. Leveraging its over 30 years of experience in data center operation and maintenance, TravelSky proactively addresses the energy consumption growth challenges posed by new computing power infrastructure and drives the low-carbon green development of its own data centers.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

(IV) LOW-CARBON CULTURE

TravelSky has actively fostered a low-carbon culture by extensively promoting energy conservation and environmental protection awareness campaigns. We advocate for healthy lifestyles that include green office practices and eco-friendly commuting, cultivate employees' environmental awareness, promote the concept of ecological civilization, and work together with stakeholders to create a green development environment.

Environmental publicity

- We carry out engaging activities such as knowledge quizzes, and organize energy-saving themed training to improve employees' green and low-carbon knowledge and create a green and low-carbon atmosphere.

Green office

- We renovated the office lighting system at Shunyi Park, replacing energy-saving fluorescent tubes with LED tubes and replacing some daily lighting downlights in public areas (corridors and restrooms) with radar sensor lights, so that lights turn off when areas are unoccupied. We also comprehensively promoted the digital transformation of internal management by deepening the use of paperless and online meetings, enabling online circulation of meeting materials and efficient remote collaboration, thereby reducing paper use and costs while achieving low-carbon, high-efficiency, and convenient collaboration.

Green commuting

- We encourage business trips using public transportation while strengthening company vehicle management and optimizing allocation and usage to avoid unnecessary work trips. We firmly prohibit private use of company vehicles and resource waste.

III. ENVIRONMENT: PROMOTING GREENNESS WITH INTEGRITY THROUGH LOW-CARBON PRACTICES

Landscape maintenance

- We engage professional greening teams to conduct maintenance based on plants' natural growth cycles and local climate. Proactive pest and disease control measures and careful maintenance of the landscaping in the park ensure thriving plants with aesthetically pleasing forms, fostering a comfortable and pleasant ecological environment.
- We adopt water-saving irrigation technologies such as micro-sprinkler irrigation to replace traditional flood irrigation, and use reclaimed water for garden irrigation, thereby recycling water resources and preventing water waste.
- We adhere to the plant protection policy of "prevention-oriented, integrated control", build a green ecological plant protection system, and reduce the use of chemical agents at the source. We also focus on the ecological matching of garden vegetation, retain native vegetation and natural habitats within the park, and create a multi-layer composite planting structure of trees, shrubs, grasses, and vines. This provides habitats and foraging grounds for small wildlife such as birds and insects, enriches the park's biodiversity, and maintains the stability and balance of the garden ecosystem.
- We attach great importance to the ecological protection of garden soil and prevent all activities that may damage or pollute the soil. In vegetation planting and maintenance, we promptly cover exposed soil in the park using vegetation coverage, organic mulch, and other methods to reduce dust, retain soil moisture, and lower the risk of soil desertification. We strictly control the use of chemical fertilizers and pesticides, applying organic and bio-fertilizers precisely based on soil nutrient conditions to replace traditional chemical fertilizers, thereby reducing soil compaction and salinization while improving soil fertility and ecological vitality. Furthermore, during garden renovation and maintenance, we strictly prohibit the indiscriminate dumping of construction waste, sewage, and other harmful substances to prevent soil contamination, ensuring that the garden soil remains in a healthy and sustainable state and provides a sound ecological foundation for vegetation growth.

Note: Specializing in aviation transport and tourism information services, our business operations do not significantly impact the environment or natural resources. Therefore, the Company primarily focuses on eco-friendly initiatives such as green office, green commuting and landscape maintenance to minimize ecological footprints.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

UN Sustainable Development Goals:



Our Response:

People remain our priority while national development stays central to our mission. As a central state-owned enterprise, TravelSky keeps its social responsibilities firmly in mind, focusing on economic and social development while integrating the well-being of the people with corporate reform and development. We put our social responsibility philosophy into action by safeguarding employees' basic rights and interests, fostering corporate cohesion, delivering outstanding products with full dedication, providing high-quality customer service, supporting rural revitalization with genuine commitment, and actively contributing to public welfare causes. Together with our stakeholders, we strive to build a harmonious and better society.

Our Performance:

- Total employees: **6,901**
- Investment in employee training: **RMB12,216,500**
- Number of employee training sessions: **54,223**
- Labor contract signing rate: **100%**
- Social insurance coverage rate: **100%**
- Youth volunteer service hours: **4,200**
- Youth participating in volunteer activities: **960** person-times
- Investment in youth social welfare activities: **RMB500,000**

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

(II) EMPLOYEE RIGHTS AND INTERESTS

In light of the people-oriented development philosophy, TravelSky spares no effort to safeguard employees' basic rights and interests. We have developed inclusive and diversified employment mechanisms, as well as various training programs in different fields to support employee growth and foster harmonious labor relations. Furthermore, we are committed to sharing the fruits of development with employees and building a collaborative community with shared goals.

1. Ensuring employee rights and interests

TravelSky strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and the *Provisions on the Prohibition of Using Child Labor*. In alignment with these laws, the Company has formulated its own *Labor Employment Management Measures* and *Recruitment Management Measures*, which explicitly prohibit all forms of discrimination and the use of child labor. These measures demonstrate TravelSky's commitment to ensuring fair treatment for all employees, regardless of their nationality, ethnicity, or gender, safeguarding their lawful rights and interests, and handling any violations seriously in accordance with applicable laws and regulations.

Equal employment

TravelSky upholds the principles of fairness, impartiality, and transparency in recruitment while implementing inclusive and diversified employment mechanisms. The Company assigns suitable positions to employees with special needs based on their specific circumstances and is committed to providing employees with an equal, safe, healthy, and comfortable working environment. During the Reporting Period, TravelSky recorded no violations of laws and regulations regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, or other benefits, nor did we have any incidents of child labor, forced labor, employee lockouts and strikes or any labor disputes.

Remuneration and benefits

TravelSky continuously improves its remuneration and benefit system by formulating policies such as the *Total Payroll Management Measures*, *Remuneration Management Measures*, and *Attendance and Leave Management Measures*. The Company has established a sound mechanism for determining total payroll and strengthened performance-based remuneration distribution. In strict compliance with national regulations, TravelSky effectively manages and provides services for social insurance, housing provident fund, and enterprise annuity, actively safeguarding employees' rights and interests.

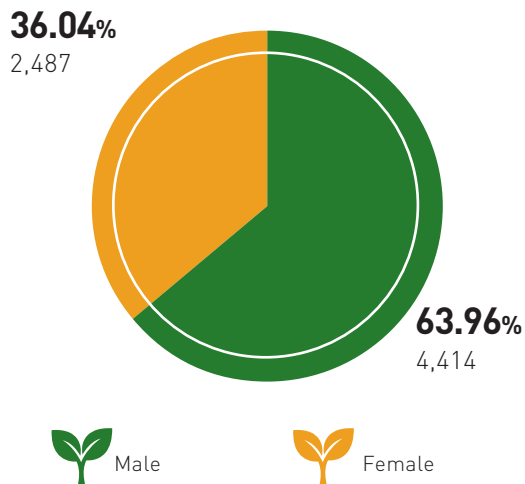
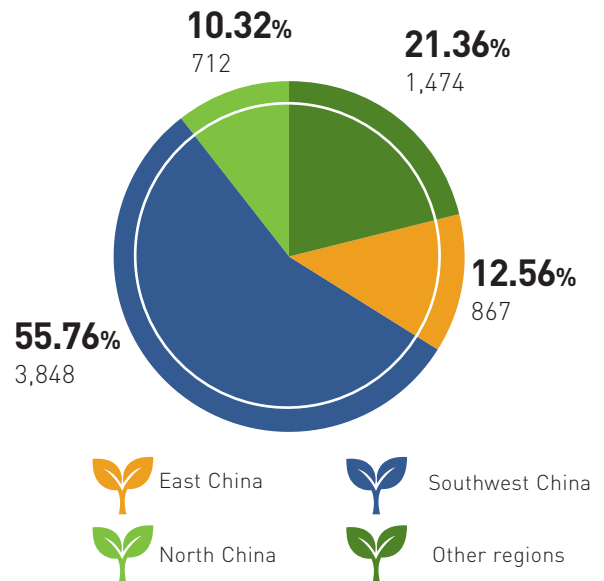
IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Democratic management

TravelSky improves its democratic management through full disclosure in corporate affairs. The Company has convened the seventh and eighth sessions of its fourth Workers' Congress to promote its harmonious development and implement the functions and power of the Workers' Congress. It revised the *Measures for the Disclosure of Corporate Affairs of China TravelSky Holding Company Limited and TravelSky Technology Limited*, continuously strengthening the Company's democratic management and corporate affairs disclosure, and effectively implementing employees' rights to information, participation, expression, and supervision.

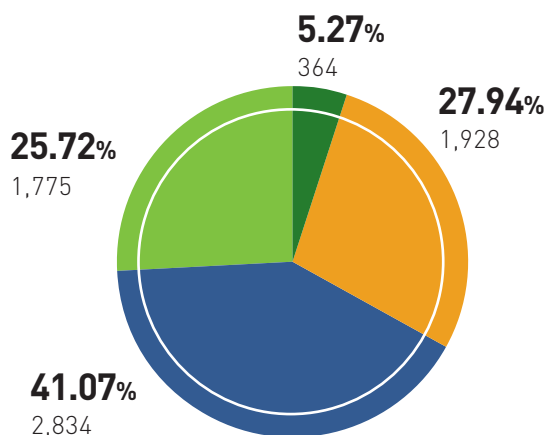
- Staff composition**

In 2025, the Group had 6,901 full-time employees, including senior managers. See the table below for detailed staff composition:

By gender**By geographical region**

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

By age



30 years old and below



30-39 years old

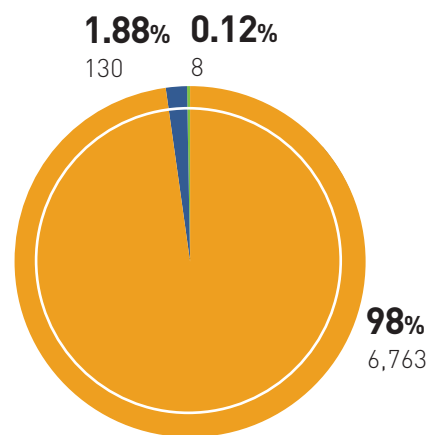


40-49 years old



50 years old and above

By staff category



Ordinary employees



Middle management

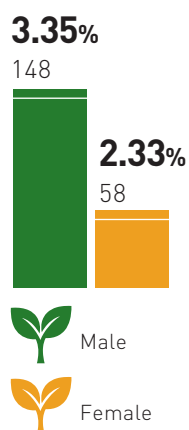


Senior management

- Employee turnover**

During the Reporting Period, the Group had a employee turnover rate of 2.99%, as detailed in the table below:

By gender

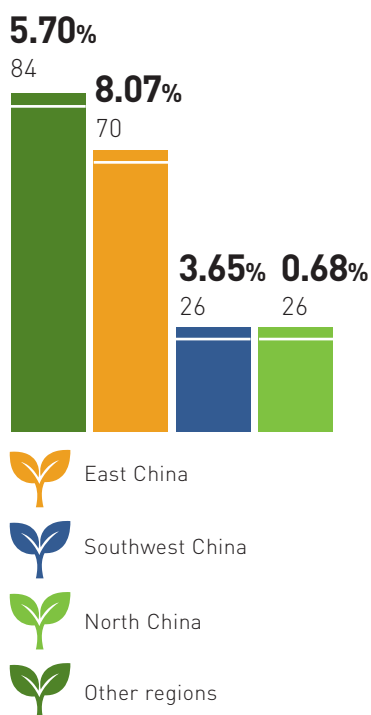


Male



Female

By geographical region



East China



Southwest China

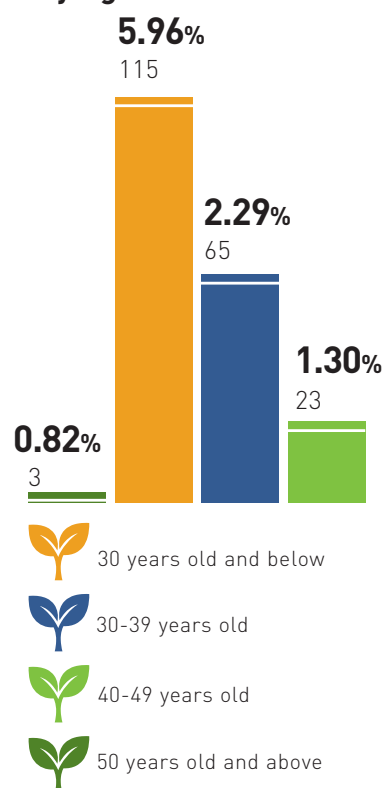


North China



Other regions

By age



30 years old and below



30-39 years old



40-49 years old



50 years old and above

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

2. Supporting employee growth

Talent is the primary resource of an enterprise and the foundation of its competitiveness. In alignment with its talent-driven strategy, TravelSky has proactively implemented talent development initiatives and provided ample career development opportunities for its employees, fostering mutual growth between employees and the Company.

Talent introduction

- In response to national initiatives for boosting job opportunities and promoting employment, TravelSky conducted its annual recruitment of college graduates; in 2025, the Company recruited a total of 263 this year's graduates.

Career development

- TravelSky implemented the new position level system under which a research career track was added, specifying headcount of each position level, qualification requirements, job responsibilities, and conditions for promotion and adjustment, continuously broadening the development space for professional and technical talents.
- TravelSky cultivated its sci-tech innovation talent team, gradually establishing a multi-tiered sci-tech talent echelon with leading talents and top-notch talents as the core, and backbone talents and young talents as the backup.

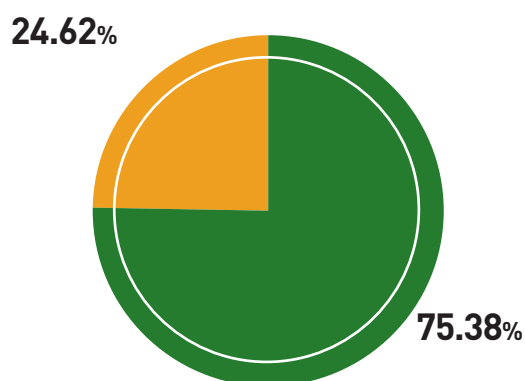
Talent cultivation

- TravelSky organized the second special training class for young cadres and newly appointed cadres, new hire orientation, and other activities. The Company advanced the development of internal training resources, producing over 30 video-based training courses and compiling over 40 class hours of teaching materials, thereby supporting employees' comprehensive development.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Total percentage of participation 66.5%

By gender



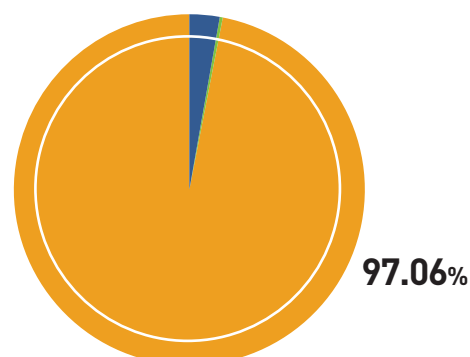
Male



Female

By staff category

2.81% 0.13%



Ordinary employees



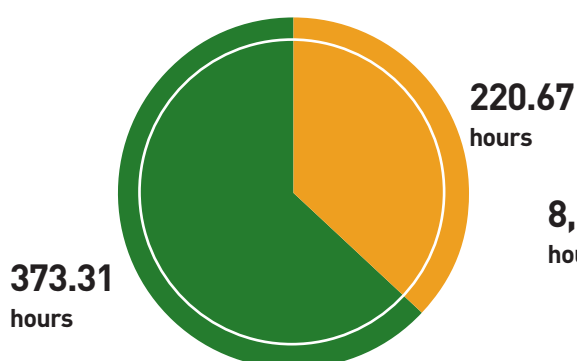
Middle management



Senior management

Average hours of training received 318.3 hours

By gender

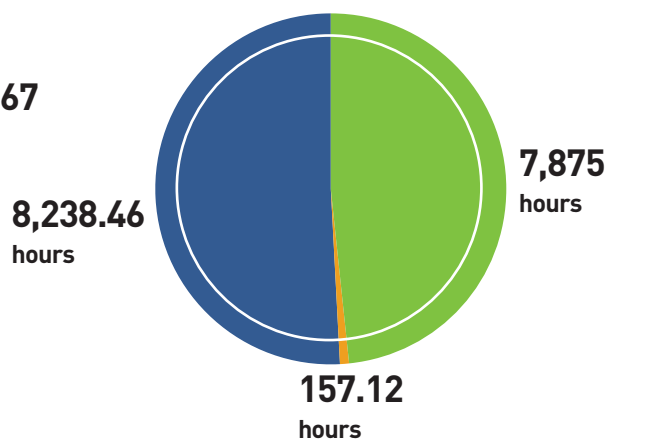


Male



Female

By staff category



Ordinary employees



Middle management



Senior management

Training expenses RMB12,216.5 thousand

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

CASE:**TravelSky held the Fourth Civil Aviation Computer Software Development and Application Vocational Skills Competition**

On October 31, hosted by the Labor Union of TravelSky and organized by the branch union of the R&D Center, the fourth TravelSky Civil Aviation Computer Software Development and Application Vocational Skills Competition concluded successfully in Beijing. As a Category II civil aviation competition approved by the Civil Aviation Labor Union and the Personnel, Science and Education Department of CAAC, the event attracted over 700 participants. The competition vigorously promoted labor spirit and craftsman spirit, aiming to cultivate more national-level master artisans and highly skilled talents for the high-quality development of civil aviation.



Figure: The Fourth Civil Aviation Computer Software Development and Application Vocational Skills Competition

3. Guarding the bottom line of health and safety

TravelSky continuously strengthens its work safety management system by establishing a dual-prevention mechanism for risks and hazards. The Company strictly guards against fire safety risks in its park, takes active actions in carrying out safety education campaigns, and effectively implements work safety measures. With a high priority on employees' occupational health, TravelSky is dedicated to creating a safe and secure working environment. In 2025, the Company recorded zero work-related fatalities and zero lost days due to work-related injury.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Safety management system

In 2025, TravelSky launched a series of campaigns, including the Three-Year Action Plan for Fundamental Improvement in Work Safety of TravelSky and the 2025 Strengthening Foundation Plan. The Company promoted full coverage of safety supervision and inspection, further deepened the screening and rectification of risks and hazards, and ensured that core systems entered optimal operational status. In 2025, the Company reported no Grade II or above work safety incidents or information security incidents with social impact, maintaining an overall stable safety situation.

Hazard identification

Relying on the fault management system, the Company built a unified collaborative command and processing system for faults, significantly improving emergency response efficiency, and efficiently handled 415 various faults and anomalies throughout the year. The Company deepened its efforts in hazard governance, identifying 114 hazards within the year and completing 104 rectifications. Together with existing hazards, a total of 18 hazards remain under rectification, all with effective control measures implemented, ensuring overall controllable risks. Meanwhile, focusing on key areas such as change management, hazard governance, emergency drills, and information security, the Company conducted multi-dimensional supervision and inspections. All 19 issues discovered were addressed through closed-loop rectification, significantly enhancing supervision effectiveness.

Emergency drills

The Company strictly implemented the requirements of the *Civil Aviation Emergency Management Regulations of China*. Building on regular daily drills, focusing on key areas such as departure system support, park power supply support, and fire safety support, the Company conducted targeted drills for plan implementation. A total of over 5,000 drills were conducted throughout the year, effectively enhancing its capabilities in rapid emergency response, cross-departmental coordination, and integrated emergency response.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Work safety training

TravelSky organized the 2025 Annual Centralized Work Safety Training to strengthen work safety awareness. In 2025, the Company organized over 600 safety training sessions with a total training time of over 600 hours, and over 5,000 employees participating.

Safety culture promotion

The Company continued to strengthen safety culture construction, actively organizing activities such as "Work Safety Month", "National Cybersecurity Awareness Week", and "National Anti-Fraud Action" to enhance the safety awareness of all employees.

Employee well-being

TravelSky continued to enhance employee supplementary medical insurance coverage through short-term supplementary medical insurance programs to ensure sound operations of its insurance services. The Company implemented an Employee Assistance Program (EAP) called "Healthy Mind, New Journey", conducted employee mental health assessments and employee EAP ambassador skills enhancement training classes to relieve employees' psychological distress and safeguard employees' mental health.



Figure: Fire drill



Figure: The Company conducted a safety supervision and inspection

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

4. Caring for employees' lives

TravelSky adheres to an employee-centered philosophy, actively addressing employees' needs for a better quality of life while promoting work-life balance. The Company has strengthened standardized labor union operations across all domains, comprehensively enhancing employees' sense of participation, fulfillment, belonging, and well-being.

Caring for female employees

TravelSky organized activities on International Working Women's Day and other theme events for female employees, and offered them with benefits including specialized health examination and hygiene products, so as to protect female employees' legitimate rights and interests.

Caring for employees in difficulty

The Company organized "sending warmth" activities, provided condolence payments to employees in difficulty, timely optimized and adjusted employee condolence standards, effectively improved the level of employee welfare protection, and facilitated the resolution of kindergarten and school enrollment issues for employees' children.

Enriching employees' lives

To enrich employees' leisure time, TravelSky organized the TravelSky Cup series of brand events, covering various sports such as football, basketball, table tennis, fishing, and billiards, attracting over a thousand employee participants throughout the year.

Improving the office environment

The Company completed the phase I of the digital and intelligent energy management system in the Shunyi Park, achieving centralized system monitoring and unified decision-making command, effectively reducing various risks, and ensuring the stable operation of equipment and facilities. It optimized extended catering services, resulting in 6 service venues. The Company preserved the native vegetation and natural habitats in the park, creating a multi-level composite planting structure of trees, shrubs, grasses, and vines, providing habitats and foraging places for small organisms such as birds and insects, and enriching the biodiversity of the park.

(III) SERVING CUSTOMERS

Guided by its business philosophy of "prioritizing safety, winning clients with services, and creating value with information", TravelSky adopts a customer-oriented approach to establish a robust product management system, and drives digital and intelligent transformation to deliver premium products and services, thereby enhancing its competitive edge in the industry.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

1. Forging extraordinary quality

TravelSky continuously refines its product management system while elevating quality control standards to strengthen brand competitiveness. By exploring smart service solutions and developing a passenger service system spanning multiple scenarios, spaces, and channels, the Company propels smart civil aviation development to new heights.

**Improve product
management**

The Company standardized its product line management and increased efforts to promote the investment of advantageous resources into key development areas. It facilitated the implementation of key projects, supported the orderly execution of the Company's key strategic emerging industry initiatives, enhanced the development capabilities of growth businesses, and coordinated the promotion of the Company's key project construction and the Company's key business layout to strengthen the foundation for long-term business development.

**Strengthen brand
competitiveness**

TravelSky explored and implemented a four-in-one brand management model of "high-level planning – system diagnosis – implementation inspection – strategic upgrade". It formulated the Special Plan for Brand Strategy (Draft) and the Measures for Brand Construction Management (Draft), building the "four beams and eight pillars" for the top-level design of the brand; it highlighted the guiding role of assessment, promoting the close linkage between brand construction and assessment.

**Foster smart civil
aviation**

TravelSky explores new models for digital civil aviation in core areas including passenger services, e-commerce, marketing, operation and management jointly advancing industry practices in smart aviation, contributing to customer digital transformation and intelligent transportation. In 2025, the Single-City Multi-Airport Through Check-in project co-launched by TravelSky and China Eastern was recognized as 2025 Excellent Case of Industrial Chain Innovation and Development of Central Enterprises.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

2. Deepening customer service

Guided by an innovative and enterprising spirit and the customer-first principle, TravelSky is dedicated to delivering premium services, refining details, and continuously optimizing and improving the customer service system, so as to empower the upgrading of customer service quality and efficiency.

Improve customer service system

TravelSky achieved the construction targets of the 14th Five-Year Plan for customer service and continued to advance the development of the three-tier service system. In 2025, it achieved full coverage of the three-tier service system among airline customers and the top 20 airports, and closed a cumulative total of 733 key customer tasks during the year.

Standardize core business service standards

The Company facilitated the completion of the formulation of service level agreements and operational level agreements for core systems, standardizing and enhancing the Company's front-office and back-office service standards in terms of service scope and service standards.

Delve deep into customer satisfaction survey

TravelSky conducted surveys with a total of 1,611 clients in 2025, incorporated the satisfaction survey results into the KPI assessment of business departments, systematically analyzed qualitative feedback from clients to develop targeted rectifications, and organized the implementation of rectifications. In 2025, the customer service satisfaction score was 95.06.

Strengthen customer training and communication

The Company conducted a series of training and special exchange activities through a combination of "online and offline" channels, comprehensively advanced the promotion and service delivery of various products, provided precise services, and continuously empowered customer development.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

3. Actively responding to customer complaints

TravelSky actively responds to customer complaints and has issued relevant management regulations, including the *Customer Complaint Management Measures of TravelSky Technology Limited*. The Company's marketing committee has overall responsibility for managing customer complaints, while the service desk at the headquarters serves as the official channel for customers to submit complaints. A clear complaint handling process has been established, ensuring timely and proper resolution of issues raised by customers. In 2025, the Company did not experience any customer complaint incidents. Relevant disclosure policies do not apply to the Group as we are not involved in the advertising, labeling or remediation relating to products and services provided.

(III) WIN-WIN COOPERATION

TravelSky actively gathers advantage resources and continuously expands strategic cooperation in a comprehensive, multi-field, and in-depth manner across and beyond the industry for mutual benefit. By adhering to responsible, transparent, and green procurement, strengthening supplier management and collaborating with upstream and downstream partners in the industry chain, TravelSky drives industry communication and progress and works with partners to pioneer a new era of high-quality development in the industry.

1. Supplier management

TravelSky leverages authoritative platforms such as the "National Enterprise Procurement Transaction Supplier Credit Certification and Evaluation System", "Credit China", and the "National Enterprise Credit Information Publicity System" to rigorously advance supplier credit verification work; continuously improves the "blacklist" and negative list management mechanism; performs ESG assessments on suppliers through a three-tier identification framework of "access screening – performance evaluation – dynamic monitoring", enabling a shift from post-event response to pre-event prevention and in-process monitoring, effectively mitigating sustainability risks across the supply chain, and fostering shared accountability along the value chain; continuously strengthens visits and research on strategic suppliers and key suppliers to stay abreast of industry dynamics, and builds an open, transparent, and efficient supplier management system.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Performance	Unit	2023	2024	2025
Number of suppliers for centralized procurement	/	163	253	176
Proportion of local suppliers (Beijing)	%	53.40	67.19	63.64
Number of suppliers by geographical region (including suppliers of consumables and office suppliers)	/	North China 90 East China 44 South China 16 Southwest China 8 Central China 2 Northwest China 3	North China 194 East China 21 South China 20 Southwest China 6 Central China 5 Hong Kong, Macao, and Taiwan 1 Northwest China 6	North China 124 East China 25 South China 13 Southwest China 6 Central China 5 Hong Kong, Macao, and Taiwan 1 Northwest China 2

2. Responsible procurement

TravelSky continuously improves its procurement management system and refines operational specifications for the entire procurement process. It has strengthened the management of procurement planning, while continuously strengthening process control and promoting plan execution, significantly enhancing the foresight and accuracy of resource allocation. The Company conducted special review and risk screening in bidding and tendering activities, building a “firewall” for compliance management of procurement and supply chain.

Clean procurement

For key positions, TravelSky conducted scenario-based special training and warning education to deliver targeted and impactful learning. It actively carried out integrity education to enhance procurement personnel’s awareness of legal bidding and ethical conduct, strictly adhering to professional standards.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Green procurement

TravelSky comprehensively promoted digital procurement, deepened the application of the full-process electronic procurement platform, and advanced paperless operations across the entire process, significantly improving efficiency and transparency. It strengthened environmental performance assessment in supplier management, prioritized the procurement of high-energy-efficiency and renewable products and services, and promoted asset recycling. We will continuously drive the low-carbon transformation of the supply chain through digitalization and collaboration.

Smart procurement

TravelSky completed the full integration of its procurement management platform with regulatory systems such as the National Enterprise Procurement Transaction Supplier Credit Certification and Evaluation System, thereby establishing a real-time channel for supplier credit verification. This enables verification of suppliers' credit information, including judicial records and administrative penalties. Through risk identification and early warning mechanism, the Company has driven a fundamental shift in its risk control model from "passive response" to "proactive prevention and control".

Transparent procurement

TravelSky continuously operated and optimized the TravelSky Procurement and Bidding Website, establishing it as the Company's official platform for publishing tendering and procurement information and receiving social oversight. It fully launched the "online submission and approval of public information" function, achieving full-process digitalization of the application, approval, and publishing, building a solid informatization foundation for the standardized and efficient operation of procurement work across the Group, and fully implementing the concept of "transparent procurement".

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Fair procurement

TravelSky comprehensively revised multiple core management systems to standardize operations across the entire procurement process, covering key stages such as demand submission, planning, supplier selection, and contract performance, refining operational procedures and risk control measures for each stage, and embedding key control points. It promoted standardized management of centralized procurement, integrated resources, and optimized costs. Leveraging the supplier credit verification channel, the Company verified key credit data of suppliers, including judicial records and administrative penalties, and integrated the results into the procurement decision-making process, significantly strengthening the objectivity and fairness of supplier access review and establishing a closed-loop management mechanism of “pre-event prevention – in-process monitoring – post-event accountability”. In areas such as procurement information publishing, qualification threshold setting, and bid evaluation and review, the Company ensured that it set reasonable restrictions for bidders and did not exclude or restrict the participation of private enterprises, foreign-funded enterprises, non-local enterprises, and small and medium-sized enterprises in bidding and tendering activities.

Centralized procurement

Based on actual conditions, TravelSky conducted centralized procurement of key projects in the form of framework agreements, widely applied the category management approach of “one policy per category” to centralized procurement, proactively adjusted procurement strategies based on project characteristics, and promoted the continuous improvement of the centralized procurement rate.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY**3. Conducting cooperation and exchanges**

TravelSky consistently sticks to the development philosophy of “complementary advantages and mutual benefit” and forged deep partnerships with government agencies, industry associations, industrial partners, and scientific research institutes to jointly build a synergistic ecological network. The Company has participated in prominent industry forums such as the International Forum on Civil Aviation Standardization and the Informatization Forum of CAAC. Through these efforts, the Company established mutually beneficial strategic partnerships to jointly promote the development of new quality productive forces and enhance its influence comprehensively.

4. Deepening global responsibility performance

With a global perspective, TravelSky actively contributes to the Belt and Road Initiative by leveraging its core strengths to cultivate overseas markets and address international customer demands, promoting international cooperation and connectivity. In 2025, the international version of Gongxiang Tianji DGUI, self-developed by TravelSky, made its global debut and entered operation at Singapore Changi Airport. The QUICK system delivered advanced digital retail and operational solutions to Sky Angkor Airlines (ZA) in Cambodia, Berjaya Air (J8) in Malaysia, and Serene Air (ER) in Pakistan – countries along the Belt and Road – effectively promoting the digital transformation of the aviation industry in these countries and deepening the fulfillment of social responsibility overseas alongside “technology going global”.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

CASE:

TravelSky's departure front-end DGUI (overseas version) made its global debut and entered operation at Singapore Changi Airport

In support of the national independent innovation strategy, the overseas version of Gongxiang Tianji DGUI, self-developed by TravelSky, has successfully completed certifications from multiple overseas platforms, including SITA/Arinc/Amadeus/RESA, providing the technical readiness for deployment and transfer at overseas stations as needed. In 2025, the overseas version of Gongxiang Tianji DGUI made its global debut and entered operation at Singapore Changi Airport, passing the dual technical and business verification in the complex operational environment of the overseas station, marking the official global expansion of the open departure system independently developed by TravelSky and representing a historic shift from "bringing in" to "going global".



Figure: TravelSky's departure front-end DGUI (overseas version) went into operation at Singapore Changi Airport

(IV) SOCIAL CONTRIBUTIONS

As a central State-owned enterprise, TravelSky remains committed to sharing the fruits of development with the society and fulfills its mission and implements its responsibility through enthusiastically engaging in public welfare and charity activities, contributing to rural revitalization and servicing and guaranteeing major events. Through these endeavors, the Company aims to promote the long-term development of the society.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

1. Public Welfare and Charity Initiatives

Taking public welfare and charity as a key focus, TravelSky actively organizes volunteer service activities to promote community development, and fight the “proactive battle” of flood control to strengthen the safety barrier, demonstrating our sense of responsibility and commitment, as well as our positive image in public welfare.

In 2025:

- **4,200** Hours of Youth Volunteer Service Delivered
- **960** Youth Volunteer Activity Engagements Recorded
- About RMB**500,000** Invested in Youth Public Welfare Activities

Volunteer services

The Company welcomed over 120 teenagers to explore the headquarters' high-tech industrial park, sharing corporate culture while promoting traditional culture, and strengthening parent-child bonds. It mobilized youth volunteers to visit the paired assistance county to deliver educational support, providing rich cultural, sports, and science popularization courses to primary school students.

Flood control and emergency response

We established a flood-control leading group and flood rescue teams. Before the flood season began, we improved our flood control and rescue emergency plans and conducted desktop drills with relevant personnel. Once the flood season began, we maintained a 24-hour duty system throughout the flood season, oversaw and coordinated flood control and drought relief efforts, ensuring the safety of the Company throughout the flood season.

Charitable contributions

The Company made a non-reimbursable financial contribution of RMB15,000,000 in cash to Shenchi County, Shanxi Province.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

2. Comprehensively promote rural revitalization

TravelSky adheres to General Secretary Xi's important instructions and directives on rural revitalization as its fundamental guide. By leveraging the strengths of its pairing assistance county based on the county's actual conditions, the Company has meticulously organized and advanced its efforts in rural revitalization of Shenchu County in Shanxi Province. We established an assistance framework led by a pairing assistance leading team, with clear roles for Company leaders, responsible departments, assistance cadres, and branches and subsidiaries, ensuring coordinated and collective management. Furthermore, we formulated the "2025 TravelSky Pairing Assistance Work Plan for Shenchu County", outlining 15 key tasks across 7 areas. We conducted on-site specialized supervision and guidance, steadily increased funding, applied the experience of Zhejiang's "Green Rural Revival Program" to coordinate and advance assistance initiatives, and promoted the "Five Revitalizations" collectively. As a result, we have achieved continuous and substantive progress and phased results on comprehensive rural revitalization.

Since 2012:

- A total of RMB**124,092,700** has been invested in assistance funds.
- **7** assistance cadres have been dispatched.

In 2025:

- RMB**19,993,800** has been directly invested in assistance funds.
- A total of RMB**137,000** in non-reimbursable financial assistance has been introduced.
- A total of RMB**32,000,000** in reimbursable financial assistance has been introduced.
- **15** assistance projects have been carried out.
- Agricultural products worth of RMB**6,032,100** from areas that have been lifted out of poverty has been directly purchased.
- Agricultural products worth of RMB**8,696,500** from areas that have been lifted out of poverty has been helped to sell.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Industrial revitalization

We supported Shenchu County in tackling key agricultural technologies and established an organic dry farming experimental station within the tissue culture center. We achieved an annual production capacity of 300,000-500,000 pre-basic seedlings, generating an annual income of RMB300,000 after costs, and increasing the average annual income of participating farming households by RMB4,000, achieving a dual enhancement of economic and social benefits.

We focused on the water resource bottleneck in dry farming areas and made significant efforts to develop integrated water and fertilizer systems. This resulted in water savings in agriculture exceeding 40% and boosted grain crop yields by 20%, promoting high-quality agricultural development.

Talent revitalization

We arranged for grass-root level cadres and leaders of rural revitalization to visit Xiamen, Taiyuan, and Changzhi for capability enhancement training and rural "bellwether" demonstration training classes. A total of 707 leaders at county, township and village levels, as well as 288 leaders of rural revitalization, received the training. The Shanxi Youth E-commerce Anchor Competition and two sessions of e-commerce agricultural benefit training camps were hosted, training a total of 217 participants. The 106th Regiment of the Xinjiang Production and Construction Corps visited Shenchu to inspect e-commerce services, promoting joint training for 33 participants and jointly exploring new opportunities for e-commerce cooperation.

Ecological revitalization

We invested RMB400,000 to build a digital orchard in Dayanbei Township, promoting the intensive planting of cherry apples to boost the courtyard economy. We developed and improved the "Zero-Distance" digital rural governance service platform to ensure monitoring and early warning for the exploitation of mine and forest resources, as well as potential floods and pollution, thereby protecting and improving the ecological environment. We advanced the development of an eco-tourism scenic area in Rongzhuangzi Village by integrating agritourism through cultural and tourism platforms, truly transforming "lucid waters and lush mountain" into "invaluable assets".

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

Organizational revitalization

We provided paired assistance to all 17 primary and secondary schools in the county, achieving full coverage of pairing program. All cadres and employees made donations worth RMB145,800 in cash and supplies to primary and secondary schools in Shenchì County. We invested RMB150,000 to upgrade the Party-mass service centers in several village committees, enhancing their ability to serve villagers' living and cultural needs, and promoting the deep integration of grass-roots Party building with rural revitalization.

Cultural revitalization

We launched a smart screen care program for the elderly. Through village-wide network coverage and installation of smart screens in households, we made monitoring, video calls, and daily entertainment easily accessible, effectively enhancing the monitoring and care of the elderly, particularly those living alone. We launched initiatives to bring culture to villages and revitalize villages through culture, staging a total of 5 performances in the village and attracting over 1,000 attendees from the village and surrounding villages. These activities not only enriched the cultural life of the local residents but also promoted Shenchì's local Daoqing cultural heritage.

IV. SOCIETY: CO-CREATING THE FUTURE THROUGH INTEGRITY

3. Guarantee for Major Events

TravelSky deeply studied and implemented General Secretary Xi Jinping's important discourses on work safety and important instructions and directives on civil aviation safety, actively fulfilled its social responsibilities, and fully implemented the deployment requirements of the SASAC and the CAAC. The Company successfully completed a series of major guarantee tasks for events, including the Harbin Asian Winter Games, The World Games, SCO Summit, Commemorative Activities for the 80th Anniversary of the Victory in the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War, 60th Anniversary of the Founding of the Tibet Autonomous Region, 70th Anniversary of the Founding of the Xinjiang Uygur Autonomous Region, Fourth Plenary Session of the 20th CPC Central Committee, and National Games. The cumulative duration of key guarantee tasks reached 121 days, a year-on-year increase of 38%. It has maintained a stable trend in work safety for 19 consecutive years, providing high-level guarantees for civil aviation development.



Figure: TravelSky's centralized duty roster of the Commemorative Activities for the 80th Anniversary of the Victory in the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War

KEY PERFORMANCE

KPI	Unit	2023	2024	2025
Economic				
Total revenues	Thousand Yuan	6,983,847	8,823,023	8,765,840
Total profit	Thousand Yuan	1,612,136	2,394,526	2,684,733
Total assets	Thousand Yuan	27,500,129	29,694,646	33,190,595
Earnings per share (basic and diluted)	RMB	0.48	0.71	0.80
Dividend per share	RMB (tax inclusive)	0.16	0.239	0.276
R&D expenses	Thousand Yuan	863,039	824,637	615,641
Number of patents applied	Pieces	233	642	331
Environment				
Emissions by vehicles (Scope 1)	tonne	324.80	162.30	148.81
Emissions by diesel (Scope 1)	tonne	33.60	406.90	72.87
Emissions by natural gas (Scope 1)	tonne	4,305.30	3,661.90	3,956.82
Emissions by electricity consumption (Scope 2)	tonne	82,719.20	81,346	82,488.81
Emissions by purchased heat consumption (Scope 2)	tonne	542	442.80	534.80
Total greenhouse gas emissions	tonne	87,924.80	86,019.90	87,202.11
Intensity of total greenhouse gas emissions	tonne/RMB million of income	12.59	9.75	9.95
Discharge of total non-hazardous waste generation	tonne	797.93	842	917.10
Density of non-hazardous waste generation	tonne/RMB million of income	0.11	0.10	0.10
Total hazardous waste generation	piece	1,300	1,000	1,000
Density of hazardous waste generation	piece/RMB million of income	0.19	0.11	0.11
Total electricity consumption	MWh	145,045	151,595.20	155,463.27
Intensity of electricity consumption	MWh/RMB million of income	20.77	17.18	17.74
Total gasoline consumption (vehicle)	L	146,232.90	73,068.50	67,000
Intensity of gasoline consumption (vehicle)	L/vehicle	738.50	803	736.30
Total natural gas consumption	m ³	1,991,189	1,693,589	1,830,007.90
Intensity of natural gas consumption	m ³ /RMB million of income	285.11	191.95	208.77
Total consumption of purchased heat	GJ	4,927	4,026.10	4,861.80

KEY PERFORMANCE

KPI	Unit	2023	2024	2025
Intensity of consumption of purchased heat	GJ/RMB million of income	0.71	0.46	0.55
Consumption of diesel	tonne	10.70	129.40	23.17
Total water consumption	tonne	484,828	515,235	483,187
Intensity of total water consumption	tonne/RMB million of income	69.42	58.40	55.12
Society				
Total Employees	Person	6,620	6,722	6,901
The Company's employee turnover rate	%	5.30	3.60	2.99
Total number of trainees	Person	4,124	4,406	4,517
Percentage of trainees	%	62.30	65.5	65.5
Lost days due to work-related injury	Day	0	0	0
Number of work-related fatalities	Person	0	0	0
Direct investment in rural revitalization support	Thousand Yuan	18,773.10	19,022.09	19,993.80
The number of impoverished people benefiting from rural revitalization projects	Person	13,213	14,000	15,000
Youth participating in volunteer activities	Person-times	830	810	960
Youth volunteer service hours	Hour	3,000	3,900	4,200
Employees received safety training	Person-times	5,000+	5,000+	5,000+
L2 or higher security failures and information security incidents causing social impacts	Occurrence	0	0	0
Number of suppliers for centralized procurement	Nos	163	253	176
Proportion of local (Beijing) suppliers	%	53.40	67.19	63.64

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HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE Index of Part C: “Comply or Explain” Provisions

Subject Areas and Aspects	General Disclosures and KPIs	Corresponding Pages
A Environment		
Aspect A1: Emissions	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to waste gas and greenhouse gas emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. A1.1 Types of emissions and respective emissions data. A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.5 Describe the emission targets set and the steps taken to achieve them. A1.6 Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	30-37 Disclosure for 2025 is not yet available as the emissions account for a minor proportion. The Group will gradually improve its emissions data disclosure system 33 37 37 36
Aspect A2: Use of Resources	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials. A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 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. A2.5 The packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	31, 32 33 34 31, 32 32 The Group's business operations do not involve the use of packaging materials
Aspect A3: Environment and Natural Resources	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources. A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	43, 44 43, 44

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Subject Areas and Aspects	General Disclosures and KPIs	Corresponding Pages
B. Society		
Employment and Labor Practices		
Aspect B1: Employment	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	46-51
	B1.1 Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	47, 48
	B1.2 Employee turnover by gender, age group and geographical region.	48
Aspect B2: Health and safety	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	52
	B2.1 Number and rate of work-related fatalities in each of the past three years including the reporting year.	69
	B2.2 Lost days due to work injury.	69
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	51-53
Aspect B3: Development and Training	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	49
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	50
	B3.2 The average training hours completed per employee by gender and employee category.	50
Aspect B4: Labor Standards	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	46
	B4.1 Description of measures to review employment practices to avoid child and forced labor.	46
	B4.2 Description of steps taken to eliminate such practice when discovered.	46

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Subject Areas and Aspects	General Disclosures and KPIs	Corresponding Pages
Operating Practices		
Aspect B5: Supply chain management	General Disclosure: Policies on managing environmental and social risks of the supply chain.	57
	B5.1 Number of suppliers by geographical region.	58
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	57-59
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	57-59
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	57-59
Aspect B6: Product Responsibility	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	57
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The products and services provided by the Group are not subject to recalls for safety and health reasons
	B6.2 Number of products and service related complaints received and how they are dealt with.	57
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	26
	B6.4 Description of quality assurance process and recall procedures.	The products and services provided by the Group are not subject to recalls
Aspect B7: Anti-corruption	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	28
	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	18
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	18
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	18-20
	B7.3 Description of anti-corruption training provided to directors and staff.	27

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Subject Areas and Aspects	General Disclosures and KPIs	Corresponding Pages
Community		
Aspect B8: Community Investment	General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities interests.	63, 64
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	63-67
	B8.2 Resources contributed (e.g. money or time) to the focus area.	63-66

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Index of Part D: Climate-related Disclosures

ESG Code	Corresponding Pages	Remarks/Explanations
Governance		
19(a)	37, 38	
19(b)	37, 38	
Strategy		
20(a)-(d)	39, 40	20(a) As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and therefore omit such disclosure for the time being.
21(a)-(b)		The Company is unable to obtain all reasonable and supportable information that is available without undue cost or effort, and therefore omits such disclosure for the time being.
22(a)-(b)		Information regarding the effects of climate-related risks and opportunities on the Company's strategy and decision-making is not disclosed for the time being, as the related information on climate-related opportunities of the Company is commercially sensitive.
23		The Company has no relevant disclosure plan for the time being.
24(a)-(b)		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide information about how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period, and therefore omit such disclosure for the time being.
25(a)-(b)		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide information about the effect of climate-related risks and opportunities on the Company's future financial condition, financial performance and cash flows, and therefore omit such disclosure for the time being.
26(a)-(b)		The Company is unable to obtain all reasonable and supportable information that is available without undue cost or effort, and therefore omits such disclosure for the time being.

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ESG Code	Corresponding Pages	Remarks/Explanations
Risk Management		
27(a)-(c)	40, 41	27(b) Information on climate-related opportunities of the Company is commercially sensitive, and monitoring processes are still under discussion, therefore omit such disclosure for this year.
Metrics and Targets		
28(a)-(c)	33	28(c) The Company is unable to obtain all reasonable and supportable information available without undue cost or effort, and therefore omits such disclosure for the time being.
29(a)-(d)	33, 34	29(d) The Company is unable to obtain all reasonable and supportable information available without undue cost or effort, and therefore omits such disclosure for the time being.
30		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide the amount and percentage of assets or business activities vulnerable to climate-related transition risks, and therefore omit such disclosure for the time being.
31		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide the amount and percentage of assets or business activities vulnerable to climate-related physical risks, and therefore omit such disclosure for the time being.
32		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide the amount and percentage of assets or business activities aligned with climate-related opportunities, and therefore omit such disclosure for the time being.

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ESG Code	Corresponding Pages	Remarks/Explanations
33		As the Company's existing financial accounting system has not yet established separate collection and allocation logic for "climate factors", we are temporarily unable to obtain all reasonable and supportable information that is available without undue cost or effort, and are unable to provide specific data on the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities, and therefore omit such disclosure for the time being.
34(a)-(b)		The Company has not carried out relevant financial activities other than conducting carbon emission verification in Beijing as required.
35		The Company has included energy conservation and emission reduction work in the assessment indicators for relevant units and positions, with assessment results linked to remuneration.
36	35	
37(a)-(h)	35	
38(a)-(d)	35	
39	35	
40(a)-(e)	35	
41	35	