聲通科技
voicecomm

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Voicecomm Technology Co., Ltd.

Voicecomm Technology Co., Ltd. is used in this report for identification purposes only.

About This Report

This is the second Environmental, Social and Governance Report 2025 issued by Voicecomm Technology Co., Ltd. (the "ESG Report" or "this Report"), disclosing the Company's environmental, social and governance practices and achievements to stakeholders.

This report is prepared in accordance with the Environmental, Social and Governance Reporting Code of The Stock Exchange of Hong Kong Limited, with reference to the GRI Standards and SASB Standards, and also adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework as recommended in the Guidance on Climate Disclosures issued by the Stock Exchange.

This report is published in Chinese and English. If any discrepancy arises, the Chinese version shall prevail.

Reporting Scope

This report covers Voicecomm Technology Co., Ltd. and its subsidiaries. For simplicity, "Voicecomm", "Voicecomm Technology", "the Company", "Company" and "we" refer to the same reporting entity. KPIs cover major offices in Shanghai, Sichuan, Hubei, Shandong and Chongqing.

Reporting Period

The Reporting Period is from January 1 to December 31, 2025. Content outside this period is indicated where relevant.

Reporting Principles

This report follows the principles of materiality, quantitative disclosure, balance and consistency.

• Materiality

We conducted a materiality assessment to identify and prioritize ESG issues relevant to internal and external stakeholders. This report reflects the information gathered. For details, see "Identification of Material Issues".

• Quantitative

This report discloses quantifiable KPIs. Any specific measurement standards, methods and assumptions are explained in the relevant sections.

• Balance

This report is based on objective facts and presents Voicecomm's ESG efforts in a balanced way, including product reliability, employees, the environment, transformation and governance.

• Consistency

The same indicators are measured and disclosed consistently across reporting periods. Any changes are explained in the appendix.

Data Statement

The data and cases in this report are drawn from various statistical reports and related documents. The Board confirms that the report is true and accurate, contains no false or misleading information, and is responsible for its overall authenticity and completeness.

Access to the Report

This report is published electronically on the Company's website (www.voicecomm.cn) and the HKEXnews website (www.hkexnews.hk).

Comments and suggestions on this report may be sent to us through the following channels:

Address 1: 7DEF, Block G, Weijing Center, No. 2337 Gudai Road, Minhang District, Shanghai, China

Address 2: Building F11, Phase 4.1, Wuhan Software New Town, No. 1 Shanhu North Road, East Lake High-tech Development Zone, Wuhan, Hubei, China

Email: ir@voicecomm.cn

Tel: 86-21-54590078

Chairman's Message



Over the past year, AI has advanced rapidly in both pace and depth of application. Digitalization and intelligence are becoming major drivers of social progress. For Voicecomm, this is both a major innovation opportunity and a new starting point for fulfilling our social responsibilities.

Since our establishment in 2005 and our successful listing on the Hong Kong capital market in 2024, Voicecomm Technology has remained focused for the past 20 years on exploring and empowering interaction scenarios for enterprises, public institutions and government entities. From our early work in integrated communications and digital management platforms, to the introduction of AI modules in 2016, and now to an artificial intelligence technology system centered on interactive intelligence and AI agents in the era of large models, we have gone through 20 years of technological evolution. Today, we have built a technology stack covering the data layer, core algorithms, intelligent agent products and industry solutions. Our solutions are widely used in urban governance, automotive and transportation, telecommunications and finance, while also expanding into smart elderly care and new energy.

We believe technology creates value not only through efficiency, but also through lasting benefits to society and people's livelihoods. Over the past year, we continued to deepen our presence in smart government, smart towns and digital elderly care. Our solutions have been deployed in multiple cities across China, improving public service efficiency and urban convenience. In 2025, Voicecomm received the Most Socially Responsible Listed Company Award and was named among Wuhan's first batch of leading AI enterprises. These honors affirm our capabilities and encourage us to keep advancing technology for good.

As AI expands into broader industrial and social settings, safety, trust and sustainability are becoming more important. We continue to advance the concept of "Trustworthy AI" by embedding data security, privacy protection and technology ethics into product development and governance, so that AI remains reliable, controllable and explainable while improving efficiency.

Looking ahead, we will continue to drive innovation and deepen the integration of AI with urban governance, industrial upgrading and public services. We look forward to working with governments, industry partners and wider society so that technology serves the public better, extends the benefits of digitalization and intelligence to more people, and contributes steady, long-term value to sustainable development.

Chairman Tang Jinghua

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About Voicecomm Technology

- Company Overview
- Development History
- Voicecomm 2025 Milestones
- ESG Governance



Company Overview

Voicecomm is a leader in conversational AI, with 20 years of experience in enterprise interactive solutions and strong technological capabilities. Focusing on conversational AI technologies and solutions, we have evolved from unified communications into a full-stack provider integrating unified communications, AI and product engines. We offer rich, highly standardized product modules and efficient, stable user experiences. Our products and solutions have been deployed across urban management and government affairs, automotive and transportation, telecommunications, finance, healthcare and energy, providing intelligent interaction, process automation and operational efficiency support tailored to business scenarios and continuously enabling digital transformation and intelligent upgrading across industries.

In 2025, Voicecomm continued to expand conversational AI applications in areas such as smart transportation and the silver economy, accelerated its overseas expansion, and upgraded from conversational AI to a multimodal intelligent agent system. With stronger results and national-level specialization recognition, our overall capabilities were further enhanced.

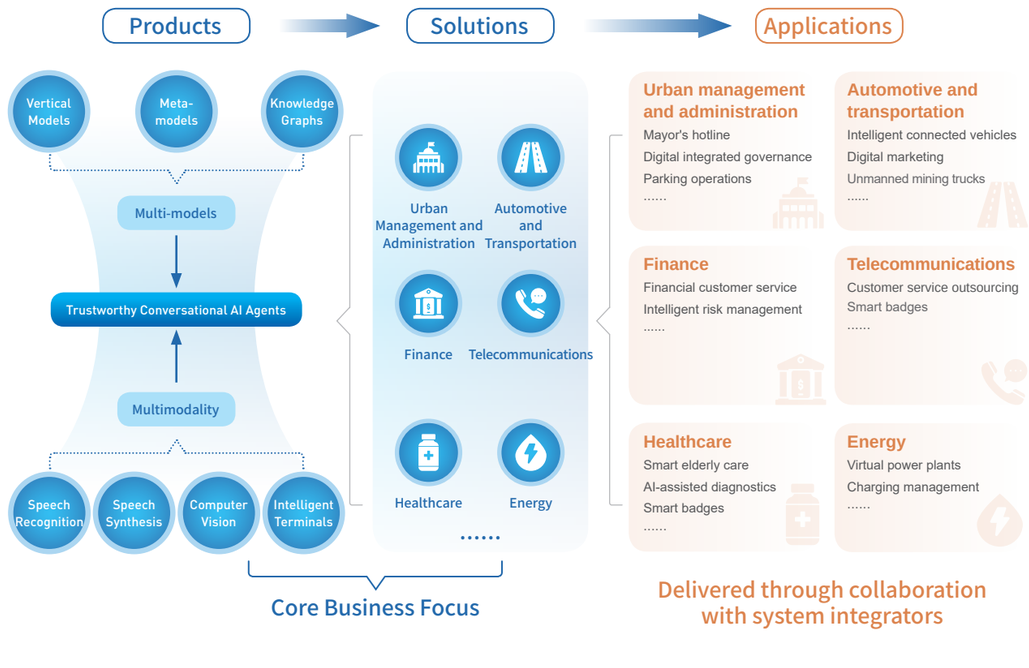
Voicecomm remains committed to "putting technology at the core and advancing the AI ecosystem". The Company ranks first among major providers in China's enterprise-level full-stack conversational AI solutions market for urban management and public administration, and second across all scenarios.

Note: From iResearch's China COAI Solutions Research released in 2024

Our Vision: To build a trusted interactive intelligence ecosystem



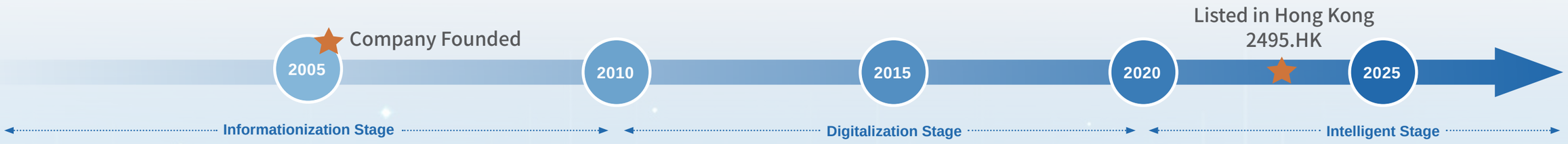
Business Scenarios





Development History





Need: Online business operations and traceable communications
Product: Unified Communications Platform
Value: Improved internal communication efficiency

Need: Breaking silos and enabling cross-system collaboration
Solution: Low-code + AI-assisted Interaction
Value: Data-driven restructuring

Need: Intelligent decision-making and automated collaboration
Solution: Large Models + Knowledge Graph
Value: A Trustworthy Intelligent Ecosystem

Voicecomm 2025 Milestones

Voicecomm's Key Progress in 2025

Voicecomm's Wind ESG rating was upgraded to A.

Voicecomm and the Shanghai Yangtze River Delta Business Innovation Research Institute jointly established the Trustworthy AI Industry Application Innovation Laboratory.



Voicecomm was named in the 2024 Hurun China Artificial Intelligence Enterprises Top 50.



Voicecomm's National Smart Transportation Pilot Project - Mianyang Intelligent Connected Vehicles Project - was named to the 2024 AI Application Benchmark Top 100.

Voicecomm received the 2024 Best Hong Kong-listed Company honor from New Fortune and the Most Growth-Potential Hong Kong-listed Company in the TMT Industry award.

Voicecomm, the UAE Ministry of Investment and the China Innovation Centre in UAE jointly hosted the WAIC sub-forum on AI-Driven High-Quality Manufacturing Development.

The Mianyang Science and Technology New City autonomous driving project undertaken by Voicecomm was selected for the national pilot base for AI applications in the transportation sector.

Honors and industry recognition

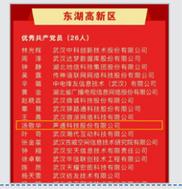
Voicecomm Technology
Included in the Seventh Batch of Wuhan Five-Star High-tech Enterprises
Wuhan High-tech Industry Association



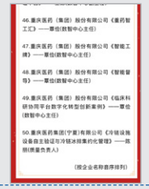
Voicecomm Technology
Ranked among the 2025 Forbes China AI Technology Enterprises Top 50
China Artificial Intelligence Innovation Conference



Tang Jinghua, Chairman of Voicecomm Technology
Outstanding Communist Party Member of East Lake High-tech Development Zone
Wuhan East Lake High-tech Development Zone



Chongqing Voicecomm Intelligent Technology Co., Ltd.
Received the 2025 Excellent Case of Digital Transformation in the Pharmaceutical Industry
China Association of Pharmaceutical Commerce



Voicecomm Technology
Selected for Digital Government Innovation Achievements and Practice Cases
China Association of Information



Voicecomm Technology
2025 Future Industry Star Listed Company (Future Information)
China Listed Companies Industry Development Forum



Voicecomm Technology
Received the 2025 Most Socially Responsible Listed Company Award
Securities Star "Capital Power"



Voicecomm Technology
Included in the seventh batch of national-level specialized, sophisticated, distinctive and innovative Little Giant enterprises





ESG Governance

We believe a sound governance structure and management mechanism are essential to identifying, managing and responding to material ESG issues. Following the establishment of our ESG governance structure and materiality matrix in 2024, we conducted an annual review, update and confirmation of material issues during the Reporting Period under our existing governance framework. This work considered our business characteristics, industry trends and regulatory requirements, and followed an "identify - communicate - assess" process with reference to mainstream disclosure standards and evaluation systems. The results form the basis for the key disclosures and management priorities in this report.

ESG Governance Structure

Under the Board, Voicecomm has established the "Strategy and Sustainability Committee". Board oversight, committee accountability and implementation by the ESG Working Group together drive ESG governance.

Board of Directors

Main Responsibilities

- Understand policies and analyze domestic and international industry conditions and sustainability-related development trends
- Oversee the assessment of sustainability-related impacts, risks and opportunities
- Guide and review sustainability strategies and targets
- Regularly oversee the progress and completion of sustainability-related work

Strategy and Sustainability Committee

Main Responsibilities

- Study and make recommendations on the Company's ESG and sustainability strategies
- Study sustainability-related risks and opportunities
- Review the annual Environmental, Social and Governance Report
- Review the completion of ESG targets and make recommendations

ESG Working Group

The ESG Working Group consists of the ESG Governance Group, the Governance Office, the Environmental Working Group and the Social Working Group.

ESG Governance Group

- Members: headed by the General Manager, with participation from the Deputy General Manager, the Chief Financial Officer and senior management from relevant departments
- Main Responsibilities: lead the ESG Working Group, formulate Voicecomm's ESG strategy and issue-specific initiatives

Governance Office

- Participating Departments: Board Office, Finance Department, Marketing Department
- Main Responsibilities: Responsible for corporate-governance-related content; formulate stakeholder engagement plans; coordinate the preparation of the Company's Environmental, Social and Governance Report and other sustainability-related documents; and report regularly to the ESG governance group

Environmental Working Group

- Participating Departments: General Affairs Department, Marketing Department, Technology Department
- Main Responsibilities: Responsible for environment-related topics of the Company

Social Working Group

- Participating Departments: Board Office, General Affairs Department, Marketing Department, Technology Department
- Main Responsibilities: Responsible for social-related topics

Materiality Assessment

Stakeholder Communication

We value stakeholder views and expectations and maintain regular communication through multiple channels to understand their main concerns regarding our ESG performance. These channels include, but are not limited to, our website and social media platforms, industry exchange activities, online and offline meetings, investor meetings, general meetings, product launches, supplier communication mechanisms and cooperation assessments.

Stakeholder	Communication
Investors	Company announcements, investor meetings, general meetings, company website, social media platforms
Senior management and employees	Internal communication platforms, grievance channels, employee satisfaction surveys, internal meetings, social media platforms
Suppliers and partners	Supplier conferences, supplier assessments, project meetings
Customers and end users	Product launches, industry conferences, user satisfaction surveys, customer service, social media platforms
Industry associations and the public	Social media platforms, industry conferences, company website, company announcements
Government / regulators	Company announcements, company website, offline thematic exchanges and visits

Identification of Material Issues

During the Reporting Period, we engaged a third-party professional consultant to identify and assess the materiality and priority of Voicecomm's ESG issues. Following three steps - "identify - communicate - assess" - we carried out the assessment as follows:

Step 1

Issue Identification

- Issues covered by major ESG reporting standards and reference frameworks, including the ESG Reporting Code, GRI Standards, the TCFD Recommendations, SASB Standards, and standards and initiatives such as the UN SDGs;
- Issues of concern to mainstream ESG rating agencies for the relevant industries;
- Global sustainable development trends;
- Sustainability trends in relevant industries.

Step 2

Communication and Discussion

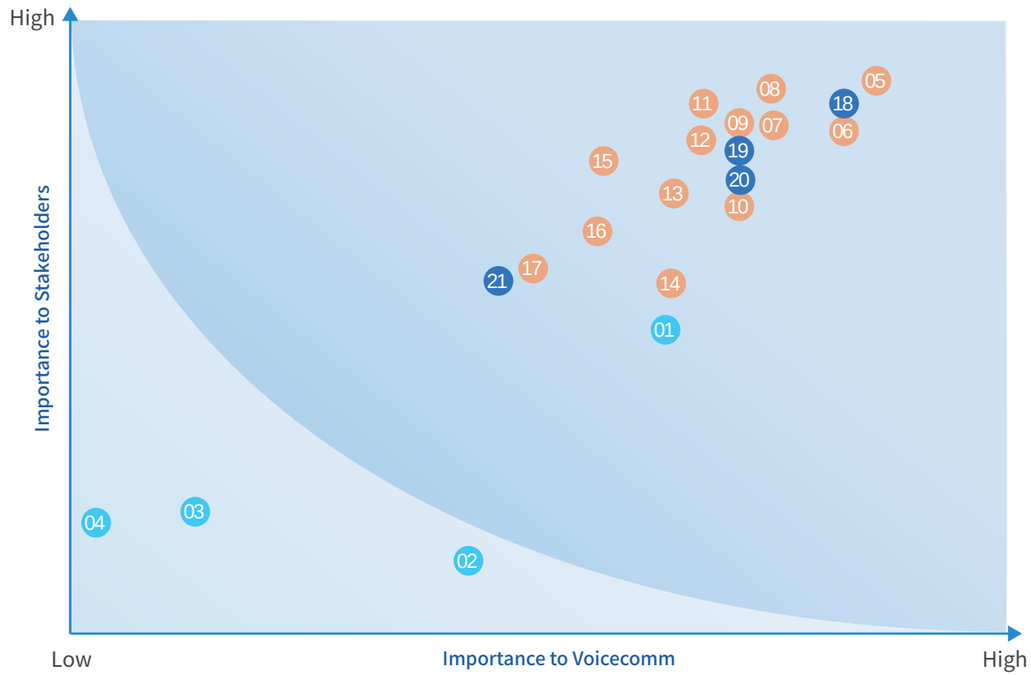
- During the Reporting Period, we considered our strategy and business model, major risks and compliance requirements, and the impacts of core processes and the value chain, and held discussions with management and relevant functions. Based on our actual practices in governance, operations and value chain management, we reviewed each issue in terms of scope of impact, level of concern and management maturity, forming an assessable list of material issues.

Step 3

Issue Ranking and Materiality Assessment

- Material issues were ranked across two dimensions: "importance to Voicecomm Technology" and "importance to stakeholders";
- The Board, the Strategy and Sustainability Committee and the ESG Working Group reviewed and confirmed the results level by level, determined the distribution of issues within the ESG materiality matrix, and highlighted the results in this report.

Voicecomm Technology Materiality Matrix



Environmental Issues

- 01 Clean Technology Opportunities
- 02 Climate Action
- 03 Resource Use
- 04 Emissions Management

Social Issues

- 05 Information Security and Privacy Protection
- 06 R&D and Innovation
- 07 Product and Service Quality
- 08 Intellectual Property Protection
- 09 Employee Compensation and Benefits
- 10 Supplier Management
- 11 Industry Ecosystem and Cooperation
- 12 Technology Ethics
- 13 Employment and Talent Attraction
- 14 Employee Development and Training
- 15 Technology Inclusion and Community Contribution
- 16 Occupational Health and Safety
- 17 Diversity, Equality and Inclusion

Governance Issues

- 18 Compliance Governance
- 19 Information Disclosure and Transparency
- 20 Business Ethics
- 21 Sustainable Strategy Management

2 Robust Compliance Governance

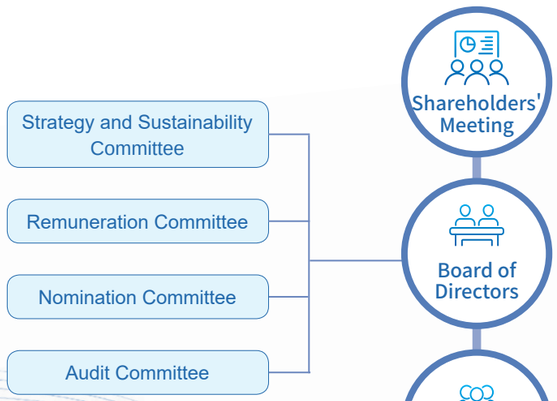
- Board of Directors
- Business Ethics



Board of Directors

As a company listed on the Stock Exchange in 2024, we strictly comply with relevant requirements including Appendix C1 Corporate Governance Code to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and our Articles of Association. We have established a governance structure with clear responsibilities, defined authority and mutual checks and balances. Through a sound governance mechanism, we ensure that decision-making procedures are standardized, transparent and prudent, supporting steady operations and long-term development while safeguarding the lawful rights and interests of shareholders and other stakeholders.

▼ Governance Structure Diagram



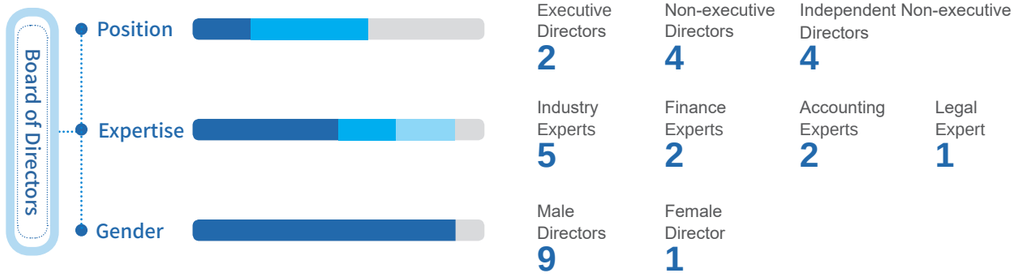
Note 1: Detailed information on Board members and committee members as at the end of the Reporting Period is set out in "Corporate Governance - Board and Committee Members".

Board Diversity and Independence

As at the end of the Reporting Period, the Board comprised ten directors, including two executive directors, four non-executive directors and four independent non-executive directors. Non-executive directors and independent non-executive directors together accounted for **80%** of the Board, helping to maintain a high degree of independence and effective oversight in decision-making.

The Chairman is Mr. Tang Jinghua, founder of the Company. Board members bring diverse backgrounds in industry, finance, law and accounting, together with extensive expertise and management experience. Their deep understanding of Voicecomm Technology and the industries in which we operate enables them to review strategy, risks and long-term development from multiple perspectives and create sustainable value for shareholders and other stakeholders.

We have established a Board diversity policy that sets out the objectives and approach for achieving and maintaining Board diversity. When selecting and nominating director candidates, we consider not only professional qualifications, skills, experience and compliance requirements, but also factors such as gender, age, professional background, knowledge, culture and length of service, and make prudent assessments from the perspective of overall Board composition and balance to ensure an appropriate level of diversity.



To support our long-term development and better protect stakeholders' long-term interests, the Board has delegated matters requiring dedicated time, professional judgment and close attention to its committees. The Board has established four specialized committees to assist in fulfilling its governance and oversight duties: the Strategy and Sustainability Committee, the Nomination Committee, the Remuneration Committee and the Audit Committee.

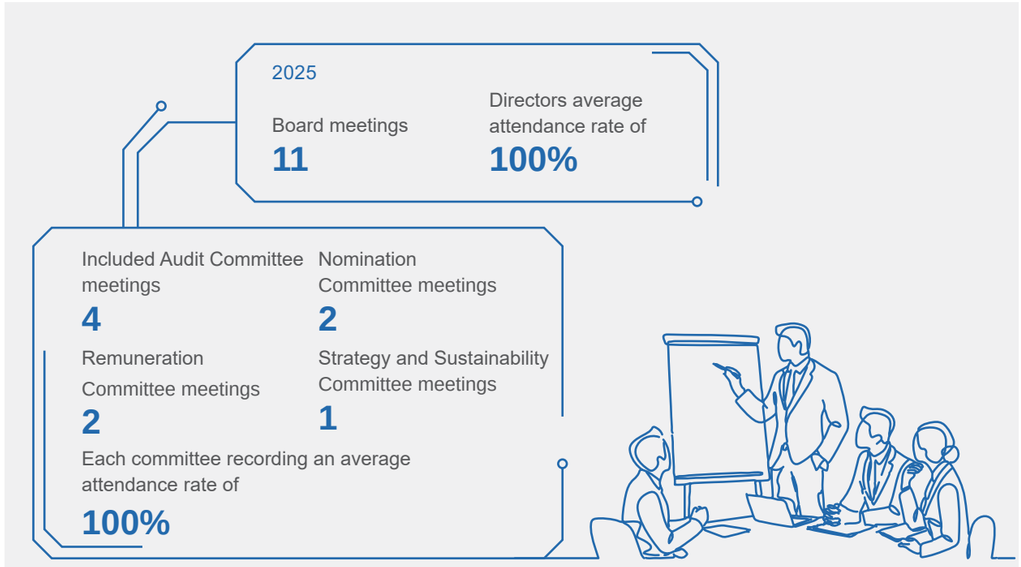
The Nomination Committee, Remuneration Committee and Audit Committee are all chaired by independent non-executive directors. In addition, the Nomination Committee and Audit Committee are composed entirely of non-executive directors and independent non-executive directors, ensuring a high degree of independence and professional judgment in discharging their duties and further strengthening the Board's oversight and the Company's governance standards.

Role / Committee	Strategy and Sustainability Committee	Nomination Committee	Remuneration Committee	Audit Committee
Executive Directors	2	/	1	/
Non-executive Directors	1	1	/	1
Independent Non-executive Directors	/	2	2	2
Proportion of non-executive and independent non-executive directors	33.3%	100%	66.7%	100%



Board Fulfilment of Duties

During the Reporting Period, directors actively participated in Board and committee meetings, fully discharged their duties, and made many constructive recommendations on strategy and governance, supporting the Company's steady development and stronger governance.



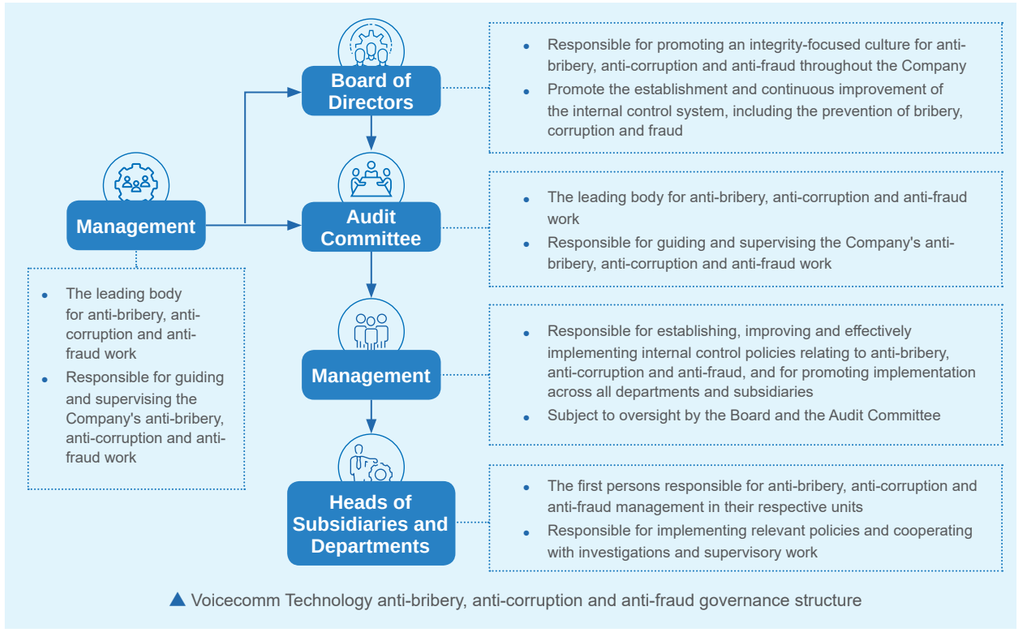
Note: Detailed information on directors' performance as at the end of the Reporting Period is set out in "Appendix 1 - Performance Data - Corporate Governance - Directors' Performance".

Business Ethics

Voicecomm advocates a corporate culture of integrity, honesty and probity, and treats it as the basic principle and behavioral baseline of corporate operations and management. We strictly comply with relevant laws and regulations, including the *Criminal Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, as well as internal documents such as the Articles of Association, and have established sound anti-bribery, anti-corruption and anti-fraud management mechanisms.

Governance Structure

The Company has formulated and implemented systems including the Anti-Bribery, Anti-Corruption, Anti-Fraud and Whistleblowing Policy to strengthen internal communication, prevention, identification, investigation and handling. The Internal Control Department serves as the standing function for this work, responsible for implementation and oversight, and reports directly to management, the Audit Committee and the Board to ensure independence and effectiveness. The Company expressly prohibits any form of bribery, corruption or fraud and applies a zero-tolerance approach to violations, handling them seriously in accordance with its policies.



▲ Voicecomm Technology anti-bribery, anti-corruption and anti-fraud governance structure

Prevention and Control

Voicecomm places great importance on the ex ante prevention and risk control of bribery, corruption and fraud. By identifying relevant risks and establishing concrete internal control procedures and management mechanisms, we reduce the likelihood of misconduct and encourage directors, management and key personnel to lead by example in complying with laws, regulations and Company policies.

Internal Management

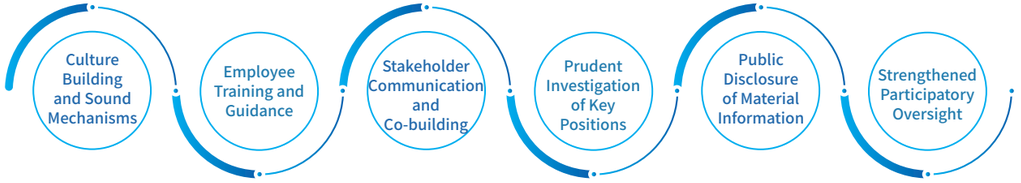
Through the integrity and code-of-conduct requirements set out in the Employee Handbook, the Company has achieved 100% employee coverage. We also continue to provide communication and training in light of relevant laws and regulations, professional ethics requirements and actual business scenarios, enhancing employees' ability to identify and prevent conflicts of interest, misconduct and compliance risks.

External Cooperation

The Company extends its integrity and compliance requirements to the supply chain and business partners, communicating Voicecomm's approach to business ethics and clean operations to parties that have direct or indirect business dealings with us.

During the Reporting Period, **100%** of the Company's software suppliers signed integrity agreements.

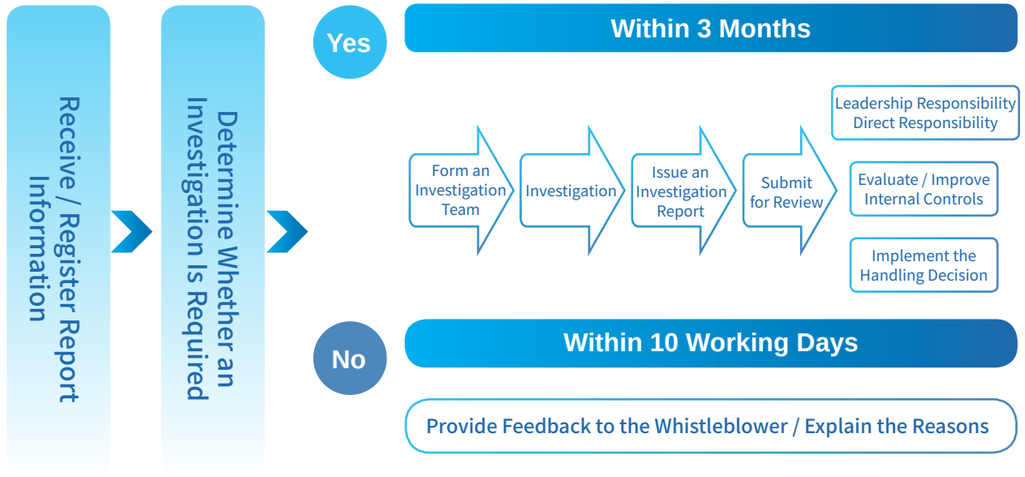
▼ Six-Step Approach to Preventing and Controlling Bribery and Corruption at Voicecomm



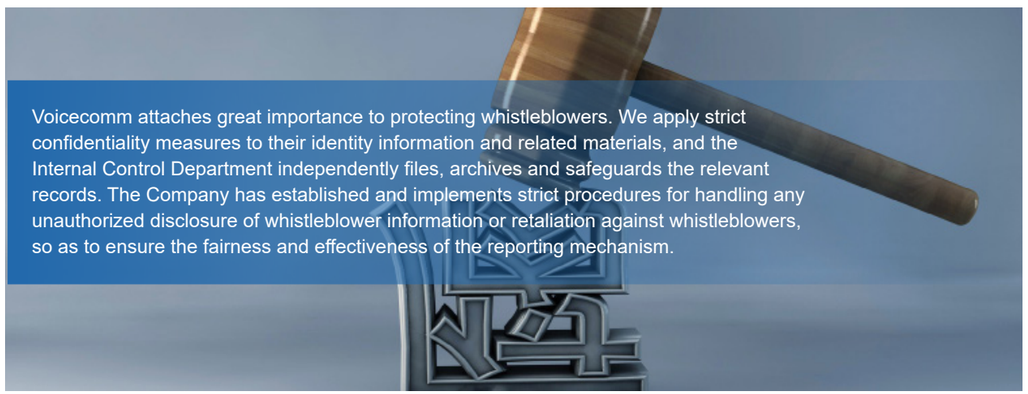
Investigations and Whistleblower Protection

Inspections into bribery, corruption and fraud are generally carried out independently by the Internal Control Department, with external professional institutions engaged when necessary to ensure professionalism and independence. Through routine internal controls and reviews, together with internal and external reports and proactive screening by the Internal Control Department, the Company identifies potential bribery, corruption and fraud risks. Relevant inspections are conducted prudently with reference to the nature of the matter, personnel involved, inspection procedures and risk impacts, and follow established reporting and handling requirements while driving rectification and continuous improvement of internal systems.

▼ Voicecomm's Case Review Process



The Company has established and implements documents relating to the "Reporting of Bribery, Corruption and Fraud Incidents and Protection of Whistleblowers". It has set up multiple independent reporting channels, including a reporting email address, mailing address and telephone line, and encourages employees, business partners with direct or indirect economic dealings with the Company, and other stakeholders to report actual or suspected bribery, corruption and fraud.



Voicecomm attaches great importance to protecting whistleblowers. We apply strict confidentiality measures to their identity information and related materials, and the Internal Control Department independently files, archives and safeguards the relevant records. The Company has established and implements strict procedures for handling any unauthorized disclosure of whistleblower information or retaliation against whistleblowers, so as to ensure the fairness and effectiveness of the reporting mechanism.

2025

During the Reporting Period, the Company recorded **no** material corruption or fraud incidents, and **no** material legal proceedings arising from corruption.

Reporting Channels

Responsible department	Reporting email	Reporting hotline	Reporting address
Internal Control Department	IC@voicecomm.cn	021-64952237	7DEF, Block G, Weijing Center, No. 2337 Gudai Road, Minhang District, Shanghai

Training Coverage

To strengthen compliance awareness and ethical conduct, we regularly organize training on business ethics and compliance, deepening understanding and adherence to laws and regulations, listing rule requirements and internal policies across the workforce.



During the Reporting Period

The Company carried out annual compliance training covering connected transaction compliance requirements, fraud risk identification and prevention, the whistleblowing system and workplace conduct, together with analysis of regulatory cases and practical scenarios to enhance employees' ability to identify compliance risks and exercise sound judgment in practice.



▲ 2025 Compliance Training

2025

Conducted business ethics training sessions: **6**

Management coverage reaching: **100%**

Average training hours per employee of: **9.5**

The Company received **no** reports and recorded no cases of bribery, corruption or fraud.

3 Building a Trusted Ecosystem Together



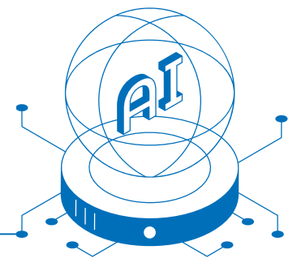
- Building trustworthy conversational AI
- Building Supply Chain Resilience Together
- Coordinated Development of the Industry Ecosystem
- Digital Intelligence for Industrial Upgrading
- International Footprint

Voicecomm's strategy is rooted in advancing the global artificial intelligence (AI) ecosystem. Through trustworthy AI, we create synergies for digital upgrading and work with partners to build a reliable supply chain ecosystem, delivering efficient, stable, secure and trusted technologies, products and services.

Building trustworthy conversational AI

Our Approach

Guided by our vision of advancing the global AI ecosystem, we promote digital upgrading by embedding trustworthy AI, greater data transparency and stronger explainability into intelligent applications. We emphasize better data quality and decision transparency, build traceable data governance systems, and reinforce the trusted foundation of AI development.



Continuously Strengthening Our Technology Foundation

To meet enterprise needs for accuracy, stability and explainability, Voicecomm Technology has built an intelligent architecture centered on multi-model collaboration and knowledge graphs. By coordinating domain models, meta-models and multimodal capabilities, we can interpret and handle complex business issues in layers and develop intelligent agents that can evolve over time.

Agent Network Ecosystem	Deepens engagement in vertical industry scenarios to build an agent network that can evolve collaboratively, enabling autonomous cross-process decision-making and intelligent collaboration.
Agent Collaboration Platform	Builds a standardized agent system that supports division of labor and dynamic orchestration among multiple agents, making intelligent capability modules modular and scalable.
Technology Foundation: Multimodal × Multi-model	Integrates language, vision and other multimodal signals to build a unified semantic and knowledge foundation. Uses multi-model collaboration and a "fast-and-slow thinking" mechanism to build a technical base with precise perception, trustworthy reasoning and robust security.

▲ Multimodal Fusion × Multi-model Reasoning × Industry Agent Ecosystem

Driven by continued innovation in Conversational AI, we were named one of the 2024 Yangtze River Delta Innovation Case Enterprises Top 50. In solution design, we incorporate trusted computing and cross-validation across multiple models to improve data transparency and system traceability, strengthen security and compliance safeguards for products and services, and support customers in steadily advancing digital and intelligent transformation.

Case Voicecomm Technology Selected for the 2025 Forbes China AI Technology Enterprises Top 50

On the strength of its technological innovation and industrial application achievements in Conversational AI, Voicecomm Technology became the only company in the Conversational AI field selected for the 2025 Forbes China AI Technology Enterprises Top 50. We continue to deepen our capabilities in enterprise Conversational AI and advance the deployment of multimodal AI across sectors such as public services, automotive, telecommunications, finance, healthcare and new energy.



Technology Ethics

We recognize that the rapid development of AI may bring ethical risks and challenges, and we treat technology ethics as a key foundation for innovation and product application. As intelligent applications become more widespread, algorithmic bias, privacy leakage, information misuse and opaque decision-making have become core industry concerns. Voicecomm Technology incorporates technology ethics into corporate governance and product development decisions, continuously identifying and assessing potential risks related to personal privacy, data rights and algorithmic fairness in technology design, model training and scenario deployment, and promoting the sound development of AI within a compliant and responsible framework.

R&D Stage

We incorporate technology ethics from the initial stage of AI research and development through technical iteration and scenario application, advancing innovation and ethical standards in parallel. Through institutional design and process controls, we ensure that technology ethics are effectively reflected in product design and model application.

Algorithmic Fairness

We value privacy protection, data-use boundaries and compliance requirements, stay alert to potential risks such as algorithmic bias and information misuse, and continuously optimize model design and application mechanisms. By strengthening the transparency and explainability of decision logic, we improve the fairness and reliability of AI in reasoning, data analysis and decision support, and provide users with trusted product and service experiences.

Life-cycle Ethics Management

We uphold technology ethics throughout the entire life cycle of product development and scenario deployment to ensure fair and compliant use of technology. Looking ahead, Voicecomm will promote standardized AI applications in areas such as smart energy management and smart eldercare, strengthen exchanges and cooperation with industry and international institutions, support the standardization of AI technologies, and foster the healthy and orderly development of the sector.

Building Supply Chain Resilience Together

Guided by a development philosophy that balances security and innovation, we work with partners to advance the trusted, reliable and sustainable development of intelligent technologies. Through stronger systems, technical collaboration and risk-control mechanisms, we continue to enhance the security and resilience of supply chain operations and build a stable and transparent industrial ecosystem with long-term value creation capacity.

Supplier Management

Under our Supplier Management Policy, we have established an end-to-end management system covering onboarding, review, evaluation and ongoing oversight. Centered on basic cooperation agreements and supported by documents on quality assurance, integrity and compliance, confidentiality, and data and cyber security, this framework helps keep the supply chain stable in terms of compliance, quality and information security. We also continue to improve our sustainable supply chain management mechanisms through entry review, routine communication and performance assessment.

Supplier Onboarding

During supplier onboarding, multiple functions including marketing, finance, technology and cyber security, internal control and legal jointly participate in the review. Key areas assessed include product fit, data and privacy protection capability, cyber security management and compliance risk. Suppliers must complete the required document review and signing procedures, including the Confidentiality Agreement and the Supplementary Agreement on Data Privacy and Cyber Security, to clarify both parties' responsibilities and obligations in information security and compliance.

During the Reporting Period

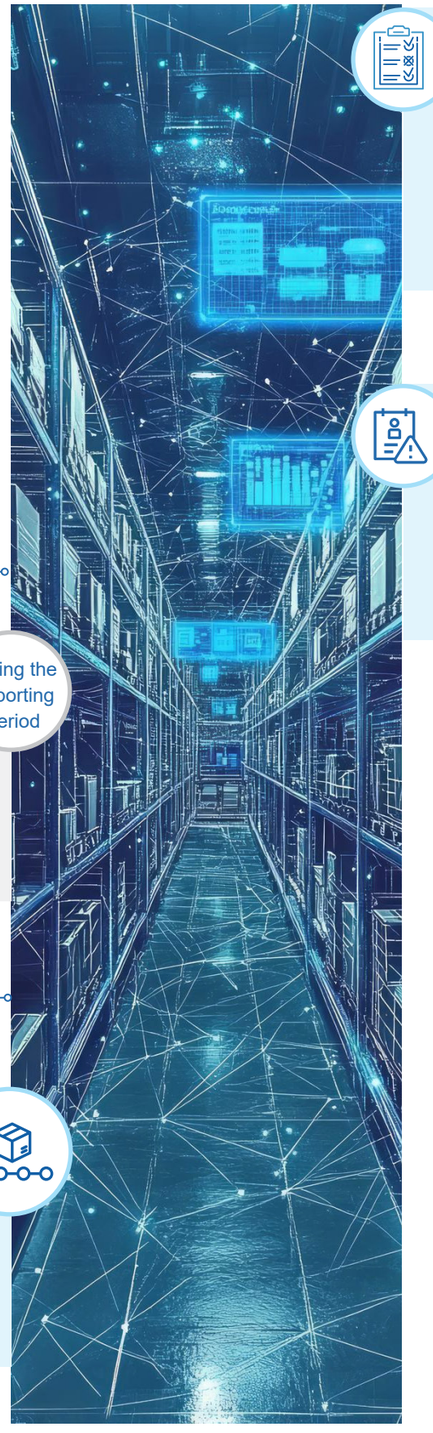
Software suppliers achieved a **100%** signing rate for quality assurance, integrity and confidentiality agreements

while coverage of the relevant agreements for hardware suppliers exceeded **90%**

Supplier Evaluation

Supplier Risk and Management Procedures

During cooperation, we use a comprehensive evaluation mechanism covering technical capability, product quality, compliance management and sustainability performance, and we continue to refine the relevant standards and processes. Under our Supplier Risk and Management Procedures, we have established a systematic management mechanism across pre-cooperation review, ongoing management during cooperation and incident management, enabling full-process supplier risk identification and control.

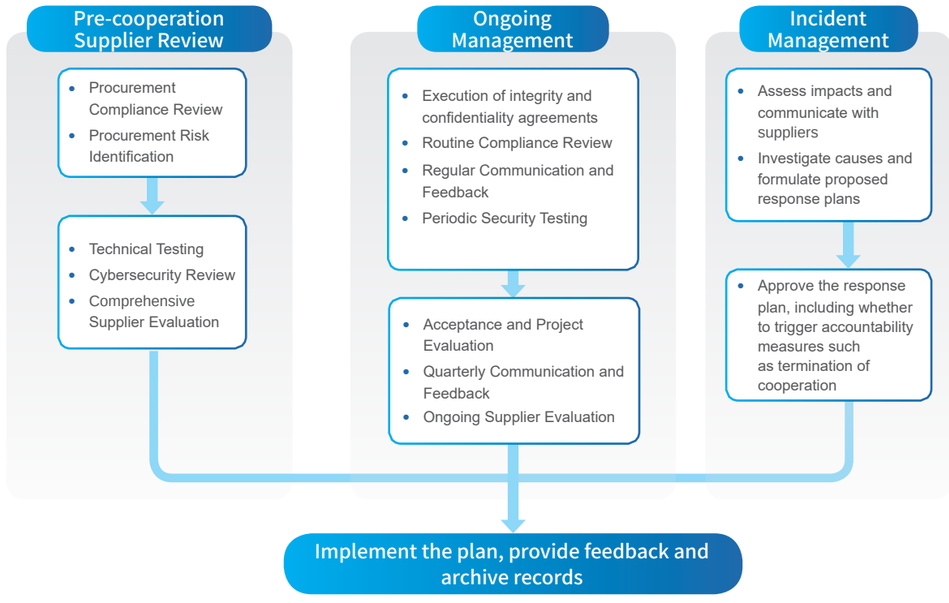


Supplier Supervision and Evaluation

At the pre-review stage, we assess suppliers through procurement compliance review, risk identification, technical testing and cyber security review. During cooperation, we strengthen ongoing supervision and evaluation of suppliers in areas such as product quality, operational compliance, information security and conduct through integrity and confidentiality agreements, routine compliance reviews and regular communication and feedback, and dynamically identify and control potential risks through acceptance evaluation and an ongoing supplier rating mechanism.

Establishing an Incident Response Mechanism

We have established an incident response mechanism. When compliance, cyber security, data privacy or integrity risks arise, we promptly assess the impact, work with suppliers to investigate the cause, formulate response plans and implement corrective measures, and, where necessary, initiate accountability measures or terminate cooperation to safeguard compliant and stable supply chain operations.



▲ Voicecomm Supplier Risk Control and Management Procedures

Supplier Cooperation and Communication

To promote coordinated development across the industrial chain, we regularly hold supplier communication meetings and product exchange activities, and work with suppliers and customers on university collaboration laboratories and industry-academia-research projects, driving stronger technical capabilities and resource sharing and enhancing the overall competitiveness and long-term stability of the industrial chain.

Case

In January 2026, our Chairman was appointed as an MBA mentor at Huazhong University of Science and Technology, promoting collaboration between enterprises and universities in talent development, technical exchange and practical application, and fostering two-way empowerment between industry experience and academic resources.



Coordinated Development of the Industry Ecosystem

Industry Exchange and Cooperation

Scaling AI applications for sustainable development

Centered on our core positioning in trustworthy Conversational AI, we continue to advance an open and collaborative industry partnership model. Through industry exchange and joint scenario development, we promote the scaled application and sustainable development of AI in key fields such as public services, smart transportation and the digital economy.

Cultivating new growth drivers and advancing industrial upgrading

During the Reporting Period, we actively participated in regional industry exchanges and coordinated development, maintaining regular communication and interaction with government departments, industrial parks and partners in multiple locations. By joining industry forums, thematic seminars and industry matchmaking activities, we advanced the practical deployment of AI capabilities across regions and industries, supporting the cultivation of new quality productive forces and the optimization and upgrading of local industrial structures.

Case Participating in HarmonyOS ecosystem development to expand Wuhan's digital industry scenarios

In March 2025, Voicecomm Technology attended the 2025 Wuhan HarmonyOS Industry Development Exchange Conference and signed a HarmonyOS ecosystem service cooperation agreement with multiple enterprises, participating in the expansion of HarmonyOS application scenarios and coordinated ecosystem development. Focusing on the integrated development of the HarmonyOS ecosystem and the Optics Valley industrial system, Voicecomm Technology leveraged its R&D capabilities in Conversational AI and multimodal technologies to support the deployment of the HarmonyOS ecosystem and joint scenario development, promote coordinated development between AI technologies and the local digital industry system, and deepen the foundation for regional industrial chain cooperation.



University-Enterprise Collaboration

We recognize the importance of education to innovation and social progress. We actively promote deeper integration between technology and education, support universities in cultivating talent for the future, accelerate the deployment and application of AI technologies, and contribute to industrial upgrading and social development. We established a joint AI laboratory with Shanghai Jiao Tong University, set up the Voicecomm Technology Fund with Donghua University, and introduced innovative technology products to university campuses, advancing industry-academia-research-application collaboration while supporting education, talent development and scientific innovation.

Case

Voicecomm Technology donated funds to Huazhong University of Science and Technology to establish a public health talent fund, deepening university-enterprise collaboration in the 'AI + elderly care' field.



Case

We worked with Tianfu College of Southwestern University of Finance and Economics to carry out practice-based teaching in digital intelligence, promoted integration between industry and education through technical visits and practical training exchanges, and helped cultivate interdisciplinary talent with both technical and management capabilities.



As our business gradually expands into overseas markets, we are also actively promoting the internationalization of university-enterprise collaboration by establishing research and talent cooperation mechanisms with overseas universities to support global technology R&D and talent development.

Case Voicecomm Group's MENA company signs a memorandum of understanding with the University of Wollongong in Dubai

On December 4, 2025, Voicecomm Group's MENA company formally signed a university-enterprise cooperation memorandum with the University of Wollongong in Dubai (UOWD) to jointly establish a laboratory focused on Conversational AI, multilingual large models and government agents. Building on the university's research foundation in AI and natural language processing and Voicecomm's practical experience in product development and commercialization, the two sides will promote coordinated development between technology R&D and industrial application. The cooperation further strengthens our technology and talent layout in the Middle East, supports localized R&D and expansion of industrial applications, and provides a long-term basis for research and collaboration in the MENA market.



Integration of Industry and Research

We continue to promote collaborative innovation across industry, academia and research, fostering effective connections between frontier research and industrial application. With scientific and technological innovation at our core, we are gradually building an innovation ecosystem spanning the R&D system, product development and industrial application. Through the coordinated operation of in-house R&D teams, joint laboratories and research platforms, we have formed a mutually reinforcing R&D structure of laboratories, research institutes and R&D departments, driving the continued evolution of core technologies and the commercialization of outcomes. On this basis, we are gradually establishing a 1+N collaborative innovation model and working with universities and research institutions on AI research, application scenario exploration and talent development to promote the integration of scientific research resources and the commercialization of research outcomes.

R&D Structure

During the Reporting Period, the Company maintained interaction with multiple universities and research institutions through industry-academia-research exchanges, thematic lectures and practical activities. Focusing on AI development trends, industry applications and related governance topics, we carried out exchanges and cooperation that connected frontier research outcomes with industrial needs and improved the feasibility and practicality of technology applications.

Exchange and Cooperation

Case Jointly building the Trustworthy AI Industry Application Innovation Laboratory

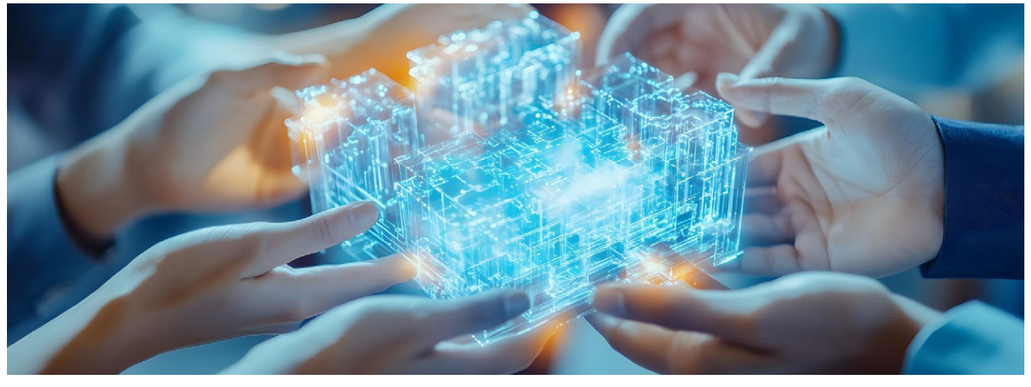


In March 2025, Voicecomm Technology and the Shanghai Yangtze River Delta Business Innovation Research Institute jointly announced and signed an agreement to establish the Trustworthy AI Industry Application Innovation Laboratory. Focusing on trustworthy AI technology R&D and industrial application validation, the laboratory integrates industry, academia and research resources, promotes the deployment and standardized development of Conversational AI technologies in public service and industrial scenarios, and further improves the collaborative innovation system spanning R&D through application.

Case Voicecomm Group co-hosts the joint annual meeting of two academic societies to advance trusted intelligent industry-research integration

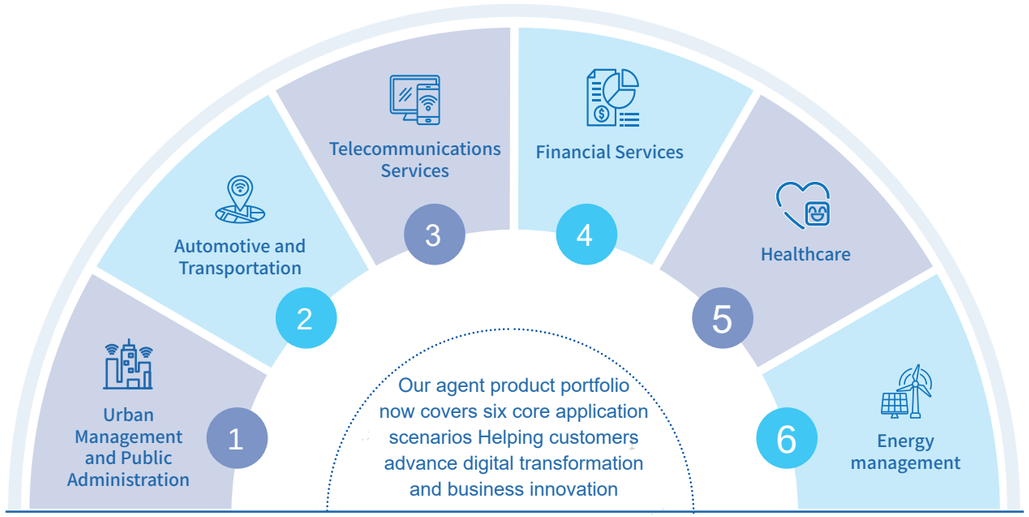
In December 2025, Voicecomm Group co-hosted the 2025 joint annual meeting of the Shanghai Computer Society and the Shanghai Society for Artificial Intelligence. Under the theme of 'Trusted Intelligence, Collaborative Innovation', the meeting brought together more than 200 experts from industry, academia and research to discuss AI technology development and industrial deployment paths. By building a dialogue platform between academia and industry, we continued to strengthen our technical coordination and industry-research cooperation foundation in trusted intelligence and to promote AI technologies toward greater reliability and practicality.





Digital Intelligence for Industrial Upgrading

As an explorer and practitioner in the digital economy, Voicecomm remains focused on using technology to upgrade industry value and boost productivity through digital transformation across sectors. Guided by our strategic layout, we focus on deepening development in core fields and emerging industries. Leveraging advanced unified communications, core Conversational AI technologies and self-developed product engines, we can meet enterprises' diverse needs in communication and collaboration, intelligent decision-making and efficient execution, and deliver one-stop enterprise intelligent interaction solutions.



Smart Government for Better Governance

We continue to upgrade our smart government service hotline products and are committed to providing government clients with smarter, more efficient and more stable public service solutions. By closely integrating the DeepSeek large model with knowledge graph technology, we have built full-process intelligent hotline solutions for a range of government scenarios. These solutions have already been deployed in provinces and cities including Shaanxi, Gansu, Jiangsu, Hebei and Inner Mongolia, effectively improving the intelligence level and response efficiency of local public services and driving the digital transformation of government information systems.



Our smart government solutions now cover more than **140** prefecture-level cities, making us one of the smart government solution providers with the broadest city coverage in China.

Information Security

We place great importance on cyber security and data security management for government hotline platforms. Drawing on frontline experience, we prepared and released the 12345 Call Center Cyber Security Self-inspection Guide, the Government Hotline Cloud, Network, Data, Software and O&M Security Protection Guide V1.0, and the 12345 Hotline Cyber and Data Security Protection Guide. These materials have been opened to government hotline clients and partners nationwide as public-interest resources for the sector to help build a more complete cyber security standards system for government hotlines and support the healthy and orderly development of the sector.

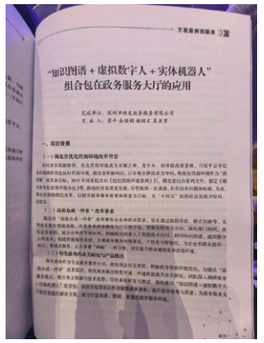
Data Sharing

During the Reporting Period, we signed and implemented multiple provincial-, municipal- and new-area government service hotline construction and upgrade projects, and actively promoted interconnection between 12345 and public service hotline systems such as 12315 and 110. This enabled cross-platform data sharing and business coordination, further improved the transfer and handling efficiency of citizen requests, and continued to strengthen our market foundation and customer trust in smart government services.

Case Voicecomm Technology's smart government solution selected for the 2025 Digital Government Innovation Achievements and Practice Cases

The smart government solution jointly developed by Voicecomm Technology, Tefa Government Affairs and Tefa Voicecomm—combining knowledge graphs, virtual digital humans and embodied robots—was successfully selected for the 2025 Digital Government Innovation Achievements and Practice Cases at the 2025 China International Big Data Industry Expo.

The solution integrates knowledge graphs and intelligent interaction technologies to build an integrated government service platform and has already been applied in government service hall scenarios. By optimizing service processes and strengthening departmental coordination, it promotes more precise and intelligent public services.


"知识图谱＋虚拟数字人＋实体机器人"
组合包在政务大厅的应用

Smart Towns and Connected Transportation

Relying on our self-developed intelligent connected vehicle and AI technology system, we continue to iterate and upgrade smart transportation solutions. Through digital twin platforms, intelligent connected cloud platforms and multi-source data fusion technologies, we enable real-time monitoring and intelligent management of vehicle operations, traffic flows and infrastructure. These technologies can be widely applied in scenarios such as public transport connections, unmanned delivery, intelligent cleaning and smart retail, supporting vehicle-road-cloud coordination and the development of a smart transportation ecosystem.

During the Reporting Period, we advanced an autonomous driving demonstration project in the Mianyang Science and Technology City New Area, gradually forming a smart transportation application system covering buses, shuttle services, delivery and cleaning, and providing digital and intelligent support for urban transport governance and public services.

Our Progress

Vehicles deployed in the Science and Technology City New Area

2025

By the end of the Reporting Period

A total of vehicles had been deployed in the Mianyang Science and Technology City New Area
96

Autonomous buses
15

Autonomous shuttle vehicles
6

Unmanned delivery vehicles
60

Unmanned retail vehicles
6

Unmanned cleaning vehicles
4

unmanned security patrol vehicles
5

Planned operating routes for buses and shuttle services

2025

Planned operating routes for buses and shuttle vehicles
4

Stops
54

Cumulative mileage
230,000 km

Passenger trips served more than
155,000

Food and beverage items sold by unmanned retail vehicles More than
3,911

Unmanned delivery vehicles station routes planned
15

Square meters cumulatively cleaned by unmanned cleaning vehicles more than
6.5 million

Case Intelligent connected cloud platform

The platform homepage presents a panoramic view of the intelligent connected area through a digital twin interface. Using high-precision physical modeling and data synchronization technologies, it reflects real-time traffic conditions across the area. With one click, users can view intersection traffic volumes, connected vehicle operating data and the status of roadside equipment, providing an intuitive and accurate data foundation for traffic management and decision-making.



Digital Elderly Care for Better Senior Well-being

Coordinated management

We are committed to building a new elderly care service system integrating home, community and institutional care, driven by digitalization and intelligence. Our digital elderly care platform solution relies on an integrated information platform and six core systems, combining AI agents, service scheduling and data middle-platform capabilities to enable efficient integration and coordinated management of elderly care resources. By building smart home-care service platforms, upgrading community elderly care facilities and creating intelligent home-care beds, we are gradually establishing a one-stop elderly care service network covering nursing, rehabilitation, health care and emotional support.

Improving response efficiency

The platform also integrates functions such as emergency assistance, daily-life support and proactive care, establishes complete elder profiles and service tracking mechanisms, and leverages community resources and professional service teams to optimize the '15-minute elderly care living circle', improving response efficiency and service quality. These projects are advancing under a combination of government guidance, social participation and market-based operations, with data security management and intelligent O&M support, helping innovate elderly care service models, upgrade the sector, improve seniors' quality of life and ease family care burdens.

Case Participating in the inaugural Shanghai Silver Technology Industry Week and the Shanghai Silver Technology Industry Development Conference

In December 2025, Voicecomm Technology participated in the inaugural Shanghai Silver Technology Industry Week and the Shanghai Silver Technology Industry Development Conference, and co-organized the forum on 'Technology Empowering a New Ecosystem for the Silver Industry'. Chairman Tang Jinghua was selected as one of the first experts for the 50-Person Meeting on the Silver Technology Industry and shared a digital elderly care solution centered on large models and knowledge graphs, helping advance the deployment of smart elderly care services in home and institutional settings.



International Footprint

In terms of industrial layout, we have established multiple industrial parks in China and Malaysia, promoting the clustering of AI-related enterprises and innovation resources and supporting regional collaborative innovation and industrial upgrading. At the same time, we are gradually advancing industrial park construction and localized R&D deployment in overseas regions such as the Middle East, enhancing our global industrial collaboration system.

Leveraging international cities such as Shanghai and Hong Kong, we are deepening our strategic presence in China's core economic belts and accelerating expansion into overseas markets such as Southeast Asia and the Middle East, gradually forming a group-based industrial network spanning multiple regions to support long-term sustainable development.

Case Advancing Technology Cooperation and Industrial Presence in the Middle East and Central Asia

The Company participated in the Dubai AI Festival, showcasing multi-scenario intelligent solutions based on multimodal AI technologies and AI decision systems, and exchanging views with global technology companies on the practical application of AI in industrial upgrading.



Case



During the World Artificial Intelligence Conference (WAIC), the Company joined the UAE Ministry of Investment and the China Innovation Centre in UAE in hosting the sub-forum on 'AI-Driven High-Quality Manufacturing Development', and took part in a roundtable discussion on global supply chains and advanced technology industry transfer, sharing opportunities for China-UAE technology cooperation and coordinated industrial development.

Case



The Company signed a strategic cooperation memorandum with Huawei Cloud to collaborate on solutions including smart government and intelligent connected vehicles, jointly advancing digital and intelligent upgrading for enterprises in Central Asia and the Middle East.

Covering Two Major Economic Belts

Wholly-owned / Controlled Subsidiaries 30

Equity-invested Companies 15

Branch Offices 2

Global Presence

Leveraging **Shanghai** and **Hong Kong** as two international gateway cities, we are gradually expanding into strategic global markets including the **Middle East**, **Southeast Asia**, **Europe** and the **United States**

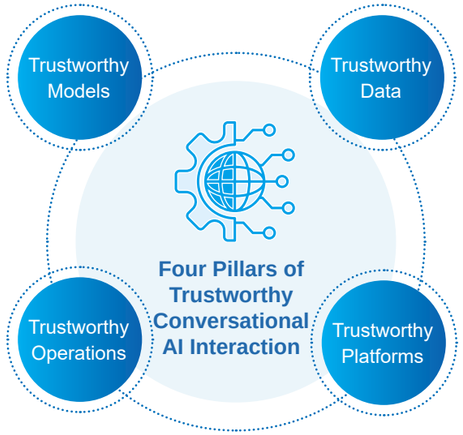


Data Security and Trusted Innovation

- Information Security and Privacy Protection
- Data Security
- Information Security Risk Management



With the rapid development of AI, large models and data-intensive applications, data security, privacy protection and trusted technologies have become the foundation of sustainable enterprise AI. As a provider of Conversational AI solutions, we regard data security, privacy protection, technology trustworthiness and compliance requirements as core prerequisites for product development and business operations, and we continue to improve related management and practices across corporate governance, technical architecture and practical application to ensure that AI technologies operate stably on the basis of usability, controllability, explainability and trustworthiness.



Information Security and Privacy Protection

We have established a cyber security management system covering all employees, business departments and relevant stakeholders, and built a corresponding governance structure with management, prevention, control and response mechanisms. Through the combination of institutional development and organizational safeguards, we protect the hardware, software and information in our networks and computer systems, ensure that systems operate continuously, stably and reliably, and safeguard the confidentiality, integrity, availability, controllability and auditability of network and information systems.

Cybersecurity

Management Systems

In accordance with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China* and other laws, regulations and internal policies, we continue to improve our systems and governance framework and have built a core policy system covering key aspects of cyber security, data security and privacy protection, together with corporate information disclosure and review mechanisms, including but not limited to:

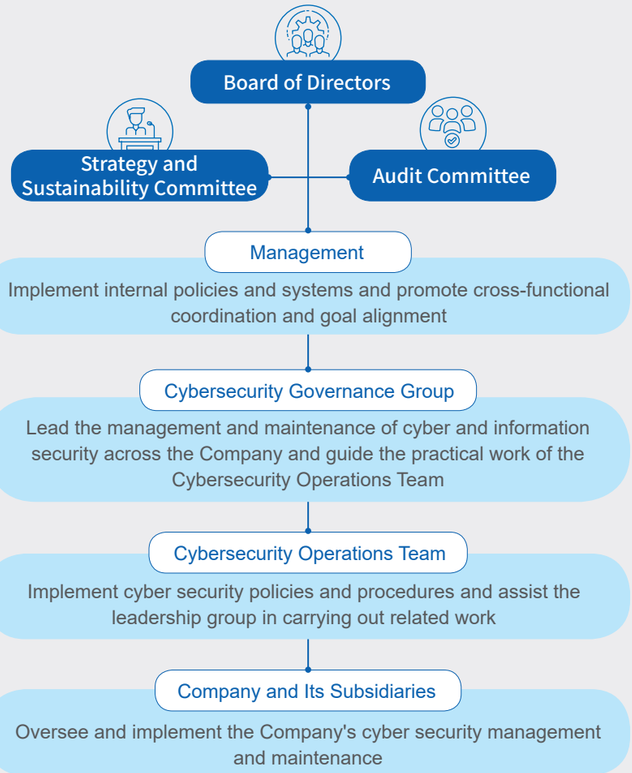
- Voicecomm Network Security Management Compendium
- Network Security Organizational Structure and Responsibilities
- Network Security Training Policy
- Information Asset Management Policy



- Voicecomm Data Security Management Policy
- Voicecomm Information Disclosure Policy
- Internal Audit System for Network Security Policy

Governance Structure

We have established a cyber security governance structure consisting of the Board, management, the Cybersecurity Governance Group and the Cybersecurity Operations Team. The Board undertakes oversight responsibilities and regularly reviews cyber security. The Audit Committee regularly reviews the effectiveness of the information security management system and supervises and evaluates our management of information security risks. In line with the ESG-related management requirements proposed by the Strategy and Sustainability Committee, management is responsible for implementing internal policies and systems and promoting cross-functional coordination and goal alignment. The Cybersecurity Governance Group is responsible for approving cyber security policies, systems, processes and functions and defining cyber security responsibilities, while the Cybersecurity Operations Team serves as the dedicated team responsible for cyber security work. The leadership group is headed by our Vice President and Chief Technology Officer.



▲ Voicecomm Cybersecurity Governance Structure

Management Measures

Daily operations Management measures

In daily operations, we have established a unified security management strategy and graded access-control mechanism under our existing management system. We also put in place funding safeguards to support the orderly implementation of dedicated cyber and information security work, and clearly define information asset owners and responsible persons to strengthen accountability.

Cybersecurity Operations team

Under monthly, quarterly and annual work plans, our Cybersecurity Operations Team continuously advances measures including security vulnerability scanning and intrusion detection, information security inspections and comprehensive reviews of access rights to company assets. Through layered and systematic implementation of policies, management systems and specific measures, we effectively safeguard the security and compliance of our internal networks, hardware facilities, software systems and related information assets.

Management Measures	Frequency	Description
Security Vulnerability Scanning Intrusion Detection System	Monthly	Conduct comprehensive monitoring of potential threats across the network, promptly record and handle anomalies, and take targeted remediation measures.
Information Security Inspections	Quarterly	Review the security status of internal network infrastructure, hardware equipment and data storage systems in a comprehensive manner, identify potential security risks, and carry out timely rectification based on inspection results.
Central Server Room Monitoring	Regularly	Monitor remote server rooms on an hourly basis through the surveillance system.
Comprehensive Review of Information Assets and Access Rights	Annually	Inventory and document information assets, and dynamically adjust access levels based on data sensitivity and business needs to ensure reasonable and effective access control.
Backups	Regularly	Regularly back up network device logs, configuration files and important data, information and systems.
Security Inspections and Audits	Annually	Conduct independent third-party security inspections and audits of network devices, hosts and endpoints.



Data Security

Core Principles

We place great importance on data security and privacy protection and are committed to ensuring the confidentiality, integrity and availability of information in digital environments.

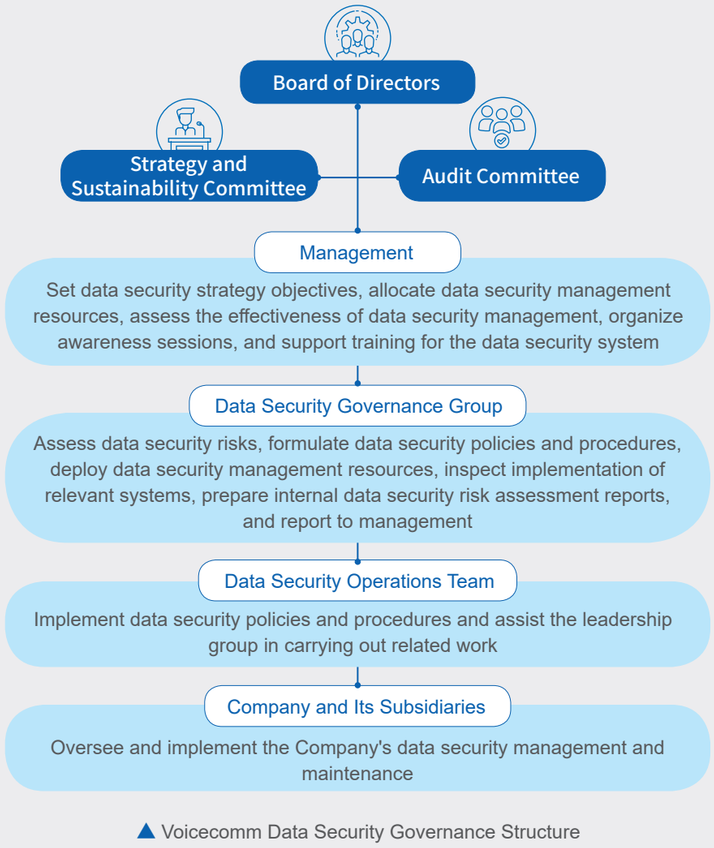
- Confidentiality: ensuring that sensitive information can be accessed only by authorized personnel;
- Integrity: preventing unauthorized tampering with data during transmission or storage;
- Availability: ensuring that business-critical systems can be activated in a timely manner when needed to maintain operational continuity.

Core Principles

Governance Structure

Voicecomm has established a data security and privacy protection governance structure composed of the Board, management, the Data Security Governance Group and the Data Security Operations Team.

1. The Board is responsible for oversight and regular review of data security and privacy management, while the Audit Committee regularly reviews the effectiveness of the management system and supervises and evaluates our management of information security risks;
2. The Strategy and Sustainability Committee puts forward management requirements on ESG topics; management is responsible for implementing internal policies and systems and promoting interdepartmental coordination and goal alignment;
3. The Data Security Governance Group and the Data Security Operations Team are mainly responsible for executing the related work;
4. Voicecomm's Data Security Governance Group is composed of personnel including the heads of technology R&D and finance;
5. Our Vice President and Chief Technology Officer serves as group leader.



▲ Voicecomm Data Security Governance Structure

Management Measures

End-to-end Security Design

We place emphasis on life-cycle management from product development through sales and after-sales service, integrating multi-layered security design and compliance standards into every stage. At the product design stage, we already incorporate data security and privacy protection requirements to ensure that data processing and protection measures run throughout product R&D, data handling and data transmission.

Strengthened Authorization and Review

We strengthen authorization management and operating rules for internal technical personnel. Relevant personnel are required to sign data confidentiality agreements and operate in accordance with policy requirements. All process records involving data security and privacy protection are regularly included in internal review documents.

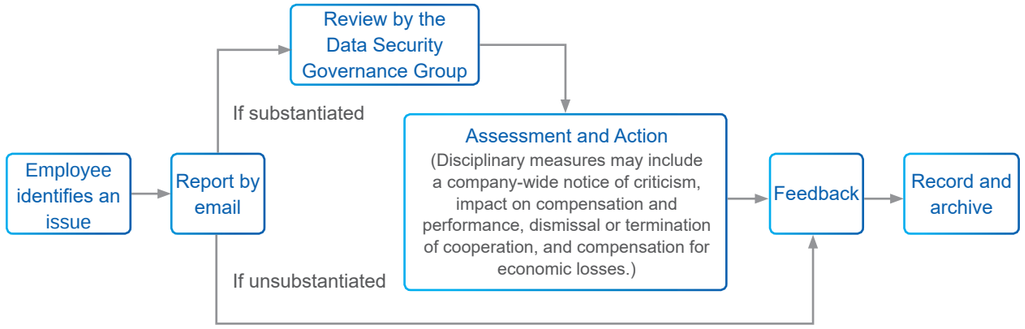
Localized Data Management

In daily operations, the Company in principle stores and processes user data on customers' local servers. By avoiding the retention and carrying of customer data, we effectively reduce risks such as data leakage.

Compliance Oversight

For compliance oversight, we have established compliance review and supervisory reporting channels and formed a data compliance working group made up of our legal team, technical team and external data compliance lawyers (see 'Data Security - Governance Structure' in this chapter).

The data compliance working group is responsible for compliance governance related to the Company's privacy protection, preventing risks such as privacy leakage, and reports directly to the Chairman to ensure its independence. All employees may communicate and report issues identified in their work to the Data Security Governance Group by email or other means. Based on the feedback, the Data Security Governance Group will initiate a review procedure and, after verification, handle the matter in accordance with the established review process.



▲ Employee Supervision and Reporting Review Process

Case Jinxun Digital Intelligence launches a special action to enhance product and service security

During the Reporting Period, Jinxun Digital Intelligence launched a special action to improve product and service security, systematically strengthening platform security capabilities in areas such as data security, operational monitoring and security asset management. By reinforcing sensitive data encryption, establishing intelligent risk monitoring mechanisms, and improving interface and system security management, the Company effectively enhanced the protection level of government hotline systems, reduced the risk of data leakage and malicious attacks, and ensured the stable operation of government service platforms.



▲ Third-party Code Audit and Security Testing Reports

Our Progress



Voicecomm obtained Information Security Management Systems certification (GB/T 22080-2016 / ISO/IEC 27001:2013).

Voicecomm obtained Privacy Information Management System certification (ISO/IEC 27701:2019).

Voicecomm obtained CMMI Maturity Level 3 appraisal (CMMI V2.0).

2025

Voicecomm Technology achieved a signing rate for the Data Confidentiality Agreement
100%

Recorded zero data security or privacy leakage incidents
0

Information Security Risk Management

We have formulated multiple internal management policies, including the Network Security Incident Management Policy, the Emergency Response Plan Management Policy, the Security Vulnerability Prevention and Handling Procedures, the Cybersecurity Incident Response Plan and the Internal Audit System for Network Security Policy, establishing systematic risk identification and management processes and a stringent internal audit mechanism.

We regularly conduct comprehensive inspections of data assets and system vulnerabilities, and formulate targeted rectification and optimization measures based on audit results. At the same time, we clearly define incident grading standards, handling procedures and supervisory responsibilities for cyber security incidents to ensure that relevant risks are identified promptly and managed effectively.

Risk Assessment

01 Cybersecurity Operations Team

We fully integrate risk management mechanisms into the construction, operation and change processes of network and information systems. Our Cybersecurity Operations Team serves as the department responsible for cyber security risk assessment and, in daily operations, checks and urges all relevant parties to implement cyber and information security risk management requirements to ensure stable system operation.

02 Data Security and Privacy Protection

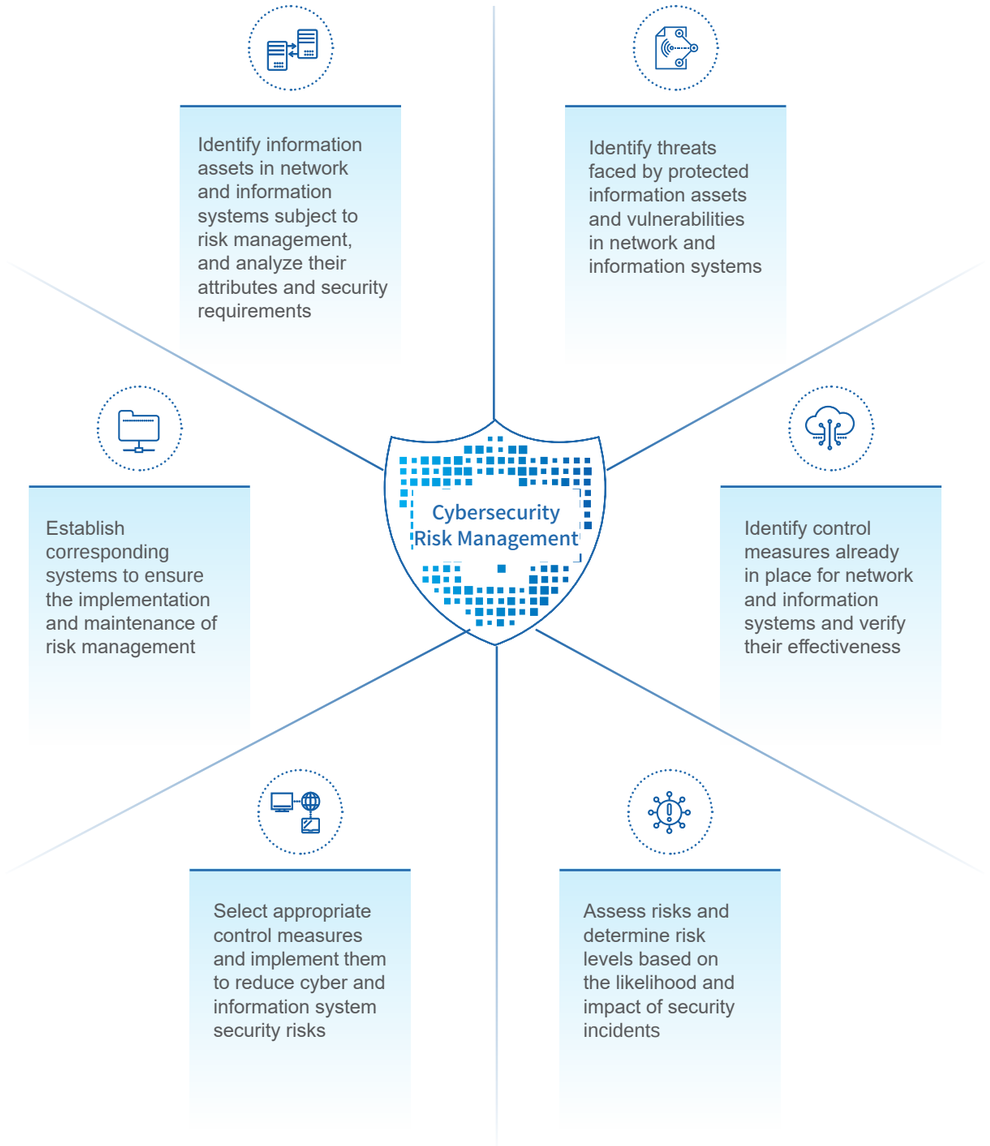
Through continuous monitoring and assessment, the Company identifies cyber and information security risks that may exist in systems, technologies, personnel and processes in a timely manner, and organizes targeted assessments and rectification. In data security and privacy protection, we incorporate data security risk assessment into our overall risk prevention system, establish clear implementation rules, methods and processes, and carry out security risk assessments on a regular basis as planned.

03 Data Security Governance Group

The Data Security Governance Group regularly evaluates the implementation and effectiveness of internal control systems and is responsible for risk assessments including partner data security assessments and personal information protection impact assessments for relevant products.

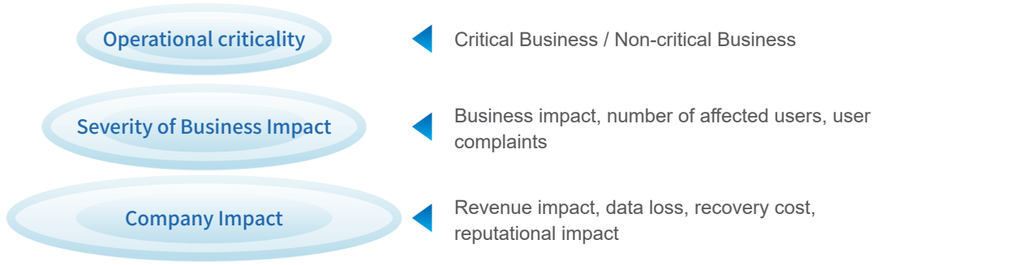
04 Regular and Ad Hoc Audits

At the same time, we have established regular audit arrangements covering all departments and launch ad hoc special audits when major changes occur in network and information systems to ensure the effective operation of the overall risk management mechanism.



Graded Management

We classify and manage security incidents based on three factors: the business level of the network system, the severity of business impact and the level of impact on the Company. Incident severity is assessed through three secondary dimensions and five incident levels, while Company impact is assessed through four secondary dimensions corresponding to five incident levels, and clear follow-up handling requirements are defined for incidents of different levels.



▲ Security Incident classification and tiering

Information Security Incident Response

In formulating information security emergency response plans, Voicecomm follows four principles—prevention first, rapid response, graded accountability and constant preparedness—to strengthen our ability to prevent and respond to incidents related to cyber security, data security and privacy protection and reduce the potential impact of such incidents. We have established a graded management mechanism that classifies security incidents into five levels based on factors such as business level, scope of impact and Company losses, ensuring that high-risk incidents receive priority response.

We have formulated and implemented the Network Security Incident Management Policy and the Cybersecurity Incident Response Plan, establishing graded and classified response procedures for information security incidents. When an information security incident occurs or is suspected to have occurred, we will activate the relevant emergency mechanism based on the scope and severity of the incident, set up a dedicated response team immediately, and report to management and, where necessary, regulators in accordance with requirements. At the same time, through post-incident review and rectification tracking, the Company enhances its internal controls and technical protection capabilities.



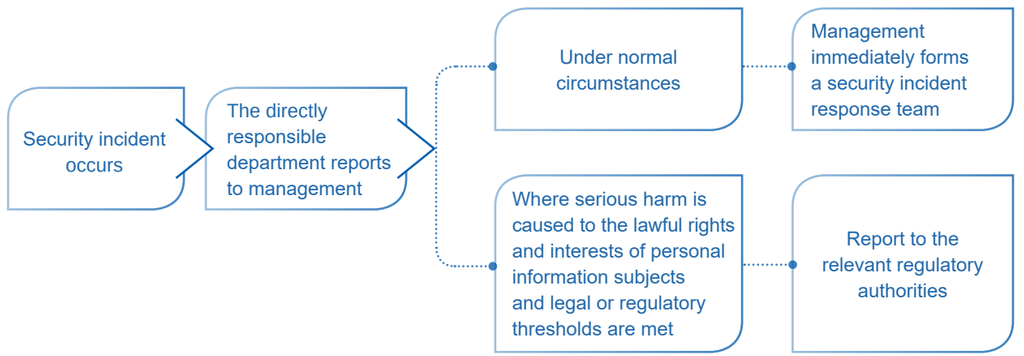
Emergency Response Plans

We have established an emergency drill program led by the cyber security and data security management teams, which are responsible for organizing no fewer than one emergency drill each year. Departments include emergency plans in their routine work plans and organize training. Through drills, we test response plans, examine preparedness and capabilities for emergencies, strengthen handling capacity, clarify responsibilities, and enhance plans and mechanisms.

Cybersecurity Operations Team	Responsible for formulating emergency drill plans and organizing drills around key areas of cyber security incident prevention.
All Departments	Incorporate emergency plan training into work plans and organize training on emergency response plans.

Feedback and Reporting

We have established a complete feedback and reporting mechanism within the security incident handling process. By summarizing incidents weekly and submitting reports to management, we conduct detailed analysis and tracking for each incident and formulate follow-up risk mitigation plans.



During the Reporting Period, we conducted **1** data security emergency drills.

Information Security Training

We incorporate cyber security and privacy protection training as an important part of our risk management and dynamic monitoring system. Based on the Employee Handbook and Employee Training Management Policy, we have formulated the Network Security Training Policy and established training programs covering all employees, including the Special Training on Cyber and Information Security Compliance, with both regular and ad hoc arrangements.

Training System

Within the training system, we have established basic and professional training modules. The basic modules cover cyber and data security policies, daily rules and security knowledge, and the prevention and handling of common viruses. The professional modules are tailored to different functions and include secure coding standards for developers, system security operation and management, case analysis of cyber security incidents, and discussion of frontier security technologies.

Non-technical personnel

For non-technical personnel, the Company holds special lectures on security awareness on an ad hoc basis and shares training materials and security information by email and through internal office systems for all employees to learn from. For technical personnel, the Company organizes a dedicated technical lecture every six months and also arranges ad hoc professional training and seminars with defined topics and speakers to continuously enhance professional capabilities.

Coverage / Category	Induction Training	Basic Knowledge Training Lectures	Technical Training Sessions and Discussion Forums	Materials-based learning
Non-technical Personnel	✓	✓	✓	✓
Technical Personnel	✓	✓	✓	✓



We include cyber security and privacy protection training in our overall talent development system as an important part of special training, and incorporate relevant training records into the employee assessment mechanism to strengthen implementation and practical results.

We are gradually improving our internal trainer system and building capabilities through internal professional resources.

The general management function, together with relevant participating departments, evaluates training effectiveness and optimizes training content and methods based on feedback, gradually forming an integrated management process that provides an objective basis for employee assessment and supports the continuous enhancement of our overall capabilities.

Case Cyber and information security training for all employees

During the Reporting Period, we organized special cyber and information security training for all employees, providing systematic instruction on basic information security concepts, common threats and daily protection requirements, emphasizing core principles such as confidentiality, integrity and availability, enhancing employees' risk awareness and standardized operating practices, and strengthening the security management of the Company's information assets.

Intellectual Property Protection

We respect and protect the intellectual property rights of all parties and place great importance on our own technological achievements and intellectual property management. The Company strictly complies with relevant laws and regulations, including the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China and the Copyright Law of the People's Republic of China, and has formulated normative documents such as the Voicecomm Technology Intellectual Property Management Policy and the Employee Handbook to define management rules and operating procedures.

Our Approach

Voicecomm Technology remains driven by technological innovation and is committed to building a comprehensive intellectual property protection system covering patents, copyrights, trademarks, domain names, trade secrets and other proprietary rights. Through legal safeguards and contractual terms, we continue to strengthen the value creation of intangible assets and the level of compliant management.

Management Measures

For intellectual property management, we have established a unified system covering application, maintenance, authorization and risk prevention and control. In accordance with relevant policies, the Company's legal team is responsible for matters such as the application, renewal and registration of patents, trademarks and copyrights, ensuring that all work is carried out lawfully and compliantly. At the same time, the Company maintains complete files and proper records for IP-related materials and shares them among relevant departments in accordance with rules, following principles of transparency and coordinated management to enhance overall efficiency and risk prevention.

Intellectual Property Status

Our patented technologies and software R&D remain closely aligned with the Company's overall development strategy, continuously reinforcing our innovation-driven approach and promoting a value loop from technology development to industrial application. During the Reporting Period, the Company was not involved in any IP-related litigation disputes. Details of IP applications and authorizations are set out in the table below.



2025

Applied patents	Received patent authorizations	Valid patents
3	9	19

Applied software copyrights	Received software copyrights	Valid software copyrights
17	17	90

The number of valid invention patents and software copyrights increased by **28.24%** compared with 2024.

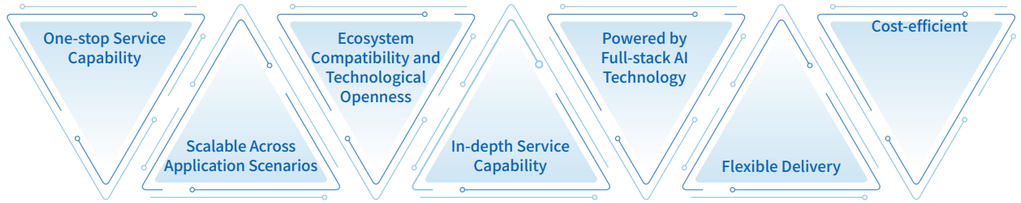
Product and Service Quality

We attach importance to implementation services and product delivery quality. By continuously strengthening technical capabilities and improving service management and after-sales support systems, we ensure the reliability and stability of our products and services. Our R&D team continues to enhance core technical capabilities to support product iteration and scenario deployment, while the technical and marketing teams keep refining service processes and management mechanisms to improve response efficiency and process transparency.

We continue to monitor compliance requirements for AI products and services and are committed to providing customers with robust, compliant and sustainable technical support and solutions.

Quality Service

Leveraging deep technical expertise and extensive industry experience, Voicecomm is committed to providing high-quality services that fully empower enterprise information exchange and business interaction. We have an R&D team of senior engineers and researchers that gains an in-depth understanding of business needs and development plans at the early stage of projects, providing enterprise users with advanced, reliable and practical technical support.



▲ Product Advantages

Solution Implementation and Deployment

1 Customized Conversational AI Solutions

Project teams implement solutions strictly in line with established plans to ensure stable system operation and accurate data transmission, respond proactively to customer needs, and provide highly compatible customized Conversational AI solutions. Through the *ISO 9001* quality management system, we ensure standardized internal R&D processes and reliable product delivery, and safeguard compliance with international standards throughout product design, development, testing, final deployment and after-sales service.

2 Robust and Secure Technology Delivery System

We extend our quality management system to supply chain management. Through rigorous partner selection and ongoing empowerment and management, we ensure consistency and high quality in technologies and products, build a robust and secure delivery system, and enhance the overall competitiveness of enterprise Conversational AI solutions.

Comprehensive After-sales Service



We place great importance on after-sales service and continuous optimization and have established a comprehensive after-sales service system. Relying on professional technical teams and intelligent O&M tools, we provide enterprise customers with timely and professional technical support and solutions. We regularly monitor and optimize systems, identify potential issues in real time through intelligent detection and data analysis, and issue early warnings to maintain strong long-term system stability and performance.

Product Quality Assurance

- **R&D Team:** Responsible for technical issues, overcoming technical bottlenecks and providing more reliable support
- **Project Team:** Work strictly in accordance with project management processes and implementation plans, and provide after-sales services
- **Marketing Team:** Practice responsible marketing, establish sound after-sales service mechanisms and customer complaint handling and feedback processes,



Customer Complaint Handling

Complaint handling and technical support mechanisms

We value customer feedback and the overall service experience, and have established standardized and data-driven complaint handling and technical support mechanisms to ensure transparent complaint handling and efficient support and process management.

End-to-end management process

Based on issue classification, we combine the '0+48' rapid response principle, issue analysis reports, transfer and handling procedures, and post-handling feedback and ongoing follow-up to form an integrated management process. During handling, we coordinate across functions and, when necessary, bring in external legal experts to ensure timely and professional responses to customer needs.

Warranty services

For warranty services, Voicecomm provides diversified warranty plans, allowing customers to flexibly choose after-sales support or customized maintenance services both within and beyond the warranty period.

During the Reporting Period, We achieved a **100%** response and handling rate for customer complaints and feedback, and completed customer acceptance satisfaction confirmation within 3-6 months after handling. Through comprehensive after-sales support, we continue to safeguard the long-term stability of services and customer satisfaction.

Issue Arises
- Enter into the project management system

Issue Classification
- Provide support and solutions
- Where data privacy issues are involved, establish a dedicated team including the Company's legal team and external cooperating lawyers

Priority Classification
- Determine priority and handling timeline

Issue Handling
- Submit an analysis report
- Conduct internal and external coordination

Record After Resolution
- Track and update issue status in a timely manner

Ongoing Follow-up
- Customer Satisfaction Survey

▲ Customer Complaint Handling Process

Responsible Marketing

Application Optimization

We uphold responsible marketing principles that give equal weight to compliance and professionalism, ensuring that our internal sales and technical teams strictly follow relevant laws, regulations, industry standards and business ethics in market expansion and customer service. In product strategy planning, we continue to optimize AI applications and emphasize their learning ability and adaptability, ensuring that technology can be flexibly integrated into different business scenarios and that products can better self-learn and adjust, thereby responding more effectively to market demand and helping customers improve operating efficiency.

Optimize the Internal Management System

Under a marketing strategy guided by compliance and professionalism, we continue to optimize our internal management system and build a solid foundation for sustainable business development. We have designed systematic training programs for sales and technical teams and provide dedicated training on technical services and maintenance solutions. Through sound internal management and ongoing training, we ensure that our teams practice responsible marketing in product promotion, technical support and business negotiations, fulfill corporate responsibilities on the basis of both professional competence and compliance awareness, and further enhance customer experience and the reliability of products and services.

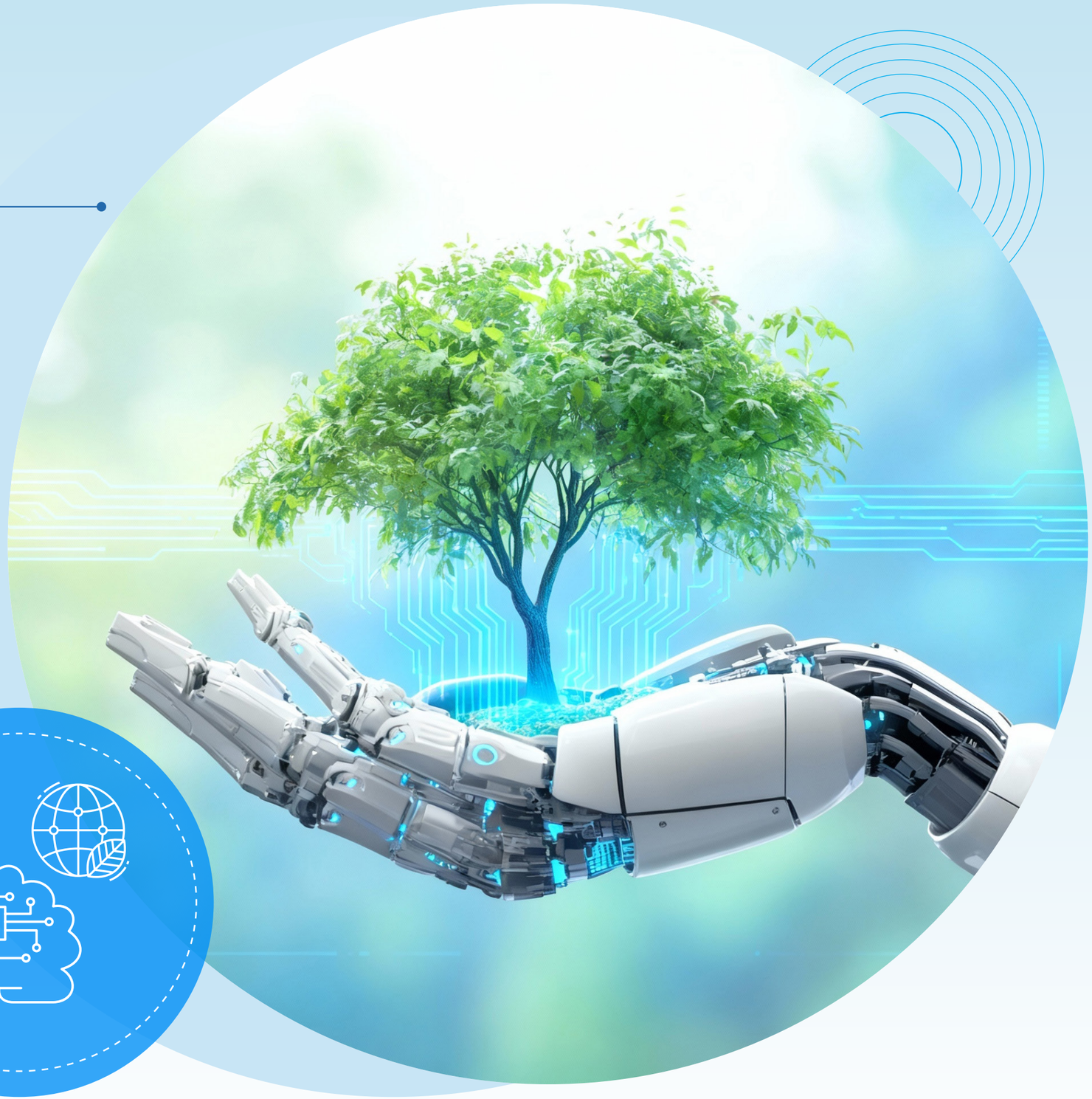
Case

During the Reporting Period, we conducted dedicated marketing training focused on business scenarios such as AI applications in cultural tourism, strengthening awareness of compliance in promotion, transparent pricing and the protection of customer rights and interests, and further standardizing and professionalizing marketing practices.



5 Driving Green Development

- Climate Action
- Clean Technology Opportunities
- Green Operations



Sustainability is a global priority. Voicecomm places importance on environmental responsibility, actively addresses climate change, identifies related risks and opportunities, and integrates these issues into its strategy and operations. Guided by the *Paris Agreement*, the United Nations Sustainable Development Goals (SDGs) and China's dual-carbon policies, we explore how our technologies can support greener industries and the sustainable development of the supply chain ecosystem.

Climate Action

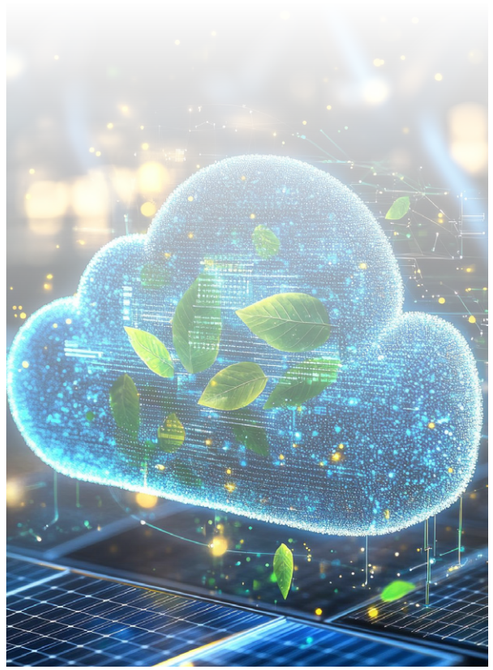
During the Reporting Period, we continued to reference the Task Force on Climate-related Financial Disclosures (TCFD) framework, advanced climate-related management from both governance and strategy perspectives, improved our mechanisms for identifying and assessing climate risks and opportunities, and further integrated climate-related considerations into our operations and decision-making.

Governance

Under our existing ESG governance structure, we continued to strengthen the oversight and management of climate-related matters. The Board has ultimate responsibility for climate risks and opportunities and has delegated oversight to the Strategy and Sustainability Committee. The ESG Working Group and its Environmental Working Group are responsible for implementation.

For more information, please refer to the ESG Governance Structure section of this report.

Strategy



We continue to assess how climate-related risks and opportunities may affect our strategy, operations and financial position, including revenue, costs, assets and liabilities. Building on our existing climate risk analysis, we continue refining our assessment methods and identifying relevant risks and opportunities in line with business development. Given the long-term, uncertain and complex nature of these risks and opportunities, we use scenario analysis to evaluate their potential financial impacts under different warming pathways and strengthen our strategic resilience. For climate-related opportunities with greater potential, we also assess possible financial implications based on actual business conditions.

Note: We do not currently apply internal carbon pricing in investment decisions, transfer pricing, scenario analysis or similar processes, nor have we set a per-tonne price for greenhouse gas emissions. Climate-related factors are also not yet reflected in our remuneration policies, and the performance of senior management and other employees is not currently linked to emissions reduction targets or other climate-related indicators. Looking ahead, we will prudently assess the feasibility and applicability of introducing internal carbon pricing and incorporating climate-related factors into remuneration policies as our business, the regulatory environment, the carbon market and our sustainability strategy evolve.

Physical Risk

For physical risk assessment, we referenced the Intergovernmental Panel on Climate Change (IPCC) RCP8.5 scenario and used 2050 as the time horizon to review potential risks across business areas, identifying the acute and chronic climate risks most relevant to our operations.

Transition Risk

Transition risks mainly arise during the shift to a low-carbon economy, including policy and regulatory, technological, market and reputational factors. We referenced the IPCC RCP2.6 low-carbon scenario to assess potential business impacts under policy-driven and market-led transition and to support forward-looking planning aligned with strategy.

Climate Risk and Opportunity Identification

Type of Risk	Category	Impact on Voicecomm	Impact Timeline: Short-term (Present)	Impact Timeline: Mid-term (by 2030)	Impact Timeline: Long-term (by 2050)	Mitigation Measures	Level of Impact
Physical Risks							
Tropical Cyclones	Acute	Currently, Voicecomm has not been affected by tropical cyclones. However, with climate change increasing the frequency of these events, potential impacts include disruptions to asset operations due to facility damage, leading to decreased operational efficiency and revenue loss	Short-term, Mid-term, Long-term			• Asset insurance has been secured for infrastructure in coastal regions to mitigate financial losses from tropical cyclones. Future site selection will prioritize locations away from high-risk coastal areas	Medium
Extreme Heat	Acute	Extreme heat increases cooling pressure on Voicecomm's data centers, raising server temperatures and straining air conditioning systems, leading to higher energy consumption and operational costs	Short-term, Mid-term, Long-term			• Reduce computing deployment and lower system load during high-temperature periods	Low
Rising Average Temperatures	Chronic	Increasing temperatures may lead to higher cooling demand (increased air conditioning energy consumption), rising operational costs, and heightened risks of heat-related illnesses among employees, potentially reducing productivity		Mid-term, Long-term		• Implement smart office energy management to reduce consumption • Adjust work schedules to minimize exposure during peak heat periods and promote remote work where applicable	Medium
Transition Risks							
Regulatory Requirements on Energy Efficiency	Policy & Regulation	Stricter regulations on energy efficiency in data centers may drive increased investment to meet compliance standards		Mid-term, Long-term		• Optimize AI algorithms to reduce computational load and improve energy efficiency • Develop low-carbon data centers and procure clean energy to minimize overall energy consumption	Medium
Stakeholder Demand for Climate Risk Disclosure	Policy & Regulation	Regulators, investors, customers, and consumers are increasingly demanding transparent climate risk disclosures and low-carbon products. Non-compliance or poor climate performance may result in reputational damage, stock price declines, and financing challenges, posing risks to business operations and revenue		Short-term, Mid-term		• Strengthen compliance with climate-related disclosures and establish an ESG data management system • Proactively address stakeholder expectations on climate-related matters	Medium

Type of Risk	Category	Impact on Voicecomm	Impact Timeline: Short-term (Present)	Impact Timeline: Mid-term (by 2030)	Impact Timeline: Long-term (by 2050)	Mitigation Measures	Level of Impact
Emerging Technologies	Technology	The application of AI-driven climate risk mitigation technologies may introduce product differentiation in the market, potentially impacting existing market share and reducing competitiveness		Short-term		• Leverage AI conversational technology to develop climate management solutions in advance, establishing a competitive market advantage	Low
Energy Price & Electricity Price Volatility	Market & Reputation	Fluctuations in energy and electricity prices, driven by climate change and energy transition, are leading to rising electricity costs and increased operational expenses		Short-term, Mid-term		• Enhance supplier management to improve energy efficiency • Strengthen procurement strategies by prioritizing high-efficiency, low-energy-consumption equipment and considering power optimization measures • Establish agreements with suppliers to secure electricity prices in advance	Medium
Opportunities							
Implementation of Energy Efficiency Measures	Energy Sources	Adopting energy-saving measures reduces energy consumption and lowers operational expenses		Mid-term, Long-term		• Continuously implement energy efficiency initiatives, such as replacing traditional lighting with LED energy-saving lamps, to reduce overall energy consumption	Low
Regulatory requirements related to energy efficiency	Policy & Regulation	As regulatory requirements for the energy efficiency of computing centres become increasingly stringent, additional investment may be required to improve energy efficiency.		Mid-term, Long-term		• Optimize AI algorithms, reduce computational demand where appropriate, and improve energy efficiency • Build lower-carbon computing centres, procure clean energy, and reduce energy consumption	Medium
Adoption of Renewable Energy for Power Generation	Energy Sources	Encouraging data centers to transition to renewable energy sources helps optimize energy costs and reduces long-term operational expenditures		Mid-term, Long-term		• Utilize solar photovoltaic (PV) panels for power generation	Medium
Accelerating Climate Transition Technologies & Products	Products & Services	Developing low-carbon solutions that align with customer preferences and carbon neutrality commitments presents a strategic opportunity for market expansion. By offering advanced climate risk assessment technologies and adaptation solutions, Voicecomm can enhance its competitive positioning and contribute to the digital and low-carbon transformation of industries, driving sustainable business growth as well as revenue		Short-term, Mid-term, Long-term		• Voicecomm is currently integrating AI technology into urban management solutions and planning to develop drone inspection products to assist clients in mitigating climate risks	High

Note: We have not yet developed a climate transition plan covering our overall business. We are continuing to identify and assess climate-related risks and opportunities and will prudently evaluate the feasibility of such a plan when the relevant foundations are in place.

Risk Management

Voicecomm incorporates climate change and other ESG-related risks into its overall risk management system and, in light of business development plans, continues to identify and assess their potential impacts on operations. We embed climate and ESG risks into our existing framework so they can be identified promptly, managed effectively and monitored on an ongoing basis.

Risk Identification and Assessment

Business and functional departments identify climate-related risks and opportunities by taking into account the external policy environment, industry trends and operating conditions. These include policy and regulatory changes, fluctuations in energy and resource costs, technological iteration and changes in market demand. Using qualitative analysis together with relevant operating data, we assess the likelihood and potential impact of risks, prioritize them based on materiality, and develop assessment results to support management decision-making.

Risk Monitoring and Decision-making

For risk monitoring, we rely on the governance structure of the Board, the Strategy and Sustainability Committee and the ESG Working Group.

The Board

The Board oversees the overall direction of risk management, ensures alignment with our development strategy and continues to strengthen resilience across different markets and climate conditions.

Regularly to management and the Committee

Risk assessments and response measures are reviewed by the Committee and reported to the Board.

ESG Working Group

The ESG Working Group is responsible for routine information collection and risk monitoring and reports regularly to management and the Committee.



Clean Technology Opportunities

As the global energy mix shifts and renewable energy continues to gain share, the intermittency and volatility of wind and solar are placing higher demands on grid operation and dispatch. Technologies such as artificial intelligence, big data and the Internet of Things are becoming important tools for the efficient use and intelligent management of clean energy.

Leveraging our capabilities in AI, multi-model collaboration and engineering delivery, Voicecomm is exploring the application of agent systems in integrated source-grid-load-storage management. By combining system-wide forecasting and intelligent dispatch with weather and operating data, we dynamically analyze power supply and demand and support coordinated operation of renewable energy and storage systems. We also use virtual power plant and load aggregation capabilities to manage distributed energy assets more precisely, improve energy efficiency, and support peak shaving, load shifting and greener energy use.

Case Advancing AI deployment in clean energy applications

During the Reporting Period, Voicecomm engaged in in-depth exchanges with Qinghai Province Water Conservancy and Hydropower (Group) Co., Ltd. on areas including market-based electricity trading, smart microgrids, integrated energy services and digital twin applications, promoting the deployment of AI in clean energy applications. Leveraging our capabilities in AI and digital twins, we explored the integration of intelligent dispatch, operational monitoring and digital asset management into hydropower and new energy operations, improving energy efficiency and operational stability and supporting system optimization under high renewable energy penetration.

Case Jilin Expressway PV-Storage-Charging Green Power Project

During the Reporting Period, Voicecomm undertook the Jilin Expressway Photovoltaic Storage and Charging Green Electricity Infrastructure Project, deploying an intelligent digital twin information management platform and a visual analytics platform. The project built digital twin models for charging piles and integrated operating data, user records, grid data and weather data to enable real-time monitoring and visual management. The system supports refined operation and energy control for green power infrastructure at service areas and improves energy dispatch and management efficiency.



Green Operations

Our Approach

We value the sustainability of our office environment and continue to improve energy efficiency. Through green office measures and energy-saving upgrades, we steadily enhance resource efficiency and foster a low-carbon workplace.

Energy and Emissions Management

Combine energy management with emissions control

We comply with relevant laws and regulations, including *the Environmental Protection Law of the People's Republic of China*, *the Energy Conservation Law of the People's Republic of China* and *the Law of the People's Republic of China on the Prevention* and *Control of Atmospheric Pollution*, and continue to improve energy use, emissions and waste management in line with national and local energy-saving and emissions-reduction policies. In response to external green operating requirements and internal management needs, we combine energy management with emissions control, pay attention to waste generated in daily operations, and improve both operating efficiency and resource use.

Reducing energy consumption through digital systems

During the Reporting Period, we carried out a greenhouse gas inventory, systematically reviewed emissions sources and the underlying data, and built a foundation for subsequent emissions management and decision-making. At the same time, we used digital systems to promote online working and gradually replace some offline training, meetings and business travel, reducing energy use, related emissions and paper waste while improving efficiency and optimizing costs.

Waste Management

Metric	Unit	2024	2025
Non-hazardous waste emissions			
Total emissions	tonnes	7.92	17.77
Emission intensity per employee	tonnes/person	0.03	0.05
Emission intensity per revenue	tonnes/RMB million	0.008	0.018

Waste generated in Voicecomm's daily operations mainly consists of general non-hazardous office waste, including paper, packaging materials and routine office refuse. We reduce waste generation by promoting paperless working, strengthening office supply management and encouraging resource conservation.

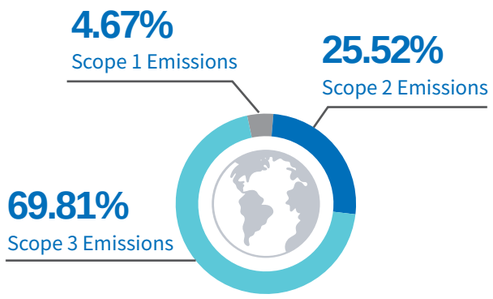


We also classify, collect and dispose of waste in accordance with relevant environmental management requirements to ensure compliance with local environmental protection regulations and minimize potential environmental impacts.

Greenhouse Gas Emissions

During the Reporting Period, we conducted Voicecomm's greenhouse gas inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and engaged a third-party service provider to define organizational boundaries, identify emission sources and compile the emissions inventory. Scope 1, Scope 2 and Scope 3 emissions were measured as comprehensively as practicable. In 2025, Voicecomm Technology's total greenhouse gas emissions across Scopes 1, 2 and 3 amounted to **198.30** tCO_2e。

Note: See the Voicecomm Technology 2025 Greenhouse Gas Emissions Report.



▲ 2025 Greenhouse Gas Emissions by Scope

Metric	Unit	2023	2024	2025
Direct greenhouse gas emissions (Scope 1)				
Emissions	tCO_2e	4.3	8.96	9.27
Indirect greenhouse gas emissions (Scope 2)				
Emissions	tCO_2e	74	61.99	50.61
Other indirect greenhouse gas emissions (Scope 3)				
Emissions	tCO_2e	56.3	55.81	138.42
Total Scope 1 and 2 emissions				
Total emissions	tCO_2e	78.3	70.95	59.87
Total emissions per employee	tCO_2e/person	/	0.24	0.18
Total emissions per revenue	tCO_2e/RMB million	/	0.075	0.059
Total greenhouse gas emissions (Scope 1, 2 and 3)				
Total emissions	tCO_2e	134.6	126.76	198.30
Total emissions per employee	tCO_2e/person	/	0.42	0.60
Total emissions per revenue	tCO_2e/RMB million	/	0.14	0.20

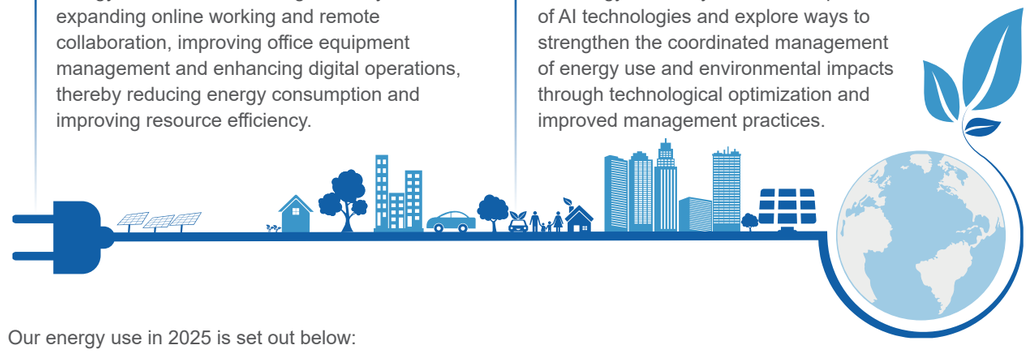
Notes:
1. Scope 3 emissions include business travel, employee commuting, production equipment, office supplies, tap water and waste.
2. Scope 2 conversion factors are taken from the 2023 electricity carbon dioxide emission factors issued by the Ministry of Ecology and Environment.
3. Scope 3 conversion factors are taken from the China Product Life-cycle Greenhouse Gas Emission Factor Database and the Report on Green Travel and Carbon Emissions in Chinese Cities. See the Voicecomm Technology 2025 Greenhouse Gas Emissions Report for details.

Energy Management

As a Conversational AI company, we follow a scenario-oriented approach and seek to improve computing efficiency. By building knowledge graphs and optimizing model architecture, we improve the allocation efficiency of computing resources and support product R&D and customer applications with relatively concentrated computing resources, while balancing environmental considerations and resource efficiency. Based on this approach, we do not currently build large-scale in-house computing infrastructure and instead obtain computing resources mainly through service partners and cloud platforms.

In daily operations, we continue to promote energy-efficient office management by expanding online working and remote collaboration, improving office equipment management and enhancing digital operations, thereby reducing energy consumption and improving resource efficiency.

Looking ahead, we will continue to focus on energy efficiency in the development of AI technologies and explore ways to strengthen the coordinated management of energy use and environmental impacts through technological optimization and improved management practices.



Our energy use in 2025 is set out below:

Metric	Unit	2023	2024	2025
Direct energy consumption	kWh	16,071.12	36,133.49	36,765.35
Indirect energy consumption	kWh	121,318.20	106,398.00	120,153.60
Total energy consumption	kWh	137,389.32	142,531.49	156,918.95
Energy consumption per employee	kWh/person	430.69	475.1	475.51

Water Resource Management

Our daily operations are primarily office-based, and water demand mainly arises from routine domestic use at office premises. We are not engaged in water-intensive production activities, and our overall water consumption remains relatively limited. In daily management, we promote the prudent use of water through conservation awareness, stronger facility management and enhanced employee awareness.



6 Building a Warm Workplace

- Talent Attraction and Retention
- Benefits and Care
- Talent Development and Training
- An Inclusive Workplace



The development and application of AI technologies rely heavily on professional talent, while broader digital and intelligent transformation is also raising expectations for talent structure and capability. Voicecomm Technology has always recognized the central role of talent in corporate development and is committed to attracting, retaining and developing professionals. Through standardized employment management and fair, transparent talent selection principles, we continue to foster a caring and inclusive workplace that supports both employee growth and our long-term development.

Talent Attraction and Retention

Talent Attraction

Compliant Employment

We strictly comply with relevant laws and regulations, including the Law of *the People's Republic of China on the Protection of Minors* and *the Provisions on the Prohibition of Using Child Labor*. We apply strict review procedures in recruitment to prevent child labor and similar issues. We have also established response, investigation and remediation mechanisms to promptly identify, address and rectify potential control gaps.

Equal Opportunity

We strictly comply with relevant laws and regulations, including *the Labor Law of the People's Republic of China* and *the Labor Contract Law of the People's Republic of China*, as well as internal governance documents such as the Articles of Association. We have formulated and implemented the Employee Handbook, the Recruitment Management Policy and other relevant policies to promote equal employment and prohibit discriminatory recruitment practices on grounds such as age or gender. We maintain standardized recruitment and appointment procedures and ensure that all qualified candidates are given equal interview opportunities.

Multi-channel Talent Sourcing

We follow the principle of matching capabilities with roles and selecting talent on the basis of both character and competence. Under a standardized, transparent and fair recruitment approach that combines internal and external channels, we expand external talent sources while also valuing internal mobility and promotion opportunities. Employees are encouraged to self-nominate and recommend outstanding candidates, helping to activate internal vitality and talent potential.

During the Reporting Period, Voicecomm Technology hired **94** new employees.

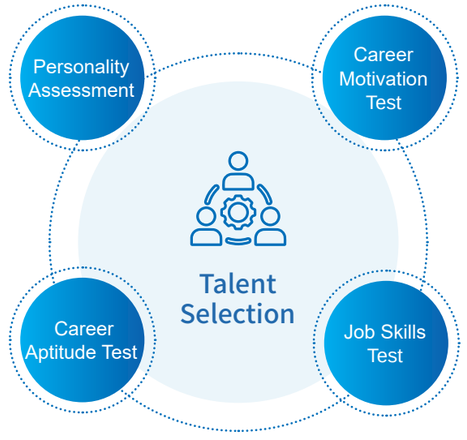
Internal Recruitment Channels
- Internal Transfer
- Internal Competition and Internal Referral

External Recruitment Channels
- Online Recruitment
- Campus Recruitment
- Social Recruitment

Talent Pipeline

In talent selection, we use a range of assessment tools tailored to different role requirements to evaluate the fit between candidates' capabilities and job needs, thereby improving the rigor and accuracy of role matching. In terms of talent reserves, we focus on the continued accumulation of specialized talent, maintain a group-level talent reserve database, and classify and archive unsuccessful candidates in our talent pool. We also build reserves of outstanding graduates and professional technical talent at both entry-level and specialist levels to support future business development and competitiveness.





2025

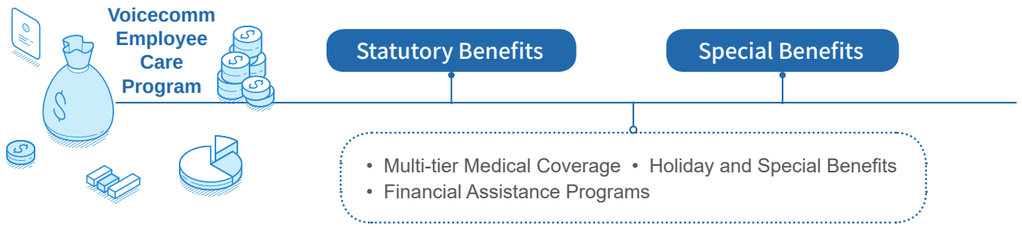
Sichuan Voicecomm Xuanwu Information Technology Co., Ltd. was recognized as a district-level employment internship base in the Science and Technology City New Area. Leveraging practical experience from smart transportation and autonomous driving projects, it established internship and practical training mechanisms to build a talent pipeline for intelligent connected vehicles and vehicle-road coordination.



Benefits and Care

Guided by a people-oriented philosophy, Voicecomm continues to improve its employee benefits system and provides a range of benefits covering health protection, leave arrangements and financial support. These measures help enhance employee satisfaction and sense of belonging while fostering a stable and caring workplace.

We contribute to employees' social insurance and housing provident fund in accordance with applicable laws and regulations. In addition to basic medical coverage, we provide supplementary medical insurance for employees and their eligible family members, organize holiday care initiatives, and offer a mechanism through which employees facing special circumstances may apply for financial assistance.



2025

Our supplementary medical coverage plan, including commercial medical insurance and employer liability insurance, covered **100%** of operating entities across our operating regions.

Health and Well-being

Supporting Employees' Physical Well-being

We value employees' physical and mental well-being and continue to improve our health support mechanisms. To support physical health, we provide access to sports and recreational activities and other fitness resources, and regularly organize team-building events, sports competitions and birthday celebrations to encourage a healthy balance between work and daily life.

Workplace Management

In workplace management, we maintain routine site operations and safety order, safeguard employees' lawful rights and interests, and foster a stable, orderly and positive working environment that supports the shared growth of employees and the business.

Case Voicecomm Technology 2025 Team-building Activities



▲ Voicecomm Technology 2025 Team-building Activities



Talent Development and Training

As a full-stack Conversational AI company, we attach great importance to talent as a key driver of core competitiveness and sustainable development. We have formulated and implemented the Voicecomm Technology Employee Training Management Policy and the Technical Personnel Training Management Policy to standardize the planning, implementation and evaluation of training.

Focusing on technological innovation and business development needs, we systematically plan talent development pathways. In parallel, in light of changes in the external environment and corporate governance requirements, we strengthen management's strategic thinking and organizational capabilities and continue to refine our talent development strategy and supporting measures.

Employee Promotion

For employee career development, Voicecomm Technology uses a scientific performance management system to establish clear and sustainable career pathways and align our development objectives with employees' personal career goals.

For key positions, we follow the principles of fairness and openness, operate internal promotion and competition mechanisms, and give priority to internal talent to create more growth and advancement opportunities.

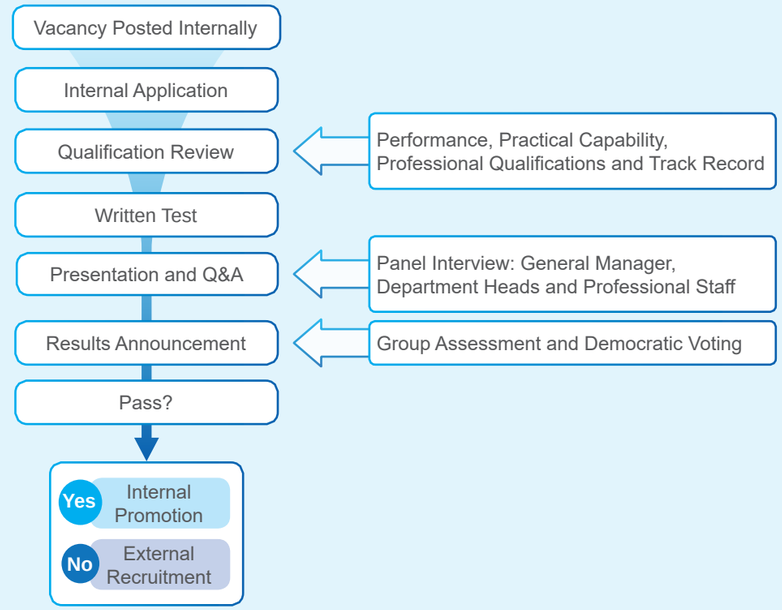
Fair Promotion

We provide fair promotion pathways and use open and fair internal competition to strengthen employee motivation and development momentum.

Following the principles of fairness, impartiality and merit-based selection, all vacant positions are publicly posted internally to ensure transparency and full employee awareness.

Internal competition is the preferred route for selection, and external recruitment is launched only when no suitable internal candidate is available or when special talent is required.



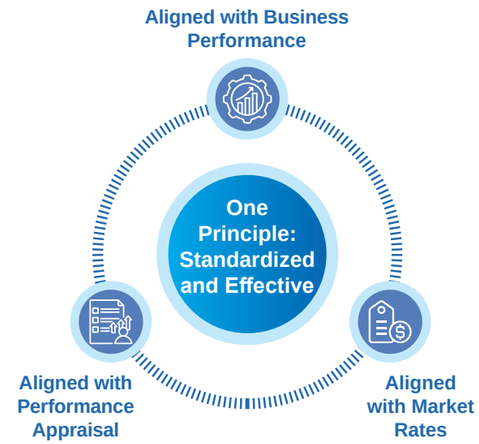


▲ Voicecomm Fair Promotion Process

Compensation and Benefits

We attach importance to motivating employee development through fair and transparent compensation and benefits. Under the guidance of the Remuneration Committee, we have established a sound performance appraisal and compensation management mechanism and formulated the Voicecomm Technology Compensation and Performance Assessment Measures. The employee representative congress participates in the adjustment and review of compensation schemes to ensure standardization and transparency.

We follow compensation principles that integrate business performance, market pricing and performance appraisal. Employee compensation is linked to performance, and work results and plan completion are assessed through a combination of semi-annual and annual reviews, supported by performance interviews to encourage continuous improvement and career development.



▲ Three Integrations and One Principle

Training and Capability Enhancement

Voicecomm Technology continues to improve its talent development system, provides diversified career development support for employees, and promotes effective alignment between capability enhancement and business development needs. We have formulated and implemented the Voicecomm Technology Employee Training Management Policy and the Technical Personnel Training Management Policy, focusing not only on professional skills development but also on strengthening the strategic vision and management capabilities of leadership.

We have established an internal training system with modules covering basic training, technical personnel training, professional development training and management training. We are also gradually strengthening our internal trainer pool and, together with external professional training resources, building a more systematic talent development mechanism.

2025

Voicecomm Technology recorded total training hours of
4,962

Average training hours of per employee
15.04

Coverage for basic training, technical personnel training and management training reached
100%



An Inclusive Workplace

Diversity, Equality and Inclusion

Voicecomm Technology upholds diversity in employment and talent retention, is committed to equitable employment and the protection of labor rights, and works with different parties to provide job security, welfare support and employment opportunities for vulnerable groups, including persons with disabilities. We fully respect and encourage each employee's individuality and potential, promote the shared development of employees and the business, and treat every employee equally in training, job rotation and promotion opportunities. We also strive to provide a supportive working environment for female employees and offer all employees, including women, a range of benefits, including statutory holidays and company benefits.

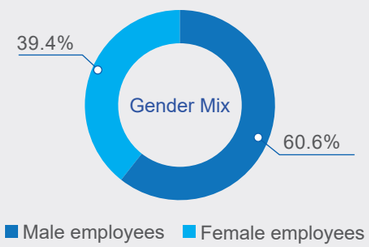
2025

Voicecomm had employees
330

Female employees
130

Disabilities employees
3

Note: See Appendix 1 Performance Data - Social - Employee Composition for details.

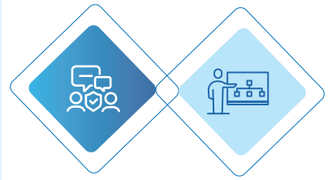


Transparent Communication Channels

Voicecomm Technology recognizes the close relationship between the working environment, employee development and corporate growth. We are committed to fostering a harmonious, respectful and trusting workplace, enhancing employees' well-being and sense of belonging, supporting them in applying their professional capabilities, and advancing personal development alongside corporate development. At the same time, we follow an open management approach, maintain effective communication mechanisms, encourage candid dialogue, respect diversity and continue to foster a diverse, equal and inclusive workplace.

Communication Mechanism

We value employee opinions and suggestions and respond to issues raised by employees in a timely manner. In our communication arrangements, we combine tiered management, direct communication and open dialogue, encouraging employees to provide direct feedback on issues and needs arising in their daily work, while emphasizing timeliness, clear accountability and effectiveness.



In addition, we encourage open communication between management and employees and provide multiple communication channels, including internal management platforms and internal social channels. Employees may raise views or report issues to management through these channels, helping shorten communication lines and improve response efficiency. Through these mechanisms, we aim to respond promptly to employee concerns, promote workplace transparency and harmony, and strengthen employees' trust and sense of belonging.

Grievance Mechanism

We have established a sound employee grievance mechanism to protect employees' lawful rights and interests and uphold a fair working environment. Employees may submit written grievances through established procedures, escalating from direct supervisors and human resources to management, on matters such as work arrangements and compensation and benefits, and will receive timely handling and feedback.

Employee Grievance Process

HR Oversees and Intervenes in the Process

Grievance Channels	Email Grievance	In-person Submission	Written Grievance Report	
Grievance Routing	Direct Supervisor	HR Director	Department Head	General Manager
Grievance Acceptance	Response within One Week			

Appendix 1: ESG Performance Data

Governance

Board and Committee Information

Name	Expertise	Gender	Age	Position	Independent from Management	Relationship with Management
Mr. Tang Jinghua	Industry	Male	48	Chairman and Executive Director	No	None
Mr. Sun Qi	Industry	Male	50	Executive Director and General Manager	No	None
Mr. Yang Xiaoyuan	Industry	Male	48	Non-executive Director	No	None
Mr. Tan Xiaobo	Industry	Male	47	Non-executive Director	Yes	None
Mr. Chen Yulei	Industry and Finance	Male	42	Non-executive Director	No	None
Ms. Ma Tiantian	Finance	Female	34	Non-executive Director	No	None
Mr. Liu Rong	Accounting	Male	76	Independent Non-executive Director	Yes	None
Mr. Wu Haipeng	Legal	Male	45	Independent Non-executive Director	Yes	None
Mr. Mu Binrui	Finance	Male	68	Independent Non-executive Director	Yes	None
Mr. Leung Kin Hong	Accounting	Male	54	Independent Non-executive Director	Yes	None
Audit Committee Members						
Mr. Leung Kin Hong (Chairman)	Accounting	Male	54	Independent Non-executive Director	Yes	None
Mr. Wu Haipeng (Member)	Legal	Male	45	Independent Non-executive Director	Yes	None
Mr. Yang Xiaoyuan (Member)	Industry	Male	48	Non-executive Director	No	None
Remuneration Committee Members						
Mr. Liu Rong (Chairman)	Accounting	Male	76	Independent Non-executive Director	Yes	None
Mr. Leung Kin Hong (Member)	Accounting	Male	54	Independent Non-executive Director	Yes	None
Mr. Tang Jinghua (Member)	Industry	Male	48	Chairman and Executive Director	No	None
Nomination Committee Members						
Mr. Mu Binrui (Chairman)	Finance	Male	68	Independent Non-executive Director	Yes	None
Mr. Liu Rong (Member)	Accounting	Male	76	Independent Non-executive Director	Yes	None
Ms. Ma Tiantian (Member)	Finance	Female	34	Non-executive Director	No	None
Strategy and Sustainability Committee						
Mr. Tang Jinghua (Chairman)	Industry	Male	48	Chairman and Executive Director	No	None
Mr. Chen Yulei (Member)	Industry and Finance	Male	42	Non-executive Director	No	None
Mr. Sun Qi (Member)	Industry	Male	50	Executive Director and General Manager	No	None

Directors' Attendance and Performance

Director	Meetings Required to Attend	Meetings Attended	Attendance Rate
Board of Directors Meeting Attendance			
Mr. Tang Jinghua	11	11	100%
Mr. Sun Qi	11	11	100%
Mr. Yang Xiaoyuan	11	11	100%
Mr. Tan Xiaobo	11	11	100%
Mr. Chen Yulei	11	11	100%
Ms. Ma Tiantian	11	11	100%
Mr. Liu Rong	11	11	100%
Mr. Wu Haipeng	11	11	100%
Mr. Mu Binrui	11	11	100%
Mr. Leung Kin Hong	11	11	100%
Audit Committee Meeting Attendance			
Mr. Leung Kin Hong (Chairman)	4	4	100%
Mr. Wu Haipeng (Member)	4	4	100%
Mr. Yang Xiaoyuan (Member)	4	4	100%

Director	Meetings Required to Attend	Meetings Attended	Attendance Rate
Remuneration Committee Meeting Attendance			
Mr. Liu Rong (Chairman)	2	2	100%
Mr. Leung Kin Hong (Member)	2	2	100%
Mr. Tang Jinghua (Member)	2	2	100%
Nomination Committee Meeting Attendance			
Mr. Mu Binrui (Chairman)	2	2	100%
Mr. Liu Rong (Member)	2	2	100%
Mr. Tang Jinghua (Member)	2	2	100%
Strategy and Sustainability Committee Meeting Attendance			
Mr. Tang Jinghua (Chairman)	1	1	100%
Mr. Chen Yulei (Member)	1	1	100%
Mr. Sun Qi (Member)	1	1	100%

Business Ethics Training

	Unit	2024	2025
Total Training Hours	Hours	60	152
Number of Participants	Persons	5	16
Average Training Hours per Person	Hours/Person	12	9.5

Environment

Greenhouse Gas Emissions

Category	Unit	2023	2024	2025
Direct Greenhouse Gas Emissions (Scope 1)				
Emissions	tCO_2e	4.3	8.96	9.27
Indirect Greenhouse Gas Emissions (Scope 2)				
Emissions	tCO_2e	74	61.99	50.61
Other Indirect Greenhouse Gas Emissions (Scope 3)				
Emissions	tCO_2e	56.3	55.81	138.42
Total Scope 1 and 2 Emissions				
Total Emissions	tCO_2e	78.3	70.95	59.87
Emissions per Employee	tCO_2e/Person	/	0.24	0.18
Emissions per Revenue	tCO_2e/RMB million	/	0.075	0.059
Total Greenhouse Gas Emissions (Scopes 1, 2 and 3)				
Total Emissions	tCO_2e	134.6	126.76	198.30
Emissions per Employee	tCO_2e/Person	/	0.42	0.60
Emissions per Revenue	tCO_2e/RMB million	/	0.14	0.20

Energy and Resource Consumption

Category	Unit	2023	2024	2025
Direct Energy Consumption	kWh	16,071.12	36,133.49	36,765.35
Indirect Energy Consumption	kWh	121,318.20	106,398.00	120,153.60
Total Energy Consumption	kWh	137,389.32	142,531.49	156,918.95
Energy Consumption per Employee	kWh/Person	430.69	475.1	475.51
Total Water Consumption	Tonnes	/	344	416.67
Water Consumption per Employee	Tonnes/Person	/	1.15	1.26

Air Pollutant Emissions

Category	Unit	2023	2024	2025
NO_x Emissions	kg	/	0.32	0.33
SO_2 Emissions	kg	/	0.06	0.06
Particulate Matter	kg	/	0.03	0.03

Waste Emissions

Category	Unit	2023	2024	2025
Non-hazardous Waste Emissions				
Total Emissions	Tonnes	/	7.92	17.77
Emissions per Employee	Tonnes/Person	/	0.03	0.05
Emissions per Revenue	Tonnes/RMB million	/	0.008	0.018

Social

Employee Composition

	Unit	2023	2024	2025
Employee Composition				
Total Employees	Persons	319	300	330
By Gender				
Male Employees	Persons	/	188	200
Female Employees	Persons	/	112	130
By Age				
30 and Below	Persons	/	146	127
31-39	Persons	/	104	126
40-49	Persons	/	45	59
50 and Above	Persons	/	5	18
By Employment Type				
Full-time	Persons	/	293	324
Part-time	Persons	/	1	5
Other	Persons	/	6	1
By Region				
Mainland China	Persons	/	299	328
Hong Kong, Macau, Taiwan and Other Regions	Persons	/	1	2
Employee Turnover				
Employee Turnover Rate	%	/	30.07	42.41
By Gender				
Male Employee Turnover Rate	%	/	30.11	37.11
Female Employee Turnover Rate	%	/	30	49.02
By Age				
Under 35 Turnover Rate	%	/	33.33	49.51
35-50 Turnover Rate	%	/	22.76	25.53

		Unit	2023	2024	2025
Over 50 Turnover Rate		%	/	0	18.18
By Region					
Mainland China		%	/	30.14	42.41
Hong Kong, Macau and Taiwan		%	/	0	0
Health and Safety					
Work-related Fatalities		Persons	0	0	0
Rate of Work-related Fatalities		%	0	0	0
Lost Days Due to Work-related Injury		Days	0	0	0
Employee Training					
Total Number of Trained Employees		Persons	/	243	330
Coverage Rate		%	/	80.98	100
Average Training Hours		Hours/Person	/	18.19	15.04
By Gender					
Male Employees	Training Coverage Rate	%	/	82	100
	Number of Trained Employees	Persons	/	153	200
	Average Training Hours	Hours/Person	/	21.41	15.04
Female Employees	Training Coverage Rate	%	/	80	100
	Number of Trained Employees	Persons	/	90	130
	Average Training Hours	Hours/Person	/	10.22	15.04
By Employee Category					
Senior Management	Training Coverage Rate	%	/	100	100
	Average Training Hours	Hours/Person	/	12	18
Middle Management	Training Coverage Rate	%	/	100	100
	Average Training Hours	Hours/Person	/	12	18
By Training Category					
Management Training	Training Coverage Rate	%	/	100	100
	Number of Trained Employees	Persons	/	152	84
	Average Training Hours	Hours/Person	/	12	12
Professional Development Training	Training Coverage Rate	%	/	46.67	100
	Number of Trained Employees	Persons	/	140	84
	Average Training Hours	Hours/Person	/	3.38	6
Technical Staff Training	Training Coverage Rate	%	/	100	100
	Number of Trained Employees	Persons	/	204	202
	Average Training Hours	Hours/Person	/	14	15
Basic Training	Training Coverage Rate	%	/	100	100
	Number of Trained Employees	Persons	/	110	94
	Average Training Hours	Hours/Person	/	2	2

Number of Suppliers

	Unit	2023	2024	2025
Total Number of Suppliers	Suppliers	/	130	120
Number of Suppliers by Region				
Mainland China	Suppliers	/	130	119
Other Regions	Suppliers	/	0	1

Intellectual Property

Patent Type	Indicator	Unit	2023	2024	2025
Invention Patents	Patent Applications	Items	/	36	3
	Patents Granted	Items	/	10	9
	Valid Patents	Items	2	12	19
Software Copyrights	Software Copyright Applications	Items	/	20	17
	Software Copyrights Granted	Items	5	4	17
	Valid Software Copyrights	Items	69	73	90
Trademarks	Trademark Applications	Items	/	2	6
	Trademarks Granted	Items	/	2	0
	Valid Trademarks	Items	/	9	9

Appendix 2: ESG Reporting Guide Index

HKEX Reference	ESG Indicator	GRI	Relevant Section
Mandatory disclosure requirements			
	Governance structure (including a statement from the board)		Board ESG Statement - ESG Governance Structure
	Reporting Principles		About This Report
	Reporting Boundary		About This Report
Comply or explain provisions			
A. Environmental			
Aspect A1: Emissions	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	103-2(c-i), 305, 306, 307-1	Driving Green Development
KPI A1.1	The types of emissions and respective emissions data.	305-1, 305-2, 305-4, 305-6, 305-7	Appendix 1 Performance Data - Environment - Waste Emissions
KPI A1.2	[Repealed 1 January 2025]		
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	306-2(a)	Appendix 1 Performance Data - Environment - Air Pollutant and Waste Emissions
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	306-2(b), 306-3	Appendix 1 Performance Data - Environment - Air Pollutant and Waste Emissions
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	103-2, 305-5	Driving Green Development - Climate Action
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	103-2, 306-2, 306-4	Driving Green Development - Green Operations
Aspect A2: Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials.	103-2(c-i), 301, 302, 303	Driving Green Development - Green Operations
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	302-1, 302-3, 302-3	Driving Green Development - Green Operations Appendix 1 Performance Data - Environment - Energy and Resource Consumption
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	303-1, 303-3. 303-4, 305-5	Appendix 1 Performance Data - Environment - Energy and Resource Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	103-2, 302-4, 302-5	Driving Green Development - Green Operations
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	103-2, 303-3, 303-4, 303-5	Driving Green Development - Green Operations
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	301-1	Not applicable
Aspect A3: The Environment and Natural Resources	Policies on minimising the issuer's significant impacts on the environment and natural resources.	103-2(c-i), 301, 302, 303, 304, 305, 306	Driving Green Development - Green Operations
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	103-1, 103-2, 303-1, 303-2, 304-2, 306-3(c), 306-5	Driving Green Development - Green Operations
Aspect A4	[Repealed 1 January 2025]		
KPI A4.1	[Repealed 1 January 2025]		
B. Social			
Aspect B1: Employment	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	103-2(c-i), 202, 401, 405, 406, 419-1	Building a Warm Workplace
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	102-8, 405-1(b)	Appendix 1 Performance Data - Social - Employee Composition
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	401-1	Appendix 1 Performance Data - Social - Employee Turnover
Aspect B2: Health and Safety	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.	103-2(c-i), 403, 419-1	Building a Warm Workplace - Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	403-9	Appendix 1 Performance Data - Social - Health and Safety

HKEX Reference	ESG Indicator	GRI	Relevant Section
KPI B2.2	Lost days due to work injury.	403-9	Appendix 1 Performance Data - Social - Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	103-2, 103-3(a-i), 403-1	Building a Warm Workplace - Health and Safety
Aspect B3: Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	103-2(c-i), 404-2(a)	Building a Warm Workplace - Talent Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	404-1	Appendix 1 Performance Data - Social - Employee Training
KPI B3.2	The average training hours completed per employee by gender and employee category.		Appendix 1 Performance Data - Social - Employee Training
Aspect B4: Labour Standards	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	103-2(c-i), 408, 409, 419-1	Building a Warm Workplace
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	103-2, 408, 409	Building a Warm Workplace
KPI B4.2	Description of steps taken to eliminate such practices when discovered.		Building a Warm Workplace
Aspect B5: Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	103-2(c-i), 204, 308, 414	Building a Trusted Ecosystem Together - Supplier Management
KPI B5.1	Number of suppliers by geographical region.	102-9	Building a Trusted Ecosystem Together - Supplier Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	103-2, 308-1, 308-2, 414-1, 414-2	Building a Trusted Ecosystem Together - Supplier Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	308-2, 414-2	Building a Trusted Ecosystem Together - Supplier Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	103-2, 308-1	Building a Trusted Ecosystem Together - Supplier Management
Aspect B6: Product Responsibility	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.	103-2(c-i), 416-2, 417-2, 417-3, 418-1, 419-1	Data Security and Trusted Innovation - Information Security and Privacy Protection Data Security and Trusted Innovation - Product and Service Quality Data Security and Trusted Innovation - Responsible Marketing Data Security and Trusted Innovation - Intellectual Property Protection
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	102-43, 102-44, 103-2(c-vi), 418-1	Not applicable. Due to the nature of Voicecomm's business operations, there are no products subject to recalls for safety and health reasons.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.		Data Security and Trusted Innovation - Product and Service Quality
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.		Data Security and Trusted Innovation - Intellectual Property Protection
KPI B6.4	Description of quality assurance process and recall procedures.		Not applicable. Due to the nature of Voicecomm's business operations, the products and services provided by Voicecomm are not subject to quality assurance processes or recall procedures.
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	103-2, 103-3(a-i), 418	Data Security and Trusted Innovation - Information Security and Privacy Protection
Aspect B7: Anti-corruption	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.	103-2(c-i), 205, 205-3, 419-1	Robust Compliance Governance - Business Ethics
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	205-3	Robust Compliance Governance - Business Ethics
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	102-17, 103-2, 103-3(a-i), 205	Robust Compliance Governance - Business Ethics
KPI B7.3	Description of anti-corruption training provided to directors and staff.	205-2	Robust Compliance Governance - Business Ethics
Aspect B8: Community Investment	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.	103-2(c-i), 413	Building a Trusted Ecosystem Together
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	203-1(a), 413-1	Building a Trusted Ecosystem Together
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	201-1(a-ii), 413-1	Building a Trusted Ecosystem Together

Part D Climate-related Disclosure

Dimension	Disclosure Requirements		GRI	Corresponding Chapter
Governance	19. An issuer shall disclose information about: (a) the governance body(ies) or individual(s) responsible for oversight of climate-related risks and opportunities; and (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.		2-9, 2-13	Driving Green Development
Strategy	Climate-related Risks and Opportunities	20. An issuer shall disclose information to enable users to understand the climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	201-2	Driving Green Development
	Business Model and Value Chain	21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	2-6	Driving Green Development
	Strategy and Decision-making	22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making.	2-22	Driving Green Development
		23. An issuer shall disclose the progress of plans disclosed in prior reporting periods.	3-3	Driving Green Development The Company has not yet formulated a climate-related transition plan covering its overall business operations.
	Financial Position, Financial Performance and Cash Flows - Current Financial Effects	24. An issuer shall disclose the following qualitative and quantitative information: (a) how climate-related risks and opportunities affected the issuer's financial position, financial performance and cash flows for the reporting period; and (b) information about climate-related risks and opportunities for which there is a significant risk of a material adjustment to the carrying amounts of assets and liabilities in the financial statements in the next reporting year.	201-2	Driving Green Development
	Financial Position, Financial Performance and Cash Flows - Anticipated Financial Effects	25. The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities; (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	201-2	Driving Green Development
Strategy	Climate Resilience	26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range.	201-2,3-3	Driving Green Development
Risk Management	27. An issuer shall disclose information about: (a) the processes and related policies the issuer uses to identify and assess climate-related risks, determine which of those risks are material, and monitor them; (b) the processes the issuer uses to identify and assess climate-related opportunities, determine which of those opportunities are material, and monitor them, including information about whether and how the issuer uses climate-related scenario analysis to determine climate-related opportunities; and (c) how, and to what extent, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into the issuer's overall risk management process.		2-12,2-13	Driving Green Development
Metrics and Targets	Greenhouse Gas Emissions	28. An issuer shall disclose greenhouse gas emissions for the reporting period, expressed in tonnes of CO2 equivalent, disaggregated into: (a) Scope 1 GHG emissions; (b) Scope 2 GHG emissions; and (c) Scope 3 GHG emissions.	305-1,305-2,305-3,305-4,305-5	Driving Green Development
		29. An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions; (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	305-1,305-2,305-3,305-4,305-5	Driving Green Development
	Climate-related Transition Risks	30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	201-2	Driving Green Development
	Climate-related Physical Risks	31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	201-2	Driving Green Development
	Climate-related Opportunities	32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	201-2	Driving Green Development

Dimension		Disclosure Requirements	GRI	Corresponding Chapter
Metrics and Targets	Capital Deployment	33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	201-2	Driving Green Development
	Internal Carbon Pricing	34. An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	305-5	Driving Green Development The Company does not currently apply internal carbon pricing in decision-making processes such as investment decisions, transfer pricing or scenario analysis.
	Remuneration	35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	2-19	Driving Green Development Climate-related considerations have not yet been incorporated into the Company's current remuneration policy.
	Industry-based Metrics	36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	/	Not applicable
	Climate-related Targets	37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	305-5	Driving Green Development
		38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: (a) whether the target and the methodology for setting the target has been validated by a third party; (b) the issuer's processes for reviewing the target; (c) the metrics used to monitor progress towards reaching the target; (d) and any revisions to the target and an explanation for those revisions.	3-3	Driving Green Development
Metrics and Targets	Climate-related Targets	39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	305	Driving Green Development
		40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: (a) which greenhouse gases are covered by the target; (b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; (d) whether the target was derived using a sectoral decarbonisation approach; and (e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits.	305-1,305-2,305-3,305-4,305-5	Driving Green Development
	Applicability of Cross-industry and Industry-based Metrics	41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	/	Not applicable

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