



ZHONGTAI FUTURES Company Limited
中泰期貨股份有限公司

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

(Stock Code : 01461)

2025

**Environmental, Social and
Governance Report**



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DEFINITION

“Articles of Association”	the Articles of Association of ZHONGTAI FUTURES Company Limited, as amended from time to time
“Board of Directors” or “Board”	the board of Directors of the Company
“CG Code”	Corporate Governance Code set out in Appendix C1 of the Listing Rules
“China”, “PRC” or “country”	the People’s Republic of China, for the purpose of this report, excluding Hong Kong, the Macau Special Administrative Region of the People’s Republic of China and Taiwan Province
“Company” or “ZHONGTAI FUTURES”	ZHONGTAI FUTURES Company Limited (中泰期貨股份有限公司) (formerly known as LUZHENG FUTURES Company Limited (魯証期貨股份有限公司)), a company reorganized in the PRC on 10 December 2012 with limited liability (including its predecessor Shandong Quanxin Futures Brokerage Co., Ltd. (山東泉鑫期貨經紀有限公司), which was renamed as Luzheng Futures Brokerage Co., Ltd. (魯証期貨經紀有限公司), and then renamed as LUZHENG FUTURES CORPORATION LIMITED (魯証期貨有限公司)), and its H shares are listed on the Main Board of the Hong Kong Stock Exchange (stock code: 01461)
“Company Law”	the Company Law of the People’s Republic of China
“CSRC”	China Securities Regulatory Commission (中國證券監督管理委員會)
“Director(s)”	the director(s) of the Company
“Futures and Derivatives Law”	the Futures and Derivatives Law of the People’s Republic of China
“Group”	the Company and its subsidiaries
“Hong Kong”	the Hong Kong Special Administrative Region of the People’s Republic of China
“Hong Kong Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited



“RMB”	the lawful currency of the PRC
“Shareholder(s)”	the holder(s) of the share(s)
“Supervisor(s)”	the former supervisor(s) of the Company
“Supervisory Committee”	the former supervisory committee of the Company
“Zhongtai Huirong Capital”	Zhongtai Huirong Capital Investment Co., Ltd. (中泰匯融資本投資有限公司), previously known as Luzheng Capital Management Co., Ltd. (魯証資本管理有限公司), and Luzheng Trading Co., Ltd. (魯証經貿有限公司), a company established in the PRC with limited liability on 24 April 2013, and being a wholly-owned subsidiary of the Company
“Zhongtai Securities”	Zhongtai Securities Co., Ltd. (中泰證券股份有限公司), previously known as Qilu Securities Co., Ltd. (齊魯證券有限公司), a company established in the PRC on 15 May 2001 with limited liability, and listed in Shanghai Stock Exchange on 3 June 2020 (stock code: 600918), 33.25% of which is owned by Zaozhuang Mining Group Co., Ltd. (棗莊礦業(集團)有限責任公司), and being one of the controlling Shareholders of the Company

I. ABOUT THIS REPORT

(I) Introduction

This Environmental, Social and Governance (“ESG”) Report (the “Report”) discloses the relevant environmental, social and corporate governance initiatives adopted by the Group and their performance during the business operation in the PRC. The contents and data disclosed in the Report have been considered and approved by the Board of Directors.

(II) Statement of the Board

2025 marked the successful conclusion of China's 14th Five-Year Plan and represented a pivotal year for the Company as it advanced towards its goal of becoming a first-class futures company characterized by “loyalty, compliance, innovation and mutual benefits”. Under the care and support of all Shareholders, clients, employees and other stakeholders, and guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Company deeply integrated itself into the overall development of the Party and the country's undertakings, fully, accurately and comprehensively implemented the new development philosophy, and took serving the real economy as its fundamental purpose. In fulfilling its social responsibilities, the Company demonstrated the responsibility of a state-owned financial enterprise. While supporting national strategies, it achieved its own high-quality development. The Company placed “functionality” at the forefront while maintaining a balance with “profitability,” realizing a positive interaction and organic unity between the two. Anchored in the macro vision of “meeting the needs of the country and the expectations of the local region”, the Company leveraged the professional strengths of “what Zhongtai can offer”, precisely implemented the “Technology Finance, Green Finance, Inclusive Finance, Pension Finance, Digital Finance” and continuously channeled financial resources into major national strategies, key sectors and weak links. Its core functions have become increasingly prominent, its core competitiveness has been continuously enhanced, and its comprehensive financial strength has grown steadily.

Systematically optimising the governance mechanism to ensure steady and sustainable development on a solid foundation: A sound governance system is the cornerstone of sustainable development. The Company gives full play to the Board's role of “setting the strategy, making decisions and preventing risks”, and continues to improve the three-tier governance structure of “decision-making level – management level – execution level”, forming an operating mechanism featuring clear rights and responsibilities, vertical integration and horizontal coordination. Through regular special training on sustainable development, the Company continuously enhances the professional knowledge and management capabilities of key personnel, internalises external regulatory requirements into the Company's voluntary actions, and promotes the continuous release of governance effectiveness. The refinement of systems, the optimisation of structure and the enhancement of capabilities together build a solid foundation that supports the Company's steady and sustainable development.



Anchoring the “essence of the real economy” and demonstrating mission and responsibility in serving the overall national strategy: The Company always firmly grasps the political purposes and people-oriented nature of financial work, and consciously integrates the Company’s development into the national and regional strategic planning. Leveraging its professional strengths, the Company supports comprehensive rural revitalisation. It has signed 44 pairing assistance agreements and contributed approximately RMB2.25 million in assistance funds; it has implemented 28 “insurance + futures” projects with a total project amount of RMB515 million. The Company ranked first in the industry in the rural revitalisation work evaluation conducted by the China Futures Association. Its innovative cotton target price model was recognised as “Excellent Financial Offerings” of Shandong Province and was selected by the Shandong Provincial State-owned Assets Supervision and Administration Commission as one of the “Ten Cases of Provincial Enterprises Helping Rural Revitalization”. Focusing on the national strategy for the ecological protection and high-quality development of the Yellow River Basin, the Company has created a synergistic model of “spot + futures” and “on-exchange + over-the-counter”, adding more than 400 enterprises in the Yellow River region to its service network. Focusing on the industrial characteristics of Shandong Province, the Company supports regional industrial upgrading and ecological synergistic development. It has conducted OTC derivatives business with industrial enterprises in Shandong Province in an amount of RMB17.231 billion, and engaged in futures-spot business with spot trade volume of RMB232 million.

Focusing on main responsibility and business and building core competitiveness through providing professional services: In the face of the complicated and changeable market environment, the Company has fixed on the business development idea of “holding onto one direction and grasping one practical method”, adhered to the customer-centered approach, and continuously improved our professional ability and service quality and efficiency. We gave full play to the advantages of providing customized service in risk management business, and fully empowered the real economy through the industrial chain cooperation system of one-stop “futures+” service; deeply carried out the concept of “Zhongtai in Union”, strengthened intra-group synergies, and built a comprehensive professional and full-chain financial service ecosystem; optimized the continuous supportive care customer service system, so as to promote the transformation of research business to actual application, and to provide customers with high-quality and attentive professional services; comprehensively promoted the financial technology empowerment, to ensure the stable and efficient operation of our trading systems, and make our services more intelligent and personalized. At the end of the Period, the scale of client equity reached a record high, with a year-on-year increase of 40.17%.

Deepening the concept of green development and supporting green and low-carbon transformation: Green development is a distinctive feature of sustainable development. The Company actively responds to the national strategic call, thoroughly implements the new development concepts of “innovation, coordination, green, openness and sharing”, continuously promotes the implementation of the “carbon peaking and carbon neutrality” strategy, facilitates the construction of a green and low-carbon circular economy system, strengthens its capacity to serve enterprises in low-carbon transformation, and channels financial resources to nurture the environment. It actively practises the concept of green development, deepens the development of green finance, promotes the development of green and low-carbon financial products, optimises the allocation of green financial resources, enhances its capacity to provide green financial services, integrates ESG factors into its business processes, and meets the green finance needs of customers and the market. It has served 254 industrial enterprises, including those in the industrial silicon and lithium carbonate sectors. The Company implements the requirements of “reducing carbon, cutting pollution, expanding green and achieving growth”, practises the concept of green and low-carbon operations, strengthens energy conservation and consumption reduction management, promotes digital office practices, advocates low-carbon green travel, actively responds to climate change, and drives green and low-carbon transformation.

Proactively devising “reform strategies” and activating development drivers through breakthroughs and hard work: The Company adheres to reform and innovation as the primary driving force, further stimulating vitality and efficiency. It has guided the implementation of the “benchmarking, target-setting and striving for first-class” initiative, learnt advanced practices from leading futures companies, and optimised its business management model. Its benchmarking and improvement efforts have been rated as “excellent” by the Financial Office of the Shandong Provincial Party Committee for two consecutive years. The Company continuously enhances the efficiency of financial control, promotes cost reduction and efficiency improvement, and cuts non-essential expenses. The Company’s variable expenses decreased significantly as compared with 2024. It persistently implements the talent-aided empowering strategy, adhered to the principle of “controlling scale, adjusting structure and improving quality”. The talent structure has been continuously optimised, and per capita efficiency has significantly improved. The Company has strengthened fintech empowerment, having obtained certification for Data Management Capability Maturity Model at the robust level (the third in the industry) and certification for Capability Maturity Model Integration (the second in the industry). The Feima heterogeneous active-active trading center system was selected as an in-depth application case of financial industry information technology innovation in the “Dingxin Cup”. The Company ranked 11th in the 2025 special information technology evaluation of the China Futures Association, up four places from 2024, further consolidating its level of technology empowerment.



Persistently giving the top priority to people’s benefits, and fulfilling social responsibility through investor protection and education: We fulfilled our information disclosure obligation in accordance with the law, continuously strengthened the investor relationship management, updated the Company’s business development status in a timely manner, and collected opinions and suggestions from various investors. As the only “national education base for securities and futures investors” independently constructed and operated by a futures company in the financial industry, we constantly innovated the investor education forms and diversified the content offerings, to continuously improve investors’ financial literacy and risk prevention ability, and actively created a rational and healthy cultural atmosphere in the capital market. Nearly 500 original investor education products were launched throughout the year, covering an audience of more than 10 million people.

Fulfilling social responsibilities and actively participating in the national rural revitalisation strategy through concrete actions: Responsibility and commitment are the original aspirations of state-owned enterprises. The Company leveraged on our professional expertise to provide financial service support for rural revitalization. The Company signed “paired assistance agreements” with 44 rural revitalization areas. The Company purchased agricultural and sideline products of RMB1,447,600 from rural revitalization areas like Taihu County of Anhui Province, Wulong County of Chongqing. At the same time, leveraging on our technical advantage, we assisted local enterprises in establishing sales platforms. We have taken various measures in promoting rural revitalization. In the evaluation for the year of 2025 held by China Futures Association, the Company won the seventh place in the special appraisal about futures companies’ service to the national strategy in 2025, and won the first place in the rural revitalization appraisal. The Company won the “Best Rural Revitalization Service and Social Responsibility Public Welfare Award” granted by the Futures Daily and the Securities Times, the “Innovative Product Award for “Excellent Financial Offerings” to Technology Finance, Green Finance, Inclusive Finance, Pension Finance, Digital Finance in 2025” presented by the Office of the Financial Committee of Shandong Provincial CPC Committee, Shandong Branch of the People’s Bank of China and Shandong Securities Regulatory Bureau, “Ten Cases of Provincial Enterprises Helping Rural Revitalization” selected by Shandong SASAC.

Meanwhile, the Board actively promotes the disclosure of environmental, social and governance information and the Company submits an ESG report to the Board for consideration every year. The Board and all Directors guarantee that the contents of the Report do not contain any false information, misleading statements or material omissions.

(III) Reporting Scope

The time frame of the Report is from 1 January 2025 to 31 December 2025 (the “Reporting Period”). The Report is published annually. The last report was published in April 2025. In the sections of social and governance, the scope of the Report is the same as that of the annual report. In the environmental sections, based on the importance of the environmental impact of business operation, the scope of data covers the headquarters of the Company and its subsidiary Zhongtai Huirong Capital, which accounted for approximately 51.3% of total number of employees of the Group.

(IV) Basis of Preparation

The Report has been prepared by the Company in accordance with the Environmental, Social and Governance Reporting Guide in Appendix C2 to the Listing Rules issued by the Hong Kong Stock Exchange in order to disclose the Company’s comprehensive performance of actively fulfilling its social responsibilities while creating value for shareholders and customers. The Company has complied with all the “comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide and prepared the report based on the principles of materiality, quantitative, consistency and balance.

(V) Source of Data

The data and information used in this Report were extracted from various internal documents, records and statistics of the Company, and there are no false records, misleading statements or material omissions.

(VI) Release Format

The Report is published in PDF electronic format on the HKEXnews website of the Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and the Company’s website (www.ztqh.com).



II. ABOUT THE COMPANY

The Company actively practises the concept of sustainable development, continuously strengthens the top-level design of sustainable development, regards it as the core driving force for achieving sustainable development, and has formed a governance structure of “governance level – management level – execution level”. It has established a regular information communication mechanism and promotes the integration of sustainability-related impacts, risks and opportunities, which are regularly identified and assessed, into the Company’s strategic planning, thereby providing strong support for the continuous improvement of the Company’s sustainable development. The Company has formulated the Terms of Reference of the Strategic Development Committee of the Board of the Company, which clearly define its composition, terms of reference, and meeting convening and procedural rules, driving the Company’s high-quality development through scientific governance. The ESG management structure of the Company is set out below:

Governance level	<p>The Board is responsible for approving the Company’s ESG strategic plans and assessing and reviewing the annual implementation.</p> <p>The Strategic Development Committee under the Board is responsible for studying the strategic planning of the Company’s ESG long-term development, making recommendations on major matters affecting the Company’s development such as its sustainable development governance vision, goals and policies, supervising the implementation of sustainable development, regularly identifying sustainability-related impacts, risks and opportunities, and reporting on sustainable development management to the Board through the annual report or Board meetings.</p>
Management level	<p>The management is responsible for implementing the Company’s ESG strategies, studying and making decisions on material matters, and promoting related work as a whole. It also assists the Strategic Development Committee under the Board in identifying and assessing sustainability-related impacts, risks and opportunities.</p>
Execution level	<p>All departments (committees), branches and subsidiaries participate in the formulation and evaluation of the Company’s ESG strategic plan and implement sustainability-related measures in accordance with the Company’s overall planning and division of responsibilities.</p>

(I) Company Profile

The Company is a state-owned futures company established with approval of the CSRC, and controlled by Zhongtai Securities. Headquartered in Jinan, Shandong, the Company has a registered capital of RMB1.0019 billion, 32 branches, more than 700 employees, the wholly-owned companies Zhongtai Huirong Capital, Luzheng Information Technology and Luzheng International Holding Limited as of the end of the Reporting Period. These together with the branches of Zhongtai Securities across the country formed a service network covering the whole country.

The business scope of the Company covers futures brokerage, futures transaction consulting, asset management, OTC derivatives business, futures and spot business and market-maker business, and it is capable of providing all-round and professional risk management services for various kinds of customers. The Company is the first batch of futures companies to be qualified as a general clearing member of China Financial Futures Exchange (中國金融期貨交易所), is a member of Shanghai Futures Exchange (上海期貨交易所), Dalian Commodity Exchange (大連商品交易所), Zhengzhou Commodity Exchange (鄭州商品交易所), Shanghai International Energy Exchange (上海國際能源交易中心) and Guangzhou Futures Exchange (廣州期貨交易所), and serves as a council member of the China Futures Association and the chairman of Shandong Futures Association.

In recent years, the Company has remained focused on its core responsibilities and businesses while deepening reform and innovation. By adopting a “research+” model to drive business transformation and upgrading, the Company has maintained healthy, stable, and positive development across its operations. Its core competitiveness and ability to serve the real economy have continuously strengthened, with its industry standing steadily rising. The Company has repeatedly received the annual outstanding platinum member award from various futures exchanges and has been honoured with titles such as China’s Best Futures Company, Best Financial Futures Service Award, Best Commodity Futures Industry Service Award, and Best Risk Management Subsidiary Service Award by mainstream industry media, including Securities Times and Futures Daily.

The Company always remains committed to the original mission of serving the country through finance, deeply supports major national and Shandong provincial strategies, and strives to promote the high-quality development of the real economy. We actively fulfill our social responsibilities, assist clients in wealth management and stable business operations, and strive to build a first-class financial company with loyalty, compliance, innovation and mutual benefits.



Principal Businesses

Futures Brokerage Business

Adhering to the core service concept of “customer-centric”, the brokerage business of the Company integrated its resources to make full use of its comprehensive advantage and meet the needs of different types of customers for diversified investment services, and gain customers’ trust through trustworthy services. The Company is a general clearing member of China Financial Futures Exchange, provides comprehensive trading, settlement and delivery services, and provides agency settlement services for special overseas participants. Customers’ deposits are fully deposited in the registered special deposit account for customers’ deposits with dedicated usage and closed operation to ensure the absolute safety of customers’ funds.

The Company’s brokerage business includes commodity futures, commodity options, financial futures and financial options brokerage businesses, and acts as an agent for futures and options contracts listed on the Zhengzhou Commodity Exchange, Dalian Commodity Exchange, Shanghai Futures Exchange, Shanghai International Energy Exchange Co., Ltd., China Financial Futures Exchange and Guangzhou Futures Exchange, as well as stock options contracts listed on the Shanghai Stock Exchange and Shenzhen Stock Exchange and their corresponding underlying physical commodities.

The Company has established 29 branches and 3 sales offices in the PRC as of the end of the Reporting Period. These together with the branches of Zhongtai Securities across the country formed a marketing and service network covering the whole country, offering futures brokerage services to investors across the country.

Futures Transaction Consulting Business

The Company assists clients in establishing risk management systems and operational processes based on their engagement, and provides risk management consultancy services such as risk management consulting and special training; collects and collates futures market information and various types of related economic information, conducts research and analysis of prices and their relevant affecting factors in the futures market and related spot markets, and produces and provides research and analysis reports or information research and analysis services; and designs hedging, arbitrage and other investment plans for clients, provides trading advisory services such as formulation of futures trading strategies, and carries out other profit-making activities.

Asset Management Business

The Company establishes and acts as the manager of private asset management plans by non-public fund raising or by accepting property entrustment, and the custody institution acts as the custodian and conducts investment activities for the benefit of investors in accordance with laws and regulations and the provisions of asset management contracts.

Risk Management Business

The Company offers risk management services, mainly including over-the-counter derivatives, market-making business, bulk commodity futures and spot trading services and other business related to risk management through its wholly-owned risk management company Zhongtai Huirong Capital. Using the futures and options and other derivatives, the Company provides price risk management, inventory management, and supply chain finance for enterprises engaged in production, trading and processing of goods on different industrial chains. At the same time, subject to honest and trustworthy and prudent operation principles, it has been keen on exploring and innovating risk management models and improving its risk management capability in the course of business, providing strong support to the healthy business of real economic entities.

(II) Recognitions and Honours

During the Reporting Period, the Company won such titles as China's Best Futures Company Award, China's Futures Company Management Team Gold Award, Best Helmmen of China Futures Companies-Lyu Xiangyou, Best Commodity Futures Industry Service Award, Best Financial Futures Service Award, Outstanding Contribution Award of Green Financial Services, Best Comprehensive Rural Revitalization Service and Social Responsibility Public Welfare Award, Best Futures Industry Culture Construction Practice Award, Best Risk Management and Corporate Brand Building Award, Best Risk Management Subsidiary Service Innovation Award – Zhongtai Huirong Capital Investment Co., Ltd, the Most Popular Self Media of Futures Companies of the Year, Best-performing Futures Company APP of the Year Award-Outstanding, the Investor Protection Education Innovation of the Year Award, Best Futures Talent Training Institution Contribution Award, Best Futures Operating Branches in China– Zhongtai Futures Jinan Branch, Zhongtai Futures Shanghai Branch, China Golden Futures Research Institute, and Best Leader of Futures Research Institutions– Ren Xinlei, Best Macro-financial Futures Research Team– Zhongtai Futures Macro-financial Research Team, Best Black Industry Futures Research Team– Zhongtai Futures Black Team, Best Metal Industry Futures Research Team– Zhongtai Futures Non-ferrous Metal Team, Best Energy And Chemical Industry Futures Research Team– Zhongtai Futures Energy And Chemical Industry Research Team, Best Agricultural Products Industry Futures Research Team– Zhongtai Futures Agricultural Products Research Team, Best Digitally Transformed Futures Management Companies, AI Smart Innovation Application Qihang Award.



The Company was recognized as an excellent company in “Seeking and Striving for First-class Standards” by the Office of the Financial Committee of Shandong Provincial CPC Committee, the Organization Department of Shandong Provincial CPC Committee, the Provincial State-owned Assets Supervision and Administration Commission and the Shandong Securities Regulatory Bureau in 2024.

The cases submitted by the Company were recognized as one of the top ten cases undertaken by the provincial enterprises of Shandong State-owned Assets Supervision and Administration Commission to boost rural revitalization.

The Company won the 2025 Junding Award for China Excellent Futures Company in Serving Real Economy selected by the Securities Times.

The Company won innovative product award for “Excellent Financial Offerings” to technology finance, green finance, inclusive finance, pension finance, digital finance in 2025 presented by the Office of the Financial Committee of Shandong Provincial CPC Committee, Shandong Branch of the People’s Bank of China and Shandong Securities Regulatory Bureau.

The Company won the “Best Creative Award” in the 5th competition themed as “My Story about Prevention against Illegal Fund– Raising” in Shandong Province presented by the Office of the Financial Committee of Shandong Provincial CPC Committee.

The Company won the title of Outstanding Securities Technology and Finance Service Agency presented by the Office of the Financial Committee of Jinan CPC Committee.

The Company won the “Excellence Award” in the short video collection and selection activity of “My Story about Prevention against Illegal fund-raising “in CSI Small and Medium Investor Service Center in 2025.

The Company won the “Excellent Growth Award” of Zhengzhou Commodity Exchange’s 2025 Zhengzhou Commodity Exchange Option Simulation Trading Competition.

The Company was included in the first science and technology industry investment and service cases– “Qilu ESG Influential Company in Jinan” recognized by Shandong Internet Media Group, www.dzwww.com, Jinan Fund Association and Jinan Science and Technology Finance Society.

(III) Key Stakeholders

In forming the environmental, social and corporate governance management system and implementing environmental, social and corporate governance responsibilities, the Group recognizes the importance of maintaining good communication with its stakeholders. To this end, the Group has determined six channels for communication with its key stakeholders to ensure the effective communication of expectations and request between the Group and its stakeholders. In addition, the Group has also evaluated the concerns of various stakeholders on its social and corporate governance performance during the actual business operation.

Key stakeholder	Communication channel	Concern
Government and regulatory authorities	<ul style="list-style-type: none"> Advancing green operation Improving climate change management and response Conducting industry culture development practice assessments Implementing financial assistance projects Regular communication and reports Information disclosure Policy implementation Participation in government research activities Conducting compliance education and promotion activities 	<ul style="list-style-type: none"> Green operation Addressing climate change Data security and customer privacy protection Culture building Rural revitalization Corporate governance Comprehensive risk management Compliance management Honest practice and anti-corruption Anti-money laundering Anti-unfair competition Communication with stakeholders
Shareholders and investors	<ul style="list-style-type: none"> General meetings Regular information disclosure on the exchange website Investor visits and other exchange activities Telephone, e-mail, etc. Company website, Wechat official account and other media 	<ul style="list-style-type: none"> Green finance Corporate governance Comprehensive risk management Compliance management Honest practice and anti-corruption Anti-money laundering Anti-unfair competition Communication with stakeholders
Employees	<ul style="list-style-type: none"> Staff representative meeting Staff seminars Employees' training and E-learning platform Employee recreational activities Employee care activities 	<ul style="list-style-type: none"> Human capital management Corporate governance Comprehensive risk management Compliance management Honest practice and anti-corruption Communication with stakeholders



Key stakeholder	Communication channel	Concern
Customers	Provision of green financial products and services Customer visits and presentation Customer service hotline Investor education activities Customer satisfaction survey Customer service and complaints Mobile App Wechat official account and other media	Green finance Serving the real economy Responsible investment Innovation-driven approach Data security and customer privacy protection Investor education Customer service quality Rural revitalization Corporate governance Comprehensive risk management Compliance management Honest practice and anti-corruption Anti-money laundering Anti-unfair competition Communication with stakeholders
Suppliers	Advancing green operation Improving climate change management and response Cooperation and exchange Formulating procurement management measures Centralized procurement system Daily communication Tendering and bidding activities	Green operation Addressing climate change Innovation-driven approach Supplier management Honest practice and anti-corruption Communication with stakeholders
Community and the public	Advancing green operation Improving climate change management and response Conducting pairing assistance Innovative “insurance + futures” projects Charitable activities Voluntary activities	Green operation Addressing climate change Rural revitalization Social contribution Communication with stakeholders

III. GOVERNANCE

(I) Adhering to Leadership of the Party Building

The Company steadfastly follows the guidance of Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, thoroughly implements the spirit of the 20th National Congress of the Communist Party of China and the subsequent plenary sessions of the 20th CPC Central Committee, and fully carries out the important instructions of General Secretary Xi Jinping during his inspection of Shandong Province. The Company upholds Party building as the guiding principle, accelerates business transformation and upgrading, steadfastly safeguards the "responsibility field" of compliance and risk control, consistently advances the construction of the "Seven First-Class" standards, and transforms the Party's political and organizational strengths into a powerful driving force for the Company's high-quality development.

The Company thoroughly implements the "two unwavering principles", integrates the strengthening of Party leadership with the improvement corporate governance, and establishes a "two-way entry and cross-appointment" leadership mechanism and a system where members of the leadership team report to the Company's Party committee, thereby incorporating the Party's leadership into all aspects of corporate governance. The Company has formulated documents such as the "Rules of Procedures of Party Committee Meetings" and their agendas, and the "Implementation Measures for Decision-making on Major Matters, Appointment and Removal of Key Executives, Decision-making on Major Project Investment, and Use of Large Amount of Funds", to ensure that the Party Committee plays a role in setting directions, overall planning and ensuring implementation, and to promote the implementation of decisions and requirements of the Party Central Committee, plans of the Provincial Party Committee and requirements of the parent company's Party committee within the Company, ultimately transforming into tangible outcomes that drive high-quality development.

The Company continues to advance the development of a comprehensive Party-building work system to leverage the leadership role of the Party committee. As of the end of the Reporting Period, the Company has established three functional departments of the Party Committee, namely the Party Committee Office, the Organization Department of the Party Committee, and the Party Affairs Department. We have also set up the Disciplinary Inspection and Supervision Office, a functional department of the Disciplinary Inspection Committee, and five Party branches, managing a total of 194 party members. The Party organizational structure is robust, clearly tiered, and comprehensively covers all levels, ensuring the efficient and coordinated advancement of Party-building work.



1. The Company's Main Work of Party building in 2025

(1) Strengthening political leadership

During the Reporting Period, the Company held 44 Party committee meetings and collectively made decisions on 287 matters related to “decision-making on major matters, appointment and removal of key executives, decision-making on major project investment, and use of large amount of funds”, effectively playing the role of the Party committee in setting directions, overall planning, and ensuring implementation.

During the Reporting Period, the Company regarded the implementation of the spirit of the 20th National Congress of the Communist Party of China and all subsequent plenary sessions of the 20th CPC Central Committee as a major political task. It actively practiced the political and people-oriented nature of financial work, proactively integrated itself into the major national and provincial strategies, and thoroughly implemented the strategy of serving the ecological protection and high-quality development of the Yellow River Basin. The Company also actively supported the national “carbon peaking and carbon neutrality” strategy and the construction of Shandong Province as a pilot zone for green and low-carbon high-quality development. The Company ranked among the top in the China Futures Association's special evaluations on Party building and cultural development as well as on serving national strategies. In the province-wide “benchmarking, target-setting and striving for first-class” campaign for local financial institutions, the Company was once again rated as “Excellent”.

(2) Establishing a distinctive brand of Party building

The Company improved the dynamic management of Party branch star rating and grading. All Party branches under the Company were rated as four-star or above by Zhongtai Securities, with the proportion of five-star Party branches increasing from 40% to 60%. In the China Futures Association's 2025 special evaluation on Party building and cultural development, the Company ranked second in the industry overall, and its Party building case was selected as an outstanding Party building case of futures companies in 2025.

(3) Strengthening the organizational foundation

New achievements were made in continuous improvement of Party organization building. First, the Company optimized and strengthened the leadership teams of grassroots Party organizations by completing the by-election of committee members for the Party branch of Zhongtai Huirong Capital and adjusting the secretary of the Party branch of Zhongtai Huirong Capital in line with changes in its key leadership personnel. Second, based on the actual work arrangements of the Company's leadership team, the Company further clarified the requirement for non-Party-member leaders to participate in organizational activities of Party branches, thereby strengthening the Party's overall leadership. Third, the Company completed adjustments to relevant work divisions in accordance with changes in the membership of the Party Committee's leadership team. The division of responsibilities within the Company's Party committee leadership team is now clearly defined, and the staffing of grassroots Party branches is reasonable.

The Company adheres to the principles of Party leadership in managing key executives and talents, strictly implement the talent development strategy to build a stronger enterprise, and continuously optimizes the structure of the key executive and talent teams. More than 70% of the existing mid-level managerial positions were internally selected and cultivated by the Company; among the 24 young key executives, 58% were internally cultivated. The proportion of employees holding trading advisory qualifications reached 24.50%, exceeding the industry average by 4.08 percentage points. Efforts have been made to foster a learning-oriented organization, offering diversified and systematic training covering Party culture, integrity and self-discipline, middle- and back-office management, and front-office operations. The Company has fully leveraged performance assessments as a guiding tool, further refining the performance evaluation system and income distribution mechanism.

(II) Industry Culture Building

The Company deeply studied General Secretary Xi Jinping's important exposition on cultural construction, thoroughly implemented the Chinese-style financial culture and the core values of the futures industry culture of "compliance, honesty, professionalism, stability and responsibility". We strive to build the core values centered on loyalty, compliance, innovation and harmony, thereby providing strong support for the development of a first-class futures company.



1. Corporate culture of the Company

(1) Mission

Keeping pace with the trends of the times, integrating into the national development agenda, and serving the overall development of Shandong Province, the Company shoulders its new mission of high-quality development and provides strong financial support for building a modern socialist country in all respects.

(2) Vision

Building a first-class financial enterprise with loyalty, compliance, innovation and mutual benefits.

(3) Core values

Loyalty, compliance, innovation and mutual benefits.

(4) Service philosophy

With a customer-centric approach, we strive to become a value community and a community of shared destiny with our clients, achieving mutual growth, mutual success and mutual accomplishment.

(5) Business development approach

By holding onto one direction and grasping one practical method, we give full play to the function of futures in serving the real economy, and increase the efforts in serving and developing industrial customers and institutional investors; actively integrate into Zhongtai Securities' development strategy, create new advantages through securities and futures coordination, and enhance value creativity in functional play.

2. Achievements of the Company in industry culture building in 2025

The Company has established a robust cultural system and organized various cultural activities. Strengthening cultural development was incorporated into the 2025 Work Priorities of the Company Party Committee, with the study of Xi Jinping's Cultural Thought included in the 2025 Theoretical Study Plan of the Company Party Committee's Theoretical Study Center Group. The Company also formulated and issued the Cultural Brand Development and Promotion Plan. In the China Futures Association's 2025 special evaluation on Party building and cultural development, the Company ranked second in the industry overall. Centered on industry cultural concepts and the Company's core values, we developed a systematic, comprehensive, and unified cultural philosophy system with rich connotations. To actively expand our promotional efforts, we published over 80 reports and articles in key central, provincial, and financial media, as well as through the China Futures Association and Shandong Futures Association. To promote and cultivate Chinese-style financial culture, we organized special lectures on the "Five Dos and Five Don'ts", and participated in activities such as the ancient book woodblock printing experience, the "Tell Good Financial Stories and Promote Financial Culture" video exhibition, and the "Clean and Honest Zhongtai for Shared Prosperity" themed speech competition. Through hands-on experiences, concentrated learning, and special seminars, the Company deepened employees' understanding and practice of the relevant cultural concepts. We organized the cultural specialists (correspondents) of the Company to participate in specialized training organized by the Company and Zhongtai Securities to continuously empower cultural specialists. Under the "Glory Zhongtai" honor selection system, annual evaluations were conducted to recognize individuals excelling in cultural development. One employee won the second prize in the "Tell Good Financial Stories and Promote Financial Culture" video exhibition activity of Zhongtai Securities, and another employee won the second prize in the "Clean and Honest Zhongtai for Shared Prosperity" themed speech competition of Zhongtai Securities.



(III) Corporate Governance

Sound corporate governance is the foundation of sustainable corporate development. As an overseas listed public company, the Company has always been committed to improving the level of its corporate governance and regards corporate governance as an integral part of creating value for its Shareholders. In accordance with the Company Law, the Futures and Derivatives Law, the code provisions set out in the CG Code and other laws, regulations and relevant requirements, the Company has formulated a series of rules and regulations, including the Articles of Association, the Rules of Procedure of General Meeting of the Company, the Rules of Procedure of the Board of Directors of the Company, the Rules of Procedures for the General Manager of the Company and its agenda and the Working Rules of the General Manager of the Company, and incorporated the Party building work into the Articles of Association, which clarify the terms of reference and working procedures of the general meeting, the Board of Directors and the senior management. A modern corporate governance structure, comprising of the general meeting, the Board of Directors and the senior management, has been established by the Company, each of whom operates independently and keeps effective balance and check of power. Each operating unit is allowed to perform their respective duties under respective terms of reference, which enhances the governance efficiency of the Company and ensures standardized operation of the Company.

During the Reporting Period, the Company conducted a comprehensive and systematic review of its corporate governance documents, and amended the Articles of Association, the Rules of Procedure of General Meeting, the Rules of Procedure of the Board of Directors, and the terms of reference of each special committee of the Board, further strengthening the foundations of corporate governance.

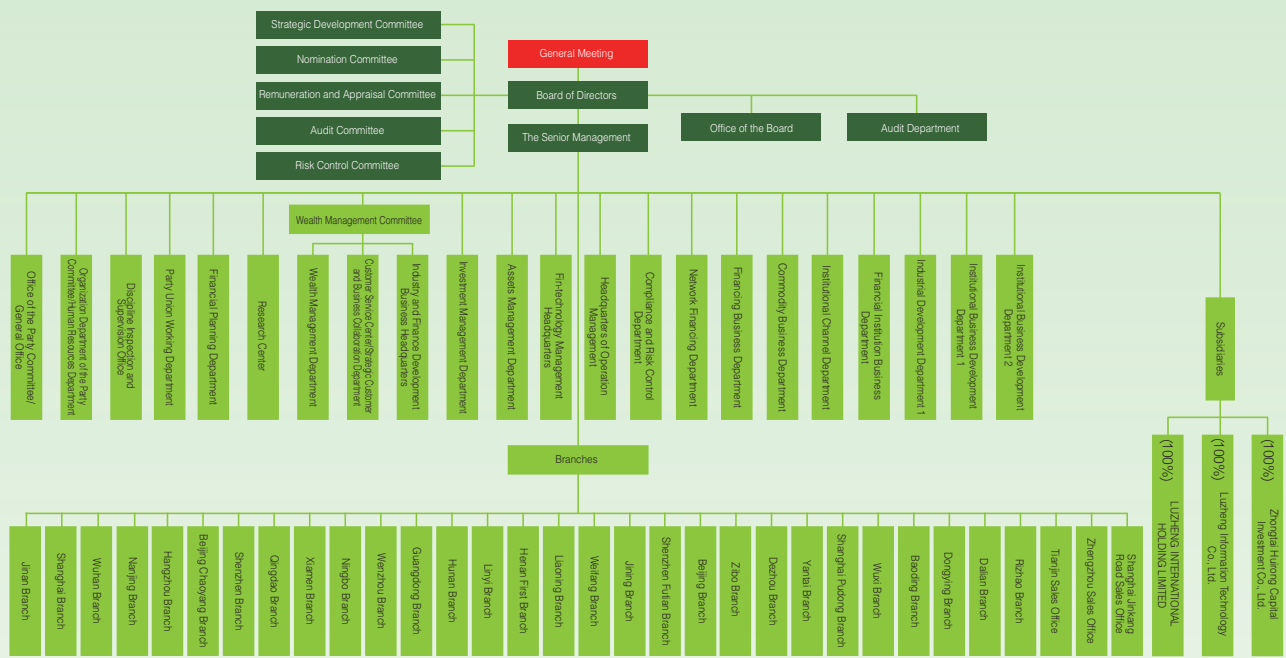
The Company is committed to improving the modern corporate governance system with Chinese characteristics for state-owned enterprises. It focuses on building a corporate governance framework that aligns with the requirements of high-quality development and incorporates the characteristics of the futures industry. By establishing a transparent and efficient governance structure, as well as robust mechanisms for information disclosure and investor relations management, the Company enhances the effectiveness of its corporate governance and effectively addresses governance-related risks. Centered on improving the standardization and operational efficiency of corporate governance, the Company continuously refines its governance operating mechanisms, strengthens support for Directors in performing their duties and Shareholder service management, and continuously optimizes the decision-making system through Board effectiveness evaluations, so as to promote a more standardized and efficient corporate governance structure and provide strong support for the Company's stable operations and high-quality development.

During the Reporting Period, the Company’s key corporate governance initiatives were as follows:

Ensuring efficient operation of corporate governance	The Company strengthened the full-process management of general meetings, Board meetings, and meetings of the special committees, established a comprehensive management mechanism covering pre-meeting, in-meeting, and post-meeting stages, including agenda collection and review before meetings, communication and effective decision-making during meetings, and rigorous follow-up implementation after meetings, thereby ensuring the successful execution of the Company’s major tasks.
Strengthening Shareholder services and share management	<ol style="list-style-type: none"><li data-bbox="568 761 1485 933">1. The Company respects shareholders’ rights, improves the general meeting mechanism, and establishes smooth and effective communication channels with Shareholders, thereby safeguarding Shareholders’ rights to information, participation in decision-making, and supervision in accordance with the law.<li data-bbox="568 987 1485 1084">2. The Company promptly managed closed-period restrictions for Directors, senior management and relevant employees holding shares, and conducted annual compliance checks.
Multi-dimensional support for Directors in performing their duties	<ol style="list-style-type: none"><li data-bbox="568 1138 1485 1235">1. The Company ensured smooth information channels by regularly providing special reports, reference materials for Directors and other documents to ensure Directors’ right to information.<li data-bbox="568 1289 1485 1461">2. The Company supported independent non-executive Directors in conducting visits to subsidiaries and organized their participation in regulatory training conducted by regulatory authorities and industry associations as well as internal training programs of the Company to enhance Directors’ ability to perform their duties.
Ensuring Board diversity	The Company comprehensively considers factors such as gender, age, cultural background, educational experience, professional knowledge, skills and industry experience of Board members, and promotes a diverse composition of the Board.



As of the end of the Reporting Period, the Company's organizational chart is set out as follows:



1. Operation of Corporate Governance

General meeting The general meeting is the supreme authority of the Company, and the Company convenes and holds the general meetings in strict compliance with the Articles of Association, the Rules of Procedure of Shareholders' General Meeting and other relevant requirements to ensure that all Shareholders can enjoy equal positions and fully exercise their rights.

Board The Company has formulated the Terms of Reference of Independent Directors to ensure that the independent Directors are able to safeguard the legitimate rights and interests of the Company and its Shareholders in an independent and objective manner.

The Board has a diversity policy and the selection of Directors will be based on factors including, but not limited to, gender, age, cultural and educational background, ethnicity, industry experience, technical and professional skills, qualifications, knowledge, length of service, etc.

The Board has established the Strategic Development Committee, the Risk Control Committee, the Audit Committee, the Remuneration and Appraisal Committee and the Nomination Committee. Each special committee performs its own duties and responsibilities to promote the efficient, scientific and standardized operation of the Company.



2. Major Rules of Corporate Governance

Major governance rules	Articles of Association
	Rules of Procedure of General Meeting of the Company
	Rules of Procedure of the Board of Directors of the Company
Terms of reference of special committees	Terms of Reference of Strategic Development Committee of the Board of the Company
	Terms of Reference of Risk Control Committee of the Board of the Company
	Terms of Reference of Audit Committee of the Board of the Company
	Terms of Reference of Remuneration and Appraisal Committee of the Board of the Company
Rules for duty performance by independent directors	Terms of Reference of Nomination Committee of the Board of the Company
	Terms of Reference of Independent Directors of the Company
Other rules and regulations	Regulations on Delegation of Authority from the Board of Directors to the Management and Reporting by the General Manager to the Board of Directors of the Company
	Rules of Procedures for the General Manager of the Company
	Working Rules of the General Manager of the Company

3. Composition of the Board and Meetings of the Board and general meetings in 2025

Composition of the Board	The Board has 9 Directors
	3 executive Directors
	3 independent non-executive Directors
	1 female Director
Meetings	3 general meetings
	16 Board meetings
	3 meetings of the Supervisory Committee
	27 meetings of the special committees under the Board

For further details on corporate governance, please refer to the section headed “Corporate Governance Report” in the 2025 Annual Report of the Company.

4. Information disclosure management

The Company has formulated a series of rules and measures such as the “Information Disclosure Management Measures”, “Emergency Management Measures for Information Disclosure Emergencies” and “Insider Information Management System”, actively performs its information disclosure responsibilities, continuously improves the information disclosure work system, strengthens the management of information disclosure matters, enhances the quality of information disclosure, regulates the management of information disclosure matters of the Company, discloses information in a true, accurate, complete and timely manner, and continuously improves the transparency of the Company. During the Reporting Period, the Company made a total of 57 information disclosures to the public.



(IV) Compliant and Stable Operations

During the Reporting Period, the Company adhered to the business philosophy of “compliance and risk control first”, upheld the “regulation-oriented and problem-oriented” principle, incorporated the basic requirements of strict risk prevention and control into the Company’s business processes, risk management and internal control, and continuously improved compliance management mechanisms for key business areas, critical operational links, and major compliance risk points, thereby steadily enhancing the effectiveness of compliance and risk control management.

1. Continuously strengthening the development of compliance and risk control system

The Company continuously improves the comprehensive risk management system. The Board of Directors of the Company is the highest decision-making organ in charge of risk management, with the Risk Control Committee and the Audit Committee to review and audit major risk matters; the Supervisory Committee is responsible for supervising and inspecting the Board of Directors and the senior management in performing their risk management duties; the senior management are responsible for organizing and carrying out the Company’s daily comprehensive risk management; the Chief Risk Officer is responsible for organizing, coordinating and implementing all kinds of comprehensive risk management; the Compliance and Risk Control Department is the centralized management department in charge of the Company’s overall risk management, who carries out daily comprehensive risk management under the leadership of the Chief Risk Officer; other functional departments, branches and risk management subsidiaries are responsible for setting up their own compliance and risk control positions respectively, who assist their person in charge to arrange and implement the identification, assessment, monitoring, handling and reporting of various types of risks of their own.

The Company strictly observes the compliance red line, vigorously advocates the concept of “compliance and risk control first”, continuously promotes the construction of compliance culture, effectively improves the Company’s policies and systems, strengthens the mechanism of prevention beforehand, control during the process and accountability afterwards, and ensures the Company’s sustainable, compliant and stable development.

The Company strengthens risk prevention, continues to improve the risk control mechanism with multiple levels, interconnection and effective checks and balances, and promotes the transition from qualitative to quantitative risk management to ensure that overall risks of the Company are measurable, controllable, and tolerable.

The Company effectively controls risks at the group level, and continuously improves the penetrating management of its subsidiaries, especially its risk management subsidiaries, through the establishment of risk management system, regular inspection and supervision, and strengthening hierarchical authorization and approval, which effectively enhances the effectiveness of the Company’s compliance and risk control.

During the Reporting Period, the Company formulated and revised over 4 compliance management rules and regulations; conducted 16 compliance inspections and self-inspections; and organized 21 compliance trainings and regulatory case studies.

2. Paying attention to anti-money laundering and fulfilling its anti-money laundering obligation

The Company complied with national anti-money laundering laws, regulations and regulatory requirements, established policies such as the “Basic Rules of Money Laundering Risks Management” and “Anti-money Laundering Internal Control and Management Measures” of the Company, set up an anti-money laundering working group and office, created a long-term mechanism for anti-money laundering training and publicity, continuously improved employees’ anti-money laundering skills, and helped the public strengthen their awareness of anti-money laundering.

The Company collects, administers and preserves customer identification information and transaction records through operational platform system and counter system. It has an “anti-money laundering compliance management system” to ensure steady and systemic anti-money laundering of the Company.

During the Reporting Period, the Company revised the “Management Measures for Large and Suspicious Transaction Reporting”, continuously improved and optimized the management of money laundering risks and identified areas for enhancement. The Company reported five cases of suspicious transactions to the China Anti-Money Laundering Monitoring and Analysis Center and further optimized the anti-money laundering compliance management system. Through continuous improvement of the organizational structure and work strategies of money laundering risk management, the Company’s anti-money laundering organization functioned well and the standard of money laundering risk management was steadily improved.

During the Reporting Period, the Company consistently carried out anti-money laundering training and publicity activities:

- (1) We conducted four anti-money laundering training sessions.
- (2) We conducted one anti-money laundering awareness campaign, reaching a cumulative audience of approximately 20,000 individuals.

3. Combating corruption

The Company focuses on achieving high-quality development, strictly supervises and promotes compliance, prevention, and anti-corruption measures, cultivates a positive political environment that encourages integrity, honest practices, diligence and innovation, and ensures implementation and facilitates improvement and development through supervision, thereby laying a solid foundation for building a first-class futures company. During the Reporting Period, the Company’s employees complied with relevant laws and regulations and did not violate any laws relating to anti-corruption and were not involved in any corruption litigation.



(1) Assuring performance of responsibilities on the Party's moral integrity

The Company signed “Statement of Responsibility for Building the Party’s Moral Integrity and ‘one post with two responsibilities’ in Building the Party’s Moral Integrity” and “Statement of Principal Responsibility for an All-out Effort to Enforce Strict Party Discipline” with employees within the Company from top down to facilitate the long-term and effective implementation of “one post with two responsibilities” in building the party’s moral integrity.

(2) Strengthening warning and education on the Party's moral integrity

The Company organized management members at or above the middle deputy position as well as all party members of the Company to watch integrity warning education films such as “Building a New Type of Clean and Unified Government-Business Relationship”, “Warning Record of Corruption Cases in Key Sectors” and “Anti-Corruption for the People”, which educated a total of over 1,600 individuals, further enhancing the integrity awareness of party members and key executives and improving the effectiveness of the education. We distributed the “Guidebook for Studying and Implementing the Disciplinary Regulations and Deepening Adherence to the Eight-point Regulation of the Centre”, continuously urged all Party members and employees to strengthen their disciplinary learning and persistently implement the spirit of the Eight-point Regulation of the Centre.

(3) Strengthening supervision, discipline enforcement and inspection capabilities

The Company employed methods such as targeted supervision inspections, thematic research, integrity talks and issuing integrity appraisal opinions, optimized its “comprehensive supervision” management system, carried out regular thematic research and inspections on operating entities, and found no violation of the spirit of the Eight-point Regulation of the Centre; consistently addressed the resurgence of the “four unhealthy tendencies”, focused on important festivals and periods of time, published notices regarding anti-corruption during festivals, intensified dynamic supervision, and fostered an environment of honest practices; adhered to the practice of monthly regular disciplinary inspection meeting, shared and interpreted important policy documents, requirements for clean Party conduct and typical cases of violations of disciplines, which promoted the systematic, law-based and standardized approaches of discipline inspection work, and enhanced the supervision and inspection efficiency.

4. Paying attention to the protection of intellectual property rights

The Company strictly abides by national laws and regulations. Its product promotion and propaganda are done in line with relevant regulations with full disclosure of risks to traders. It uses relevant laws to protect the legitimate rights and interests of the traders and the Company. The Company respects and protects intellectual property rights, and uses authorized softwares and products within the scope stipulated by the contracts. It attaches importance to preventing the risks of infringing intellectual property rights in business development and management. No material intellectual property rights infringement was noted in the Reporting Period.

5. Strengthening the security management of funds

Pursuant to regulatory requirements such as the Futures and Derivatives Law (《期貨和衍生品法》), the Administrative Regulations of Futures Trading (《期貨交易管理條例》), the Administrative Measures for the Supervision of Futures Companies (《期貨公司監督管理辦法》) and the Measures for the Closed Management of Margin of Futures Companies (《期貨公司保證金封閉管理辦法》) of the CSRC, the Company has formulated and implemented the Administrative Measures of Funds of the Company (《公司資金管理辦法》), the Administrative Measures on Safe Depositing of Customer Margins of the Company (《公司客戶保證金安全存管管理辦法》) and other internal control policies.

6. Maintaining the information technology system security

The Company strictly complies with laws and regulations, including the Futures and Derivatives Law of the People's Republic of China (《中華人民共和國期貨和衍生品法》), Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人信息保護法》), the Administrative Regulations of Futures Trading (《期貨交易管理條例》), the Administrative Measures for the Supervision of Futures Companies (《期貨公司監督管理辦法》) and the Administrative Measures of Network and Information Security of the Securities and Futures Industry (《證券期貨業網絡和信息安全管理辦法》) of the CSRC. It has established a comprehensive cybersecurity internal control system covering the entire business process, supported by four core policies: the Administrative Measures for Information System Safety (《信息系統安全管理辦法》), the Administrative Measures for the Safe on-line Trading (《網上交易安全管理辦法》), the Administrative Measures for the Protection of Investors' Personal Information (《投資者個人信息保護管理辦法》) and Emergency Plan for Network Security Incidents (《網絡安全事件應急預案》), thereby ensuring full lifecycle security management for core business systems and client trading terminals, guaranteeing business continuity and protecting clients' legitimate rights and interests.

The Company actively carries out information protection and network security training and other measures covering all employees of the Company to continuously improve the information protection awareness of the Company's employees and reduce the risk of information leakage. The Company strictly manages the access of management personnel to the server room and operating system, and strictly manages the operating authority of employees for searching and using data to ensure data security.



7. Focusing on innovation-driven development and deepening digital and intelligent empowerment

The Company is committed to achieving the goal of “making breakthroughs with fintech-driven intelligence”. We continuously build a fintech system characterized by “technology-driven comprehensive empowerment”, increase resource investment to empower business development, drive business innovation, and strengthen support systems through financial technology. The Company has established an IT Governance Committee responsible for coordinating the Company’s IT strategy, planning, and overall implementation, ensuring the achievement of IT management objectives and taking responsibility for IT management tasks. The IT Governance Committee is chaired by the Company’s general manager, with the chief information officer as vice-chairperson, and includes members such as the chief financial officer, chief risk officer, deputy general manager overseeing business operations, and heads of key departments such IT, compliance management, finance, operational management, human resources and wealth management. The Company places great importance on the role of fintech innovation in optimizing business models, enhancing customer experience and improving operational management, while actively addressing the risks and opportunities it presents. The Company continuously strengthens its information technology system. In 2025, it successfully obtained the Data Management Capability Maturity Model (DCMM) Robust Level (Level 3) certification and the Capability Maturity Model Integration (CMMI) Development Model (Level 3) certification, marking that the Company has reached an advanced industry level in data governance and software development management. Building on this foundation, the Company actively leverages fintech to drive the digital reconfiguration of the entire front-, middle- and back-office chain, striving to build an efficient, agile and intelligent digital operation system. By continuously increasing investment in technological innovation, the Company deeply promotes the integration and application of fintech across business scenarios, comprehensively enhancing operational efficiency and customer service experience. Additionally, to support employee skill development, the Company has implemented a comprehensive training program, providing strong talent and technical support for the advancement of our fintech initiatives.

8. Financial technology application results

Data middle platform construction The data middle platform has established a standardized management system covering the entire data lifecycle, advancing the data management process towards standardized and procedural operation. Based on data governance, multiple core data applications were launched during the year, covering three major categories of operational reporting, marketing services, and back-office management, thereby enhancing overall data application capabilities.

Operation middle platform and RPA system construction The operation middle platform is a customer-centric uniform business middle-office system, which enables a uniform account, uniform operation, uniform process, uniform internal control, uniform approval, or the “five uniforms”. The Company continues to enrich and optimize business scenarios for mobile and online portals, effectively solves the business separation of the information system, achieves a high degree of unification and coordination of various services, and supports quick response to the actual needs of customers, thereby enhancing the business operation efficiency and further improving customer experience.

RPA technology (robot process automation), an important element of fintech artificial intelligence, is widely used in the Company’s business processes, which not only improves the efficiency and quality of work and avoids human errors, but also achieves positive benefits in terms of both time efficiency and manpower investment, thereby improving the overall operational efficiency and customer satisfaction of the Company.

Intelligent middle platform construction and large model applications Through the introduction of an AI + digital employee intelligent middle platform project, the Company has completed the foundational functions of the platform. In areas such as customer marketing support and operations management services, digital employees are being deployed to address the current fragmentation of automated processes across various business nodes. Subsequently, the platform will be used to achieve comprehensive management of AI agents, advancing the deployment of digital employees.

The Company has explored large model application scenarios, built and deployed an intelligent agent development platform, and developed four applications based on such platform: (1) an intelligent Q&A assistant, already integrated with multiple business knowledge bases including operations, customer service and quantitative analysis; (2) a voice review agent for call audits, which automatically analyses call recordings and identifies compliance risks, replacing manual review; (3) a document review agent, supporting format and typo checks; and (4) a research report quality analysis agent, capable of downloading, parsing, extracting viewpoints, and verifying report content. Future plans include expanding research report sources to support research analysis.



Security middle platform and technology middle platform construction

The Company comprehensively advanced the construction of a network security middle platform, focusing on the centralized and platform-based security capabilities. It has completed an industry situational awareness platform and an intelligent online operation and maintenance platform, expanded host security protection coverage, and upgraded to a locally developed bastion host with national cryptography. These efforts have effectively reinforced the Company's overall network security protection system and comprehensively enhanced security capabilities across the entire process of monitoring, early warning, protection and incident response.

The technology open platform serves as the digital connection hub of the Company's systems. By establishing unified interface standards and protocols, it integrates originally dispersed and heterogeneous system capabilities into standardized and reusable capabilities, and uniformly connects with all external third-party systems, which reduces resource waste, security risks and management issues previously caused by repeated integrations across different projects, driving the evolution from siloed construction to a platform-based model.

Comprehensive risk management system 2.0

The comprehensive risk management system 2.0 achieves unified governance of multi-source business data and constructs four core modules: end-of-day indicators, intra-day indicators, stress testing center, and leadership dashboard. It covers over 30 indicators across five business lines (OTC, market making, futures and spot, investment and trading), enabling both intra-day and end-of-day risk indicator calculations. Through visualization tools such as the "leadership dashboard", it achieves dynamic risk information display and early warning, thereby improving the Company's compliance operation system.

9. In-depth implementation of investor education activities

Investor education is an important task for the protection of legitimate rights and interests of investors and disseminating futures knowledge, and is also one of the fundamental tasks for the compliance and legal operation of futures companies. In 2025, the Company implemented the investor education work arrangement of the regulatory authorities, followed the principles of long-term, appropriateness, practicability and effectiveness, combined public awareness education with special education, and combined thematic publicity and education with continuous education, and organically integrated investor education into various business processes. The Company carried out in-depth investor education activities through a combination of online and offline approaches, strived to provide better services to the investors, and actively performed the functions and roles of the Company as a national investor education base by making investor education a long-term and fundamental task.

During the Reporting Period, based on the requirements of investor education of the regulatory authorities and industry associations, the Company organized propaganda activities such as 3.15, 5.15, the “Financial Education Publicity Month” the “Month of Propaganda Against Illegal Trading of Securities, Futures and Funds” and the “World Investor Week” to fulfill its social responsibility and facilitate the high-quality development of the capital market.

During the Reporting Period, the Company’s innovative and distinctive events such as the “Safeguarding the Spring Festival Travel, Bringing Love Home’ Year-End and New Year Prevention of Illegal Financial Activities” and the “Shunde Moistens the Dragon Boat Festival, Financial Quotient Starts the Future” financial literacy class received enthusiastic responses.

During the Reporting Period, the Company actively promoted school-enterprise cooperation, integrating futures knowledge into the national education system. It established partnerships with ten universities, including Shandong University, Zhengzhou University, and Harbin Institute of Technology, Weihai. Through measures such as offering credit-bearing courses, co-building postgraduate practice and teaching bases, and organizing a series of “Futures Knowledge on Campus” events, the Company promoted the integration of financial derivatives education into the entire talent cultivation process of higher education institutions.



During the Reporting Period, the Company closely focused on market dynamics and investor needs, and created nearly 300 original investor education materials during the year, covering diverse formats such as short videos, music and comics, continuously enriching the content of investor education. These works and the Company's investor education efforts have received various recognition, winning multiple honours including the Best Creative Award for the "My Story about Prevention against Illegal Fund-Raising" brand logo, the Excellence Award in the "My Story about Prevention against Illegal Fund-Raising" short video collection event of "Let's Welcome the Shareholders" (2025), the 2025 Investor Protection and Education Innovation Award, and the Qilu "ESG Influential Company" award.

In the future, the Company will implement the regulatory requirements for investor education and protection publicity with higher standards, give full play to the functions and roles of its investor education base, strengthen the innovation of investor education products, improve the coverage and influence of investor education in national education, and convert futures knowledge into rational investment concepts and abilities, so as to facilitate the sustainable and healthy development of China's futures market.

10. Continuous supportive care customer services

The Company adheres to the principle of being "driven by customer experience", and has built a "continuous supportive care customer service system" featuring professional teams, diversified service offerings, rich marketing activities and comprehensive marketing tools. Through services that are available anytime, anywhere, and at the customer's convenience, as well as dedicated, professional and exclusive support, the Company provides high-quality personalized financial services with a human touch to customers at different stages.

The Company offers a convenient and fast internet account opening model, enhancing customers' account opening experience. The national customer service hotline 400-618-6767, along with the Zhongtai Futures website, the WeChat public account "ZHONGTAI FUTURES Company Limited", the WeChat video channel "Zhongtai Futures", and other new media platforms, receive, process, and respond to customer inquiries and feedback through multiple channels, helping customers resolve issues and achieving efficient, professional and standardized services. The Zhongtai Futures website, Zhongtai Futures APP, SMS, WeChat Work and other platforms are used to promptly publish industry developments and corporate information, providing customers with fast and professional information services.

The Company provides customers with daily research information, monthly reports, in-depth research reports, hedging solutions, arbitrage solutions and other information push services. It also offers training courses including beginner courses, basic courses, intermediate courses and advanced courses to meet the diverse needs of customers.

The Company organizes a variety of online and offline events. The Zhongtai “Qiyi Cup” Live Trading Competition provides a platform for futures traders nationwide to showcase trading talents, interact with fellow traders, and learn futures knowledge. The quarterly simulated trading competition offers novice traders an opportunity to learn about futures and provides experienced traders with a platform to test their own trading strategies. The “Investment Sharing – Ten-Thousand-Mile Tour” strategy report meetings, through offline exchange events held across the country, invite professional lecturers and industry experts to share trading methods and philosophies, helping traders continuously learn and improve.

IV. ENVIRONMENTAL

The Group is a low-energy-consumption financial enterprise with slight pollution. The main impacts on the environment in the ordinary course of business of the Group are the consumption of paper, electricity and water and the emission of automobile exhausts. In the daily operations, the Group strictly abides by relevant state environmental protection laws and regulations such as the Environmental Protection Law of the People’s Republic of China (《中華人民共和國環境保護法》) and the Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》). The Company pays close attention to the risks of climate change and advocates all employees to practice green operations to continuously reduce environmental impact and help China to achieve the goal of green, low-carbon and circular economy. During the Reporting Period, there was no environmental protection issue and related litigation.



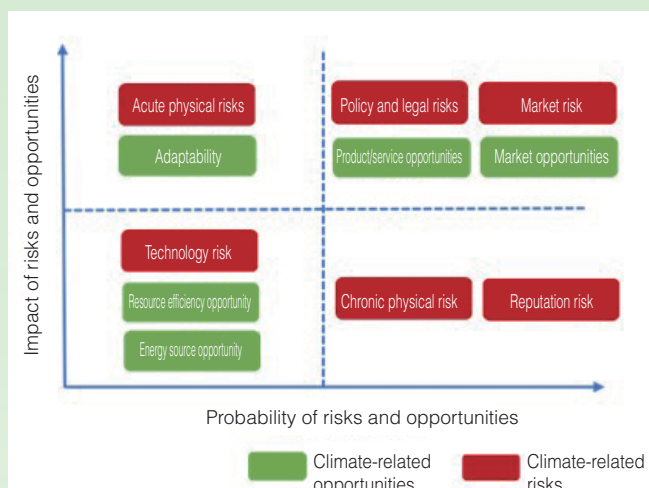
(I) Response to Climate Change

The Company attaches great importance to the opportunities and challenges posed by climate change, strengthens climate change management, identifies, analyses and assesses climate-related risks and opportunities, scientifically evaluates various climate impacts, and formulates targeted response strategies and management measures to enhance whole-process control. By improving governance structures, optimizing operational models and advancing green and low-carbon practices, the Company continuously enhances its comprehensive capacity to adapt to and mitigate climate change, diligently fulfils its environmental responsibilities, actively contributes to the building of a Beautiful China, promotes a comprehensive green transformation of economic and social development, and achieves high-quality and sustainable development. The Company's climate change governance structure is as follows:

Decision-making level	<p>The Board of Directors is responsible for guiding and reviewing the Company's ESG matters (including climate change) and related plans and goals, and for evaluating and deliberating on annual implementation progress.</p> <p>The strategic development committee under the Board is responsible for identifying climate-related impacts, risks and opportunities.</p>
Management level	<p>The management team is responsible for implementing the Company's climate-related strategies, conducting research and decision-making on major issues, and overall implementation of related work.</p>
Execution level	<p>All departments (committees), branches and subsidiaries participate in the formulation, implementation and evaluation of the Company's climate-related strategic plans in accordance with the Company's unified deployment and division of responsibilities.</p>

The Company places importance on climate-related governance and has incorporated climate-related risks and opportunities into its comprehensive risk management system. It has established a management process for climate-related impacts, risks and opportunities, further improving the management of climate risks and opportunities. The Company's management process for climate-related impacts, risks and opportunities is as follows:

Identification	Based on the characteristics of the Company's business, climate-related risks and opportunities are identified through analysis and research, forming an assessment list.
Analysis and assessment	<ol style="list-style-type: none"> 1. Using internal and external expert judgments, combined with stakeholder communication, and based on the Company's comprehensive risk assessment system, climate risk and opportunity analysis is conducted to assess the potential climate-related impacts on the Company's operations and business activities, as well as the current and expected impacts of climate risks and opportunities on the Company's business model and value chain. 2. Climate scenario analysis tools are applied to analyze and assess the potential impacts of climate-related risks and opportunities on the Company's business, strategy and financial performance, as well as actions that may need to be considered in strategic and financial planning, thereby supporting the Company's strategic decision-making.
Management and response	<ol style="list-style-type: none"> 1. Formulate climate-related strategies and establish targeted management measures and action goals around climate risks and opportunities. 2. Conduct regular targeted reporting and disclosure. The Strategic Development Committee of the Board reports to the Board of the Company on the identification, analysis, assessment and management of climate-related risks and opportunities, and discloses action progress to stakeholders.



Climate-related risk and opportunity matrix for the Company

The Company's climate-related risks and opportunities and potential financial impacts

Types of risks or opportunities	Description	Potential financial impacts	Response strategies
Policy and legal risks	<p>Operational aspect: National and regulatory authorities are gradually strengthening environmental information disclosure requirements, environmental laws and regulations and management standards for financial institutions. The Company needs to enhance the collection, organization and disclosure of environmental-related information.</p> <p>Business aspect: The introduction of stricter regulatory policies related to financial products or market services may impact the Company's customer structure and business model, particularly affecting investment or financing activities for clients in high-carbon emission industries, indirectly affecting economic and social development.</p>	<p>Decrease in operating revenue</p> <p>Decrease in investment portfolio value</p>	<ul style="list-style-type: none"> Regularly track climate-related policy developments and trends, and adjust business strategies as needed. Improve the Company's climate management system and strengthen the ESG risk management system. Monitor transition risks faced by the Company, its clients and investment targets, and enhance the ESG risk management system. Strengthen research on market and change trends to improve green financial products and service capabilities.

The Company's climate-related risks and opportunities and potential financial impacts

Types of risks or opportunities	Description	Potential financial impacts	Response strategies
Market risk	<p>Business aspect: Policies related to energy conservation and emission reduction may accelerate the phase-out of high-carbon emission products and industries as well as economic transformation, causing related risks to be transmitted to the Company through its business chain, affecting investment decisions and asset quality of the Company. The growing demand for green financial products and services, if unmet, may lead to a decline in the Company's market competitiveness.</p>	<p>Decrease in operating revenue</p> <p>Decrease in investment portfolio value</p>	
Product and service opportunities	<p>Business aspect: Actively responding to the national green finance strategy by developing green financial products and tools and promoting the development of green industries can increase the Company's revenue and contribute to socioeconomic development.</p>	<p>Increase in operating revenue</p> <p>Increase in investment portfolio value</p>	<ul style="list-style-type: none"> • Set green finance goals, continuously promote the innovation of green financial products and services, and strengthen research in green finance and ESG.
Market opportunities	<p>Business aspect: The introduction of policies related to climate change investment and financing and the role of green finance provides guidance for green financial businesses and markets, which is conducive to the Company in exploring new growth opportunities and creating corresponding development prospects.</p>	<p>Increase in operating revenue</p> <p>Increase in investment portfolio value</p>	<ul style="list-style-type: none"> • Actively promote the research of green products, and continuously strengthen competitiveness in the green finance sector.



During the Reporting Period, the Company resolutely implemented the national strategy of “carbon peaking and carbon neutrality”, fulfilled its financial mission, and strictly executed the Zhongtai Securities “Carbon Peaking and Carbon Neutrality” Action Plan. It continuously advanced key tasks such as green and low-carbon financing, ESG-focused investments, green development information disclosure, low-carbon operations, and the dissemination of the “carbon peaking and carbon neutrality” concept. The Company also optimized its green financial service system, increased its presence in green industries, actively promoted low-carbon concepts, and contributed Zhongtai’s strength to achieving the national strategy.

(II) Green Operation and Environmental Protection

With the increasingly severe impact of climate change, global warming and the frequent occurrence of abnormal weather, the Group has realized that it is a mandatory course and obligation for every enterprise to actively address climate risk issues. The Group actively guides all employees to practice energy saving and low carbon concepts to help address the global climate crisis.

The Group advocates green office, and actively adopts measures to reduce use of resources and energy consumption. The Group’s use of resources mainly includes water consumption, electricity consumption and vehicles’ gasoline consumption. The Group has implemented paperless electronic office procedures and systems, encouraging the use of double-sided printing to reduce the use of paper and saving office supplies. The Group has actively used video conferencing systems to reduce the number of business trips and made reasonable plans for business-purposed use of cars, maximizing resources conservation and building an environment-friendly enterprise. The Group designates property staff to inspect and turn off or turn down the night lighting system. Through the guidance and publicity of the Group, the employees of the Group actively adopted the electronic office processes and systems to deal with work matters in 2025. The Group also actively adopted teleconference or video conferencing to reduce unnecessary business trips.

The Group’s emissions are mainly greenhouse gases generated from energy consumption as well as non-hazardous wastes such as sewage and wastes generated from daily office operations. Among which, greenhouse gas emissions are mainly carbon dioxide emissions from the following: (i) carbon dioxide emissions caused by gasoline combustion by business cars, and (ii) carbon dioxide emissions caused by consuming purchased electricity. Different from traditional production enterprises, the Group mainly engages in financial services. The current related emissions are discharged in the ordinary course of business and there is no excessive emission caused by excessive use of energy or other resources. The Group is committed to promoting energy conservation and emission reduction within the Group by shaping an environment-friendly corporate culture.

(III) 2025 Environmental Performance Indicators

Due to the availability and accuracy of data, the statistical scope of the environmental performance indicators in the Report include the Company's headquarters and Zhongtai Huirong Capital¹.

1. Emissions

Indicator	Unit	2025 data	2024 data
Total greenhouse gas emissions ²	tonne	312.35	277.02
Per capita greenhouse gas emissions	tonne/person	0.81	0.72
Direct emissions (scope 1)	tonne	10.19	9.04
Total greenhouse gases generated by gasoline	tonne	10.19	9.04
Per capita greenhouse gases generated by gasoline	tonne/person	0.03	0.02
Indirect emissions (scope 2)	tonne	302.16	267.98
Total greenhouse gases generated by electricity consumption	tonne	302.16	267.98
Per capita greenhouse gases generated by electricity consumption	tonne/person	0.78	0.70
Generation of domestic sewage ³	tonne	3,320.1	3,313.3
Per capita discharge of domestic sewage	tonne/person	8.6	8.6
Generation of hazardous wastes ⁴	tonne	0.47	0.42
Per capita generation of hazardous wastes	tonne/person	0.0012	0.0011
Generation of non-hazardous wastes ⁵	tonne	1.06	1.08
Per capita generation of non-hazardous wastes	tonne/person	0.0027	0.0028

¹ Based on the statistical scope, the total number of employees at the end of the Reporting Period was 385.

² According to the business characteristics of the Group, the main emission is carbon dioxide contained in the greenhouse gases.

³ Referring to the National Standards of Urban Sewage Engineering Planning Specification (《國家標準城市排水工程規劃規範》), the figure was arrived at by adopting 0.85 as the discharge coefficient.

⁴ It is mainly due to the sulfur oxides generated by direct consumption of gasoline.

⁵ It is mainly due to office-generated paper waste and subscribed newspapers.

The Group's emissions of main hazardous waste are due to the direct use of gasoline (fossil energy), leading to the emission of sulfur oxides. The Group's procurement of gasoline-filling services for business vehicles and corporate business vehicles has actively responded to the Air Pollution Prevention Action Plan (《大氣污染防治行動計劃》) issued by the State Council of China. The Group procures gasoline satisfying environmental protection requirements to improve emission quality and reduce the negative impact on the environment. In terms of non-hazardous wastes discharge, the Group uniformly delivers the wastes to the waste collection station in relevant regions. Through paid recycling, environmental pollution can be reduced to improve the recycling of materials.

2. Use of resources

Indicator	Unit	2025 data	2024 data
Direct energy consumption	liter	5,974.00	5,298.30
Gasoline consumption	liter	5,974.00	5,298.30
Per capita gasoline consumption	liter/person	15.52	13.76
Indirect energy consumption	kWh	947,236.36	1,039,350
Office electricity consumption	kWh	947,236.36	1,039,350
Per capita office electricity consumption	kWh/person	2,460.35	2,699.61
Total amount of office copying paper and newspaper	tonne	1.03	1.05
Per capita office copying paper and newspaper consumption	tonne/person	0.0027	0.0027
Water consumption ⁶	tonne	3,906	3,898
Per capita water consumption	tonne/person	10.15	10.12
Cartridge consumption	piece	110	125
Per capita cartridge consumption	piece/person	0.29	0.32

Unlike traditional production enterprises, the Group is mainly engaged in financial services instead of specific production activities. Therefore, relevant regulations and related key performance indicators for packaging materials used in finished products are not applicable to the Group.

⁶ The water mainly comes from the municipal water supply, and there is no problem in sourcing suitable water.

(IV) Practising Energy Saving and Emission Reduction by Attending Details

The Group actively advocates and practices environmental protection and green development concepts.

The Group is actively creating a paperless office environment, whereby the office automation management system (OA system) is used to publish announcements and notices, disseminate the Company's news, communicate policies and regulations, share research reports as well as standardize business processes and intra-group mailings, greatly improving the management efficiency, reducing operating costs and saving lots of paper for printing office documents. The Group encourages the use of double-sided paper for copying and printing at work. Paper that has been used on one side should be reused and recycled; clearly required that when use of paper is unavoidable, recycled paper should be preferred and made full use. The Group also replaced disposable cups with glass cups with the logo of the Group.

The Group has formulated a corporate system and related notices stating that in purchasing and applying electrical equipment in the workplace, we should comprehensively evaluate the power consumption and select nationally certified low-energy appliances. The Group's offices shall use energy-saving lamps for lighting. When there is sufficient light, lamps will be turned on at intervals for maximum reduction of electricity consumption. The Group also has designated personnel whose duty is to check if all appliances are turned off during non-working hours except those necessary to keep normal operation of the Group. The management of equipment in the information technology rooms has been strengthened. Low-energy consumption and high-efficiency equipment will replace high-energy consumption and low-efficiency equipment, subject to normal functioning. The Group comprehensively promotes a system of 26-degree air conditioning in summer and 24-degree air conditioning in winter. For necessary office equipments such as printers, copiers, fax machines and shredders, the Group has formulated and adopted a networked sharing and idle-time shutdown system. The Group prohibits the use of non-office appliances with high-power consumption.

The Group has slogans at prominent locations in washrooms and pantries of all departments and branches of the headquarters to promote environmental protection and water conservation for all employees. All departments and branches are required to designate specialized personnel to conduct regular inspections to prevent water wastage caused by equipment failure. In 2025, the Company had no excessive use and waste of water.

The Company has established a specific vehicle-use system and strictly controls the use of vehicles through mileage fuel consumption registration. Centralized management and unified deployment of the Company's vehicles and drivers will improve the vehicle-use efficiency and reduce energy consumption and pollutant emissions. The system clearly requires that during non-office and holiday periods, all vehicles shall be parked in the designated parking lot, except for those on work-related duties. The Company actively promotes the use of environmentally-friendly or public transport when employees are on business trips and encourages employees to use shared transportation for travelling within the same city while ensuring safety.

During the Reporting Period, the Company did not encounter any environmental incidents and did not receive any complaints, penalties and sanctions due to environmental pollution.



V. SOCIAL

(I) Employment Management

In the handling of termination of employment, the Group has complied with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and the relevant provisions of signed labor contract and applicable labor regulations. The Group has established standardized employee recruitment and termination procedures. The Group adheres to the principle of "equal opportunities, fair competition, comprehensive assessment and merit-based hiring" during the recruitment procedures, and has established a comprehensive internal assessment and performance appraisal mechanism to ensure fair promotion opportunities for employees. Employees enter into a labor contract with the Group at the beginning of employment, and the working hours of the Group's employees are in compliance with requirements of relevant laws and regulations. The Group gives adequate regard to the legitimate rights and interests of employees. If an employee decides to terminate the employment for personal reasons, he/she can submit application for termination of employment. After the completion of termination procedures, he/she can terminate the employment with the Group. When the Group proposes termination or suspension of labor relationship with any employee, it would fulfill relevant obligations in accordance with relevant laws and regulations.

The Group formulates recruitment plans and recruits talents based on actual business needs and development requirements and in accordance with overall planning. The Group strictly verifies the identity documents, academic credentials and other information of the applicants to confirm whether the candidates are of legal age for employment and eliminate child labor, and rejects the applicants if they do not meet the employment requirements. The Group enters into labor contracts with all employees and regulates the remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other benefits and welfare of all positions, and is determined to prevent child labor and forced labor, which will be promptly dealt with in accordance with the requirements of laws and regulations once discovered. The Group is in strict compliance with labor regulatory requirements. The Group does not hire child labor and forced labor, and provides employees with reasonable holidays. During the Reporting Period, the Group had no non-compliance with labor standards such as hiring child labor and forced labor.

The Group attaches importance to effective two-way communication with its employees and conducts pre-departure interviews with all departing employees to learn more about the internal and external factors affecting the departure of employees, and strives to fundamentally improve potential management problems, enhance employee satisfaction and help employees grow together with the Company. During the Reporting Period, the Group's employee turnover rate was 8.56%, and the employee turnover rates by gender, region and age are as follows:

Employee turnover rate by gender:	
Turnover rate of male employees	4.43%
Turnover rate of female employees	4.13%

Employee turnover rate by region:	
Turnover rate of employees in mainland China	8.56%
Turnover rate of employees in Hong Kong, Macau, Taiwan and abroad	0%

Employee turnover rate by age:	
Turnover rate of employees aged 30 and below	3.82%
Turnover rate of employees aged 31-50	4.28%
Turnover rate of employees aged above 50	0.46%

1. Employee employment performance indicators

	Indicator	Unit	2025 data	2024 data
Total of employees¹		person	750	758
By gender	Male	person	443	443
	Female	person	307	315
By employment type	Contract employee	person	750	758
	Others	person	0	0
By age group	Under 30 years	person	215	226
	30-50 years	person	496	504
	Over 50 years	person	39	28
By education level	Master's degree and above	person	217	209
	Undergraduate	person	489	500
	College degree and below	person	44	49
By region	Mainland China	person	750	758
	Hong Kong, Macau, Taiwan and abroad	person	0	0
Number of employment discrimination cases		case	0	0
Labor contract signing rate		%	100	100

¹ Calculation is based on the total number of employees of the Group.


2. Staff remuneration and benefits

The remuneration of the Company comprises basic salary, performance-based salary, sales commission, bonus, employees' benefits and others. In accordance with applicable laws and regulations of the PRC, the Company signs labor contracts with each employee to establish an employment relationship. The labor contract sets out the contract term, job responsibilities and location, working hours and rest days, remuneration, social insurance, labor protection, working conditions and occupational hazard prevention, labor discipline and compliance with regulations, employee training, termination, renewal, and economic compensation of the labor contract.

In accordance with applicable laws and regulations of the PRC, the Company provides employees with various social insurance benefits (including pension insurance, medical insurance, unemployment insurance, work-related injury insurance, and maternity insurance), housing provident fund, enterprise annuity, and supplementary medical insurance, and fully contributes to the above-mentioned social insurance and supplementary medical insurance, housing provident fund, and enterprise annuity in accordance with the regulations.

3. Employee welfare assurance system

Basic benefits	Pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund
Health and care	Employee mutual aid fund Caring on birthdays and festivals Themed educational activities Health checkup Meal allowance
Long-term insurance	Company annuity plans Supplementary medical insurance



(II) Health and Safety

The Group adheres to people-oriented approach, cares for the well-being and safety of employees, continuously optimizes employees' health protection mechanism, while earnestly implementing safety-related drills, education and training.

1. Caring for employees

The Group organizes annual medical examination for employees at Grade III Class A hospitals, providing supplementary medical protection for employees and ensuring the health of employees. In accordance with the Labor Law, the Social Insurance law and the requirements of local regulations in the PRC, the Group enters into labor contracts with its employees to establish labor relations in compliance with relevant laws and regulations, and makes full contributions to social insurance (pension insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund. It also establishes a corporate annuity system to further optimize the pension assurance system and improve the retirement benefits for employees. The Group fully protects the legitimate rights and interests of employees and strictly enforces statutory holidays and vacations in accordance with the Labor Law of the People's Republic of China (《中華人民共和國勞動法》) and relevant laws and regulations, including paid annual leave, leave of absence, sick leave, work injury leave, marriage leave, bereavement leave, maternity leave and paternity leave.

2. Safeguarding the health and safety of employees

The Company consistently adheres to the concept of safe development, formulates the "Implementation Measures for the Cybersecurity Responsibility System of the Party Committee" and the "Emergency Management Measures for Work Safety" of the Company. Through regular activities such as safety hazard inspections, employee health checkups and emergency drills, the Company promotes knowledge and skills related to fire safety, emergency response, evacuation and safe electricity use, thereby enhancing employees' safety awareness and their ability to respond to emergencies, continuously improving emergency management standards and providing a safe work environment for employees.

During the Reporting Period, the Company conducted comprehensive work safety inspections and formulated the "Action Plan for Inspection and Rectification of Production Safety Hazards" of the Company. On a monthly basis, the Company organized various departments and branches to conduct production safety inspections to promptly eliminate potential hazards. The Company strengthened employee management and training, and regularly organized training on work safety knowledge, operational procedures and emergency response. It also actively participated in the 2025 National Security Education Day promotional activities organized by the China Futures Association on 15 April, carried out the 2025 Work Safety Month activities, conducted fire safety knowledge training, screened the safety warning education films of "Life Above All" and "Responding to Sudden Disasters and Enhancing Emergency Response Capabilities", and organized all employees to attend four cybersecurity training sessions. The Company also adopted the "four unannounced and two direct" approach to conduct four on-site production safety inspections at its branches.

3. Employee rights and interests performance indicators

Indicator	Unit	2025 data	2024 data	2023 data
Social insurance coverage ratio	%	100	100	100
Number of work-related fatalities	person	0	0	0
Ratio of work-related injuries	%	0.13	0	0.13
Lost days due to work-related injuries	day	30	0	0

4. Organizing various cultural and sports activities

During the Reporting Period, the Company’s selected works “Spring Breeze for Ten Thousand Miles”, “Thinking of You in a Love Song” and “Glory of Zhongtai” all won first prizes in the Zhongtai Securities cultural performance competition. The Company formed a seven-member team to participate in the Zhongtai Securities table tennis tournament, achieving outstanding results, including second place in men’s singles (middle-aged group), second place in men’s singles (youth group), third place in men’s doubles, third place in women’s doubles, and seventh place in women’s singles (middle-aged group). The Company also received the “Excellent Organization Award” for its exceptional event organization and good spectator conduct. The Company’s submissions won five awards in the Zhongtai Securities calligraphy, painting, and photography competition. The Company organized the “Building a Beautiful Future Together” Spring Festival Gala and the “Striving Together, Competing for Excellence” walking and spring outing event, and actively participated in over ten activities including the Zhongtai Securities men’s football tournament, which showcased the diverse talents, positive spirit and good image of the Company’s employees. The Company also organized various traditional festival activities around key occasions such as the Spring Festival, Qixi Festival, Mid-Autumn Festival, Lantern Festival and International Women’s Day. The organization and implementation of these cultural and sports activities further enriched the employees’ spiritual and cultural life, strengthened the cohesion, combativeness, and unity within the Company, and laid a solid foundation for everyone to work together and strive towards achieving the Company’s annual business goals.



(III) Development and Training

During the Reporting Period, the Company continued to optimize the long-term mechanism for building a learning-oriented organization, and further intensified talent cultivation efforts to improve employees' professional competencies. First, the Company organized all employees to study the China Futures Association's special column video courses on "Perseveringly Implementing the Spirit of the Central Eight-Point Decision on Improving Work Conduct and Promoting the Normalization and Long-term Effectiveness of Work Style Construction," and carried out in-depth study and education on thoroughly implementing the spirit of the Central Eight-Point Decision. The Company also organized study sessions on online courses from the China Cadre Online Academy, including those in the special section on "Implementing General Secretary Xi Jinping's Important Discourses on Strengthening the Party's Work Style Construction and the Spirit of the Central Eight-Point Decision", the column on "Strengthening Political Training and Enhancing Political Capabilities," and the column on Volume V of "Xi Jinping: The Governance of China", thereby continuously reinforcing political guidance. Second, the Company organized employees to participate in Zhongtai Securities' thematic learning sessions on the series of interpretations of Xi Jinping's Economic Thought, the 2025 series of trainings on deepening digital transformation and management talent development, the series of "Project Qilin" trainings, the 2025 Youth Marxist Training Program, the 2025 new media business training, the 2025 headquarters young employee training, and the 2025 new employee induction training, with the aim of building a high-quality, professional and first-class talent team. Third, in response to business development needs, the Company continued to strengthen the development of a learning-oriented organization by organizing 58 routine training sessions covering topics such as ideology, public opinion management, industry culture, warning education, production safety, network security, expense management, compliance and anti-money laundering, business policy introduction, product research, and interpretation of rules and regulations, continuously expanded the coverage of routine training, and conducted trainings at different levels and by different categories, thereby improving employees' political literacy, management capabilities and professional competencies.

1. Employee training indicators

	Indicator	Unit	2025 data	2024 data
Percentage of trained employees by gender	Male	%	59.1	58.4
	Female	%	40.9	41.6
Percentage of trained employees by employee category	Senior management	%	1.5	1.3
	Middle management	%	11.2	11.2
	Entry level employees	%	87.3	87.5
Average number of training hours per employee by gender	Male	hours/person	32.2	45.5
	Female	hours/person	32.2	45.5
Average number of training hours per employee by employee category	Senior management	hours/person	24	24
	Middle management	hours/person	36	36
	Entry level employees	hours/person	48	48

(IV) Supply Chain Management

As a financial industry enterprise, the Company has low exposure to supply chain security issues, and no supply chain risk-related incidents occurred in 2025.

The Company's suppliers are primarily categorized into three types: information technology, engineering and services. The Company complies with relevant laws and regulations such as the Bidding Law of the People's Republic of China (《中華人民共和國招標投標法》) and the Government Procurement Law of the People's Republic of China (《中華人民共和國政府採購法》), and formulated the Centralized Procurement Management Measures and other relevant rules. It continuously improves its supplier management system, defines supplier admission standards, strengthens supply chain risk control, and enhances management efficiency.

Dynamic Evaluation Management Standards for Suppliers of the Company

Basic information	<ul style="list-style-type: none">Assessment of relevant enterprise data; covering registered capital, financial status, tax compliance and industry position
Cooperation	<ul style="list-style-type: none">Assessed and scored based on daily dynamic assessments; covering business volume, handling of quality disputes and emergency response rate
Contract fulfillment	<ul style="list-style-type: none">Assessed and scored based on contract performance; covering contract fulfillment rate, timeliness and accuracy of delivery
Quality assurance	<ul style="list-style-type: none">Assessed and scored based on enterprise data and internal unit verification documents; covering quality assurance system, delivered product quality, in-use product quality and product complaints
Pricing	<ul style="list-style-type: none">Assessed and scored based on benchmarking; covering reasonableness, timeliness and discount level of quotes, and market competitiveness
After-sale services	<ul style="list-style-type: none">Assessed and scored based on relevant enterprise verification documents; covering service organization and personnel, response timeliness, and after-sale service satisfaction rate
Integrity in operations	<ul style="list-style-type: none">Assessed and scored based on compliance and contract performance; covering breach of contract, complaints and non-compliance

The Company strictly follows regulatory requirements and integrity and honest practice rules, carries out centralized procurement based on actual needs of business operations, comprehensively reviews and identifies integrity risk points at each stage, establishes position-based checks and balances and internal supervision mechanisms, and embeds integrity requirements throughout the entire procurement process and all management links, achieving full-chain risk control with risk prevention beforehand, control during the process and accountability afterwards.

The Company actively promotes the development of a sustainable supply chain, integrating the concept of green development into the entire procurement management process. By continuously optimizing procurement processes, prioritizing eco-friendly tools and low-carbon solutions, and taking other relevant measures, the Company drives the green transformation of its supply chain, reduces environmental impact, and builds a compliant, efficient, low-carbon and sustainable supply chain system.

(V) Active Participation in Rural Revitalization and Social Responsibility Works

The Group persisted in fulfilling its corporate social responsibility, actively responded to the initiative of the futures industry to comprehensively promote rural revitalization and contribute to common prosperity, and contributed to the national strategy of rural revitalization with practical actions in “insurance + futures” professional assistance, pair-up assistance, industrial assistance, consumption-driven assistance and employment assistance. In the evaluation for the year of 2025 held by China Futures Association, the Company won the seventh place in the special appraisal about futures companies’ service to the national strategy in 2025, and won the first place in the rural revitalization appraisal. For pair-up assistance, industrial assistance and consumption-driven assistance, the Company provided comprehensive support to rural revitalization places to consolidate and expand the achievements in poverty alleviation. Firstly, the Company cooperated with various units such as the Organization Department of the Shandong Provincial Party Committee, the Development and Reform Commission of Shandong Province, the State-owned Assets Supervision and Administration Commission of Shandong Province, and the Finance Department of Shandong Province to carry out pair-up assistance and collaborative activities in Party building with the designated villages served by the “first secretaries” as well as the counties designated for assistance by the CSRC and the villages served by key executives from the Zhengzhou Commodity Exchange, signed framework agreements for pair-up assistance with 44 rural revitalization places, and conducted Party building and pair-up assistance activities. Secondly, the Company applied a total of RMB800,000 in industrial project assistance funds to rural revitalization places, including Jiexiang County, Juye County, Yuncheng County, Shanghe County and Xintai City of Shandong Province, so as to further enhance the self-development ability of rural revitalization areas through industrial assistance. We assisted development of featured industrial projects in those areas, to spur local employment and increase farmers’ income, thereby continuously promoting rural revitalization efforts to achieve new benefits. Thirdly, the Company purchased agricultural and sideline products of RMB1,447,600 from rural revitalization areas like Taihu County of Anhui Province and Wulong County of Chongqing. At the same time, leveraging on our technical advantage, we assisted local enterprises in establishing sales platforms. We have taken various measures in promoting rural revitalization.

VI. INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE INDICATORS

Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Subject Area A: Environmental		
Aspect A1: Emissions		
General Disclosure		IV. (II) Green Operation and Environmental Protection IV. (III) 2025 Environmental Performance Indicators
A1.1	The types of emissions and respective emissions data	IV. (III) 2025 Environmental Performance Indicators
A1.2	[Repealed 1 January 2025]	/
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	IV. (III) 2025 Environmental Performance Indicators
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	IV. (III) 2025 Environmental Performance Indicators
A1.5	Description of emissions target(s) set and steps taken to achieve them	IV. (III) 2025 Environmental Performance Indicators IV. (IV) Practising Energy Saving and Emission Reduction by Attending Details
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	IV. (III) 2025 Environmental Performance Indicators IV. (IV) Practising Energy Saving and Emission Reduction by Attending Details

Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Aspect A2: Use of Resources		
General Disclosure		IV. (II) Green Operation and Environmental Protection IV. (III) 2025 Environmental Performance Indicators
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000 s) and intensity (e.g. per unit of production volume, per facility)	IV. (III) 2025 Environmental Performance Indicators
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	IV. (III) 2025 Environmental Performance Indicators
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	IV. (III) 2025 Environmental Performance Indicators IV. (IV) Practising Energy Saving and Emission Reduction by Attending Details
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	This indicator is not applicable as the Company operates in finance industry
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	This indicator is not applicable as the Company operates in finance industry



Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Aspect A3: The Environment and Natural Resources		
General Disclosure		IV. (IV) Practising Energy Saving and Emission Reduction by Attending Details
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	IV. (IV) Practising Energy Saving and Emission Reduction by Attending Details
Aspect A4: Climate Change		
[Repealed on 1 January 2025]		/
A4.1	[Repealed on 1 January 2025]	/
Subject Area B: Social		
Aspect B1: Employment		
General Disclosure		V. (I) Employment Management
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	V. (I) Employment Management
B1.2	Employee turnover rate by gender, age group and geographical region	V. (I) Employment Management
Aspect B2: Health and Safety		
General Disclosure		V. (II) Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	V. (II) Health and Safety
B2.2	Lost days due to work injury	V. (II) Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	V. (II) Health and Safety

Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Aspect B3: Development and Training		
General Disclosure		V. (III) Development and Training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	V. (III) Development and Training
B3.2	The average training hours completed per employee by gender and employee category	V. (III) Development and Training
Aspect B4: Labor Standards		
General Disclosure		V. (I) Employment Management
B4.1	Description of measures to review employment practices to avoid child and forced labour	V. (I) Employment Management
B4.2	Description of steps taken to eliminate such practices when discovered	V. (I) Employment Management
Aspect B5: Supply Chain Management		
General Disclosure		V. (IV) Supply Chain Management
B5.1	Number of suppliers by geographical region	This indicator is not applicable as the Company operates in finance industry
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	This indicator is not applicable as the Company operates in finance industry
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	This indicator is not applicable as the Company operates in finance industry
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	This indicator is not applicable as the Company operates in finance industry



Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Aspect B6: Product Responsibility		
General Disclosure		III. (IV) Compliant and Stable Operations
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	This indicator is not applicable as the Company operates in finance industry
B6.2	Number of products and service related complaints received and how they are dealt with	III. (IV) Compliant and Stable Operations
B6.3	Description of practices relating to observing and protecting intellectual property rights	III. (IV) Compliant and Stable Operations
B6.4	Description of quality assurance process and recall procedures	This indicator is not applicable as the Company operates in finance industry
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	III. (IV) Compliant and Stable Operations
Aspect B7: Anti-corruption		
General Disclosure		III. (IV) Compliant and Stable Operations
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	III. (IV) Compliant and Stable Operations
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	III. (IV) Compliant and Stable Operations
B7.3	Description of anti-corruption training provided to directors and staff	III. (IV) Compliant and Stable Operations

Subject Areas, aspects, general disclosures and key performance indicators		Disclosure
Aspect B8: Community Investment		
General Disclosure		V. (V) Active Participation in Rural Revitalization and Social Responsibility Works
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	V. (V) Active Participation in Rural Revitalization and Social Responsibility Works
B8.2	Resources contributed (e.g. money or time) to the focus area	V. (V) Active Participation in Rural Revitalization and Social Responsibility Works