ANTON 安東

安东油田服务集团

Anton Oilfield Services Group

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 3337)



2025

Anton Oilfield Services Group

Sustainability Report

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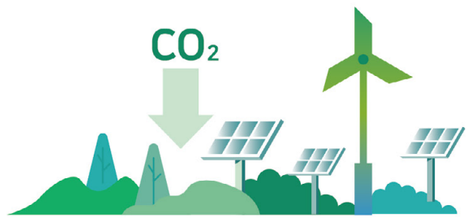
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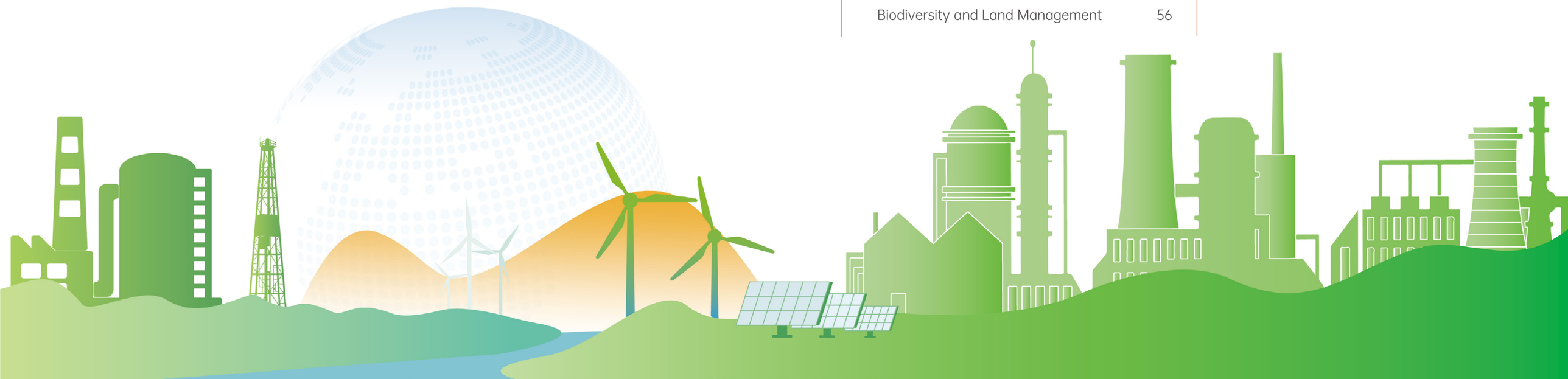
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About this Report

Reporting Period

This is an annual report covering the period from January 1, 2025, to December 31, 2025. To ensure continuity and completeness of information, certain content extends beyond this timeframe.

Report Organization Scope

This Report contains the progress of Anton Oilfield Services Group and all its subsidiaries operating in the People's Republic of China and globally. In order to facilitate presentation, "Anton" "the Company" "the Group" and "we" in this Report all refer to "Anton Oilfield Services Group".

Preparation Guidelines

- *Transforming our World: The 2030 Agenda for Sustainable Development* (UN SDGs), the United Nations
- *GRI Standards*, the Global Sustainability Standards Board (GSSB)
- *Environmental, Social and Governance ("ESG") Reporting Code*, the Stock Exchange of Hong Kong Ltd.

Sources of Information

All information used in this Report is from the annual reports, internal official documents and statistics of the Company, as well as data published. Unless specified, the monetary amounts shown in this Report are all presented in RMB.

Access

This Report is published in Simplified Chinese, Traditional Chinese and English. In case of any inconsistency, please refer to the simplified Chinese version. The electronic version is available on the website of the Stock Exchange of Hong Kong Ltd. (www.hkexnews.hk) and the Company's website (www.antonoil.com).

Contact Information

We welcome valuable suggestions and advice from all stakeholders. Should you have any questions or comments regarding the content of this report, or if you have improvement proposals for Anton Oilfield Services Group's efforts for sustainability, please feel free to contact us through the following means:

Capital Markets Department, Anton Oilfield Services Group

Address: 901-902, Shui On Centre, No. 6-8 Harbour Road, Wan Chai, Hong Kong, China

Email: ir@antonoil.com

Chairman of the Board Statement



Chairman of the Board

Luo lin

In 2025, the global energy transition continued to accelerate, while the supply-demand landscape of the oil and gas industry underwent profound adjustment. Against the backdrop of multiple missions — safeguarding energy security, achieving deep decarbonization and comprehensively enhancing efficiency — the industry continued to seek a new balance. Anton remained committed to innovation-driven development, continuously advancing globalization and strategic upgrading, while further deepening business model innovation. During the year, the Group further upgraded its long-term strategic goal to become a "global leading integrated service platform company for value enhancement solutions of energy assets." Centered on improving and enhancing the value of energy assets, we built an open, platform-based and ecosystem-oriented structure, working together with our partners to create value and provide innovative, customized, intelligent, efficient and green solutions for global oil and gas development, thereby contributing to the sustainable development of the industry.

Environment – Strengthening Climate Governance and Introducing Scope 3 Carbon Emissions Disclosure

In 2025, the Group strictly implemented full-lifecycle environmental target management and evaluation, and all preset environmental performance indicators for the year were successfully achieved. Greenhouse gas emissions per unit of revenue decreased by a further 3% compared with 2024. At the same time, we continued to support substantial emissions reduction for our customers through technological innovation, the upgrading of smart oilfield development and distributed CCUS services.

On this basis, the Group further strengthened its climate governance framework and, in this report, established a dedicated chapter to systematically disclose its climate governance structure, risk identification, target setting and action pathways. We are continuously advancing the proactive identification of environmental and climate-related risks and opportunities under the low-carbon transition, mitigating risks while embracing new business opportunities arising from the transition.

In addition, the Group conducted a systematic assessment of greenhouse gas emissions across its value chain and, for the first time, carried out preliminary accounting and disclosure of Scope 3 emissions data. Going forward, we will continue to benchmark against international best practices, broaden the boundaries of carbon emissions management, and strive to promote deep decarbonization across the entire industry chain.

Social – Global Development, Local Deepening, Shared Growth and Shared Value

In 2025, the Group's international brand influence continued to strengthen, and was recognized as one of the "Forbes China Globalization Leading Brands" Top 30.

As Anton's globalization accelerated, the Group adhered to a talent policy featuring diversity, equality, openness and inclusion, and built a diversified talent development system. As at the end of 2025, the Group had a total workforce of 6,792 employees, of whom overseas employees accounted for more than 50%, further strengthening its global talent structure. At the same time, the Group continued to increase investment in talent development and achieved global employee training coverage through online platforms. During the year, average training hours per employee reached 198 hours, covering AI technology and applications, leadership, business management, languages, legal compliance and ESG, among other topics.

Anton regards continuous innovation as a core strategy for addressing industry volatility and achieving sustainable development. We not only focus on the commercial returns of technological innovation, but are also committed to addressing the energy efficiency pain points and environmental challenges of the oil and gas industry through "technology for good," contributing green and efficient solutions to the industry. During the year, we further advanced business upgrading and, guided by our pursuit of delivering the "ultimate customer experience," promoted high-quality project delivery. Over the year, the Group received a total of 105 commendation and thank-you letters from customers, maintained a 100% first-time project acceptance pass rate, and continued to record zero major quality incidents.

During the year, the Group carried out 12 charitable activities across different business locations around the world, with total public welfare investment amounting to RMB1.81 million, covering education support, poverty relief and material donations, among other areas. Through these actions, we actively gave back to communities and promoted shared social development.

Governance – Digital and Intelligent Empowerment for Global Governance Upgrade, Continuing to Build a Sustainability Benchmark

In 2025, the Group continued to advance the development of its global operating system. The new Hong Kong office, Dubai Global Operations Center and new Beijing office were successively put into use, further strengthening global collaboration and service support capabilities. The Group continued to treat digitalization and intelligence as important drivers for enhancing ESG performance and lean global governance, promoting the deeper application of AI in scenarios such as management efficiency improvement, knowledge governance, compliance governance, business analysis and employee services. During the year, the Group completed 16 AI-focused training sessions, launched 12 AI management projects, served more than 6,000 users and recorded over 20,000 calls, further enhancing institutional transparency, process standardization and global collaboration efficiency.

The Group also continued to improve its corporate governance and risk management systems, maintaining effective Board oversight over ESG, compliance, risk and business ethics matters, while strengthening anti-corruption, whistleblower protection, supply chain integrity management and compliance training, and advancing the normalized operation of risk identification, process monitoring, rectification and accountability mechanisms. During the year, the Group again received the "Best Managed Companies in China" award and was again included in the S&P *Sustainability Yearbook (China Edition) 2025* as the only oilfield services company from China on the list, further reinforcing its position as a sustainability benchmark.

Looking ahead, we will continue to uphold our corporate vision of becoming "a model of efficient and harmonious development between humanity and the environment," and remain firmly committed to advancing green development and value sharing under our globalized footprint. We firmly believe that only by proactively embracing change and pursuing continuous innovation can we move forward steadily and sustainably amid the tides of the times. We thank every partner and stakeholder for your trust and companionship. Let us work together, empower one another, share growth, and jointly create a sustainable future.

Board Statement

Anton Oilfield Services Group is committed to integrating Environmental, Social, and Governance (ESG) considerations into its strategic operations and business decisions. We adhere to global best practices in ESG governance and comply with the requirements of the Hong Kong Stock Exchange's *Environmental, Social and Governance Reporting Code* to strengthen the Board's oversight and engagement in the Company's ESG matters.

As the highest decision-making body for the Company's ESG affairs, the Board is responsible for reviewing and overseeing the Company's ESG objectives, strategies, and management policies; examining material ESG issues and priorities as well as the annual sustainability report; and monitoring progress toward achieving the Company's ESG objectives through regular meetings.

The ESG Committee, established under the Board of Directors, places high importance on the identification and management of ESG and climate change risks and opportunities. By integrating macro policies, regulatory requirements, and industry-specific ESG and climate change priorities, the Committee proactively analyzes and identifies the Company's material issues and related risks and opportunities, it assesses the actual and potential short-, medium-, and long-term impacts of these issues on the Company's business development and strategic planning, formulates corresponding response measures, and is responsible for establishing ESG objectives and strategies, overseeing implementation progress, and evaluating the achievement of these goals. The ESG Office, established under the ESG Committee as the executive body, comprehensively implements all ESG management measures to ensure the orderly advancement of ESG initiatives.

This report provides a detailed disclosure of Anton Oilfield Services Group's 2025 ESG management system, key initiatives, and implementation outcomes. All disclosures have been reviewed and approved by the Board of Directors. Looking ahead, we will continue to deepen ESG governance, promote the Company's sustainable development, create long-term value for stakeholders, and drive high-quality development within the industry.



About Us

Company Profile

Anton Oilfield Services Group (Stock Code: HK. 3337), established in 1999 and listed on the Hong Kong Stock Exchange in December 2007, is an innovative, globally leading integrated oilfield technology company. With the long-term goal of becoming "the world's leading integrated service platform provider for energy asset value-added management solutions," the Company offers comprehensive products and technical services for oil and gas development. By steadily building a platform-based, ecosystem-oriented structure and deeply innovating integrated solutions, and actively advancing high-tech R&D in oilfield services, we provide personalized, full-lifecycle solutions tailored to the diverse needs of our oilfield clients.

Our operations span more than 30 countries and regions, including China, Iraq, Kuwait, Kazakhstan, Chad, Indonesia, Malaysia and others, forming a rapid-response global service support system. We continuously optimize our industrial structure and upgrade our products and services. Our services primarily encompass three segments: integrated oilfield technical services focused on the full lifecycle of oil and gas fields, with reservoir efficiency and enhancement at their core; on-site, integrated intelligent management services; and energy asset operation business covering infrastructure, resource development, and financial services.

In 2025, Anton's revenue reached 5.57 billion.

Corporate Culture

Vision

To become a model of efficient and harmonious development between people and the environment

Mission

Help others succeed

ANTON

Management Philosophy

Employee happiness, social progress, shareholder return

Core Values

Customer-centric, hard work, learning and innovation



Anton's Three Major Business Segments

Integrated Oilfield Technical Services

Integrated Oilfield Technical Services is a mature business segment where the Group holds a traditional competitive advantage. The Group possesses integrated technical service capabilities covering the entire lifecycle of oil and gas development. With reservoir geology technology as the core driver, the Group maintains a long-term on-site presence to provide clients with services such as drilling, completion, and stimulation technologies. The Group is committed to helping clients achieve comprehensive efficiency improvements in resource development and maximize the value of their reservoir assets through personalized services and research support. In addition, the Group's AI-enabled, precise real-time monitoring, and digital intelligence efficiency enhancement technologies have been widely promoted and applied in both the Chinese and overseas markets, further consolidating the Group's comprehensive service capabilities in the development of complex oil and gas reservoirs.

Intelligent Management Services

Intelligent Management Services is a rapidly growing business segment of the Group, primarily covering three areas: energy project management services, digital and intelligent technology services, and testing services. We provide clients with professional, end-to-end, and comprehensive energy asset management services. Leveraging digital and intelligent technologies, as well as international management, operations, and maintenance experience and systems, we help clients reduce operational costs, enhance operational efficiency, and achieve asset appreciation. To date, the Group has established an international energy project service network through the successful operation of numerous projects in the Middle East, Africa, and Asia. Specifically, our Energy Project Management Services aim to become a globally leading provider of professional energy asset management services, offering clients diverse, full-lifecycle support; our Digital and Intelligent Technology Services strive to become the world's leading provider of practical on-site intelligent solutions for the energy industry, focusing on all scenarios of oil and gas field development, deeply engaging with field operations to deliver customized, full-scenario solutions and on-site implementation support;Inspection services have evolved into a comprehensive service provider leading in both scale and technology within China's natural gas sector, offering asset integrity management services across all upstream, midstream, and downstream scenarios—including oil and gas field stations, pipeline networks, refining and chemical plants, and storage and transportation facilities. Simultaneously, the Company is vigorously expanding into emerging fields such as "dual-carbon technical services" and "smart inspection," leveraging AI and big data technologies to help clients achieve energy conservation, efficiency improvements, and enhanced safety and environmental protection.

Energy Asset Operation Business

Energy Asset Operation business is an emerging strategic segment that the Group is prioritizing for long-term development. The Company aims to deeply explore and share in asset appreciation benefits by building an integrated, end-to-end solution encompassing "research, design, resource integration, project construction, and operational management." Specifically, the natural gas and energy infrastructure business provides clients with asset appreciation solutions for energy infrastructure projects, tailored to the eight core application scenarios and six business models of energy assets, and is committed to achieving cost reduction, efficiency gains, and value appreciation throughout the entire lifecycle of client assets; the Oil and Gas Resource Development business leverages the Group's geological and reservoir research capabilities, as well as the synergistic advantages of production enhancement and cost-reduction technologies combined with efficient oilfield management. Acting as a technical service provider, it identifies development opportunities in marginal oil and gas blocks worldwide, efficiently explores and develops oil and gas resources, helps clients maximize asset returns, and shares in the benefits of resource appreciation.

Awards and Honors

- Selected for three consecutive years in Beijing's "Top 100 Private Enterprises in Social Responsibility", ranking 24th
- Included in S&P Global's *Sustainability Yearbook (China Edition) 2025*
- 7th China Excellence in Management Company
- Selected as one of the Top 30 "Forbes China Globalization Leading Brands"
- China Merchants Bank 2025 Best Partner
- TVB ESG Special Recognition Award – Excellent
- AAA Credit Rating for Overseas Contracting Enterprises
- Beijing Municipal "R&D Center for Foreign-Invested Enterprises"
- National-Level "Specialized, Refined, Unique, and Innovative (SRI)" "Little Giant" Enterprise

Anton 2025

Economic Performance

Revenue **5.6** billion	Total Assets **11.6** billion	Net profit attributable to shareholders of the listed company **0.4** billion
Net cash flow from operating activities **1.4** billion	Free cash flow **1.0** billion	Annual dividend **0.1** billion

Environmental performance

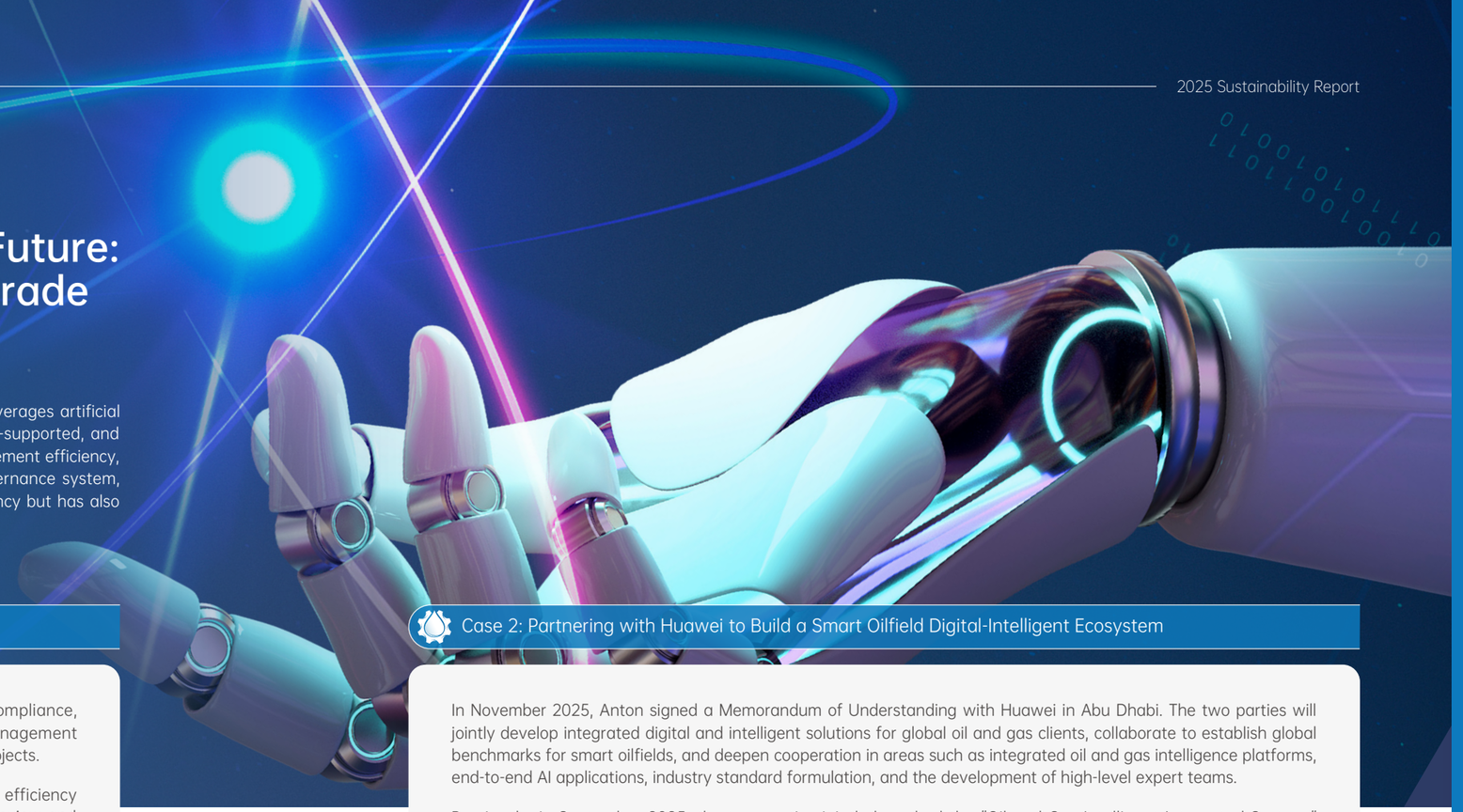
Non-hazardous waste discharged **1,645.0** tons	Hazardous waste discharged **32,651.0** tons	Greenhouse gas emissions (Scope 1 and Scope 2) **68,530.9** tons of CO_2 equivalent
Greenhouse gas emission per revenue (Scope 1 and Scope 2) **12.3** tons of CO_2 equivalent/ RMB million	Energy consumption **194,867.2** MWh	Water consumption **69.1** ten thousand metric tons

Social performance

Number of employees **6,792** people	Average training hours per employee **198** hours	Amount of R&D investment **117** million
Customer satisfaction **97.42** points	Number of newly granted patents **21** items	Total number of suppliers **748** companies



Special Feature
Intelligence-Driven Sustainable Future: AI Empowering Governance Upgrade

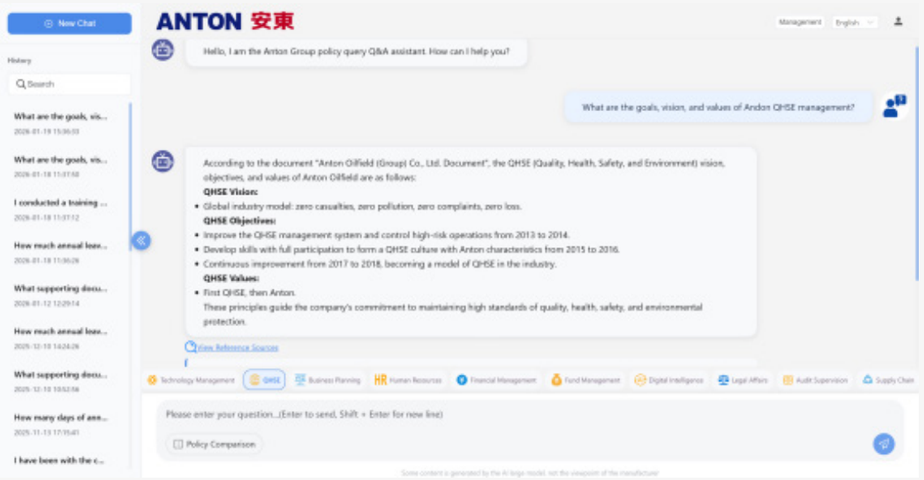


Against the backdrop of the convergence of the global energy transition and the digital revolution, Anton leverages artificial intelligence (AI) as a key driver for enhancing ESG performance. Following a path of "policy-driven, platform-supported, and scenario-based implementation," the Company is systematically advancing the deep application of AI in management efficiency, knowledge governance, compliance operations, and ecosystem collaboration. By building an intelligent governance system, the Company has not only achieved significant improvements in internal operational efficiency and transparency but has also provided the industry with a replicable digital and intelligent model for sustainable development.

Case 1: AI Management Tool Matrix Drives Intelligent Governance Processes

Addressing pain points in supply chain management, policy and knowledge management, contract compliance, market intelligence, and business analytics, the AI Research Institute focused on the Group's key management scenarios throughout the year, independently developing and implementing 12 AI-enabled management projects.

The Intelligent Supplier Sourcing Platform enhances global sourcing efficiency; Anton GPT improves the efficiency of policy and knowledge acquisition; the OA Legal Intelligence Contract Assistant strengthens contract review and translation verification; and the Market Intelligence Analysis Platform supports queries of external market and financial report data. Through internal team development and rapid iteration, the Group has not only significantly improved management efficiency but also built sustainable, reusable digital management capabilities. By adopting a "single technology foundation + multiple business scenarios" approach, the Group has upgraded management processes from manual handling to intelligent and automated workflows, enhancing risk identification capabilities, resource allocation efficiency, and organizational operational resilience.



Anton GPT

Case 2: Partnering with Huawei to Build a Smart Oilfield Digital-Intelligent Ecosystem

In November 2025, Anton signed a Memorandum of Understanding with Huawei in Abu Dhabi. The two parties will jointly develop integrated digital and intelligent solutions for global oil and gas clients, collaborate to establish global benchmarks for smart oilfields, and deepen cooperation in areas such as integrated oil and gas intelligence platforms, end-to-end AI applications, industry standard formulation, and the development of high-level expert teams.

Previously, in September 2025, the two parties jointly launched the "Oil and Gas Intelligent Integrated System," covering multiple business scenarios including exploration, development, production, and storage and transportation, to provide end-to-end intelligent support for oil and gas industry clients. This collaboration will drive coordinated upgrades in the industry's efficiency, safety, and green operations. Open collaboration not only expands the Group's technological boundaries but also helps create exemplary solutions for the industry, enhancing the replicability, scalability, and sustainable value of smart oilfield development.



The signing ceremony of the Memorandum of Understanding between Anton and Huawei

Case 3: Driven by Policies and Supported by Platforms, Strengthening Data Governance and Process Standardization

In 2025, the Group continued to refine its digital and intelligent governance system. During the year, we revised and issued the *Group Operational Information Management Measures*, released the *Group Data Documentation and Knowledge Confidentiality Management Measures (Trial)*, and compiled the *Compendium of Key Business Processes V1.0*, thereby clarifying data responsibilities, classification and grading, access control, process nodes, and approval standards at the institutional level.

Concurrently, the Group completed the development of 5 new management systems and the upgrade and optimization of 6 existing systems throughout the year. Bilingual adaptation was preliminarily completed for 9 management systems, and the Smart Production and Operations Platform 2.0 was successfully upgraded. Driven by both institutional frameworks and platform advancements, the Group continues to solidify the foundations of compliant operations, information security, and process transparency. Through the coordinated implementation of policy issuance, process compilation, and platform upgrades, the Group has transformed data governance from a "technical exercise" into a "governance capability," significantly enhancing management consistency, traceability, and the foundation for risk control.



Overview Interface of the Smart Production and Operations Platform



Case 4: AI-Empowered Management Specialized Training and Certification Exams to Build a Future Digital Talent Pipeline

During the second and third quarters of 2025, the Artificial Intelligence Research Institute conducted phased AI-enabled management training and certification exams, with introductory training and L1 certification in the second quarter, and advanced training and L2 certification in the third quarter. The training was primarily online with a blended approach, leveraging the Group's platform to cover headquarters, all regions, and business units, ensuring unified organization and synchronized implementation. The initiative was open to all Group employees, with mandatory participation for managers at three levels. Covering management roles across multiple business lines, approximately 600 participants were expected. The actual participation rate reached nearly 95%, and the pass rate was nearly 97%. The Research Institute, in collaboration with the Global Training Center, conducted 16 specialized training sessions focused on AI-driven office efficiency and management empowerment, accompanied by tiered certifications. Results were shared to monitor and encourage the practical application of what was learned. This initiative significantly enhanced managers' proficiency in using AI tools, promoted the implementation of AI in management practices, effectively improved management efficiency and standardization, strengthened the foundation for the Group's digital management and governance effectiveness, and demonstrated the achievements in corporate governance and talent development.



AI Tool Application Certification Certificate



AI Office Usage Techniques and Sharing (June 2025)

Case 5: Employee Self-Service Q&A Assistant—Making Policies Clear and Easy to Understand

The Employee Self-Service Q&A Assistant leverages the unified portal of the HR Digital Intelligence Platform to integrate the Group's internal HR policies, policy documents, and business processes Utilizing. AI-powered Q&A and semantic search technologies, it enables rapid retrieval, intelligent interpretation, and dynamic updates of policy content.

The system supports natural language queries, Chinese-English language switching, history searches, answer source tracing, and "Predict Your Next Question" features. It helps employees understand policy rules more efficiently, reduces the workload of manual consultations, and enhances the authority, consistency, and timeliness of policy information.

This assistant improves the convenience and transparency of policy information access for employees, while also helping the Group consolidate reusable knowledge, optimize HR service experiences, and enhance the consistency of internal governance.



Employee Self-Service Q&A Assistant

01

Lean Governance

Key Performance

- Awarded the title of China Excellent Management Company for three consecutive years
- Selected into **S&P Global *Sustainability Yearbook (China Edition) 2025***
- **100%** employee coverage in anti-corruption training
- **No** corruption-related litigation cases occurred within the Company

Our actions

- Corporate Governance
- Sustainability Management
- Risk Management
- Business Ethics

Contribution to SDGs



Corporate Governance

Anton is committed to establishing a sound governance framework to standardize business operations and continuously enhance risk management capabilities, thereby ensuring the Company's steady development. By optimizing internal management mechanisms and strengthening risk controls, the Company lays a solid foundation for long-term sustainable development. In 2025, the Company was awarded the title of "China's Outstanding Management Company" for the third consecutive year in recognition of its exemplary management practices.



Awarded the title of "China's Outstanding Management Company" for the third consecutive years

Improving the Governance Framework

Anton strictly complies with relevant laws and regulations, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*. We continuously improve our corporate governance framework and elevate our governance standards to provide a strong guarantee for the Company's long-term and stable development.

We place great emphasis on the independence and diversity of the Board of Directors. The Nomination Committee regularly reviews the Board's diversity policy to ensure that the composition of the Board consistently meets diversity requirements. The composition of the Board fully considers the Company's business model and development needs, taking into account members' gender, cultural and educational backgrounds, or professional experience, to ensure that professional and independent opinions can be provided on key matters such as business strategy formulation and risk prevention and control.

As of December 31, 2025, the Company had a total of 8 directors, including 3 executive directors, 1 non-executive director, and 4 independent non-executive directors. In 2025, the Company held 9 Board meetings and 1 General Shareholders' Meeting.

As of December 31, 2025

The Company had a total of **8** directors, including:



3 executive directors

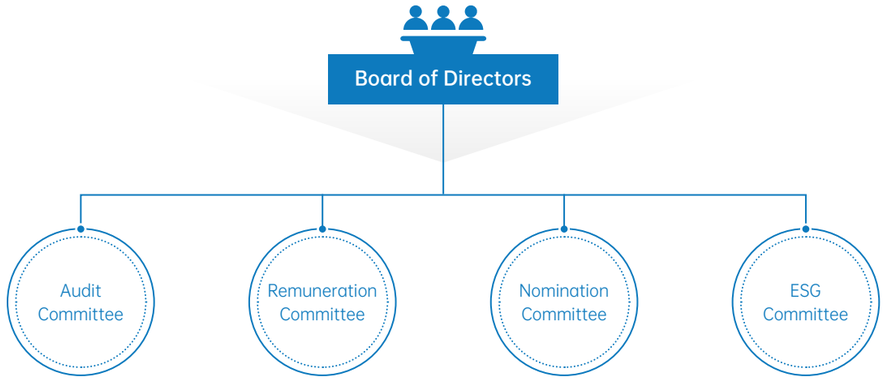
4 independent non-executive directors

1 non-executive director

In 2025

The Company held **9** Board meetings

1 General Shareholders' Meeting



Anton Governance Structure Diagram

Compliance with Laws and Regulations

The Company strictly adheres to laws, regulations, and government regulatory requirements. By strengthening the development of compliance management systems, reinforcing compliance risk control mechanisms, and continuously optimizing and improving the compliance management system, we comprehensively enhance our level of lawful and compliant operations. We continue to deepen the digital transformation of our compliance management system, using digital tools to support improvements in operational efficiency. We continuously optimize contract review processes and contract templates, conduct specialized audit and evaluation work, and incorporate compliance requirements into systems and processes.

We continuously strengthen compliance communication and training to enhance employees' awareness of compliance risk prevention. In 2025, Anton conducted training for new employees on legal management systems and the application of laws, sharing key points regarding systems related to seal management, contract management, and internal and external legal affairs. At the same time, we promoted basic professional ethics and legal compliance among employees, widely disseminating the concept of lawful and compliant operations internally to ensure that all employees deeply understand and practice relevant laws and regulations, thereby enhancing the Company's compliance effectiveness.

Sustainability Management

Anton places high importance on ESG management, treating it as a key driver of corporate sustainability, and continuously integrates ESG principles into the Company's development strategy and daily operations. The Company is constantly refining its ESG governance structure and establishing robust ESG management mechanisms to ensure the effective implementation of all ESG initiatives. At the same time, the Company emphasizes strengthening communication with stakeholders, gaining a deep understanding of their concerns, actively responding to their expectations, and striving to achieve a harmonious balance between economic benefits and environmental benefits and social benefits.

In 2025, Anton was once again honored to be included in S&P Global *Sustainability Yearbook (China Edition) 2025* due to its outstanding ESG practices and level of information disclosure. This recognition not only acknowledges the significant achievements Anton has made in sustainability but also reflects its industry-leading position in the field of ESG management.



Anton was once again honored to be included in S&P Global *Sustainability Yearbook (China Edition) 2025*

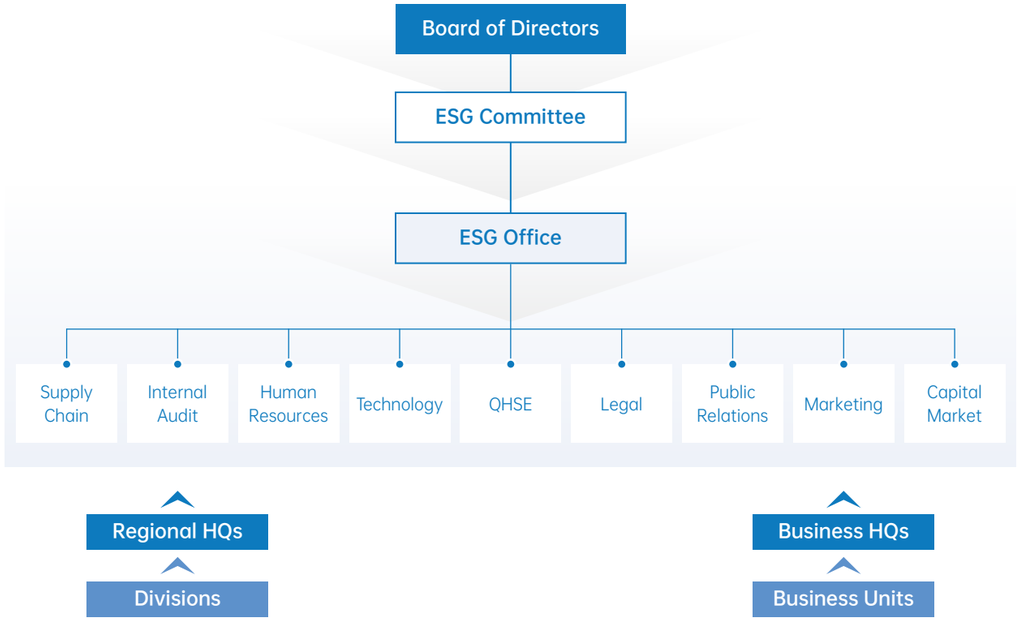
ESG Governance Structure

The Company has established a comprehensive ESG management system, comprising the Board of Directors, the ESG Committee, the ESG Office, and ESG working groups within each business unit. This structure creates a clear hierarchical management model, ensuring that ESG management is effectively integrated into the Company's development strategy and daily operations.

As the highest decision-making body, the Board of Directors is responsible for reviewing the Company's ESG-related goals, strategies, and management policies; examining annual ESG material issues and sustainability reports; and driving the integration of ESG factors into the Company's strategic decisions and daily operations.

The Board of Directors has established an ESG Committee, which is primarily responsible for formulating ESG-related strategies, monitoring the performance of ESG initiatives, and evaluating the achievement of objectives. The committee also tracks global ESG trends and provides expert advice to the Board of Directors.

The ESG Committee oversees the ESG Office, which comprises representatives from relevant departments. The ESG Office is responsible for the practical implementation of ESG initiatives, coordinating company-wide ESG efforts, collecting and compiling ESG data from various business units, and reporting to senior management. Anton's business divisions, sales regions, and subsidiaries carry out specific ESG activities in accordance with headquarters' unified directives and regularly report their latest progress to headquarters, ensuring that ESG management is effectively implemented at all levels.



Anton ESG Governance Structure

Anton is committed to deeply cultivating and widely disseminating ESG principles internally. To ensure new employees fully understand and actively practice ESG principles, the Company has designed specialized ESG training programs for them. These programs aim to help new employees quickly grasp the core essence of ESG, gain a deep understanding of Anton's sustainability strategy, and foster a sense of identification with ESG principles. Through these carefully designed educational and training activities, as well as the continuous integration and practice of ESG culture in daily work, Anton has gradually built a company-wide ESG culture that fosters full employee participation, injecting strong and lasting momentum into the Company's sustainable development.

Stakeholder Identification and Engagement

The Company values the expectations and concerns of its stakeholders. We have identified stakeholders as including government/regulatory bodies, shareholders/investors, employees, the media, suppliers/contractors, customers, and the community. We have established diverse communication channels to regularly address stakeholders' key concerns and meet their expectations.

Stakeholders	Expectations and Concerns	Communication and Response Methods	Communication Content
Government/ Regulatory Authorities	• Legal and Regulatory Compliance • Addressing Climate Change • Business Ethics and Anti-Corruption	• Policy Consultation • Meetings and Interviews Research • Document Submission • Disclosure	• Company Operations and Compliance • Social Responsibility Performance • Tax Payment Status
Shareholders/ Investors	• Corporate Governance • Legal and Regulatory Compliance • Business Ethics and Anti-Corruption • Digital Transformation	• Shareholders' Meeting • Annual Report • Company Announcements and Media Releases • Conference Calls • Roadshows	• Financial Results • Corporate Strategy • Dividend Policy
Employees	• Employee Rights Protection • Diversity, Equity, and Inclusion • Employee Compensation and Benefits • Occupational Health and Safety • Employee Training and Development	• Employee Satisfaction Survey • Labor Union • Employee Training • Smart Employee Community Platform • Regular Surveys	• Company Strategic Goals • Career Development Plans • Health and Safety Policy • Performance Evaluation Results
Media	• Corporate Social Responsibility • Stakeholder Engagement	• Company Interviews • Media Coverage	• ESG Progress • Social Responsibility Performance
Suppliers/ Contractors	• Supply Chain Management • Business Ethics and Anti-Corruption • Stakeholder Engagement	• Partner Exchange • Supplier Evaluation • Exchange Visits • E-commerce Platform for the Oil and Gas Industry • Regular Surveys	• Delivery Schedule • Quality Standards and Requirements • Procurement Policy
Customers	• Product Quality and Safety • Improving Customer Service Quality • Information Security and Privacy Protection • Research and Development and Innovation • Intellectual Property Protection • Digital Transformation • Reducing Greenhouse Gas Emissions • Environmental Management • Biodiversity Conservation	• Company Portal • WeChat Official Account • Anton Online Services Website • CRM System SMS Cloud Service • Suggestion Box • Customer Satisfaction Survey • Customer Visits	• Product and Service Updates • Customer Support Services • Feedback
Community	• Community Relations • Corporate Social Responsibility	• Company Portal • WeChat Official Account • Volunteer Services • Community Activities	• Status of Public Welfare and Charitable Activities • Environmental Protection Measures • Status of Community Contribution Projects

Materiality Assessment

Identification of Material Issues

Considering domestic and international standards concerning sustainable development, industry development trends, capital market interests, and other relevant factors, and considering the Company's actual business development, Anton has identified and screened a list of ESG materiality issues for 2025. This process involved benchmarking and analysis of peer companies, expert assessments, questionnaire surveys of internal and external stakeholders, and on-site interviews. Based on this comprehensive approach, we disclose high materiality issues in this Report in a targeted manner to effectively address stakeholder concerns.

01 Issue identification

Through multi-dimensional data analysis, we benchmarked against industry practices both domestic and overseas ESG standards, national regulatory requirements, and key capital market concerns. By aligning with the Company's realities and business layout, we ensured the scientific rigor and representativeness of the selected issues, ultimately identifying 26 material issues.

02 Issue research

We conducted questionnaire surveys among key internal and external stakeholders such as government/regulatory agencies, shareholders/investors, employees, press, suppliers/contractors, customers, and communities to collect feedback and assess the significance of ESG-related issues.

03 Ranking of issues

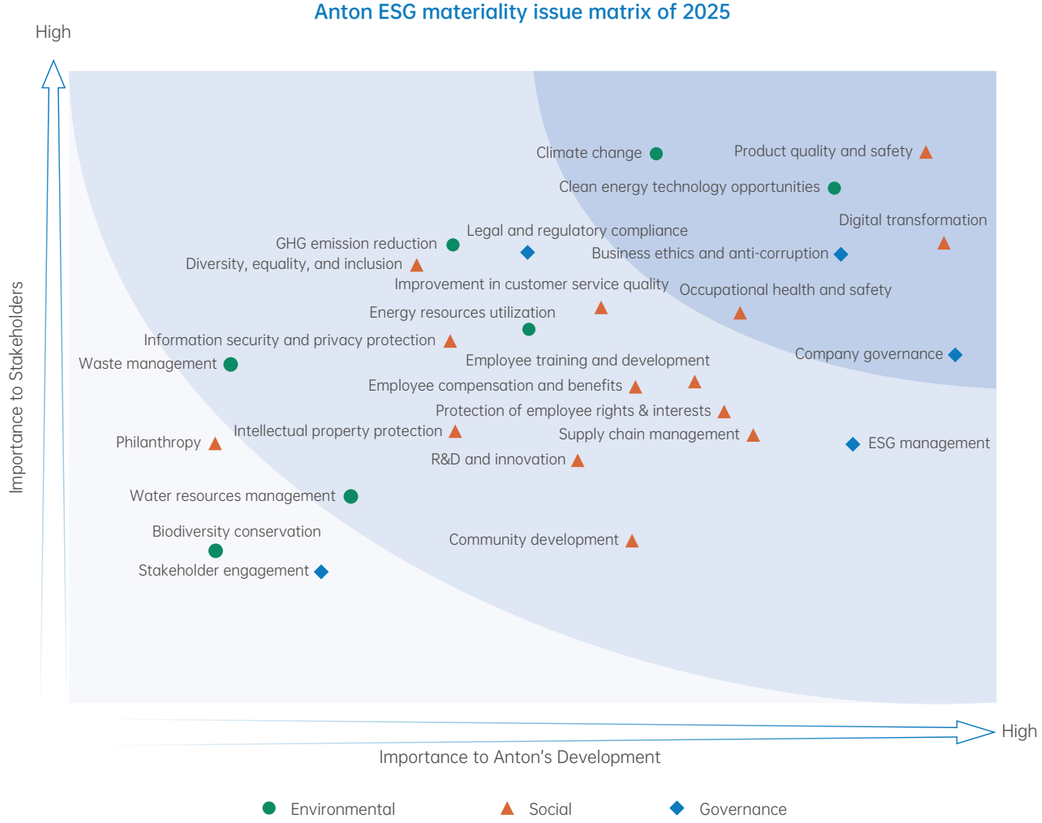
Based on the questionnaire results, we prioritized issues in terms of "materiality to the development of Anton" and "materiality to stakeholders," forming an Anton ESG materiality issue matrix in 2025.

04 Issue review

The Company's internal management and external experts reviewed results of the issue screening, ultimately determining the highly material issues, which were then highlighted in this report. This approach aims to better respond to stakeholder expectations and guide the Company's in-depth development of subsequent ESG management efforts.



Anton ESG materiality issue matrix of 2025



High materiality

- Clean energy technology opportunities
- Product quality and safety
- Digital transformation
- Climate change
- Business ethics and anti-corruption
- Occupational health and safety
- Company governance

Medium materiality

- ESG management
- Legal and regulatory compliance
- Improvement in customer service quality
- Employee training and development
- Protection of employee rights & interests
- GHG emission reduction
- Supply chain management
- Employee compensation and benefits
- Energy resources utilization
- Diversity, equality, and inclusion
- Information security and privacy protection
- Intellectual property protection
- R&D and innovation
- Water resources management
- Waste management
- Community development

Average materiality

- Biodiversity conservation
- Philanthropy
- Stakeholder engagement

Materiality to Stakeholders

Key Issues	Product Quality and Safety	Business Ethics and Anti-Corruption	Improving Customer Service Quality
Scope of Impact	Operational Sites Products and Services	Supply Chain Management Market Expansion Daily Operations	Customer Relationship Management Product Development
Stakeholders	Customers Employees Regulatory Authorities	Shareholders and Investors Government and Regulatory Bodies Business Partners	Customers Partners
Impact Category	Positive Impacts: • Ensuring Zero Accidents • Improved operational efficiency Negative Impacts: • Risk of safety incidents • Defects in construction quality	Positive Impacts: • Maintaining a Fair Competitive Environment • Enhancing corporate reputation Negative Impacts: • Risk of corruption and fraud • Penalties for non-compliance	Positive Impacts: • Meeting customers' customized needs • Increasing customer satisfaction Negative Impacts: • Slow service response • Increase in customer complaints
Direct Impact Indicators	• Number of major safety incidents • Lost-time injury rate per million work hours • HSE training coverage rate • ISO 9001 Quality Management System Certification Coverage	• Anti-corruption training coverage rate • Percentage of suppliers who have signed integrity pledges • Number of corruption and fraud cases investigated • Resolution rate for reported violations	• Customer satisfaction scores • Timely resolution rate of customer complaints • First-time resolution rate for technical support • Customer follow-up coverage rate
Impact Value Measurement	• Reduce downtime losses caused by accidents • Ensuring employee safety • Enhance customer trust	• Reduce financial losses resulting from compliance risks • Maintain fair market order • Enhance investor confidence	• Increase customer repurchase rate • Increase brand market share • Reduce customer churn costs
Report Response	This report's "Responsible Operations" section	The "Business Ethics" section of this report	This report's "Responsible Operations" section

The Importance of the "Responsible Operations" Chapter

Key Issues	Clean Energy Technology Opportunities	Digital Transformation	Addressing Climate Change	Occupational Health and Safety
Impact on Business Development	Revenue/Costs	Revenue/Costs	Costs/Risks	Risks/Costs
Response Strategies	We have incorporated green development into our long-term development strategy and are actively addressing the risks and opportunities presented by climate change.	We view digital transformation as a core driver of business innovation and operational efficiency, deeply integrating it with our business strategy to optimize service offerings and enhance the customer experience.	We are progressively establishing and refining a climate risk management system to assess the potential impact of extreme weather and low-carbon policies on our operations.	We have established a comprehensive management and supervision system to foster a safe and healthy work environment, ensuring the safety and occupational health of our employees.

Goals and Performance

To further translate issue management into actionable and measurable initiatives, the Company has formulated annual targets and specific measures around key issues, and has continuously advanced, tracked, and evaluated these efforts during the reporting period. The key measures and phased results for each issue are shown in the table below:

Key Issues	Annual Measures and Actions	Key Performance Indicators / Outcomes	Interim Assessment
Digital Talent Development	Conducted specialized training on AI management. Launched Level 2 certification.	16 training sessions completed. 554 out of 590 required participants took the exam, with 540 passing (94% participation rate, 97% pass rate).	Phased objectives met
Intelligent Employee System Services	Launched an employee self-service Q&A assistant supporting natural language queries, Chinese-English language switching, history tracking, answer attribution, and "Suggested Questions" features.	Employees can quickly access policy information, improving efficiency and transparency.	Phased objectives met
AI-Empowered Management Efficiency	Promoting the implementation of AI tools across scenarios such as supply chain management, business analytics, contract compliance, and knowledge management.	12 AI management projects implemented; served over 6,000 users. Recorded over 20,000 interactions. Saved approximately RMB 1 million in costs.	Phased objectives met
Data Governance and Information Security	Issued the *Group Operational Information Management Measures* and the *Data, Documentation, and Knowledge Confidentiality Management Measures (Trial)*. Compiled the *Compendium of Key Business Processes V1.0*.	Regulatory coverage of key processes reached 100%, and data classification, grading, and confidentiality management were strengthened.	Continuing to advance
Process Standardization and Global Collaboration	New management systems established/upgraded. Core systems adapted for bilingual (Chinese-English) use. Smart Production and Operations Platform 2.0 upgraded.	5 new systems built, 6 systems upgraded; bilingual adaptation completed for 9 core systems. Production and Operations Platform upgrade completed.	Phased objectives met
Open Innovation Ecosystem	Promoting Industry Collaboration and Joint Product Launches.	Signed a Memorandum of Understanding with Huawei. Jointly launched the "Oil and Gas Intelligent All-in-One System," covering exploration, development, production, and storage/transportation scenarios.	Continuing to advance
Safety and Environmental Risk Early Warning	Deployed technologies such as intelligent monitoring, fiber-optic monitoring, and pipeline inspection.	Deployment of 9 digital and intelligent platforms completed and applied at oil and gas sites, enhancing safety and environmental risk prevention and control capabilities.	Continuing to advance
Deepening Global Transformation	Global office and institutional development, international recruitment, and global training.	The Hong Kong office, Dubai Global Operations Center, and new Beijing office have been launched. 21 HR policies have been revised. The first Global Ant Training Camp has been implemented Continuing to advance.	Continuing to advance



Risk Management

Leveraging the Audit and Supervision Department, the Group has systematically established a comprehensive risk management system featuring a "prevention-monitoring-accountability" triad that permeates the entire business process.

Risk Governance Framework

Supervisory Level

The Group's Board of Directors serves as the highest decision-making and supervisory body for risk management, bearing ultimate responsibility for the Group's overall risk appetite, major risk strategies, and the effectiveness of the risk management system. The Board has established an Audit Committee as a specialized committee, which regularly (at least quarterly) reviews major risk assessment reports, internal audit plans and results, compliance status, and progress on anti-fraud initiatives submitted by management, and reports to the Board.

Management Level

The Group President is the primary responsible party for risk management and is responsible for leading and driving the day-to-day operation of the risk management system. Heads of business units and functional departments, as the direct responsible parties within their respective areas of jurisdiction, must proactively identify, assess, address, and monitor risks in their business planning, budgeting, and daily operations, and ensure that all risk control measures are effectively embedded into business processes (SOPs).

Independent Oversight

The Audit and Supervision Department reports directly to the Chairman of the Board and is structurally independent of any business or functional lines, ensuring the objectivity and authority of its oversight. Its core functions include: conducting independent financial, operational, compliance, and special audits; receiving and investigating internal and external whistleblower complaints; monitoring team conduct and performance; and driving the closed-loop management of corrective actions for audit findings. Through this structure, the Audit and Supervision Department is able to conduct secondary oversight and re-evaluation of the work quality of the first two lines of defense (business departments and risk control/compliance departments), thereby establishing a robust system of checks and balances.

Industry-Specific Risks

The Group pays close attention to high-risk areas specific to the oil and gas industry and has implemented corresponding management measures.

Regular Risk Assessment Mechanism

Each quarter, the Group organizes the main risk-responsible departments, various platform companies, and ecosystem enterprises to conduct comprehensive self-inspections and assessments covering 65 specific risks across 17 major categories, including internal controls and governance, finance, capital, supply chain, QHSE, human resources, legal affairs, and information security. By analyzing root causes, formulating preventive measures, and reviewing outcomes, a complete management cycle of "identification-assessment-response-review" is established.



Overseas Specialized Audit

Conduct specialized operational management audits and compliance risk assessments in complex overseas operating environments such as Iraq and Indonesia, with a focus on compliance with local laws and regulations, the compliance of cross-border capital flows, the protection of labor rights for foreign and local employees, community relations management, and the localized implementation of anti-corruption policies.

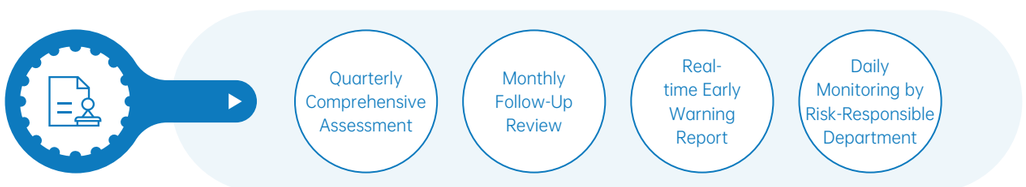
Regular Reporting

The *Report on Audit and Supervision Cases Regarding Team Conduct* is published quarterly. The 2025 report highlights 13 representative cases and provides an in-depth analysis of each.

Accountability and Rectification

The Group issued the *Internal Accountability Management Measures*, establishing the core principles and foundational framework for internal accountability, which systematically outlined the circumstances, procedures, and standards for holding individuals accountable for various violations and disciplinary offenses. The Group established a comprehensive scale of disciplinary actions, ranging from reminder talks and public censure to demotion, dismissal, and even referral to judicial authorities. Additionally, the Group established a joint audit-system control department mechanism to conduct annual follow-up inspections on the rectification status of all audit projects from the previous year. The 2025 follow-up inspection covered 56 audit projects and a total of 434 corrective recommendations, achieving a rectification rate of 90%.

Requirements for Routine Risk Assessment Management



Multi-Channel Communication

The Group has established diverse communication channels:

Grievance Mechanism

In addition to whistleblowing and complaint channels for employees and suppliers, the Group has established a formal grievance mechanism to ensure that all stakeholders—including community residents and non-governmental organizations—can submit grievances through secure, confidential channels when they believe their rights have been adversely affected by the Group's operations, and receive fair and timely responses and resolutions.

Stakeholder Engagement

Through various channels such as customer satisfaction surveys, supplier conferences, and community meetings, we proactively seek to understand their expectations and concerns, and incorporate this information into our risk assessment and management decisions.

Fair Competition

We strictly regulate the market conduct of our sales teams to prevent and eliminate the risk of unfair competition. We pledge that, in the course of our business operations, we will never engage in any form of collusion with clients or competitors to win projects or contracts through improper means. We firmly oppose price-fixing and the exchange of bid information, ensuring that all transactions are conducted under open and transparent conditions. Furthermore, we adhere to ethical business practices and will not seek or obtain unfair competitive advantages from the government through any improper lobbying activities.

Business Ethics

The Group strictly complies with the requirements of laws and regulations such as the *Company Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Anti-Money Laundering Law of the People's Republic of China*, as well as other relevant regulations in the jurisdictions where it operates. We adhere to business ethics and market rules, and through the formulation of internal policies such as the *Sunshine Procurement Integrity Pledge* and the *Integrity Agreement*, we strengthen ethical conduct standards and operational guidelines to ensure that all business activities comply with legal and regulatory requirements.

In 2025

The Company had **no** cases of corruption-related litigation

Policy Development

The Group has established the "Code of Ethics and Anti-Corruption Policy," which explicitly prohibits any form of bribery, kickbacks, facilitation payments, and other corrupt practices. This policy applies to all employees, directors, and third parties acting on behalf of the Group. Concurrently, the Group issued the *Code of Conduct for Employees Engaged in Sales and Business Negotiations*, which provides detailed regulations on sensitive areas such as business hospitality, gift-giving, and conflicts of interest, clearly defining the boundaries of acceptable behavior. We require all newly signed or renewed suppliers and partners to sign contracts containing anti-corruption clauses or separate compliance commitments such as the *Sunshine Procurement Integrity Pledge* or *Integrity Agreement*, thereby extending our compliance requirements throughout the entire value chain.

Integrity Education

The Group hosts an annual "Anti-Corruption and Integrity Month." In 2025, the initiative covered all platform companies, ecosystem enterprises, and shared support departments, featuring specialized lectures, case studies, knowledge competitions, and a "Integrity Pledge" signing wall.



Learning Materials



Summary and Roundtable Discussion by the Oil and Gas Production Facilities Division



Pristad Company "Anti-Corruption and Integrity Month" Study and Discussion Session

2025 Data

Number of embezzlement litigation cases

0

Number of directors who participated in anti-corruption training

8

Hours of anti-corruption training attended by directors

16 hours

Number of employees who participated in anti-corruption training

All employees

Hours of anti-corruption training attended by employees

20 hours per person



Whistleblowing Investigations

The Group has established multi-channel reporting and complaint channels (telephone, email, online platforms, and mail) and strictly protects the identity of whistleblowers. At the same time, the Company encourages mutual oversight among departments to form a supervision mechanism involving all employees. In 2025, the Audit and Supervision Department received a total of 10 internal and external reports/complaints. For each report, the internal audit team initiates preliminary interviews immediately, and the Audit Leadership Group reviews and determines a detailed audit plan. Following rigorous and independent verification and investigation, all matters have been properly addressed and feedback provided.

Whistleblower Protection Policy

The Company strictly prohibits any form of retaliation, threats, harassment, or discrimination against employees who make good-faith reports or cooperate with investigations. Any act of retaliation will be considered a serious violation of company policy and will result in severe disciplinary action, including termination. All personnel who come into contact with whistleblower information (including investigators and management) must strictly uphold their confidentiality obligations.

监察举报及投诉平台_中文版

MRCPforEnglish

DingTalk Whistleblowing Platform

01 Receive Complaint/tip

Content: Collect and review complaints from different channels daily

Department: Audit and Oversight

02 Document

Content: Fill out the *Complaint Receipt Form*, clarify the date, method, matters, complaint suggestions, etc.

Department: Audit and Oversight

03 Investigate

Content: Rigorous, detailed, and effectiveverification of complaints

Department: Audit and Oversight and related management department

04 Feedback

Content: Issue a written report on the verification situation and fill in the *Complaint Handling Opinion Form* (if any)

Department: Audit and Oversight/Legal

05 Process

Content: Handling of complaints, forming a *Handling Result Feedback Form* (if any)

Department: Audit and Oversight/Legal/HR

06 Archive

Content: Establish a case-based *Complaint Management File*

Department: Audit and Oversight

Complaint, Response, and Resolution Process

Supplier Anti-Corruption

The Group has implemented the *Supplier Confirmation Letter* and *Partner Satisfaction Survey* mechanisms. By 2025, we will select 700 suppliers (500 in China and 200 internationally) to distribute the *2024 Supplier Confirmation Letter* and *2024 Partner Satisfaction Survey*, and conduct direct interviews with a sample of these suppliers. The content covers multiple dimensions, including the fairness of procurement and bidding, the standardization of contract fulfillment, and the integrity of our team. The survey shows that most suppliers have a high overall satisfaction rating regarding their cooperation with our company, and 97% of the suppliers who responded expressed a willingness to continue or expand their cooperation.

02

Environment

Key Performance

- GHG emission per revenue (Scope 1 and Scope 2): **12.30 tCO_2e/RMB million**
- Assisted customers in reducing greenhouse gas emissions by: **18,538.97 tCO_2e**
- Wastewater discharged per revenue: **0.002 Ten thousand tons/RMB million**
- Non-hazardous waste discharged per revenue: **0.3 t/RMB million**
- Energy consumption per revenue: **35.0 MWh/RMB million**
- Recycled water consumption: **58.9 Thousand tons**



Our actions

- Environmental Objective Management
- Full Lifecycle Environmental Risk Identification and Assessment System
- Emissions Management
- Resource Utilization
- Addressing Climate Change
- Biodiversity and Land Management

Contribution to SDGs



Environment: Practicing Green Operations, Safeguarding Harmony Between Humans and Nature

As a key participant in the global energy transition, the Group deeply recognizes that environmental protection is not only a social responsibility that enterprises must fulfill, but also a fundamental prerequisite for achieving long-term, sustainable development. With the vision of being "a model of efficient and harmonious development between people and the environment," the Group fully integrates environmental management into its corporate strategy and daily operations, and strictly adheres to the GRI Standards to systematically identify, assess, and manage the environmental impacts of our business activities. This section provides a comprehensive disclosure of the Group's environmental performance and management practices for the 2025 fiscal year, covering dimensions such as energy, water resources, emissions, waste, and biodiversity.

Anton fully implements the requirements of relevant laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*. We have formulated environmental policies such as the *Greenhouse Gas Emission Management Measures* and the *Environmental Protection Management Measures of Anton Petroleum Technology (Group) Co., Ltd.* At the same time, we strictly comply with environmental protection laws and regulations in the locations where our projects are carried out, actively take measures to reduce the environmental impact of daily operations, and strive to ensure that our business activities comply with environmental laws and regulations.

To ensure the effectiveness of environmental management, we continuously improve our environmental management system. We have established a core environmental management team comprising QHSE management personnel from the QHSE Management Department and its affiliated enterprises, and have clearly defined the environmental management responsibilities of each functional department and affiliated enterprise. Through regular HSE management system audits, HSE inspections, and specialized environmental protection inspections, the Company continuously monitors and evaluates the implementation of environmental policies across all departments and projects.

Anton's 2026 Environmental Goals

- Total energy consumption: Not exceeding **235,000** MWh
- Energy consumption per revenue: Not exceeding **34.00** MWh per RMB million
- Freshwater withdrawal: Not exceeding **774,529** cubic meters
- Water withdrawal per revenue: Not exceeding **113** cubic meters per RMB million
- Total greenhouse gas emissions: Not exceeding **82,333** metric tons of CO_2 equivalent
- Rate of lawful and compliant disposal of solid waste: **100%**
- Greenhouse gas emissions per revenue: Not exceeding **11.92** metric tons of CO_2 equivalent per RMB million

Environmental Objective Management

Anton has established a target evaluation system to assess the achievement of environmental objectives annually. We update these objectives appropriately based on the actual status of the Company's business development and changes in the market environment. To ensure the effective implementation and fulfillment of these objectives, the Company has also formulated corresponding implementation plans and supporting measures.

Anton's 2025 Environmental Targets and Achievement Status

Indicator	Value	2025 Actual	Achievement Status
Total energy consumption	No more than 241,000 MWh	194,867.2 MWh	✓
Water withdrawal per revenue	0.20 thousand cubic meters per RMB million	0.12 thousand cubic meters per RMB million	✓
Total greenhouse gas emissions (Scope 1and Scope 2)	Not exceeding 89,163 metric tons of CO_2 equivalent	68,530.9 metric tons of CO_2 equivalent	✓
Greenhouse gas emissions (Scope 1and Scope 2) per revenue decreasing annually	3.0%	3. 0%	✓
Greenhouse gas emissions (Scope 1and Scope 2) per revenue	Not exceeding 12.30 metric tons of CO_2 equivalent per RMB million	12. 30 metric tons of CO_2 equivalent per RMB million	✓
Rate of lawful and compliant disposal of solid waste	100%	100%	✓

Full Lifecycle Environmental Risk Identification and Assessment System

In accordance with the Group's *Environmental Protection Management Measures ("The Measures")*, we have established a tiered and categorized environmental risk identification and assessment mechanism covering the entire project lifecycle to ensure that all potential environmental hazards are "identified, assessed, and controlled early."

Source Identification: "Environmental Health Check" Prior to Project Launch

In accordance with the provisions of the *Measures*, the Group must conduct a specialized environmental aspects identification for every new project prior to its launch:

- **Comprehensive Scan**: Systematically identify key environmental aspects that may arise during operations—such as air emissions, wastewater, solid waste, noise, and soil contamination—to compile a list of environmental aspects.
- **Sensitive Area Screening**: Focus on determining whether the project involves environmentally sensitive areas such as drinking water sources, nature reserves, and ecological red lines; consult local environmental protection and other relevant authorities in advance to enhance control measures.
- **Compliance Assessment**: During the project planning phase, conduct a compliance assessment of the environmental laws and regulations of the host country (or region) to ensure that operational plans meet the strictest local standards.

Dynamic Assessment: "Risk Grading" During Operations

The Group employs scientific evaluation methods to conduct quantitative and qualitative assessments of identified environmental aspects, implementing tiered control measures based on risk severity:

Significant Environmental Risks	For risk aspects assessed as "significant," a dedicated *Environmental Risk Management Plan* is developed, specifying control objectives, technical indicators, responsible parties, and completion deadlines, and these are prioritized for management.
General Environmental Risks	Incorporated into daily operational procedures and controlled through standardized operations.
Dynamic Updates	Upon changes in laws and regulations, updates to process technologies, or the occurrence of incidents, risk identification and assessment are immediately re-conducted to ensure the timeliness of the risk database.

Closed-Loop Management: A "Hard Constraint" from Assessment to Action

The Measures establish a strict closed-loop management mechanism:

Implementation of Measures	All identified significant environmental aspects must be accompanied by corresponding engineering and technical measures (e.g., construction of impermeable containment ponds), management measures (e.g., inspection systems), and emergency response plans; concurrently, relevant personnel must be trained, records must be maintained, and regular maintenance and repairs must be conducted.
Performance Linkage	The effectiveness of environmental risk management must be incorporated into the HSE performance evaluations of all units and responsible personnel at all levels. Strict accountability will be enforced for environmental pollution incidents resulting from inadequate risk identification; simultaneously, units and individuals contributing to environmental protection and comprehensive utilization—including those offering valuable and reasonable suggestions—shall be promptly commended or rewarded
Continuous Monitoring	Relying on online monitoring systems and periodic third-party testing, verify the effectiveness of risk control measures to ensure that pollutant emissions meet regulatory standards

Extended Full-Chain Control of Contractors

The Group extends environmental risk management to the end of the supply chain. To address potential environmental risks arising from contractor operations, the Group has established a full-chain assessment and control mechanism covering "entry – process – exit" in accordance with *The Measures*:

Entry Assessment (Pre-project)	Implement mandatory risk disclosure, clearly communicating HSE risks and control requirements prior to project contracting, and separately reviewing the environmental protection budget to ensure adequate resources for risk prevention and control.
Process Constraints (During Operations)	Implement dedicated HSE contract sections to legally define both parties' environmental responsibilities; establish a penalty mechanism for breaches.
Exit/Renewal Assessment (Post-Event)	Implementing the "HSE Evaluation One-Vote Settlement System." Upon project completion, contractors undergo a comprehensive environmental performance evaluation, with results directly determining payment settlement, contract renewal, and eligibility for future tenders. Payment will not be settled for any contractor that has not undergone HSE evaluation or has failed to meet evaluation standards.

Green Procurement

Centered on "carbon reduction and pollution control," the Company advances green procurement across three dimensions: energy structure optimization, equipment efficiency upgrades, and environmental risk prevention and control. By adopting life-cycle environmental assessment standards, the Company systematically eliminates high-emission materials and processes to maximize environmental value in the procurement process.

Case: Energy Structure Transition—Replacing Diesel Generators with Grid Power and Upgrading Environmental Management Models

Taking into account the operational characteristics of the Southwest, Xinjiang, and Northwest regions, the Company implemented a centralized procurement strategy for grid power services and connection equipment. This enabled the large-scale rollout of grid power substitution, achieving efficient coverage of grid power services and standardized equipment configuration across operational wells in each region. We established a full lifecycle evaluation system comparing diesel-powered generators with grid power supply, focusing on differences in carbon emissions and pollution control costs. Ultimately, we selected the grid power solution with lower lifecycle environmental impact and superior overall benefits, providing a scientific basis for the complete phase-out of high-emission diesel-powered generators.

In 2025, grid power was used for a total of over 40 wells times, achieving precise coverage and large-scale application across all regions:

- Multiple wells in the Xinjiang region have completed the transition to grid power, with an annual electricity consumption of approximately **1.8** million kWh;
- In the Southwest region, all operational wells across multiple platforms have been covered by grid power, achieving **100%** grid power coverage with an annual electricity consumption exceeding **12** million kWh;
- In the Northwest region, grid-connected power services were implemented at one well, with an annual electricity consumption of approximately **1.64** million kWh.

The three regions collectively consumed over 15 million kWh of grid electricity annually, fully demonstrating the scale effects of grid-based power substitution.

Through replacing diesel power generation with grid power, on-site emissions of pollutants such as particulate matter, NO_x, and VOCs generated by diesel combustion have been eliminated, addressing the air pollution issues associated with diesel power generation at the source; simultaneously, risks of soil and groundwater contamination potentially caused by diesel storage, transportation, and leakage have been fully mitigated, achieving zero new environmental risks at the operational sites.

The project achieved energy structure optimization, and successfully upgraded the decentralized, high-pollution diesel power generation model to a centralized, low-emission grid power supply model, phasing out high-emission diesel generators on-site and achieving standardized, clean, and intensive energy supply.

Case: Optimizing Energy Storage Efficiency—Procuring Energy Storage Equipment to Achieve Peak Shaving and Valley Filling

The electric fracturing pump system and auxiliary equipment at the Lu 206H10 platform for underground fracturing operations in Southwest China utilize energy storage devices for power supply, equipped with an intelligent charging and discharging control system, replacing traditional diesel generators as the backup power source.

Total electricity consumption in 2025 reached 7.3 million kWh. By charging the energy storage equipment using off-peak grid electricity at night and releasing the stored energy to drive electric pumps during daytime operations, this approach not only resolves the issue of insufficient grid capacity but also reduces the pressure on the grid during peak hours, further lowering indirect carbon emissions. At the same time, it completely eliminates the energy consumption and pollution caused by the idling and start-stop cycles of backup diesel generators.

During the procurement phase, evaluate the full lifecycle indicators of energy storage systems—including battery lifespan, recyclability, and operational energy consumption—and prioritize energy storage systems with long cycle lives and recyclability, while phasing out high-waste, high-emission backup diesel generators.

Emissions Management

Anton adheres to the highest standards in environmental protection and strictly implements the requirements of relevant laws and regulations, including the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, and the *Regulations on the Administration of Pollutant Discharge Permits*. The Company proactively aligns with the stringent standards of International Oil Companies (IOCs) and has established a comprehensive environmental protection system. Centered on the *Environmental Protection Management Measures*, this system is supplemented by a series of supporting regulations, including the *Solid Waste Management Measures*, *Wastewater and Waste Liquid Pollution Prevention and Control Management Measures*, *Energy and Water Conservation Management Measures*, and *Pollution Prevention and Control Management Measures*, forming a systematic environmental management framework.

Air Emissions Management

In the course of its business operations, the Company strictly adheres to the air pollution control laws, regulations, and relevant normative documents of the countries and regions where it operates. Upholding the principle of green development, the Company implements strict controls over air emissions across all business processes.

Our primary air pollutants include methane (CH_4), nitrogen oxides (NO_x), and sulfur oxides (SO_x), which primarily originate from fuel-powered equipment used in drilling and production enhancement operations. Additionally, particulate matter emissions mainly stem from construction site dust and transportation activities. To effectively reduce air pollutant emissions generated by various business activities, the Company has implemented a series of stringent air emissions control measures:

Reduction at the Source

Adhering to the principle of source control, we implement a range of measures to effectively reduce emissions of air pollutants:

- Selecting eco-friendly materials, such as low-VOC paints and other environmentally friendly construction materials, to minimize the release of harmful substances from the material selection stage;
- Accelerate equipment upgrades, phase out outdated production capacity, and retrofit existing production equipment to improve energy efficiency and reduce pollutant generation;
- Continuously optimize production processes, introduce advanced technologies, improve operational procedures, and increase resource utilization to further reduce pollutant generation at the source.

Before Construction

- Strengthening operational management of gas cutting, gas cutting operators must be certified and strictly adhere to operational standards;
- Plan and select the shortest transportation routes within work zones, utilizing existing road networks as much as possible to prevent dust pollution caused by increased transportation volume;
- All production vehicles, including those used for drilling and fracturing, must undergo annual inspections, meet exhaust emission standards, and display valid inspection stickers.

During Construction

- Utilize energy-efficient and environmentally friendly diesel-powered equipment. While ensuring normal production, reasonably schedule and control the operating hours of diesel engines, air compressors, and generator sets to reduce fuel consumption, minimize wear and maintenance costs, and lower exhaust emissions to reduce air pollution;
- Clarify the responsibility of each production unit/department to manage its own exhaust emissions, requiring all facilities generating exhaust gases to install state-of-the-art absorption systems tailored to their processes to ensure emissions meet standards;
- The construction site will be paved, and the frequency of water sprinkling will be increased to reduce dust at the construction site.

End-of-Pipe Treatment

Anton places high importance on the comprehensive management of exhaust pollutants. Building upon emission reduction at the source and process control, we introduce a variety of advanced pollutant treatment methods tailored to the nature and characteristics of different pollutants, ensuring that emitted gases meet or exceed environmental standards. The technical measures we employ include, but are not limited to:

- **Combustion:** For combustible organic exhaust gases, high-temperature combustion is used to convert them into carbon dioxide and water, thereby achieving harmless treatment;
- **Condensation Method:** By cooling the exhaust gas, certain organic components are condensed and separated, which not only reduces pollutant emissions but also enables the recovery and reuse of some substances;
- **Adsorption:** Utilizing activated carbon or other high-performance adsorbents to effectively remove harmful substances from exhaust gases, particularly suitable for low-concentration, high-airflow conditions;
- **Ionization Purification:** Utilizing a high-voltage electric field to electrically charge and precipitate oil fume particles, thereby achieving highly efficient purification;
- **Photocatalytic Oxidation:** Utilizes ultraviolet light to activate catalysts, decomposing organic pollutants into harmless small molecules; this method is particularly suitable for treating difficult-to-treat exhaust gases such as VOCs;
- **Biological Degradation Method:** Utilizes microbial metabolism to convert organic exhaust gases into harmless substances, representing an environmentally friendly treatment approach.

In 2025

CH_4 Direct Emissions	Nitrogen Oxides (NO_x) Emissions	Sulfur Oxide (SO_x) Emissions
1.57 tons	**0.27** tons	**0.21** tons

Wastewater Treatment

The Company strictly complies with applicable laws and regulations regarding water resource protection and water pollution control, including the *Environmental Protection Law*, the *Water Law of the People's Republic of China*, and the *Water Pollution Prevention and Control Law of the People's Republic of China*. Adhering to the principle of "water conservation first, pollution control as the foundation," the Company strictly follows water resource protection regulations and is committed to maximizing water resource utilization.

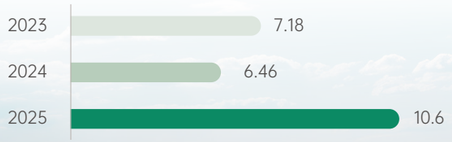
Standardized Treatment and Reuse:

Drilling/Fracturing Wastewater Recycling	We have established a comprehensive wastewater recovery system to reuse wastewater generated from downhole operations for well cleaning. Specifically, for fracturing flowback fluids, we implement centralized collection and treatment followed by recycling, significantly reducing the consumption of fresh water.
Classified Management and Re-injection	Waste oil and wastewater generated during production are strictly classified, safely transferred to the Client's dedicated storage facilities, and subsequently processed for re-injection by a professional team, ensuring "zero discharge".
Dehydration and Volume Reduction	Efficient dehydration treatment is applied to drilling mud and waste liquids to reduce the volume of liquid waste and alleviate the burden on subsequent treatment processes.

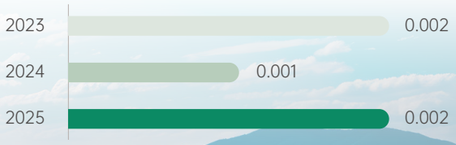
Risk Prevention and Compliance

Standardization of Discharge Points	We strengthen inspections and online monitoring of discharge points to eliminate leaks, spills, and drips.
Third-Party Collaboration	We engage qualified third-party contractors to transport and treat wastewater that cannot be reused, maintain detailed records, and regularly report to regulatory authorities.

Wastewater discharge volume
(Ten thousand tons)



Wastewater discharge per revenue
(Ten thousand tons/RMB million)



Note: The increase in emissions in 2025 is primarily due to business expansion and increased water treatment requirements for specific projects; however, the emission density remains low, indicating that water use efficiency remains under control.

Waste Management

Anton strictly adheres to the requirements of relevant laws and regulations, including the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Pollution Control Standards for the Storage of Hazardous Waste*. The Company has formulated and implemented internal management systems such as the *Solid Waste Treatment and Disposal System*, adhering to the principles of source reduction, resource recovery during processing, and harmless disposal at the end of the process to ensure the compliant and efficient treatment and disposal of solid waste.

Based on differences in waste sources and disposal methods, waste can be classified into: general waste and hazardous waste. Differentiated storage sites are adopted according to waste types.

No.	Category		Main Waste Types	Centralized Storage Area
1	General Waste	Recyclable	Waste paper, waste cardboard, waste plastic, waste metal, etc.	Centralized collection point
		Non-recyclable	Domestic waste, dust/soil, etc.	Centralized collection point
2	Hazardous Waste	Recyclable	Waste mineral oil, oil-containing sludge, drilling cuttings and waste drilling mud, waste chemical containers, waste hydraulic oil, waste engine oil, waste cutting fluid, etc.	Hazardous waste collection point, marked as "Hazardous"
		Non-recyclable	Selenium drums, ink cartridges, waste batteries, lithium batteries	Hazardous waste collection, marked as "Hazardous"

General Solid Waste

A classified collection system is implemented. Recyclable general solid waste (such as waste paper and scrap metal) is collected centrally and recycled; non-recyclable household waste and other general solid waste is uniformly handed over to professional sanitation departments for compliant disposal.

Hazardous Waste

Strict classification and management are implemented for hazardous waste. During the collection phase, hazardous waste is labeled as "hazardous" in accordance with regulations. For hazardous waste suitable for resource recovery (such as waste mineral oil, oil-contaminated sludge, and drilling cuttings), we engage professional qualified third-party agencies to process it through incineration. This high-temperature incineration converts harmful substances in the hazardous waste into harmless or low-toxicity substances, while simultaneously reducing the volume and weight of the waste to facilitate subsequent safe disposal or resource recovery; As for hazardous waste that cannot be recycled (such as electronic waste), we strictly prohibit arbitrary disposal and entrust qualified third-party entities to handle it in compliance with regulations. Additionally, the Company has established a hazardous waste inventory management system to implement standardized management of critical processes—including transportation, storage, and sorting—ensuring that hazardous waste remains under control throughout its entire lifecycle from generation to disposal, thereby achieving comprehensive, lean management and real-time monitoring of the entire process.

Case: Hazardous Waste Disposal

At drilling sites, used drilling mud waste is sorted and cleaned. Following the principles of categorized collection and standardized temporary storage, it is centrally stockpiled using sealed packaging and impermeable covering measures. A dedicated temporary waste storage area is established on-site, and qualified entities are responsible for unified transportation and safe disposal. This ensures that the entire process prevents spillage, leakage, and environmental contamination, achieving standardized and traceable management of drilling waste.



Before and After Cleanup

Resource Recovery and Reuse

The Group actively promotes the concept of a circular economy. In accordance with the *Waste Recovery Guidelines*, waste sorting is implemented at project camps, with dedicated recycling bins for recyclables (paper, plastic, metal) provided for processing by licensed recycling agencies to reduce landfill volume. For example, the Northwest Fracturing Team has established a recycling area on-site, placing material bags and chemical drums to facilitate resource recovery and reuse.

End-to-End Traceability

To ensure compliance, the Group maintains a fully documented record of all hazardous waste transfer processes. The *Anton Oil & Gas Engineering 2025 Hazardous Waste Transfer Form* details key information such as the transferring entity, transportation details (driver and vehicle license plate), and the receiving entity, enabling end-to-end traceability from generation to disposal.

Target Commitment

The Group has established clear compliance targets for waste management. The Group's 2026 commitment is: "Achieve a **100%** rate of lawful and compliant disposal of solid waste."

In 2025

Hazardous waste discharge	Year-over-Year change	Non-hazardous waste discharge	Year-over-Year change
32,651.0 tons	**-3.6%**	**1,645.0** tons	**+17.9%**

Hazardous waste discharged per revenue	Year-over-Year change	Non-hazardous waste discharged per revenue	Year-over-Year change
5.9 tons/RMB million	**-17.2%**	**0.3** tons/RMB million	**+1.2%**

Resource Utilization

Anton places great emphasis on the conservation and rational use of natural resources, integrating resource and energy conservation into every aspect of production and operations. Through various technical and managerial measures, the Company strives to maximize resource utilization and achieve high-quality, green, and low-carbon development.

Energy Management

Adhering to a corporate philosophy of green development, Anton strictly complies with the requirements of relevant laws and regulations, including the *Energy Conservation Law of the People's Republic of China*, and continuously improves its energy management mechanisms. Through technological innovation and process optimization, we continuously enhance energy efficiency, drive the transition to clean and low-carbon energy, and contribute to the achievement of sustainable development goals.

Improving Project Energy Efficiency

We are continuously advancing technological upgrades and management optimization, focusing on reducing reliance on traditional energy sources and comprehensively promoting the substitution of clean energy. By continuously improving energy utilization efficiency, we aim to reduce energy consumption levels and carbon emission intensity. In 2025, Anton implemented equipment upgrades, process optimizations, and enhanced energy efficiency standards in core operations such as fracturing and drilling, resulting in a significant reduction in energy consumption per well. Additionally, through technical services including rapid drilling, mud recycling and reuse, and the repair and reuse of drilling tools, we helped clients improve operational efficiency, reduce material consumption, and lower the carbon footprint per unit of production. Throughout the year, we achieved energy conservation of 9,369.6 metric tons of standard coal in own operations, resulting in carbon emissions reductions of approximately 24,341.8 metric tons of CO_2 equivalent, we helped the clients achieved energy conservation around 7,271.3 tons of standard coal and emission reductions around 18,539.0 metric tons of CO_2 equivalent, which significantly reducing energy consumption.

Promoting Energy Conservation in Operations

Green Office

We are committed to creating a greener, more environmentally friendly, and efficient workplace environment. We have fully implemented a green office model, encouraged paperless operations, and strengthened energy-saving awareness among all employees through various forms of energy-saving awareness and education campaigns. We continuously optimize energy efficiency management in office areas, including intelligent control of lighting, heating, and cooling systems, effectively reducing daily operational energy consumption. We have implemented an "asynchronous communication" mechanism and leveraged diverse information management tools to establish a flexible and efficient work model, further reducing resource consumption and carbon emissions. In 2025, Anton introduced new energy sources to reduce reliance on traditional energy, implemented optimized smart air conditioning controls, replaced lighting fixtures with energy-efficient models across all areas, rolled out paperless operations throughout the entire process, and coordinated the shared use of printers across departments. These detailed energy-saving measures have enhanced energy efficiency from multiple angles, effectively putting low-carbon operational requirements into practice.

Green Commuting

Anton actively advocates for green, low-carbon lifestyles and work practices, encouraging employees to adopt eco-friendly commuting methods in their daily lives, such as walking, cycling, using public transportation, or carpooling. The Company vigorously promotes the global "Work from the Same Room" initiative. By establishing efficient online collaboration platforms to enable real-time communication among global teams, we have effectively reduced travel activities required for cross-regional meetings, thereby significantly lowering travel-related energy consumption and carbon emissions.

In 2025

Energy Consumption	Energy consumption per revenue	Electricity consumption
194,867.2 MWh	35.0 MWh/RMB million	49,302.8 MWh

Natural gas	Diesel	Gasoline
19,570.3 MWh	118,871.6 MWh	7,122.6 MWh

Water Resource Management

Anton has formulated the *Wastewater and Waste Liquid Pollution Prevention and Control Management Measures*. By integrating the specific requirements of each operational site, the Company comprehensively standardizes water resource management and wastewater treatment processes to ensure the compliance and environmental friendliness of water usage practices. The Company has established a comprehensive water resource management ledger system, requiring relevant departments to regularly submit data on water withdrawal and consumption to enable dynamic monitoring of water usage. Additionally, the Company has incorporated water resource management into its core performance metrics, setting annual water resource management targets and directly linking them to executive performance evaluations and compensation incentives. Through quarterly, semi-annual, and annual assessments, the Company drives continuous optimization of water resource management.

Anton will continue to deepen innovation in water resource management, with a focus on advancing the application of water recycling technologies to reduce fresh water consumption, striving to achieve industry-leading status in water use efficiency and resource conservation.

In 2025

Water consumption	Year-over-Year change	Water consumption per revenue	Year-over-Year change
690.5 thousand cubic meters	-17.0%	0.12 thousand cubic meters/RMB million	-28.7%

Recycled water consumption	Proportion of the recycled water consumption
5.89 Ten thousan tons	8.53%

2026 Target

- Water consumption per revenue 113 cubic meters/RMB million
- Fresh water withdrawal not exceeding 774,529 cubic meters

Case: ECM Team Receives International Recognition

Project Background

In a high-intensity water treatment project, faced with extremely harsh conditions and equipment failures, the Anton ECM team implemented an emergency equipment repair plan, ensuring the stable operation of the water treatment system.

Actions and Results

The team responded swiftly, initiated emergency maintenance procedures, and successfully completed maintenance on 20 valves by optimizing the equipment repair plan, ensuring the continuous operation of the WTP. Under extremely harsh conditions, the team overcame high-risk and slippery working conditions, demonstrating exceptional work ethic and professional skills.

Client Recognition

Thanks to their outstanding performance, the team received a letter of commendation from the client and was highly praised as a "model of environmental management". The client specifically noted that the Anton ECM team's sense of responsibility and professional competence under extreme conditions ensured the safe and stable operation of the equipment and water treatment system, reflecting the team's outstanding contributions to environmental management.

Water Conservation

Anton's primary water sources include surface water, groundwater, and municipal water supplies; the Company has not yet encountered water shortages.

We have comprehensively implemented water recycling technologies throughout our operations to minimize the use of fresh water. Specifically, the Company has optimized downhole operations, adopted wastewater-recycled well-flushing technology, and established a fracking flowback fluid recovery and reuse system to achieve resource recycling. Additionally, the Company utilizes hot water from station boilers for domestic use, further improving water resource utilization. To fully utilize natural precipitation, the Company has constructed a rainwater collection system within the wellsite area, complete with filtration facilities and sedimentation ponds, ensuring that rainwater meets quality standards before reuse. Through a series of scientific and effective water resource management measures, Anton has effectively reduced fresh water consumption, improved water recycling rates, and achieved effective utilization of rainwater and other sources. In 2025, the Oasis Camp advocated for the collection of all domestic wastewater for reuse in plant irrigation and toilet flushing, achieving water resource reuse; Drilling Team 7 and others designed and constructed rainwater collection systems at their wellsites. By equipping these systems with advanced rainwater purification facilities, the collected rainwater undergoes filtration and sedimentation treatment to meet reusable standards, effectively reducing the consumption of fresh water resources.

Materials Management

The primary raw materials used in our production and operations include barite, fracturing sand, expanded clay aggregates, fillers, cement, and bentonite. For these key materials, the Company continues to increase investment in R&D and continuously optimize production processes to achieve resource conservation and efficient utilization. The Company prioritizes the use of eco-friendly, non-toxic, and recyclable new materials. By improving material recovery and reuse mechanisms, we maximize material utilization rates, minimize material consumption per operation, effectively reduce waste generation, and minimize environmental impact.

In 2025

Raw material consumption	Raw material consumption per revenue
68,064.8 tons	12.2 tons/RMB million

Responding to Climate Change

Anton fully recognizes the profound challenges and transformative opportunities that climate change presents to the global energy industry. We actively address the concerns of the international community and stakeholders regarding climate issues, systematically establishing and advancing the Company's climate change response management system, and are committed to providing energy development solutions that are more climate-resilient and low-carbon for society as a whole.

Climate Governance

To better address the challenges posed by climate change, the Company has integrated climate change principles into its sustainable development governance framework. The Company has established a three-tiered organizational structure for climate change and created a smooth internal communication mechanism to effectively implement climate change response initiatives.

- **Top-Level Decision-Making Body**

  The Group's QHSE management department and the executive vice president in charge of QHSE participate in identifying climate-related risks and opportunities, formulate corresponding management indicators and mechanisms, oversee and guide the implementation of these initiatives, and report to management level and the Board of Directors on a monthly basis. Each quarter, the Board systematically monitors changes in climate policies, industry transformation trends, and the Company's internal emissions reduction progress through management reports, special briefings, and third-party trend analyses.

- **Strategic Planning and Oversight**

  Based on an in-depth analysis of climate-related risks and opportunities, the Group's management establishes a clear strategic framework and continuously monitors and reports on the progress of daily management operations and the achievement of objectives.

- **Day-to-Day Management and Coordination**

  The ESG Office is responsible for the day-to-day management and advancement of climate-related initiatives. The Company maintains close communication and collaboration with relevant leaders across departments and business units to ensure the identification of climate-related risks and opportunities, the disclosure of information, and the smooth execution of other related tasks.

In deliberations on major strategic directions, capital allocation, and investment decisions, the Company systematically assesses the impact of climate factors, including a comprehensive evaluation of the long-term value of high-carbon assets, expected returns on investments in low-carbon technologies, and the climate resilience of the supply chain. The Board of Directors oversees the formulation and execution of the Company's medium- and long-term climate goals and requires management to report regularly on the progress toward achieving key performance indicators (KPIs). Currently, the Company has not yet implemented an internal carbon pricing mechanism.

Strategy

To enhance strategic resilience and sustainability capabilities in the context of the low-carbon transition, Anton systematically identifies and assesses the potential impacts of climate change on the Company's short-term, medium-term, and long-term financial position, cash flow, financing channels, and cost of capital. By integrating global climate trends, regulatory developments, industry evolution, and our own business model, we comprehensively incorporate climate-related risks and opportunities into the entire process of strategic planning, investment decision-making, and operational management.

Based on our business cycle, capital expenditure plans, and carbon neutrality vision, we have established a timeline that is closely aligned with our strategic decision-making cycle: :

Short-term

Through 2030

Focus on climate-resilient management of existing assets, compliance responses, and operational optimization.

Mid-term

Through 2035

Advance low-carbon technology pilots, equipment upgrades, and service model transformation.

Long-term

Through 2060

Implementing deep decarbonization pathways and building new service capabilities centered on low-carbon technologies.

Climate Scenario Analysis

The Company references the disclosure methods and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and employs scenario analysis. Based on key dimensions such as the likelihood of climate risks and opportunities occurring, the timing of their impact, and their financial implications, the Company assesses the potential impact of key climate risks and opportunities on business operations and financial performance under various climate scenarios. Based on the results of the impact assessment, the Company has formulated corresponding measures to address these risks and opportunities, and plans to gradually integrate them into its strategic planning and capital allocation in the future.

Physical Risks

We refer to the Sixth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC) and select the low-emission scenario (SSP1-2.6) and the very high-emission scenario (SSP5-8.5) for analysis.

Shared Socioeconomic Pathways (SSP)	Projected Warming	Scenario Description	Sources of Climate Scenario Parameters
SSP1-2.6: Low-emission scenario	1.8℃ (1.3–2.4℃)	Global efforts to advance the low-carbon transition are in full swing, with net-zero carbon emissions expected around 2070.	Intergovernmental Panel on Climate Change Sixth Assessment Report
SSP5-8.5: High-emission scenario	4.4℃ (3.3-5.7℃)	Fossil fuels dominate development, carbon emissions continue to rise, and climate disturbances intensify.	

Based on the geographic location of the Company's assets and business characteristics, key physical risks related to oil and gas services were identified and their impact levels assessed. The results indicate that under a high-emissions scenario, the risks of extreme precipitation and long-term water scarcity will significantly intensify, requiring proactive planning of mitigation measures.

Climate Risks		Risk Severity of Physical Risks Over the Course of a Year					
		SSP1-2.6			SSP5-8.5		
Physical Risks		Short-term	Medium-term	Short-term	Short-term	Medium-term	Short-term
Acute physical risks	Extreme precipitation	Medium	Medium	Medium	Medium	Medium	High
	Flooding	Low	Low	Low	Low	Low	Low
Chronic physical risk	Heat waves	Medium	Medium	Medium	Medium	Medium	Medium
	Water scarcity	Medium	Medium	Medium	Medium	Medium	High

Transition risks

We applied the International Energy Agency's (IEA) *World Energy Outlook 2025* scenarios—the "Stated Policies Scenario" (STEPS) and the "Net-Zero by 2050" (NZE 2050) scenario—to systematically analyze the macro-environmental changes resulting from the evolution of the future energy landscape.

Scenarios Used	Scenario Description	Sources of Climate Scenario Parameters
Stated Policies Scenario (STEPS)	In this scenario, the latest energy-related policies of countries around the world are analyzed to reflect the current direction of the energy system. It takes into account not only specific energy, climate, and related industrial policies that have been implemented or proposed, but also other official national strategic documents that indicate the direction of development.	International Energy Agency, *World Energy Outlook 2025*
Net Zero by 2050 Scenario (NZE 2050)	In this scenario, the global energy sector achieves net-zero carbon dioxide emissions by 2050.	

The assessment results show that under the more ambitious NZE 2050 scenario, risks associated with policy, market, and technological transitions are significantly heightened. At the same time, the accompanying low-carbon opportunities—such as improved resource efficiency, innovation in low-carbon products, and expansion into emerging markets—become clearer, providing direction for corporate strategic transformation.

Climate Risks/Opportunities		Level of Transformation Risks/Opportunities by Year					
		Stated Policies Scenario (STEPS)			Net-Zero by 2050 Scenario (NZE 2050)		
		Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
Transition risk	Policy and legal risks	Medium	Medium	High	Medium	High	High
	Market Demand (Customer Emission Reduction Requirements)	Low	Medium	Medium	Low	High	High
	Accelerating technological iteration	Low	Medium	Medium	Low	Medium	High
	Reputational risk (shift in market sentiment)	Low	Low	Medium	Low	Medium	High
Climate Opportunities	Improved resource efficiency	Low	Medium	Medium	Low	Medium	High
	Low-carbon products and services	Low	Low	Medium	Low	Medium	High
	Market Expansion	Low	Low	Low	Low	Medium	High

Identification and Assessment of Climate Risks and Opportunities

Based on scenario analysis results and business realities, the Company has systematically identified climate-related risks and opportunities that have a material impact on its oil and gas services business, and has clarified the potential pathways through which these may affect its business model, value chain, and financial performance.



Climate Change Risk Identification Results

Risk Type	Risk Factors	Risk Description	Impact on Business Model	Impact on the Value Chain	Expected Impact Timeline	Potential Financial Impact	Mitigation Measures
Acute Physical Risks	Extreme precipitation, typhoons, strong winds	Coastal and low-lying operational areas are vulnerable to torrential rain and typhoons, which may result in equipment damage, threats to personnel safety, and operational disruptions	Project delivery timelines are extended, and the risk of service contract non-performance increases	Operations	Short- to Medium-term	• Revenue loss due to work stoppages • Additional capital expenditures for equipment repair or replacement	• Establish an extreme weather early warning system • Refine emergency response plans • Purchase climate insurance for high-risk assets
Chronic physical risks	Persistent high temperatures and heat waves	Frequent summer heatwaves, deteriorating outdoor working conditions, increased health risks for employees, and reduced equipment cooling efficiency	Reduced operational efficiency; increased investment in cooling facilities	Operations	Medium- to Long-term	• Rising energy costs • Decreased labor efficiency leading to higher unit service costs	• Optimize work schedules • Promote energy-efficient cooling equipment • Strengthen heatstroke prevention measures for employees
	Drought and water scarcity	Water resources are becoming increasingly scarce in major operational areas such as the Northwest, affecting the sustainability of water-intensive operations like fracturing and well cleaning	Restrict the use of certain high-water-consumption processes and develop alternative technologies	Operations	Medium- to Long-term	• Water consumption costs per unit of operation have risen by more than 30% • Some projects may be forced to suspend operations	• Promote water recycling technologies • Research and develop waterless or low-water-use fracturing processes • Optimize water resource scheduling and management
Transition Risks	Tighter Policies and Laws	Domestic and international carbon taxes, carbon emission quotas, and environmental regulations are gradually tightening, leading to increased compliance requirements	Increased costs for carbon accounting, reporting, and compliance management, impacting operational flexibility	Overall	Short- to Long-term	• Annual compliance costs are expected to increase by RMB 5-8 million • Expenditures on carbon allowance purchases may rise year by year	• Closely monitor policy developments • Establish an internal carbon management system • Participate in the development of industry standards
	Increased client demands for emissions reduction	International and domestic oil and gas company clients generally set supply chain emissions reduction targets and require service providers to provide carbon footprint data and low-carbon solutions	The competitiveness of traditional high-carbon services is declining, and green service capabilities have become a key factor in bidding	Overall	Medium-term	• Failure to meet these requirements may result in the loss of high-end client orders and a decline in market share	• Develop green service packages • Establish a carbon accounting model • Provide end-to-end carbon footprint support
	Accelerated technological iteration	Rapid advancements in electrification, intelligent, and digital operation technologies pose a risk of obsolescence for traditional diesel-powered equipment	Existing equipment assets face pressure from early retirement or depreciation	Overall	Medium-term	• Residual values of high-carbon equipment are declining, while capital expenditure pressures are rising	• Advance the electrification of equipment • Pilot electric workover rigs and electric fracturing pumps • Increase investment in R&D
	Shifting market preferences	Increased investor and public scrutiny of high-carbon industries; rising financing costs in capital markets for companies with poor ESG performance	This impacts the Company's financing channels and valuation levels, and damages its brand reputation	Overall	Short- to Long-term	• Financing rates may rise; green bond issuance may be restricted	• Enhance transparency in ESG disclosures • Strengthen stakeholder communication • Building a low-carbon brand image

Results of Climate Change Opportunity Identification

Opportunity Type	Climate-Related Opportunities	Impact on Business Model	Expected Impact Timeline	Potential Financial Impact	Mitigation Measures
Improved Resource Efficiency	Growing market demand for energy-efficient equipment and intelligent operations and maintenance systems	Drive the Company's transition from "traditional services" to "high-efficiency solutions" to enhance value-added services	Medium- to Long-term	New technical service revenue	• Develop an AI-powered energy efficiency optimization system • Promote the smart monitoring platform • Provide customized energy-saving solutions
Low-carbon products and services	Rising customer demand for green services such as electrified operations, low-carbon completion, and methane emission reduction	Establish a differentiated competitive advantage and enhance customer loyalty	Medium-term	Premium for green services	• Develop "low-carbon operations solution packages" • Train a specialized service team • Establish a green service certification system
Market Expansion	International markets (e.g., the Middle East, Central Asia, and Africa) are promoting green tendering for oilfield services, and low-carbon projects are increasing in emerging markets	Expand into high-end overseas markets to enhance global competitiveness	Long-term	Revenue Growth	• Actively participate in international green project tenders • Establish low-carbon cooperation mechanisms with international oil companies • Obtain international ESG certifications
Building Adaptability and Resilience	Enhance risk resilience through energy diversification, resource integration, and technology convergence	Enhance the Company's ability to provide continuous services in complex climate conditions	Medium- to Long-term	Reduce downtime losses and improve asset utilization	• Expand photovoltaic power generation facilities • Build emergency energy systems • Optimize multi-energy coordinated dispatch mechanisms

Climate-related financial impacts

The Company systematically assesses the impact of climate-related risks and opportunities on its financial position, financial performance, and cash flows.

Financial Impact of Physical Risks

Current Period (2025)

Operations were temporarily interrupted due to extreme weather, but this did not cause project delays and had no direct impact on project revenue.

Expected Impact

The increasing frequency of extreme weather events will trendily drive up future operation and maintenance costs, insurance premiums, and project uncertainty.

Financial Impact of Transition Risks

Current Period (2025)

Some high-carbon diesel-driven equipment faces pressure for early retirement, which has been reflected in asset impairment tests; the equipment electrification retrofit plan has been initiated, completing the "oil-to-electricity" transition for 18 fuel-powered fracturing trucks, with accumulated capital expenditures of RMB 20 million.

Expected Impact

With the acceleration of the low-carbon transition, it is estimated that high-carbon equipment will continue to undergo technical retrofits or retirement treatments by 2030.

Climate Opportunities

Current Period (2025)

Through oilfield scenarios, the Company provides distributed photovoltaic-related services to assist clients in effectively utilizing idle land resources, reducing external electricity procurement costs, and minimizing carbon emissions in production processes. During this period, the Company completed the design, procurement, construction, commissioning, and personnel training services for a 1.3MW grid-connected solar power generation system at the oilfield, realizing revenue of RMB 10.72 million.

Expected Impact

The proportion of the Company's green revenue is expected to continue rising; as technologies such as electrification and low water consumption are applied at scale, operating costs will be further optimized; through innovative businesses such as distributed CCUS and carbon credit trading, new stable revenue streams are expected to emerge in the future.

Climate Resilience

Facing the long-term uncertainties posed by climate change, Anton is actively driving a strategic transformation from a "traditional operational service provider" to a "comprehensive low-carbon solutions provider". The Company is systematically integrating climate considerations into its business model, resource allocation, and technical capability development to enhance its strategic adaptability and operational resilience across various climate scenarios.

Empowering Industry Partners

The Company is proactively exploring ways to enhance climate resilience through a service structure characterized by light assets and high technological content:

- **Shared Leasing Services for Engineering Assets:** By providing leasing services for assets such as drill pipes and equipment, we help clients achieve asset lightening and reduce carbon emissions from equipment manufacturing at the source.
- **Smart Oil and Gas Processing Asset Leasing Services:** Using models such as BOT (Build-Operate-Transfer), the Company provides clients with mobile, smart oil and gas processing stations. Through digitalized operations and maintenance, it improves efficiency and reduces clients' overall energy consumption and emissions.
- **Energy Conservation and Emission Reduction Asset Services:** Promoting the replacement of diesel-powered equipment with electric-driven alternatives to help clients optimize their energy consumption structure, significantly reducing carbon emissions and operational costs during operations.
- **Specialized Emissions Reduction and Treatment Services:** We provide services such as associated gas recovery and VOCs treatment, converting waste gases into usable resources (e.g., power generation, LPG sales), reducing flaring, and exploring opportunities to generate additional revenue through international carbon market trading.
- **Renewable Energy Power Generation Services:** Tailored to local conditions, we provide on-site clean energy power generation solutions for clients' oilfields, including solar, wind, and waste heat utilization (e.g., ORC), to increase energy self-sufficiency and enhance environmental sustainability.
- **Distributed CCUS Services:** We provide integrated solutions ranging from carbon reservoir assessment to injection and storage, helping clients achieve carbon sequestration in a cost-effective manner while building a reserve of credits for future carbon trading.

Case: Smart "X-ray" — Fiber-Optic Monitoring of CO_2 Injection Wells in Yan'an

Challenge Underground CO_2 migration is invisible, and leakage risks are difficult to detect.

Solution Innovative adoption of "fiber-optic cable wrapped around the production tubing" technology to establish a real-time wellbore monitoring system.

Results

- **24/7 Monitoring:** Real-time tracking of temperature fields and CO_2 phase interfaces, with stable operation exceeding 20 months.
- **Safety Alerts:** Precisely locates potential leak points, ensuring the safety of wellbore containment.
- **Data Support:** Provides data to support clients' next-step remediation measures.

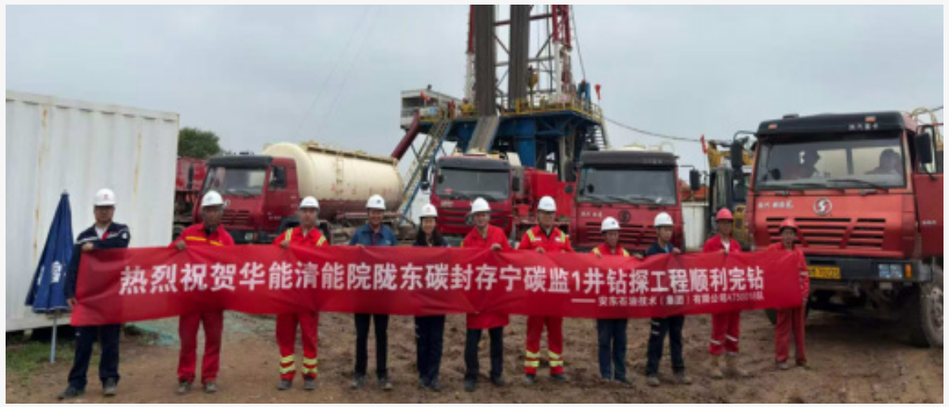
Case: National Benchmark for Carbon Capture, Utilization, and Storage — Huaneng Zhengning Million-Ton-Scale CCUS Demonstration Project

Background A national key technology R&D project initiated by the National Development and Reform Commission and led by China Huaneng.

Solution Undertook the integrated construction of the first CCS exploration and injection well, conducting technical research under the complex geological conditions of the Ordos Basin.

Achievements

- **Scale :** Designed annual storage capacity of 1.5 million metric tons.
- **Technical Breakthrough:** Verification that the reservoir and cap rock possess long-term stable injection capacity, with a 30-year continuous injection capability.
- **D ata Foundation:** The deep monitoring data obtained supports the project in achieving "Measurable, Reportable, and Verifiable" (MRV) standards.
- **Demonstration Value:** Provides demonstration experience for deep decarbonization applications at large coal-fired power plants, driving the standardized development of industry applications.



Exploration of Emission Reductions in Anton

The Company has established a systematic greenhouse gas emissions management system, closely integrating emission reduction targets with production and operations through the *Greenhouse Gas Emissions Management Measures*. We continue to implement the "Energy Efficiency Improvement" plan and explore our own emission reduction potential through the following pathways:

- **Promoting the use of clean energy:** Actively integrating new energy sources such as solar power and hydrogen with traditional oil and gas operations to drive the transition of our energy consumption structure toward low-carbon and green practices.
- **Developing low-energy-consumption technologies:** By phasing out outdated production capacity, adopting advanced processes, and implementing measures such as greenhouse gas recovery, reuse, and safe sequestration, we strictly control greenhouse gas emissions from our own operations.
- **Deepening the Application of Digital and Intelligent Technologies:** We utilize big data, artificial intelligence, and other technologies to optimize operational parameters and enhance operational efficiency, thereby reducing resource consumption and carbon emissions while providing customers with more precise and efficient services.

Risk Management

Anton has fully integrated climate-related risk management into its comprehensive enterprise risk management system, establishing a management mechanism covering the entire process of "identification, assessment, prioritization, and monitoring" to ensure that climate risks are given equal attention and managed in coordination with other major business risks.

Risk Identification Process and Methods

The Company systematically identifies climate risks that could potentially impact its finances, operations, and market position by referencing IPCC climate science reports, the International Energy Agency (IEA) Energy Transition Outlook, and China's "Dual Carbon" policy direction.

Risk Assessment and Prioritization

Using a "Likelihood-Impact Matrix" model and incorporating scenario analysis results, the Company assesses identified risks and compares them horizontally with other major risks—such as safety, market, and supply chain risks—to determine priorities and allocate management resources appropriately.

Continuous Monitoring and Dynamic Updates

A routine monitoring mechanism has been established, with a temporary reporting mechanism triggered for high-risk events to ensure the Board of Directors and management receive timely information. Concurrently, a repository of contingency plans covering scenarios such as extreme weather responses has been established and is continuously updated.

Metrics and Targets

Anton unwaveringly supports the national "Dual Carbon" strategic goals. We translate our commitment to addressing climate change into a clear, measurable system of indicators and phased targets. Through regular reviews and dynamic adjustments, we ensure that our green development path is robust and effective.

Target Framework

We have set incremental targets to continuously drive the low-carbon transition:

- **Next Year's Targets (2026)**

  Limit annual greenhouse gas emissions to 82,333 metric tons of CO_2 equivalent; limit greenhouse gas emissions intensity per revenue to 11.92 metric tons of CO_2 equivalent/RMB million, representing a 3.0% reduction compared to 2025.

- **Medium- and Long-Term Goals (2030 and Beyond)**

  Using 2019 as the baseline, reduce greenhouse gas emissions per revenue by 60% by 2030; strive to achieve carbon neutrality by 2060 through the continued advancement of emission reduction technologies and carbon offset measures.

Performance Data and Progress

Total Greenhouse Gas Emissions (Scope 1 and Scope 2)

68,530.9 Tons of CO_2 equivalent

Greenhouse gas emissions per revenue (Scope 1 and Scope 2)

12.3 Tons of CO_2 equivalent/RMB million

Number of "Energy Efficiency Improvement" initiatives implemented

13 Items

Cumulative energy conservation

9,369.6 tons of standard coal

Greenhouse gas emissions reduced through energy efficiency improvements

24,341.75 tons of CO_2 equivalent

Number of "oil-to-electricity" conversion units completed

18 units

Revenue from green technology services

1,072.0 10,000 RMB

In 2025, the Company conducted a preliminary assessment of its Scope 3 greenhouse gas emissions categories in accordance with the *Greenhouse Gas Protocol—Corporate Value Chain (Scope 3) Accounting and Reporting Standard*. Referring to the standard's requirements, the Company accounted for greenhouse gas emissions across six categories: purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, and business travel. The emission factors used in the calculations were sourced from domestic and international databases, including official data released by China's Ministry of Ecology and Environment, the China Product Life Cycle Greenhouse Gas Emission Factor Database, Ecoinvent, US EPA Emission Factors, and the UK Government's GHG Conversion Factors for Company Reporting. Anton will continue to improve its Scope 3 data management and accounting processes and actively explore the implementation of greenhouse gas reduction and management initiatives across the value chain.

Scope 3 Greenhouse Gas Emissions

Total Scope 3 greenhouse gas emissions

781,439.13 tons of CO_2 equivalent

Category 1: Purchased goods and services

703,200.70 tons of CO_2 equivalent

Category 2: Capital goods

30,929.76 tons of CO_2 equivalent

Category 3: Fuel and energy-related

14,147.45 tons of CO_2 equivalent

Category 4: Upstream transportation and distribution

2,343.63 tons of CO_2 equivalent

Category 5: Waste generated in operations

19,929.14 tons of CO_2 equivalent

Category 6: Business travel

10,888.45 tons of CO_2 equivalent

Biodiversity and Land Management

Anton integrates ecological conservation principles into all business operations, striving to minimize negative impacts on ecosystems or biodiversity. We also advise clients to take proactive measures to mitigate the environmental impact of their business activities, working together to promote biodiversity conservation.

In accordance with the *Environmental Protection Management Measures*, we clearly define specific requirements for ecological and environmental protection and strictly implement environmental protection measures during project planning and construction. The Company actively promotes the use of environmentally friendly and energy-efficient equipment and technologies, optimizes construction processes, reduces land disturbance and resource consumption, and protects the integrity of local ecosystems.

Compliance Assessment and Risk Identification

The Group's compliance assessment covers 10 aspects including environmental protection and requires all units to identify and extract applicable laws and regulations. This system ensures that, prior to launching new projects, we fully consider the ecological and environmental sensitivity of the project site and comply with relevant conservation regulations.

Ecological Considerations for CCUS Projects

The "1.5-million-ton CO_2 Capture, Utilization, and Storage Research and Demonstration Project" in which the Group participates is located in the Ordos Basin. This project not only focuses on the technical feasibility of carbon storage but also requires its planning to undergo a rigorous environmental impact assessment to ensure that geological storage activities do not negatively impact the regional ecosystem.

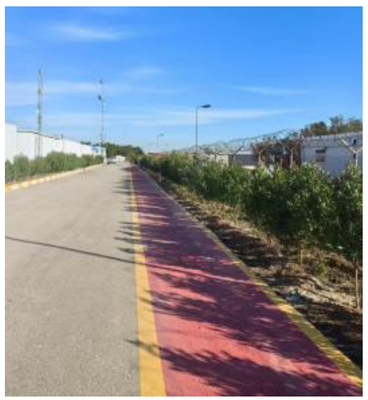
Wellbore Integrity and Leak Prevention

One of the objectives of monitoring CO_2 injection wells is to "conduct integrity assessments of the wellbore and identify the locations of leaks in the monitored sections." Preventing leaks of CO_2 or other fluids is a critical measure for protecting groundwater resources and the soil environment, thereby safeguarding regional ecological security.

Anton also actively participates in public awareness campaigns and charitable activities related to biodiversity conservation. Through events such as World Environment Day, the Company educates employees and partners on environmental protection and raises awareness of ecological conservation. The Company encourages project teams to carry out ecological restoration and environmental charity projects locally, contributing to the promotion of biodiversity conservation and ecological improvement.



Company leaders and their team participating in a tree-planting activity



The Company planting saplings outside its overseas operational sites

03

Social Responsibility

Key Performance

- R&D investment: **RMB 117 million**
- **0**-incident record formajor quality incidents
- **105** letters of commendation and appreciation from clients
- Number of employees: **6,792**
- Employee satisfaction rate **4.6/5**



Our actions

- Innovation-Driven
- Responsible Operations
- People-Centric
- Business for Good

Contribution to SDGs



Innovation-Driven

Anton views technological innovation as a core strategy for navigating industry fluctuations and achieving sustainable development. We not only focus on the commercial returns of technology but are also committed to addressing energy efficiency pain points and environmental challenges in the oil and gas industry through "Technology for Good," creating long-term value for shareholders and contributing green solutions to the industry.

2025 Key Performance Overview

26 published papers

21 patents granted

11 software copyright registrations

7 standards development/revision

Technical Exchange

Conducted **1,071** technical exchanges

including **349** with international clients

Technology Introduction

Completed the introduction of **65** new technologies, which have been implemented on-site

New Technology Research

Completed **198** new technology research projects

Surveys on Oilfield Technical Needs

Completed **182** oilfield technology needs assessments

Technology System Development

Established **77** technical systems

R&D expenses in 2025 RMB **117** million

RMB 116 million in 2024, a year-over-year change of **1.1%**

R&D System

The Group strictly enforces the *Management Measures for Production and Construction Projects (Revised)*. All fixed-asset investment and technology development projects must undergo multi-dimensional project feasibility reviews, comprehensively evaluating technical feasibility, environmental benefits, and market prospects. Additionally, all employees sign confidentiality agreements for research projects to effectively safeguard intellectual property and information security. Anton has established a comprehensive intellectual property management system strictly adhering to laws and regulations such as the *Patent Law of the People's Republic of China*, the *Trademark Law* and the *Copyright Law*. The system clarifies the ownership of intellectual property created in the course of employment and the corresponding rights of employees. Management responsibilities for patents, trademarks, and software copyrights are assigned by department, forming a full-process system covering application, registration, licensing, transfer, and archival management to ensure data traceability and operational compliance. Employees must promptly report any instances of infringement. The Legal Department takes appropriate measures to protect rights, such as negotiation, administrative enforcement, or litigation, depending on the circumstances. The Company rewards and recognizes employees who demonstrate outstanding performance in intellectual property work, while holding those responsible for infringement, plagiarism, and other violations accountable through financial penalties and legal action. This approach safeguards innovative achievements and intangible assets, supporting sustainable development and long-term value creation.

The Group conducts real-time dynamic monitoring of projects. Management regularly reviews project progress and budget execution deviations, making timely corrections to ensure the efficient allocation of R&D resources. Upon project completion, a "report-and-review" system is implemented. In accordance with the *Group's Science and Technology Reward Measures*, we closely link innovation achievements with team performance and have established a special fund to generously reward those who make outstanding contributions.

Research and Development Support

We dynamically adjust our R&D investment ratio annually based on business development needs and incorporate it into the Company's annual budget to ensure sufficient resources for the development of new products and technologies. We recruit professional technical talent with a global perspective every year and have established an Advisory Committee, inviting top external industry consultants to provide professional advice and guidance for R&D across all units, ensuring a robust talent base. At the same time, Anton has established technology centers in regional subsidiaries across the Group and upgraded overseas R&D centers in Dubai and other locations to support the construction of a global technology network.

Anton encourages technical staff to actively participate in independent product and technology R&D and the commercialization of research outcomes. We have established the *Group Company Science and Technology Reward Measures* to attract and retain high-end R&D talent through equity incentives and research bonuses, thereby stimulating the initiative and creativity of R&D personnel. Furthermore, we incorporate innovation capabilities into the employee performance evaluation system, recognizing and rewarding teams and individuals who make outstanding contributions to innovation, fostering an organizational atmosphere that encourages, respects, and embraces innovation.

Collaboration and Mutual Benefit

Adhering to the philosophy of "promoting cooperation through exchange and pursuing development through cooperation," the Group actively participates in global energy technology dialogues to advance knowledge sharing and the widespread adoption of technology within the industry.

Case: Taking the the international industry stage on platform, we share the "Chinese Solution ":

In 2025, the Group was invited to participate in the inaugural SPE IPIW Conference in Iraq. Sponsored by the Iraqi Ministry of Oil and organized by the Petroleum Research and Development Center (PRDC), the conference attracted 39 companies and organizations from ten countries.

The Group showcased six achievements in oil and gas development technology, including four technical papers and two technical posters that were selected for presentation. These covered technologies such as fracturing for enhanced production, reservoir monitoring, and data optimization. The Company also engaged in exchanges and cooperation with multiple international oil and gas enterprises and research institutions, expanding its technical resource network and further enhancing its technical influence and brand image in Iraq's energy sector.



The Anton team makes a strong showing at the first SPE IPIW conference in Iraq

Technology Globalization and Localization

Through the case study presentation on the application of *Deep Selective Profile Control and Displacement Technology* in the carbonate reservoirs of the Ahdeb Oilfield, Anton demonstrated to international peers the breakthroughs achieved by Chinese technical services in enhancing recovery rates in mature oilfields, contributing the "Anton Solution" to global energy security.

Deep Integration of Industry, Academia, and Research

The Group has established research collaborations with several renowned universities, including China University of Petroleum (Beijing), China University of Geosciences (Beijing), and Northeast Petroleum University. We have also established regular exchange mechanisms with universities such as Southwest Petroleum University. The Company organizes technical exchange meetings led by academicians from the CNPC Engineering Academy under the theme of "Academician-Led, Strong Alliance," and actively participates in cooperative activities with industry partners such as Zhongman Petroleum. Together, we explore new models for international cooperation in oilfield technology and build an open, win-win industry ecosystem.

Industry Collaboration

The Group formally signed a Memorandum of Understanding with Huawei Technologies Co., Ltd. during the Abu Dhabi International Petroleum Exhibition. The two parties will jointly develop digital and intelligent, integrated end-to-end solutions for global oil and gas customers and work together to build a global benchmark for smart oilfields.

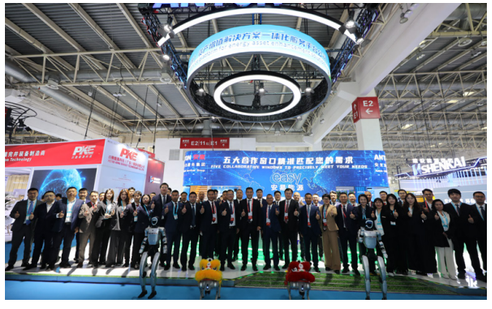
Industry Insights

Through the 2025 China International Petroleum & Petrochemical Exhibition (CIPPE) and Abu Dhabi International Petroleum Exhibition and Conference(ADIPEC), the Group systematically conducted research on technical resources. Throughout the year, we engaged in exchanges and visits with over 500 partners, not only showcasing our latest achievements in low-carbon technology and digital drilling but also reaching multiple substantive cooperation agreements.





The Group at the 2025 Abu Dhabi International Petroleum Exhibition



The Group at the 2025 Beijing International Petroleum Exhibition

Responsible Operations

Lean Operations

Anton strictly adheres to relevant laws, regulations, and standards such as the *Product Quality Law of the People's Republic of China*, the *Standardization Law of the People's Republic of China*, and the *Implementation Regulations of the Standardization Law of the People's Republic of China*, prioritizing Total Quality Management as a key focus of corporate development. We have established a quality management system covering the entire product lifecycle—including product design, manufacturing, process management, and quality inspection—and conduct targeted quality control and optimization at each stage to ensure product quality is controllable throughout. To ensure that every stage of product manufacturing strictly complies with safety standards, the Company actively participates in quality management system certification and other relevant qualification assessments.

During the reporting period, the Group obtained multiple international industry standard certifications, including API Spec Q1 Quality Management System Certification, API Q2 Service Quality Management System Certification, and several API product certifications.



Obtain API authorization for casing products



Obtain API authorization for packer products



API Spec Q2 certification for providing "casing hanger operation technical services" to the oil and gas industry



Obtain API authorization for underground safety valve products



Obtain API authorization for completion accessories - pressure-type products



Obtain API authorization for multiple core business areas from design and manufacturing to sales

Source Control

During the project initiation and new product development phases, systematic quality planning is implemented to define quality objectives, critical control points, resource allocation, and acceptance criteria. Through proactive risk identification and process optimization, quality control measures are implemented at an earlier stage to ensure that the entire process—from design inception to construction delivery—remains under control.

Closed-Loop Process

A rigorous *Nonconforming Output Control Procedure* has been established, creating a closed-loop management mechanism comprising "identification, isolation, disposal, analysis, and improvement." For nonconformities identified during production and service processes, immediate identification and isolation are implemented to prevent unintended use. Simultaneously, in-depth root cause analysis is conducted for major quality issues, corrective and preventive actions are formulated, and their effectiveness is verified to resolutely prevent the recurrence of similar problems.

During the reporting period, the Group achieved a

100% nonconforming product disposal rate

and maintained a **0**-incident record for major quality incidents

Continuous Improvement

We have fully implemented a lean operations model, incorporated quality performance into the evaluation system, and encouraged frontline teams to eliminate waste and enhance efficiency through small-scale improvements and process optimization.



ANLAN Excellence in Innovation Award

Customer Experience

The Group has deepened the implementation of the *Customer Satisfaction Management Procedure* and innovatively introduced two core management tools: the "Four-Step Method for Ultimate Customer Experience" and "QHSE Stronghold Construction," establishing a fully closed-loop management system that spans from institutional standards to method implementation and continuous improvement. Focusing on customer experience, the Group has further refined its end-to-end management mechanisms: establishing routine channels for collecting and responding to customer feedback to promptly address inquiries and concerns regarding information security and service usage; implementing categorized handling and time-bound resolution of feedback issues, with closed-loop tracking throughout the process and proactive communication of results; and regularly reviewing pain points to integrate optimization suggestions into information security controls and service process upgrades. While strictly adhering to data security compliance standards, the Group continuously enhances customer trust and the overall service experience.

Anton 2026 Quality Control Objectives

First-time acceptance rate for products and services

100%

Compliance rate for exceptional customer experience

100%

Project satisfaction rate

100%

Smart Solutions

Our technological innovations are always customer-centric, continuously transforming digital and intelligent capabilities into tangible value at the customer's site.

Building a "Digital Nervous System" to Empower Efficient Decision-Making

We successfully delivered the *Remote Drilling Data Acquisition and Visualization* project, enabling real-time aggregation and dynamic display of drilling operation data, significantly improving decision-making response times. Concurrently, we completed the deployment of the *Iraq Oilfield Smart Dashboard*, creating an integrated operational command view for management.

Boosting Frontline Productivity and Strengthening QHSE Defenses

Addressing frontline oilfield needs, we rapidly launched the *Oilfield Smart Work Order Mobile App*, streamlining the closed-loop process of task assignment, execution, and acceptance to improve on-site collaboration efficiency; we also simultaneously delivered the *QHSE Smart Monitoring* system, which enhances operational safety and environmental compliance through AI video analysis and risk alerts.

Methodology Innovation

Step 1

Precise Insight into Requirements

During the project planning phase, we delve deep into the front lines to accurately identify both explicit and implicit client needs through multi-dimensional research.

Step 2

Customized Solution Optimization

Based on these insights, we tailor technical and service solutions to ensure a "one-well-one-strategy" and "one-issue-one-plan" approach.

Step 3

Excellence in Execution

Strictly adhering to standardized operations during construction, we aim for "zero defects" to ensure every aspect exceeds client expectations.

Step 4

Value Extension and Enhancement

Proactively provide value-added recommendations and full lifecycle support after project delivery, transitioning from a "service provider" to a "value partner."

Replication and Expansion

Standardized Replication

We fully replicate mature domestic quality and safety management standards, process workflows, and training systems to the front lines of overseas projects, ensuring "consistent quality and excellence" across our global services.

Localized Integration

Within the framework of our regional hubs, we fully respect local cultures and regulations, cultivate core local teams, and enhance rapid response capabilities.

Resource Consolidation and Sharing

Through the establishment of regional hubs, we achieve regional sharing of equipment, technical experts, and management resources, significantly improving emergency support efficiency and customer satisfaction.

Satisfaction Management

In 2025, the Group collected a total of 3,136 valid questionnaires covering major market regions such as the Middle East, Africa, Central Asia, and China, with overall customer satisfaction scores showing a steady upward trend. In response to the 179 improvement suggestions identified in the assessments, the Group established a closed-loop management mechanism comprising "Issue List – Responsible Department – Corrective Actions – Verification and Closure."During the reporting period, the completion rate for rectifying customer-reported issues reached 100%. Typical issues were incorporated into the *Nonconforming Output Control Procedure* for root cause analysis to prevent recurrence of similar problems.

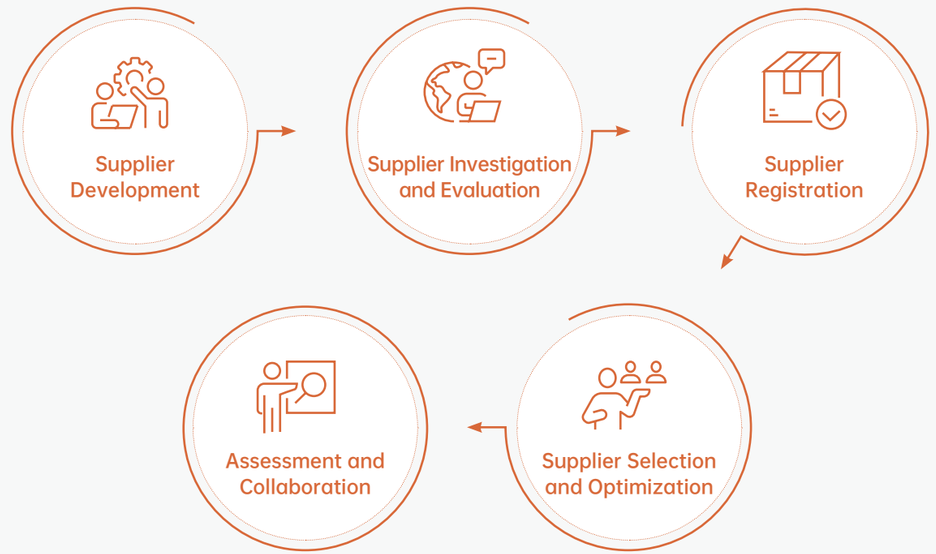
During the reporting period, the Group received a total of 105 letters of commendation and appreciation from clients, and the first-time project acceptance pass rate remained 100%.

Supply Chain Management

Anton has formulated internal regulations such as the *Supplier Management Measures*, the *Supplier Management Process*, and the *Regulations on On-site Supplier Inspections*, establishing a traceable supplier management system covering the entire process—from supplier onboarding, evaluation, and risk management to quality control—to standardize supplier management. The Company concurrently implements supporting documents such as supplier performance evaluation and excellence award systems to strengthen management of supplier contract fulfillment, compliance, and conduct, which together with the relevant regulations form a framework for full-lifecycle supplier management. Additionally, we leverage the Supplier Relationship Management (SRM) system to build an intelligent, end-to-end supplier management system, utilizing supplier tagging and classification functions to enable precise communication and collaboration. We continuously optimize the functional modules of the SRM platform to support precise supplier screening, real-time tracking of task progress, and intelligent data analysis, providing a scientific basis for procurement decisions.

Onboarding and Offboarding Mechanism

The Company has established a closed-loop management mechanism covering the entire supplier lifecycle, featuring strict onboarding, enhanced process oversight, and dynamic exit procedures to effectively manage partnership risks. During the onboarding phase, we adhere to principles of quality, cost, delivery, and service, while simultaneously integrating ESG-related requirements. We conduct reviews of supplier qualifications, production, safety, quality, and R&D capabilities through on-site inspections and other methods, prioritizing suppliers with environmental certifications, green technologies, and proprietary intellectual property. Additionally, the Company has formulated a Supplier Code of Conduct that clearly defines ESG standards regarding human rights, labor, and HSE. During on-site inspections, specific quantitative scores are assigned for HSE and corporate social responsibility to ensure suppliers fulfill their responsibilities.



Basic Stages of Supplier Management

Tiered Management

To further mitigate environmental and social risks associated with suppliers, Anton classifies suppliers after onboarding into certified and non-certified categories.

Certified suppliers are further divided into the following five categories:



1 Preferred or Exclusive Suppliers

Suppliers with a solid foundation of cooperation, who have a significant impact on the Group's business operations, and who have signed exclusive cooperation agreements or strategic framework agreements; these suppliers are given priority for cooperation under equal conditions.

2 Long-term Suppliers

Suppliers with a solid foundation of cooperation who primarily provide products and services to the Company, have a business partnership of three years or more, and are capable of continuing the partnership.

3 Core Suppliers

Suppliers with a certain foundation of cooperation whose products or services constitute critical resources for the Company.

4 General Suppliers

Suppliers with a cooperative foundation whose products and services are fully developed in the market; products and services can be obtained through competitive bidding or negotiated pricing.

5 Temporary Suppliers

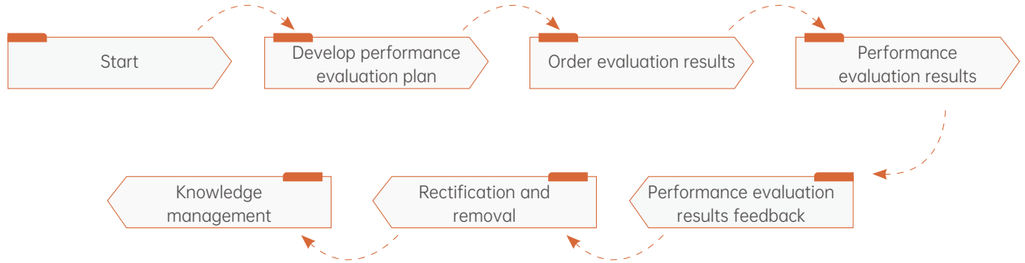
Suppliers with whom cooperation lasts less than one year and involves only a single transaction or a small number of transactions.



Performance Evaluation

We have implemented a dynamic supplier performance evaluation mechanism, organizing and conducting supplier performance evaluations in accordance with the *Annual Supplier Performance Evaluation and Excellence Selection Management Measures (Trial)* and the *Supplier Management Measures*. In early 2025, the Company launched the 2024 annual performance evaluation and selection of outstanding suppliers, covering 611 annual partner suppliers. Ultimately, 59 outstanding suppliers were selected and awarded based on their collaborative value and performance. In July 2025, we launched the semi-annual performance evaluation, which was conducted based on data from the OA assessment system and took into account single-order evaluations, results from previous periodic ratings, and information on suppliers with quality issues or risks. The evaluation covered 492 suppliers (totaling 634 when grouped by product line) and involved approximately 1,500 valid order evaluations.

Workflow



Performance Evaluation Flowchart

Localized Procurement

The Group actively promotes the evolution of supply chain relationships from transactional to mutually beneficial partnerships through strategic collaboration and localized procurement, thereby contributing to the socioeconomic development of the regions where we operate. In 2025, we deepened our localized footprint in overseas regions such as Iraq and Africa, enhancing supply chain resilience while creating dual value for local economies and green operations.

In the Iraqi market, we have established close cooperative relationships with numerous local service providers. We not only procure goods and services locally but also help local suppliers improve their management standards, technical capabilities, and QHSE standards through technology transfer, capacity building, and stable business cooperation. While creating a large number of local job opportunities, we also promote local technological progress and economic development.

Case: Structured Adjustment of the Procurement Structure in Iraq

By 2025, the Company had achieved 100% local procurement of essential goods and services in Iraq, including food supplies and personal security services (PSD), effectively meeting the basic operational needs of projects.

In 2025, the scope of localized procurement expanded significantly, adding over 35 new categories—including office and interior furnishings, low-value consumables, equipment and accessories, and personal protective equipment—to comprehensively cover diverse operational scenarios. This marks a transition in the localization strategy from "survival assurance" to a new phase of "high-efficiency synergy".

People-Centric

Equal Employment

The Group adheres to equal and compliant employment practices, strictly following laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. Based on international human rights standards and the legal provisions of the regions where we operate, we have established recruitment and employment management systems applicable to employees of different countries / regions. We firmly oppose any recruitment discrimination based on nationality, race, age, religious belief, gender, educational background, or physical health, and resolutely reject the employment of child labor and forced labor. We implement strict identity verification measures during the recruitment and labor contract signing processes to eliminate the risk of hiring child labor, and maintain a zero-tolerance policy toward any form of forced labor, including prison labor, debt bondage, enslaved labor, human trafficking, and any other forms of forced labor. If any violations are discovered, relevant personnel must promptly report them to the Group's Human Resources Department, which will organize an investigation and verification process and hold those responsible accountable. Depending on the severity of the offense, disciplinary actions such as warnings, demerits, or demotions may be imposed. The results of such actions will be recorded in the employee's personnel file and department performance evaluations, affecting eligibility for awards and promotions.

Employee Metrics		Unit	2025 Data
Total Number of Employees		people	6,792
Number of Employees by Type	Full-time	people	6,694
	Part-time	people	98
Number of employees by employee level	Senior management	people	15
	Middle management	people	631
	Entry-level	people	6,146
Number of employees by gender	Male	people	6,193
	Female	people	599
Number of employees by age	Under 40	people	4,966
	Ages 40–60	people	1,792
	60 years and older	people	34
Number of employees by region	China	people	2,259
	Iraq	people	3,956
	Other overseas countries or regions	people	577

Employee Metrics			Unit	2025 Data
Employee turnover	Number of Employees Who Left		people	728
	Employee turnover rate		%	10.72
	Employee Turnover Rate by Gender	Male Employees	%	10.77
		Female Employees	%	4.85
	Employee turnover rate by age	Under 40	%	10.15
		Ages 40–60	%	5.77
		60 years and older	%	8.24
	Employee turnover rate by region	China	%	13.85
		Iraq	%	3.49
		Other overseas regions	%	4.48

The Company fully respects human rights and upholds the international human rights principles established by the *Universal Declaration of Human Rights*, including the *International Bill of Human Rights*, the 1998 ILO Declaration on *Fundamental Principles and Rights at Work*, and the *UN Guiding Principles on Business and Human Rights*. At the same time, we strictly comply with all local, national, and international laws and regulations regarding the protection and exercise of human rights in the regions where we operate, and have established the *Human Resources Social Responsibility Policy* to systematically oversee and ensure the implementation of human rights. To further safeguard employees' legitimate rights and interests, we respect their right to form or join trade unions and support them in expressing their concerns through lawful channels. The Company has established open reporting channels to ensure employees can safely and conveniently raise issues. We strictly maintain the confidentiality of reported information and handle it promptly to effectively protect employees' legitimate rights and interests from infringement.



Winner of the 2025 LinkedIn "Global Employer Rising Star Award"

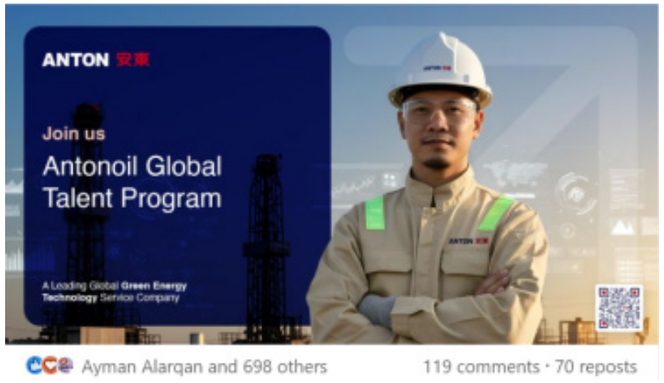


Winner of the 2025 AUCA "Best Employer" Award

Talent Acquisition

The Group has established a comprehensive talent recruitment system covering the entire career lifecycle and catering to diverse backgrounds, precisely matching the needs of different business scenarios.





Management Trainee Program

Participants gain fast-track access to key management positions, customized leadership development programs, and valuable experience participating in major global projects, thereby cultivating core leadership talent for the Group's long-term development.

Senior Professional Talent Program

Ph.D. Special Program: Targeting top Ph.D. talent in fields such as oil and gas engineering, energy technology, artificial intelligence, and environmental science from both domestic and international sources, this program offers positions as research scientists, technical experts, and technical managers. It aims to build the Group's innovation engine and lead technological transformation in the industry.

MBA Program: Targeting MBA graduates from renowned business schools worldwide, this initiative aims to cultivate business leaders with a global perspective. Selected candidates will be entrusted with significant responsibilities and will rapidly grow in core business areas such as marketing, strategic planning, and mergers and acquisitions.

Campus Recruitment

Recruitment for the Class of 2026 will commence in 2025. We are seeking candidates globally across nine major fields: field operations, technical services, marketing, business analytics, human resources, financial management, legal affairs, IT, and supply chain. Work locations span key global oil and gas regions, including the Middle East, Africa, China, Central Asia, and Latin America.

- In the fall of 2025, the Group visited more than ten leading domestic universities, including **China University of Petroleum** (Beijing), **China University of Petroleum** (East China), **Southwest Petroleum University**, **China University of Geosciences** (Wuhan), **China University of Mining and Technology** (Xuzhou), **Yangtze University**, **Xi'an Petroleum University**, and **Northeast Petroleum University**.



Fall recruitment event at China University of Petroleum (Beijing)



Holding a discussion with outstanding graduates from China University of Petroleum (East China)



Recruitment presentation at Northeast Petroleum University



Participating in the fall recruitment event at Yangtze University

Local Hiring

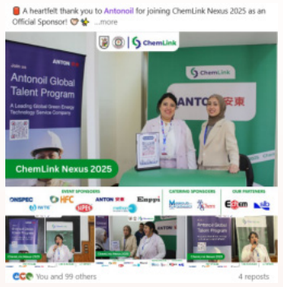
Recruiting local talent in overseas operational locations such as Iraq and Africa. By 2025, the proportion of employees from local communities in certain projects will reach 61%.



Establishing strategic partnerships with top universities in Egypt



Participating in the American University in Cairo (AUC) Campus Recruitment Week





First-time participation in ChemLink Nexus 2025 at Cairo University



Participating in Ain Shams University's Career Week



Maintaining a strategic partnership with the British University in Egypt (BUE)

University-Industry Collaboration

The Group regards university-industry collaboration as the cornerstone of its talent strategy and is committed to establishing long-term, stable, and mutually beneficial partnerships with higher education institutions.

Participation in the Ministry of Education's Supply-Demand Matching Employment and Talent Development Program

The Group has successfully completed the final phase of the Ministry of Education's first-phase "Supply-Demand Matching Employment and Talent Development Project" with multiple departments at **China University of Petroleum** (East China) and **China University of Petroleum** (Beijing). These projects encompass various categories, including "Construction of Employment Internship Bases" and "Human Resource Development."



Certificate of Completion for the Ministry of Education's Supply-Demand Matching Employment and Talent Development Project

Communication and Exchange

The Group continues to strengthen communication and collaboration with universities. In 2025, we organized a corporate research program for the Department of Petroleum Engineering during the summer break. Through on-site visits to production facilities, discussions with distinguished alumni, and exchanges on Party building, we enabled university students to gain a direct and in-depth understanding of the Company's actual needs and work environment. This two-way communication mechanism helps universities promptly adjust and optimize their curriculum and training programs, fostering long-term cooperative models such as the establishment of customized training classes and corporate scholarships, thereby truly achieving the organic integration of the education chain, talent chain, and industrial chain.

Establishment of Scholarships

The Group signed a donation agreement with the **Educational Development Foundation of Beijing Second Foreign Studies University** to establish the "Anton Petroleum Scholarship," specifically designed to reward students from the Middle East College who excel in both academics and conduct.



The 3rd Anton Cup Petroleum Knowledge Competition at China University of Petroleum (East China)

Empowerment Training

The Group has established a comprehensive training system for all employees, grounded in data and focused on practical results. In 2025, the total number of employee training sessions reached 1,013,100, with 100% of all employees participating in training, and the average training duration per employee was 198 hours.

Concurrently, the Group has formulated the *Employee Certification Management System (Trial)*, which encourages employees to obtain industry-recognized certifications and provides corresponding subsidies.

Indicators		Unit	2025
Percentage of Trained Employees by Gender	Male Employees	%	91.18
	Female employees	%	8.82
Average training hours per employee by gender	Male employees	hours	198
	Female employees	hours	193
Average training hours per employee by employee level	Senior management	hours	174
	Middle management	hours	193
	Entry-level	hours	222

The Group has designed targeted training programs for different types of employees:

New Hires

Centered around the "Ant Training Camp," the program features four core modules: cultural integration, professional development, case studies, and team collaboration. Through specialized courses such as AI-powered practical simulations, counter-terrorism theory, and field exercises, new hires not only deepen their understanding of the Group's strategy but also tangibly enhance their ability to manage risks during overseas operations.



The Group's 18th Global Ant Training Camp in 2025



Group's 18th China Ant Training Camp of 2025



Group's 18th 2025 Iraq Ant Training Camp

Leadership Training

This includes quarterly management training for all employees, specialized training on Amoeba Management, and joint leadership training programs tailored for overseas projects. For example, the Majnoon Oilfield Future Leadership Joint Training and the second MTP training program employed a three-dimensional model of "theoretical study + simulation exercises + case analysis" to systematically teach tools such as the PDCA management cycle and situational leadership. Participants also toured the Chengdu Panda Base and learned about urban development in Chongqing. These exchanges helped advance cross-cultural communication and integration, while building a cohort of high-caliber local core talents for future Iraq-based projects.





Comprehensive Management Training

Majnoon Oilfield Project Future Leadership Joint Training






Specialized Business Training

Targeted training programs covering specific topics such as legal and investment / financing practices, as well as AI and digital transformation. In addition, the Group collaborates with external clients and partners to launch various training and capacity-building initiatives. For example, the professional ethics and teamwork enhancement boot camp organized for AL-WAHA Petroleum, as well as the "Eagle Plan" overseas training program for Iraqi employees co-hosted with Zhenhua Oil. The curriculum covered cutting-edge topics such as power-ultrasonic EOR technology, new energy and CCUS, international business etiquette, and ESG, thereby deepening strategic partnerships.



2025 Hafaya Cementing Project MOC Training Session for Iraqi Employees



Training session for Iraqi employees on the MOC for the Hafaya Integrated Fracturing Project



Joint training session for Zhenhua Oil's EBS-ANTON Iraqi employees

Talent Development

Guided by the global talent management philosophy of "focusing on recruitment, boldly utilizing talent, fostering self-motivation, and empowering growth," the Group has established a diversified talent development system that spans the entire career lifecycle, integrates management and professional dual career tracks, and combines short-term incentives with long-term commitment.

Dual-Track Promotion System

The Group has established a clear dual-track promotion system comprising management (B-track) and professional (G-track) pathways, ensuring that employees with different aptitudes can find a development path suited to their strengths.

Rapid Career Advancement Path

G9 and below: rapid iteration with adjustments every six months for fast-track promotion

Management Channel		Professional Channel
Senior management B2/B3		Chief Expert G12
Middle-level manager B4/B5	Dual-channel development	Senior Expert G11
Frontline manager B6		Expert G10
Key personnel G9		
Experienced G8		
Beginner G7/G6		

Talent Development Programs

Through a series of structured development programs, the Group accelerates the growth of high-potential talent to ensure a steady pipeline of successors for key positions.

Future Successor Program

The *Anton Future Successor Development Program Management System (Pilot)* establishes a succession planning mechanism for key positions in middle and senior management, as well as technical roles. The heads of target positions serve as primary mentors, providing comprehensive guidance to selected candidates through the development of learning plans, regular discussions, and recommended reading lists. The reserve list for each target position consists of no fewer than 10 individuals, ensuring the resilience of the talent pipeline.

Specialized Management of High-Potential Talent

Each year, the Group selects approximately 5% of employees from each unit to join the high-potential talent pool, implementing the *High-Potential Talent Management Measures*. Through specialized training, executive mentoring, cross-departmental rotations, and experience on key projects, the Group accelerates their development into future management or technical experts.

Practical Training for Trainee Deputy Positions

The *Anton Oilfield Trainee Deputy Position Management Measures (Trial)* provides young talent with valuable opportunities for "on-the-job training." Under the guidance of their direct supervisors, trainee deputies participate in actual work and specialized projects, undergo monthly performance reviews and evaluations, rapidly accumulate management experience, and shorten their development cycle.

Global Management Trainees

The Group has established a Global Management Trainee Program for outstanding graduates with cross-disciplinary skills, multilingual abilities, and a desire for international development. These trainees automatically join global leadership learning groups, receive full-cycle mentoring from account managers, and rapidly develop into international backbone talent through job rotations across the globe.

Job Rotation Mechanism

To break down organizational barriers and achieve the optimal match between employees and their roles, the Group has implemented the *Employee Rotation Management Measures (Revised)*, establishing a mechanism that combines mandatory, voluntary, and temporary rotations.

Mandatory Rotation

In principle, employees in management positions must undergo mandatory rotation after three years in the same role, and employees in technical positions after five years.

Encouraging Voluntary Rotations

The Group encourages employees to proactively apply for rotations based on their personal development goals, fostering the accumulation of cross-functional and cross-regional experience.

Temporary Cross-Functional Training

To cultivate versatile talent, the Group also organizes temporary cross-functional training programs lasting no more than six months. This "boundary-less development" model not only broadens employees' horizons but also significantly enhances organizational flexibility and collaborative efficiency.

External Education

The Group deeply recognizes that continuous learning is key to maintaining professional leadership. To this end, we have established the *Management Measures for Employee External Training*, which systematically supports employees in participating in external learning and professional development. The measures encourage employees to participate in various certification programs, academic degree programs, domestic and international MBA programs, management courses, and specialized professional skills training. Learning formats include full-time, part-time, and on-the-job training to meet diverse needs. For employees selected by the Company, tuition costs are covered by the Company; employees who apply individually and successfully obtain a degree or certificate are eligible for a one-time bonus of up to 20% of the tuition fees.

Incentive Mechanisms

The Group has established a multi-tiered incentive system encompassing immediate recognition, honorary commendations, comprehensive compensation, and long-term retention.

Position Incentive Model

According to the *Group Company Position Incentive Model*, positions are categorized into four types: operational incentives, project operational incentives, hourly performance bonuses, and piecework bonuses.

Comprehensive Compensation System

The *Anton Oilfield Services Group Comprehensive Compensation Structure Management Measures* establishes a comprehensive compensation structure consisting of base salary, situation-specific allowances, incentive pay, and long-term incentives. Among these, incentive pay includes business performance bonuses, project performance bonuses, and piecework bonuses; long-term incentives are provided through stock options.

Marketing Project Incentives

The *Implementation Rules for Marketing Project Performance Evaluation and Incentives (Revised)* stipulates that marketing project incentive bonuses consist of three components: order-based base bonuses, order profit bonuses, and order quality bonuses.

Special Contribution Award

The *Implementation Rules for the Group Company Special Contribution Award* is used to reward teams or individuals who, beyond their job responsibilities or far exceeding targets, generate quantifiable business results for the Company, such as achieving major technological innovations, significantly reducing costs, or exceeding business performance targets.



Diversity and Inclusion

As an international enterprise operating in multiple countries and regions worldwide, the Group deeply understands and is firmly committed to respecting and safeguarding fundamental human rights. We regard human rights as an inviolable baseline for business operations and fully integrate them into every aspect of human resources management.

Regarding freedom of association and collective bargaining

The Group fully respects the legal right of all employees to freedom of association. Our employment policies explicitly guarantee employees the right to decide independently, in accordance with the laws and regulations of their respective countries, whether to join a trade union or establish other legitimate employee representative organizations. At the same time, the Group adheres to the principles of openness and transparency and has established diverse communication channels, including regular employee forums, online anonymous feedback platforms, and management open days, to ensure that employees' voices are effectively heard and addressed.

Regarding the prohibition of child labor and forced labor

The Group holds an absolute zero-tolerance stance. Both our *Supplier Quality Control System* and *Procurement Quality Management Measures* stipulate that any form of child labor, forced labor, debt bondage, or human trafficking is strictly prohibited. This requirement applies not only to all Group employees but also extends to our entire supply chain through rigorous supplier qualification reviews and due diligence. All new employees are required to provide valid identification and sign a compliance declaration that includes provisions against forced labor. We conduct regular reviews of high-risk operational areas (such as certain overseas project camps) to ensure that relevant human rights policies are effectively enforced.

Regarding anti-discrimination and equal opportunity

The Group is committed to fostering an inclusive, diverse, and equitable work environment. Our recruitment, promotion, training, and compensation and benefits policies are based on individual ability, performance, and potential. We firmly oppose discrimination based on race, skin color, gender, religion, political views, nationality, social background, or any other non-work-related factors. By implementing a global diversity talent strategy, we actively attract talent from diverse cultural backgrounds, believing that diverse teams are key to driving innovation and delivering exceptional service.

In 2025, the Company organized more than 10 cross-cultural events (including Eid al-Fitr and multicultural festivals) in regions such as the Middle East, Africa, and Southeast Asia, respecting local cultural customs and promoting employee integration. A dedicated survey showed that the Company's cross-cultural management mechanisms continue to improve, with overall employee satisfaction reaching 4.6 out of 5.

Employee Well-being

Anton has always regarded the protection of employee rights and humanistic care as integral components of corporate management. In accordance with internal regulations such as the *Anton Group Employee Benefits Management Measures*, *Employee Leave Management Measures*, and *Management Guidelines for Family Members Accompanying Assigned Personnel*, the Company has established a comprehensive welfare system covering all employees throughout their entire career development cycle. We make full and timely contributions to pension, medical, unemployment, work-related injury, and maternity insurance, as well as housing provident funds, in accordance with the law. Additionally, we provide supplementary medical insurance and accidental injury insurance for all employees, thereby strengthening the safety net for their health and livelihood. We not only provide statutory paid leave benefits such as marriage leave, maternity leave, paternity leave, and breastfeeding leave, but also convey the Company's warmth through customized gift packages and condolence gifts during important life events such as weddings, childbirth, birthdays, and serious illnesses. Additionally, we regularly organize social gatherings, cultural and sports activities, and outdoor excursions to help employees achieve a work-life balance, further enhancing their sense of belonging and team cohesion.

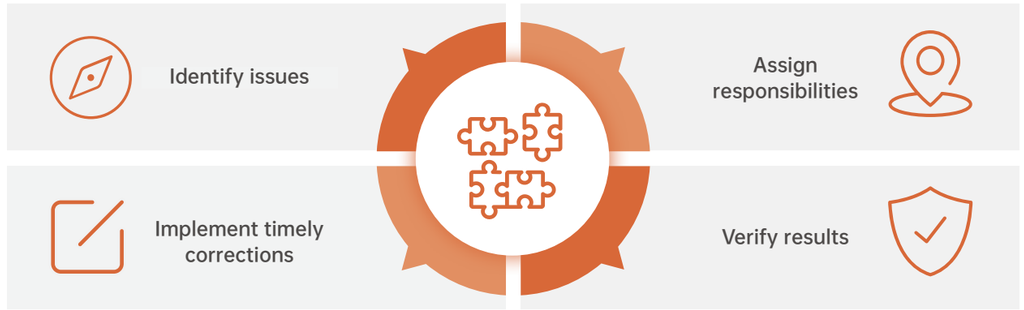
For our overseas employees, we have developed specialized care programs, including annual family visitation leave for foreign employees, benefits for family members accompanying expatriate staff, and educational support plans for their children. During important local holidays such as Eid al-Fitr in Iraq and Indonesia, and Eid al-Adha in Dubai, the Company distributes holiday gift packages to local employees, demonstrating respect for and integration into local cultural traditions.

The Company maintains open communication channels. Through regular democratic evaluations, feedback sessions, employee representative conferences, and communication with union representatives, we ensure that employee opinions are fully expressed and efficiently addressed.

Satisfaction Surveys

The Group has established a high-frequency, multi-dimensional employee satisfaction monitoring mechanism. In 2025, a total of four comprehensive surveys were conducted (including quarterly routine surveys and special surveys for foreign employees), covering the Group headquarters and frontline staff at overseas projects. The survey dimensions encompassed key indicators such as compensation and benefits, career development, management communication, work environment, and corporate culture. For non-Chinese employees (particularly those at overseas bases in the Middle East, Central Asia, and other regions), the Group conducted the *Special Satisfaction Survey for Non-Chinese Employees*, focusing on cross-cultural integration, localization support, and living logistics. The average score for overall employee satisfaction in 2025 was approximately **4.6** out of 5.0.

Following the survey, the Group established a rigorous closed-loop mechanism—"identify issues—assign responsibilities—implement timely corrections—verify results"—based on the *Employee Satisfaction Issue Rectification Plan Tracking Sheet*. In 2025, the completion rate for rectifying issues frequently raised by employees reached 95%.



Cultivating a Family-Like Culture

In 2025, through four key dimensions—"celebrating holidays together, team building, honor-based incentives, and care for frontline employees"—we ensured that every employee felt the warmth and respect of the Anton family.

Celebrating Holidays Together



Labor Day celebration at the Dubai office



Southeast Asia Business Department hosts a joint celebration for the Dragon Boat Festival and Eid al-Adha

UAE Business Department hosts an outdoor barbecue gathering





Chinese Dragon Boat Festival Employee Wellness Series



Chad Business Unit in the Africa Region Hosts Grand Spring Festival Celebration

Iftar Dinner in Jakarta



Honors and Recognition



On September 5, 2025, the Sigurna 2 Business Unit held a grand ceremony to present the August Outstanding Performance Awards in the unit's conference room



Annual Excellence Awards Ceremony for the Drilling Industry



Hafaya Business Unit 2025 Spring Festival Outstanding Amoeba Awards



Overseas Amoeba Team Receives Work Performance Award

Team Building



Direct Sales Region Kuwait Business Unit Weekend Team-Building Activity



Visit to the Grand Egyptian Museum



Anton Hafaya's First Spring Sports Day



Oasis Business Division's May Day Employee Tree-Planting Event



Direct Sales Region Kuwait Local Team-Building Event—Bowling Tournament



Christmas Dinner at the N'Djamena Capital Office, Africa Region





Oasis Business Division Hosts a Series of Cultural and Sports Activities at the Anton Camp

Caring for Frontline Employees



Hafaya Business Unit 2025 Spring Festival Gala Event Recap

Hafaya Office Phase III Project Completed; Phase III Offices Feature Significant Improvements in Spatial Layout and Work Environment





Spring Festival Visits to Frontline Employees at Domestic and Overseas Work Sites

Occupational Safety

Anton adheres to laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Occupational Disease Prevention and Control Law of the People's Republic of China*. The Company has established internal policies including the *Occupational Health Management Measures* and the *Employee Health Examination and Assessment Management Measures*, implemented a comprehensive work safety responsibility system for all employees, clearly defined the responsibilities of each department, and regularly identifies and controls occupational health risks. This ensures timely prevention of health and safety risks in production activities and provides employees with a safe and stable working environment. This year, Anton has obtained ISO 45001 Occupational Health and Safety Management System certification.



Anton's 2026 Occupational Health and Safe

100% compliance rate in the use of work safety investment funds

100% completion rate for QHSE training plans

100% coverage of occupational health examinations

Total Recordable Incident Rate (TRIR) per million work hours: no higher than
0.55

Lost-time injury frequency rate (LTIF) per million work hours not exceeding
0.27

Traffic Accident Rate per Million Vehicle-Miles (MVAR) not exceeding
0.25

98%
Overall Equipment Availability

Eliminate all major and catastrophic production accidents (including fires, explosions, well blowouts, and incidents resulting in serious injury or death)

Eliminate occupational disease incidents

Zero occurrences of major safety and public security incidents at project sites (including mass safety incidents, terrorist attacks, and major public security cases)

Lost Time Injury Rate (LTIR)
0.31
(down 8.8% year-over-year)

During the reporting period, the Group did **not** experience any major safety incidents.

Indicator	Unit	2025	2024	2023
Work-related fatalities	persons	1	1	1
Work-related fatality rate	%	0.01	0.01	0.01
Workdays lost due to work-related injuries	days	215	161	478



OPIC Chad $5 Million No-Loss Man-Hour Certificate



KEBL $17 Million No-Loss Man-Hour Certificate

Risk Identification and Hazard Investigation

The Group has established a routine risk identification and hazard investigation mechanism, regularly organizing specialized safety inspections and pre-holiday risk assessments, with a focus on high-risk operational scenarios such as work at heights, lifting operations, equipment operation, and road traffic. For identified hazards, the Group maintains a rectification ledger that clearly defines responsible departments and rectification deadlines, and implements closed-loop management. The status of relevant rectifications is incorporated into the annual safety management performance evaluation system.

Safety Training and Capacity Building

The Company strictly enforces the three-tier safety education and training requirements, utilizing a combination of online and in-person training to provide all employees with work safety education, training, and pre-employment competency assessments, thereby comprehensively enhancing employees' safety awareness and capabilities. Training content includes safety operating procedures, accident emergency response, risk identification, and compliance requirements. Training completion status is incorporated into the employee performance appraisal system to ensure that key positions possess the necessary safety qualifications and competencies.

In 2025, the Company allocated dedicated training funds to provide all employees with training on work safety laws and regulations, occupational disease prevention, and certification programs required to meet the technical standards of their respective positions. Additionally, we organized activities such as Lifting Safety Month, Traffic Safety Month, and Work Safety Month to prevent and reduce safety incidents while continuously strengthening employees' safety awareness.

Case: Traffic Safety Month Activities

In March 2025, the Group organized a special "Traffic Safety Month" campaign. The campaign focused on key areas such as road traffic safety risk identification, standardized vehicle management, and driving behavior control, and provided systematic outreach and training to employees at project sites and those involved in vehicle operations.

During the campaign, the Group utilized specialized traffic safety training, accident case studies, safety alerts, and vehicle inspections to heighten employee awareness of high-risk behaviors such as speeding, fatigued driving, andviolation operation. Simultaneously, a targeted inspection of project vehicles was conducted, focusing on vehicle safety conditions and driver qualification management to strengthen risk prevention measures.

Across the Group, a total of 198 training sessions were organized, reaching 2,924 participants, with 100% coverage of the Company's drivers.







Case: Special Campaign on Work at Height

In October 2025, the Group organized a special safety campaign for work at heights, focusing on strengthening risk identification and compliance with operational standards to reduce safety risks such as falls from heights. The training content closely aligned with core regulations including the *Safety Management Standards for Work at Heights*, *Regulations on the Use of Personal Protective Equipment*, and *Management Measures for Work at Heights*. Through a combination of video-based learning and on-site practical exercises, the training covered all personnel involved in such operations.



Across the Group, a total of 163 training sessions were organized, reaching 2,620 employees. All units organized training for employees on risk management for work at heights and shared accident case studies.

Case: Special Campaign on Lifting Operations

In July 2025, the Group focused on high-risk lifting operations and launched a Group-wide "Lifting Safety Month" campaign. The campaign covered 19 units, achieving a training coverage rate of 96.2% among 3,153 relevant personnel through 180 sessions of safety training and accident case sharing, effectively strengthening frontline employees' safety awareness. Simultaneously, all units conducted 145 comprehensive on-site inspections. Focusing on four key areas—equipment and tools, work environment, personnel qualifications, and protective measures—they identified a total of 385 potential hazards and promoted immediate rectification, achieving an overall rectification rate of 96.8%.



Internal Audits and Compliance Management

Anton conducts periodic occupational health and safety management inspections to identify issues through internal audits and promptly implement corrective measures to ensure safe production.

By 2025, all units had identified and updated local legal and regulatory requirements, adhering to applicable local laws, regulations, and standards, and conducted compliance assessments for their 16 legal entities. The audit team employed various methods, including document reviews, on-site observations, and staff interviews, strictly following occupational health and safety management system standards. The compliance assessment for multi-entity safety management covered 23 aspects, including the Work Safety Permit and Work Safety Standardization; the compliance assessments for regional business divisions and product lines covered 10 aspects, including foundational safety management work, chemical management, road traffic safety, fire safety, special equipment safety, employee health, and environmental protection. Anton developed rectification plans for issues identified during the audits and tracked their implementation.

During the reporting period, the Group did not incur any significant penalties resulting from violations of laws and regulations related to work safety.

Occupational Health Management

Anton formulated and issued the *Anton Group Employee Health Management Measures*, established employee health records, implemented an employee health declaration system and occupational disease records, conducted health risk identification and monitoring for personnel in key positions, and ensured that all on-duty employees passed their physical examinations. In addition, the Company provides psychological counseling to employees in need, actively organizes team-building activities to safeguard employees' physical and mental well-being, and conducts regular health examinations while implementing a health record management system. For employees in high-risk positions, the Group implements targeted monitoring and protective measures, provides necessary personal protective equipment, and mitigates occupational health risks.

Business for Good

Anton operates oil and gas services in multiple locations worldwide and consistently regards communities as key stakeholders. We adhere to the principle of localized operations, respecting the religious beliefs, cultural traditions, and social customs of the regions where we operate. By establishing community communication mechanisms, we maintain dialogue and interaction with local communities; we have established public relations support in all global operational locations, with legal departments coordinating community communication matters to promptly understand and respond to community concerns; simultaneously, through regular community satisfaction surveys and organizing training for overseas employees on religious customs and language and culture, we continuously enhance cross-cultural communication capabilities.

Management Philosophy and Governance Mechanisms

The Company integrates community engagement and philanthropic initiatives into daily management, incorporating social responsibility metrics into the routine performance evaluation systems of all Group departments, with focuses on:

Compliance

- Adhering to local government regulations and receiving no administrative penalties throughout the year;

Activity Frequency

- Actively participating in community public welfare, with no fewer than two public welfare and community activities per year;

Educational Partnerships

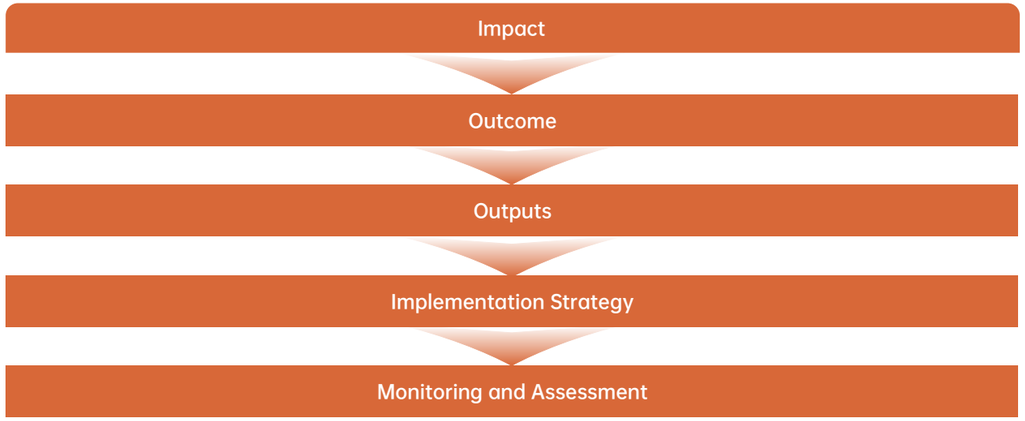
- Completing planned collaborative initiatives and educational donation activities with universities and local schools;

Emergency Response

- Efficiently carrying out poverty alleviation and disaster relief activities in response to government calls or Group requirements.

The Company monitors the potential indirect economic impacts of its business activities on local communities. Through the ESG Committee and regional ESG implementation teams, it conducts dynamic monitoring and evaluation, establishing a quarterly performance assessment mechanism to track and manage the achievement of key project objectives, implementation progress, and resulting social benefits throughout the entire process.

Process for Assessing and Monitoring the Indirect Economic Impact of the Company's Operations on Local Communities



Process for Assessing and Monitoring the Indirect Economic Impact of the Company's Operations on Local Communities (Schematic)

During the reporting period

The Company carried out public welfare initiatives focused on educational support, poverty alleviation, material donations, and outreach to local communities.

According to Group statistics, the Company organized or participated in **12** charitable activities in 2025

With a total public welfare investment of RMB **1.81** million

Indicator	Unit	2024	2025	Year-over-Year Change
Charitable activities organized or participated in	Times	11	12	+9.1%
Number of participants in charitable activities	Number of participants	150	200	+33.3%
Total charitable contributions	10,000 RMB	161	181	+12.4%

Overseas Community Engagement

Overseas, the Company has established systematic, localized engagement mechanisms. By integrating local culture and practical needs, it regularly conducts activities such as Ramadan donations and tree-planting initiatives, and has established long-term cooperative mechanisms with local organizations and governments.

Case: Overseas Green Collaboration



Employees of participate in a "Plant and Protect Greenery" themed activity, planting over 300 saplings



The Company and its strategic partner Roc Oil jointly organized an ecological co-construction event

Case: Dhufriyah Project Shows Care During Ramadan—Donating 300 Sets of Daily Necessities to Benefit Iraqi Communities

In March 2025, to actively fulfill corporate social responsibility and uphold the tradition of community care during the Islamic holy month of Ramadan, the Anton Dhufriyah Project partnered with the Mid-Iraq Oil Company (MOC) to carry out a Ramadan charity donation, providing daily necessities to the community in Kut City, Wasit Province, Iraq.

After conducting on-site research and learning that some families faced shortages of essential supplies during Ramadan, the project team donated 300 sets of daily necessities (including rice, flour, cooking oil, etc.) to vulnerable groups such as local impoverished families and elderly people living alone.







Case: "Ramadan Care Packages" in Al-Ahdab, Iraq — Tailored Assistance Based on Targeted Research

The North Central Iraq Business Department of Anton, in collaboration with its partner Oasis Petroleum, conducted market research and took into account Ramadan customs to procure essential items such as cooking oil, rice, and flour. These supplies were packaged into 200 "Ramadan Care Food Packages," each accompanied by a bilingual greeting card, and delivered directly to underprivileged families in communities surrounding the Ahdab oilfield in Iraq.



Community Outreach and Welfare Activities

Case: Spring Festival Warmth Campaign—Community Visitation Event

In January 2025, the Company's Party Committee organized a themed "Spreading Warmth for the New Year, Comforting Hearts" outreach activity in communities under the jurisdiction of Donghu Subdistrict, Chaoyang District, Beijing. The initiative delivered organizational care and New Year's blessings to struggling Party members in the community and included a discussion session with local residents.



Case: "Love for Mandou" in Action Again — Donation of Sports Equipment to the Mandou Gacha Village Committee

To further support rural development in Mandou Gacha, Inner Mongolia, the Company continued its "Andong Cares for Mandou, Public Donations Build Strength" assistance initiative. It donated sports equipment worth a total of 100,000 RMB to the Mandou Gacha Village Committee, including basketballs, soccer balls, badminton sets, jump ropes, and various fitness equipment. The items were delivered via logistics and handed over to the village committee for unified management and use.



Other Highlights

During the year, Anton was honored with the title of "Outstanding Co-construction Unit" by the Donghu Subdistrict Office of Chaoyang District, Beijing, in recognition of the Company's contributions to promoting harmonious community development and supporting local infrastructure.

The Company participated in surveys of local residents' needs through targeted visits, community forums, and questionnaires to listen to residents' concerns. This approach not only enhanced the relevance and effectiveness of community co-construction efforts but also embodied the Company's responsibility philosophy of "rooting in the community and serving neighbors," laying a solid foundation for building a new type of enterprise-community relationship characterized by mutual trust, mutual assistance, and win-win development.





In July 2025, Mr. Fan YonghongParty Secretary of the Group, visited the Kangdu Jiayuan Community to conduct research focused on the "parking shortage" issue, a representative of the Chaoyang District People's Congress and Mr. Fan exchanged views with residents and community staff, inspected the parking lot and surrounding areas on-site, and discussed solutions to alleviate the problem. He stated that he would compile the suggestions and convey them to the relevant departments, contributing to the improvement of grassroots governance in Chaoyang District and the quality of life for residents.

Government and Industry Engagement

The Group actively responds to the national "Belt and Road" Initiative and adheres to an internationalization strategy of "deep local engagement and long-term commitment." In 2025, through in-depth dialogue and cooperation with the governments of resource-rich countries, national oil companies, and the international industry, we not only exported Chinese technology and services but also committed to becoming a "value-co-creation partner" in the energy ecosystem of resource-rich countries.

Algeria: High-Level Leadership, Building Strategic National-Level Cooperation

In December 2025, the Group's senior leadership team visited Algeria and held strategic meetings with the Minister of Energy and Mines, as well as leaders from the National Oil Company and the Oil and Gas Regulatory Authority. Both sides reached broad consensus on full-industry-chain cooperation and formally launched a working coordination mechanism. In the future, Anton will assist Algeria in achieving efficient development of oil and gas resources and comprehensive utilization of natural gas through technology sharing and management empowerment, thereby promoting the diversified development of the local energy economy.

Africa and Central Asia: Implementing the "Belt and Road" Initiative and Deepening South-South Cooperation

In September 2025, the Group was invited to attend the China-Kazakhstan Business Council meeting and the signing ceremony for cooperation documents held in Beijing. During the event, the Group signed important memorandums of understanding with the Kazakhstan Sovereign Wealth Fund and partners in the energy sector, committing to focus on green sustainable development and the upgrading of the energy industry, and pledging to transfer core technologies and management expertise. In the future, Anton will assist resource-rich countries in enhancing their independent energy development capabilities and ensuring regional energy security through technology transfer and the cultivation of local talent, thereby becoming a model for China-Africa and China-Kazakhstan energy cooperation.

Appendixes

Appendix I: List of Key Indicators

Economic Performance

Indicators		2025	Unit
Revenue distribution	China	33.6	%
	Iraq	56.5	%
	Other overseas markets	9.9	%
Revenue		55.72	RMB hundred million
Net profit attributable to shareholders of listed companies		3.73	RMB hundred million
Net cash inflows from operating activities		13.7	RMB hundred million

Environmental Performance

Indicators		2025	Unit
Emissions	Hazardous waste discharged	32,651.00	Tons
	Hazardous waste discharged per revenue	5.86	Tons/RMB million
	Hazardous waste disposed	24,075.00	Tons
	Hazardous waste recycled	8,576.40	Tons
	Non-hazardous waste discharged	1,645.00	Tons
	Non-hazardous waste discharged per revenue	0.30	Tons/RMB million
	Non-hazardous waste disposed	1,385.00	Tons
	Non-hazardous waste (industrial solid wastes) recycled	13.40	Tons
	Proportion of waste recycled	26.27	%
	NO_X emissions	0.27	Tons
	SO_X emissions	0.21	Tons
	Methane (CH_4) emissions	1.57	Tons

Indicators		2025	Unit
GHG emissions	GHG emission (Scope 1 and Scope 2)	68,530.93	Tons of CO_2e
	GHG emission per revenue (Scope 1 and Scope 2)	12.30	Tons of CO_2e /RMB million
	Scope 1 GHG emission	37,556.09	Tons of CO_2e
	Scope 1 GHG emission per revenue	6.74	Tons of CO_2e /RMB million
	Scope 2 GHG emission	30,974.84	Tons of CO_2e
	Scope 2 GHG emission per revenue	5.56	Tons of CO_2e /RMB million
	Scope 3 GHG emissions	781,439.13	Tons of CO_2e
	Scope 3 GHG emissions: Category 1 Purchased goods and services	703,200.70	Tons of CO_2e /RMB million
	Scope 3 GHG emissions: Category 2 Capital goods	30,929.76	Tons of CO_2e
	Scope 3 GHG emissions: Category 3 Fuel-and energy-related activities (not included in Scope 1 or Scope 2)	14,147.45	Tons of CO_2e /RMB million
	Scope 3 GHG emissions: Category 4 Upstream transportation and distribution	2,343.63	Tons of CO_2e
	Scope 3 GHG emissions: Category 5 Waste generated in operations	19,929.14	Tons of CO_2e
	Scope 3 GHG emissions: Category 6 Business travel	10,888.45	Tons of CO_2e
	GHG emission reduction	24,341.75	Tons of CO_2e
	Assisted customers in reducing greenhouse gas emissions	18,538.97	Tons of CO_2e
Energy consumption	Total energy consumption	194,867.21	MWh
	Electricity consumption	49,302.76	MWh
	Natural gas consumption	19,570.26	MWh
	Diesel consumption	118,871.56	MWh
	Gasoline consumption	7,122.64	MWh

Indicators		2025	Unit
Energy consumption	Energy consumption per revenue	34.97	MWh/RMB million
	Electricity consumption per revenue	8.85	MWh/RMB million
	Natural gas consumption per revenue	3.51	MWh/RMB million
	Diesel consumption per revenue	21.33	MWh/RMB million
	Gasoline consumption per revenue	1.28	MWh/RMB million
Water resource and wastewater	Total water consumption	69.05	Ten thousand tons
	Water consumption per revenue	0.01	Ten thousand tons/RMB million
	Recycled water consumption	5.89	Ten thousand tons
	Proportion of the recycled water consumption	8.53	%
	Total wastewater discharged	10.62	Ten thousand tons
	Wastewater discharged per revenue	0.002	Ten thousand tons/RMB million
Packaging materials	Raw material consumption	68,064.79	Tons
	Raw materials consumption per revenue	12.22	Tons/RMB million
Other environmental indicators	Number of environmental incidents or administrative penalties related to the environment	0	Time
	Percentage of company sites or subsidiaries that have obtained any environmental management system certification	100	%

Social Performance

Indicators			2025	Unit
Employment	Total employees		6,792	Persons
	By employment type	Full-time	6,694	Persons
		Part-time	98	Persons
	By employee category	Senior management	15	Persons
		Middle management	631	Persons
		Base-level	6,146	Persons

Indicators			2025	Unit
Employment	By Gender	Male	6,193	Persons
		Female	599	Persons
	By age group	Under 40	4,966	Persons
		40-60	1,792	Persons
		Above 60	34	Persons
	By region	China	2,259	Persons
		Iraq	3,956	Persons
		Other overseas markets	577	Persons
	Education level ratio of Chinese employees	Master's degree and above	358	Persons
		Bachelor degree	1,174	Persons
		Junior college degree	584	Persons
		Technical secondary school and below	1,286	Persons
	Number of disabled employees recruited		5	Persons
	Proportion of women in management		12.52	%
	Proportion of women on the board		12.50	%
	Total number of new employees		766	Persons
Remuneration and benefits	Social insurance coverage		100	%
	Labor contract signing rate		100	%
Employ turnover	Employee turnover		728	Persons
	Employee turnover rate		10.72	%
	By gender	Male	10.77	%
		Female	4.85	%
	By age	Under 40	10.15	%
		40-60	5.77	%
		Above 60	8.24	%

Indicators			2025	Unit
Employ turnover	By region	China	13.85	%
		Iraq	3.49	%
		Other overseas markets	4.48	%
Employee training and development	Employees participating in training		6,792	Persons
	Total participation in training		1,044,816	Participation
	Average training hours per employee		198	Hours
	Percentage of trained employees out of all employees		100	%
	Employees trained by gender	Male	91.18	%
		Female	8.82	%
	Employees trained by employment type	Senior management	0.17	%
		Middle management	8.50	%
		Base-level	91.33	%
	Average training hours by gender	Male	198	Hours
		Female	193	Hours
	Average training hours by employment type	Senior management	174	Hours
		Middle management	193	Hours
		Base-level	222	Hours
Occupational health and safety	Employee physical examination rate		100	%
	Number of safety production accidents		14	Cases
	Fatalities by work-related causes		1	Persons
	Proportion of fatalities by work-related causes		0.01	%
	Work-related injury loss hours		1720	Hours
	Total working hours		22,476,115	Hours

Indicators		2025	Unit
Occupational health and safety	Days away from work	215	Days
	Fatality accident rate	4.45	Persons/hundred million working hours
	Road traffic accident rate	0.26	Cases/million kilometers
	Total recordable accident rate	0.62	Times/million working hours
	Lost time injury rate (LTIR)	0.31	Cases/million working hours
	Severity of work injury accidents	9.56	Days/million working hours
	Safety trainings	109,398	Times
	Total training hours for occupational health and safety	246,856	Hours
Product quality and services	Complaints received concerning products and service	0	%
	Handling rate of complaints concerning products and service	100	%
	Number of complaints about products and services	2	Cases
R&D and innovation	R&D investment	1.17	RMB hundred million
	Cumulative patent authorized	464	Items
	Patent applied	26	Items
	Patent authorized	21	Items
	Technical essays published	26	Papers
	Software copyright authorizations	11	Items
	Operation specifications and standards	7	Items
Supply chain management	Suppliers	748	Suppliers
	Number of domestic suppliers (including suppliers from Hong Kong, Macau, and Taiwan)	530	Suppliers
	Number of overseas suppliers	218	Suppliers
	Number of eliminated suppliers	11	Suppliers

Indicators			2025	Unit
Community development	Participation to voluntary activities	Activity	12	Times
		Participation	200	Participations
		Time	50	Hours
	Public welfare donation amount		181	RMB ten thousand
	Proportion of donation total in revenue		0.03	%

Governance Performance

Indicators	2025	Unit
Corruption litigation cases concluded	0	Times
Directors participating in anti-corruption training	8	Persons
Anti-corruption training hours per director	16	Hours
Employees participating in anti-corruption training	6,792	Persons
Anti-corruption training hours per employee	20	Hours

Appendix II: Reporting Framework Index of *The Stock Exchange of Hong Kong Limited's ESG Reporting Code*

General Disclosures and KPIs	Description	Location
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	33-35, 37, 39-40
KPI A1.1	The types of emissions and respective emissions data.	38
KPI A1.3	Total hazardous waste produced (in tonnes) and (if applicable) intensity.	96
KPI A1.4	Total non-hazardous waste produced (in tonnes) and (if applicable) intensity.	41
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	41
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	54-55
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	42-43
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	43
KPI A2.2	Water consumption in total and intensity.	43
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	42-44
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	44
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	44
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	31
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	34-35

General Disclosures and KPIs	Description	Location
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	69-70
KPI B1.1	Total workforce by gender, employment type(for example, full- or parttime), age group and geographical region.	69
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	70
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	86
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	87
KPI B2.2	Lost days due to work injury.	87
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	88-89
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	75
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	75
KPI B3.2	The average training hours completed per employee by gender and employee category.	75
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	69, 81
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	81
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	81
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	66
KPI B5.1	Number of suppliers by geographical region.	100
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	66-68
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	68
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	66
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	62-64
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	100
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	65, 100
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	59
KPI B6.4	Description of quality assurance process and recall procedures.	61
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	64
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	28
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	29
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	29
KPI B7.3	Description of anti-corruption training provided to directors and staff.	28-29
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	90
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	91
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	91

Climate-related Disclosures	Location
Governance	
Skills and Competencies of the Board-Level Governance Body	45
How and How Often the Board-Level Governance Body Receives Information	45
Oversight by the Board-Level Governance Body	45
Role and Responsibilities of Management	45
Strategy	
Climate-Related Risks and Opportunities	49-51
Business Model and Value Chain	45
Strategy and Decision-Making	53-54
Financial Position, Performance, and Cash Flows	51-52
Climate Resilience	52-53
Risk Management	
Processes for identifying, assessing, prioritising, and monitoring climate-related risks	54
Processes for identifying, assessing, prioritising, and monitoring climate-related opportunities	54
Integration of climate-related risks and opportunities into overall risk management processes	54
Metrics and Targets	
Greenhouse gas emissions	54
Climate-related transition risks	48-50
Climate-related physical risks	47
Climate-related opportunities	51
Capital allocation	55
Internal carbon pricing	45
Compensation	45
Industry benchmarks	55
Climate-related targets	54

ANTON 安東

安东油田服务集团

Anton Oilfield Services Group

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