

# 2023

## Environmental, Social and Governance (ESG) Report

JSTI GROUP  
Stock Code:300284



📍 Address: No.8 Fuchunjiang East Street, Jianye District,  
Nanjing, Jiangsu Province, China

🌐 Website: <http://www.jsti.com/>

☎ Tel: 025—86576542



# Table of Contents

About This Report	03
Statement of Chairman	05
About JSTI	07
ESG Management	19
<b>Topic Focus</b>	
Digital Operations and Maintenance, Occupying the Intelligent High Ground	25
Lightweight monitoring to drive industry innovation	28
Advancing the Green Economy, Practicing the Dual Carbon Goal	31
<b>Future Expectations</b>	104
<b>Appendix</b>	105
Index Table	105
Feedback Form	107

## 01 Compliance and Boosting Business Development

Corporate Governance Overview	37
Adherence to Business Ethics	42
Promoting Party Building	45

## 02 Low-carbon Environmental Protection, Build Ecological Civilization

Environmental and Ecological Management	49
Energy Emission Management	54
Green Office Operation	56

## 03 Scientific and Technological Momentum Drives Industrial Upgrading

Research and Development	59
Innovation Ability	
Intellectual Property Protection	64

## 04 Join Hands and Forge Ahead, Creating Industrial Value Together

Product Quality Management	67
Customer Rights Protection	69
Responsible Supply Chain	72
Information Security Control	77

## 05 Promoting employee well-being, Creating a Bright Future

Protection of Employees' Rights and Interests	83
Employee Health and Safety	88
Employee Training and Development	93

## 06 Passing on the Love, Building a Harmonious Society

Contribute to Social Welfare	101
Promote Rural Revitalization	102
Educational Assistance	102
Join the Belt and Road Initiative	103



# About This Report

## Appellation Description

For ease of expression, this report replaces "JSTI GROUP" with the terms "JSTI", "Company", "we", etc.

Full name	Abbreviations
JSTI GROUP	JSTI, Company, Group, we
Jiangsu Energy Tech Development Co.,Ltd.	Jiaoke Energy
Jiangsu Traffic Design & Rerearch Division Co.,Ltd.	Jiaoke Design

## Report Statement

This is the second Environmental, Social and Governance Report (ESG Report) issued by JSTI GROUP (hereinafter referred to as "JSTI", "Company" or "We"). This report provides a detailed disclosure of the Company's environmental, social and corporate governance practices and performance in 2023 based on the principles of objectivity, standardization, transparency and comprehensiveness.

## Time Range

The reporting period of this report covers from January 1, 2023 to December 31, 2023. For the purpose of making the report more comparable and forward-looking, some of the content appropriately refers back to previous years or has forward-looking descriptions. This report is issued on an annual basis, consistent with the financial year.

## Reporting Scope

The subject of this report is JSTI GROUP Relevant chapters cover JSTI and its subsidiaries and branches, etc. The scope of this report is consistent with the scope of the Company's annual consolidated financial statements unless otherwise stated.

## Compilation Basis

- Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 2 - Standardized Operation of Listed Companies on the Growth Enterprise Market (Revised in December 2023) issued by the Shenzhen Stock Exchange
- Chinese Academy of Social Sciences, *China CSR Reporting Guide (CASS-ESG 5.0)*
- Sustainability Reporting Standards (2021 version) released by the Global Reporting Initiative (GRI)
- Sustainable Development Goals of the United Nations
- State-owned Assets Supervision and Administration Commission of the State Council *Guiding Opinions on the Performance of Social Responsibilities by Central Enterprises*

## Data Interpretation

The data and cases in the report are derived from the original records or financial reports of the actual operation of JSTI and its subsidiaries and branches. All monetary amounts in this Report are shown in CNY, and in case of any inconsistency between them and those in the annual financial report, the latter shall prevail.

## Assess to the Report

The digital version of the report can be downloaded from the websites of Shenzhen Stock Exchange (<http://www.szse.cn>), cninfo (<http://www.cninfo.com.cn>) and JSTI GROUP (<http://www.jsti.com/>) for more Company information. The report is published in both Chinese and English. When there is ambiguity or conflict between the two language versions, please refer to the Chinese version.

## Feedback

If readers have any questions or suggestions about this report or the Company's social responsibility work, please feel free to contact us through the following contact information.

Tel: 025—86576542

Fax: 025—86576666

Website: <http://www.jsti.com/>

E-mail: [sjkdmb@jsti.com](mailto:sjkdmb@jsti.com)

Address: No.8 Fuchunjiang East Street, Jianye District, Nanjing, Jiangsu Province, China

# Statement of Chairman

Dear shareholders, customers, partners and employees,

In 2023, following the launch of our company's new mission and vision, marked the beginning of a transformative journey.

This year, amidst a landscape of change and reconstruction, opportunities and challenges intertwined. In order to effectively cope with macroeconomic uncertainties, the company set high-quality development as the goal, comprehensively promoted the implementation of strategies, and poured superior resources into the transformation and upgrading of digital and industrialization and the layout of new tracks, so as to accumulate dynamic potential for sustainable business growth.

The company has relentlessly improved the quality of project undertaking, seizing opportunities in premium markets while rigorously adhering to project undertaken standards to ensure profitability and cash flow. Continuously elevating precision management standards, we are committed to dual-platform service capability construction, investing resources in digitization and industrialization, thereby igniting the second growth curve for value creation. Adhering to the principle of championing those who strive, we attract industry-leading talents, vigorously cultivated young cadres, fostered organizational fission, and unleashed vitality and creativity, improving employees' sense of belonging and happiness.

In full alignment with national strategies, we continuously push the boundaries of our capabilities, actively constructing the most influential think-tank-style technology platform in the industry. Focusing on key areas such as green and low-carbon initiatives, risk prevention, and freight logistics, we have produced over a dozen influential think-tank publications, with some reports and recommendations receiving high praise from supervisory authorities at all levels, including the Ministry of Transportation.

We have rejuvenated traditional businesses, strengthened emerging sectors, nurtured future ventures, and enhanced the resilience and competitiveness of our business chain. Breakthroughs in the Carbon Peaking and Carbon Neutrality industry significantly support the green development of the infrastructure sector. The successful launch of the 'Green Transport Cloud' provides decision-making support for scientifically assessing the level of green and low-carbon transportation development in Jiangsu Province and analyzing trends in development directions. Significant progress has been made in the development of flywheel energy storage products, with a prototype reaching 250KW/50KWh capacity, featuring leading technology in drive control, fully independently designed and developed, and obtaining national industrial certification from the Ministry of Industry and Information Technology. In line with the 'Dual-Carbon' goal, the establishment of the 'China Energy Conservation Association Dual-Carbon Research Institute' delivers comprehensive low-carbon services for the infrastructure sector.

Accelerating the implementation of digitization and industrialization, we are fast-tracking the development of new quality productive forces. Multiple sets of equipment for lightweight bridge monitoring have been researched, developed, and put into operation, alongside the completion of the development of a lightweight monitoring mobile platform, resulting in significant increases in market share and performance indicators. Winning the bid for the Phase I Safe Construction Project of Urban Lifelines in Jiangsu Province (Urban Infrastructure Safety Operation Intelligent Supervision System) signifies that the clients highly appreciate the company's accumulation of experience and technological expertise in the domestic urban lifeline industry. Completing the first highway preliminary design project to achieve forward design across all specialties, we are focusing on advancing the integration of digits and models, realistic dimensional virtual scene construction, and virtual reality fusion applications based on the same digital foundation.

Pooling resources to construct a research platform cluster, we are committed to driving sustainable development through technological innovation. The State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges, jointly established by JSTI, Southeast University, and CCCC Highway Consultants Co., Ltd., was officially approved on March 15, 2023. The National Engineering Research Center for New Road Materials has made remarkable progress in industrialization.

Nurturing a vibrant culture, we are forging an organizational framework, mechanism, and environment that attracts and utilizes talents, transforming the organization into a platform that supports and activates individual creativity, making us the most dynamic. We aim to surpass the complexity of our business with the density of outstanding talents, pooling efforts to build exceptional teams and endeavoring to develop a member of management team that is younger.

The operational management system continues to lead the industry and has received positive feedback. In 2023, our upgraded quality certification score improved over 2022, maintaining the AAA+ certification. We were honored with the title of "Advanced Unit in Quality Management of Survey and Design in Jiangsu Province" by the Jiangsu Survey and Design Industry Association.

Looking ahead to 2024, we will maintain our strategic focus and strengthen organizational resilience. We will keep exploit markets while improving customer satisfaction, and create more value for them. We will accelerate technological innovation, enhance core competitiveness, and focus on building the most influential think-tank-style science and technology platform within the industry. We will strengthen personel training, promote employees' happiness, and provide more opportunities for their growth. We will continuously improve brand influence, and contribute more to social progress.

**Our mission: Most dynamic Trustworthy Building a new world.**

**Our vision: Become a world-class scientific and technological enterprise in the field of infrastructure.**

JSTIers will remain true to our commitment and strive to fulfill our mission, uniting in cooperation, and bravely striving to achieve this grand goal.



Chairman of JSTI GROUP

Li Dapeng

# About JSTI

- » ESG Key Performance
- » Company Profile
- » Corporate Culture
- » Industry Status
- » Corporate Qualifications
- » Corporate Honors
- » Overview of 2023

为客户价值持续创新  
To provide value to our clients through sustainable innovations



# ESG Key Performance

## Economic Performance

Revenue  
**52.78** Hundred million yuan

Total Profit  
**3.55** Hundred million yuan

Total Taxes Paid  
**3.80** Hundred million yuan

R&D Investment  
**3.08** Hundred million yuan

Participated in the Formulation of Domestic and International Standards  
**240** Items

Cumulative International Patents Granted  
**8** Items

Cumulative Licensed Valid Patents  
**1,116** Items

Service Network Coverage of Countries and Regions  
 More than **60**

## Environment Performance

Greenhouse Gas Emissions per Million Yuan of Income in Carbon Dioxide Equivalents  
**0.68** Tons

Energy Intensity per Million Yuan of Revenue  
**0.16** Tons of std. coal

Water Intensity per Million Yuan of Revenue  
**16.71** Tons

Photovoltaic Power Generation is Equivalent to Reducing Carbon Emissions  
**586.44** TCO<sub>2e</sub>

## Governance Performance

Percentage of Independent Directors  
**33.33** %

Percentage of Female Directors  
**11.11** %

Anti-Corruption Training  
**4** Times

## Social Performance

Total Number of Employees  
**8,154** Persons

Total Number of Female employees  
**2,090** Persons (25.63%)

Training Hours per Capita  
**9** Hours

Employee Training Coverage  
**90.14** %

Client Complaint Resolution Rate  
**100** %

Local procurement ratio  
**74.84** %

Total Public Welfare Investment  
**1.5150** Million Yuan

Social contribution per share  
**2.04** Yuan/share



# Company Profile

JSTI GROUP (hereafter referred to as "JSTI", stock code 300284) is a comprehensive solution provider in the field of infrastructure, dedicated to delivering innovative and pioneering solutions, and building an internationalized technological enterprise group to achieve high-quality sustainable development. Founded in 1978, the Company, formerly known as Jiangsu Research Institute of Transportation Science Co., Ltd., went public for the first time on January 10, 2012, issuing A-shares and officially listing on the Shenzhen Stock Exchange, becoming the first listed engineering consulting company in China. In 2015, "JSTI GROUP" was officially unveiled. In 2016, the Company strategically partnered with the globally leading engineering design consulting service provider, Spain Eptisa Servicios de Ingeniería,S.L. (referred to as "Eptisa"), accelerating international construction efforts through Eptisa's global network. In 2021, the Company introduced Guangzhou Zhujiang Industrial Group Co., Ltd. as a strategic cooperative shareholder through capital increase and expansion, making it the controlling shareholder, with the actual controller being the Guangzhou State-owned Assets Supervision and Administration Commission. Currently, the Company has 119 subsidiaries, over 8,000 regular employees, branches in more than 20 countries worldwide, and projects in over 60 countries.

The Company always adheres to the quality policy of "Customer focus, quality first", insists on performance excellence management, and continuously provides professional and standardized engineering consulting services. The Company's business covers industries such as highways, municipal engineering, water transportation, railways, urban rail transit, environment, aviation and water conservancy, construction, and power, providing full industry chain services including investment and financing, project investment analysis, planning consulting, survey and design, construction supervision, engineering testing, safety consulting, digitalization and intelligentization, project management, operation and maintenance, asset management, and new material research and development.



## Corporate Culture



### Vision

Becoming a World-class Scientific and Technological Enterprise in the Field of Infrastructure



### Mission

Most Dynamic Trustworthy Building a New World



### Values

Focusing on Customer, Talent Development, Team Work Spirit, Encouraging Innovation, Valuing Performance

# Industry Status

As the first A-share listed engineering consulting company in China, JSTI, relying on its outstanding scientific research level, technical capabilities, corporate qualifications, and brand influence, has secured a prominent position in the market. The Company's overall strength and competitiveness have always remained at the forefront of the industry, with a stable market share. In 2023, the Company ranked 62nd in *the Engineering News-Record* (ENR) 'Top 150 Global Design Firms', ranked 83rd in the ENR 'Top 225 International Design Firms'.

In 2023, the Company ranked **62**nd in the Engineering News-Record (ENR) 'Top **150** Global Design Firms'

In 2023, the Company ranked **83**rd in the ENR 'Top **225** International Design Firms'.



IT HAS BEEN LISTED IN THE "TOP **150** GLOBAL ENGINEERING DESIGN FIRMS" ISSUED BY ENGINEERING NEWS RECORD (ENR) IN THE US FOR TEN CONSECUTIVE YEARS.



IT HAS BEEN LISTED IN THE "Top **225** INTERNATIONAL ENGINEERING DESIGN COMPANIES" ISSUED BY ENGINEERING NEWS RECORD (ENR) IN THE US FOR SEVEN CONSECUTIVE YEARS.







# Corporate Qualifications

- Planning**  
A-Class Qualification for Urban and Rural Planning Compilation

---

- Consulting**  
A-Class Qualification for Comprehensive Engineering Consulting  
A-Class Qualification for Engineering Consulting  
A-Class Qualification for Specialized Engineering Consulting

---

- Mapping**  
A-Class Qualification for Mapping

---

- Surveying**  
A-Class Qualification for Comprehensive Engineering Survey

---

- Design**  
A-Class Qualification for Comprehensive Engineering Design

---

- TIC (Engineering)**  
Engineering Inspection Qualification:  
A-Class for Highway Engineering,  
A-Class for Water Transport Engineering Structure (Foundation),  
A-Class for Water Transport Engineering Materials,  
A-Grade for Highway Engineering Materials,  
Special for Highway Engineering Bridge and Tunnel Engineering,  
Special for Highway Engineering Traffic Engineering

---

- Construction**  
Construction Industry Qualification:  
Grade 1 General Contractor for Highway Engineering  
Grade 1 Municipal Public Works Construction General Contractor

---

- Supervisory**  
A-Class for Highway Engineering  
A-Class for Water Transport Engineering Specialized Highway Electrical and Mechanical Engineering  
A-Class for Municipal Public Engineering



Class A certification of Surveying and Mapping



Class A certification of Comprehensive Engineering Survey



Class A certification of Comprehensive Engineering Design



Class A certification of Urban and Rural Planning Compilation



Class A Certification of Specialized Engineering Consulting



Class A Certification of Engineering Consulting



Class A Certification of Comprehensive Engineering Consulting

The Company's qualifications in the TIC field (non-engineering) include: Certificate of China Inspection Body and Laboratory Mandatory Approval (CMA), Certificate of China National Accreditation Service for Conformity Assessment (CNAS), Certificate of Qualified Assessment for China Agriculture-product Testing Laboratory (CATL), Qualification Certificate for Occupational Health Technical Service Institutions, and Certificates of Testing Qualification for Environmental, Food and Agricultural Products, Occupational Hazards and Public Health Venues.

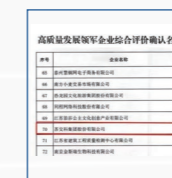
# Corporate Honors

The Following Are the Major Honors Received by the Company in 2023

Awarded Company	Award-winning time	Award Name	Awarded by
JSTI GROUP	April 2023	Demonstration base for employment apprenticeship in Jiangsu Province	Department of Human Resources and Social Security of Jiangsu Province
	May 2023	The First Batch of Pilot Enterprises for the Implementation of International Standards for Innovation Management of Intellectual Property in Jiangsu Province	Intellectual Property Administration of Jiangsu Province, Department of Industry and Information Technology of Jiangsu Province
	May 2023	Modern Service Industry High-quality Development Leading Enterprise of Jiangsu Province	Development and Reform Commission of Jiangsu Province
	September 2023	Science and Technology Innovation Think Tank Base of Jiangsu Province in 2023	Science and Technology Association of Jiangsu Province
	October 2023	The Vice Chairman of China Highway Survey and Design Association Highway Digital Design and BIM Technology Application Professional Committee	China Highway Survey and Design Association Highway Digital Design and BIM Technology Application Professional Committee
	October 2023	The First Batch of "Dual-chemical Synergy" Service Resource Pool Unit in Jiangsu Province	Internet Information Office of the Jiangsu Provincial Committee of the Communist Party of China, Development and Reform Commission of Jiangsu Province, Department of Industry and Information Technology of Jiangsu Province, Ecological Environment Department of Jiangsu Province, Traffic Management Bureau of Jiangsu Province
	November 2023	Fifth Transportation "Growing Cultural Brands" Honor	China Transport News, Research Institute of Highway Ministry of Transport
	May 2023	Tech SME of Jiangsu Province	Science and Technology Department of Jiangsu Province
	December 2023	SRDI SME of Jiangsu Province	Industry and Information Technology Department of Jiangsu Province
	JSTI GROUP	July 2023	Tech SME of Jiangsu Province
ZHONGSHAN WATER CONSERVANCY AND HYDROPOWER SURVEYING, DESIGNING AND CONSULTING CO.,LTD.	October 2023	Vice President Unit of Water Conservancy and Hydropower Industry Association of Guangdong Province	Water Conservancy and Hydropower Industry Association of Guangdong Province
JSTI GROUP (GUANGZHOU) TRANSPORTATION PLANNING AND DESIGN CO.,LTD.	December 2023	SRDI SME of Guangdong Province	Industry and Information Technology Department of Guangdong Province



The First Batch of Pilot Enterprises for the Implementation of International Standards for Innovation Management of Intellectual Property in Jiangsu Province



Modern Service Industry High-quality Development Leading Enterprise of Jiangsu Province



Science and Technology Innovation Think Tank Base of Jiangsu Province in 2023



The First Batch of "Dual-chemical Synergy" Service Resource Pool Unit in Jiangsu Province



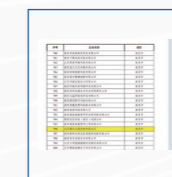
The Fifth Transportation "Growing Cultural Brands" Honor



Tech SME of Jiangsu Province



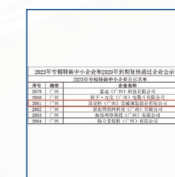
SRDI SME of Jiangsu Province



Tech SME of Jiangsu Province



Vice President Unit of Water Conservancy and Hydropower Industry Association of Guangdong Province

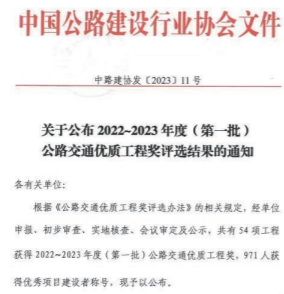


SRDI SME of Guangdong Province

# Overview of 2023



The New Mission and Vision of the Company Were Released in Honor



Three Projects Participated by the Company Won the LiChun Award, the Highest Quality Award in China's Highway Industry



The Signing and Unveiling Ceremony of JIANGSU FUTURE DESIGN SOFTWARE TECHNOLOGY CO.,LTD. Jointly Funded by JSTI and ZW Soft Co., Ltd. Was Successfully Held in Nanjing Design Center of JSTI, which Opened a New Stage of Digital Transformation of JSTI



- Successfully Completed the First In-service Highway Bridge Comprehensive Assessment Project Undertaken by the Company
- The Company Successfully Won the Bid for the First Phase of Jiangsu Province Urban Lifeline Safety Construction Project (Urban Infrastructure Safety Operation Intelligent Supervision System)



The Two Guidelines for the Promotion and Application of Steel Structure Bridges Compiled by the Company Successfully Passed the Evaluation



The Company Hosted a Symposium on the Exchange of Highway Digitization and BIM Technology Application

January

February

March

April

May

June

July

August

September

October

November

December

The Company's First Comprehensive Inspection and Evaluation Project for Cross-Yangtze River Bridge Successfully Passed the Review of Experts



The Company Successfully Held the Hanging Ceremony of the State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges and the Launching Activity of JSTI Long Span Bridges



The Nanjingnan-Taicang High Speed Railway, Which the Company Participated in Designing, Was Officially Opened for Operation



The first cross-Yangtze River bridge digital maintenance management platform project developed by the Company successfully passed the expert review



The Company was selected as one of the first batches of Jiangsu Province "Dual-chemical Synergy" service resource pool unit

The "Green Transportation Cloud" Platform Created by the Company Was Officially Launched



The Company Led the Research and Development of Bridge Lightweight Monitoring Technology Results - "Bridge Doctor" by the CCTV Network "Explore Traffic" Column Report

The Company Successfully Held "Understanding My Listed Company - 'Here Come the Shareholders' Entering Jiangsu Series Activities" JSTI Special Session

The Company's TIC BAINAOHUI System Was Officially Launched





# ESG Management

JSTI highly values ESG management, considering it an integral part of enhancing core competitiveness and achieving sustainable development. The Company adheres to embedding ESG principles deeply into strategic planning, governance framework, reform and innovation, as well as daily operations to ensure their close integration with all aspects of the Company's business. Concurrently, the Company continuously refines the ESG management model, rigorously fulfilling economic, environmental, and social responsibilities as part of the commitment to creating long-term comprehensive value for shareholders, employees, customers, and society.

## Sustainable Development Goals

JSTI actively responds to the idea of management of "dual carbon" goal, striving to shape an outstanding ESG brand image and continuously refine the ESG strategic system. The Company integrates operation and development with the United Nations' 2030 Sustainable Development Goals (SDGs), establishing a holistic ESG management philosophy and setting ESG development objectives for various aspects of corporate growth, comprehensively boosting the company's ESG management standards.

SDGs	Contents of Sustainable Development Goals	Corresponding Chapter	The Company's Initiatives
	To Eradicate All Forms of Poverty Worldwide	Passing on Love, Building a Harmonious Society Together	Actively respond to the national rural revitalization and the Belt and Road Initiative, and promote regional development through activities such as public welfare donations and educational assistance.
	Ensuring a Healthy Lifestyle, Enhancing the Well-being of People of All Ages	Employee Care, Forging a Bright Future	Adhere to safe and standardized operations, and conduct safety training, occupational disease prevention, and other initiatives, providing employees with a safe and healthy working environment.
	Ensuring Inclusive, Equitable Quality Education, Promoting Lifelong Learning Opportunities for All	Employee Care, Forging a Bright Future	Establish an E-learning network academy, JSTIer WeChat learning platform, and Fangshan University course system, providing all staff with learning opportunities.
	Achieve Gender Equality, Empower All Women and Girls	Employee Care, Forging a Bright Future	Eradicate gender discrimination in workplace, uphold equal pay for equal work principle, provide restrooms, lactation rooms for female employees, establish a women's committee to advocate for female employees.

SDGs	Contents of Sustainable Development Goals	Corresponding Chapter	The Company's Initiatives
	Universal access to clean drinking water and sanitation is an integral part of the world we aspire to live in	Low-carbon Environmental Protection, Jointly Building an Ecological Civilization	Advocate for green office practices, conduct wastewater treatment, and enhance water resource utilization efficiency.
	Ensuring everyone has access to affordable, reliable, and sustainable modern energy	Low-carbon Environmental Protection, Jointly Building an Ecological Civilization	The office building utilizes new energy for power generation, and electric vehicle charging stations are available in the office area, encouraging employees to adopt green commuting.
	Promote sustained, inclusive, and sustainable economic growth, achieve full and productive employment, and ensure decent work for all	Employee Care, Forging a Bright Future	Effectively protect employees' rights and vehemently oppose all forms of child labor and forced labor.
	Construct resilient infrastructure, promote inclusive and sustainable industrialization, and drive innovation	Technological Drive, Promoting Industrial Upgrading	Establish a comprehensive lifecycle technology innovation management system, formulate innovation reward policies at different levels, while also strengthening intellectual property protection efforts.
	Reduce inequality within and among nations	Employee Care, Forging a Bright Future	Advocate for an equal and diverse workplace environment, ensuring employees enjoy equal treatment in recruitment, compensation, training, promotion, and other aspects.
	Ensure sustainable consumption and production patterns	Moving Forward Together, Co-creating Industry Value	Enhance product quality management, adopt digitalized management mode, and provide customers with higher-quality services.
	Take urgent action to combat climate change and its impacts	Low-carbon Environmental Protection, Jointly Building an Ecological Civilization	Actively respond to "dual carbon" goal, promote energy conservation and carbon reduction efforts, adhere to the use of clean energy, and reduce greenhouse gas emissions.
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and establish effective, accountable, and inclusive institutions at all levels	Compliant Operations, Driving Enterprise Development	Operate in accordance with the law and regulations, standardize the operations of the board of directors, board of supervisors, and shareholders' meeting, improve risk management, strengthen investor relations management, and anti-corruption exercise.
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Moving Forward Together, Co-creating Industry Value	Strictly control supplier admission, selection, and assessment, and continuously strengthen daily supplier management.

# Communication with Stakeholders

The Company adheres to environmental protection principles, undertakes social responsibility, continuously improves the efficiency of resource utilization, and promotes the harmonious and sustainable development of the Company and the environment. The Company pays attention to the interests of stakeholders such as investors, customers, employees, and partners, and understands and responds to their major ESG concerns through various communication channels.



Government and Regulatory Authorities



Investors and Shareholders



Customers and suppliers



Employees



Public Welfare Organizations and Community Organizations



Media



## Demands and Expectations

- Compliance with Laws and Regulations
- Tax Compliance
- Serving the Regional Economy

- Protecting Shareholder Rights
- Corporate Governance
- Transparency
- Internal Control and Risk Management
- Investor Relationship Management

- Providing Quality Services
- Product Quality
- Technological Innovation
- Practicing Responsible Procurement

- Rights and Benefits
- Balancing Work and Life
- Skills Training and Career Development

- Protecting the Environment
- Public Welfare Charity
- Promoting Employment

- Transparent Information Disclosure
- Media Interviews and Communication

## Communication and Response

- Operating in Compliance with Laws and Regulations
- Paying Taxes in Full
- Assuming Social Responsibility

- Protecting Shareholder's Rights
- Optimizing Corporate Governance System
- Timely and Accurate Disclosure of Information
- Enhancing Internal Control Capabilities
- Conducting Risk Assessments
- Diversifying Investor Communication Channels

- Enhancing Service Quality
- Strengthening Quality Control
- Increasing Investment in R&D
- Building a Responsible Supply Chain

- Compliance with Labor Regulations
- Improving Compensation and Benefits Systems
- Employee Care Activities
- Regular Training Sessions
- Clear Career Advancement Pathways

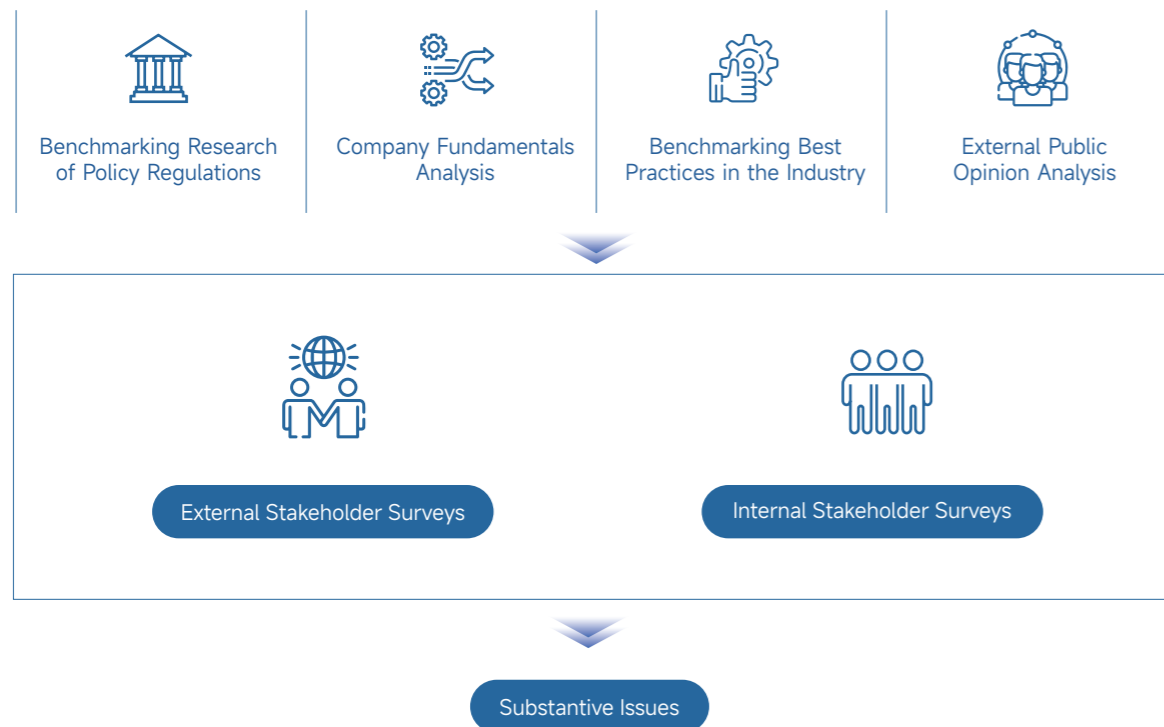
- Promoting Green Development
- Engaging in Social Welfare Activities
- Providing Employment Opportunities

- Timely Disclosure of Information
- Media Exchanges

## Analysis of Substantive Issues

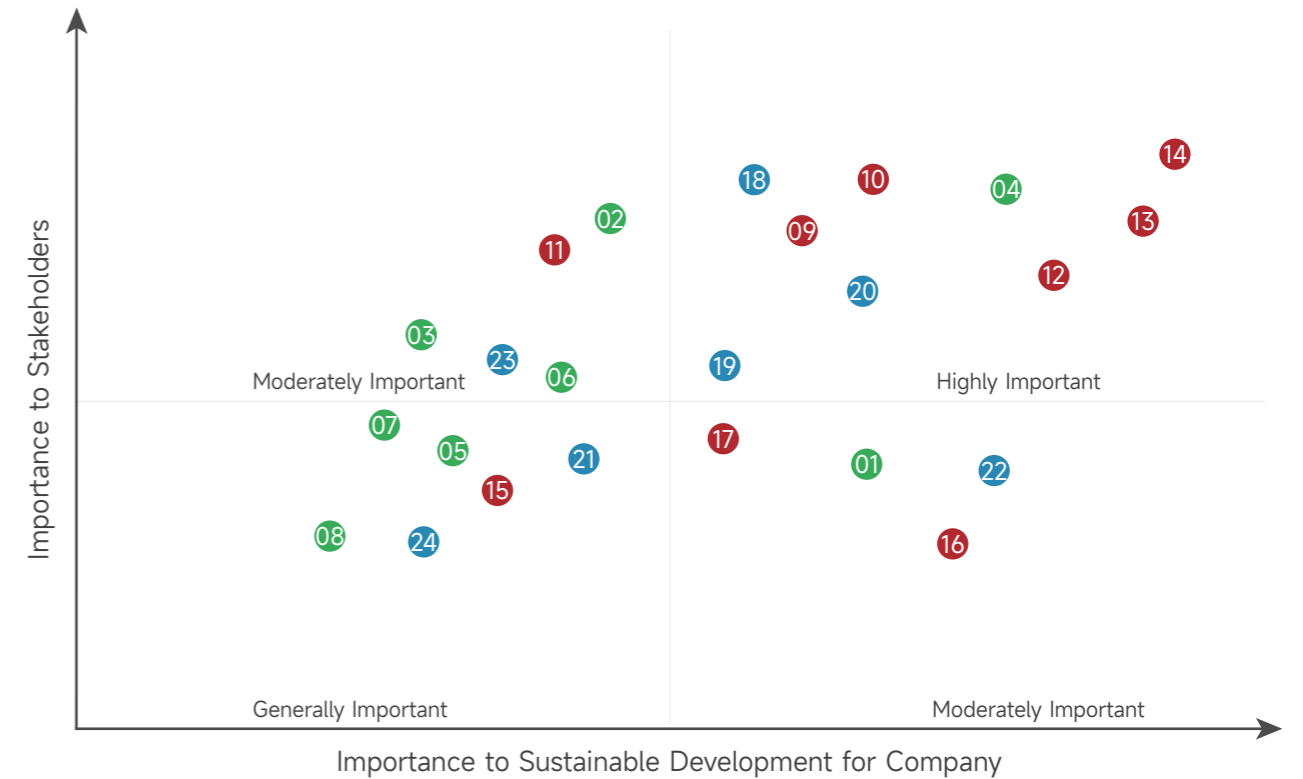
The Company pays attention to ESG rating indicators in the capital market, analyzes sustainable development challenges, and establishes a substantive issue identification mechanism, taking national policies, industry trends, and corporate strategies into account, annually determines the importance of issues through analysis and research of internal and external stakeholders.

### Substantive Issue Analysis Process



We conducted stakeholder surveys to identify and assess the material ESG issues, collecting over 200 responses from investors, employees, media, and other stakeholders.

After analyzing the survey results, we categorized and prioritized the ESG issues based on industry benchmarks and our specific circumstances. Using the importance level for both the company and stakeholders, we created a substantive issue matrix to outline the significant ESG topics.



#### Highly Important Issues

- 14 Customer Rights Protection
- 12 R&D and Innovation
- 13 Product Liability
- 09 Labor Relations Management
- 10 Employee Training and Development
- 20 Business Ethics
- 18 Shareholder Rights Protection
- 19 Governance Strategy and Organizational Structure
- 04 Green Design

#### Moderately Important Issues

- 01 Environmental Management
- 22 Risk Management
- 17 Social Welfare
- 16 Responsible Supply Chain Management
- 02 Energy Consumption
- 11 Employee Care
- 03 Green R&D
- 06 Green Office
- 23 Quality of Information Disclosure

#### Generally Important Issues

- 21 Tax Governance
- 05 Response to Climate Change
- 15 Information Security and Privacy Protection
- 08 Ecological Conservation and Biodiversity
- 07 Green Industry Exchange
- 24 ESG Governance

## ESG Honors

In 2023, the Company continued to deepen its efforts in the field of ESG management, committed to enhancing the ESG governance level, finally achieved a rating leap from BB to A by Wind, ranking 9th among 75 listed companies in the professional services industry with A+H shares.



The Wind ESG rating received an 'A' grade

## Topic Focus

# Digital Operations and Maintenance, Occupying the Intelligent High Ground



JSTI deeply implements the national strategy for digital development, with the aim of accelerating the construction of a strong transportation nation and prioritizing high-quality development. The Company has launched a special action plan for digitalizing highways, promoting the digital transformation of the entire process of highway construction, management, maintenance, operation, and service. This effort contributes to the development of digital transportation, industry upgrading, and the digital economy. As a pioneer in the digital transformation of the transportation industry, the Company uses advanced digital technology, engineering expertise, and industry insights in transportation and urban construction areas. The Company innovates in models, products, and services, providing product, system integration and digital overall solutions surrounding digital twin, intelligent transportation, and smart city solutions.



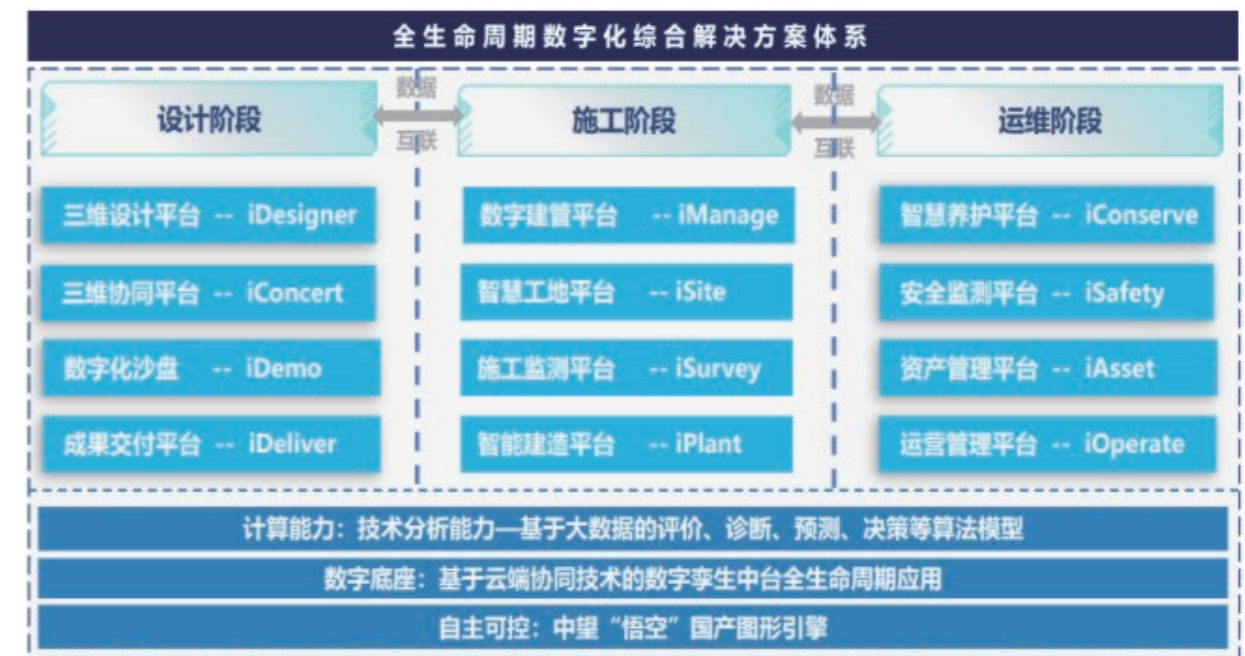
## Digital Development Strategy

JSTI aligns with the national digitalization development strategy, and forms the strategic development plan with the development goal of empowering the main business of the whole Company based on Domestic Independent Graphics Engine Porting Forward Design Software, enhancing the Company's overall digitalization application capability, leading the industry's digitalization transformation in terms of concepts and practices, and realizing the capability of data development as well as the output of digitalized products in the entire process and the full life cycle. The Company has developed a series of platform products covering the design, construction and operation phases, continuously delivering comprehensive digital solutions for industries such as highways, municipal, and railways.



### Case > Full Lifecycle Digital Product System - "Wukong Cloud" Infrastructure - Full Life Cycle Digital Integrated Solution System

The "Wukong Cloud" Infrastructure - Full Life Cycle Digital Integrated Solution System is based on the digital needs of the entire process and life cycle, with applications as the foundation, aiming to create a comprehensive digital application system covering the design, construction, and operation phases. This system covers three main stages: infrastructure planning and design, construction, and operation. In the planning and design phase, the Company took domestic three-dimensional forward design software as the main research and development direction, and built three main products: three-dimensional design platform, collaborative design platform and results delivery platform. This empowers the Group's traditional design methods to digitally upgrade, forming a series of market-competitive products, and explores new business growth points through BIM design consulting services and software sales. In the construction section, the Company focused on building four main products: digital construction management platform, smart construction site system, construction monitoring system, and smart prefabrication site system. This forms the development and implementation capabilities of a digital construction comprehensive management platform that integrates smart construction sites, intelligent monitoring, smart beam yards, and intelligent construction in the construction section. And the Company can gain profit through platform customization services (project-level/enterprise-level) and platform maintenance services. In the operation and maintenance stage, the Company regarded digital operation and maintenance comprehensive management platform as the main R&D direction, and created four major products: intelligent maintenance, safety monitoring platform, asset management platform and operation management platform. This forms the development and maintenance capabilities of digital operation and maintenance comprehensive management platform that integrates asset management, maintenance management, and health monitoring in the operation phase. The Company keeps making profits through platform customization business (project level/enterprise level), platform maintenance business and value-added services for data accumulation.



Domestically developed graphics engine-based infrastructure digital application system

## Digitalization Achievements and Effects

JSTI focuses on the construction of two central platforms, namely the management central platform and the business central platform, as the dual propellers for the development strategy of digitalization and industrialization. In 2023, in the area of the ability construction of managing central platform, the Company continuously researched and improved multiple domestic and international management systems, achieving integration of business and finance. In terms of the business central platform construction, the Company proceeded to build and optimize intelligent production platforms (D platform, T platform). The T platform (testing and inspection platform) has achieved end-to-end digital management of business processes, promoting the vigorous development of green technologies and new modes in the testing and inspection field. Regarding digital products, JSTI emphasized on the direction of digital operation and maintenance of transportation infrastructure, fully empowering the strong linkage and supplementary chain and high-quality development of the digital transportation industry, and providing service support for the priority industries of digital transportation. Meanwhile, the Company persisted in developing digital products for the full life cycle of infrastructure based on digital twins, including integrated intelligent construction site platforms, long span bridges structure health monitoring systems, integrated highway asset management platforms for inspection, maintenance, and management, and road traffic active safety warning products.

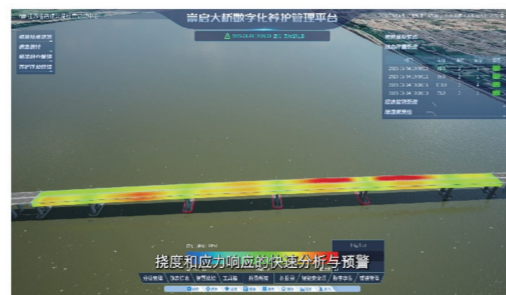
### Case >> Chong'qi Bridge Digital Maintenance Management Platform

JSTI follows the concept of integrated operation of "patrol inspection and evaluation." By reverse exploring the method of building a digital foundation for the full life cycle of engineering in time and space, the Company created the digital maintenance management platform of Chong'qi Bridge. It transforms the traditional management methods from "manual, experiential, and inefficient" to "intelligent, scientific, and efficient", effectively improving the management efficiency of Chong'qi Bridge and reducing the cost of routine maintenance management.

In order to enhance the technology level of bridge maintenance management, integrate existing bridge management system resources, and promote the digital transformation and upgrading of bridge and tunnel management, the Company has conducted research in three aspects: improving data standard system, visualized and intelligent operation and maintenance and assisting scientific decision-making. Firstly, we focused on the unification of data standards to ensure the consistency of data definition and use, which is conducive to ensuring data quality and facilitating the sharing and use of business information. Secondly, by aggregating bridge model data, video surveillance data and IoT sensor data through the data foundation, we have created a "smart space" for bridge maintenance, facilitating real-time monitoring of the bridge's operational status and personnel working conditions. Finally, with the assistance we have realized a scientific decision-making process for bridge technical condition assessment, goal setting, data collection, plan design, project implementation and evaluation.



The business process system of Chong'qi Bridge digital maintenance management platform



Bridge structure real-time mechanical response digital twin technology breakthrough

## Topic Focus

### Lightweight monitoring to drive industry innovation



Lightweight monitoring is an efficient monitoring technique that specializes in the specific parameters of spotlighted risk scenarios of bridges, obtaining quantitative data or results, and achieving oversize alarm warnings and long-term data tracking and observation to serve bridge operation and maintenance. The essence of this monitoring method lies in the targeted monitoring of key indicators based on scene demands, realizing targeted perception and active alarms for scene demands.

Currently, JSTI's innovation in lightweight monitoring is reflected in equipment lightweighting, technological innovation cooperation, building bridge neural systems and constructing a new generation of monitoring systems. These innovative measures not only improve the safety performance and management efficiency of transportation infrastructure, but also provide new impetus and direction for the innovative development of related industries.



### Innovative Lightweight Bridge Monitoring Technology

In recent years, it has been rapid in the development of long span bridges structural health monitoring technology, becoming a necessary supplement to routine inspections and an important means to perceive bridge conditions and ensure safety and form. However, traditional structural health monitoring systems, which require high on-site conditions and have difficulty in post-maintenance, are overly intricate when applied to numerous and extensive conventional bridges. Against this background, JSTI has pioneered the development of lightweight bridge monitoring technology characterized by "low cost, low power consumption, high integration, easy installation and platformization" based on the Safety, Durability and Healthy Operation of long span bridges. The Company has released the first construction guide for lightweight bridge monitoring system in China, driving the introduction of a series of industry policies, completing the top-level design, and ushering in a new era of smart bridges. In 2023, the Company developed and launched seven sets of lightweight monitoring equipment, six of which have been mass-produced and are being applied in several projects. Additionally, the Company has developed a lightweight monitoring mobile platform that integrates functions such as QR code registration, equipment management, data monitoring and alarm notification.

In 2023, the Company's lightweight monitoring business has achieved remarkable results, with a contract value reaching as high as 44.1 million yuan, covering national and provincial road bridges (27.5 million yuan), rural road bridges (5.39 million yuan), municipal bridges for urban lifeline projects (11.21 million yuan) and equipment sales (0.9 million yuan), demonstrating the Company's leadership in the field of smart bridges.

**轻量化监测项目承接额**

Category	Value (万元)
国省道桥	2750
省内农桥	539
城市生命线桥	1121
设备销售	90

单位：万元

**Case** Nanjing City Lifeline Safety Engineering Phase I Construction Pilot Project

Addressing the maintenance needs of ordinary highway rural bridges and minor and medium-sized bridges in urban lifelines, JSTI has developed a versatile monitoring device called the Multi-dimensional Perception Terminal (KY-L700). This device integrates vibration, tilt, temperature and displacement (short-term integration) capabilities, suitable for monitoring scenarios such as vehicle and vessel collisions, beam inclination and structural vibration. It is applied to minor and medium-span bridges in urban and rural roads, achieving online monitoring of multiple indicators with ultra-low cost and a single device. The Company has adopted this technology and device in Nanjing City Lifeline Safety Engineering Phase I Construction Pilot Project, including the Shuangqiaomen Interchange Bridge and the Jurong Wangzhuang Bridge of Zhenjiang rural highway. Since the trial operation, stable data has been reported steadily, accurately identifying the passage of overloaded vehicles over bridges and real-time reporting of critical data such as deformation and tilt.

## Fostering an Independent R&D Equipment Industry Chain

JSTI, driven by the spirit of innovation, has introduced a new lineup of lightweight monitoring equipment, covering a series of advanced devices including the Smart Image Crack Detector, Vehicle and Vessel Collision Perception Module, and Wireless Vibrating String Intelligent Terminal. These devices are characterized by low power consumption, easy installation and high integration, focusing on the long-term health monitoring of transportation infrastructure such as bridges, tunnels, slopes and locks. With the core product lineup of "4 Devices plus 1 Terminal plus 1 Platform", the Company has built five major independently developed product systems, refining the upstream industry chain of lightweight monitoring and vigorously promoting the application of new research equipment on national and provincial trunk highway bridges, laying a solid foundation for the future of intelligent transportation.

## Company's Self-Developed Product System

Product System	Types of Products	Number of Products
N (node)	Sensor Class	10
L (lightweight)	Lightweight Equipment Class	6
S (system)	System Class	4
D&T (data collection & telecommunication)	Data Acquisition and Communication Class	6
F	Auxiliary Material Class	5



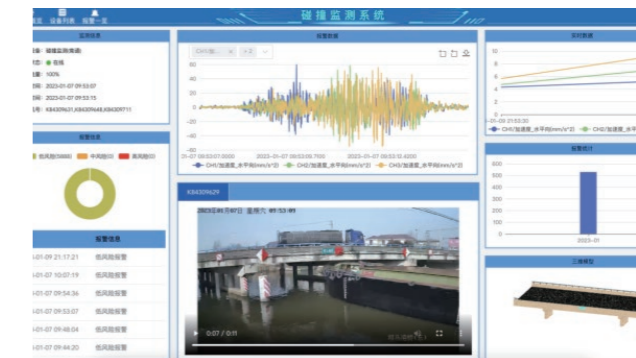
Self-developed Products



Engineering Applications of Research and Development Products

**Case** Pioneering the Light Monitoring Test Site at Rural Road Bridge in Nantong

In 2023, JSTI adhered to the mission of being the "road doctor", focusing on safeguarding the safety and health of transportation lifelines. The Company initiated the first light monitoring trail site project on three rural road bridges in Rugao, Nantong, achieving favorable application results for ship collisions, single-board stress and other key monitoring scenarios. This successful practice validated the effectiveness of the technology as well as laying a solid foundation for the future promotion of light monitoring technology in a wider range of rural road bridges.



Alert of Vessel Collision Event in Collision Monitoring System



## Topic Focus

# Advancing the Green Economy, Practicing the Dual Carbon Goal



In the broader context of the "dual carbon" goal, China's economy has progressively entered a phase of high-quality and sustainable development characterized by green and low-carbon initiatives. In response to this national strategy, the Transportation Department of Jiangsu Province has successively promulgated significant policy documents such as *14th Five-Year Plan for Green Transportation Development in Jiangsu Province* and *Implementation Plan for Green Development in the Transportation Sector of Jiangsu Province*, aimed at driving the green development of the transportation industry across the province. As a leading enterprise in the domestic infrastructure consulting sector, JSTI consistently keeps pace with the national and provincial green and low-carbon development strides, actively implementing relevant policy requirements. The Company continuously strengthens smart empowerment and data empowerment, facilitating the enhancement of the scientific governance capabilities of green transportation and the green smart operational standards of enterprises.



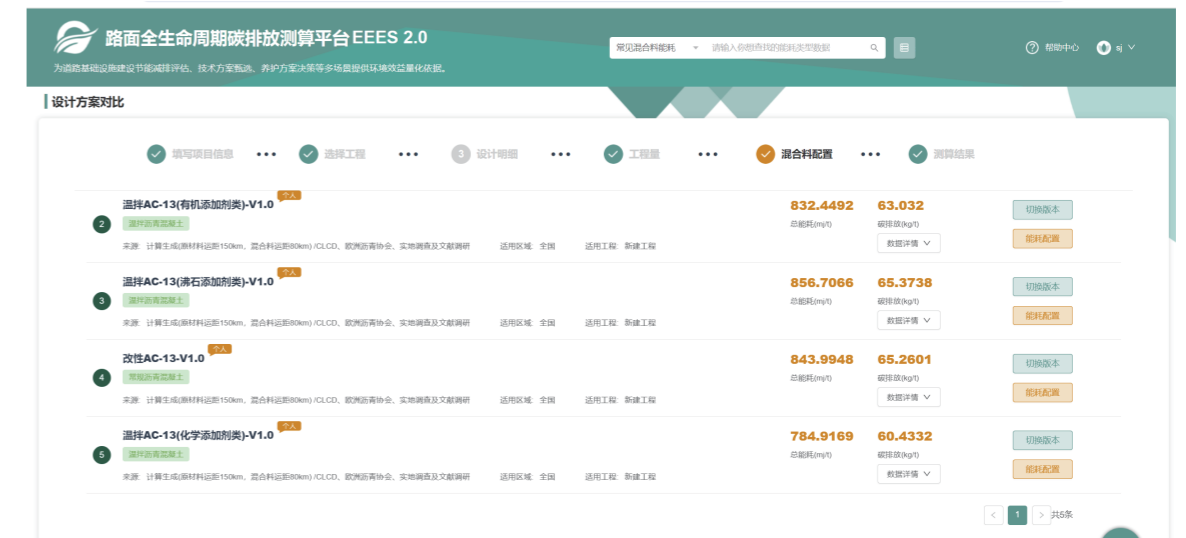
## Green Low-carbon Achievements

Since 2011, the Company has been conducting research on the statistical monitoring system for energy conservation and emission reduction in transportation. It primarily identifies the main sources of carbon emissions during the operation period of highways, delineated the boundaries for carbon emissions and carbon sinks in highway operation, and proposes methods for carbon emission and carbon trading accounting. During the reporting period, the Company continuously improved the carbon emission calculation model and achieved significant results.



### The Company launched the Road Surface Lifecycle Carbon Emission Platform (EEES 2.0)

On December 2, 2023, the Company solemnly launched the Road Surface Lifecycle Carbon Emission Calculation Platform (EEES 2.0) at the National Engineering Research Center. This innovative platform, based on engineering information, automatically and accurately calculates carbon emission data, providing a strong support for the assessment of benefits in emission reduction. Aligned with international standards and relying on authoritative platforms, the platform ensures the scientific and accurate nature of the data as well as the integrity and reliability by defining calculation boundaries and establishing a basic database. Currently, the platform has attracted 76 registered users, spanning government administration, road and bridge construction units, highway management and maintenance units, construction units, scientific research units, universities, and other fields.



The interface of the Road Surface Lifecycle Carbon Emission Calculation Platform (EEES 2.0)

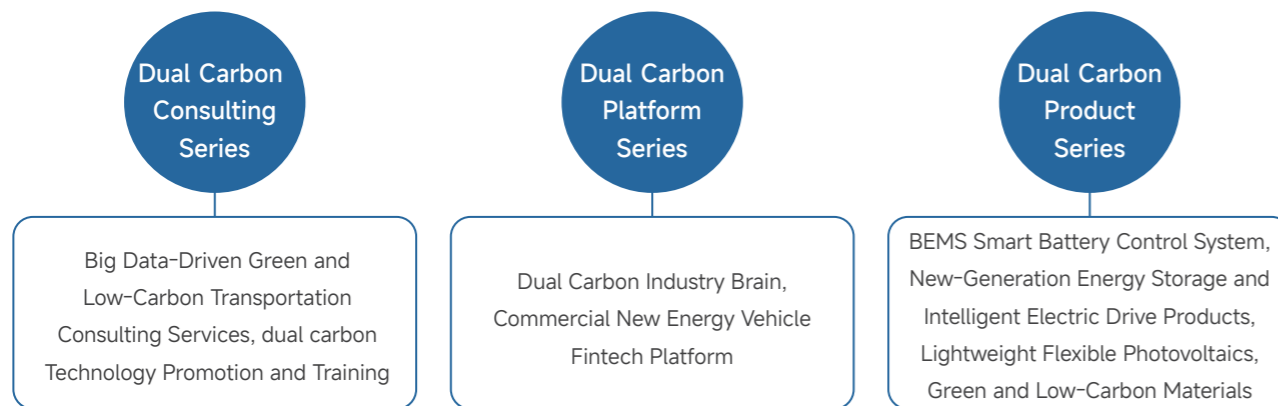


The user coverage areas of the Road Surface Lifecycle Carbon Emission Calculation Platform (EEES 2.0)

## Green Low-carbon Business

The Company, with a ultimate goal in tackling climate change and facilitating energy conservation, centers efforts around three main business lines: green low-carbon consulting, green and intelligence integration, transportation and energy integration. The Company provides technical consulting services to industry regulatory departments and enterprises, while promoting green low-carbon products. On August 1, 2023, on the day of the establishment of the Company's Dual Carbon Institute of China Energy Conservation Association, a series of new products related to dual carbon goal were released, further advancing the Company's sustainable development in green business. During the reporting period, the Company undertook over a hundred projects related to carbon reduction, carbon peak, and carbon research, which worth a total of 74.23 million yuan.

### New Product Series Released at the Conference



### Case The Company Hosted Launch Event for Green Transport Cloud Platform

On November 10, 2023, the launch conference of the Energy Green Transport Cloud Platform was held at the JSTI's Nanjing Design Center. This conference was jointly initiated by leaders from the Transportation Ministry of Jiangsu Province, Environmental Protection Division of Planning Department of Transportation Ministry and the President of the Company, garnering wide attention from the industry. Chaired by the General Manager of Jiaoke Energy, the conference invited Representatives from the Transportation Ministry of Zhejiang Province, the Development and Reform Commission of Jiangsu Province, and the Ministry of Industrialization and Informatization of Jiangsu Province.

The Green Transport Cloud Platform is one of the eight demonstration projects of the 2022 Jiangsu Province Dual Carbon Project, "Comprehensive Transportation Hub Green Low-carbon Key Technology Research and Application Major Technology Demonstrations". It undertakes the important task of dynamically monitoring crucial indicators of green and low-carbon transportation development in the province and the completion of priority tasks. The platform includes eight major functional modules: "Four Complete" Carbon Monitoring, Pollution Prevention and Control, Green Travel, New Energy Applications, Pilot Demonstrations, Benchmark Analysis, Work Dynamics, and Special Reports, empowering the industry's green, low-carbon and high-quality development with information technology.

As of now, the platform users cover more than 5,000 transportation enterprises and nearly 100 transportation authorities in Jiangsu Province. It processes an average of over 160 million data entries per month, with more than 3,500 active users. The construction of the platform is of great significance for scientifically assessing the level of green and low-carbon transportation development in Jiangsu Province, analyzing and judging development trends and directions.



The launch conference of the 'Green Transport Cloud Platform'

## Carbon Emission Management Training

In response to the goal and enhance the low-carbon awareness among all staff, JSTI actively builds a talent cultivation system of the goal, nurturing diversified professional talents. It leverages its think tank advisory role to provide professional advice for scientific decision-making regarding dual carbon, and collaborates with the company to build a green and better future.

### Case The Company's inaugural "Advanced Training Program for Professional Talent in Emission Management in the Transportation Sector" commenced successfully

On August 26, 2023, the "Advanced Training Program for Professional Talent in Carbon Emission Management in the Transportation Sector" organized by the China Energy Conservation Association officially commenced at Jiaoke Design.

This training program focused on four core areas: firstly, gaining a deep understanding of China's transportation area's practical experience, perspectives and forward-thinking under the dual carbon goal; secondly, interpreting the carbon emission trading mechanism in the transportation field and proposing practical emission reduction measures and suggestions; thirdly, mastering the calculation methods of greenhouse gas emissions in the transportation sector and exploring their practical application; fourthly, exploring sustainable development paths and strategies for achieving "Carbon Peaking and Carbon Neutrality" in the transportation area. The training was conducted in a blended format of online and offline sessions, with offline training mainly targeting employees, and nearly a hundred participants attended this training. After the training, the China Energy Conservation Association organized a unified examination and award the "Professional Talent Training Certificate in Carbon Emission Management in the Transportation Sector" to those who passed the exam.



The opening ceremony of the "Advanced Training Program for Professional Talent in Emission Management in the Transportation Sector"



# 01 Compliance and Boosting Business Development

Under the leadership of the Board of Directors, JSTI carries out the new development philosophy, devotes itself to standardized governance and efficient operation, ensures the transparency of information, to present the growing image to investors. The Company constantly optimizes the corporate structure, standardizes operation, and continuously improves governance level while pursuing high-quality and sustainable development.

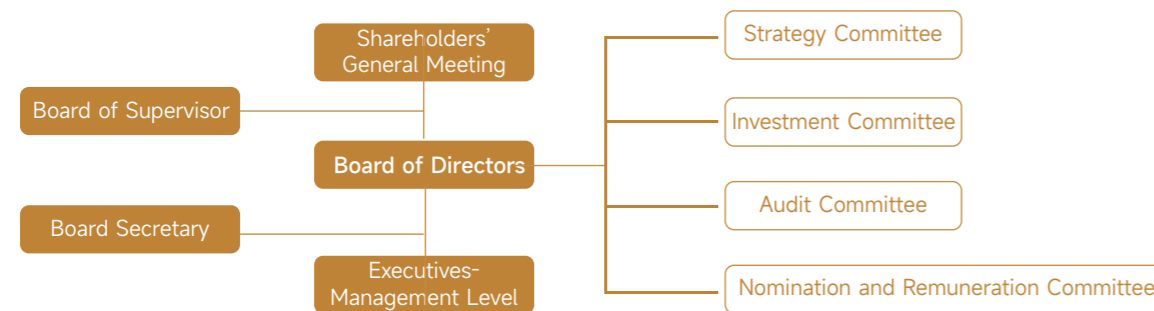
# Corporate Governance Overview

## Governance Structure

JSTI has formulated internal governance systems such as *the Articles of Association*, *the Rules of Procedure for the Shareholders' General Meeting*, *Rules of Procedure for the Board of Directors*, etc. in strict accordance with *the Company Law of the People's Republic of China*, *the Securities Law of the People's Republic of China* and *Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 2 - Standardized Operation of Listed Companies on the Growth Enterprise Market* and other regulations and requirements of laws. The Company has continuously improved its governance structure and sustainably enhanced its governance level.



The ownership and management rights of the Company are basically separated, and a governance structure consisting of the general meeting of shareholders, the board of directors and its special committees, the board of supervisors and the management team has been established with each performing its own functions, coordinating and supervising each other.

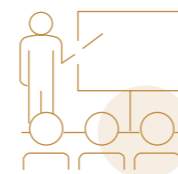


Governance Structure

JSTI strictly follows the requirements of *the Articles of Association*, *the Rules of Procedure for the Shareholders' General Meeting* and other systems to convene general meetings of shareholders on a regular basis, so as to safeguard the rights and interests of shareholders and ensure that all shareholders can exercise their rights equally and effectively. The Board of Directors and its specialized committees (Strategy Committee, Investment Committee, Audit Committee, Nomination and Remuneration Committee) consider and resolve all major matters of the Company in accordance with *the Rules of Procedure of the Board of Directors*, which fully guarantees the standard performances. The Supervisory Board holds regular supervisory meetings in accordance with *the Rules of Procedure for the Board of Supervisors* and supervises financial operations, the conduct of directors and other senior executives in the execution of their duties.

### Key Performance

The Company held shareholders general meetings



**2** Times (including an extraordinary general meeting)

Number of Motion Pass	Board of Directors Meetings	Number of Motion Pass
<b>14</b> Items	<b>5</b> Times	<b>28</b> Items
average attendance of the Board of Directors reached	Board of supervisory Meetings	Number of Motion Pass
<b>100%</b>	<b>5</b> Times	<b>19</b> Items

## Diversity and Independence of Board

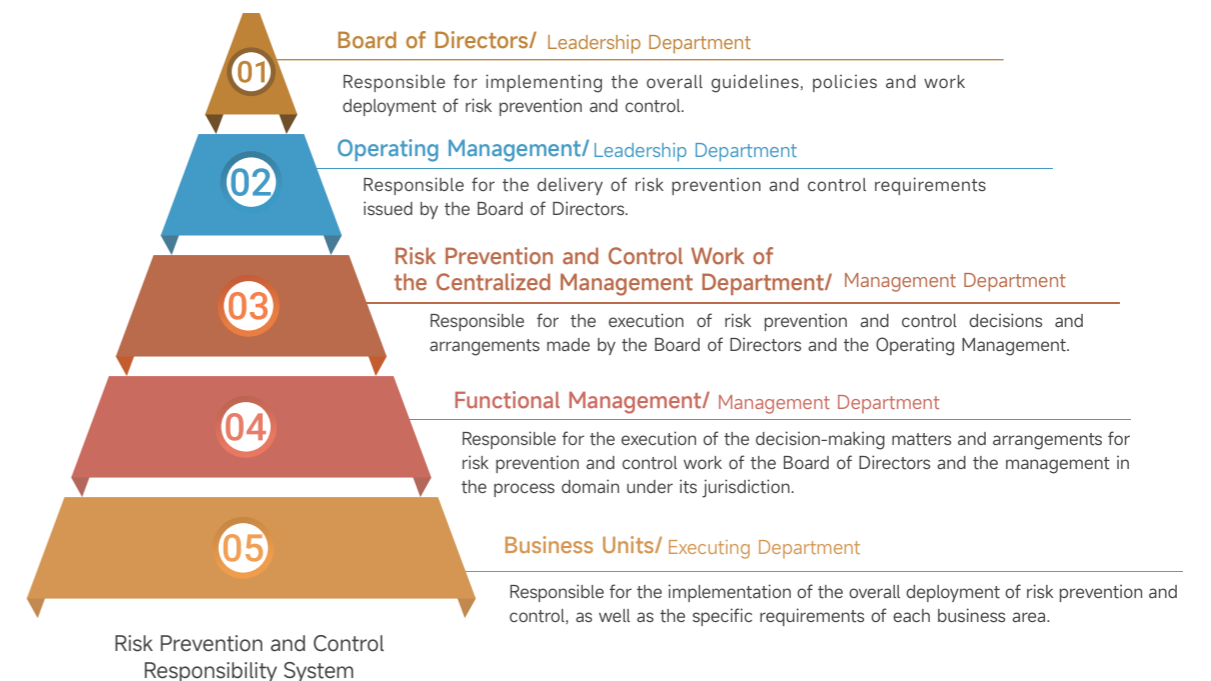
In terms of diversity, the Company gives due consideration to the requirement for a diverse board of directors, including, but not limited to, factors such as gender, culture and educational background. Diversity has a positive impact on the Company's governance structure, adaptability and innovation, which helps to improve the quality of the Company's decision-making and promotes sustainable and sound development. As at the end of the reporting period, the Company's Board of Directors consisted of 9 directors, with 1 female. The percentage of female director is 11.11%.

In terms of independence, the Company has established *the Policy for Independent Directors*. The duties of independent directors are clearly set out in the policy, which guarantees their effectively executive powers. The Company requires independent directors to serve as conveners of the Audit Committee and the Nomination and Remuneration Committee, and to express independent opinions to the Board of Directors as well as the shareholders' meeting, adhere to the independence and professionalism of them. So as to effectively safeguard the legitimate rights and interests of shareholders. As at the end of the reporting period, the Company has three independent directors, accounting for 33.33% of the total board members.

## Risk Management

JSTI continues to perfect *the Risk Prevention and Control Management Provisions*, *Early Warning and Emergency Response Management Provisions for Major Risks and Emergencies* and other systems, so as to standardize the risk management work. Based on the OA system, the Company has put on line the risk identification and assessment process as well as the risk event reporting process, thereby continuously optimizing the operational process of risk management and effectively enhancing the capabilities in risk handling, prevention and control.

In pursuit of effective management of risk prevention and control, the Company has established a risk prevention and control system led by the Board of Directors, with the chairman of the board of directors serves as the highest leader, and fully implements the risk prevention and control responsibilities of all relevant parties in accordance with the principle of "who is in charge of the business, who approves the process, and who is responsible for the risk control".



The Company formulates a risk management plan and carries out daily risk management every year, and collects risk information by organizing weekly functional meetings for each department, finally results in a risk database. This risk database is based on four major categories of risk: value and goal dimensions, customer and evaluation dimensions, process and standards dimensions, learning and growth dimensions. It can help to identify and assess more comprehensively and objectively the likelihood of a risk occurring and the extent of its impact. In 2023, the Risk Control and Legal Department took the lead in organizing risk identification and assessment, determining the key risks of company this year (a total of 10 categories). It organized various functional centers to identify prevention and control measures, followed up on their implementation, met the requirements of external audits, and focused on the scientificity and rationality of risk identification and assessment, with the scope covering the whole company.

**Case** Attend the training course on "Hot Issues in Corporate Governance under the New Situation"

To implement the Company's strategic deployment of comprehensive rules of law in enterprise management, the Jiangsu Enterprise Legal Work Association conducted a two-day training on hot issues in corporate governance on October 17-18, 2023, with relevant personnel from JSTI attending.



Training site of "Hot Issues in Corporate Governance under the New Situation"

**Key Performance**

<p>Compliance Training</p>	Number of Legal Training	Legal Training Hours	Legal Training Attendances
	<b>3</b> Number	<b>112</b> Hours	<b>112</b> Person-times
<p>Internal Risk Management Training</p>	Number of Internal Risk Management Training	Internal Risk Management Training Attendances	
	<b>4</b> Number	<b>30,669</b> Person-times	
	Internal Risk Management Training Hours		
	<b>2,555.75</b> Hours		

**Internal audit**

In order to strengthen internal control, risk management and regulate the professional behavior of the staff, the Audit Department works strictly according to the "Internal Audit Work Management Regulations", "Audit Characterization and Responsibility Management Regulations" and other systems. The Audit Department establishes audit teams based on the needs of the project. The audit team is tasked with audit supervision of the culture of diligence and integrity, special audits, internal control assessment, and feedback of audit opinions. During the reporting period, the Company completed 15 audit projects (including 3 internal control) and made 29 audit recommendations. We quickly asked the relevant departments to make corrections, which made a positive contribution to cost reduction and efficiency.

**Connected Transactions**

In seeking to further standardize the connected transactions between the Company and each of our related parties, we have clearly defined the contents, scope, deliberation and disclosure procedures of connected transactions in our "Connected Transaction System". The Company strictly enforces the avoidance system. Affiliated directors and affiliated shareholders must be recused from voting during the deliberation of related transaction matters to ensure standardized operation.

**Investor Relations Management**

In order to safeguard the rights of investors and improve the quality of information disclosure, JSTI has formulated the "Information Disclosure Management System", "Management System for Informants of Insider Information" and other relevant documents. These documents include a section on "investor relations activities", which regulates the management of investor relations. The Company has designated the Secretary of the Board of Directors as the person in charge of investor relations activities, with the Securities Department responsible for establishing, maintaining, and safeguarding files related to investor relations activities. This is to ensure that investor relations management is conducted in compliance with regulations, guaranteeing that investors can access information about the Company's operations in a fair and transparent manner to meet their decision-making needs.

The Company attaches great importance to communication with investors and continuously works on investor relations management. We have actively communicated with investors through various channels such as performance briefing sessions, investor hotline, investor relationship management column on the Company's website, and the "Interactive Easy" platform of the Shenzhen Stock Exchange. Continuous high-quality interaction with investors can protect their rights to know, voting and other rights. In December 2023, the Company organized a special event of "Understanding My Listed Company - Here Come the Shareholders" into Jiangsu Series Activities".

**Case** The Company organized "Understanding My Listed Company - Here Come the Shareholders" into Jiangsu Series Activities"





On December 29, 2023, "Understanding My Listed Company - Here Come the Shareholders" into Jiangsu Series Activities", jointly sponsored by CSI Small and Medium-sized Investor Service Center Limited, Jiangsu Association of Listed Companies and Jiangsu Securities Association, was held at the Company. The Chairman, President, Secretary of the Board of Directors and other senior leaders of the Company attended the event and accompanied the visiting shareholders' observer delegation to carry out in-depth exchanges.

During the visit, the president and chairman made a detailed introduction of the Company's current development, scientific research strength, as well as emerging areas of business. Finally, the Shareholder Observation Mission had a face-to-face interaction with the Chairman, President and Secretary of the Board of Directors on the Company's business and future development. The Company answers eight questions from investors and keeps a log sheet of its activities. Through this activity, the Shareholder Observation Mission gained a more in-depth understanding of the Company's future development and further strengthened investors' confidence in investing in us in the long term.



"Here Come the Shareholders" Event Specialized for JSTI

Key Performance ▾

 Information Disclosure	Number of Disclosed Periodic Reports	Number of Disclosed Interim Reports	Number of Penalties Imposed for information disclosure violations
	<b>6</b> Portions	<b>75</b> Portions	<b>0</b> Time
 Investor Communication	Number of Investor Open house Sessions	Number of on-site Investor Surveys	Number of Investors Attending on-site Surveys
	<b>2</b> Times	<b>1</b> Time	<b>20</b> Persons
 Investor Communication	Number of Performance Briefings	Number of Investor Calls Answered	Number of Communications via Email/Social platforms
	<b>1</b> Time	<b>400</b> Times	<b>8</b> Times
 Investor Communication	Number of Interactions on the Shenzhen Stock Exchange's Interactive Easy Platform	Interactive Response Rate of the Shenzhen Stock Exchange's Interactive Easy Platform	Number of Investor Questions Answered
	<b>84</b> Times	<b>100%</b>	<b>502</b> Pcs

## Shareholder Returns

During the reporting period, the Company continued to improve profit distribution policy and formulated *the Plan for Shareholders' Dividend Returns for the Next Three Years (FY2023-2025)* in strict accordance with the relevant provisions of *the Company's Articles of Association*. And we have established a scientific, sustainable, and stable dividend decision-making and supervision mechanism to enhance the transparency and feasibility of profit distribution decisions, enabling shareholders to monitor the Company's operations and profit allocation.

	Key Performance	Unit	2023
Dividend	Total Cash Dividends (tax included)	100 million yuan	1.45
	Cash Dividend per 10 shares	yuan	1.15
	Cash Dividend yield	%	44.1

# Adherence to Business Ethics

## Anti-corruption and anti-bribery system

JSTI firmly opposes to any forms of corruption and bribery. The Company has established systems such as *the Employee Code of Conduct* and *the Anti-Fraud Management Reporting System*, which require all employees to strictly comply with the business ethics standards. In order to create a positive business ethics culture and raise employees' awareness of anti-fraud and anti-bribery, during the reporting period, JSTI organized all employees to study the Code of Conduct course, conducted anti-fraud and anti-bribery training for newly-hired employees, and also produced 30 editions of the "Diligence and Integrity Bulletin" notice boards for study.

The Audit Department of the Company is responsible for implementing the business ethics policy, conducting supervision and investigation on internal anti-corruption and anti-bribery matters, and organizing business ethics training for employees regularly. In addition, the Company also provides for a comprehensive evaluation of employees' moral quality in accordance with *the Guiding Opinions on performance Evaluation Rules for Managers' Promotion, promotion, early warning, Tenure, etc.*, which stipulates that is not allowed to be promoted, transferred or retained within one year to those with negative events.

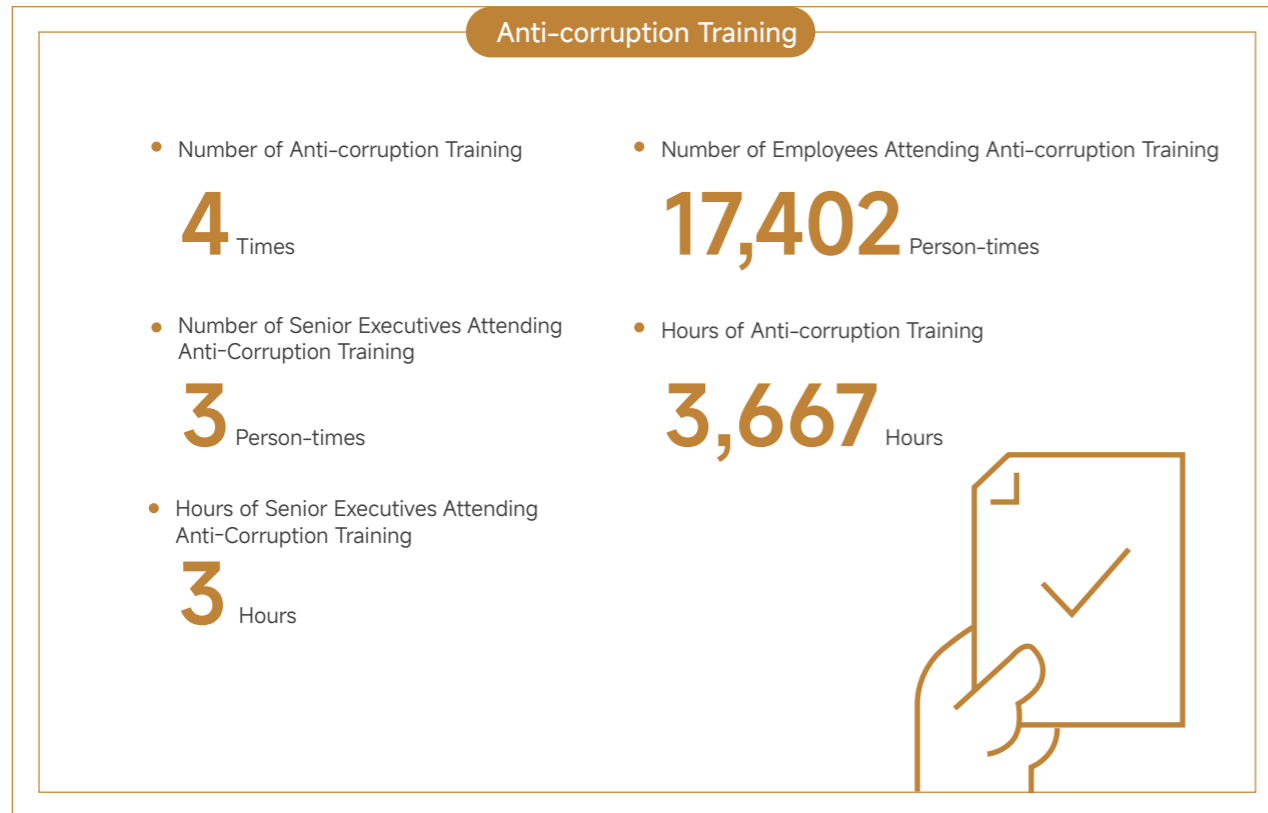
 Case

The Company organizes cultural and ethical compliance training for new employees

In July 2023, the Audit Department conducted a training session for new employees on cultural and ethical compliance. The presenter covered five key areas: fraud reports from both domestic and international contexts, JSTI's ethical boundaries, code of conduct, employee behavioral norms and disciplinary measures, as well as tip-off hotline. The presenter effectively communicated the meeting's objectives by sharing real-world examples and highlighting the consequences of violating JSTI's ethical boundaries and the law. This session significantly enhanced the new employees' awareness of anti-fraud and anti-bribery practices.



Culture & Ethics Training Site



## Whistleblower communication channels

To establish an atmosphere of integrity and honesty and convey the Company's anti-fraud and anti-bribery principles to employees and partners, the Company requires business partners to include business ethics commitment clauses in their agreements before collaborating. If any violations of business ethics are discovered, all employees and business partners can report them through various channels such as phone calls, emails, letters, and scheduled visits.

## Whistleblower protection mechanisms

Upon receiving reports, the Audit Department investigates and reviews its content. Reports that do not meet the required criteria are not subjected to further investigation. For reports that do meet the criteria, the Company initiates an investigation and publishes the results within a specified timeframe. The continuously improves its whistleblower protection mechanisms, emphasizing that reports should be factual and not made maliciously. We encourage real-name reporting and protect the confidentiality of whistleblowers' information. A reward system is established for whistleblowers, with the reward level determined based on the content of the report. Additionally, the Company announces the results of anti-fraud investigations across the entire group, serving as an educational and deterrent measure for all employees while promoting the Company's culture of integrity.

# Promoting Party Building

## Party Construction System

JSTI has consistently adhered to the leadership of the Party and incorporated Party building work into *the Articles of Association*, guiding all aspects of the Company's daily operations and management. The Party's ideology continuously injects powerful momentum into the Company's sustainable and healthy development. The Company has continuously improved its Party building management system, strengthened the foundation of primary Party organizations, expanded the ranks of Party members, and further strengthened the construction of leadership teams and cadre talent teams. Meanwhile, the Group's Party committee has created the "Vitality Road" Party building brand, further integrating Party building with the Company's business, building a new model of Party building, and continuously promoting the Company's innovation and entrepreneurship capabilities.

To enhance Party organization, the Company expanded its primary Party structure, focusing on globalization and localization. Party branches now cover provinces like Jiangsu, Fujian, and Sichuan. By the end of the reporting period, the Company had one primary-level Party committee, one Party general branch, and 27 Party branches, with 897 Party members in total.

## Party Building Honors

The Group's Party committee emphasizes leveraging Party building strengths, adhering to problem-solving, demand-oriented, and primary-level principles. Based on development realities, it actively plans to create the "Vitality Road" Party building brand, leveraging its value for "internal guidance" and "external outreach", promoting high-quality development of corporate. The "Vitality Road" dual integration and promotion series of research, learning, and development projects in Party building and business operations received 2023 Best Practice Award for China's Corporate Benchmarking Learning Platform Thematic Research.

We have formed a spirit of unity and harmony by cultivating, exploring, and selecting advanced role models, actively guiding and motivating Party members as well as all staff. During the reporting period, two Party branches were awarded the title of "Advanced Basic-level Party Organization in the Provincial Transportation Industry," one Party branch received the title of "Excellent Collective in the Provincial Transportation Policy Research Association System," and one Party branch was named the "Outstanding Youth Team in the Provincial Transportation Industry." Additionally, two Party members were recognized as "Outstanding Party Members in the Provincial Transportation Industry," two as "Excellent Party Workers in the Provincial Transportation Industry," one as an "Excellent Individual in the Provincial Transportation Policy Research Association System," and three as "Outstanding Youth Individuals in the Provincial Transportation Industry."



The "Vitality Road" Party Building Brand Won 2023 Best Practice Award for China's Corporate Benchmarking Learning Platform Thematic Research

## Party Building Activities

To deeply study and implement the spirit of the 20th National Congress of the Communist Party of China, effectively carry out the regular work of thematic education on Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, give full play to the leading role of Party building, and promote the organic integration of business and Party building, the Group's Party committees conducted various forms of thematic educational and practical activities during the reporting period.



### A series of activities in honor of the 102nd anniversary of the founding of the Communist Party of China (CPC)

From June to July 2023, to celebrate the 102nd anniversary of the founding of the Communist Party of China, JSTI cooked up a series of commemorative activities. We expressed our heated love to the CPC, through theme-based practical activities such as "Political Birthday" recalling our original aspirations, "Reporting to the Party, Illuminating the Party Badge," and the production of a promotional video titled "Always Following the Party" to commemorate the 102nd anniversary. Additionally, the Company actively engaged in school-enterprise collaboration, Party building collaboration, and repeatedly participated in the construction of Party building alliances to strengthen exchanges and cooperation with other organizations. Furthermore, JSTI established Party building cultural venues, Party member activity centers, and Party building reading corners for employees' daily learning and usage.



Promotional video for the 102nd anniversary of the "Always Following the Party" campaign



Participation in Party Building Coalition Building

### Carrying out the Party Flag & Flag Passing Among Strivers Activity

On October 17, 2023, JSTI held the 27th Flag Passing Ceremony for Strivers at Henan Department of the Transportation Planning & Design Division. Led by the Company's president, a team conducted in-depth exchanges with frontline project employees at the Henan Department. The Company comprehensively understood the development aspirations of frontline employees by project reporting, symposiums, and the passing of the Party flag and the Strivers' flag, and paid tribute to them. The Company has already conducted 26 Strivers Flag Passing Ceremonies internally at present, passing on the spirit of striving and ensuring the perpetuation of its culture.



the Party Flag & Flag Passing Among Strivers Activity





# 02 Low-carbon Environmental Protection, Build Ecological Civilization

JSTI actively responds to the call for green and low-carbon, reduces the impact of operations on the environment through practical actions, and contributes to the realization of the goal of "carbon peaking and carbon neutrality". In the context of global climate change, the Company leads by example, actively develops green business, and adheres to the environmentally friendly and sustainable development route.

# Environmental and Ecological Management

## Environmental Management System

JSTI strictly abides by the *Environmental Protection Law of the People's Republic of China* and the other relevant laws and regulations, implements the environmental policy of "green and safe", continuously enhances the internal environmental management system, organically integrates environmental management with company operations, strictly adheres to ecological and environmental safety standards, and actively fulfills environmental responsibilities. During the reporting period, the company obtained ISO 14001 environmental management system certification and regularly conducts reviews to ensure its continued compliance within the effective scope.



Environmental Management System Certification

## Environmental Assessment and Acceptance

In carrying out projects that have environmental impact on the public, the Company prudently performs assessments of environmental impact, conducts acceptance in strict accordance with the Environmental Impact Assessment (EIA) process, issues professional and objective EIA Report, and actively fulfills its social and environmental responsibilities.

### Key performance

Projects of company total EIA completed

**5** Items

Projects of new EIA undertook

**6** Items

Projects of environmental protection acceptance

**8** Items

Works of new environmental protection acceptance

**5** Items



## Eco-friendly Technology

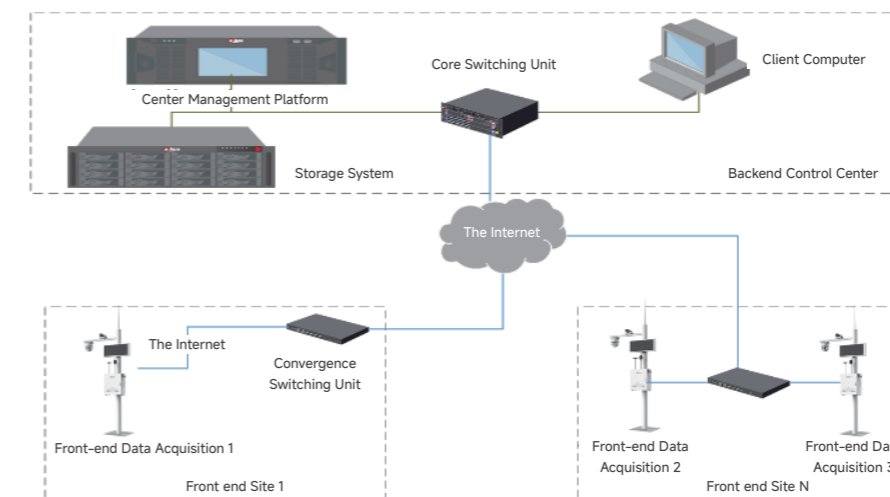
Driven by green innovation, JSTI continuously summarises the sustainable development experience of traffic engineering and environmental protection, and conducts thorough research on replicable and scalable green construction and monitoring technologies. The Company is committed to building an eco-friendly, resource-saving, low-carbon and green construction system. During the reporting period, the Company established management platforms such as the water conservation and recycling management platform, the cloud platform for intelligent supervision of fugitive dust, and the application system for intelligent supervision and law enforcement of fugitive dust at green construction sites, which provide solid support for the sustained and high-quality development of the traffic engineering industry.



Water Conservation and Recycling Management Platform



Fugitive Dust Intelligent Supervision Cloud Platform



Intelligent Monitoring and Enforcement System for Fugitive Dust Control in Green Construction Sites

## Eco-friendly Engineering

The Company has a firm green environmental protection concept, continues to explore the green market. By implementing green design, energy conservation, and other engineering practices, we indirectly assume environmental responsibility for the protection of the environment and continue to contribute to ESG development.

### Case > Engraved with Ingenuity, Strengthen Black-odor Water Remediation

On 13 January 2023, the Sanjianglou Black-odor Water Body Project participated by the Company's South China Design Institute (SCDI) passed the acceptance. In this project, SCDI was mainly involved in the design and implementation of sewage pipe systems, stormwater management infrastructure, culverts for water flow, traffic mitigation measures, ecological restoration initiatives, and other related tasks.

During the project, SCDI started its work in three steps. Firstly, the project team meticulously planned the entire project, and ensured the safety, quality and schedule of the project by means of convenient publicity, real-time dynamic monitoring, regular meetings and other measures. Secondly, the project team eliminated the phenomenon of indiscriminate discharge of sewage from each house in the design scope by adopting the QV visualisation pipeline physical exploration technology and setting up the sewage treatment account, etc. Lastly, it designed the independent sewage pipeline system, and the source sewage was discharged through the pipeline to the sewage treatment plant, after treatment of water quality through the provincial steering group on-site testing, fully met the standards.



Refurbish former black-odor water bodies



Water quality after treatment

### Case > Green Highland, "Create the green vein of the city"

In December 2023, the open connectivity project of Huai'an Ancient Yellow River ecological leisure Belt designed by the Company completed the acceptance work. The length of this project is about 40 kilometres, and there are difficulties such as long mileage throughout the whole process, big differences in each river section, and too much implementation subjects. Aiming at the above problems, the project team put forward a "1+4" action plan, namely: one set of standards, four following actions.

The project team first compiled the *Huai'an Ancient Yellow River Greenway Engineering design Guidelines*, which standardized the project greenway design, space greening and lighting requirements, standards of service facilities. In line with the imperatives of spatial opening, enhanced connectivity, ecological restoration, and improved spatial quality, The project team successfully activated the riverside basin space, and provided high-quality leisure and fitness and interaction space for citizens, which was widely praised.



After the Design of the Historical Yellow River Ecological Recreation Zone in Huai'an City



## Eco-friendly Exchange

The Company will continue to uphold the spirit of openness and cooperation, and jointly explore the road of green development with all parties. During the reporting period, many partners visited the Company to guide the work and carry out in-depth exchanges.



### Secretary General and Deputy Secretary General of China Energy Conservation Association visited the Company for guidance.

On June 5, 2023, the Secretary General and Deputy Secretary General of China Energy Conservation Association visited the Company for research and guidance, and the chairman and vice president of the Company received and exchanged views.



Energy Conservation Association visited the Company for guidance

At the meeting, the vice president comprehensively introduced the Company's market layout, development, business scope and scientific research strength. The Chairman pointed out that in the future, JSTI will closely focus on the goal of "Carbon Peaking 2030, Carbon Neutrality 2060", rely on the Company's two national scientific research platforms, and work with the China Energy Conservation Association to build a "Dual Carbon Research Institute" to promote the transformation and promotion of dual-carbon technology achievements. The Secretary General of the China Energy Conservation Association said that energy conservation is the key support for achieving the goal of carbon peaking and carbon neutrality, and the association will fully support the establishment of the Dual Carbon Research Institute in the future.



### The president of Jiangsu Provincial Environmental Protection Industry Research Association visited the Company for research and guidance.

On 9 August 2023, The President of Jiangsu Provincial Environmental Protection Industry Research Association, accompanied by the Vice President and Secretary-General of the Association, visited JSTI for guidance. The Chairman, Vice President, and other relevant leaders of the Company were responsible for receiving them and participating in the discussion.



The Environmental Protection Industry Research Institute visited the Company for on-site guidance.

During the symposium, the Chairman and Vice President gave a detailed report on the Company's current opportunities in the environmental protection industry and the transportation sector in relation to the dual carbon goal, as well as the work carried out in the past three years in the three fundamental areas of ecological protection and functional enhancement, energy conservation and emission reduction, and environmental monitoring. The President recognized JSTI's innovations and achievements in digitalization, intelligence, greenness, and low-carbon, and expressed that the Environmental Protection Industry Research Institute would provide policy and talent support for JSTI's future development.

## Energy Emission Management

### Energy Management

The Company strictly abides by *Energy Conservation Law of the People's Republic of China* and other laws and regulations, refers to ISO 50001 and other energy management system standards, and continuously improves the energy management mechanism. Taking into account its actual situation, the Company has set up detailed targets in four dimensions, including energy consumption, water consumption, pollutant discharge, environmental education and training, clarified the responsibilities of relevant departments, proactively executed energy saving and emission reduction in daily operation to continuously enhance the energy production and utilization efficiency.



#### Energy Consumption Target

3% Reduction in Energy Consumption over the Same Period



#### Water Consumption Target

3% Reduction in Energy Consumption over the Same Period



#### Pollutant Discharge Standard

Compliance with National Laws and Regulations



#### Environmental Education and Training Objectives

Conduct Education and Training no less than 1 Time



In daily operations, the Company actively carries out a series of activities such as "water saving, electricity saving, energy saving, paper saving, garbage sorting" in conjunction with "World Environment Day", and continues to strengthen the awareness of energy saving and emission reduction of all employees.

Key Performance	Unit	2023
<b>Energy Usage</b>		
Natural Gas	Cbm	43,906
Gasoline	Tons	41
Fuel Oil	Tons	2.50
Outsourced Electricity	kWh	5,891,300
<b>Water Usage</b>		
Water resource usage	Tons	88,211
<b>Energy Consumption</b>		
Direct Energy Consumption	Tons of std. coal	122.29
Indirect Energy Consumption	Tons of std. coal	724.04
Comprehensive Energy Consumption	Tons of std. coal	846.33
Energy Consumption Intensity	Tons of std. coal/CNY	0.16
<b>Greenhouse Gas Emissions</b>		
Scope 1 Greenhouse Gas Emissions	tCO <sub>2</sub> e	227.30
Scope 2 Greenhouse Gas Emissions	tCO <sub>2</sub> e	3,359.81
Total Greenhouse Gas Emissions (Scope 1 + Scope 2)	tCO <sub>2</sub> e	3,587.11
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2)	tCO <sub>2</sub> e/CNY	0.68

## Emission Management

The main business of the Company and its subsidiaries is engineering consulting, which does not belong to the key emission enterprises announced by the environmental department. The company achieves a 100% qualification rate for the discharge of three wastes. It conducts comprehensive monitoring of waste gas and wastewater throughout the entire process to ensure that the discharged waste meets standards after treatment. Additionally, the Company enters into waste treatment agreements with third-party companies to guarantee the safe and proper disposal of waste.

### Case The Company Conducts Comprehensive Monitoring of Sewage Discharge

During the reporting period, JSTI actively conducted environmental testing and continuously monitored the emissions of the park's pipe network. The Company regularly monitored the water quality, the effective management for the park's pipelines, and achieved compliant discharge of sewage through daily supervision and pipeline maintenance.



Water Quality Detection



Pipeline laying

## Green Office Operation

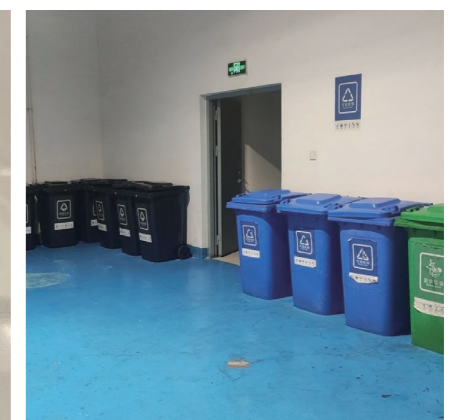
JSTI places high priority on environmental protection and has a total area of 22,200 square meters of green vegetation in Nanjing. The Company continues to optimize the office model, and actively advocates energy conservation and emission reduction, green office, paperless office. The Company implements fine management by focusing on details. It not only posts energy-saving reminders in the office building to guide employees to pay attention to energy conservation, but also sets up three types of trash bins for recyclables, kitchen waste, and other waste to promote garbage classification and recycling, thereby achieving resource utilization. In addition, the Company adds electric vehicle charging stations to actively encourage employees to travel green; At the same time, photovoltaic and solar water heaters and other facilities are installed to replace traditional energy with clean energy and contribute to the cause of environmental protection. During the reporting period, the Company generated 704,855 KWH of photovoltaic power, which was equivalent to reducing carbon emissions by 586.44 tons of CO<sub>2</sub> equivalent.



Electric Vehicle Charging Station



Posting Energy-Saving Reminders



Rubbish Bin Location



# 03 Scientific and Technological Momentum Drives Industrial Upgrading

JSTI attaches great importance to the development of technological innovation and regards it as the first driving force to lead the development of the enterprise, and is committed to becoming a pioneer in the industry. With a spirit of forging ahead and a source of innovation leadership, the Company is promoting digital transformation, actively exploring innovative development directions and models, and leading high-quality and sustainable development through technological innovation.

# Research and Development Innovation Ability

## Research and Development Management System

To ensure continuous technological innovation and accumulate technological strengths, the Company has established a complete "Lifecycle Scientific and Technological Innovation Management System," focusing on innovation environment, innovation activities, and innovation achievements, to comprehensively build the top technology brand of JSTI.

The Company always highly values technological innovation and product research and development. It has formulated a series of regulatory documents including *Internal Research and Development Management Regulations and Scientific Research Management Regulations* to clearly stipulate the process and details of research and development. Internal research and development to new technology (products) oriented organization of internal research and development project declaration, and have a solid foundation of early research and development, on the basis of fully demonstrating the necessity and feasibility of the declaration. Project acceptance highlights representative results and implementation effects, and mainly evaluates whether the project has completed substantive results transformation and whether it has the capacity of large-scale output of the target business (products). During the reporting period, the Company formulated detailed research and development goals and plans to continuously improve its scientific research level.

### | Key Performance |

R&D investment R&D investment as a Percentage of Revenue

**3.08** 100 million yuan **5.83** %

R&D Personnel R&D Staff Ratio

**1,468** Persons **18** %

### R&D Objectives and Planning

Conduct Research and Development around the Focus of Innovation

Intellectual Property

#### Digital Innovation

We continue to promote digital transformation and innovative development in our business areas, and continue to explore around the development of the transport digital industry, focusing on the output of industrial clusters, the construction of industrial ecosystems, the cultivation of bright enterprises, and the research and development of core technologies.

#### New Product Development

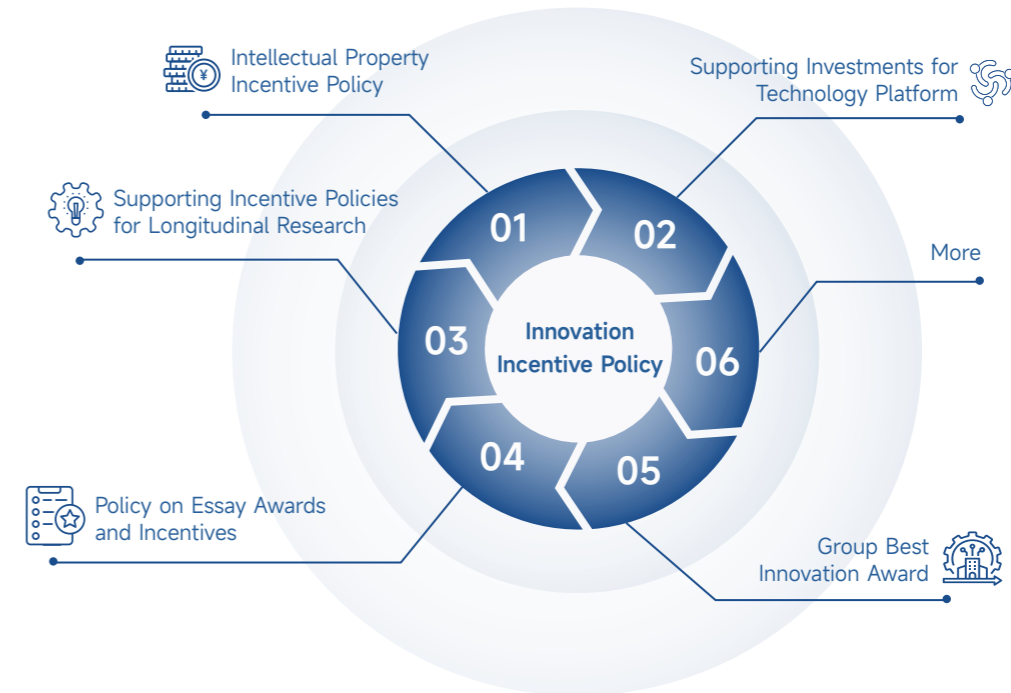
We through the new technology (product) oriented organization of internal research and development project application work, further implementation of substantive results transformation, enhance the business (product) scale output capacity.

#### Optimization of Intellectual Property Strategy

We develop a comprehensive intellectual property strategy, plan the layout and protection path of overseas trademarks and patents, expand international cooperation, and enhance the visibility of enterprises on a global scale.

## Encourage R&D and innovation

In order to stimulate the enthusiasm, initiative and creativity of the Company's employees in science and technology research and development, and enhance the Company's independent innovation ability, we have formulated innovation incentive policies at different levels, including vertical research incentive policy, intellectual property incentive policy, technology platform supporting investment, paper award award policy, Group best innovation award, etc. These policies can help company achieve higher achievements in the field of scientific and technological innovation.



### Implementation of Innovation Incentives

Reward Type	Implementation Situation	Reward Amount
International Patent	5 person-times	CNY 30,000
Invention Patent	62 person-times	CNY 32,800
Utility Model Patent	86 person-times	CNY 156,000
Design Patent	15 person-times	CNY 12,000
Software Copyright	41 person-times	CNY 48,000
Monograph	16 person-times	CNY 40,000
Paper	62 person-times	CNY 93,200
Project Award Incentive	307 person-times	CNY 907,000
Vertical Scientific Research Support Measures	42 items	CNY 8.4575 million

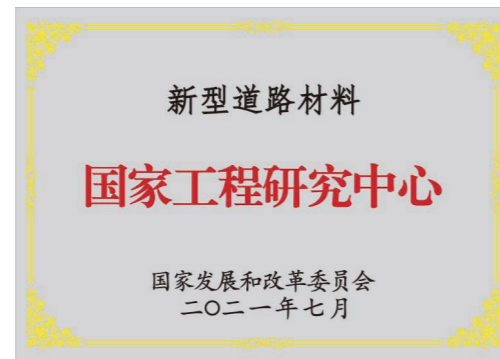
## R&D Platform Construction

The Company insists on independent scientific and technological innovation, and has applied for and been approved to establish two national research platforms: "National Engineering Research Center for New Road Materials" and "State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges", and has more than 40 provincial and municipal research platforms, covering the fields of highway, urban rail, environment, energy saving and emission reduction, water transport, underground engineering and intelligent transportation.



### National Engineering Research Center for Novel Road Materials

In 2012, the "National Engineering Research Center for New Road Materials" was approved by the National Development and Reform Commission, and in 2021, through the optimization and integration evaluation, became the first batch of national engineering research centers successfully included in the new sequence.



National Engineering Research Center for Novel Road Materials



### State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges

On March 15, 2023, the "State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges" was officially approved by the Ministry of Science and Technology, achieving a major breakthrough in the technical level of bridge safety, longevity and health operation and maintenance in China from "running" to "leading", leading the development of international bridge technology.



State Key Laboratory of Safety, Durability and Healthy Operation of Long Span Bridges

## Technological Innovation Achievement

Relying on the scientific research platform, the Company has undertaken a large number of national and provincial key scientific research, test testing and product development work, cumulatively participated in more than 600 national and provincial scientific research projects, obtained 2 projects approved by the National Ministry of Science and Technology Natural Science Fund, won more than 950 awards for scientific research, design and consulting results, and carried out more than 10 scientific and technological achievements appraisal. Respectively reached the international leading level.

## Cooperative Research and Development

The Company adheres to the spirit of openness and cooperation in technological innovation, and has established long-term cooperative relationships with Southeast University, Tongji University, Chongqing Jiaotong University and other well-known universities, and actively absorbs high-end human resources through post-doctoral workstations, academician workstations and postgraduate workstations. Using the national technology platform to carry out cooperative research, the Company has signed strategic cooperation agreements with COWI in Denmark, Japan Highway Public Corporation, and introduced and absorbed advanced technologies at home and abroad. The Company signed a strategic cooperation framework with MIT-ILP (Massachusetts Institute of Technology) - the Massachusetts Institute of Technology to monitor and analyse emerging technologies and innovative developments in the field of science and technology on an international scale, discover excellent cases of technological innovation in the industry and, through the transplantation and in-depth research and development of these technologies, help to build up a scientific and technological innovation platform and a High-end talent team. In cooperation with Southeast University, it has set up SEU-JSTI Transportation Innovation Joint Research Centre to jointly promote the project mode of "University Technology Research + Company Industry Incubation", and makes positive contributions to promoting technological innovation and industrial upgrading.



### The Company signed a strategic cooperation agreement with the Highway Research Institute of the Republic of Kazakhstan

In April 2023, the JSTI and the Highway Research Institute of the Republic of Kazakhstan signed a strategic cooperation agreement on "Kazakhstan TKU&UD Highway Reconstruction Project" in Nanjing.



Strategic Cooperation Agreement



Case

The signing ceremony of strategic cooperation between Jiangsu Port Group and JSTI was held successfully

In August 2023, the strategic cooperation forum and signing ceremony between Jiangsu Port Group Co., Ltd. and JSTI was successfully held in Nanjing Design Centre. The Company made use of its own scientific research strength and resource advantages to help platform cooperation, provided Jiangsu Port Group with technical products that meet the needs, further refined the implementation of responsibilities, improved the cooperation programme, strengthened communication and collaboration, so as to achieve complementary advantages and common development.



The signing ceremony of strategic cooperation between Jiangsu Port Group and JSTI was held successfully

## Help Industry Development

While based on its own steady and rapid development, the Company actively undertakes the responsibility of industry development through industry forums, seminars, participation in standard preparation, etc., to promote exchanges between upstream and downstream enterprises in the industry and to increase the opportunities for co-operation. During the reporting period, the Company participated in the preparation of various types of standards totalling 240 items, of which 172 items are national, industry and local standards and norms.

Case

The Professional Standard for Highway Engineering Surveyors, which was prepared and approved by JSTI, was officially released

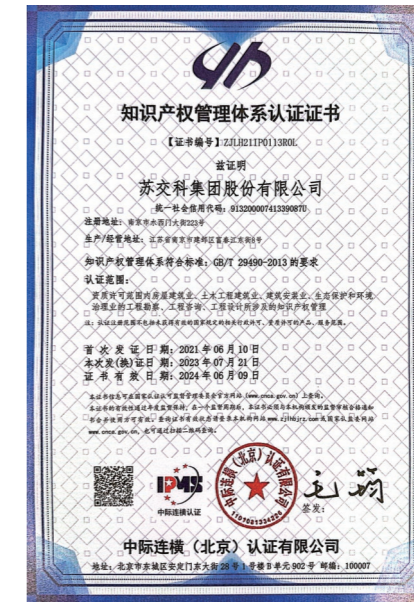
In order to implement the important instructions of General Secretary Xi Jinping on the work of technical skills, meet the needs of highway construction and high-quality development of highway engineering surveyors, and standardize the evaluation of professional competence of highway engineering surveyors, the Professional Standard for Highway Engineering Surveyors was formally released and implemented. *The Professional Standard for Highway Engineering Surveyor*, which was organized by the Vocational Qualification Centre of the Ministry of Transportation and Communications and participated in the preparation and leading validation by JSTI, was officially released and implemented. The promulgation of the Standard realized the breakthrough of "zero" in the field of measurement of Ministry of Transportation and Communications, marking the Company's influence and comprehensive strength in the field to a new level.



The Professional Standard for Highway Engineering Surveyors, which was prepared and approved by JSTI, was officially released

## Intellectual Property Protection

Intellectual property is an important core competitiveness of the enterprise. The Company has formulated the *Intellectual Property Management Provisions* system and established an intellectual property management system to regulate the Company's intellectual property protection work, protect the Company's intellectual property interests and promote technological innovation. In 2023, the Company continued to improve the intellectual property management procedures and systems, and passed the intellectual property management system certification.



Intellectual Property Management System Certification

### | Key Performance |

Total Number of Authorized Patents in Force

**1,116** Items

Invention Patent

**296** Items

Software Copyright

**406** Items

Patents in force per million revenue

**0.21** Item/CNY

Utility Model Patent

**777** Items

Software copyright per million revenue

**0.08** Item/CNY

International Patent

**8** Items

Design Patent

**43** Items

Paper

**467** Articles



为客户价值持续创新  
To provide value to our clients through  
sustainable innovations

# 04 Join Hands and Forge Ahead, Creating Industrial Value Together

JSTI adheres to the concept of win-win co-operation, liaises closely with partners from all parties, jointly promotes the development and innovation of the industry, refines the service quality and product value in the whole process, and explores the establishment of the road of high-quality development with the characteristics of JSTI. In the future, we will continue to go forward hand in hand, actively promote the synergistic development of the industry, and jointly create greater industrial value.

# Product Quality Management

Product quality is the core of brand competitiveness, and ensuring product quality is the top priority of the company's work. Since its establishment, each stage has verified the footprint of JSTIers struggle on the road of growth, but also condensed the wisdom of each JSTIer, and constantly summarized and formed a quality culture with the characteristics, "technology highlights wisdom, quality assurance dignity", in order to maintain the effectiveness of the quality system, and is committed to providing customers with quality products and services.

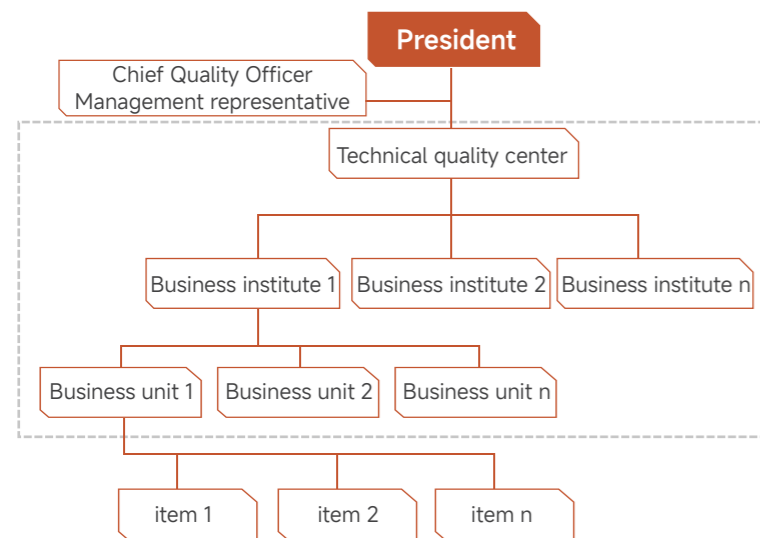
## Quality Management System

JSTI strictly abides by the relevant national laws and regulations, further improves the quality management system, formulates the *Quality Inspection and Assessment Management Regulations*, *Quality Problem Punishment Regulations*, *Design Process Management Regulations* and other systems, constantly strengthens the process control, strictly controls the quality of each link, provides quality products and services. The Company has passed the ISO 9001 management system certification, and obtained the engineering survey and design industry quality management system upgrade version of the highest grade AAA certificate.



Quality Management System Upgrade Certificate

In terms of organizational construction, the Company has made clear provisions on the quality management responsibilities, authority and mutual relationship of each department. The Company's project quality management work is directly led by the president and the chief quality officer is appointed to assist, the technology quality centre is specifically responsible for it, the subordinate business institutes and business units supervise and manage it, and the project managers cooperate and implement it.



Quality Management System Organization Chart

- **Group Technical Quality Center (management):** Establishing system, supervising system operation, building production system, etc.
- **Business Institute (Management):** Establish the role of chief engineer of business institute to supervise the quality operation of the subordinate units.
- **Business Unit (Management):** Establish the role of chief engineer of business unit to manage the quality of all projects within the unit.
- **Project Manager (execution):** Minimum quality execution unit

## Quality Management Process

In order to continuously promote the implementation of the quality management system and track and monitor the quality of the project, JSTI has adopted a process supervision approach in the management of the project design process, using the process as a carrier and customer needs as a guide, and has carried out strict quality control of the project from the outline of the work, the field investigation, the technical programme and the design, and many other aspects of the project. Meanwhile, the Company also introduces project risk planning to identify and assess major risks and take countermeasures to ensure the smooth progress of the project. In addition, the Company regularly organizes internal self-inspection and makes timely improvements to problems identified during self-inspection to ensure that the products meet the standards and requirements of quality management.



## Digital Construction

JSTI focuses on the digital upgrade of production and operation, promotes the informationization, networking and intelligence of the whole process of quality planning, quality control, quality assurance and quality improvement, and empowers the informationization of the full cycle of projects with digital construction. During the reporting period, the Company continued to build and improve intelligent production platforms (D platform and T platform), optimizing the project knowledge management system and unifying design tools through D platform (design and consulting business platform) to safeguard and improve the quality of design results, and realizing end-to-end digital management of business through T platform (test and inspection platform) to promote the flourishing development of green technology and new modes in the field of test and inspection. The construction of these two platforms not only improves the Company's intelligence level, but also injects new momentum for the innovation and sustainable development of the industry.



## Customer Rights Protection

JSTI is committed to providing customers with excellent service experience, accurately analyzing customer needs, constantly strengthening communication and contact with customers, listening to customer feedback and suggestions to ensure that customers are provided with the most satisfactory service.

## Optimize Customer Service

JSTI takes customers as the focus, highly values customer communication and service. Through the formulation of internal rules and regulations such as *Marketing Management Regulations* and *Customer Management Regulations*, the Company continues to build an efficient customer service management system to provide customers with high-quality and efficient solutions. At the same time, the Company strives to protect the basic rights and interests of customers, efficiently responds to customer demands, builds a good cooperative relationship, and works together with customers to achieve win-win development.

To better serve customers and improve customer satisfaction, JSTI organizes regular and diversified customer service training activities. During the reporting period, the Company continued to learn and improve to create a market management closer to the business. By visiting all business institutes and 8 subsidiaries and identifying contact persons, the Company established a regular communication channel. At the same time, the Company organized a survey on "Market Centre Service Support Matters" and conducted six training and exchange activities based on the results.



Training Exchange Site

## Enhance Customer Experience

In order to strengthen and standardize the management of customer satisfaction, JSTI has established a customer satisfaction management system and actively carried out customer satisfaction survey. In accordance with the "PDCAR" cycle model, the Company has set up annual customer satisfaction management goals in the direction of becoming an excellent standard in the industry. Every year, the Company will conduct on-site customer satisfaction survey as planned, consult customers' satisfaction with project quality, progress and service, etc., and form CRM customer relationship management work records. Meanwhile, the Company's marketing centre checks the system or emails on a daily basis to collect feedback from customers and evaluate the level of satisfaction in a timely manner. During the reporting period, the average scores of customer satisfaction for each of the Company's business units was 94.38, representing the customers' recognition of the Company's services.



Customer Satisfaction Process Management Chart

In addition, the Company has strengthened the digitalization of customer service and established a CRM customer relationship management system. The system is based on customer information management and customer contact management, and carries customer comprehensive information report and key customer monthly maintenance rate report. Through automatic statistics, the CRM system provides real-time statistics on the maintenance of key customer contacts and timely reminders to those responsible for maintenance who have not met the management requirements. Meanwhile, the Company pays attention to the protection of customer information and has formulated *the Customer Management Regulations* and other systems to strictly control the dissemination and use of customer information and eliminate the outflow of sensitive customer information. During the reporting period, the Company did not have any incident of leakage of customer information.

## Respond to Customer Feedback

To improve the Company's service level, JSTI has established a sound customer complaint management system, taking customer feedback seriously and dealing with customer complaints in a timely manner. The Company has formulated and promulgated *the Customer Management Regulations* to regulate customer complaint management, continuously expands customer complaint channels, including but not limited to customer telephone, email, fax, SMS and satisfaction survey channels, and is committed to reviewing, handling and timely responding to all customer complaints.

In the process of customer service, if customers have complaints and grievances, the Company's Marketing Centre will, according to the content of *the Customer Complaint (Grievance) Record Sheet*, actively provide feedback to the relevant departments for analysis and research in accordance with the relevant regulations, and implement corresponding corrective measures based on the results of the analysis and research. During the reporting period, the Company's customer complaint resolution rate was 100%.

### | Key Performance |

Number of Customers Participating in the Survey

**847** Persons

Number of Customer Complaints

**4** Times

Number of Special Training Sessions on Customer Complaint Response

**16** Times

Total Attendance for Special Training on Customer Complaint Response

**650** Person-times

Total Duration of Special Training on Customer Complaint Response

**1,300** Hours

Number of Training Sessions on Responsible Marketing

**3** Times

Total Attendance for Training on Responsible Marketing

**150** Person-times

Total Duration of Training on Responsible Marketing

**525** Hours

## Responsible Supply Chain

The steady development of an enterprise depends on the stable supply chain operation. In the process of establishing and maintaining a good partnership with suppliers, JSTI jointly strengthens the responsible management of supply chain, and at the same time, actively empowers the suppliers, so as to jointly promote the development of a healthy, stable, green and responsible supply chain.

### Supplier Management System

Based on *the Bidding and Tendering Law*, JSTI standardizes the admission and daily management of suppliers by formulating internal rules and regulations such as *the Asset Procurement Management Provisions* and *the Business Outsourcing Management Provisions*, establishes a scientific supplier management system, strictly controls the threshold of supplier admission, carries out the qualification assessment and audit of the suppliers on a regular basis, continues to optimize the management of business outsourcing, the process of asset procurement and implements the concepts of social responsibility, such as production safety and environmental protection, into every link of the supply chain management.

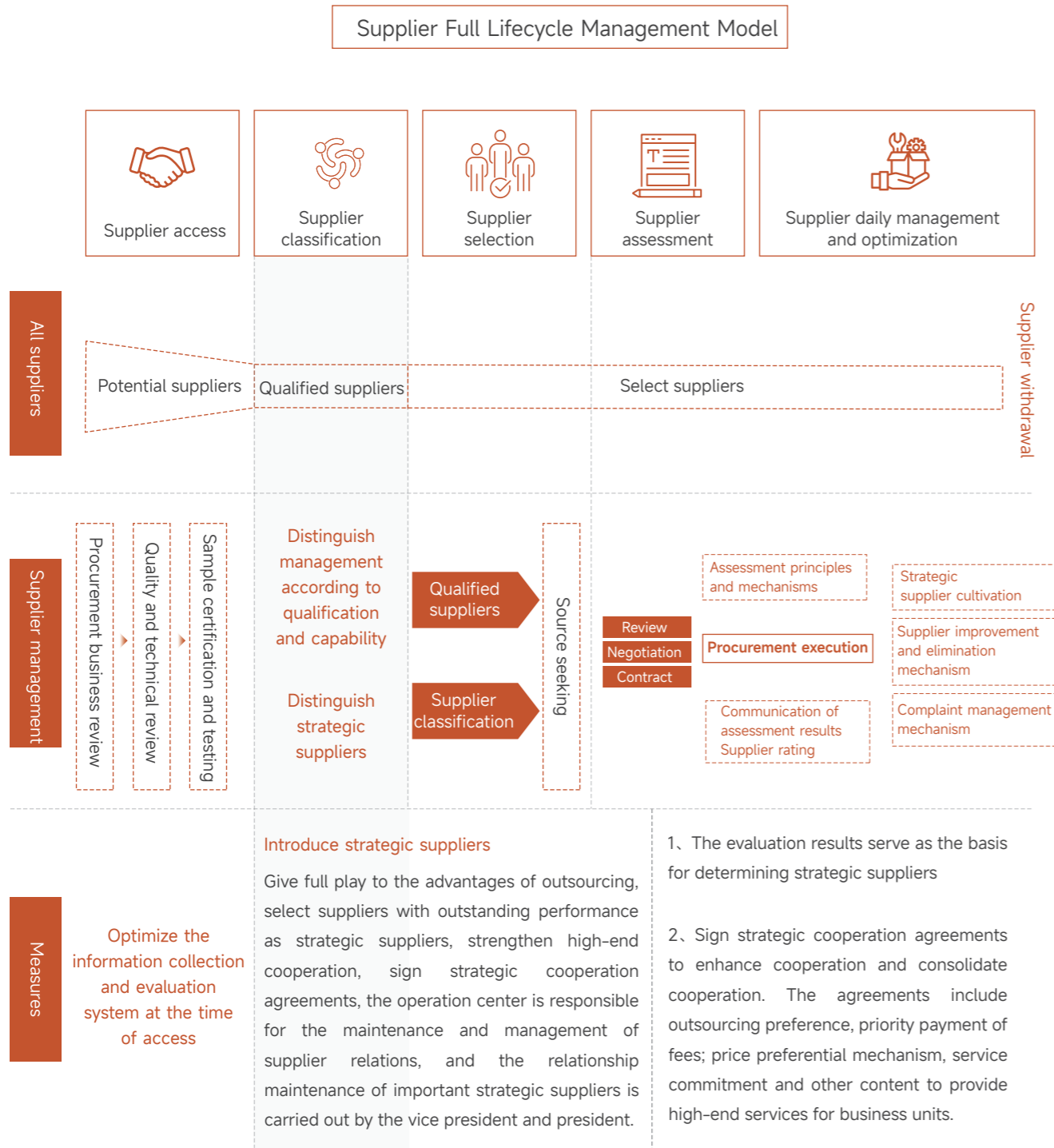
### Comprehensive Lifecycle Management

JSTI values supplier management, and has formulated a series of management measures and procedures for supplier access, classification, selection, assessment, daily management and optimization, so as to achieve full life cycle management of suppliers.

In the supplier access process, the Company conducts business review, quality and technical review and sample certification and testing on potential suppliers to ensure that suppliers meet the Company's management requirements and become qualified suppliers. In the supplier assessment process, the Company implements the supplier performance assessment mechanism, introduces strategic supplier relationship management, and regularly conducts dynamic assessment and assessment on suppliers' product quality, delivery quantity, delivery time, integrity management and business ethics, so as to ensure the long-term and effective development of the supply chain. Finally, the Company conducts daily management on suppliers through strategic supplier cultivation, supplier improvement and elimination mechanism and complaint management mechanism.



### Service Provider Lifecycle Management Model



In addition, the Company formulates a supplier hierarchical management system, establishes a qualified supplier database, and conducts hierarchical and classified management of suppliers to achieve fine-grained management and cultivation of suppliers. The Company takes the business outsourcing acceptance evaluation results as the basis for dynamic evaluation and assessment of suppliers, and divides suppliers into three grades: key suppliers, important suppliers and general suppliers, and takes different control measures on suppliers in accordance with regulations.

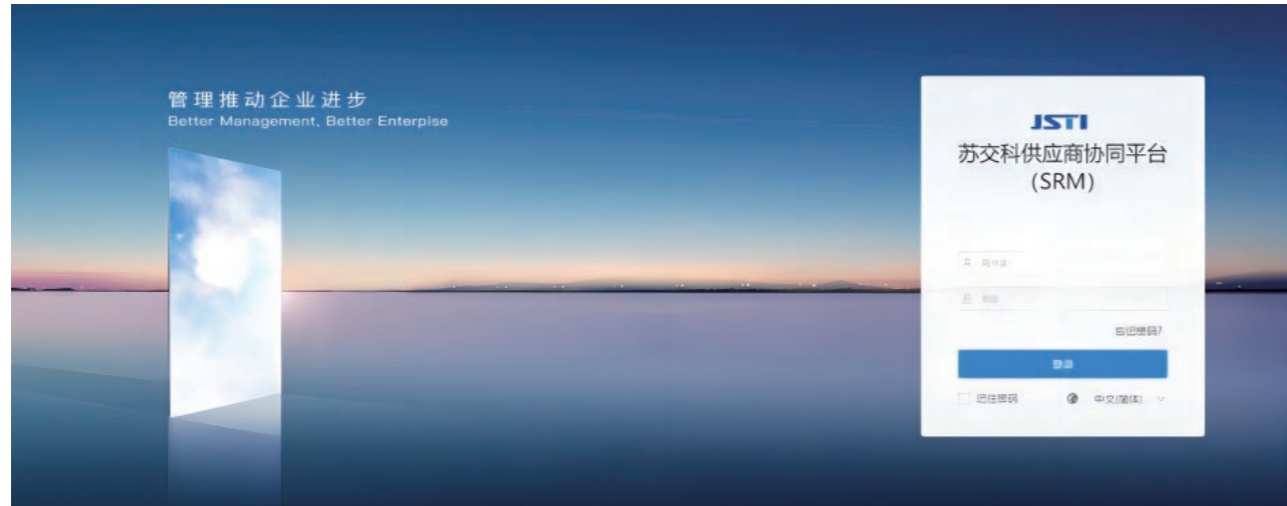
### Supplier Classification and Management

Category	Item of Supply	Evaluation Criteria	Building Relationships Methods and Outcomes
 Key Supplier	<ul style="list-style-type: none"> <li>Geological Investigation</li> <li>Engineering Survey</li> <li>Experimental Testing</li> <li>Scientific Research</li> </ul>	Suppliers' industry qualification certificates, personnel, performance evaluation, external competent departments' evaluation and investigation	Quality-oriented long-term collaboration
 Important Supplier	<ul style="list-style-type: none"> <li>Routine procurement</li> </ul>	Supplier qualification, personnel, performance review, external evaluation survey	Cost-oriented performance improvement
 General Supplier	<ul style="list-style-type: none"> <li>Labor protection and office supplies</li> </ul>	Supplier qualification review, through online information inquiry, questionnaire survey, etc.	Time-oriented and inclusive services

### Digital Procurement Management

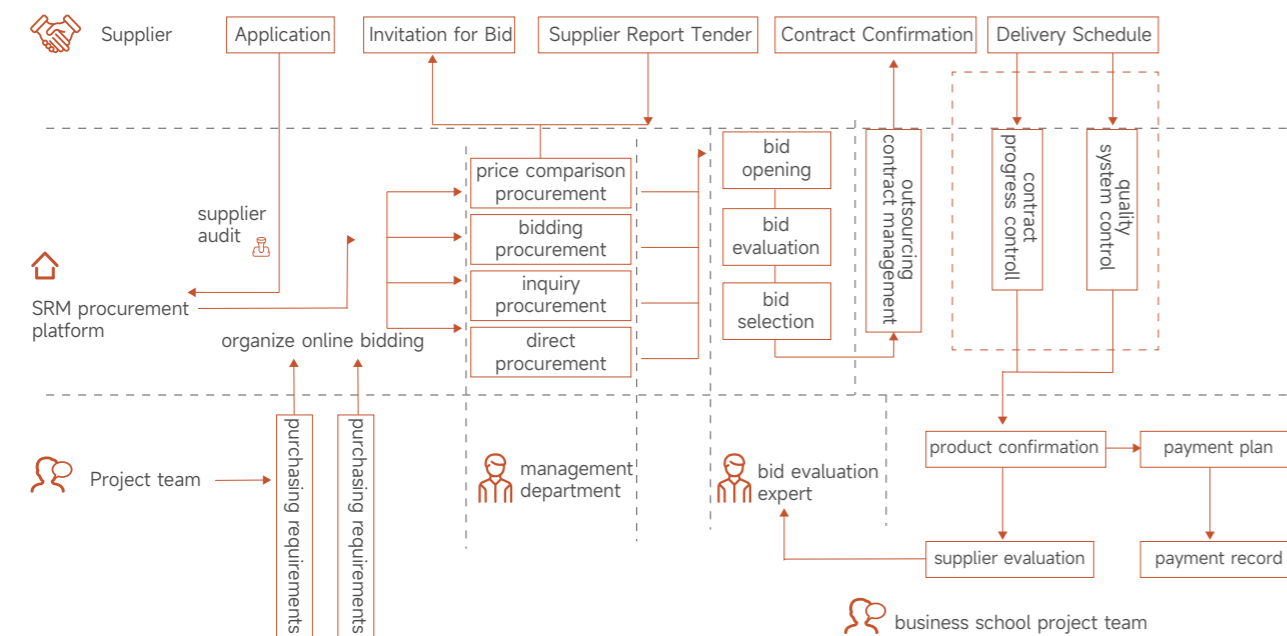
In order to improve procurement efficiency and reduce procurement costs, JSTI has created a leading supplier collaboration system platform in the industry. The platform has realized the open, transparent and traceable procurement process through the use of electronic management functions. At the same time, the platform has standardized the Company's procurement management system into an approval process, improving procurement efficiency.

Furthermore, the Company has fully investigated the information function needs of suppliers, and developed suppliers' exclusive operation page, demand information push, online bidding quotation, order management, online shopping mall and other functions, realizing interactive and collaborative office with suppliers and further improving procurement efficiency. The improved supplier electronic platform management will enhance the company's procurement management capabilities and drive sustainable development.



Supplier Collaboration Platform

Establish a visual management system for the whole process of business procurement, realize internal and external interaction and shared management, and improve efficiency



- 01 Improve work efficiency and shorten procurement cycle
- 02 Standardize procedures, open, fair and equitable
- 03 Expand the source range and reduce procurement costs
- 04 Outsource the whole process management and control procurement risks

Procurement Flow Chart

## Responsible Procurement

JSTI is devoted to advancing responsible procurement, strengthening communication and cooperation with suppliers in corporate social responsibility management and low-carbon transformation, and continuously promoting clean and green development of supply chain.

The Company focuses on the integrity management of suppliers, and requires all shortlisted suppliers to sign the *Supplier Warehouse Commitment Letter*, agreeing and accepting the anti-corruption commitment. At the same time, the Company constantly improves the procurement contract template, reviews the certification of suppliers' quality management system, environmental management system, and occupational health and safety management system, so as to promote the law-abiding operation and social responsibility performance of suppliers. During the reporting period, the integrity signing rate of suppliers of the Company is 100%.

The Company actively implements green procurement, focusing on selecting products with environmental protection, low carbon, recyclable and other characteristics, in order to reduce the impact on the environment in the procurement process, and provide customers with more environmentally friendly and sustainable products and services.



# Information Security Control

Information security protection is an important responsibility for enterprises. While using digital technology to promote business development, JSTI also highly values the Company's own information and data security.

## Information Security Management System

In order to strengthen information security management, JSTI has preliminarily established modules such as network border intrusion defense and virus protection, network internal intrusion detection and terminal behavior detection, unified event and operation and maintenance security management by deploying network security products in accordance with the requirements of national network security level protection, and improved the information security management system by combining security risk assessment. The Company strictly implements the requirements of ISO/IEC 27001 information security management system, formulates internal rules and regulations such as *Information Security and Confidential Computer Management Regulations*, and has passed the certification of ISO/IEC 27001:2013 information security management system, participating in the ISO/IEC 27001 management system review every year. At present, three people in the Company have obtained the internal auditor certificate of ISO/IEC 27001 management system 2022 edition.



Information Security Management System Certification

Internal Auditor Certificate



CISP Certification



CISP Certification

At the same time, in order to promote the effective implementation of information security management and achieve the goal of information security management, the Company has established a hierarchical information security organizational structure of decision-making layer - management layer - executive layer, and set up information security management group and information security execution group. Each group has clear information security responsibilities and full-time information security personnel to cooperate with the promotion and implementation of the Company's information security management work.

### Objectives of Information Security Management



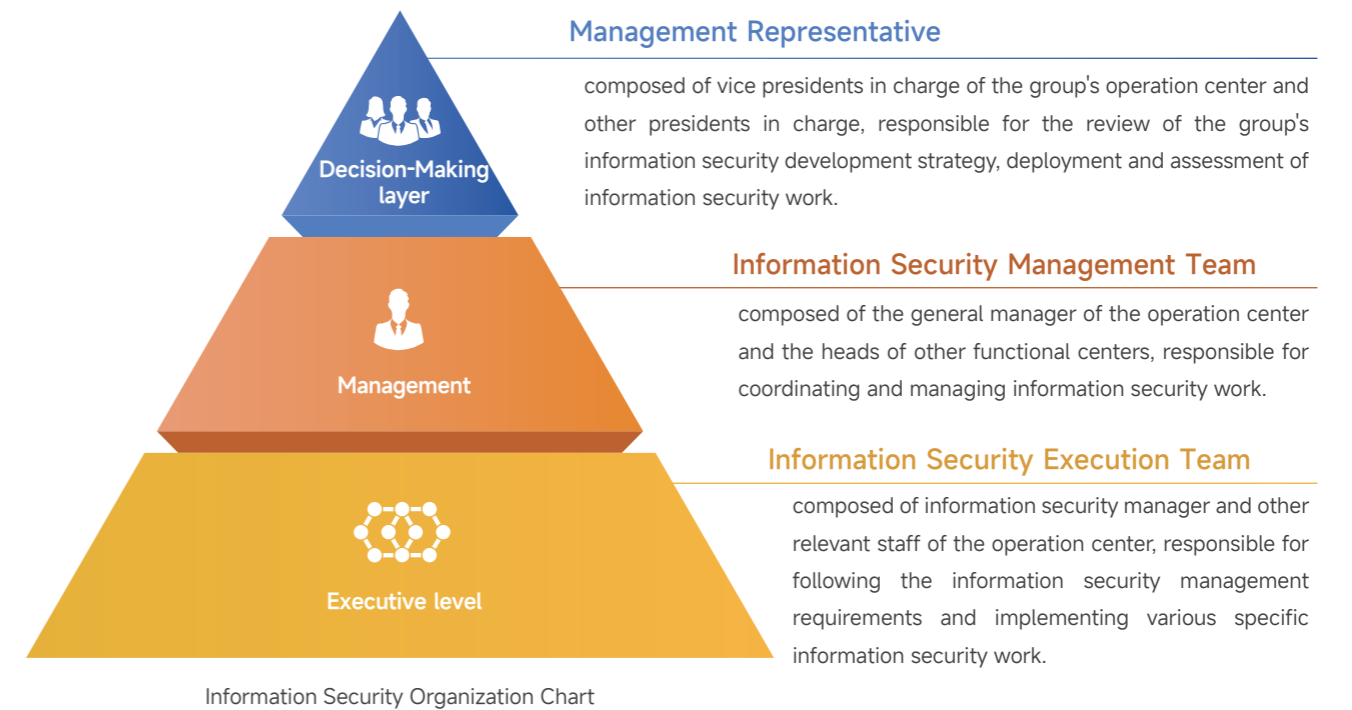
General Objectives

- Protect the confidentiality, integrity and availability of the Company's information systems and data, and effectively prevent the destruction, alteration and disclosure of information systems and data due to accidental or malicious infringement;
- Ensure the continuous, reliable and normal operation of the information system, provide users with timely, continuous and high-quality information technology services and constantly improve them;
- The construction and operation of the information security management system comply with the relevant mandatory regulations, rules and applicable practices, standards and agreements of national government agencies, regulatory bodies and competent authorities.



Specific objectives

- Conduct information security awareness training for employees at least once a year;
- The availability target of the application system shall reach 95% within one year;
- Organize a third party to conduct at least one information security risk assessment within one year.





## Information Security Risk Assessment

To mitigate the possibility of security risks associated with critical information assets, identify and evaluate the weaknesses and facing threats, JSTI has formulated the *Information Security and Confidential Computer Management Regulations*, which clarifies the specific content of information security risk assessment management. The Company carries out an annual information security risk assessment work, organizes a risk assessment team to identify and evaluate information security risks. During the reporting period, the Company conducted internal audits on the technical quality center in accordance with relevant laws and regulations, ISO/IEC 27001:2013 standards, and information security management manuals, to verify the conformity of system implementation and the effectiveness of system implementation. Simultaneously, the Company held information security management review meetings to evaluate the completion and suitability of the Company's information security policy and information security objectives, resulting in an information security risk assessment report. Based on the report, measures were taken to address identified risks and ensure information security.

## Data Breach Prevention and Emergency Measures

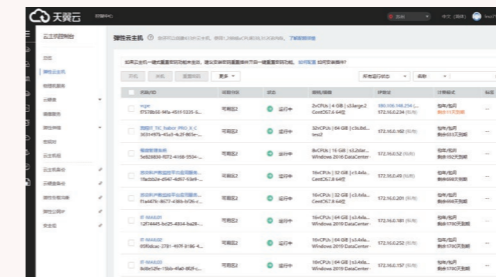
To prevent the unauthorized disclosure of the group's engineering design drawings, project information and other confidential data, JSTI has deployed encryption software throughout the company to encrypt the above confidential documents, ensuring that the encrypted documents remain inaccessible after leaving the company. Additionally, strictly controls are in place for the decryption and approval process of the encrypted documents, with all approvals being recorded and traceable through logs.

At the same time, we monitor the Internet cloud disk or library (such as Baidu Library) to search for keywords related to "JSTI". When we find leaked files, we will contact the platform or the publisher to delete the files, and trace back to find the source of the leakage, and punish them in accordance with the Company's regulations.

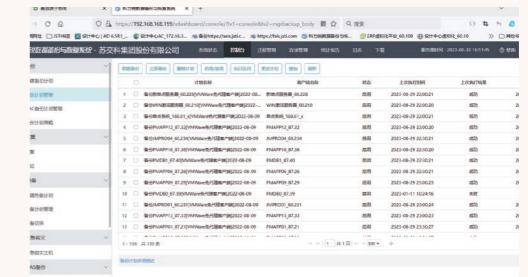


## Information Security Precautions

With the wave of digital management transformation in enterprises, JSTI actively embraces digital technology and collaborates with various security companies to enhance its data security capabilities. The Company also strengthens its technical support abilities by adopting advanced information security protection technology, ensuring the security and availability of information assets throughout their lifecycle. It has improved its information security protection system using Huawei Tianguan Firewall, Internet Firewall, Application Firewall, and other technologies to safeguard the Company's application system, server, and terminal data from internal and external attacks. Additionally, the Company ensures secure data storage through a backup system that enables quick recovery in case of accidents for uninterrupted business continuity.



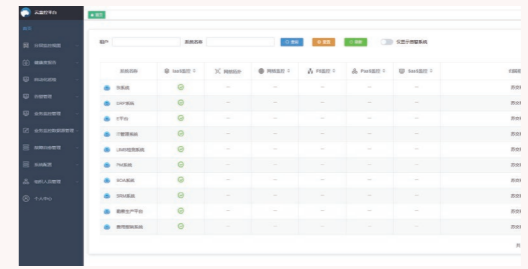
Cloud Platform Deployment System



Backup System



Document Encryption System



Cloud Platform Monitoring System

Additionally, the Company is increasing information security training and publicity to enhance staff awareness and ability in preventing information security breaches. A questionnaire survey on staff security awareness was conducted during the reporting period, along with network security training for password, two-dimensional code, and email security. Real-life cases were used to strengthen all staff's understanding of security.

### Key Performance



Number of Information Security Training

**6** Times

Number of Participants in Training

**1,200** Persons

Training Coverage rate

**15%**

Total Investment Amount of Information Security

**600** 10k CNY

Information Security and Privacy Protection Violations

**0** Pcs



# 05 Promoting employee well-being, Creating a Bright Future

Harmonious labor relations is a vital factor in promoting the high-quality development of enterprises. JSTI has always regarded human capital as the key to continuously enhance its competitiveness and achieve sustainable development. The Company has been committed to providing employees with an equal and diverse workplace, safeguarding their fundamental rights, ensuring their physical and mental well-being, offering sufficient humanistic care, assisting them in balancing work and life, and fostering mutual progress and development for both individuals and the enterprise.

# Protection of Employees' Rights and Interests

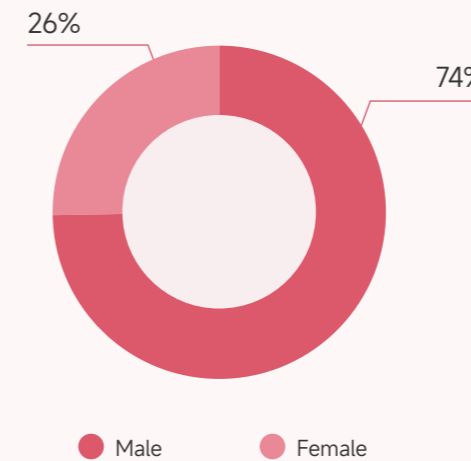
## Employee Recruitment and Employment

JSTI adheres to the principle of equal employment, strictly abides by *the Labor Law of the People's Republic of China*, and other relevant laws and regulations, and formulates *the Regulations on Employee Labor Contract Management, the Employee Handbook, the Recruitment Management Regulations* and other policies. The Company implements a rigorous recruitment process and opposes any form of discrimination based on personal characteristics such as race, color, gender, age, belief, or disability. We strictly prohibits the employment of child labor and any form of forced labor, upholding the legitimate rights and interests of its employees. During the reporting period, no incidents of child labor, discrimination, or forced labor that violate human rights occurred within the Company.

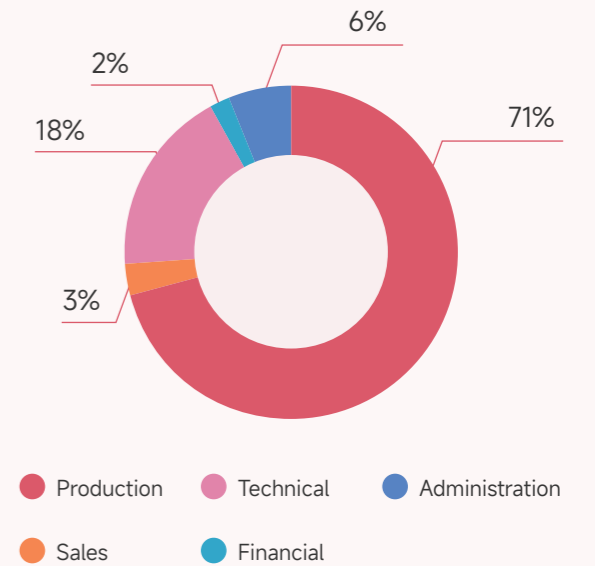
Based on its talent development strategy, the Company actively carries out talent recruitment through two major channels: campus recruitment and social recruitment. For campus recruitment, we have repeatedly conducted online and on-site seminars, maintained long-term partnerships with various institutions, continuously promote school-enterprise cooperation projects, and attract more and more outstanding graduates to join us. For social recruitment, we collaborate with large domestic recruitment platforms and renowned headhunting companies to actively expand recruitment channels, providing robust support for the Company's long-term development.

In 2023, the Company had a 100% labor contract signing rate, 100% social insurance coverage.

Gender Distribution %



Professional Distribution %



## Employee Compensation and Benefits

The Company adheres to the philosophy of "prioritizing those who strive and rewarding employees with high performance," designing a competitive compensation strategy that offers attractive pay packages based on employees' value contributions. In addition to salaries and statutory benefits, the Company provides comprehensive supplementary insurance, health check-ups, association activities, and other welfare benefits tailored to the needs of various employees. It also takes employees' vacation rights seriously, strictly implementing a standard working hour system and providing paid vacation benefits to enhance employees' sense of happiness and belonging.

### Key Performance

the per capita remuneration **0.22** million yuan

the per capita income generation **0.65** million yuan



Personnel remuneration structure

### Employee Composition

Number of Disabled Employees	Number of Ethnic Minority Employees	Percentage of Ethnic Minority Employees	Number of Labor Dispatch Employees	Number of Part-time Employees	Employee Turnover
<b>27</b> Persons	<b>146</b> Persons	<b>1.8%</b>	<b>105</b> Persons	<b>0</b> Person	<b>4.4%</b>



### Gender Distribution

Male **6,064** Persons

Female **2,090** Persons

### Education qualifications

Doctoral degree	Master's degree	Bachelor's degree
<b>36</b> Persons	<b>1,249</b> Persons	<b>4,587</b> Persons
College degree	Below College degree	
<b>2,102</b> Persons	<b>18</b> Persons	

The Company has established a comprehensive performance management system, ranging from daily performance tracking to periodic performance appraisals, to assist and motivate teams and employees to continuously improve their work performance. Simultaneously, the Company places great emphasis on communication during the performance appraisal process, ensuring consensus between superiors and subordinates on existing issues and improvement measures through various channels such as feedback through a systematic platform, performance meetings, and performance interviews. Employees who have doubts about the appraisal results are encouraged to provide feedback through HR's enterprise WeChat, verbal communication, or online appeals.

### Content of performance appraisal



## Care for Women

The Company highly values the protection of women employees' rights and interests, adhering to the principle of equal pay for equal work. Female employees are entitled to paid leaves, including pregnancy check-up leave, maternity leave, and breastfeeding leave. We also provide rest rooms, mother-and-child rooms for them, and establish a women employees' committee to represent them and safeguard their rights and interests. Additionally, we regularly organize diverse activities to enrich the lives of female employees.

### Case "Women's Day" Tourism Activity

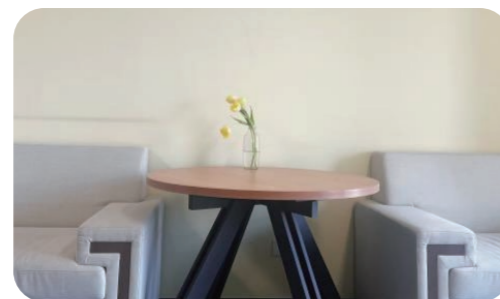
Seizing the opportunity of the International Working Women's Day, the Company union organized an outing for female employees, aiming to let them spend a passionate, joyful, and meaningful day.



"Women's Day" Tourism Activity



Mother-and-child Rooms



Rest Rooms

### Key Performance



## Democratic Management

The Company strictly adheres to *the Labor Union Law of the People's Republic of China* and relevant laws and regulations, establishing a trade union organization. In light of the Company's actual situation, it has formulated *the Labor Union Management Regulations*. Through the trade union member representative congress and the staff representative congress, the establishment of a corporate collaborative office platform (including E-platform, WeChat, and email), the establishment of a reasonable suggestion process, the opening of praise/complaint hotlines and email channels, the Company listens to employees' opinions and suggestions. Additionally, through diverse trade union activities, good communication channels between employees and the company are established. During the reporting period, 100% of the employed staff were members of the trade union, with a total of four staff representative congresses held and four projects reviewed and approved.

Regarding employee supervision, the Company has established a system for selecting and appointing employee supervisors. Additionally, it has designated one employee supervisor within the Supervisory Board to represent all employees in overseeing the production and operational activities of the Company's board of directors and management team. This arrangement aims to enhance employees' sense of participation and belonging, thus promoting the stable development of the enterprise.



Case Seminar on Emergency Care

On October 19, 2023, the trade union of JSTI organized an emergency rescue knowledge lecture in the design department of JSTI to popularize basic emergency rescue skills and knowledge, and improve employees' abilities in self-rescue, calling for help, and responding to unexpected events.



Seminar on Emergency Care

Case Single Employee Fellowship Activity

On September 24th, 2023, the brand event "Love in Jianye, Gathering in Gaoxin" jointly organized by Jianye District Federation Trade Unions, Jianye District Communist Youth League Committee, Jianye District Women's Federation, Jianye High-tech Zone Party Working Committee, and JSTI Trade Union, attracted the active participation of approximately 120 single employees from the company. The JSTI Trade Union treats employees' "marriage and dating matters" as its "household affairs" and continuously carries out a variety of activities to form a normalized employee service mechanism.



Single Employee Fellowship Activity

## Employee Satisfaction

The Company continuously conducts employee satisfaction surveys to listen to their voices and uses the survey results as an important basis for improving corporate governance. In 2023, the Company continued to use Gallup Q12 internal "questionnaire survey" evaluation—an international tool and method, to conduct a satisfaction survey on all employees. Based on the survey results, an analysis report and an improvement guidance manual were issued. During the reporting period, the employee satisfaction rate of the Company was 92%.

## Employee Health and Safety

### Occupational Health and Safety Management System

To effectively prevent accidents during the production process, maximize personnel safety, and minimize property losses, the Company strictly abides by relevant laws and regulations such as the *Law of the People's Republic of China on Work Safety*, *Opinions on Further Strengthening Work Safety*, and *Regulations on Safety Training for Production and Operation Units*. It has also established safety management systems like the *Business Production Safety Management Regulations* and obtained ISO 45001 Occupational Health and Safety Management System certification.



Occupational Health and Safety Management System Certification

## Organization and Responsibilities

The Company has established a sound safety responsibility system for all employees, covering all departments and members. A three-tier safety management structure composed of JSTI (first tier), controlled subsidiaries in the mainland (second tier), and various properties or construction projects (third tier) has been set up to conduct hierarchical management of the Company's safety production activities.

### Technical Quality Center



Production Safety Management Responsibilities

## Goals and Planning

Based on the hot issues in industrial safety production and the actual situation of safety production in the early stages, the Company discusses and sets safety production goals, clarifying the safety objectives and responsibilities of leaders and employees at all levels. To ensure the continuous, healthy, and stable operation of the Company's safety production work, a safety objective assessment method is adopted to evaluate the company and its subsidiaries.

## Security Risk Identification and Management

The Company identifies its hazard sources and evaluates the hazards of working conditions by combining the hazard identification and evaluation methods for operational activities. This process determines the risks, measures, and occupational health and safety objectives, indicators, and management plans that need to be controlled during the production process.

## Emergency Planning and Exercise

The Company strictly abides by laws and regulations such as the *Regulation on Emergency Responses to Work Safety Accidents* and the *Emergency Response Law of the People's Republic of China*. Based on the types of production accidents, it has formulated contingency plans such as the *Special Emergency Plan for Electric Shock Accidents*, *Special Emergency Plan for Food Poisoning*, and the *Emergency Plan for Work Safety Accidents*. An emergency response organization has been established, and emergency response procedures have been put in place. Employees are regularly organized to participate in emergency response drills to enhance their awareness of risk prevention and their ability to respond and handle unexpected events. During the reporting period, the Company organized 36 various emergency drills with a total of 360 participants.

### Case Fire escape evacuation and fire fighting drill

On November 9, 2023, JSTI Nanjing Design Center carried out fire escape evacuation and fire extinguishing drill, all the project staff participated in this exercise.



Fire escape evacuation and fire fighting drill

Case

Electrocution Emergency Response Practical Exercise

In April 2023, JSTI Nanjing Design Center organized a practical exercise on emergency handling of electric shock incidents. This exercise aimed to strengthen the Company's comprehensive command capacity in handling electric shock accidents, improve rapid response and coordination abilities, effectively safeguard the lives and property of employees, and minimize the losses caused by electric shock.



Electrocution Emergency Response Practical Exercise

Security Training Activities

The Company insists on implementing safety culture education and promotion efforts, creating a safety culture atmosphere and enhancing the safety awareness of all employees through the combination of theory and practice. Safety education activities such as safety promotion events, safety production month activities, and fire safety training are organized. Additionally, to improve employees' awareness and skills in preventing and protecting against occupational diseases, and ensure the health of all employees, the Company organizes occupational disease prevention day promotional activities to disseminate knowledge about occupational disease prevention and enhance employees' self-protection awareness.

Key Performance

Total Investment in Safety Education Training

350,000 Yuan

Number of Safety Education Training

15 Times

Attendance at Safety Education and Training

7,330 Person-times

Hours of Safety Education and Training

14,660 Hours

Employee Activities

The company is dedicated to fostering a positive corporate culture, actively attending to the well-being and professional development of its employees, cultivating a conducive work environment, promoting work-life balance, and organizing various employee engagement activities.



Company Anniversary Event



Company Anniversary Event



Company Anniversary Event



Auspicious Start of Work



Company Anniversary Event



Auspicious Start of Work

## Employee Care

For Foundation members and their immediate family members who are afflicted by serious illness or accidents, the Mutual Fund Committee will provide financial assistance to demonstrate our care and support. Simultaneously, we place great emphasis on the well-being of employees facing hardships, and regularly conduct compassionate activities to extend aid and support to those in need. Furthermore, we also prioritize the living conditions of retired employees, organizing regular seminars for them to ensure they feel valued and respected by the company.

# Employee Training and Development

## Employee Training

The Company attaches great importance to talent cultivation and has formulated a system of *Training Management Regulations* to effectively improve the overall business capacity of employees.

Regarding the curriculum system, Fangshan University, as the first corporate university in the transportation engineering consulting industry, has established an overall framework with three core components: training and development, cooperation and service, and the Party School of JSTI. This framework is based on talent cultivation and addressing practical problems and challenges in development. It has also formed three branded training programs: Leadership Development Program, Project Managers Training Program, and New Employees Training Program.

### Fangshan University Course Structure



### Case Leadership Development Program: Executive Coaching Sessions

In 2023, the Leadership Development Program executive coaching sessions were conducted, with a combination of internal courses and external visits and research.



Executive Coaching Sessions, Accelerated Technical Talent Development Program (Program M) of Leadership Development Program

### Case Specialized Training Programs: "Project Managers Training Program" project manager training program

In 2023, the 24th Intermediate Project Manager Training Camp was held at JSTI's Nanjing Fangshan R&D Base for 2 days to train project managers.



the 24th Intermediate Project Manager Training Camp

## Faculty Development

The Company has established an internal instructor team with extensive teaching experience to summarize organizational knowledge and experience, further enrich training resources, and assist employees in achieving self-improvement in all aspects. During the reporting period, the Company had 289 certified internal trainers, developed 40 professional required courses and over 400 internal courses in total.



## Training and Learning Platform

Through the E-learning online college and JSTier WeChat learning platform, the Company provides employees with comprehensive, convenient, and flexible learning services, supporting talent development, performance improvement, and the implementation of corporate strategies.

## Tiered and Graded Training

We provide employees with extensive training resources tailored to different levels and positions, encompassing professional technical knowledge, general abilities, project management, new employee training, leadership training, and other business skills. We implement a mentorship program, where experienced employees serve as mentors to newcomers, effectively transmitting company culture and experience, and enhancing overall work efficiency.

Key Performance			
Number of Employee Training Sessions	Number of Persons Trained	Coverage of Staff Training	Attendance at Staff Training
<b>150</b> Sessions	<b>7,350</b> Persons	<b>90.14%</b>	<b>217,787</b> Person-times
Hours of Staff Training	Training Hours per Capita	Training Inputs	Employee Training Investment per Million Revenue
<b>500,910</b> Hours	<b>9</b> Hours/Person	<b>1,500,000</b> yuan	<b>300</b> yuan

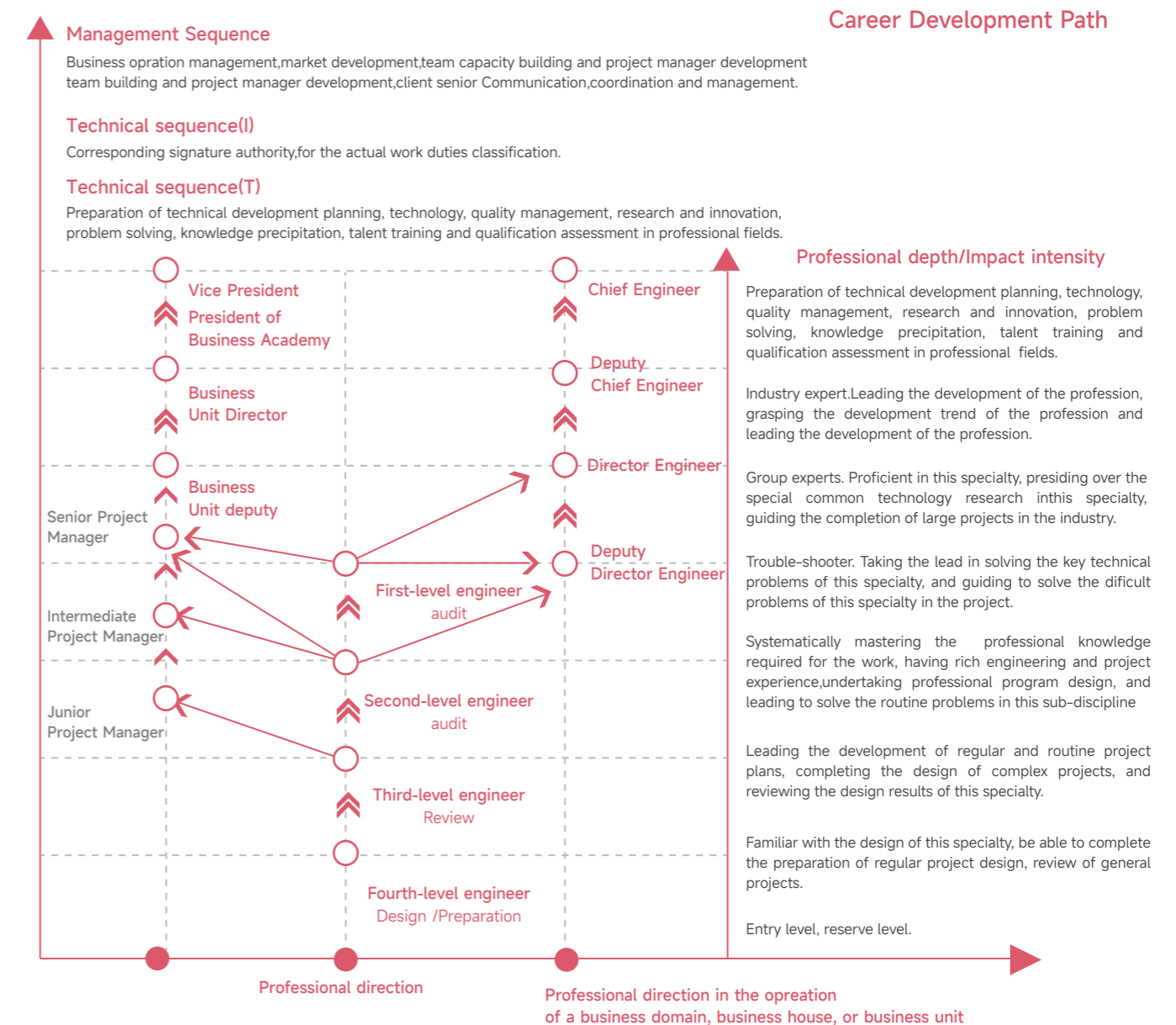
## Employee Development

Adhering to the principle of "promoting enterprise development through employee development," the Company has established sustainable talent development plans, optimizes talent management systems, and fosters the emergence and development of talents at all levels, taking into account the Company's strategy, core business challenges, and key talent cultivation. Through the enterprise university's talent growth planning, a comprehensive teacher system, and a professional curriculum, we create a systematic talent development program that improves employee performance through "performance enhancement," accumulate organizational wisdom through "knowledge management," utilize "coaching techniques" for mentorship and succession planning, and implement change practices through "action learning."

## Staff Development Path

Based on employees' personal preferences and job requirements, the Company constructs diverse career development paths across technical, managerial, functional, and marketing directions, enabling employees with different characteristics to find positions that suit their strengths and talents. We continuously optimize the conversion system and processes for management and technical positions, with a focus on cultivating high-performing and high-potential composite key talents.

To ensure orderly and timely employee transfers, the Company has established standardized and flexible *Job Change Management Regulations*, encouraging effective internal talent mobility, reasonable allocation of human resources, broadening employee development channels, and meeting the talent needs of various jobs and business areas. During the reporting period, a total of 1,216 internal job transfers were made within the company.



## Establishment of Talent Rapid Development System

We adopt a performance-oriented and diversified talent evaluation approach to establish a rapid growth path for employees and identify and accelerate the development of employees with leadership potential. With the goal of cultivating qualified talents capable of serving as senior executives by the age of 40, we have established a CXO 15-year development path and built a reserve management talent pipeline for key positions, ensuring that each key position has three successors.

In 2023, the company's talent pool includes a total of 284 management reserve talents, with echelon personnel accounting for 85% of newly promoted main post managers and 93% of newly promoted deputy managers.

## Establishment of Open and Transparent Cadre Selection and Elimination Mechanisms

The Company consistently establishes open and transparent criteria for selecting cadres, develops and publishes clear appointment and elimination mechanisms, promotes the institutionalization and standardization of cadre appointment work, and improves the system for cadre selection, appointment, and accountability. When selecting and appointing managers, we not only focus on work performance but also prioritize behavioral performance, implementing a "one-vote veto" system for issues related to cultural and moral compliance. The Company insists on using objective data for evaluation, while fully considering multiple factors such as business type, market environment, and task difficulty. We prioritize the selection of employees who continuously create performance increments and eliminate cadres with consistently declining performance. We adhere to the principle of separation of powers, including nomination rights, review rights, and approval rights, to ensure the objectivity and fairness of management selection and appointment.





# 06 Passing on the Love, Building a Harmonious Society

JSTI actively responds to social needs, fulfills our social responsibilities, pays attention to livelihood issues, and devotes ourselves to public welfare and volunteer activities. We strive to consolidate and expand the achievements of poverty alleviation, promote rural revitalization, and create a governance pattern of joint construction, governance, and sharing, contributing to the construction of a better society.

# Contribute to Social Welfare

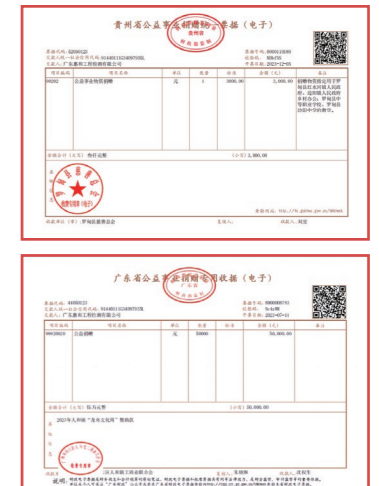
JSTI has always been committed to social welfare and actively taken on social responsibilities, staying true to its original mission. During the reporting period, the Company actively engaged in various public welfare activities such as educational assistance, visiting and consolation, and charitable donations, actively contributing to society and promoting positive energy. The total amount of donations made by the Company during the reporting period reached 1.5150 million yuan.



Charitable Donation Note

# Promote Rural Revitalization

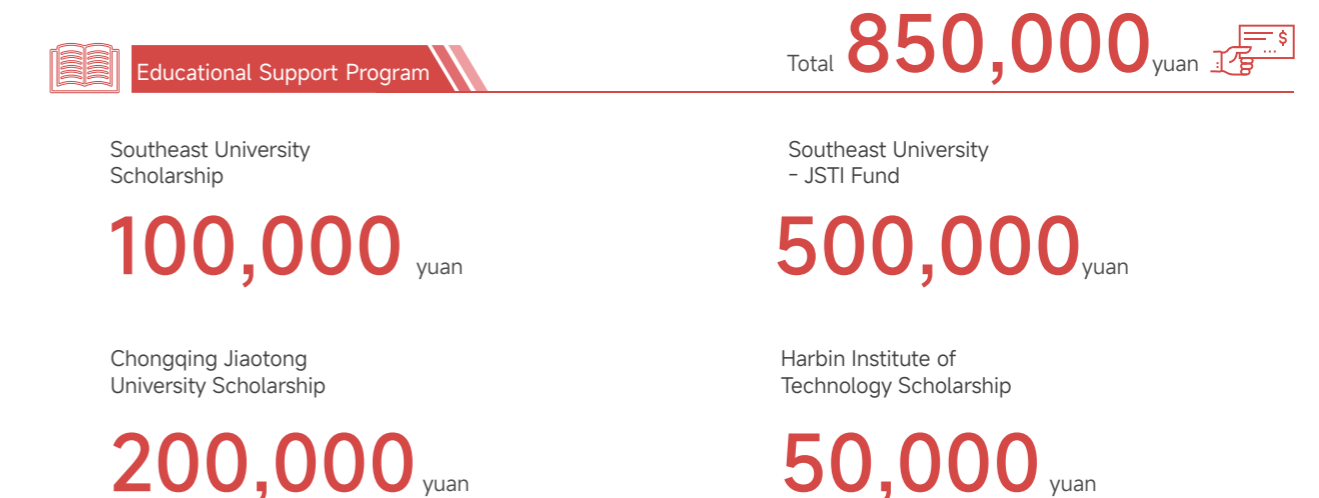
For a nation to rejuvenate, rural revitalization is essential. JSTI earnestly implements the important decisions and deployments of the State Council on rural revitalization, integrating the fulfillment of social responsibilities into its corporate mission and commitment, steadily bridging the gap between poverty alleviation and rural revitalization, and solidly advancing rural revitalization efforts. The Company pays attention to the economic, cultural, educational, and social development of rural areas, actively investing resources and energy to contribute to the cause of rural revitalization. During the reporting period, the Company and its subsidiaries actively participated, donating public welfare funds for rural revitalization to areas such as Luodian County, Qiannan Prefecture, Guizhou Province; Renhe Town, Guangzhou City, Guangdong Province; and Yunan County, Yunfu City, Guangdong Province, fully demonstrating the Company's responsibility and commitment as a state-owned enterprise to assist in rural revitalization and contributing to the realization of a better life for the people.



Rural Revitalization Donation Note

# Educational Assistance

Education is crucial to the future of a country and the hope of a nation. JSTI has long been committed to investing in the field of science and education, actively promoting assistance activities for impoverished students, and benefiting their growth and development through every little effort. During the reporting period, the Company responded to the call of Cuiping Mountain and contributed to the 99 Public Welfare campaign "Building Rural School Palaces". It donated 2,000 yuan to the Xuzhou Charity Federation, contributing to the development of education in impoverished mountainous areas. Additionally, the Company has established scholarships at multiple universities, continuously supporting outstanding students at renowned institutions such as Southeast University and Chongqing Jiaotong University, thereby contributing to the advancement of the country's educational.



## Case: Sharing weal and woe, and warming the hearts of disaster-stricken people through practical actions

After the 6.2-magnitude earthquake in Jishishan County, Linxia Hui Autonomous Prefecture, Gansu Province, JSTI actively assumed its social responsibility and contributed its humble efforts to earthquake relief, donating warm clothing supplies worth 20,600 yuan and cash assistance of 79,400 yuan. The vice president of JSTI GROUP (GANSU) TRANSPORTATION PLANNING AND DESIGN CO.,LTD., a subsidiary of the Company, personally led a team to deliver cold-resistant comfort supplies to the disaster-stricken areas and donated relief funds to the local Red Cross Society, showing love and warmth to the affected people and helping them overcome the difficulties.



Earthquake Relief Donation

## Join the Belt and Road Initiative

JSTI actively responds to the national call and devotes itself to the construction of the "Belt and Road" initiative, bringing advanced technology and rich project management experience to the international stage. Through extensive cooperation with countries along the route, the Company has not only facilitated the interconnection of infrastructure, but also bolstered cultural exchanges and knowledge sharing. JSTI has successively participated in international projects such as the construction supervision of the Gurjaani Bakurtsikhe Telavi Bakurcixe New Branch, technical assistance for quality control of infrastructure projects to the Greek government, engineering design review in the Kukurova region and Iskenderun Bay in Turkey, preparation of civil engineering tender documents, and construction supervision for the last-mile railway connection infrastructure. The Company has contributed its own strength to the construction of a community with a shared future for mankind through these international cooperation projects, showcasing its positive image and fulfilling its social responsibility.



Mersey Gateway Bridge



Smart cities in India

## Future Expectations

In the future, JSTI will continue to uphold its new mission of "Most dynamic Trustworthy Building a new world" and unwaveringly implement the ESG concept into corporate practices. Through efficient enhancements in resource utilization, technological innovation, and operational management, it aims to promote environmental friendliness, service upgrading, social progress, and corporate development, striving towards its goal of "Becoming a world-class scientific and technological enterprise in the field of infrastructure."

Based on the quality system, JSTI will digitally enable the entire production process of its main business to create a [business mid-platform], which integrates business operations and standardizes data. The BIM+GIS digital infrastructure technological service covers the full life cycle, connecting the underlying logic of digital business. With data as the core driver, it powers the digital transformation of the group's business.

JSTI will integrate management knowledge and capabilities into a [Management Mid-platform] that combines business and finance, streamline systems; utilize digital intelligence for prediction and risk management, provide empowering support; efficiently drive decision-making and business execution through data.

Focusing on the entire chain of infrastructure design, construction, management, materials, and software, JSTI will leverage tools such as cloud computing, big data, the Internet of Things, artificial intelligence, and mobile communication to enhance digital productivity and empower and reshape the value of infrastructure through digitization.

With infrastructure as its foundation, JSTI will establish an industrialized layout in areas such as smart transportation, green and low-carbon development, and road and bridge operations and maintenance, integrating resources across the entire value chain to provide innovative products that meet customer needs and contribute to a better world.

With an international perspective and global practice, JSTI will leverage its extensive global service network and solid local foundation to continuously introduce groundbreaking ideas and revolutionize infrastructure and urban imagination, contributing to the construction of a better world.



# Appendix

## Index Table

Headings	Headings	(GRI Standards)	(CASS-ESG 5.0)
About This Report		2-2/2-3/2-4	P1.1/P1.2/P1.3/G3.7
Statement of Chairman		/	P2.1/P2.2
About JSTI	ESG Key Performance	/	A2
	Company Profile	2-1	P4.1/P4.3
	Corporate Culture	/	P4.2
	Industry Status	2-6	/
About JSTI	Corporate Qualifications	2-6	/
	Corporate Honors	2-1	/
	Overview of 2023	2-1	P3.1
	Sustainable Development Goals	2-22	G3.2
ESG Management	Stakeholder Communication	2-16/2-29	G3.6
	Analysis of substantive issues	3-1/3-2	G3.5
	ESG Honors	/	G3.11
Topic 1: Digital Operations and Maintenance, Occupying the Intelligent High Ground	/	/	P3.1
Topic 2: Lightweight monitoring to drive industry innovation	/	/	P3.1
Topic 3: Going Green, Practicing Carbon Peak and Neutrality Concept	/	/	P3.1/E1.8
Compliance and Boosting Business Development	Corporate Governance Overview	2-9/2-10/2-11/2-12/2-27	G1.1/G1.2/G1.3/G1.4/G1.10/G1.11
	Adherence to Business Ethics	205-2	G1.6/G1.7/G1.8/G1.9
	Promoting Party Building	/	/
Low-carbon Environmental Protection, Build Ecological Civilization	Environmental and Ecological Management	2-27	E1.1/E1.5/E1.6/E1.7/E1.9
	Energy Emission Management	302-1/302-3/303-4/305-1/303-5 /305-2/305-4	E1.2/E2.1/E2.2/E2.3/E2.4 /E2.5/E2.10/E2.11/E5.5/E5.6/E5.7
	Green Office Operation	305-5	E2.14
Scientific and Technological Momentum Drives Industrial Upgrading	Research and Development Innovation Ability	203-1	V2.1/V2.2/V2.3/V2.4/V2.5/V2.7/V2.8
	Intellectual Property Protection	/	/

Headings	Headings	(GRI Standards)	(CASS-ESG 5.0)
Join Hands and Forge Ahead, Creating Industrial Value Together	Product Quality Management	416-1	S5.1/S5.2
	Customer Rights Protection	418-1	S5.5/S5.7/S5.8
	Responsible Supply Chain	414-1	S6.1/S6.3
	Information Security Control	/	S5.6
Employee Care, Creating a Bright Future	Protection of Employees' Rights and Interests	2-7/2-19/2-27//401-1/401-2/401-3 /405-1/406-1	S1.1/S1.2/S1.3/S1.4/S1.5/S1.6 /S1.7/S1.8/S1.9/S1.10/S1.11
	Employee Health and Safety	2-27/403-1/403-2/403-5/403-6/403-7	S3.1/S3.2/3.4/S3.5/S3.7/S3.8/S3.9
	Employee Training and Development	404-1/404-2	S2.1/S2.2/S2.3/S2.4
Passing on the Love, Building a Harmonious Society	Contribute to Social Welfare	203-1	V1.1/V1.3/V1.4/V3.3/V3.4/V3.6
	Promote Rural Revitalization	203-1	V1.1/V1.2/V1.3/V1.4/V3.3/V3.4
	Educational Assistance	203-1	V1.1/V.2/V1.3/V1.4/V3.3/V3.4
Future Expectations	Join the Belt and Road Initiative	203-1	V1.2
	Index Table	/	A1
Appendix	Feedback Form	2-16	A4
			A5

# Feedback Form

Thank you for reading this report! This is JSTI GROUP's 2022 Environmental, Social and Governance (ESG) Report. In order to continuously improve our social responsibility work and further enhance our sustainable development management, we hereby invite you to fill in the relevant questions in the feedback form and give us your feedback through the following ways.

Tel: 025—86576542 Fax: 025—86576666 E-mail: sjkdmb@jsti.com

Address: No.8 Fuchunjiang East Street, Jianye District, Nanjing, Jiangsu Province, China

Your opinion is an important basis for us to continuously improve our social responsibility work and further enhance our sustainable development management, thank you for your strong support to our social responsibility work!

1、 Which category of stakeholders are you:

Shareholder and Investor  Consumer  Government  Society and the public  Other (please indicate\_\_\_\_\_)

2、 Your overall evaluation of current year's ESG report:

Very good  Good  Fair  Bad  Very bad

3、 What do you think of information disclosed in this report?

Information Disclosure

Very good  Good  Fair  Bad  Very bad

Layout and design

Very good  Good  Fair  Bad  Very bad

Readability

Very good  Good  Fair  Bad  Very bad

4、 What issues are of most concern to you? (such as providing quality and timely after-sales service, employee rights and benefits, legal compliance operation, shareholder returns, etc.)

---



---

5、 Is all the information you are concerned about reflected in this year's social responsibility report:

Yes  No (other information that you expect\_\_\_\_\_)

6、 What other comments or suggestions do you have on our social responsibility report or social responsibility work and sustainable development management?

---



---