





UnitTEC Co., Ltd. Environmental, Social, and Governance Report


2024



UnitTEC Co., Ltd.

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Combining the power of science and technology to create a better life.

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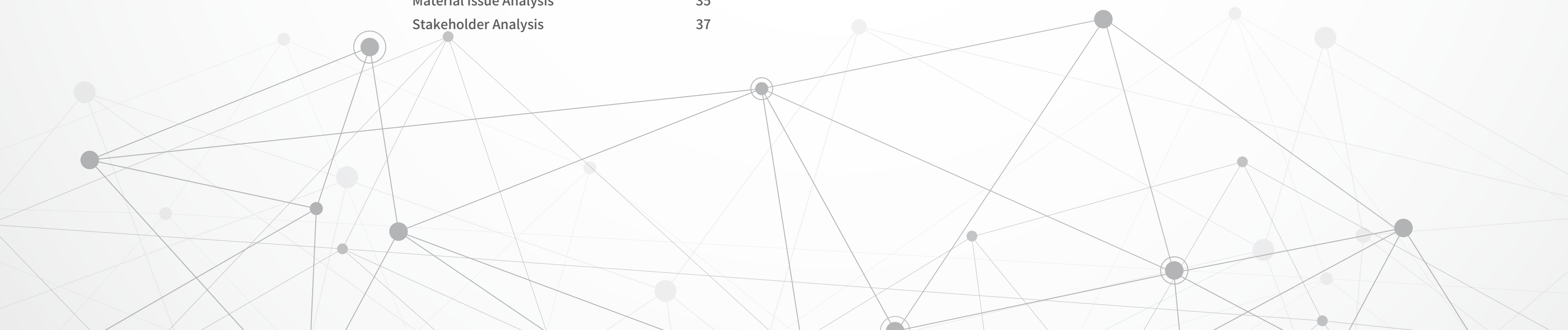
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ABOUT THIS REPORT

Report Introduction

- This report is the second Environmental, Social, and Governance (ESG) report publicly released by UniTTEC Co., Ltd. It objectively discloses the efforts and practical achievements of UniTTEC in areas such as safety production, environmental protection, social welfare, corporate governance, and talent development to stakeholders including shareholders, employees, the government, customers, and consumers.

Time Range

- The time range of this report is consistent with that of the annual report. To enhance the comparability and completeness of the report, some content appropriately traces back to previous years or extends to the year 2025.

Report Coverage

- This report is based on UniTTEC Co., Ltd. and covers UniTTEC and its subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of The Company’ s annual report.

References

- Shenzhen Stock Exchange: *Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 17 - Sustainable Development Report (Trial)*
- Shenzhen Stock Exchange: *Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No. 3 - Compilation of Sustainable Development Reports*
- China Enterprise Reform and Development Society: *Guidelines for Sustainable Development Reports of Chinese Enterprises (CASS-ESG 6.0)*
- United Nations Sustainable Development Goals (SDGs)
- Global Reporting Initiative: *GRI Sustainable Development Reporting Standards (GRI Standards) (2021 Edition) (Reference Basis)*

Data Sources and Reliability Assurance

- The data sources used in this report include publicly available data from government departments, official documents of UniTTEC, statistical reports, and third-party questionnaires, which are collected, reviewed, and summarized by various functional departments and business units of The Company. The Company promises that the content of this report does not contain any false records, misleading statements, or major omissions. If there is any inconsistency between the data in this report and the annual report, the annual report shall prevail. Due to variations in statistical methodologies, this report may include appropriate adjustments to historical data from previous years. In case of discrepancies, please refer to this report as the definitive source. At the same time, unless otherwise specified, the currency and amounts mentioned in this report are in RMB.

Terminology Explanation

- For ease of expression and reading, “UniTTEC Co., Ltd.” is also referred to as “UniTTEC,” “The Company,” or “we” in this report. In addition, the terms “country” and “government” in this report refer to the People’ s Republic of China and its administrative agencies. Other terms are explained as follows:

Company Abbreviation	Company Full Name
UniTTEC Smart Mobility	UniTTEC Smart Mobility Rail Transit Technology Co., Ltd.
Zhejiang Haina, Haina Co., Ltd.	Zhejiang Haina Semiconductor Co., Ltd.
Wangxin Zhilin	Hangzhou Wangxin Zhilin Technology Development Co., Ltd.
UniTTEC Zhiyuan	Zhejiang UniTTEC Zhiyuan Technology Co., Ltd.
Guangxi Smart Control	Guangxi UniTTEC Smart Control Technology Co., Ltd.
Chongqing UniTTEC	Chongqing UniTTEC Smart Mobility Transportation Technology Co., Ltd.
UniTTEC Rail	Zhejiang ZJU Wangxin UniTTEC Rail Transit Engineering Co., Ltd.
Sichuan Smart Control	Sichuan UniTTEC Smart Control Technology Co., Ltd.
Tianjin Smart Control	Tianjin UniTTEC Smart Control Technology Co., Ltd.
Hubei Zhongkun	Hubei Zhongkun Technology Co., Ltd.
Xuandu Shikong Cloud	Xuandu Shikong Cloud Technology (Shenzhen) Co., Ltd.
Xingyi Technology	Zhejiang Xingyi Technology Co., Ltd.
Beautiful Life	Zhejiang Beautiful Life Health Technology Group Co., Ltd.
Yuanfei Technology	Beijing Yuanfei Technology Co., Ltd.
Chongqing Bus Group	Chongqing Public Transportation Holding (Group) Co., Ltd.
Zero-Create Technology	Beijing Zero-Create Zhongcheng Technology Co., Ltd.

Approval

- This report was approved by the board of directors on April 22, 2025.

Report Acquisition

- You can download the electronic version of this report from the Shenzhen Stock Exchange website (www.szse.cn) and the Cninfo website (www.cninfo.com.cn) to obtain more Company information.
- We sincerely apologize to all stakeholders who provided suggestions and comments on this report and promise to continue to improve the quality of the report.

CHAIRMAN'S MESSAGE



Dear partners, investors, employees, and friends from all walks of life:

In today's world where globalization is accelerating and the concept of sustainable development is deeply rooted in people's hearts, ESG (Environmental, Social, and Governance) has become a core benchmark for measuring a Company's comprehensive value and future potential. As a high-tech enterprise driven by technological innovation and committed to promoting sustainable social development, UniTTEC Co., Ltd. has always deeply embedded the ESG concept into strategic decision-making and daily operations, striving to achieve a win-win situation of economic benefits and social value. Here, on behalf of The Company, I would like to express our sincere gratitude to all colleagues from all walks of life who have long paid attention to and supported us, and share our thoughts and achievements in ESG practices in 2024.

I. Empowering Low-Carbon Transformation with Green Technology to Safeguard an Ecological Future

In 2024, we actively responded to the national "Dual Carbon" goals, focusing on technological innovation and green transformation in smart transportation. Through our independently developed intelligent systems and equipment, we help customers reduce energy consumption and carbon emissions. We not only empower clients to achieve carbon reduction targets through innovative technologies, but also embed green and low-carbon principles across all operational dimensions, implementing a scientific decarbonization framework that spans from energy management to office supplies procurement. For example, our Qing Shan Lake headquarters campus has 120KW of photovoltaic power generation and nearly 100KW of air-source heat pumps, reducing annual carbon emissions by approximately 436 tons. In the future, we will deepen the research and development of clean energy technologies, explore more carbon reduction scenarios, and contribute the wisdom of Chinese tech companies to global climate governance.

II. Gathering Development Synergy with Responsibility to Jointly Create Social Value

Enterprises are the cells of society and the products of their times. Only by growing together with stakeholders can we achieve long-term success. In 2024, we continued to focus on three dimensions: "Talent-Centric Development, Rural Revitalization, and Giving Back to Education":

Talent-Centric Development: We invested over 1.52 million yuan throughout the year in employee skill training and health management, with a technical talent retention rate of 92%. We also launched the "Youth Training Camp Program" to reserve innovative talent for the industry. Employees with outstanding achievements not only gained recognition within The Company but were also actively recommended by The Company, receiving social recognition and honors. For example, last year, Zhou Zaifu was awarded the title of Model Worker in Zhejiang Province and the National May 1st Labor Medal; Liu Dandan was awarded the title of "Top Ten Craftsmen" in Binjiang.

Rural Revitalization: We have taken solid steps in revitalizing rural areas. Our participation in the Langjia Village Prosperity Rice Field Initiative in Hangzhou's Lin'an District was reported by CCTV; we adopted over 300 ancient tea trees in the Prosperity Tea Garden in Lincang, Yunnan. We leveraged our digital technology and resource advantages to help rural areas develop specialty industries and improve infrastructure conditions. This not only boosted local economic development and improved villagers' living standards but also contributed to the integrated development of urban and rural areas. This is also a manifestation of our commitment to fulfilling social responsibilities and striving to achieve our corporate vision.

Giving Back to Education: Education is the cornerstone of national development, and we are well aware of this. Last year, we provided assistance to numerous students through various means. Last year, we donated over 3 million yuan in educational funds to Zhejiang University and Zhejiang University of Technology. These actions not only provided material support to some universities but also brought hope and dreams to students.

We deeply understand that the value of an enterprise lies not only in creating profits but also in driving social progress. Only by actively assuming social responsibilities and integrating them into future development can we continuously enhance competitiveness and vitality. The cause undertaken by UniTTEC is no longer just about basic corporate accumulation and scale expansion, but is driven by higher social values and corporate responsibilities, which will always be embedded in every product and service we offer.

III. Consolidating the Foundation for Development through Transparent Governance to Uphold Long-Termism

Corporate governance serves as the cornerstone of sustainable business development. In 2024, we enhanced our Employee Representative Council (ERC) system, requiring all major initiatives and policy adjustments impacting employee welfare to undergo deliberation and voting by the ERC.

Approved proposals are formalized as binding resolutions for implementation. Each council member diligently executes their duties through active engagement in corporate decision-making processes, demonstrating acute awareness of the enterprise's role as a shared destiny ecosystem with its workforce.

IV. Continuously Optimizing Sustainability Disclosures to Forge ESG Best-in-Class Practices

We actively participated in ESG performance ratings, conducted various forms of ESG promotion, and organized multi-dimensional training activities. After releasing social responsibility reports for six consecutive years, The Company disclosed its first ESG report in 2023, strengthening communication and connections with stakeholders and addressing their concerns and expectations. In 2024, UniTTEC achieved remarkable results in ESG construction. In February, the "Mingrentang" tea booklet from the Common Prosperity Workshop showcased The Company's spirit of sharing. In June, we made another donation to our "alma mater" and signed a strategic cooperation agreement, deepening industry-academia-research collaboration. In August, the "United Summer Night Music Festival" demonstrated corporate culture building and care for employee growth. In September, the case Responsibility in the Heart, Common Prosperity in Action was shortlisted as a global ESG classic case among Zhejiang entrepreneurs, I was also awarded the title of "Outstanding ESG Zhejiang Entrepreneur." In October, the second 925 UniTTEC Season event concluded successfully, showcasing The Company's sense of responsibility and achievements in sustainable development. In November, the case "Knowing Responsibility in the Heart, Fulfilling Responsibility in Action" was once again listed as an outstanding ESG case. In December, we received the "ESG Value Transmission Award." In January this year, we held the "UniTTEC ESG Action Plan and 2025 Spring Annual Meeting," a grand event carrying shared dreams and expectations. This event communicated The Company's ESG strategy to every employee, helping them understand that a good company must have pursuits and dreams beyond profits.

Looking ahead, the global sustainable development process still faces complex challenges, but it also holds infinite opportunities for technology to do good. UniTTEC will adhere to the philosophy of "Technology as the Boat, Responsibility as the Helm," riding the wave of deep integration between digitalization and greening, and walking hand in hand with partners from all sides. With cutting-edge technology, products, and experiences, we will actively shoulder social responsibilities, continuously meet people's aspirations for a better life, and jointly write a new chapter of high-quality development!

2024 SUSTAINABLE DEVELOPMENT HIGHLIGHTS

Economic Performance



Total Assets
9,321.83 million yuan

Operating Revenue
2,023.79 million yuan

Total Profit
47.64 million yuan

Total Tax Paid
86.33 million yuan

Basic Earnings Per Share
0.04 yuan/share

Governance Performance



Number of Shareholders' Meetings Held
5 times

Number of Board Meetings Held
12 times

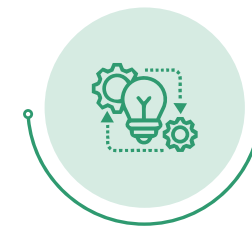
Number of Supervisory Board Meetings Held
8 times

Proportion of Independent Directors on the Board
50%

Proportion of Female Supervisors
66.67%

Number of Investor Reception Activities
7 times

Environmental Performance



Total Environmental Protection Investment
2.56 million yuan

Total Electricity
5,811.46 ten thousand kilowatt-hours

Solar power generation
9,038 kWh

equivalent to a reduction of
7.42 tCO₂e in carbon emissions from coal-fired power generation

Wastewater Recycling Volume
108,775 tons

Energy Consumption Intensity
0.04 tons of standard coal/10,000 yuan revenue

Greenhouse Gas Emission Intensity
0.15 t CO₂e/10,000 yuan revenue

Social Performance



Total Number of Employees
1,807 people

Percentage of female employees
32.04%

Total employee training hours
22,456.71 hours

Total R&D investment
203.10 million yuan

Product qualification rate of UniTTEC Smart Mobility
98.40%

Average first-pass yield of Zhejiang Haina
96%

Safety production investment
5.1294 million yuan

Total safety training investment
167,500 yuan

Total social welfare investment
3.47 million yuan

(For detailed information on The Company's economic performance, please refer to the 2024 annual report of UniTTEC Technology.)



Introduction to UniTTEC

Company Profile
Corporate Culture
Product and Business Layout
Major Events of 2024
Important Corporate Honors



COMPANY PROFILE

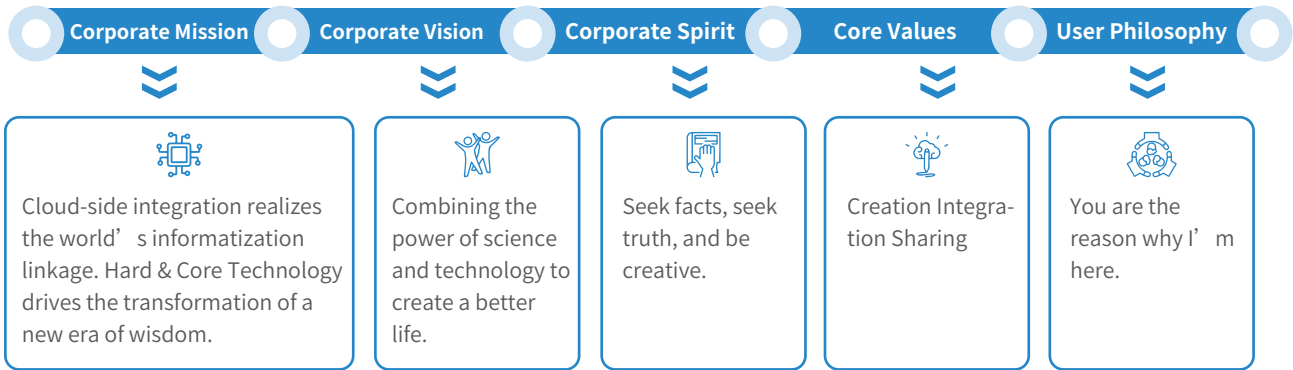
UniTEEC Co., Ltd. (hereinafter referred to as “UniTEEC”), formerly known as the Semiconductor Factory of Zhejiang University established in 1970, was reorganized into a joint-stock Company by Zhejiang University in June 1999 and listed on the Shenzhen Stock Exchange (stock code: 000925). The Company adheres to the corporate vision of “UniTEEC, Beautiful Life,” leveraging the comprehensive disciplinary advantages of Zhejiang University to deeply engage in the high-tech field, fstriving or innovation and development in national strategic businesses that are critical and challenging.



After years of technological upgrades, industrial exploration, and market competition, The Company has achieved a leading market position in the field of smart transportation and has accumulated technological expertise and brand reputation as a major monocrystalline silicon material manufacturer in China.

In recent years, The Company has kept pace with the times, based on the accumulated product and technological capabilities, deep industry understanding, and government project cooperation experience in the rail transit field, deeply deploying in computing power, smart energy, and big health, promoting strategic upgrades and business model innovation, embracing the spatial information industry, and planning “low altitude + low orbit.” The Company positions itself as a “super Party B,” integrating capabilities in “consulting + investment and financing + R&D implementation + operation” to provide customers with one-stop, customized solutions from planning and design, financial capital, to engineering general contracting and later-stage operation.

CORPORATE CULTURE



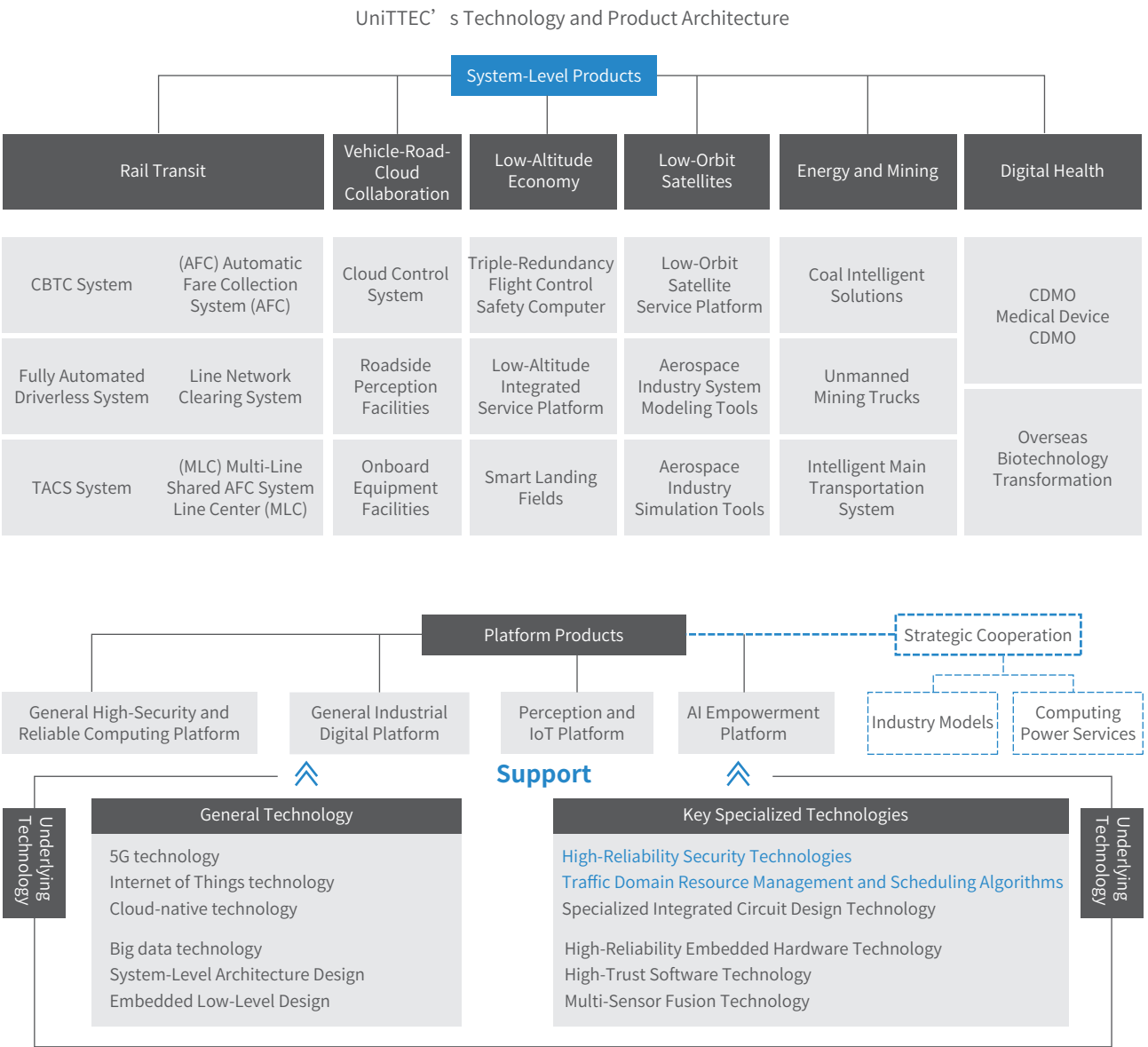
PRODUCT AND BUSINESS LAYOUT

Product Architecture

UniTEEC has developed four core technology platforms—the Universal High-Reliability Secure Computing Platform, Sensing & IoT Platform, Universal Industrial Digital Platform, and AI Enablement Platform—through sustained investment and expertise accumulation in intelligent rail transit. Integrated with strategic deployments in computing services and domain-specific AI models, these platforms facilitate the development of products and solutions for integrated air-space-ground transportation systems, establishing a synergistic closed-loop framework characterized by “standardized technologies, modularized platforms, and agile scenario adaptation.”

The foundational technologies comprise two major technology clusters: generic technologies and key specialized technologies. Among these, high-reliability safety technologies, cross-domain resource management, and scheduling algorithms form the core competitive advantages, establishing a fully independent and controllable technological foundation. Serving as the architectural hub, platform products integrate underlying technologies downward while supporting scenario-specific system development upward. The four core technology platforms—the Universal High-Security & Reliability Computing Platform, Perception & IoT Platform, Universal Industrial Digital Platform, and AI Empowerment Platform—demonstrate exceptional adaptability across rail transit, vehicle-road-cloud coordination, low-altitude economy, and energy & mining sectors. Leveraging standardized interface architectures and modular configuration capabilities, these platforms have successfully driven R&D iterations of critical equipment including CBTC signaling systems, fully automated driverless systems, triple-redundant flight control safety computers, and intelligent main transportation systems.

Through the “platform reuse + scenario customization” model, The Company has built a multi-dimensional technology matrix spanning from rail transit and road traffic to low-altitude networks, achieving comprehensive technological empowerment from planar transportation to three-dimensional spaces, and propelling China’ s integrated transportation towards greater efficiency, reliability, and autonomy.




Main Business Layout

Air-Ground-Space Integrated Transportation Scenario >>

Relying on the independently controllable general high-security and reliable computing platform, as well as traffic domain resource management and scheduling algorithms based on deep industry understanding, The Company provides control systems, industrial software products, and solution capabilities centered on “safety” and “scheduling” for underground, ground, low-altitude, and low-orbit air-ground-space integrated transportation.

Rail Transit Scenario

The Company’ s current rail transit business mainly focuses on urban rail transit, primarily providing two major electromechanical system products: rail transit signal systems and automatic fare collection and clearing systems. Meanwhile, leveraging its customer resources and market position, The Company focuses on digital and intelligent services for the operation, maintenance, and daily control of urban rail transit. This aims to deeply explore innovative reform directions in business scenarios for users and enhance the value of data.



Chongqing Line 4 Signaling System

Vehicle-Road-Cloud Collaboration Business

The Company’ s vehicle-road-cloud collaboration business is primarily based on urban ground transportation, providing products and solutions such as cloud control platforms, access network facilities, roadside sensing facilities, new energy networking, and vehicle-mounted equipment and facilities.

Low-altitude Business

The Company’ s business in the low-altitude sector mainly covers the flight control systems of low-altitude unmanned aerial vehicles and low-altitude infrastructure. The flight control system product for low-altitude unmanned aerial vehicles is the UniTFCC triple-redundant flight control computer. The system is designed with three independent and functionally identical flight control computer units to ensure that normal flight control can be maintained in the event of a failure in any one unit, guaranteeing the safety of the drone. This product can control safety risks to within 10⁻⁹, significantly improving the autonomous flight capability of drones in complex environments.

The main products in the low-altitude infrastructure sector are:

- UniSpace Low-altitude Integrated Service Platform, a service platform for unified management of multiple users such as drones, electric vertical take-off and landing aircraft, traditional general aviation aircraft, and low-altitude recreational aircraft. It provides fine-grained management of ground and airspace resources in newly added low-altitude spaces, quantifying traffic value and space occupancy value.
- UniPort Smart Public Take-off and Landing Field Management Platform, an intelligent management system specifically designed for the take-off and landing control and automatic priority scheduling of public drone take-off and landing fields, ensuring safe and efficient drone operations.

Low Earth Orbit Satellite Sector

Low Earth Orbit (LEO) satellites represent The Company’ s expansion of its advantages in control, scheduling, and safety into a new domain within the three-dimensional transportation industry framework. LEO satellites provide significant empowerment in communication assurance, precise navigation and positioning, and monitoring and sensing capabilities for three-dimensional transportation. The Company is still in the exploratory phase in the LEO satellite sector.

Other Application Scenarios of Digital Intelligence >>

Rooted in the digital and intelligent system of three-dimensional transportation, The Company deeply empowers industries such as energy and health with its digital intelligence capabilities, providing safety and intelligent control systems, industrial software products, and solution capabilities to promote the digital and intelligent transformation and upgrading of more industries.

Smart Energy

The Company’ s smart energy business mainly provides intelligent products and solutions for vehicle, transportation, and safety production in coal mining.



Digital Health

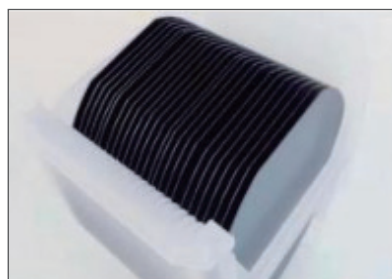
Digital health business is an important scenario incubated under The Company's digital intelligence strategy. It is a global innovation platform for health products and services transformation, built around the Medical Device CDMO Innovation Center and Overseas Biotechnology Innovation Center, leveraging The Company's accumulated products and industrial resources in industrial software, IoT, and big data platforms. It focuses on utilizing big data, intelligent sensing, AI, gene editing, and other technologies, with a business model based on "capital + industry + platform + operation," to extend the layout of similar technological elements across different industrial scenarios. The Company's wholly-owned subsidiary, Zhejiang Beautiful Life Health Technology Group Co., Ltd., is the main operating platform for the health business.

The Company's health business mainly includes the Medical Device CDMO Innovation Center and Overseas Biotechnology Transformation and Landing. Using this as a platform, we aim to build a global health industry chain for the transformation and implementation of innovative medical products and services, focusing primarily on interventional implant devices, testing and inspection equipment, rehabilitation devices, and other related fields.

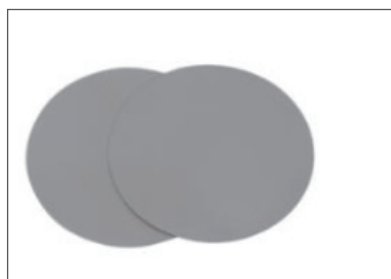
Digital and intelligent foundational capabilities and support sectors >>

Semiconductor Materials Business

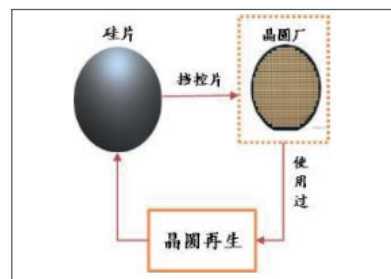
The Company's semiconductor materials business primarily includes 3-8 inch semiconductor-grade polished wafers, lapped wafers, and wafer reclamation services. The main products and services are applied in the fields of semiconductor discrete devices and integrated circuits, with end-use scenarios including communication, new energy, automotive electronics, consumer electronics, industrial electronics, home appliances, security, and other products.



Semiconductor Polished Wafers



Semiconductor Lapped Wafers



Wafer Reclamation Services

Computing Power and Computing Power Services

UniTTEC plans to leverage the Qingyang Spatiotemporal Big Data Cloud Center to provide data center leasing/hosting services, cloud computing services, and spatiotemporal data value-added services in the field of computing power and related services. Using the Qingyang Computing Center as a strategic base, The Company will cooperate with strategic partners to build a nationwide spatiotemporal big data computing network. In the future, Xuandu Spatiotemporal Cloud (an equity-affiliated company of UniTTEC) will develop Xuandu Cloud Services based on its proprietary Xuandu computing system, along with computing power scheduling services and data operation services, building upon this established infrastructure.



MAJOR EVENTS OF 2024

January

●The ecosystem partner launch conference held by subsidiary Xuandu Shikong Cloud successfully concluded, laying a solid foundation for the construction of the intelligent computing center.



March

●UniTEC signed agreements with the Highway Research Institute of the Ministry of Transport and Zhonglu Gaoke Transportation Technology Group Co., Ltd. to jointly undertake the pilot task of the Ministry of Transport's "Strong Transportation Nation" special project — "Research and Development of Information Integration and Empowerment Platform Technology for "One Ticket" Comprehensive Transportation Services and Demonstration Application," building a new model of "One Ticket" intermodal transportation;

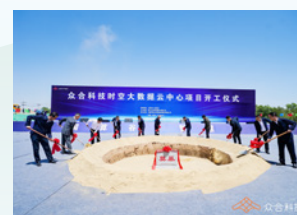
●The Company's senior executives personally led teams to conduct in-depth research in Kazakhstan, Turkmenistan, Russia, and other countries.



May

●The Company announced the launch of its three-dimensional transportation business, precisely positioning itself in the blue ocean of the low-altitude economy;

●UniTEC's Space-Time Big Data Cloud Center Intelligent Computing Project officially started, marking a new milestone in The Company's AI technology innovation journey.



July

●UniTEC successfully completed a private placement of approximately 684 million yuan, issuing a total of 130,209,496 shares;

●The CDMO factory of its subsidiary Xingyi Technology was officially put into operation, providing full-cycle services from R&D to market launch, assisting in the implementation of innovative medical and health projects both domestically and internationally;

●The Company successfully obtained approval for a national-level postdoctoral research workstation;

●Both the key scientific research projects of the China Urban Rail Transit Association and the core technology project of the self-developed signal system passed acceptance.



September

●The Company's case "Responsibility in the Heart, Common Prosperity in Action" was shortlisted for the Global Zhejiang Business ESG Classic Cases, and Chairman Pan Lichun was awarded "Outstanding ESG Zhejiang Business";

●The Shanxi semiconductor single crystal production base project of UniTEC's controlling subsidiary, Haina Co., Ltd., was successfully put into production, taking a solid step in domestic substitution;

●Xingyi Technology won the first prize in the Lin'an District Innovation and Entrepreneurship Competition.



November

●The Company strategically invested in Yuanfei Technology and officially released the UniTFCC triple-redundant flight control computer and the intelligent public takeoff and landing management platform;

●Beautiful Life Health Group, together with Xingyi Technology, was jointly selected for the Zhejiang Province Science and Technology SME list.



February

●The Company compiled the "Mingren Hall" tea catalog for the Common Prosperity Workshop, showcasing the spirit of enterprise sharing.



April

●Zhou Zaifu, Chief Scientist of UniTEC, was awarded the National May 1st Labor Medal, highlighting UniTEC's profound scientific research strength and forward-looking talent strategy.



June

●The Company held a seminar on the aerospace three-dimensional transportation industry, released the UniSpace low-altitude integrated service platform and action plan, and reached a strategic cooperation agreement with Yuanfei Technology;

●The Company signed a strategic cooperation agreement with Zhejiang University to deepen industry-university-research collaboration.



August

●UniTEC officially signed a party-building co-construction agreement and a strategic cooperation agreement with Hangzhou City Investment Capital Group Co., Ltd.;

●The refined management system design for low-altitude airspace, jointly designed by The Company and Yuanfei Technology, was ranked among the top three in the project selection of Chongqing Liangjiang New District.



October

●Two of The Company's projects were selected as typical cases in the white paper on low-altitude economy scenarios.

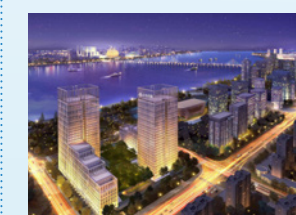
●Xingyi Technology was listed on the National Science and Technology SME list and obtained the medical device production license;

●The Company was honored to be selected as the second batch of pilot projects for the "Data Element Reform Sandbox" in "China Digital Valley".



Decemebtr

●With excellent product quality and superior service, The Company achieved another record-breaking annual sales, successfully surpassing the 3.4 billion yuan mark.



IMPORTANT CORPORATE HONORS

Issue Date	Issue Authority	Award Recipient	Honor Name
April 2024	China Urban Rail Transit Association	UniTTEC	Second Prize for Urban Rail Transit Science and Technology Progress Award 2023
May 2024	Ministry of Human Resources and Social Security, National Postdoctoral Management Committee Office	UniTTEC	National Postdoctoral Research Workstation
June 2024	Chongqing Municipal Commission of Economy and Information Technology	Chongqing UniTTEC	Title of “Specialized & Sophisticated” SME in Chongqing
August 2024	Zhejiang Provincial Department of Economy and Information Technology	Zhejiang Haina	First Batch of Zhejiang Province Manufacturing Single Champion Cultivation Enterprises List 2024
August 2024	Hangzhou Industrial Economy Federation, Hangzhou Enterprise Confederation, Hangzhou Entrepreneurs	UniTTEC	2024 Hangzhou Top 100 Digital Economy Enterprises List
September 2024	Zhejiang Development Research Institute (Zhejiang Think Tank), “Zhejiang Business” Magazine	UniTTEC	2024 Global Zhejiang Business ESG Classic Cases 100
October 2024	Zhejiang Provincial Department of Economy and Information Technology	UniTTEC	Second Batch of Pilot Enterprises List for ‘Data Element Reform Sandbox’ in “China Digital Valley”
October 2024	Zhejiang Provincial Department of Economy and Information Technology	Xingyi Technology	National Science and Technology SME
October 2024	Hangzhou Municipal Development and Reform Commission	UniTTEC	“2024 Hangzhou Headquarters Enterprise” Recognition List



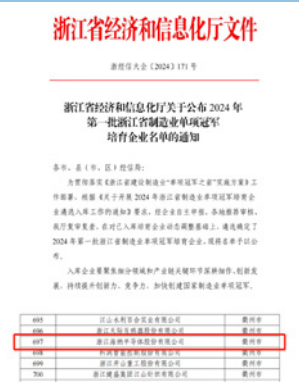
Second Prize for Urban Rail Transit Science and Technology Progress Award 2023



National Postdoctoral Research Workstation



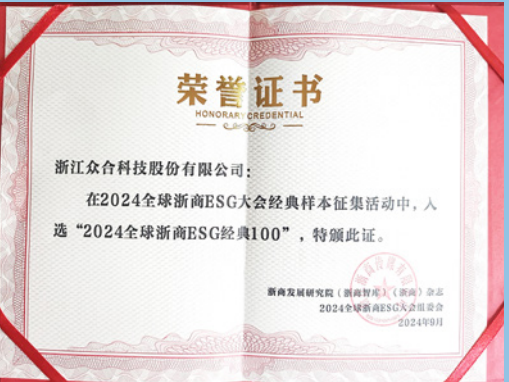
Title of “Specialized & Sophisticated” SME in Chongqing



First Batch of Zhejiang Province Manufacturing Single Champion Cultivation Enterprises List 2024



2024 Hangzhou Top 100 Digital Economy Enterprises List



2024 Global Zhejiang Business ESG Classic Cases 100



Second Batch of Pilot Enterprises List for “Data Element Reform Sandbox” in “China Digital Valley”



National Science and Technology SME

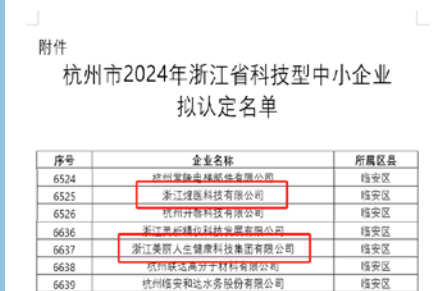


“2024 Hangzhou Headquarters Enterprise” Recognition List

Issue Date	Issue Authority	Award Recipient	Honor Name
November 2024	Office of the National Leading Group for the Recognition and Management of High-tech Enterprises	Chongqing UniTTEC	Chongqing "High-tech Enterprise" Title
November 2024	Hangzhou Municipal Bureau of Science and Technology	Beautiful Life, Xingyi Technology	Hangzhou Municipal List of Technology-based Small and Medium Enterprises
November 2024	Zhejiang Quality Association	UniTTEC	Second Prize for Outstanding Quality Management Team Achievements in Zhejiang Province in 2024
November 2024	Xinhua News Agency	UniTTEC	News Network ESG Excellent Case
December 2024	Zhejiang Provincial People's Government	UniTTEC Rail	Third Prize for Zhejiang Provincial Science and Technology Progress Award in 2023
December 2024	Zhejiang Provincial Development and Reform Commission	UniTTEC	2024 Zhejiang Provincial Service Industry Leading Enterprise
December 2024	Value Online	UniTTEC	2024 Listed Company ESG Value Transmission Award
January 2025	14th Public Welfare Festival and 2024 ESG Influence Annual Meeting	UniTTEC	2024 ESG Case Award



Chongqing "High-tech Enterprise" Title



Hangzhou Municipal List of Technology-based Small and Medium Enterprises



2024 Zhejiang Provincial Service Industry Leading Enterprise

2024年浙江省优秀QC小组获奖情况					
序号	单位名称	小组名称	成果名称	小组成员	奖项
41	浙江众合科技股份有限公司	牵引计算工具小组	地铁信号牵引计算仿真工具的开发	杨能, 丁超, 张婷婷, 王志刚, 刘爱军, 荆剑伟, 郑木火	二等奖
447	浙江众合科技股份有限公司	城轨信号工具效率提升小组	城轨信号项目平面图辅助设计工具的开发	宗永胜, 景蓝青, 罗丹, 余婷, 罗昭曜, 王志刚	二等奖

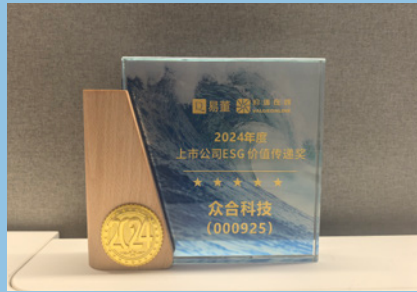
Second Prize for Outstanding Quality Management Team Achievements in Zhejiang Province in 2024



Third Prize for Zhejiang Provincial Science and Technology Progress Award in 2023



News Network ESG Excellent Case



2024 Listed Company ESG Value Transmission Award



2024 ESG Case Award

02

Special Focus

Embracing the Spatial Information Industry,
and Planning the Blueprint for Low Altitude
+ Low Orbit

unitTEC 西部科创谷

创意 整合 共享
CREATION INTEGRATION SHARING

无穷的远方，无数的人们，都和我有关。——鲁迅
Infinite distance, countless people, are related to me. —— Lu Xun

EMBRACING THE SPATIAL INFORMATIONINDUSTRY, AND PLANNING THE BLUEPRINT FOR LOW ALTITUDE + LOW ORBIT

In 2024, the low-altitude economy and low-orbit satellite industry have become a new focus of national strategic development, receiving high attention from the national government. Relying on years of technical accumulation and industry insights in the rail transit field, The Company has a solid foundation to enter the space information industry. The Company has launched innovative products such as the UniSpace Low Altitude Integrated Service Platform, the UniTFCC Triple Redundant Flight Control Computer, and the UniPort Intelligent Landing Field Approach Management System through three major directions: flight control, intelligent takeoff and landing, and airspace management. It is actively expanding into the low-orbit satellite field, providing comprehensive digital solutions to enhance the intelligent reconfiguration and collaborative simulation capabilities of satellite-borne equipment, further strengthening its technical advantages in the low-altitude economy and low-orbit satellite sectors. In the future, The Company will actively embrace the spatial information industry, fully deploy in the low-altitude and low-orbit fields, deepen industry exchanges and cooperation, and work with partners from all sectors to jointly plan for development, draw the blueprint for the industry's future, and promote the continuous prosperity and innovative breakthroughs in the spatial information industry.

Low Altitude Economy Field

At the beginning of 2024, UniTTEC officially entered the low-altitude industry, focusing on three major directions: flight control, intelligent takeoff and landing, and airspace management, and strategically invested in Beijing Yuanfei Technology Co., Ltd. to accelerate its entry into the industry. The Company has successively launched innovative products such as the UniSpace Low Altitude Integrated Service Platform, the UniTFCC Triple Redundant Flight Control Computer, and the UniPort Intelligent Landing Field Approach Management System.

In August, In August, The Company's design plan for the refined management system of low-altitude airspace was shortlisted in the top three of the project selection in Chongqing Liangjiang New Area.

In December, The Company joined the Hangzhou Low Altitude Economy Industry Association and was elected as a member of the first council, further consolidating its leading position in the low-altitude economy field.



Case Study UniTFCC Triple Redundant Flight Control Computer

To meet the extremely high reliability requirements of the flight control system for drones in critical mission execution or high-risk operation scenarios, The Company has developed a flight control system with triple redundant design. The system design includes three independently operating flight control computer units with the same functions, ensuring that in the event of a failure in any one unit, the other units can still maintain normal flight control, ensuring the safety of the drone. This product can control safety risks within 10^{-9} , significantly improving the autonomous flight capability of drones in complex environments.



UniTFCC Triple Redundant Flight Control Computer

Case Study UniSpace Low Altitude Integrated Service Platform

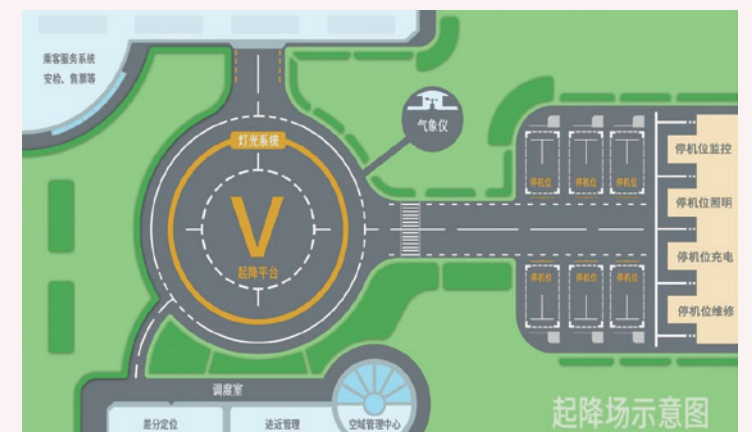
The Company has developed the UniSpace Low Altitude Integrated Service Platform, which is a comprehensive service platform for various types of users including drones, electric vertical takeoff and landing aircraft, traditional general aviation aircraft, and low-altitude recreational aircraft. It provides refined management of ground resources and airspace resources in newly added low-altitude spaces, quantifying traffic value and space occupancy value.



UniSpace Low Altitude Integrated Service Platform

Case Study UniPort Intelligent Public Landing Field Management Platform

The Company has developed the UniPort Intelligent Public Landing Field Management Platform, specifically designed for public drone landing fields, achieving landing control and automatic priority scheduling to ensure the safe and efficient takeoff and landing of drones. The platform has four major advantages: high computing power, high integration, rapid deployment, and high scalability. It is proficient in approach scheduling and field movement management, comprehensively covering integrated management of landing fields, intelligent lighting and weather management, passenger service optimization, innovative integration of commercial development and property management, and efficient coordination of logistics distribution.



UniPort Intelligent Public Landing Field Management Platform

Low Orbit Satellite Field



UniTTEC has further expanded into the low-orbit satellite field based on its low-altitude economy, leveraging its deep understanding of the inherent logical relationships within the industry. It recognizes the significant empowering role of low-orbit satellites in communication assurance, precise navigation and positioning, and monitoring and sensing capabilities for the low-altitude economy. To this end, The Company will leverage its strengths in control and security to actively engage in niche areas such as low-orbit satellite control and satellite internet.

Provide comprehensive digital solutions for high-end equipment, covering the entire process of modeling, simulation, and optimization, and build systematic capabilities through multi-dimensional core software platforms

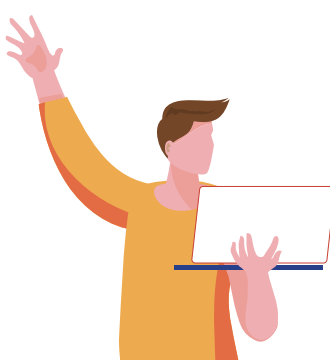
Through digital system modeling software integration of DoDAF, domain equipment model libraries, and domain algorithm model libraries, achieve digital modeling of equipment systems.

Relying on the onboard intelligent reconfigurable platform, integrate joint simulation configuration modules, model management modules, machine learning algorithms, and operational control instruction optimization to enhance the intelligent reconfiguration and collaborative simulation capabilities of onboard equipment.

With the help of full-process simulation deduction and evaluation software, covering scenarios such as mission-driven simulation, human-computer interaction experience, hardware-in-the-loop simulation, data simulation algorithms, and satellite cluster orbit simulation, achieve full-process simulation verification and evaluation of equipment.

Paired with digital system modeling software, based on system modeling methodologies, component model libraries, fUML activity engines, and SysML language specifications, build a standardized digital modeling system.

Industry Exhibition Exchange

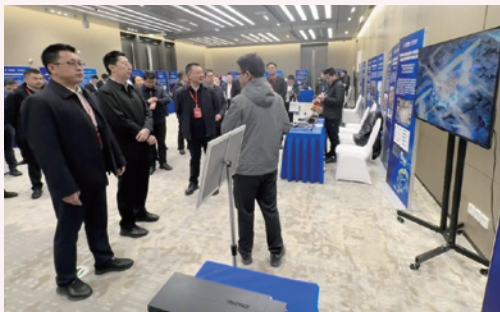


In recent years, with the vigorous development of the low-altitude economy, more and more enterprises have begun to enter this field and actively seek industry exchanges and cooperation. In this context, The Company also actively participates in various industry exhibitions and exchange activities to promote technological innovation and application implementation. On October 22, 2024, the 7th China Aviation Science and Technology Conference was held in Chengdu, where the “2024 Low-altitude Economy Scenario White Paper (1.0)” was released, proposing the “543” theoretical system. The Company was successfully selected as a typical scenario case in the white paper with its “Vehicle-Road-Cloud Collaboration + Low-altitude + Low-orbit Satellite Three-dimensional Transportation Solution” and “Urban Low-altitude Traffic Management” projects.

Case Study

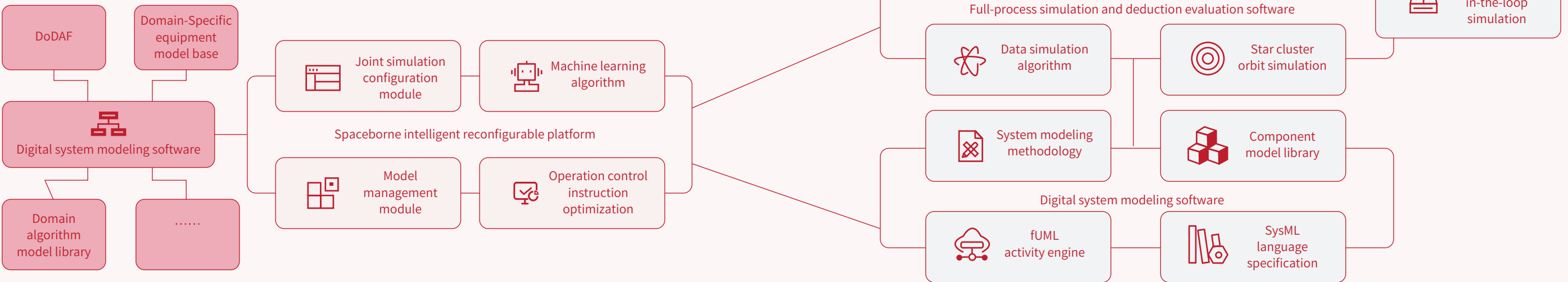
National Major Scientific Research Achievements Demonstration Application Meets Low-altitude Economy Special Session

The “Key Technology Equipment and System for Intelligent Inspection and Emergency Response of UAVs in Arid Desert Highways” launched by UniTTEC at this exhibition features self-developed low-altitude innovation technologies such as UAV networking collaborative detection technology, multi-source data fusion technology of radar and vision, and AI intelligent judgment technology for traffic events. The system achieves full coverage monitoring of highways through UAV networking, combined with radar precise measurement and video visual recognition, significantly improving the accuracy and response efficiency of traffic event identification. Customized judgment modules are designed for scenarios such as illegal parking, congestion, and safety in construction areas on the Xinjiang G30 Highway, accelerating event handling and playing an important role in road traffic safety and smoothness.



Event Scene

Inquire about the comprehensive digital solutions for high-end equipment



Case Study Low-altitude “Hang” Travel, Intelligent “Fly” Win-Win

On December 30, 2024, the Hangzhou Low-altitude Economy Industry Association was officially inaugurated, marking a new stage in the development of Hangzhou’s low-altitude economy industry. UniTEEC showcased its latest innovations in the low-altitude industry at the grand event, highlighting a series of cutting-edge products such as the UniTFCC triple-redundant flight control computer and the UniPort intelligent landing field approach management system. Engaging in the low-altitude economy, holding the “trump card” of core technologies, UniTEEC is committed to building a safe foundation for the low-altitude economy industry, ensuring safety and sustainable development.



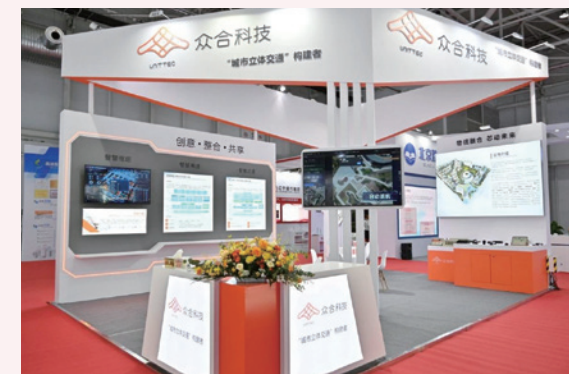
On-site Product Display

Case Study The 21st China-ASEAN Expo

From September 24th to 28th, 2024, Guangxi Smart Control, a subsidiary of UniTEEC, showcased its high-end technological innovation products at the 21st China-ASEAN Expo, attracting widespread attention from industry experts and partners. At this exhibition, Guangxi Smart Control, with the theme of “Leading the New Era of Low-Altitude Economy and Empowering a New Chapter for ASEAN,” actively responded to the high-quality joint construction of the “Belt and Road” initiative, demonstrating The Company’s cutting-edge technological products and innovative applications in the fields of low-altitude economy, urban rail transit, and semiconductors to ASEAN strategic partners.



Event Scene



2024 Transportation Technology Expo and 2024 World Transport Congress



UniTEEC Aerospace and Ground Transportation Industry Innovation Development Seminar



2024 Beijing-Nanjing Rail Transit Exhibition



Ministry of Transport’s Pilot Task Launch Meeting for the Transportation Power Initiative



Launch Event for Low-Altitude Flight Control Products and Smart Landing Field Core Products



The 3rd Global Digital Trade Expo





ESG Governance

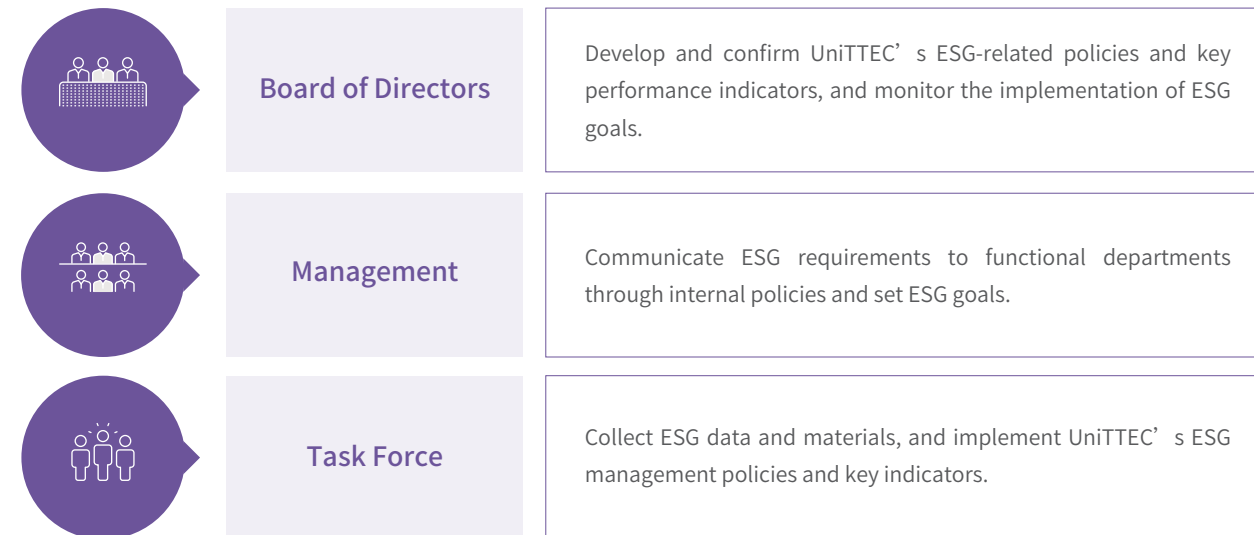
ESG Governance System
Response of Sustainable
Development Goals
Material Issue Analysis
Stakeholder Analysis

ESG



ESG GOVERNANCE SYSTEM

UniTECC has always adhered to the concept of sustainable development, continuously optimizing the ESG management system. The Company has established a three-tier ESG management structure consisting of the board of directors, management, and working groups. The ESG report has become a governance link between The Company and its four major strategic business units. To integrate ESG into all aspects of corporate governance and continuously strengthen ESG management concepts, The Company has appointed a Chief ESG Officer, a position that is renewed annually. After deliberation by the President's Office meeting, Mr. Ye Xiaofeng was appointed as the Chief ESG Officer of UniTEEC for 2024. The Company integrates ESG concepts into its daily operations, promoting steady and orderly progress in various tasks.



In September 2024, UniTEEC's case "Responsibility in Heart, Wealth in Action" was successfully shortlisted for the "2024 Global Zhejiang Business ESG Classic Cases 100," and Chairman Ms. Pan Lichun was awarded "2024 ESG Outstanding Zhejiang Business." In November of the same year, The Company's case "Knowing Responsibility in Heart, Fulfilling Responsibility in Action, Empowering UniTEEC's High-Quality Development" was shortlisted for the News Network's ESG Excellent Cases list, fully demonstrating The Company's outstanding practices in the fields of environment, society, and corporate governance. In December, The Company was awarded the "2024 ESG Value Communication Award for Listed Companies".



Case Study

Conducting ESG Training

In 2024, to enhance ESG management, The Company invited third-party experts to host a specialized ESG training session, with participation from The Company's leadership, relevant departments, and subsidiaries. During the session, the expert systematically explained ESG concepts, risks, latest policy requirements, and the value of ESG reports, and deepened participants' understanding of ESG value by comparing industry ESG disclosures and ratings. After the meeting, The Company initiated the preparation of the 2024 ESG report, systematically organizing and showcasing The Company's achievements in the field of sustainable development, further demonstrating its social responsibility.



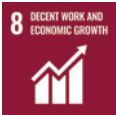







ESG Training Scene



RESPONSE OF SUSTAINABLE DEVELOPMENT GOALS

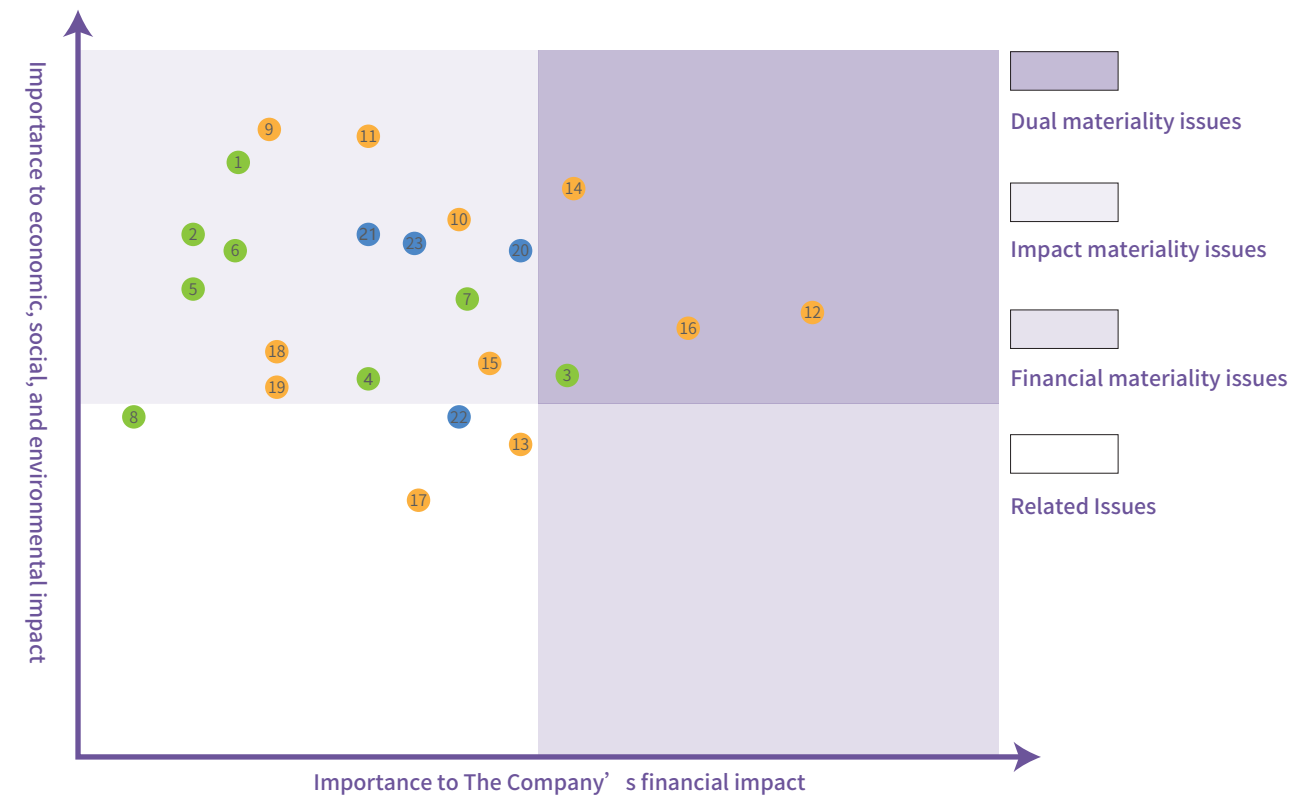
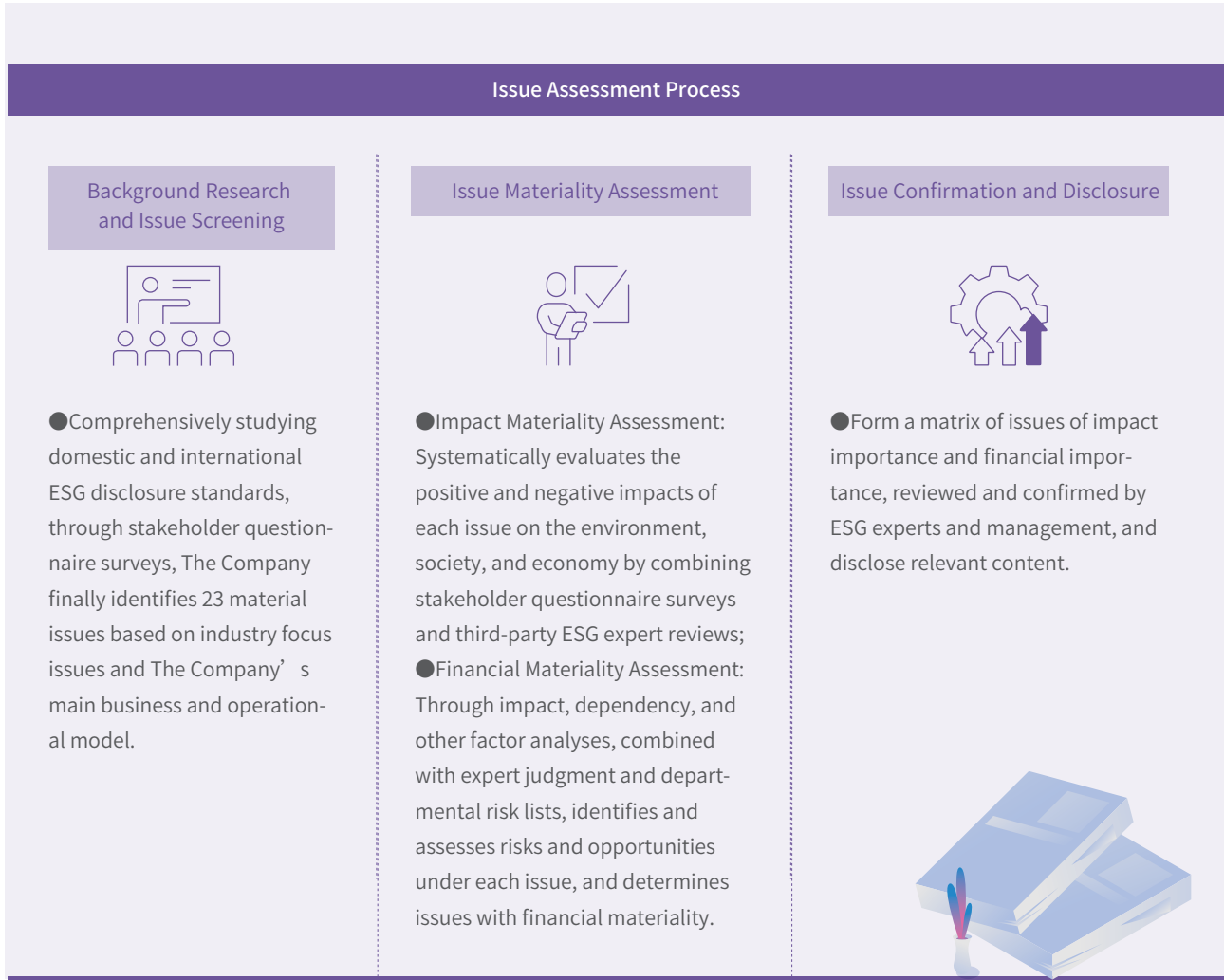
Response Chapters	Management Philosophy and Measures	SDGs
Robust Governance Empowering Enterprise Development	<p>●The Company places compliance operations at its core, establishing a robust risk management system and internal control system, providing a solid foundation for the lawful and compliant conduct of all business activities.</p> <p>●The Company adheres to the principles of openness, fairness, and justice in information disclosure, conveying key information such as strategic planning and financial status to investors through diversified interactive channels, fully safeguarding investors’ right to know.</p> <p>●The Company steadfastly implements anti-corruption measures, strictly adheres to laws and regulations against commercial bribery and unfair competition, and strives to create a clean, self-disciplined, and fair competitive corporate environment.</p>	<div></div> <div></div>
Ecological Leadership Paving a Green Future	<p>●The Company actively responds to the national “Dual Carbon” strategy, conducts internal carbon audits, and continuously develops circular low-carbon innovative products, exploring pathways to achieve carbon neutrality.</p> <p>●The Company actively utilizes renewable resources and builds photovoltaic power generation, strengthens water-saving management throughout the water extraction and usage process, and builds a resource-efficient enterprise.</p> <p>●The Company reduces waste generation and ensures pollutant emissions meet standards by upgrading environmental facilities and establishing waste recycling mechanisms.</p>	<div></div> <div></div> <div></div> <div></div>
Safety-oriented Sustainable Innovation and Development	<p>●The Company emphasizes R&D investment, building a collaborative ecosystem for hardware and software industries, deeply engaging in the development of domestically controlled core technologies, and fully integrating hardware advantages with its strengths in software R&D and application scenarios.</p> <p>●The Company is committed to improving product and service quality by enhancing the quality management system, implementing product lifecycle control, optimizing customer complaint handling processes, and regularly conducting customer satisfaction surveys.</p> <p>●In terms of information security, The Company strengthens data security management, strictly protects customer privacy and business secrets, and builds a comprehensive information security protection system.</p> <p>●The Company establishes objective and scientific mechanisms for supplier selection, evaluation, and assessment, strengthens daily management and supervision of suppliers, and ensures the compliance and sustainability of the supply chain.</p>	<div></div> <div></div> <div></div>

Response Chapters	Management Philosophy and Measures	SDGs
Diversity and Inclusion Promoting Talent Growth	<p>●The Company firmly believes that employees are the core asset of enterprise development and actively fosters a fair and inclusive work environment. The Company continuously optimizes the compensation and benefits system, regularly holds employee representative meetings, and safeguards the legitimate rights and interests of employees.</p> <p>●The Company adheres to equal employment, implements equal pay for equal work, resolutely opposes forced labor, child labor, and all forms of discrimination based on gender, age, and other factors.</p> <p>●In terms of career development, The Company has established a comprehensive training system and promotion mechanism, set up six major career progression channels, and continuously improves the career development system.</p> <p>●The Company always prioritizes the physical and mental health of employees, conducts occupational hazard factor monitoring, occupational health examinations, and implements safety education and training, striving to create a safe and healthy work environment and protect employees’ health rights.</p>	<div></div> <div></div> <div></div> <div></div> <div></div>
Responsible Public Welfare Promoting Social Progress	<p>●The Company actively fulfills social responsibilities, repays society with practical actions, signs donation agreements with multiple universities, establishes special scholarships, and supports the development of education.</p> <p>●The Company actively responds to the government’ s call to promote the construction of common prosperity workshops, establishes a common prosperity workshop alliance with ethnic minority villages in Lincang, Yunnan, and drives local farmers to prosper with tea as the pillar.</p>	<div></div> <div></div> <div></div>

MATERIAL ISSUE ANALYSIS



The Company strictly complies with the *Self-Regulatory Guidelines for Listed Companies No. 17 – Sustainability Reports* and *Self-Regulatory Guide for Listed Companies No. 3 – Sustainability Report Preparation of the Shenzhen Stock Exchange*, systematically identifies and evaluates 23 significant sustainability issues based on industry characteristics and business practices. Combining the results of questionnaire surveys and expert reviews, four issues with financial materiality are confirmed as the focus of attention and response in the 2024 report.



 Environmental Issues	<div>① Environmental compliance management</div> <div>② Energy utilization</div> <div>③ Climate change response</div> <div>④ Circular economy</div>	<div>⑤ Water resource utilization</div> <div>⑥ Pollutant emissions</div> <div>⑦ Waste management</div> <div>⑧ Ecosystem and biodiversity protection</div>
	<div>⑨ Employee rights protection</div> <div>⑩ Employee training and development</div> <div>⑪ Occupational health and safety</div> <div>⑫ Innovation-driven</div> <div>⑬ Technology ethics</div> <div>⑭ Product and service safety and quality</div>	<div>⑮ Data security and privacy protection</div> <div>⑯ Supply chain security</div> <div>⑰ Equal treatment of SMEs</div> <div>⑱ Social contribution</div> <div>⑲ Rural revitalization</div>
 Governance Issues	<div>⑳ Anti-bribery and anti-corruption</div> <div>㉑ Anti-unfair competition</div>	<div>㉒ Due diligence</div> <div>㉓ Stakeholder communication</div>

STAKEHOLDER ANALYSIS

UniTTEC attaches great importance to communication and exchange with stakeholders, continuously establishes and improves regular communication channels, timely and accurately grasps the demands and expectations of various stakeholders, leverages efficient interaction to consolidate development synergy, continuously optimizes corporate strategic layout and operational strategies, helps itself to move forward steadily in the fierce market competition, and at the same time creates more substantial value returns for all stakeholders.



Stakeholder Categories	Demands and Expectations	Communication and Response
<div>Government and regulatory agencies</div>	Legal Compliance Business ethics and anti-corruption Promoting regional development Policy Response	Compliance with laws and regulations Supervision and Inspection Providing employment opportunities Construction of “Common Prosperity Workshops”
<div>Customers</div>	Product Innovation Ensuring product quality Privacy Protection Protect customer rights	Improve R&D incentive system Product lifecycle management Enhance information security management system Optimize service processes
<div>Suppliers and partners</div>	Win-Win Cooperation Promote industry development Supply Chain Management	Industry-University-Research Collaboration Participate in industry standard setting Supplier lifecycle management

Stakeholder Categories	Demands and Expectations	Communication and Response
<div>Investors and shareholders</div>	Risk Management Improve corporate governance Investor Communication Protect shareholder rights	Enhance internal control level Optimize governance structure Establish diversified communication channels Convening Shareholder Meetings
<div>Employees</div>	Employee Care Compensation and Benefits Democratic Management Diversified Training Career Development Health and Safety	Organize cultural and sports activities Improve salary and benefits level Hold employee representative meetings Regularly conduct training activities Improve career promotion mechanism Safety education and training
<div>Public welfare organizations and community organizations</div>	Giving Back to Society Rural Revitalization Addressing climate change	Establishing special scholarships Consumption Assistance Focusing on energy conservation and emission reduction
<div>Media</div>	Information Disclosure Response and Communication	Timely disclosure of announcements Strengthening daily communication



Robust Governance: Empowering Enterprise Development

Our Philosophy

UniTTEC CO., Ltd actively promotes the integration of party building and business operations. To improve corporate governance and operational efficiency, The Company is committed to enhancing The Company's governance system and risk management, standardizing information disclosure, and improving investor communication and anti-corruption efforts.

Our Actions

- Party Building Leadership
- Corporate Governance



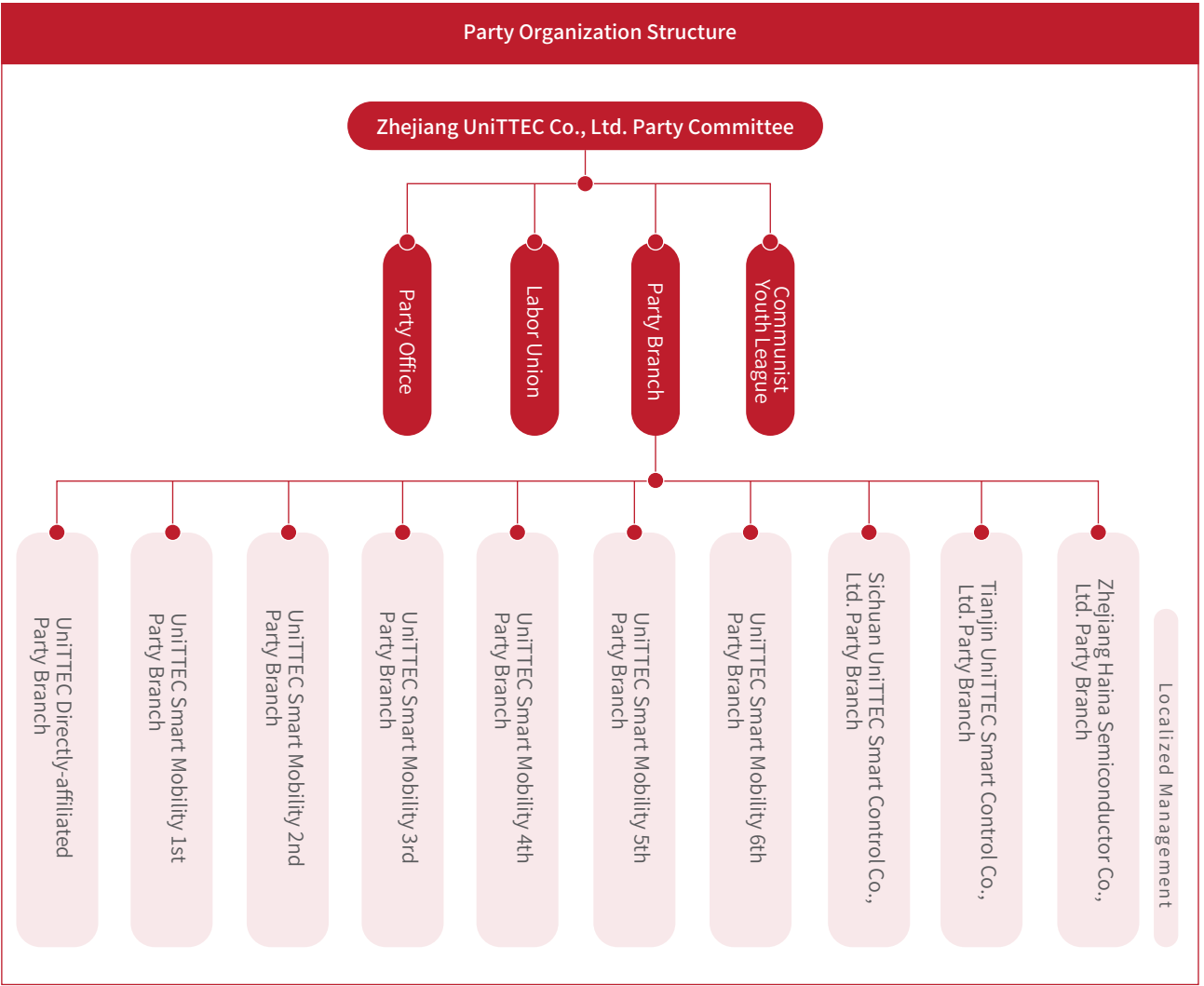
PARTY BUILDING LEADERSHIP

Party Building System

The Party Committee of Zhejiang UniTTEC Co., Ltd. was officially established in 2016. Since its inception, under the leadership of higher-level Party organizations, the Party Committee has closely relied on the workforce, focused on The Company’ s central tasks, actively carried out excellence-seeking activities, and maintained a pragmatic and enterprising approach. Adhering to the goal of “Strengthening Cohesion Through Party Building Leadership to Promote Enterprise Development,” it has fully leveraged the vanguard and exemplary role of Party members, fortified the grassroots Party organizations as strongholds, significantly enhanced team cohesion within corporate culture, and fostered a work atmosphere of relentless progress, effectively driving the steady advancement of all company initiatives.

In accordance with the *Constitution of the Communist Party of China* and other regulations, The Company has formulated the *Detailed Rules for Developing Party Members*, standardizing the Party member development process to ensure the high quality of new Party members, thereby effectively maintaining the Party’ s advanced nature and purity.

The Party Committee of United Create Technology currently comprises **10** Party branches, with **320** full Party members, accounting for **23%** of the company’ s total workforce. Among them, Party members constitute **78%** of senior management and **40%** of middle management and core business backbones.



Party-Building Practices

Under the strong leadership of The Company’ s Party Committee, all Party members and employees are closely united and actively respond to the Party’ s call to internalize the spirit of the Third Plenary Session of the 20th CPC Central Committee in their hearts and minds, and the integration of Party building and business has achieved remarkable results. In order to study the spirit of the Third Plenary Session of the 20th CPC Central Committee in depth, The Company has carried out a series of thematic study activities, guiding all party members and cadres to deeply understand the essence of the spirit of the Plenary Session, and promoting theoretical learning to go deeper and more practical. At the same time, The Company actively cooperated with many units, through signing the party building co-construction agreement, carrying out party building activities and other forms of joint construction, to further strengthen the leadership of party building, cohesion and development synergy.

In addition, The Company has organized a series of practical activities, including visits to revolutionary martyrs’ cemeteries to pay tribute to the martyrs and tours of red education bases, to recall the red history and strengthen the “awareness of one’s original aspiration.” To further implement Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, The Company has also organized film-watching and learning educational activities, screening red-themed films to deeply inspire the patriotism and sense of responsibility of Party members and cadres.

Summary of Party Building Work in 2024

Thoroughly study and implement the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China, and gather ideological consensus

- On October 26th, the Party Committee of the company held a special meeting, and the Secretary of the Party committee personally conveyed and led the study of the important speech of General Secretary Xi Jinping and the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China.
- Members of the Party Committee conducted in-depth study of the communique of the plenary session and related documents, and deeply understood the theme, principles, measures and fundamental guarantees of the reform.

Give play to the leading role of the Party committee and clarify the direction of reform

- The Party Committee of The Company gives full play to its leading core role. Combining with the actual situation of the enterprise, it takes the cultivation of new-quality productive forces as a key task.
- Members of the Party Committee accelerate the transformation of R&D achievements through means such as resource integration and cooperation with business units, and promote the high-quality development of The Company.

Deepen the study of finance and promote the integration of scientific and technological innovation and capital

- Organize in-depth study of The Important Speech of General Secretary Xi Jinping at the Central Financial Work Conference and Selected Excerpts of Xi Jinping’ s Discourses on Financial Work, and conduct in-depth study of the new “Nine National Guidelines” and documents of the capital market’ s “1+N” policy system.

Carry out Party building joint construction activities and promote the in-depth integration of Party building and business

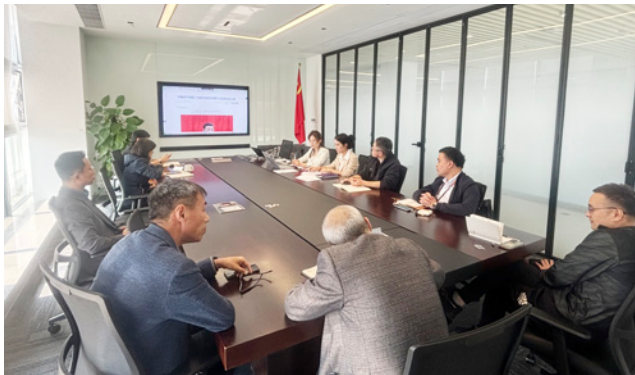
- Each branch of the Party committee of the company actively carries out Party building joint construction activities with the Party organizations of relevant business units to promote the in-depth integration of business and Party building.



The Party members of the First Party Branch of UniTTEC Smart Mobility went to the Lin'an District Martyrs Memorial Hall for a visit and study



UniTTEC and Hangzhou Metro Operation Co., Ltd. carried out a Party - building joint - construction activity



The Party Committee of UniTTEC organized a special study activity on the spirit of the Third Plenary Session of the Twentieth Central Committee of the Communist Party of China



The Second Party Branch of UniTTEC Smart Mobility held a film - watching learning and education activity

Case Study

Guarding the “Red Artery” and jointly marching towards the bright future of “Hangzhou on the Tracks”

On the occasion of the 103rd anniversary of the founding of the Communist Party of China, Hangzhou Metro Operation Co., Ltd. held the launching meeting of the Party building joint construction activity themed “Empowering Development through Party Building and Restarting a New Chapter with Ingenuity” and the unveiling ceremony of the key tasks. UniTTEC was invited to attend the event and was awarded the task plaque of the “Party Building Joint Construction Key Project — Research on the Non-disruptive Compatibility Transformation of the Domestic Signal System” and the “Party Building Joint Construction Key Task Statement” .

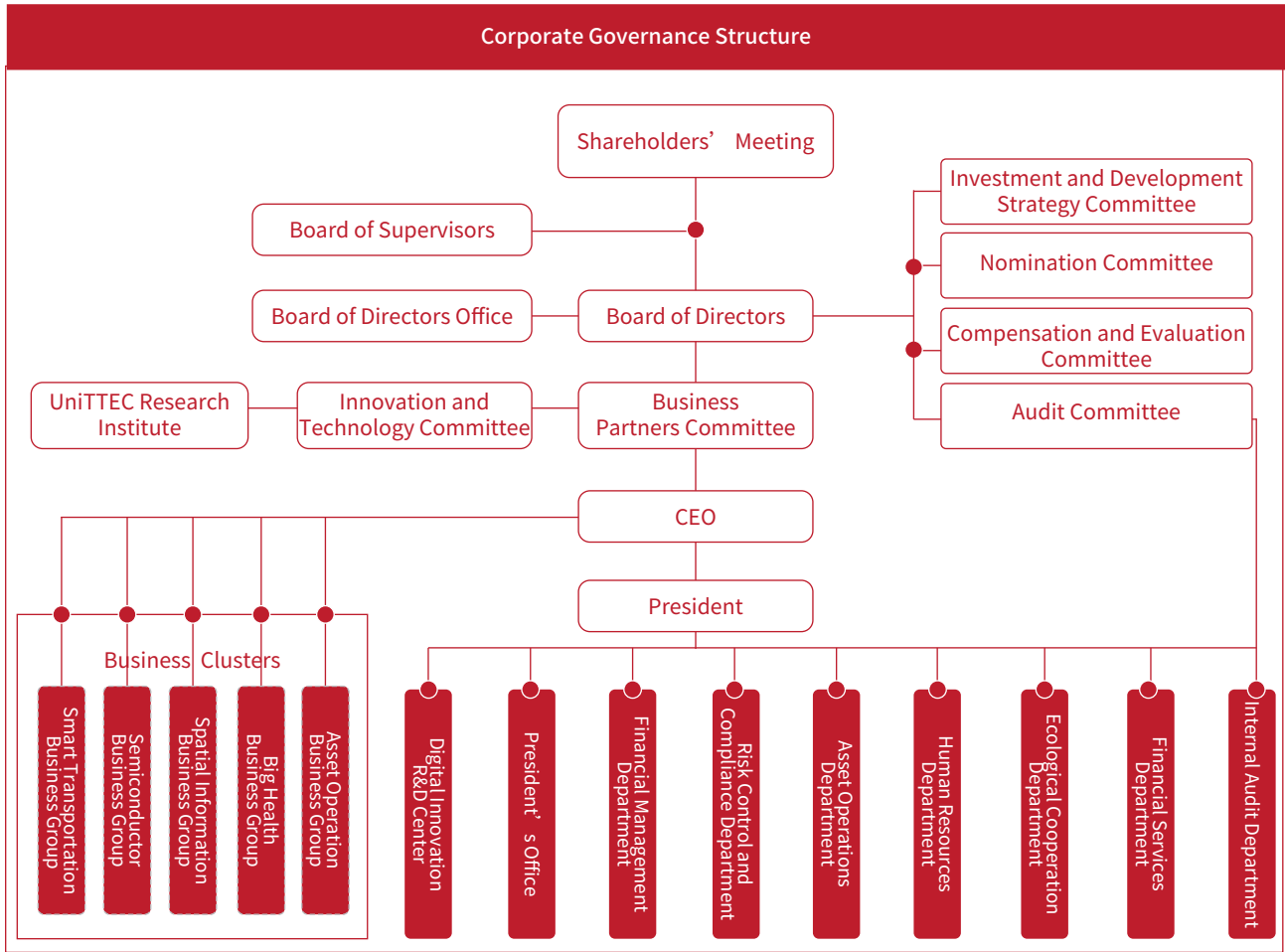
Task Plaque

The Secretary of the Party Committee of UniTTEC went on stage on behalf of The Company to receive the “Party Building Joint Construction Key Task Statement”

CORPORATE GOVERNANCE

Operations of the Three-Tier Corporate Governance Structure

The Company strictly adheres to the *Company Law of the People’ s Republic of China* (hereinafter referred to as the *Company Law* the *Securities Law of the People’ s Republic of China* (hereinafter referred to as the *Securities Law*), and other relevant laws and regulations. Moreover, our Company has improved the *Company’ s articles of association* and established a governance structure centered on the Shareholders’ Meeting, the Board of Directors and its specialized committees, the Board of Supervisors, and the management. Each governance body has clear responsibilities, performs its duties independently, checks and balances each other, and operates in coordination, providing a solid foundation for the implementation of major decisions and the standardized operation of daily business.



Shareholders' Meeting >>

The Shareholders' Meeting is The Company's authority. The Company, in accordance with the relevant requirements of the *Company's Articles of Association* and the *Rules of Procedure for Shareholders' Meetings*, standardizes the procedures of Shareholders' Meetings to protect the legitimate rights and interests of shareholders. In the decision process of major matters, The Company places special emphasis on the protection of the rights and interests of minority investors. When deliberating on major matters affecting the interests of minority investors, a separate voting mechanism will be adopted for minority investors, and timely disclosure will be made to ensure transparent and fair decision-making.

2024 Key Performance

5 Shareholders' Meetings were held, including **4** extraordinary Shareholders' Meetings; **28** matters were reviewed and approved.



Board of Directors >>

Following the requirements of documents such as the *Rules of Procedure for the Board of Directors*, The Company is committed to implementing the resolutions of the Shareholders' Meeting, making decisions on the Company's business plans, investment plans, and responsible for the setup of internal management structures. Meanwhile, the Board of Directors has established four specialized committees: the Audit Committee, the Investment and Development Strategy Committee, the Compensation and Evaluation Committee, and the Nomination Committee. Each committee has established rules of procedure to ensure that they perform their duties efficiently within the scope of The Company's articles of association and the authorization of the board of directors.

2024 Key Performance

During the reporting period

The Board of Directors held **12** meetings, with a **100%** attendance rate of board members; **65** matters were reviewed and approved by the board of directors.

The Audit Committee held **7** meetings; the Nomination Committee held **2** meetings; the Compensation and Evaluation Committee held **1** meeting.

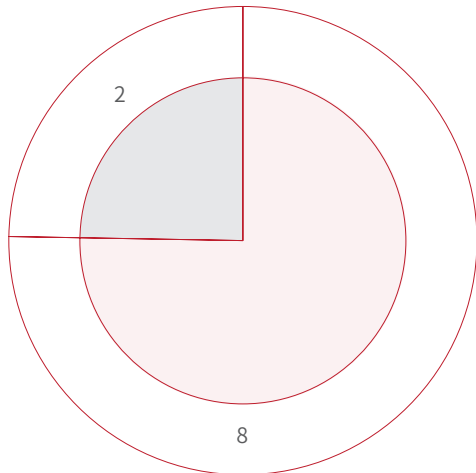


Diversity of the Board of Directors >>

The Company places great emphasis on diversity in the nomination and appointment of directors, comprehensively considering candidates from multiple dimensions including professional experience, educational background, gender, and age. The current board of directors has rich industry experience, with members covering a wide range of professional fields, including finance, law, economics, and automatic control, laying a solid foundation for the scientific formulation and efficient implementation of The Company's decisions.

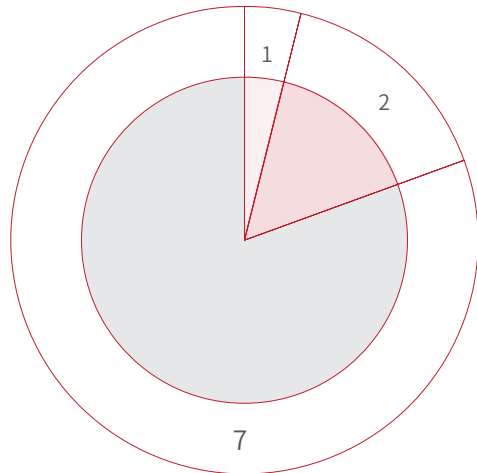
Composition of the Board of Directors

By Gender (people)



Male Female

By Education (people)



PhD Master's Degree Bachelor's degree

Independence of the Board of Directors >>

The Company has established the *Independent Director Work System*. Independent directors conscientiously perform their duties in accordance with the requirements of this system, express independent opinions on major matters, and fully safeguard the rights and interests of minority shareholders. At the same time, independent directors account for more than half of the Audit Committee, Nomination Committee, and Compensation and Evaluation Committee, and serve as conveners. Among them, the convener of the Audit Committee is a professional in accounting. Independent directors actively contribute their professional knowledge and rich experience to the development of The Company, continuously promoting the improvement of corporate governance.

2024 Key Performance

During the reporting period

The Company has **10** board members,
including **5** independent directors and **5** non-independent directors.
Independent directors account for **100%** of the Audit Committee;
Independent directors account for **66.67%** of the Compensation and Evaluation Committee;
Independent directors account for **66.67%** of the Nomination Committee;
The proportion of independent directors in the Investment Development Strategy Committee is **33.33%**.



Supervisory Board >>

The Supervisory Board, as the supervisory body of The Company, is responsible to the Shareholders' Meeting and supervises the legality and compliance of The Company's finances and the performance of duties by directors and senior management in accordance with laws and regulations. To ensure the efficiency and scientificity of the Supervisory Board's work, the Supervisory Board has formulated the *Rules of Procedure for the Supervisory Board*, which stipulate the procedures and voting methods for the Supervisory Board meetings, ensuring that the Supervisory Board can effectively fulfill its supervisory duties.

2024 Key Performance

During the reporting period

The Company has **3** members of the Supervisory Board, including **1** employee supervisor;
2 female supervisors, accounting for **66.67%**.
8 Supervisory Board meetings were held, with an attendance rate of **100%**,
and **26** items were reviewed and approved by the Supervisory Board.
A total of **13.4763** million yuan was paid as remuneration to directors, supervisors,
and senior management.



Risk Control and Internal Control

Compliance >>

To optimize the internal compliance system, The Company has formulated the *Management Standard for Identification and Evaluation of Compliance Obligations*, designating that the vice president is responsible for the evaluation of The Company's compliance with laws, regulations, and other requirements, and stipulating the process for identifying and evaluating compliance obligations, which mainly includes key links such as obtaining, identifying, and updating laws, regulations, and other requirements, summarizing information on laws, regulations, and other requirements, process control, and compliance evaluation, ensuring the legality and compliance of The Company's operations. Meanwhile, The Company will regularly organize compliance training for employees through a combination of online and offline methods to enhance employees' compliance awareness.

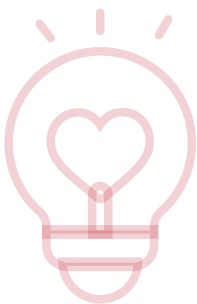
Case Study

Interpretation, Learning and training of *New Company Law*

On October 22, 2024, The Company held a training lecture on the *New Company Law* for the risk and compliance department, with a total of eight employees. The training aimed to enhance employees' understanding of the latest amendments to the *Company Law* and strengthen their ability to identify and respond to legal risks in their daily work.



Training Scene



Risk Management >>

The Company has formulated the *Risk and Opportunity Management Standard*, continuously improving the risk control system and establishing a risk management organizational framework composed of the Board of Directors, the Risk Control Department, and various departments within The Company. This framework comprehensively standardizes risk management practices. The Company has meticulously classified risks into two major categories: external risks and internal risks, with further subdivisions including strategic risks, financial risks, market risks, operational risks, and legal risks. Additionally, The Company has clarified the entire process of risk and opportunity identification, assessment, control and response, monitoring, and review to ensure scientific, systematic, and efficient risk management.

The Company adopts two methods in risk identification and evaluation work: annual regular inspection reports and monthly risk event reports. Meanwhile, to reduce the difficulty of risk identification and improve efficiency, the Risk Control and Compliance Department has organized the compilation of The Company's general *Risk List (Library)*. During the reporting period, The Company organized the annual risk inspection and report launch meeting in four stages: preparation empowerment, risk identification, evaluation response, and risk reporting.

Case Study

Organizing the Annual Risk Inspection and Report Launch Meeting

On July 18, 2024, The Company held the annual risk assessment and reporting kick-off meeting in accordance with the overall arrangement of the annual risk assessment and reporting work, with 16 relevant personnel. The meeting focused on three main topics: establishing a comprehensive risk management concept, clarifying the overall framework of comprehensive risk management, and conducting practical risk identification and Q&A sessions, helping participants deepen their understanding and promoting the efficient development of subsequent risk management work.

Internal Control >>

The Company attaches great importance to internal control management, it has formulated the *Internal Control Evaluation Management System*, which clearly defines the content and scope of internal control evaluation and developed detailed evaluation procedures and methods. Meanwhile, The Company pays attention to the classification and analysis of internal control deficiencies to promptly identify and propose improvement plans, ensuring the effectiveness of internal controls. In addition, our Company has designated that the Audit Department is responsible for the specific implementation of internal control evaluation and the preparation of internal control evaluation reports.

The Audit Department conducts comprehensive audit work in accordance with the *Internal Audit System* of The Company, covering all business segments related to financial reporting and information disclosure in The Company’s operational activities. In accordance with the *Basic Standards for Enterprise Internal Control* and The Company’s relevant internal control systems, the Audit Department also implements appropriate review procedures to comprehensively evaluate the effectiveness of The Company’s internal controls and submits an internal control evaluation report at least once a year. The Company also hires a third-party institution annually to conduct internal control audits and issue an *Internal Control Audit Report*.

Internal Audit Institution	
Audit Committee	<ul style="list-style-type: none">○ Guide and supervise the establishment and implementation of the internal audit system;○ Guide and supervise internal audit-related work, review work plans and reports submitted by the Audit Department.
Audit Department	<ul style="list-style-type: none">○ Inspect and evaluate the internal control system;○ Audit accounting materials and other economic data, as well as the financial revenues and expenditures and related economic activities reflected therein;○ Conduct special investigations to identify weak links and faults, ensuring the rational use of Company resources;○ Assist other departments of The Company jointly in establishing and improving an anti-fraud mechanism, identifying key areas, critical links, and main content of anti-fraud efforts.

Case Study

Conducting Internal Control Process Training

On December 20, 2024, to enhance the effectiveness of the Risk Control and Compliance Department and strengthen internal control management, The Company organized an internal control process training session, with 9 employees participating in. The training content covered six aspects: internal control measures and business cycles, key compliance areas for listed companies, The Company’s OA system functions, subsidiary management systems, relevant OA processes, and process and authorization sorting, effectively improving employees’ understanding of internal control processes and encouraging them to fully apply what they learned in their actual work, strongly promoting the continuous improvement and strengthening of The Company’s internal control system.



Internal Control Process Training Scene

Tax Administration>>

The Company strictly adheres to the *Law of the People’s Republic of China on the Administration of Tax Collection*, the *Measures of the People’s Republic of China on the Administration of Invoices*, and other relevant tax laws and regulations, earnestly fulfills its tax obligations, and promptly pays all taxes. To strengthen financial supervision, reasonably control and reduce tax risks, The Company has formulated the *Invoice Management Measures* and clarified specific response measures to prevent tax risks.

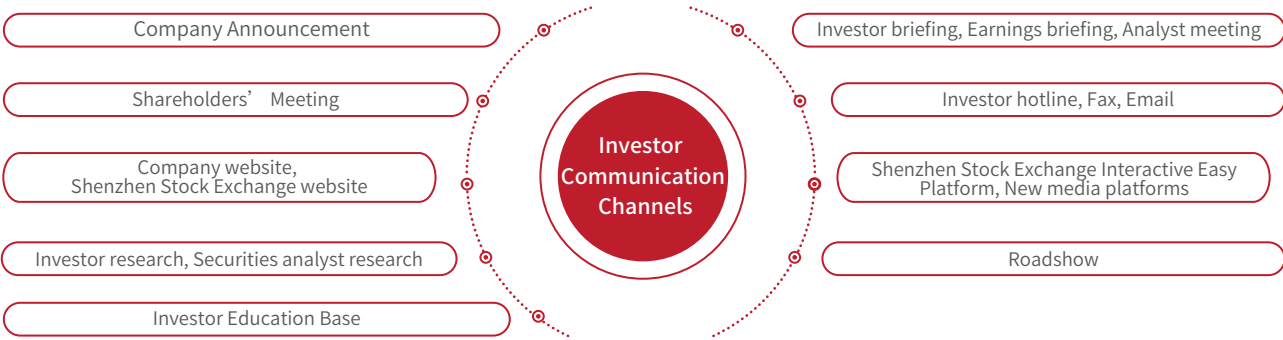
Preventive Measures

Strengthen Tax Compliance Awareness	●Strictly comply with tax-related laws and regulations to ensure that tax behaviors are legal and compliant. Enhance the tax compliance awareness by regularly organizing tax knowledge training to strengthen employees’ tax compliance awareness.
Improve Tax Risk Management Mechanism	●Regularly assess and analyze The Company’s tax risks, conduct tax self-inspections for subsidiaries, identify potential risks, and take timely measures to resolve them. ●Improve internal control systems related to taxation, and closely monitor changes in tax policies, promptly interpret and formulate adaptive measures to ensure that The Company’s tax behaviors are in sync with policies.
Standardize Tax Declaration and Tax Payment Behaviors	●Handle tax registration, declaration, and tax payment on time to ensure the authenticity and legality of each tax declaration data. ●Strictly manage the issuance and use of VAT invoices, and prohibit illegal invoicing, false invoicing, or purchasing fake invoices.
Regularly Conduct Tax Risk Assessment and Audit	●Regularly conduct internal audits on The Company’s tax invoice management, tax declaration, and other aspects to promptly identify and correct potential tax risks. ●Hire qualified third-party tax consultants or audit institutions to provide tax consulting services to The Company, independently assess tax risks, provide professional advice, and conduct verification audits on annual income tax declarations.
Prepare for Tax Inspections	●For various external tax inspection matters, promptly formulate tax inspection response plans, clarify work processes and personnel division during the inspection. Seriously rectify issues found during inspections and incorporate lessons learned into The Company’s tax management system.

Information Disclosure and Investor Relations Management

Investor Communication >>

The Company attaches great importance to investor management and has formulated the *Investor Relations Management Policy*, clearly designating the Board Secretary to coordinate investor relations management related affairs. The Company regularly organizes systematic training on investor relations management for controlling shareholders, actual controllers, directors, supervisors, senior management personnel, and related personnel to enhance their understanding of relevant laws and regulations, *Shenzhen Stock Exchange rules*, and The Company’s regulations. Meanwhile, The Company continuously expands investor communication channels and platforms, establishing a communication mechanism for significant events with investors to ensure transparency and fairness in information dissemination.



2024 Key Performance

During the reporting period

Number of investor reception activities: **7** times, including: on-site investor research: **4** times, number of on-site investor research participants: **79** people;

Total number of investor questions on Interactive Easy: **260** times;

Number of investor questions answered on Interactive Easy: **174** times.

Information Disclosure Management >>

The Company has formulated the *Information Disclosure Management Policy*, which clearly defines the scope of information disclosure, covering periodic reports, interim reports, and other important information that needs to be disclosed, committed to ensuring the truthfulness, accuracy, completeness, and timeliness of the disclosed information. At the same time, The Company has established procedures for the preparation and disclosure of documents and has set up an accountability mechanism, clarifying the measures to deal with personnel who violate regulations, in order to strengthen the implementation of responsibilities and prevent information disclosure risks. During the reporting period, The Company, with its excellent production and operation capabilities and good reputation, became the only enterprise in the field of local railway construction engineering in Tianjin to be rated as “AA-level” credit rating in 2023.



2024 Key Performance

During the reporting period

The Company disclosed **167** announcements;

Number of penalties received for violation in information disclosure: **0** times.

Shareholder Rights Protection >>

In accordance with The Company *Articles of Association* and the *Future Three-Year Shareholder Return Plan (2022-2024)*, The Company prioritizes cash dividends as the method of profit distribution and formulates differentiated cash dividend policies. Meanwhile, The Company’s profit distribution is based on the principle of protecting shareholder rights, emphasizing reasonable investment returns for shareholders and maintaining the continuity and stability of the profit distribution policy.

Creditor Rights Protection >>

The Company strictly adheres to information disclosure obligations, actively disclosing key information such as The Company’s operating status and financial situation to creditors, aiming to ensure that creditors can fully understand The Company’s dynamics, thereby safeguarding their right to know. In matters involving creditor rights, The Company actively provides relevant feedback to creditors. In daily operations, The Company maintains frequent and in-depth interactions with financial institutions including banks and financial companies, establishing stable and good cooperative relationships. The Company always upholds the spirit of contracts, strictly adheres to the terms of contracts signed with creditors, diligently fulfills debt repayment responsibilities, and ensures that creditor rights are not infringed upon.

Business Ethics

Anti-Corruption and Anti-Bribery >>

The Company consistently maintains a firm stance of “zero tolerance” towards corruption and bribery, formulating and implementing the *Zhejiang UnitTEC CO., Ltd Corporate Regulations*, requiring all employees to strictly abide by laws and regulations, explicitly prohibiting employees from engaging in any form of corruption, bribery, or other improper conduct in business activities, thereby ensuring a clean and compliant operation throughout The Company.

Anti-Corruption and Anti-Bribery Measures

- Employees are prohibited from illegally or improperly giving money or gifts to clients, partners, or their employees;
- Employees are prohibited from accepting money or gifts from suppliers, partners, or their employees;
- Employees must not solicit or accept any property, gifts, or services that may influence their judgment on behalf of The Company;
- Employees must not borrow money from companies or individuals with whom The Company has or will have business relationships, except for specific financial institutions;
- Employees must not rent physical objects from companies or individuals with whom The Company has or will have business relationships.

2024 Key Performance

During the reporting period

Number of concluded corruption litigation cases: **0**; Amount involved in litigation or major administrative penalties due to The Company’s commercial bribery and corruption: **0** million yuan.

Anti-Monopoly and Anti-Unfair Competition >>

The Company strictly complies with relevant laws and regulations such as the *Anti-Monopoly Law of the People’s Republic of China*, and *Anti-Unfair Competition Law of the People’s Republic of China*, prohibiting employees from obtaining trade secrets or information from other companies or competitors through illegal or unethical means, ensuring business operations are conducted in a fair and just market environment.

2024 Key Performance

During the reporting period

Amount involved in litigation or major administrative penalties due to The Company’s unfair competition practices: **0** million yuan.

Compliance Reporting System >>

The Company has formulated the *Employee Self-Discipline Code*, encouraging employees to report violations under their real names, and clearly stipulating corresponding penalties for violations. To ensure the effective operation of the reporting mechanism, The Company has also set up various reporting channels such as telephone, email, and mailbox to ensure that employees can provide timely feedback on issues. At the same time, The Company implements a strict confidentiality mechanism for the information of whistleblowers and the content of reports to ensure the safety of whistleblowers.



Ecological Leadership: Paving a Green Future

Our Philosophy

With the guidance of green development strategy, UniTTEC integrates environmental protection and pollution prevention into all aspects of corporate operations deeply. By improving resource utilization efficiency comprehensively promoting green office models, The Company effectively drives its transformation towards low-carbon and sustainable development.

Our Actions

- Climate Action
- Environmental Compliance Management
- Resource Utilization



CLIMATE ACTION

Governance

UniTTEC CO., Ltd. actively implements the national “Dual Carbon” strategy, strictly adhering to policy requirements including the *National Climate Change Adaptation Strategy in 2035* to improve the climate change management system continuously. The Company has formulated the *Carbon Neutrality Goals and Action Roadmap in UniTTEC CO., Ltd* and conducted internal carbon audits to accurately identify greenhouse gas emission sources. Meanwhile, our Company continues to develop low-carbon innovative products, actively participate in the development and investment of renewable resource projects, and fully explore effective pathways to achieve carbon neutrality for our Company.

Strategy

Risk Type		Risk Description	Probability of Occurrence	Impact Severity ¹	Time Frame of Impact ²	Value Chain ³ Link of Impact	Priority Ranking ⁴	Potential Financial Impact	Measures
Physical Risks	Acute Risks	1. Extreme weather (such as typhoons, heavy rain, floods, etc.) may cause damage to production facilities, power outages, or service interruptions, harming business continuity and corporate economic interests 2. Sudden climate disasters may cause damage to factories, workshops, office buildings, and even lead to employee safety accidents	Low	High	Short to Medium Term	Upstream、Operations、Downstream	Medium	Decline in production capacity, increase in operating costs	1. Regularly assess the regional climate, develop emergency plans, and strengthen emergency drills 2. Upgrade the disaster resistance of production bases, such as reinforcing factory buildings and optimizing drainage systems
	Chronic Risk	Continuous warming or frequent high-temperature weather in summer requires more cooling equipment, increasing corporate costs	Low	Medium	Mid-term	Operations、Downstream	Medium	Increase in operating costs	Use high-efficiency energy-saving equipment, optimize production processes, and reduce energy consumption intensity

Risk Type		Risk Description	Probability of Occurrence	Impact Severity ¹	Time Frame of Impact ²	Value Chain ³ Link of Impact	Priority Ranking ⁴	Potential Financial Impact	Measures
Transition Risks	Policy and Legal Risks	With the continuous advancement of the ‘dual carbon’ strategy, regulatory authorities have become more stringent in monitoring greenhouse gas emissions, leading to increased compliance costs	Medium	Medium	Medium to Long term	Operations	Medium	Increase in operating costs	Closely monitor and comply with relevant laws and regulations, and actively respond to the latest environmental requirements in the region
	Tech-nical Risk	Low-carbon technology R&D requires significant investment and has a long cycle, potentially facing difficulties in technological breakthroughs or uncertainties in investment returns	Medium	High	Short to Medium Term	Operations、Downstream	Medium	Increased R&D expenditure.	Collaborate with research institutions and universities to conduct low-carbon technology R&D, reducing the risk of technological breakthroughs
	Market Risk	Upstream and downstream supply chains and customer preferences are shifting, increasing attention to green and low-carbon products	Low	Low	Short to Medium Term	Downstream	Medium	Increased operating costs.	Implement green supply chain management to promote corporate green transformation
	Reput-ation Risk	The Company’ s poor performance in climate risk management and sustainability has led to criticism from the public and media, damaging its brand image	Low	Medium	Short to Medium Term	Operations	Medium	Customer loss and reduced revenue	Regularly publish ESG reports, actively participate in environmental public welfare activities, and enhance corporate image

¹Low: If the risk occurs, it will have little obvious impact on the finances, reputation and operations of the company, and the losses can be easily tolerated. Medium: If the risk occurs, it will cause a certain degree of negative impact on the company's finance and reputation, and measures may be needed to make up for the loss. High: The occurrence of risks can cause serious financial losses to companies, damage to brands and even affect business continuity, and may require a lot of resources to recover.

²Short-Term: generally refers to less than 1 year (including 1 year) after the end of the company's sustainable information reporting period. Medium-Term: generally 1 to 5 years after the end of the company's sustainable information reporting period (including 5 years). Long-Term: generally refers to more than 5 years after the end of the company's sustainable information reporting period.

³Upstream: involves raw material suppliers, procurement and logistics, which affects the stability of the supply chain and the cost of raw materials. Operation: It involves production, manufacturing and internal processes, and affects daily operations and productivity. Downstream: It involves distribution, sales and customer service, which affects customer satisfaction, market share and brand image.

⁴Low: Risk has a relatively small impact on the business and can be addressed in regular operations management. Medium: Risks have a certain impact on the business, but can be processed or mitigated within a certain period of time. High: Risks may result in significant financial loss, business disruption or serious legal consequences that require immediate action.

Opportunity Type	Opportunity Description	Probability of Occurrence	Impact Severity	Time Frame of Impact	Value Chain Link of Impact	Priority Ranking ⁵	Potential Financial Impact	Measures
Energy Substitution	Adopt photovoltaic power generation to reduce reliance on traditional fossil fuels and lower carbon emissions	Medium	Medium	Medium to Long-term	Operations	High	Reduced operating costs	Optimize energy structure, adopt high-efficiency equipment, and improve energy utilization efficiency

⁵Low: The impact of the opportunity on the business is relatively small, but it can still bring certain benefits or efficiency improvements to the enterprise. It can be handled in regular operation management, and usually does not require excessive investment of resources or major strategic adjustments. Medium: The opportunity can bring certain business growth or market share increase to the enterprise, and have a certain positive impact on the business, but it requires the enterprise to invest resources and adjust strategies within a certain period of time to handle and grasp this opportunity. High: Opportunities that can lead to significant market breakthroughs, business growth, or technological innovations, significantly increase the competitiveness and profitability of an enterprise, require immediate action by the organization, invest significant resources, and may require an overall strategy adjustment to take full advantage of the opportunity.

Impact, Risk, and Opportunity Management

Management Process >>

The Company attaches great importance to the potential risks posed by climate change, proactively conducts systematic assessments, and analyzes their probability of occurrence and potential financial impacts. For extreme weather events such as typhoons and heavy rains common in the locations of operations and factories, The Company has developed specialized emergency plans and continuously tracks the implementation effectiveness of these measures to ensure the effectiveness and timeliness of risk response.

Carbon Neutrality Action >>

Energy Saving and Emission Reduction

- Conduct internal carbon audits to identify sources of greenhouse gas emissions;
- Strengthen corporate vehicle management to reduce vehicle energy consumption;
- Regularly conduct emission reduction training to enhance employees’ environmental awareness;
- Build green and low-carbon parks, prioritize the use of green electricity.

Energy-saving technological means

- Utilize the One Reed Digital Intelligence Platform to empower “Dual Carbon” scenarios;
- Provide comprehensive services such as carbon consulting, carbon management, and carbon footprint certification for partners;
- Develop intelligent vehicle networking digital rail transit products to promote smart transportation.


Carbon Offset

- Focus on low-carbon energy-saving technologies such as carbon capture and utilization, energy storage, and virtual power plants;
- Research and apply for national certified voluntary emission reduction methodologies;
- Purchase green electricity, carbon sinks, CCER (China Certified Emission Reduction), etc..


Indicator Targets

The Company attaches great importance to greenhouse gas emission management: On the one hand, we have set scientific, reasonable, and forward-looking carbon neutrality goals. One the other hand, we committed to promoting green development with the guidance of the national “Dual Carbon” strategy, which shows our responsibility as a corporate.


Carbon Neutrality Goal



Achieve carbon neutrality in its own operations by no later than 2025;



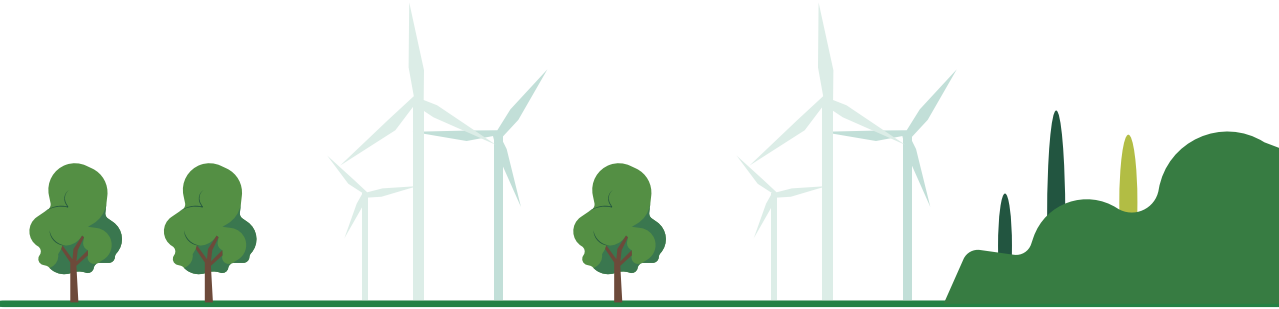
Achieve carbon neutrality in the supply chain by no later than 2027;



Achieve 100% green electricity by no later than 2029.

Key Performance Indicators ⁶	Unit	2023	2024
Total Greenhouse Gas Emissions	Tons of CO2 Equivalent	27,085.83	31,184.29
Greenhouse Gas Emission Intensity	Tons of CO2 Equivalent/10,000 Yuan Revenue	0.12	0.15
Direct Greenhouse Gas Emissions (Scope 1)	Tons of CO2 Equivalent	0	0
Indirect Greenhouse Gas Emissions (Scope 2)	Tons of CO2 Equivalent	27,085.83	31,184.29

⁶ Energy data for 2023 and 2024 are obtained in accordance with the conversion factors of the NDRC’s *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions by Enterprises in Other Industries (Trial)* (GB/T 2589-2020).



ENVIRONMENTAL COMPLIANCE MANAGEMENT

Environmental Management

The Company strictly adheres to the *Environmental Protection Law of the People's Republic of China* and relevant environmental protection laws and regulations, on this basis, we endeavor to establish and improve the environmental management system, perfect the environmental management organizational structure, and actively carry out environmental management work. Through scientific identification of environmental factors, risk assessment, and the formulation of management measures, The Company comprehensively integrates environmental protection into all aspects of its operations, achieving deep integration of environmental protection and operations. As of the end of the reporting period, The Company and its subsidiaries, including UniTTEC Rail, UniTTEC Smart Mobility, Sichuan Smart Control, Tianjin Smart Control, Haina Co., Ltd., Hubei Zhongkun, and Chongqing UniTTEC, have all passed the GB/T 24001-2016/ISO 14001:2015 environmental system certification.



UniTTEC Environmental Management System Certification




Haina Co., Ltd. Environmental Management System Certification

2024 Key Performance

During the reporting period

The Company's environmental protection investment was **2,560,000** yuan, and it paid **42,000** yuan in environmental protection taxes;

There were **0** environmental accidents and **0** environmental violations.

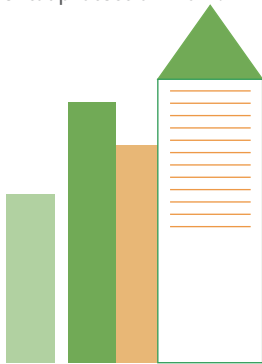


Environmental Risk Management >>

To effectively identify and respond to potential environmental risks during production and operations, The Company conducts regular environmental factor identification and control every year, assesses the impact level of identified environmental factors, determines the risk level, formulates corresponding control measures, and compiles an environmental factor list, thereby timely identifying and rectifying adverse environmental hazards, providing a solid guarantee for the environmental protection work.

Emergency Management >>

UniTTEC has formulated the *Emergency Environmental Response Plan*, which clearly defines emergency response measures in the event of accidents or emergencies, therefore, The Company can maximize the prevention and reduction of losses caused by sudden environmental events. Moreover, The Company regularly organizes emergency training and drills to ensure the operability of the emergency plan, continuously improving its ability to respond to sudden environmental events.



Pollution Prevention and Control

Waste Gas Management >>

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Integrated Emission Standard of Air Pollutants(GB 16297-1996)* implements corresponding treatment measures for waste gas generated during the production process, and ensures that waste gas emissions meet environmental standards. The Company regularly commissions third-party professional monitoring agencies to monitor waste gas emissions and issue inspection reports. Meanwhile, The Company is also equipped with advanced monitoring equipment at the inlet and outlet of waste gas treatment facilities in the factory area, regularly monitors waste gas pollutants, with a cycle of six months and three times per cycle, to timely grasp the situation of waste gas emissions. During the reporting period, the waste gas generated by The Company's production was all discharged up to standard.




Waste Gas Inspection Report



Wastewater Management >>

UniTTEC attaches great importance to wastewater management, investing heavily in the construction of a wastewater treatment station, which is managed by dedicated personnel. Operators in station are certified after training. Production wastewater is treated through the wastewater treatment station, and domestic wastewater is pre-treated through septic tanks. Two kinds of wastewater should meet the tertiary standard of the *Integrated Wastewater Discharge Standard(GB39731-2020)* before being discharged to the wastewater treatment plant. The Company regularly samples and monitors wastewater discharge at the factory's standard discharge outlet, arsenic-containing wastewater workshop discharge outlet, and rainwater discharge outlet, and entrusts third-party companies to conduct wastewater testing to control the discharge of wastewater pollutants in compliance with environmental standards.



Wastewater Test Report

Key Performance Indicators ⁷	Unit	2023	2024
Wastewater Discharge	Tons	314,837	365,169
Wastewater Discharge Intensity	Tons / 10,000 Yuan Revenue	1.35	1.80
Wastewater Recycling Volume	Tons	25,526	108,775
Chemical Oxygen Demand (COD)	Tons	35.70	45.13
Ammonia Nitrogen (NH ₃ -N)	Tons	4.05	5.07

⁷Waste water discharge performance statistics in 2023 and 2024 are both from Haina Co., Ltd.

Waste Management >>

The Company strictly follows the *Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and other laws and regulations, implementing detailed management measures for different categories of waste, including scientific classification, standardized collection, safe transportation, and harmless treatment, to ensure that the waste treatment process does not cause secondary pollution to the environment. Meanwhile, The Company actively promotes green production, optimizes energy efficiency, and is committed to reducing waste generation from the source.

Solid waste, head and tail materials, polycrystalline	Recycled by the enterprise for production use
Waste resin sheets, waste packaging materials (cartons)	Sold to the industrial park waste collection station
Waste packaging materials (hazardous chemical bags), wastewater treatment sludge (general), waste ion exchange resins, waste mineral oil	Construct a standardized solid waste temporary storage warehouse, and entrust a qualified third-party professional agency for disposal
Waste Diamond Wire	Recycled by the manufacturer
Domestic Waste	Collected and transported by the sanitation department

2024 Key Performance ⁸

During the reporting period

Amount of non-hazardous waste generated: 481.58 tons,

amount of non-hazardous waste disposed: 481.58 tons;


Amount of hazardous waste generated: 12.72 tons, amount of hazardous waste disposed: 12.72 tons;

Waste compliance disposal rate: 100%, waste generation intensity: 0.0024 tons/10,000 yuan revenue.

⁸The statistical caliber of waste data for 2024 is Haina Co., Ltd.

Noise Management >>

To address potential noise issues during production, The Company has implemented a series of noise reduction measures. First of all, we selected low-noise equipment, installed shock absorbers for vibrating noise equipment, and set up auxiliary rooms to block noise. Secondly, we strengthened daily equipment maintenance to reduce additional noise of equipment failures. Thirdly , we planted green belts in the factory area to utilize the absorption and blocking effects of vegetation on noise, minimizing the impact of noise on the surrounding environment. To ensure the effectiveness of noise reduction, we also conduct noise monitoring at 1m outside the factory boundary and the nearest residential area day and night, and regularly commission third-party noise testing to keep track of the noise, ensuring that the noise decibel level always meets standard requirements.




Noise Test Report


Green Office >>

UniTTEC is committed to integrating green development into daily operation and creating a low-carbon and environmentally friendly office atmosphere. We not only guide employees to establish environmental awareness, but also gather environmental protection power through small actions to promote the green transformation of enterprises and society and contribute to the construction of ecological civilization.


Green Office Measures




Implement “paperless” office, make full use of the OA office system, print materials on both sides, reuse single-sided paper, use recycled paper;




Turn off air conditioning and lighting equipment in unoccupied areas in time, control the air conditioning temperature in summer, use sound and light control equipment for public area lighting, and prioritize energy-saving lighting;



Turn off faucets when not in use, report leaks in time, and adopt water-saving equipment;



Set up classified trash bins in the office area to recycle paper, plastic, batteries and other waste;



Post energy-saving slogans to enhance employees’ energy-saving awareness and avoid energy waste.



RESOURCE UTILIZATION

Energy Management

Energy management is key to achieving high-quality development for enterprises. The Company strictly adheres to laws and regulations such as the *Environmental Protection Law of the People’s Republic of China* and the *Energy Conservation Law of the People’s Republic of China*, vigorously promotes the application of renewable energy in production and operations. On this basis, The Company is also optimizing the energy structure through technological innovation and reducing dependence on traditional energy, therefore comprehensively improving energy use efficiency and building a green and low-carbon energy management system to achieve sustainable development.

Key Performance Indicators ⁹	Unit	2023	2024
Total Energy Consumption ¹⁰	Tons of Standard Coal	5,837.01	7,143.39
Energy Consumption Intensity	Tons of Standard Coal / 10,000 Yuan Revenue	0.03	0.04
Photovoltaic Power Generation	Kilowatt-hour	71,118	9,038
Total Purchased Electricity	Ten thousand kilowatt-hours	5,072.71	5,811.46

⁹ The photovoltaic power generation data for 2023 are from the Qingshanhu Park of UniTTEC, and the total purchased electricity is the sum of data from Haina Co., Ltd. and UniTTEC . The photovoltaic power generation data for 2024 is from the Qingshanhu Park of UniTTEC, and the total purchased electricity is the sum of data from Haina Co., Ltd., the CDMO factory of Great Health, and UniTTEC.

¹⁰ The total energy consumption is calculated based on the conversion factors specified in the *General Rules for Comprehensive Energy Consumption Calculation* (GB/T 2589-2020) of the National Standard of the People’s Republic of China.


Water Resource Management

The Company attaches great importance to water resource management. On the one hand, we endeavor to improve the water resource management system and advocate for the recycling of water resources to improves water resource utilization efficiency. On the other hand, our Company has formulated water-saving policies to implement refined control from the water source to the water end, and promote efficient and sustainable water resource management.

Water-saving measures

1

Replace water-saving faucets to reduce tap water consumption;



2

Turn on water features only on important holidays, reduce their operating frequency, and change the water body replacement frequency to once a year to reduce water usage;

3

Use the water in the water features for green irrigation, save green water, and achieve water resource recycling;

4

Regularly inspect water supply facilities, carefully check pipelines, and promptly repair any issues to prevent leaks and drips.

Key Performance Indicators ¹¹	Unit	2023	2024
Total water consumption	Tons	14,960	565,458
Water use intensity	Tons per 10,000 Yuan Revenue	0.06	2.79
Total Fresh Water Intake	Tons	/	565,458
Freshwater consumption	Tons	/	565,458

¹¹ The statistical scope for water resource management in 2023 is the Qingshanhu Park of UniTTEC; in 2024, it includes Qingshanhu Park of UniTTEC, Haina Co., Ltd., and the CDMO factory of the Great Health.


Material Management

To standardize the management process of various materials, The Company has formulated the *Warehouse Management Specifications*, which are responsible for the verification and daily management of incoming materials by the warehouse keeper, and the inspection of materials by quality engineers. Items that fail inspection need to be returned or reworked to avoid the misuse of unqualified materials and reduce material scrap losses. The Company has also formulated the *Effective Storage Period and Overdue Material Management Rules*, it stipulates that the Supply Chain Management Department is responsible for monitoring the storage cycle of warehouse materials and establishing an overdue material ledger, and properly handling overdue materials to minimize the risk of quality deterioration due to long-term storage.

2024 Key Performance

During the reporting period

Total amount of packaging materials used: **0.10** tons, amount of packaging materials recycled: **0.09** tons.





06

Safety-oriented Sustainable Innovation and Development

Our Philosophy

We always take scientific and technological innovation as the core driving force for development, and continue to improve the product quality management system based on customer needs. The Company utilizes advanced technological means, combined with strict management measures, to protect customer data security in all aspects. At the same time, we actively promote the continuous optimization and upgrading of the supply chain system to continuously improve the comprehensive competitiveness of the enterprise.

Our Actions

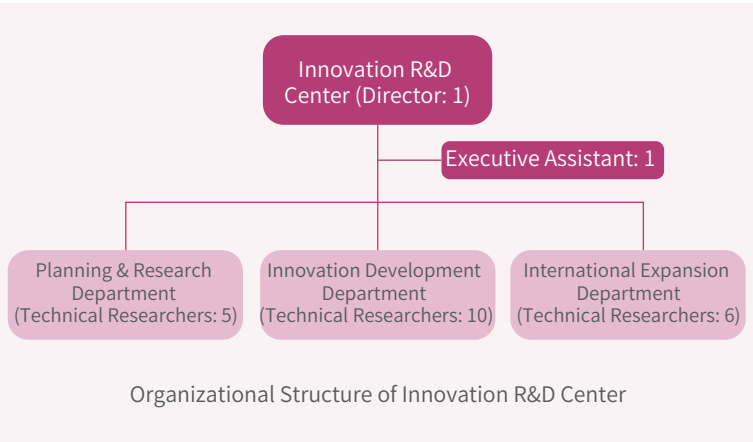
- Driven by innovation.
- Product and Service Security and Quality
- Information Security and Privacy Protection
- Supply Chain Management



DRIVEN BY INNOVATION

Governance

UniTEEC Co., Ltd has always regarded innovation-driven development as its core engine and key competitive edge. By analyzing future industry and industrial strategies, The Company focuses on cutting-edge directions in relevant technological fields, conducting forward-looking research, fundamental R&D, and breakthroughs in core technologies. Under its Business Partners Committee, The Company has established an Innovation and Technology Committee, with the *Innovation and Technology Committee Charter* clearly defining the committee’s functions and operational mechanisms to ensure effective implementation of The Company’s innovation strategy. Additionally, The Company has set up an Innovation R&D Center, responsible for innovation planning and design R&D, R&D project management, management of R&D platforms and laboratories and international business expansion and management.



The Company continues to strengthen its own R&D capacity building, with the help of daily training to consolidate the theoretical foundation, carry out technical sharing to broaden the knowledge horizon, through practical exercises to enhance the practical skills, multi-pronged approach, to create a high level of professionalism, outstanding innovation ability of R & D team, for The Company’s sustained development to inject strong momentum.

R&D personnel		Unit	2024
By Educational Background	Below bachelor’s degree	People	34
	Bachelor’s degree	People	273
	Master’s degree and above	People	164
By Gender	Male	People	352
	Female	People	119
By Age	Under 30 years old	People	199
	30-40 years old	People	192
	Over 41 years old	People	80
Total number of R&D team members		People	471
Ratio of R&D staff to total employees		%	26.07

Scientific and Creative Platform Construction>>

The Company has a number of national and local joint technology centers and laboratories, including the National Train Intelligence Engineering and Technology Research Center, the National Local Joint Engineering Laboratory for Urban Railway Train Communication and Electromechanical Control (one of the only two national laboratories for signaling system in the urban railway transportation industry), and five provincial R&D centers. During the reporting period, UniTEEC was successfully approved to set up a national post-doctoral research station, and its Chongqing Branch was awarded the titles of "High-Tech Enterprise" and "Specialized, Refined, Differential, and Innovative SME" by the Chongqing Municipal Government.



Specialized & Sophisticated SMEs

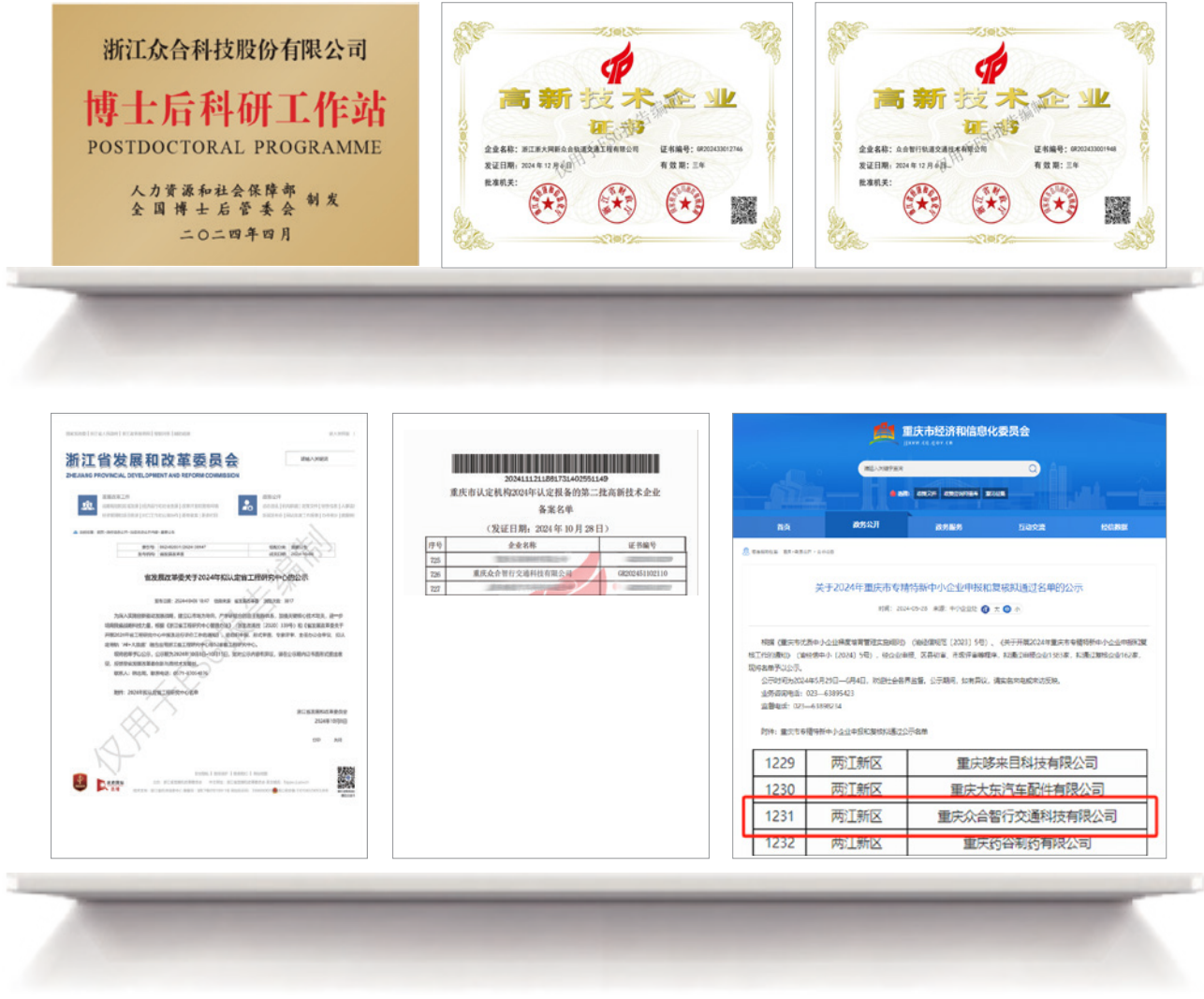
Three Units

National High-Tech Enterprises

Three Units

Postdoctoral Research Stations

One Unit



Strategy

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Time Frame of Impact	Value Chain Link of Impact	Prioritization	Potential Financial Impact	Countermeasures
R&D Risk	R&D risk Research projects without scientific justification or insufficient justification may lead to insufficient innovation or waste of resources	Low	Medium	Medium and long-term	Operations	Medium	Increase in operational costs	1、Strengthen the preliminary justification: the project has been evaluated in the meeting and signed by the president before the project is established. 2、Related resources and costs will be written in the project proposal
	The R&D project team is understaffed or poorly organized, resulting in R&D projects not being completed on schedule, project members working inefficiently, and the quality of R&D results not being guaranteed	Low	Medium	Medium-term	Operations	Medium	Increase in operational costs	1. Define the project objectives and division of labor, and clarify the planning of members in the proposal for the establishment of the project 2、Optimize the staffing, and analyze the member arrangement in the review meeting
	The problem of inconsistency between the main body of the project and the main body of the implementation of the project, resulting in the implementation rate of R & D funding does not meet the standard, scientific research projects can not be successfully concluded, as well as high-tech enterprise qualification and other issues can not be declared	Medium	High	Short、medium-term	Operations	High	Increase in the operational costs	Internal R&D projects are subject to centralized financial supervision and management by the headquarters, with monthly progress reports distributed to relevant departments. The overall execution status is compiled and analyzed, while unified management ensures balanced R&D expenditure allocation across subsidiaries. Additionally, it coordinates compliance with high-tech enterprise certification requirements, platform qualifications, honorary awards, and research project acceptance criteria for all subsidiary groups.

Typeof Opportunity	Description of Opportunity	Probability of Occurrence	Impact Size	Time Frame of Impact	Value Chain Link of Impact	Prioritization	Potential Financial Impact	Countermeasures
R&D Opportunities	The Company’ s R&D process is smooth, with a variety of core key technologies in reserve, successful product development, and market favor	Medium	High	Medium and long-term	Operations、Downstream	High	Increase in operational revenue	1、 Increase R&D investment and establish a robust innovation incentive mechanism 2、 Gather frontline market demand to ensure the scientific validity of R&D projects, with a focus on practicality and application potential during project evaluation

Impact, Risk and Opportunity Management

Our Company attaches great importance to the potential risks and opportunities in the process of innovation and R&D. It has formulated the *R&D Project Management Specification* and set up key performance indicators to monitor the risks and opportunities in the product development process. Subsidiary UnitTEC Smart Mobility has formulated the *“Risk and Opportunity Management Standards”* , covering a complete set of risk management processes such as risk and opportunity identification, risk evaluation, risk and opportunity management and control, and tracking of the implementation of countermeasures, so as to safeguard The Company’ s safe and sound operation.

Identification of Risks and Opportunities

The R&D Planning Department organizes the identification of internal and external corporate environments to define the scope of risk management activities. Heads of all first-tier departments are responsible for identifying relevant risks and opportunities based on their operational contexts;

Risk Evaluation

The identified risks are evaluated in terms of severity (1-5) and likelihood (1-5), and the risk coefficients are derived from their products to confirm the risk level;

Risk and Opportunity Control

According to the risk level, corresponding control measures are formulated, including daily risk and opportunity control measures and emergency response measures after the occurrence of risks, and a responsible person is assigned to be in charge of the implementation progress and effect follow-up of the measures to ensure effective implementation;

Implementation Tracking of Response Measures

The person in charge of control measures shall organize relevant personnel at least semi-annually to review the implementation of control measures and update the *Risk and Opportunity Assessment Form (Database)*. Provide one copy.

KPIs & Targets

In 2024, The Company focused on three core R&D priorities: self-developed chip-based digital twin industrial control technologies, autonomous sensing technologies, and digital key technologies for smart transportation. The annual targets were set at 35 patent applications and 30 software copyright registrations. Actual achievements significantly exceeded targets, with 47 patents filed and 35 software copyrights registered, demonstrating strong R&D output.

2024

Key Performance

During the reporting period

The Company’ s R&D investment was**203.10** million yuan, accounting for**10%** of operating revenue;

Number of new product development projects: **5**.

Innovation-driven management measures

Cooperative R&D Mechanism >>

The Company has established an open cooperative R&D mechanism. On the one hand, The Company continues to optimize the construction of the “industry-university-research-application” strategic cooperation mechanism, and carries out industry-university-research cooperation with Zhejiang University, Beijing Jiaotong University, East China Jiaotong University, Nankai University, Lanzhou Jiaotong University and other renowned universities, and maintains close strategic cooperation with technologists of the institutions to overcome the core and key technologies, and cooperate for a win-win situation. On the other hand, our Company adopts various modes, such as building laboratories and setting up technical research groups, to cooperate with enterprises and governmental organizations to accelerate the promotion of The Company’ s new technologies and products into the market.

Organization	Collaborative Projects
School of Economics, Zhejiang University	Sign a strategic cooperation agreement
Research Institute of Highway, MOT	Transportation Power Pilot Project of the Ministry of Transport: Technology R&D and Demonstration Application of Integrated Transportation Service “One-Ticket System” Information Fusion and Empowerment Platform
Yongchun County, Quanzhou, Fujian Province	Construction of a stem cell and skin application tissue bank
Zero-Create Technology	Sign a strategic cooperation agreement on low-altitude economy development
Pujiang County, Jinhua, Zhejiang Province	Completion of the semiconductor-grade polished wafer production line for high-end power devices

Case Study

Haina Co., Ltd. Pujiang Project – Topping-out Ceremony for Semiconductor-Grade Polished Wafer Production Line for High-End Power Devices

On June 19, 2024, the semiconductor-grade polished wafer production line for high-end power devices, a Zhejiang Provincial Key Industrial Project undertaken by Haina Co., Ltd., was officially topped out. This milestone marks the commencement of the final construction and handover phase for the "Haina Polishing Base. Upon full operation, the facility will achieve large-scale production and supply capacity for 6-8 inch polished wafers, with an estimated annual output of 4.32 million units.



On-site Topping-out Ceremony for the 6-8 Haina Co., Ltd. Pujiang Project

Standardization Engagement >>

The Company actively contributes to industry standard system development, collaborating with upstream/downstream industry partners, research institutions, and associations to establish a well-regulated, collaborative ecosystem that drives high-quality industry advancement.

By the end of the reporting period, The Company has led and participated in the formulation of **11** national standards, **2** industry standards, **1** local standards, **21** group standards and **56** enterprise standards.



Partial standardization		
GB/T 1558-2023	National standard	Infrared absorption test method for substitutional carbon content in silicon
GB/T 6346.26-2018	Group standard	Design specification for cross-seat monorail tourist rail system
T/ZRCMA001-2024	Group standard	Standard Technical specification for intelligent training system for urban rail transportation
T/ZRCMA002-2024	Group standard	Technical specification for intelligent station cockpit for urban rail transit

Innovation Applications >>

After years of R&D and accumulation, UniTFCC has achieved remarkable results in aerospace information, particularly in low-altitude products and technologies. In 2024, the Company successfully developed innovative products such as the UniSpace Low-Altitude Integrated Service Platform, UniTFCC Triple Redundancy Flight Control Computer, and UniPort Smart Landing Field Approach Management System. The Company’s drone inspection systems, low-altitude integrated service products, and technologies have been applied in scenarios such as highway inspection, subway inspection, and airspace management. Among them, two projects—“Vehicle-Road-Cloud Integration + Low-Altitude + LEO Satellite Three-Dimensional Transportation Solution” and “Urban Low-Altitude Traffic Management”—were successfully selected as reference case studies for typical scenarios in the China Society of Aeronautics and Astronautics (CSAA)’s 《2024 Low-Altitude Economy Scenario White Paper (1.0)》.

Technologies & Products	Description	Applications
Vehicle-Road-Cloud Coordination + Low-Altitude + LEO Satellite Integrated Transportation Solution	This solution integrates ground traffic management and low-altitude aircraft management into a single system. It leverages advanced drone technology, supported by low-earth orbit satellites, to achieve a three-dimensional traffic management system that covers both the ground and the air. The intelligent drone highway inspection system includes dedicated highway inspection drones, inspection equipment, a mission management system, and an application system for data analysis.	This system has been implemented in the technology demonstration project of the G30 Lianhuo Expressway expansion (Xingxing Gorge to Tuyugou section in Xinjiang). By utilizing automated drone inspection, it has significantly enhanced road maintenance efficiency while reducing labor costs.
UniSpace Integrated Low-Altitude Service Platform	It deeply integrates the five key technologies of airspace digital low-altitude base, multi-subject aircraft identification, dynamic airspace management, low-altitude semantic aerial charts and safe airborne computer environment development, which can realize the comprehensive integration and intelligent analysis of regional management data, effectively penetrate the information silos, make full use of the data resources, and provide more solid data support for decision-making. In addition, the platform also makes full use of advanced technical means to reduce blind spots in the process of regional management and ensure comprehensive and detailed monitoring coverage.	The Company, together with Yuanfei Technology Co., Ltd. and Chongqing Public Transportation Group, completed the “Urban Low Altitude Traffic Management” project based on the UniSpace Low Altitude Comprehensive Service Platform, and won the third place in the evaluation of the “Low Altitude Airspace Refinement Management System” project design of Chongqing Liangjiang New Area. The project won the top three places in the evaluation of the design scheme of the “Low Altitude Airspace Refined Management System” project in Liangjiang New District, Chongqing.

Intellectual Property Protection >>

Adhering to the policy of “technological innovation drives development and intellectual property protects”, The Company has formulated the *Intellectual Property Management Manual*, *Trademark Management System*, *Patent Management System* and *other systems*, set up the Intellectual Property Management Representative, and set up the Key Accounts Department to take charge of the management of intellectual property rights. As of the end of the reporting period, The Company has passed GB/T29490-2013 intellectual property management system certification.



Intellectual Property Management System Certification

Intellectual Property Protection Measures
<ul style="list-style-type: none">· In the process of R&D project development, intellectual property rights search, filing, application, registration, registration and maintenance are carried out in a timely manner;
<ul style="list-style-type: none">· With the assistance of the Digital Mobility Business Group and Key Accounts Department, the Risk Control Department promptly identifies and monitors the infringement of intellectual property rights, and when appropriate, utilizes administrative and judicial means to protect intellectual property rights.
Non-infringement of Others' Intellectual Property Rights
<ul style="list-style-type: none">· Prior to the development of a project, the Key Account Department and related departments conduct patent literature search and analysis to avoid duplication of research and infringement;
<ul style="list-style-type: none">· Collect information on intellectual property rights involved in commodities, purchase genuine software and other products, and have the Risk Control and Compliance Department conduct random checks on software and hardware equipment every year to avoid infringement of others' intellectual property rights by office equipment and software;
<ul style="list-style-type: none">· The Key Accounts Department monitors and analyzes the status of The Company's products that may involve the intellectual property rights of others on an annual basis, analyzes possible disputes and their degree of damage to The Company, and proposes preventive plans.

In addition, according to the business field and job requirements, The Company regularly organizes all employees to participate in intellectual property training. For new employees, we have launched activities to popularize intellectual property knowledge. Through these initiatives, we aim to ensure that IP-related staff master professional knowledge, skills and accumulate rich experience, and help other employees to establish IP awareness through basic and practical learning, so as to build up an all-round barrier for IP protection in The Company.



Intellectual Property Training

2024 Key Performance

During the reporting period:

Patent applications filed: 213

As of the end of the reporting period:

Total valid patents held (in-force): 404

Invention patents: 209

Utility model patents: 175

Design patents: 20

Patents per CNY million revenue: 0.20

Registered trademarks: 92

Software copyrights registered: 528

Software copyrights per CNY million revenue: 0.26

Technical papers published: 81

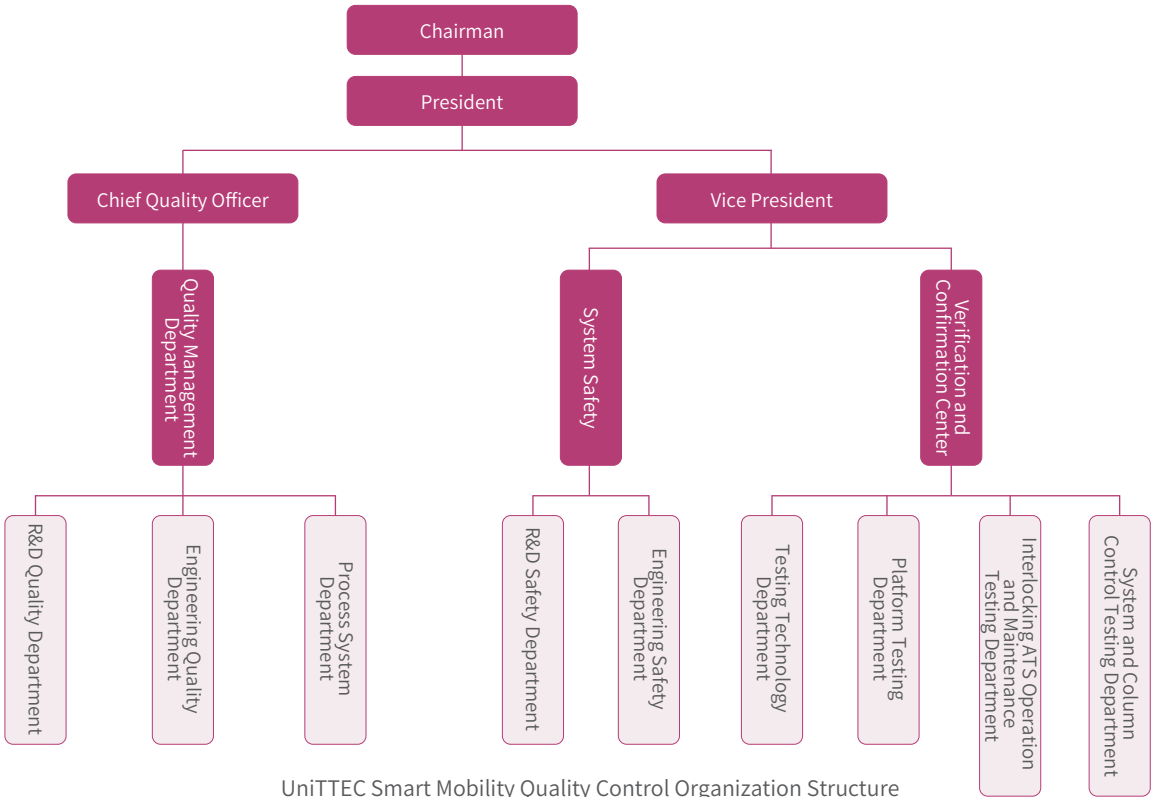
Technology Ethics >>

UniTTEC Co., Ltd. attaches great importance to science and technology ethics, and deeply recognizes that science and technology ethics is not only a moral guideline for technological development, but also the key to guaranteeing the healthy development of scientific and technological innovation. The Company is committed to realizing the value of science and technology for the good by ensuring that its technological achievements promote social progress while fully respecting personal privacy, protecting data security and safeguarding the public interest. During the reporting period, The Company has not experienced any major violations of laws and regulations related to technology ethics.

PRODUCT AND SERVICE SAFETY AND QUALITY Governance

The Company and its subsidiaries are committed to delivering high-quality products and services to customers. To this end, we have established the *Customer Issue Management Standards* and *Signal Project After-Sales Service Management Standards* to formalize procedures for handling customer inquiries and after-sales support. The Quality Management Department at UniTTEC Ltd. Smart Mobility, a subsidiary, has developed the Operations Management Manual and implemented a *quality control organizational framework* led by three key divisions: Quality Management, System Safety, and Verification & Validation. Furthermore, to ensure full lifecycle quality assurance, UniTTEC Smart Mobility has built a systematic project quality control structure. Through the adoption of the ISO 9001 Quality Management System, the subsidiary has further streamlined its business processes, achieving standardized operations and compliance-driven management.

As of the reporting period, UniTTEC and its subsidiaries (UniTTEC Smart Mobility, UniTTEC Rail, Sichuan Smart Control, and Tianjin Smart Control) hold valid Quality Management System (QMS) certifications. Additionally, The Company has obtained: Urban Rail Transit Equipment Certification; IRIS Silver Certification (International Railway Industry Standard); Third-party SIL 4 functional safety certification (Safety Integrity Level 4).



UniTTEC Smart Mobility Quality Control Organization Structure

Strategy

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Impact Timeframe	Impact Value Chain Link	Prioritization	Potential Financial Impact	Countermeasures
Quality Audit Risks	Quality audits are not conducted in a timely manner to detect product quality issues, resulting in outflow of nonconforming products	Medium	Medium	Short, Medium-term	Operations, Downstream	High	Increase in operational costs and decrease in revenue	Quality audit activities are integrated into the ALM system and synchronized with project activities
Risks of Quality Data Collection	Inaccurate quality data collection leads to incorrect data analysis or review results	Low	Medium	Short, medium-term	Operations	medium	Increase in operational costs	Specify the channels and periodicity of quality data collection and conduct regular data analysis

Type of Opportunity	Description of Opportunity	Probability of Occurrence	Impact Size	Impact Timeframe	Impact Value Chain Link	Prioritization	Potential Financial Impact	Countermeasures
Quality Improvement	Timely identification of improvement items to enhance the quality of The Company's products, which will help to expand the market and expand The Company's brand influence	Medium	Medium	Short, medium-term	Operations, downstream	Medium	Increase in revenue	We have conducted many trainings on quality tools in The Company, and carried out quality and technology awards to create the awareness of great quality with the participation of all staff.

Impact, Risk and Opportunity Management

Our Company and subsidiaries have established the *Risk and Opportunity Management* Protocol to enhance risk prevention capabilities. This protocol standardizes the identification and assessment processes for all risks, including product safety risks, and designates department heads as primary responsible parties for risk control, mandating their active fulfillment of risk management duties.

Identification of Risks and Opportunities	Each department head and relevant professionals identify the risks and opportunities related to each process based on internal and external factors and related parties’ expectations or requirements for the process led by each department, fill in the <i>Risks and Opportunities Evaluation and Response Planning Sheet</i> , and report the relevant results to the Risk Control Department.
Evaluation of Risks and Opportunities	Each department head and relevant professionals evaluate the severity and frequency of identified risks and determine the risk coefficient.
Risk and Opportunity Level Management and Response	Risks are categorized into levels 1-9, and according to the risk level, the corresponding emergency leadership team is arranged to dispose of them and take corresponding measures.
Risk Monitoring	The management personnel of The Company and branches design different risk monitoring mechanisms according to the unique nature of each business segment to grasp the sources and possible impacts of risks.
Review of Risks and Opportunities	The review of risks and opportunities is used as an input to the management review, and the head of the Risk Control Department organizes the review of risks and opportunities every year before the management review to verify its effectiveness.

KPIs & Targets

The Company always adheres to the quality policy of “standardized management, scientific and technological innovation, ecological civilization, safety, value creation, and pursuit of excellence” , and has set the quality target for 2024 to achieve the high-quality development of the products.

	Quality Target	Achievement
Signal System Failure rate	Self-developed signal system ≤ 0.1 times / 10,000 train kilometers	0.08
	Compatible project signaling system 0.3 times/10,000 train kilometers	0.30
On-site Deployment Success Rate	Other projects ≥92%	93.18%
Customer Satisfaction rate	≥94%	96%
Average Number of System Version Releases as Required	≤5.5	5.5

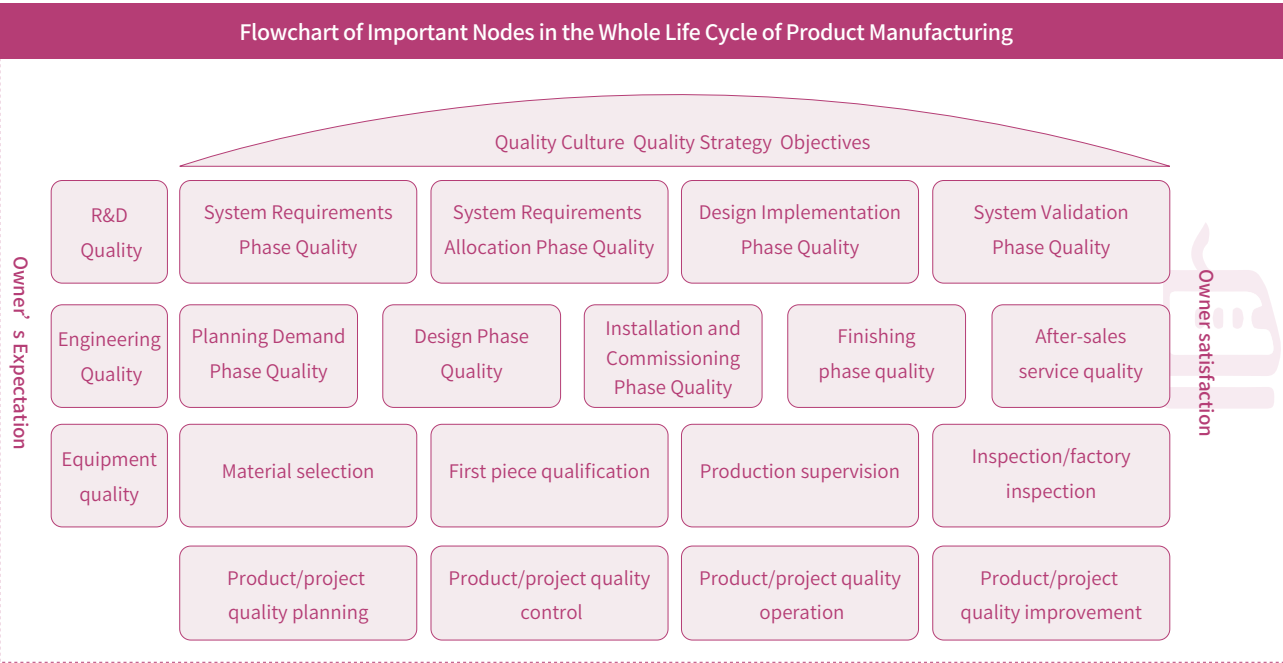
Product and Service Management Initiatives

Product Segments

Product Life Cycle Management >>

The Company is committed to controlling the product full life cycle process from product development, incoming material inspection, manufacturing, product shipment to after-sales service to ensure that each link meets the highest quality standards. The Company divides product quality management into R&D quality, engineering quality and equipment quality management, and ensures that the quality of products is highly compatible with customers’ needs through refined management.

In product development, The Company remains firmly committed to customer-centric innovation, promptly addressing deficiencies throughout the R&D process to ensure solutions fully align with client requirements. For engineering quality control, The Company has implemented a comprehensive, end-to-end management system spanning critical phases from planning and design to installation, commissioning, trial operation, and after-sales service. Regarding equipment quality management, The Company enforces strict inspections of all raw materials while conducting real-time production monitoring to guarantee quality control at every manufacturing stage.





12 The statistical scope of annual internal quality audit frequency, third-party sampling inspection frequency, product recall quantity, number of product recalls due to health or safety reasons, and monetary amount involved in major safety and quality liability incidents related to products or services covers both UniTTEC Smart Mobility and Zhejiang Haina Co., Ltd.

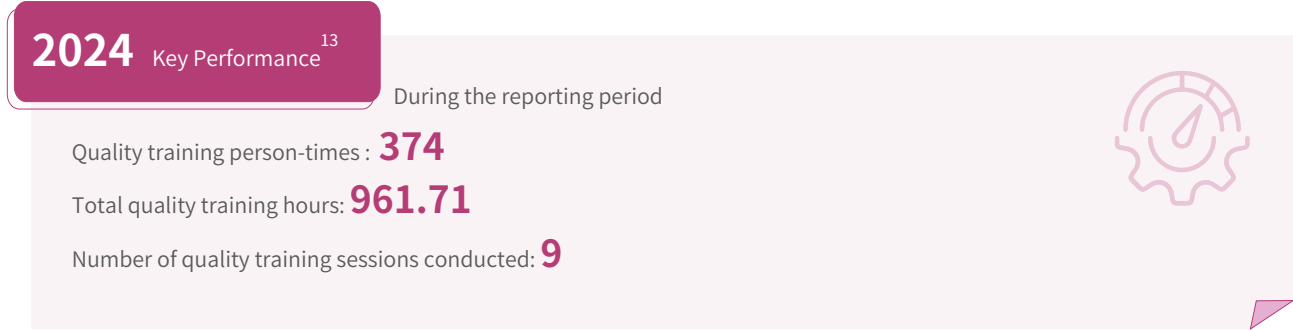
Quality Culture Construction >>>

The Company continues to deepen its quality management efforts, focusing on improving the quality awareness and professional skills of its employees. To this end, we organize and carry out diversified quality training activities every year according to the actual needs. The scope of training not only covers professional training within the Quality Management Department, but also extends to cross-departmental comprehensive training. During the reporting period, The Company held GB-T19016-2021 project quality management training, sharing of process basics, and training on the precautions to be taken in the operation of boards at the engineering site, which effectively promoted the enhancement of employees’ quality competencies, provided strong support for the continuous optimization of the quality of our Company’s products and services, and pushed it forward steadily on the road of high-quality development.

Case Study

Field Operations Training on Board-Level System Safety Protocol

On October 1, 2024, the Company conducted a cross-departmental training session on operational precautions for engineering site board cards. The 2-hour training attracted active participation from 115 employees across various departments. This training focused on enhancing employees’ understanding of engineering site board card operations, strengthening operational standardization, and assisting employees in performing related operational tasks more accurately and efficiently in their actual work.



13 The statistical scope of quality training person-times, total quality training duration, and quality training frequency covers UniTTEC Smart Mobility.

Service boards

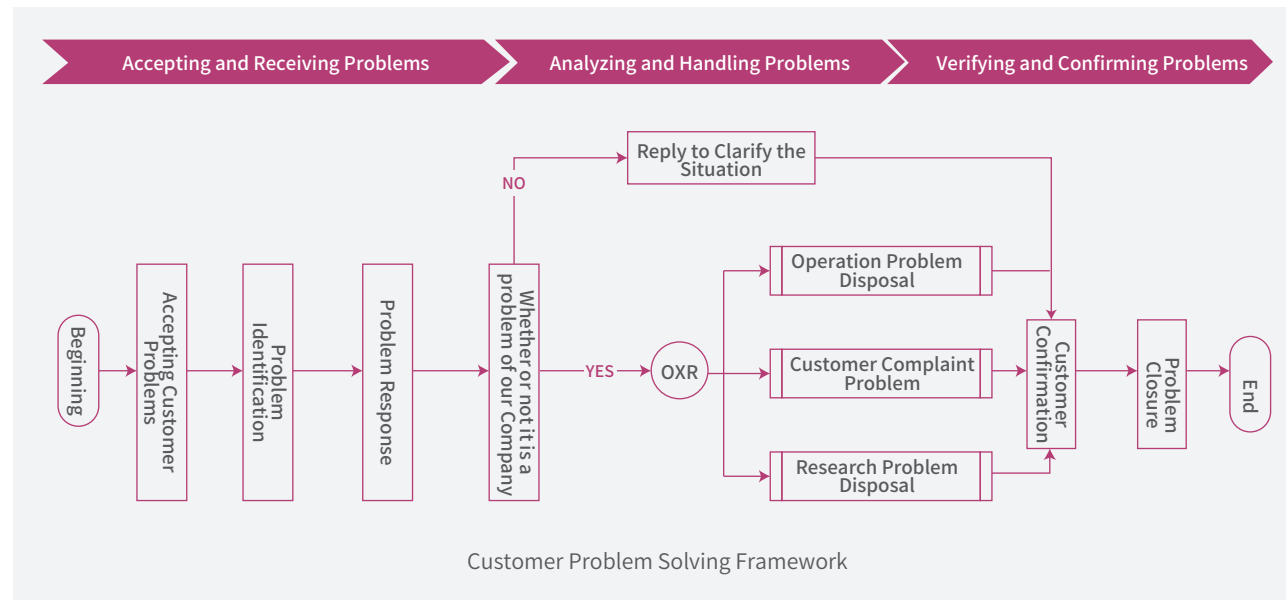
Full-process service management >>>



Mechanism for Responding to Customer Complaints >>>

The Company is committed to continuously optimizing after-sales service and fully listening to customers’ demands. Adhering to the principles of “closed-loop follow-up by the initial contact person, issue resolution responsibility by the receiving party, and shared responsibility for customer issue KPIs,” we have established a robust customer issue resolution framework to enhance responsiveness and effective problem-solving. In terms of after-sales service management for signaling projects, The Company stipulates that one month before the end of the main contract warranty service, the after-sales service manager should plan and set up a professional after-sales service team and formulate a detailed after-sales service plan. The team will ensure that product defects and technical support issues raised by the customer (or project owner) will be dealt with promptly, so as to fully guarantee the product experience of customers.





2024 Key Performance¹⁴

During the reporting period

Total customer complaints: **139** cases; Resolved customer complaints: **139** cases;
Complaint resolution rate: **100%**; Customer complaint response assessments conducted: **139** times;
Complaint response assessment pass rate: **100%**.



¹⁴ The statistical scope of customer complaint quantity, customer complaint resolution quantity, customer complaint resolution rate, customer complaint response assessment frequency, and customer complaint response assessment pass rate covers Zhejiang Haina Co., Ltd.

Customer Satisfaction Survey >>

UniTTEC Co., Ltd. always puts customer experience in the first place, and carries out comprehensive and systematic customer feedback research work on a regular basis to gain an in-depth understanding of customers' needs and expectations, which serves as an important basis for optimizing services and improving product quality. During the reporting period, The Company commissioned a third-party organization to carry out user satisfaction evaluation, and issued a detailed report on index evaluation in seven aspects, including brand image, quality expectation, quality perception, value perception, satisfaction, user complaints and loyalty. Meanwhile, The Company has formulated the *Management Standards for Satisfaction Survey*, which divides the measurement of customer satisfaction into three dimensions, including customer satisfaction survey score, honorary recognition received by The Company, and written complaints received by The Company, and standardizes the process of customer satisfaction survey.

Main Results of Third-party User Satisfaction Index Evaluation

Structural variable	Index
Brand image	91.06
Quality expectation	91.26
Quality perception	91.08
Value perception	88.87
Satisfaction	91.00
User Complaint	92.41
Fidelity	91.23

2024 Key Performance

During the reporting period

Customer Satisfaction Survey (UniTTEC Smart Mobility):
Participants: **146**, satisfaction Rate: **96%**;
Customer Satisfaction (Zhejiang Haina): **96%**.



Customer Service Training >>

In order to strengthen the professional ability and service level of the customer service personnel, our Company carried out systematic and diversified customer service training for the customer service personnel in accordance with the actual business needs. During the reporting period, The Company carried out training activities with the theme of "Integration of urban rail + three-dimensional transportation, the leader of new quality productivity of transportation". This training is aimed at customer service personnel, aiming to help them master the industry's cutting-edge technology, deeply understand the advanced service concepts, so as to provide customers with more accurate and efficient service support in the actual work, and further enhance customer satisfaction.

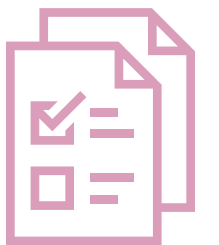


Training Site

Responsible Marketing >>

The Company strictly abides by the laws and regulations related to marketing compliance, upholds the concept of responsible marketing, and has formulated the *Code of Management for Publicity Activities* to further standardize The Company's brand publicity work. Publicity materials used in exhibitions, forums and other important occasions are subject to a strict internal audit process to ensure the accuracy and authenticity of the publicity content and to maintain The Company's brand image and market reputation.

At the same time, The Company carries out annual training on business etiquette, sales skills, professional knowledge and other aspects of The Company's staff to help employees deeply understand the connotation and value of the concept of responsible marketing, improve staff marketing literacy, and promote the high quality of The Company's marketing work.



2024 Key Performance

During the reporting period

Regulatory Non-compliance Incidents:
Product/Service Labeling Violations: **0**
Marketing Communication Violations: **0**



INFORMATION SECURITY AND PRIVACY PROTECTION

The Company strictly abides by the *Cybersecurity Law of the People’s Republic of China*, *Data Security Law of the People’s Republic of China*, *Personal Information Protection Law of the People’s Republic of China* and other laws and regulations, and has formulated the *Network Security Management Specification* and the *Terminal Security Management Specification*, and has set up an Information Security Supervisor to be responsible for the safety management of the Company’s information system and to carry out reasonable planning and configuration of the computer network and system, and the staff of the Information Department The staff of the Information Department is responsible for the operation and maintenance of various terminal equipment and the construction of computer networks to ensure the standardization of network security and terminal security management.

In addition, our Company always regards customer privacy as an untouchable red line, closely monitors and restricts internal personnel’s access to customer data, and builds a security defense line from the technical and management levels to create a safe, stable and trustworthy service ecosystem for customers.

Case Study

Information Security Awareness Training

On January 16, 2024, the Company conducted training focused on information security awareness. During the training, the instructor emphasized the importance of information security through real-world security incident examples and delivered systematic explanations on information security concepts and management measures, thereby deepening participants’ information security awareness.

Information Security Risk Management >>

UniTTEC Co., Ltd. attaches great importance to information security risk management and has formulated corresponding control measures for identified information security risks, and is committed to reducing possible cybersecurity threats and risks and protecting the confidentiality and security of The Company’s information and data.

Computer Terminal Security

- The Company’s office terminals shall be dedicated to special computers and special people, and shall not be replaced or used at will;
- All terminals for office use in The Company’s intranet are required to install terminal security management software uniformly, and it is strictly prohibited to delete, uninstall or close the terminal security management software privately;
- Confidential terminals are forbidden to be connected to the Internet, and it is strictly forbidden to connect the unapproved and authorized cell phones, cameras, USB storage media and other storable external devices.

User and Account Security

- All kinds of equipment and systems should establish different accounts according to the administrator’s user rights, divide the resource management rights, and prohibit unauthorized users from accessing unauthorized systems and equipment;
- Intranet users are prohibited from privately utilizing remote control software or intranet penetration tools to remotely operate terminals accessing the office network, and business access categories need to be accessed through VPN;
- When users leave the post, they must handle the application to recover or change the privileges that have been granted, and the system management department and personnel are responsible for the recovery of privileges.

Network Security

- The Company’s office LAN (hereinafter referred to as intranet) implements hierarchical, hierarchical and domain management, dividing the intranet information system and related business networks into independently manageable and controllable security domains, and different security domains should be subjected to corresponding security control strategies and protection means;
- Deploy network access control and auditing equipment such as firewalls and Internet behavior managers at The Company’s Internet outlets and enable the protection function, and take technical measures to monitor and record network operation status and network security events for the terminals;
- Redundancy measures (including line and equipment redundancy) must be taken for the core equipment of The Company’s various network information systems to ensure the normal operation of the network.

Information Security Emergency Response Disposal >>

In order to improve the management level and emergency handling ability to cope with information security emergencies, The Company has formulated *Information Security Emergency Response Plan* and set up Information Security Incident Emergency Response Disposal Team, which is responsible for compiling Information Security Emergency Response Plan, executing emergency response decision-making, and organizing emergency drills and exercises, etc., so as to ensure that after the occurrence of emergencies, the various emergency command and scheduling work is carried out in a rapid, efficient and orderly manner. The Company implements the accountability system, and rewards or penalizes departments, collectives and individuals according to the performance of emergency management work. During the reporting period, The Company organized test drills for handling ransomware outbreaks to ensure the operability and effectiveness of the emergency plan.

2024 Key Performance

During the reporting period

Data security training sessions conducted: 2 Personnel trained: 40 employees

Total training duration: 26.73 contact hours Information security & privacy violations: 0 incidents

SUPPLY CHAIN MANAGEMENT

Governance

UniTTEC Co., Ltd. regards the supply chain as an important part of The Company’s operation and management, and has formulated systems such as the *Supplier Management Specification*, the *Supplier Performance Evaluation and Assessment Rules*, and the *Procurement Management Specification*, which provide clear norms and standards for supply chain management. Meanwhile, The Company has constructed an organizational structure with the core of supply-side management engineers, procurement managers, supply-side quality engineers, technical leaders or their authorizers, the general manager of the System Security Department or his authorizers (security product-related), the general manager of the Supply Chain Management Center, and the President of The Company, to clearly define the duties of each position and ensure efficient and synergistic management.

In addition, The Company has established a hierarchical management of its supplier pool covering the grading of the supplier pool, and has established a full life-cycle process of supplier admission, performance assessment, auditing, grading management and withdrawal, so as to ensure that the suppliers can continue to satisfy The Company’s quality requirements in the course of cooperation by strengthening the daily management and control of the suppliers.

The Company strictly complies with relevant laws and regulations including *Law of the People’s Republic of China on the Promotion of Small and Medium-Sized Enterprises* and *Regulation on Ensuring Payments to Small and Medium-Sized Enterprises*, treating all SME-sequally and maintaining a perfect record of zero overdue payments to SMEs during the reporting period.



Strategy

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Impact Timeframe	Impact Value Chain Link	Prioritization	Potential Financial Impact	Countermeasures
Supplier Risk	Few alternative suppliers, supply side or objective reasons for supply chain disruption, resulting in untimely delivery and rising costs	Low	Medium	Short, medium-term	Upstream, operations	Medium	Increase in operational costs	1、the implementation of a multi-supply to reduce dependence on a single supplier; long-term agreements to ensure supply 2、Develop the corresponding supplier development program and continue to push forward 3、Sort out the material classification library and the corresponding supplier list, important materials must ensure that there are alternative suppliers
Procurement Program Management Risk	Suppliers can not deliver according to the project required time, affecting the project schedule	Low	Medium	Short, medium-term	Upstream, operations	High	Increase in operational costs	1、advance project forecasts, multiple locations to prepare goods 2、Suppliers stock up on alternatives 3、Based on the contract, strengthen management 4、Tracking the market supply cycle of key devices, bottleneck materials for early stocking preparation

Type of Opportunity	Description of Opportunity	Probability of Occurrence	Impact Size	Impact Timeframe	Impact Value Chain Link	Prioritization	Potential Financial Impact	Countermeasures
Developing Suppliers	Enterprises can diversify supply risks by developing multiple alternative suppliers to improve supply chain stability and enhance their bargaining power	Low	Medium	Short, medium-term	Upstream, operations	Medium	Decrease in Operational costs	Actively seek suppliers in multiple geographic locations and of varying sizes to avoid over-reliance on a single supplier
Optimize Selection Criteria	Re-evaluate suppliers' delivery capability and reliability, and optimize supplier selection criteria	Low	Medium	Short, medium-term	Upstream, operations	High	Decrease in Operational costs	Establish a rigorous supplier evaluation system to evaluate suppliers in terms of quality, price, delivery, reputation, etc., to ensure the reliability and competitiveness of alternative suppliers

Impact, Risk and Opportunity Management

Both our Company and subsidiaries manage risks and opportunities in the supply chain in accordance with the established *Risk and Opportunity Management Specification*. Through a systematic risk identification and assessment process, potential risks in the supply chain are comprehensively sorted out to ensure that risks are controllable. In January each year, the annual performance evaluation team of the supplier focuses on discussing and evaluating the supply chain risks to form the *Annual Risk Control Table*, which covers a number of key risk areas such as single-supplier dependence, product quality, delivery delays, price fluctuations, packaging, transportation and storage, etc., providing a strong guarantee for the stable operation of the supply chain.

Supply Chain Emergency Management >>

The Company has formulated a comprehensive contingency plan for situations leading to supply chain disruptions. During the reporting period, The Company initiated a number of contingency plans, including optimization of engineering collection and procurement, forecasting of materials with long delivery periods, and substitution of boards and cards discontinued by core suppliers (STS), etc. Detailed records of the implementation process of the contingency measures were kept, covering such key aspects as reasons for the initiation, records of the reporting, implementation process, results of the measures, existing problems and improvement measures. Through these measures, the Company is able to quickly respond to the risk of supply chain disruption, minimize losses, and resume normal supply chain operation as soon as possible.

Case Study

Supply Chain Disruption Contingency Plan Test

On February 28, 2024, the Company conducted an emergency plan test. Through analyzing and discussing the supply trends of raw materials in 2024 and future 2025, the centralized procurement matters of engineering direct-purchasing equipment, and the R&D progress of domestic board cards, improvement points were identified and corresponding measures were proposed, thereby enhancing the resilience of the supply chain.

KPIs & Targets

The Company adheres to the principles of fairness, openness, impartiality, honesty and trustworthiness, and continuously improves the stability and competitiveness of its supply chain through the establishment of a sound procurement and supply chain management system and the continuous and rigorous performance appraisal of its suppliers.

Key Performance ¹⁵	Unit	2024
Total number of suppliers	unit	825
Northeast	unit	14
North China	unit	134
East China	unit	509
South China	unit	74
Central China	unit	29
Northwest	unit	13
Southwest	unit	40
Overseas	unit	12

¹⁵ The statistical scope of supplier data covers both UniTTEC Smart Mobility and Haina Co., Ltd.

Supply Chain Management Initiatives

Supplier Life Cycle Management >>



Supplier Access

Supplier access requires the production of qualified information and corresponding production certification qualification, and after strict access assessment, only qualified suppliers in the access assessment can enter The Company's "Qualified Supplier List".



Supplier Assessment

Every year, The Company conducts comprehensive performance evaluation in four aspects: quality, price, delivery and service. At the same time, the Quality Management Department and the Supply Chain Management Department conduct on-site audits of supplier quality based on the annual quality audit plan.



Supplier Grading Management

Performance evaluation and on-site audits are based on the evaluation scores of suppliers into A, B, C three grades, grade C suppliers, need to be approved by the president or the president's authorized person whether to continue cooperation.



Supplier Exit

Suppliers with unqualified total score or single item in the annual performance evaluation will be directly entered into the *Unqualified Supplier List* and eliminated from the list.

2024 Key Performance ¹⁶

During the reporting period

- Suppliers with ISO 9001 certification: **245**
- Suppliers with ISO 14001 certification: **96**
- Suppliers with ISO 45001 certification: **91**
- Suppliers suspended for non-compliance: **0**
- Potential suppliers rejected for non-compliance: **0**



¹⁶ The indicator statistics cover UniTTEC Smart Mobility.

Integrity Procurement >>

The Company strictly abides by the national laws and regulations related to clean procurement, and the Supply Chain Management Center will include any supplier that has committed any fraud or integrity problems in the *Supplier Blacklist* once the situation is true after The Company's investigation and audit. In order to further ensure the standardization and integrity of the procurement and bidding activities, The Company and the suppliers signed the *Supplier Integrity Commitment* to clarify the rights and obligations of both parties and prevent and curb the occurrence of illegal and disciplinary problems from the source.

During the reporting period
The Company signed a
total of **510** Supplier
Integrity Commitment
Letters with suppliers.

2024 Key Performance ¹⁷

During the reporting period

The number of events with significant risks and impacts in the supply chain:

0 cases, involving **0** personnel and **0** suppliers;

Suppliers with integrity agreements: **503**;

Supplier integrity agreement coverage: **96.55%**;

Total procurement expenditure: **CNY 469,103,390.00** ;

Local supplier procurement ratio: **74%**.



¹⁷ The total number of suppliers who have signed integrity agreements and the supplier integrity agreement signing rate are within the statistical scope of UniTTEC Smart Mobility.





Diversity and Inclusion: Promoting Talent Growth

Our Philosophy

The Company strictly adheres to laws and regulations, fully ensures that employees enjoy fair and reasonable compensation and benefits, and creates a suitable working environment for employees. In promoting employee growth, our Company places particular emphasis on employee training and career development, establishing a diversified training system and carefully formulating career development plans to help employees continuously improve their personal abilities and achieve career growth. At the same time, The Company regularly organizes medical health check-ups and conducts health-care education training, comprehensively safeguarding the physical and mental health of employees, and is committed to creating a safe and harmonious working atmosphere.

Our Actions

- Employee Rights Protection
- Employee Training and Development
- Occupational Health and Safety



EMPLOYEE RIGHTS PROTECTION

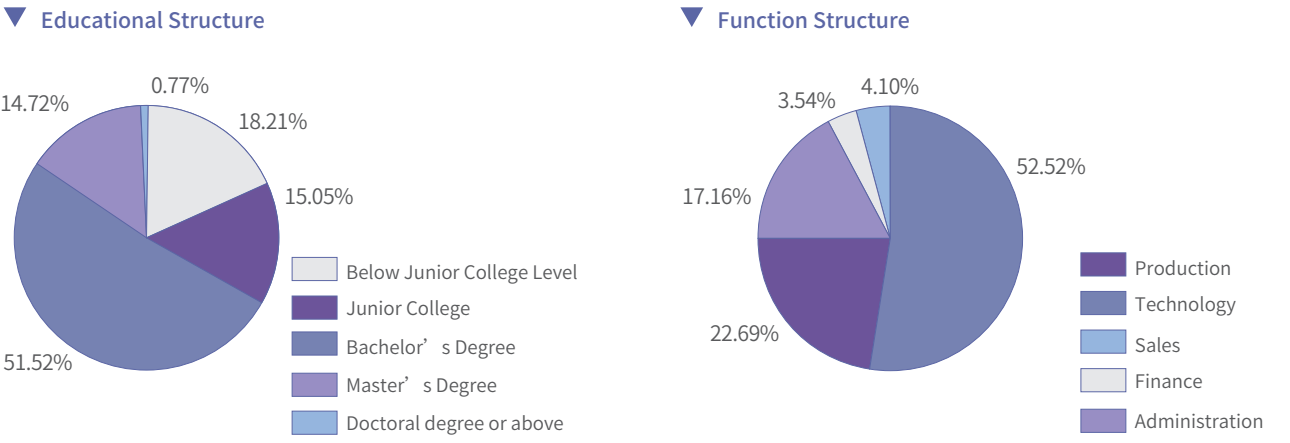
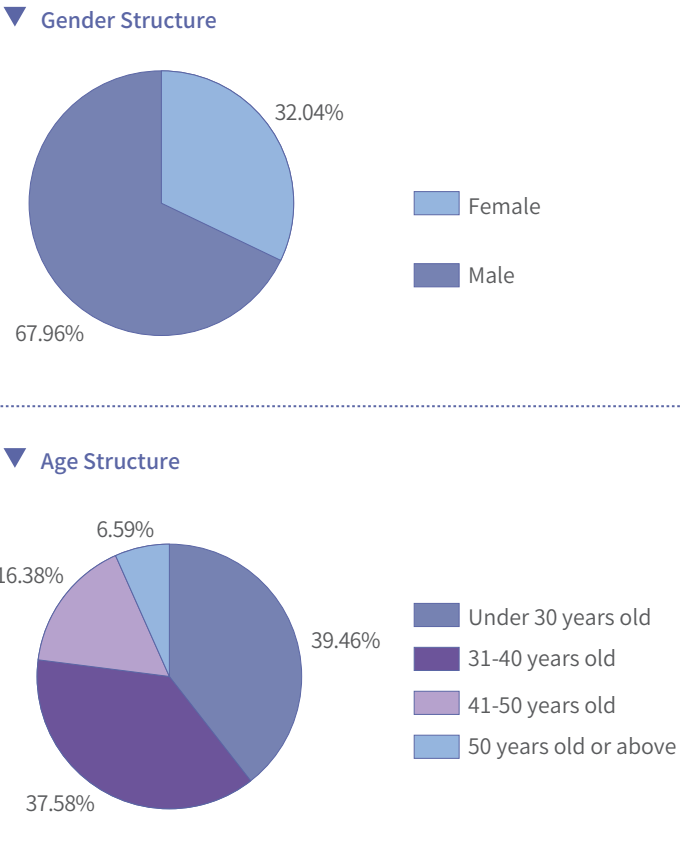
Diverse Employment

To standardize recruitment procedures and protect employee rights, the UniTTEC strictly complies with laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, and has established and improved human resource management systems such as *Labor Contract Management Measures* and *Recruitment Management Measures* to ensure the effective implementation of various legal rights of employees. our Company firmly opposes any form of discrimination and harassment, strictly prohibits forced labor and the employment of child labor. Its subsidiary, Haina Co., Ltd., has specially formulated the *Female and Minor Workers Protection System*, which clearly stipulates equal pay for equal work for male and female employees, ensures gender equality, and has established special protection measures for the specific needs of female workers. The Company will continue to improve the human resource management system to create a fair, safe, and harmonious working environment for employees. In 2024, the total number of employees in The Company was 1,807, of which 1,713 were from mainland China and 94 were foreign employees.

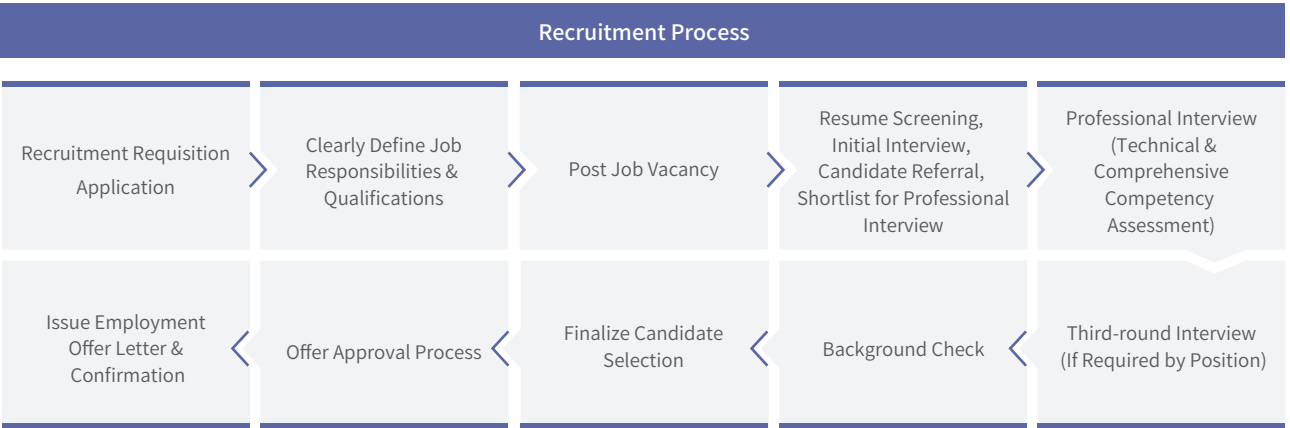


2024 Key Performance

At the end of the reporting period,
The labor contract signing rate was **100%**;
The number of dispatched workers was **0**;
The number of ethnic minority employees was **45**;
The number of disabled employees was **2**;
The number of veteran employees was **5**;
The number of new employees was **299**;
Number of former employees: **225**;
Total employee turnover rate: **12%**,
a decrease of **7.83%** compared to 2023.



The Company adheres to the principle of open recruitment, fair competition, moral integrity and professional competence, and merit-based recruitment. The Human Resources Department formulates the annual overall human resources plan and implementation plan to ensure that talent acquisition goals are clear, processes are standardized, and process is efficient, continuously improving recruitment quality and organizational effectiveness. The Company utilizes a diversified recruitment approach combining online and offline channels, including campus recruitment, social recruitment, internal referrals, and online recruitment, to attract outstanding talents. At the same time, to maintain a fair and just employment environment, our Company strictly enforces a nepotism avoidance policy, which stipulates that direct relatives within two generations of employees, direct relatives within three generations of managers, and collateral relatives within two generations are not allowed to work in the same department or have direct supervisory relationships, preventing the growth of nepotism and ensuring fairness in talent recruitment.



Recruitment Types	Recruitment Channels
Media Recruitment	Media advertisements, recruitment websites, job fairs
Referral Recruitment	employee recommendation and corresponding staff rewards
Professional Agency Recruitment	Engaging headhunters and consulting agencies for high-demand positions
Campus Recruitment	On-site recruitment at universities, campus seminars, participation in large-scale university-organized job fairs
Platform Recruitment	Company website, KM platform, external recruitment platforms such as 51job Inc.

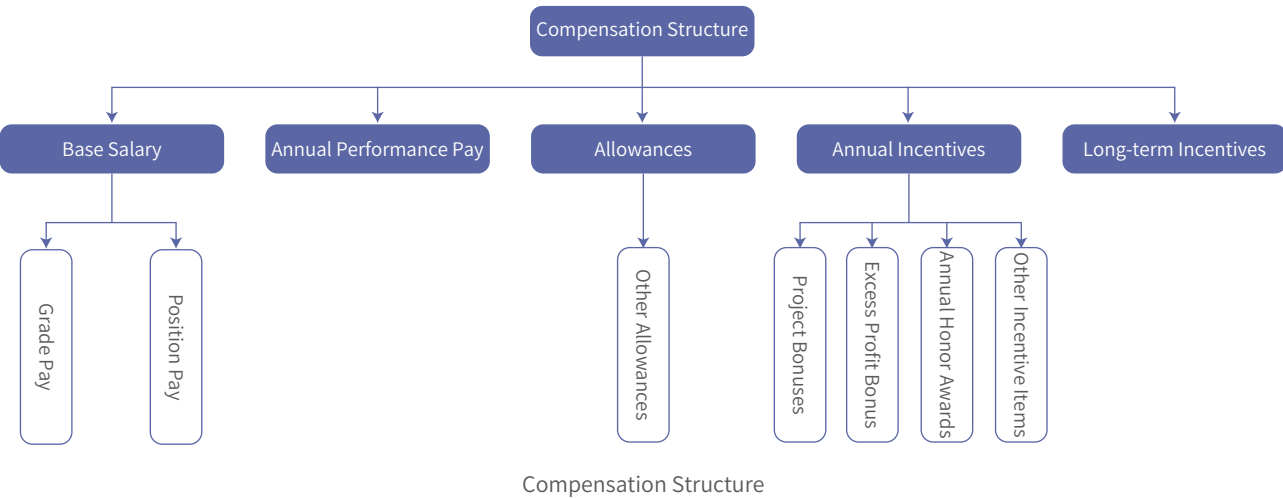
2024 Key Performance

At the end of the reporting period,
The total number of campus recruitment: **33**;
the number of social recruitment: **266**.

Compensation and Benefits

Compensation Components >>

To further standardize The Company’s compensation management, we strongly advocate performance orientation, dynamic adjustment, differentiation, big picture thinking, diversification, continuous motivation, and compensation confidentiality. It has established the *Compensation Management System* to ensure that the compensation system can truly reflects employees’ performance, capabilities, and contribution. Through reasonable compensation distribution, our Company fully motivates employees’ enthusiasm and creativity. Except for employees in special positions, UniTTEC’s compensation structure consists of five parts: basic salary, annual performance bonus, subsidies, annual incentives, and long-term incentives, ensuring fairness in compensation distribution in our Company. Through a well-designed and scientific compensation structure, UniTTEC provides a solid guarantee for attracting, retaining, and motivating talents, effectively driving The Company’s steady progress in market competition.



Performance Evaluation >>

Insisting on fully integrating compensation with performance, UniTTEC establishes a flexible compensation distribution mechanism which is closely linked to business performance, departmental achievements, and individual work results. Our Company, guided by the overall development strategy, connects The Company’s overall goals, departmental performance indicators, and employees’ tasks together, ensuring scientific and motivated compensation distribution system. The Company initiates the annual performance evaluation for all employees starting from December each year. The evaluation is based on multiple dimensions such as the *Departmental Business Objective Responsibility Letter* and individual task completion. The evaluation results are directly linked to employees’ annual performance bonuses, thus effectively motivating employees to improve efficiency and quality. Additionally, The Company has an appeal mechanism for employees’ performance evaluation result. If employees have objections to the evaluation results, they can provide feedback to the Human Resources Department or their superiors within the specified time. Then The Company will verify and provide a clear response according to the procedure, ensuring the fairness and transparency of the evaluation process.

Benefits System >>

To further improve the employee benefits system, The Company will continuously optimize and update the benefits policies and plan to release a new version of the benefits policy by 2025, providing employees with more comprehensive and diversified benefits. The Company has formulated the *Attendance and Leave Management Measures*, strictly implemented relevant laws and regulations, and adopted a man-hour management system that combines standard working hour system and special working hour system to ensure that employees’ working hours are arranged legally.



Statutory Benefits

Five social insurances and one housing fund (basic pension, basic medical insurance, work-related injury insurance, maternity insurance, unemployment insurance, and housing provident fund)

Holidays (annual leave, paid sick leave, marriage leave, maternity leave, nursing leave, accompanying leave, etc.)



Supplementary Benefits

Holiday Benefits

Holiday gifts, birthday gifts, Women’s Day gifts

Subsidies

Meal allowance, high-temperature allowance

Entertainment

Travel for employee, club activities

Daily Benefits

Health check-ups, labor protection supplies, commute

Supplementary Insurance

Employer liability insurance, supplementary medical insurance

2024 Key Performance

During the reporting period

Social insurance coverage rate:¹⁸ **94%**; Welfare expenditure: **83.1268** million yuan;

Average number of paid annual leave days: **17** days;

Proportion of employees regularly receiving evaluations of performance and career development: **100%**.



¹⁸ The social insurance coverage rate has not reached 100% due to the inclusion of 95 overseas employees, 7 rehired retirees, and 3 consultants among the Company's personnel.

Employee Stock Ownership Plan >>

To enhance employee motivation and our Company’s cohesion, and to incentivize and retain core talents, UniTTEC actively implements an employee stock ownership plan. We passed the *Fourth Employee Stock Ownership Plan of Zhejiang UniTTEC Co., Ltd. (Draft)* in 2023. And the first lock-up period of The Company’s fourth employee stock ownership plan expired on November 12, 2024, unlocking 5,911,050 shares which accounts for 0.8670% of The Company’s total share capital (based on the total share capital of 681,812,558 shares as of September 30, 2024).

Democratic Management

The Company highly values employee participation in corporate governance and has established a democratic management mechanism centered on the employee representative congress. During the reporting period, the Employee Representative Assembly reviewed important topics such as the *Revision of the Human Resources Compensation Management System* and the *Adjustment of the Time Limit for Employee Stock Ownership*, fully safeguarding employees’ rights to know, participate, and supervise. Meanwhile, The Company established a labor union to effectively protect the legitimate rights and interests of employees.

To build a diversified and comprehensive internal communication system, The Company has formed a multi-dimensional and regular communication mechanism, promoting interaction and exchange between managers and employees through channels such as the OA forum and IntelliVoice Hub feedback mailbox. The Company launched the Zero Distance Communication activities in 2024 in various online and offline forms, further smoothing communication channels and enhancing employees’ sense of belonging and cohesion.

Online - Uni President’ s Mailbox

Online - Uni President’ s Mailbox is open to all employees for their suggestions on strategic vision, efficiency improvement, system optimization, innovation sharing, style supervision, career development, and environmental improvement. For each letter received, The Company will respond or initiate the processing procedure within 10 working days. For golden ideas that can bring significant benefits or solve major problems of The Company when proposed and implemented, The Company will provide its creator with corresponding rewards.



Offline – A partner talk with employees

Our Company invite 1 wise partner and 2 employees to discuss career planning, industry insights, and innovative thinking twice a month.



2024 Key Performance


During the reporting period

Number of projects approved by the Employee Representative Assembly: 4;

Number of projects approved by the labor union: 0; Number of labor union members: 1,807;

Proportion of labor union members among active employees: 100%; Number of labor dispute cases: 2;


Number of employee complaints received: 0.




Employee Care

Conducting Activities for Employees>>


The Company values employees’ physical and mental health. We have organized diverse activities for employees to promote cross-departmental communication, collaboration, and team cohesion. During the reporting period, The Company carried out a series of wonderful activities: Qingshan Lake Walk Activity for vigorously advocating a healthy and active lifestyle, the Thought Exchange for promoting the exchange of ideas among employees and stimulating innovative thinking in our Company, the Sports Festival for fully unleashing team vitality and collaborative spirit in competition, the Sky Rail Train Art Performance where employees showcased diverse talents and fully radiated the unique charm of corporate culture. In addition, The Company also held a cultural story exhibition to celebrate its 25th anniversary of listing, reviewing its development journey, looking forward to future visions, creating a positive corporate atmosphere, assisting in the construction of corporate culture, and enhancing employees’ sense of belonging.




Hiking along the Qingshan Lake




Hiking in Sichuan




Thought Exchange



Sports Festival



Sky Rail Train Cultural Performance




Cultural Story Exhibition

Protection of Women’ s Rights>>

The Company, with a high sense of responsibility, regarding the protection of female employees’ rights as an important task, ensures that female employees fully enjoy legal rights such as prenatal check-up leave, maternity leave, breastfeeding time, and childcare leave. On special occasions such as Women’ s Day, we carefully send holiday blessings and special benefits to all female employees, demonstrating deep care and respect for them. Our subsidiary Haina Co., Ltd. has specifically formulated protective measures for female employees in the *Female Workers and Minors Protection System*, including but not limited to: adjustments in work arrangements during pregnancy and breastfeeding periods, special labor protection, health care, etc.

as detailed below:

- All units and workshops shall not reject or dismiss female employees, or reduce the wages of female employees on the grounds of marriage, pregnancy, childbirth, or breastfeeding.
- In the work of employee grading, promotion, and salary adjustment, discrimination against women is prohibited, and gender equality must be upheld.
- In the production process, female workers are prohibited from engaging in particularly heavy physical labor (work involving physical labor intensity of Grade III or higher) and toxic or harmful work.
- According to the physiological characteristics of female employees, they can be temporarily transferred to suitable work or exempted from night shifts during special protection periods such as menstruation, pregnancy, childbirth, breastfeeding, and menopause.
- For female employees in the early stages of pregnancy, the last three months before delivery, or during the breastfeeding period, one hour of rest and breastfeeding time is provided daily; wages are paid as usual according to regulations.
- In order to strengthen maternal and child healthcare services, female employees are provided annual physical examinations under the arrangement of The Administrative and Personnel Department.
- For work that is harmful to the health of female employees, the workshop will take measures such as shortening the working day, shifting rotation, and adapting four shifts in three rotations.



2024

Key Performance

During the reporting period

Number of women in management positions: **71**;

Percentage of women in management positions: **34%**;

Total number of employees on parental leave: **73**;

Total number of employees who returned to work after parental leave during the reporting period: **73**;

Return-to-work rate of employees after parental leave: **100%**.

EMPLOYEE TRAINING AND DEVELOPMENT

Employee Training

UniTEC regards talent development as an important strategy for corporate growth, committed to building a comprehensive employee training management system and providing employees with a multi-dimensional learning and development platform. The Company has established systems such as the *Training Management Regulations* and *Employee Qualification Management Measures*. That helps employees clarify their career development direction and provides strong support for achieving The Company’s business goals. In terms of training implementation, The Company adopts diversified training models, combining internal training with external resources, coordinating efforts at both The Company and department levels, and integrating online and offline training to create a comprehensive learning environment for employees. After thorough communication with relevant departments, the Human Resources Department compiles the *Annual Training Plan*, which covers knowledge training, skill training, and quality development training. Our Company supports employees in achieving steady growth through continuous training investment.

Pre-job Training



New employees must receive training on job responsibilities and skills before starting work, and employees assigned to construction sites must undergo safety training.

New Employee Onboarding Training



Training for new employees within six months of joining includes Company introduction, strategic development introduction, business product introduction, personnel and administrative systems introduction, financial management systems introduction, team building communication, and self-management.

On-the-job Training

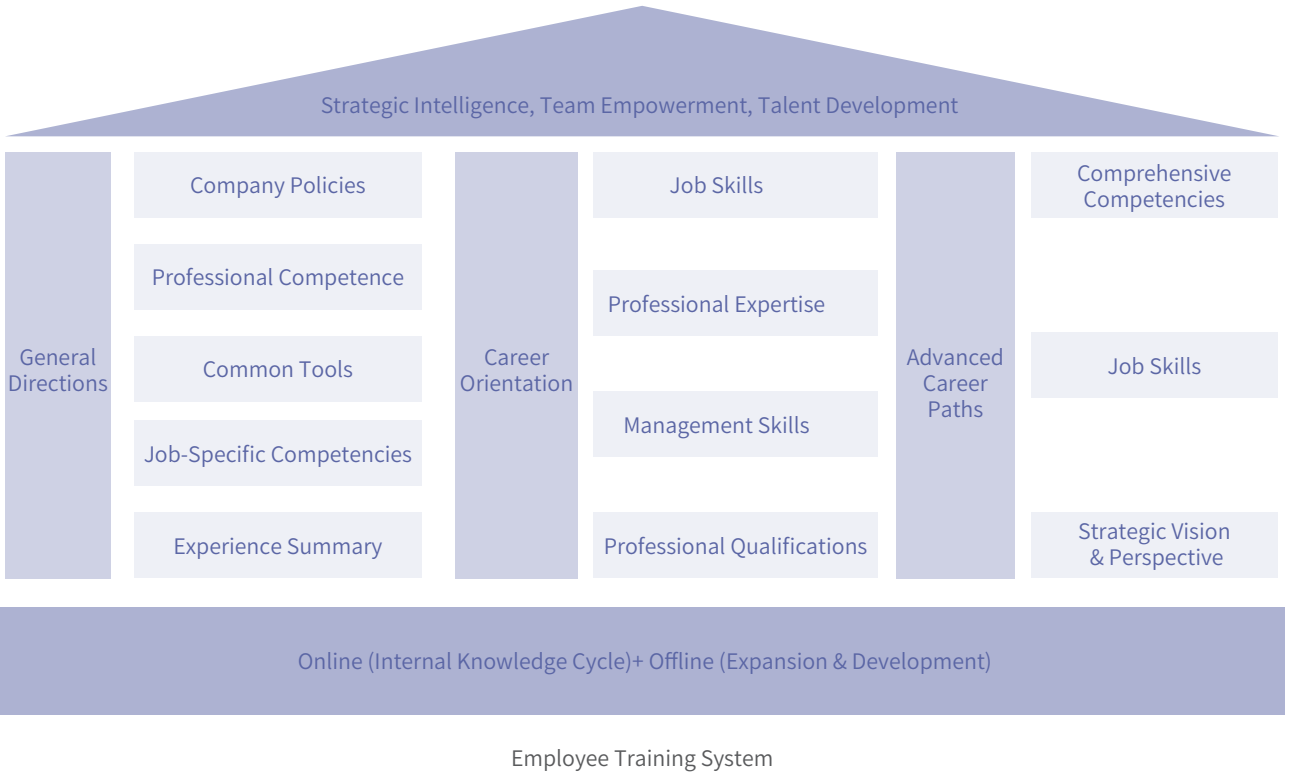


Based on The Company’s business development needs, training is provided for specific professional skills or knowledge, as well as for addressing employees’ confusion in certain professional skills or knowledge areas.

In-service Further Education



Department heads and above pursue non-full-time degree and diploma programs (including but not limited to MBA, EMBA) to enhance management capabilities.





Training Assessment and Evaluation >>

To comprehensively evaluate employees’ mastery of the training content, The Company requires trainees to participate in learning assessments after the training. The assessment forms include written tests, practical exercises, etc., which are jointly implemented by the training organizers and instructors. At the same time, to measure the effectiveness of the training, The Company conducts training evaluation questionnaires on contents such as training project organization, instructor teaching quality, and content practicality. Based on the evaluation results, The Company will continuously optimize the training system, improve existing issues in the training, and enhance the relevance and effectiveness of the training programs.

Faculty Team Building >>

To establish a standardized internal instructor management system, The Company has formulated the *Internal Instructor Management Measures*, which clarify the selection criteria, responsibilities, incentives, and evaluation of internal instructors. This fully leverages the professional strengths and experience of internal talents, actively encourages outstanding employees to share knowledge and skills, and helps build a learning organization. At the same time, The Company utilizes high-quality educational resources such as Zhejiang University to widely hire entrepreneurs, angel investors, experts, and scholars as entrepreneurial mentors, forming an excellent faculty team to lay a solid foundation for employees’ career development and learning growth.

Online Learning Platform >>

The Company has established online learning platforms such as the UniTTEC Academy and Cloud Learning to provide employees with systematic learning resources. The platforms support full-process online training management, featuring various teaching tools, personalized learning interfaces, and visual data display functions. These platforms allow flexible combination of application modules and support matrix management architecture to track learning progress in real-time. In 2024, the platforms accumulated **52** general courses, **19** professional courses, and **1** management course, covering fields such as quality management, safety management, and information technology. The total learning hours reached **9,933.06**, with **970** participants.

Case Study New Employee Training

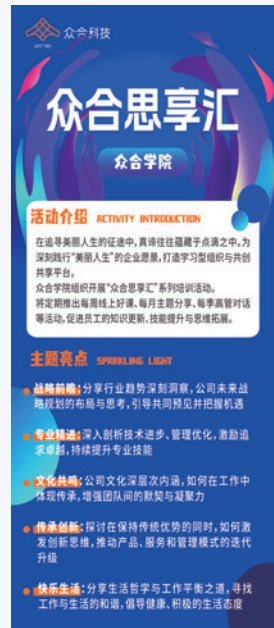
In 2024, The Company conducted systematic onboarding training for 33 fresh employees recent graduating from campuses. The training content covers multiple modules such as corporate culture, business knowledge, and professional qualities, helping new employees quickly integrate into The Company environment, understand business operations, enhance professional capabilities, and contribute to The Company’s growth.



Training Scene

Case Study

UniTTEC Training on Thought Exchange



In 2024, The Company successfully held 8 Thought Exchange training sessions, which are open to all employees, covering diverse topics such as strategic foresight, professional advancement, cultural resonance, inheritance innovation, and happy living. These events attracted over 300 participants. Through thematic sharing meeting and executive dialogues, we established an open, shared, and cross-integrated learning and exchange platform, stimulating team wisdom and promoting knowledge sharing and business innovation.

2024 Key Performance

During the reporting period

Employee Training Investment: **574,900** yuan;

Number of Training Sessions: **181** sessions;

Total Training Participants: **2,760** participant attendances;

Total Number of Trainees: **1,481** persons;

Employee Training Coverage Rate: **82%**;

Total Training Duration: **22,456.71** hours;

Average Training Duration per Employee per Year: **12.43** hours/person.

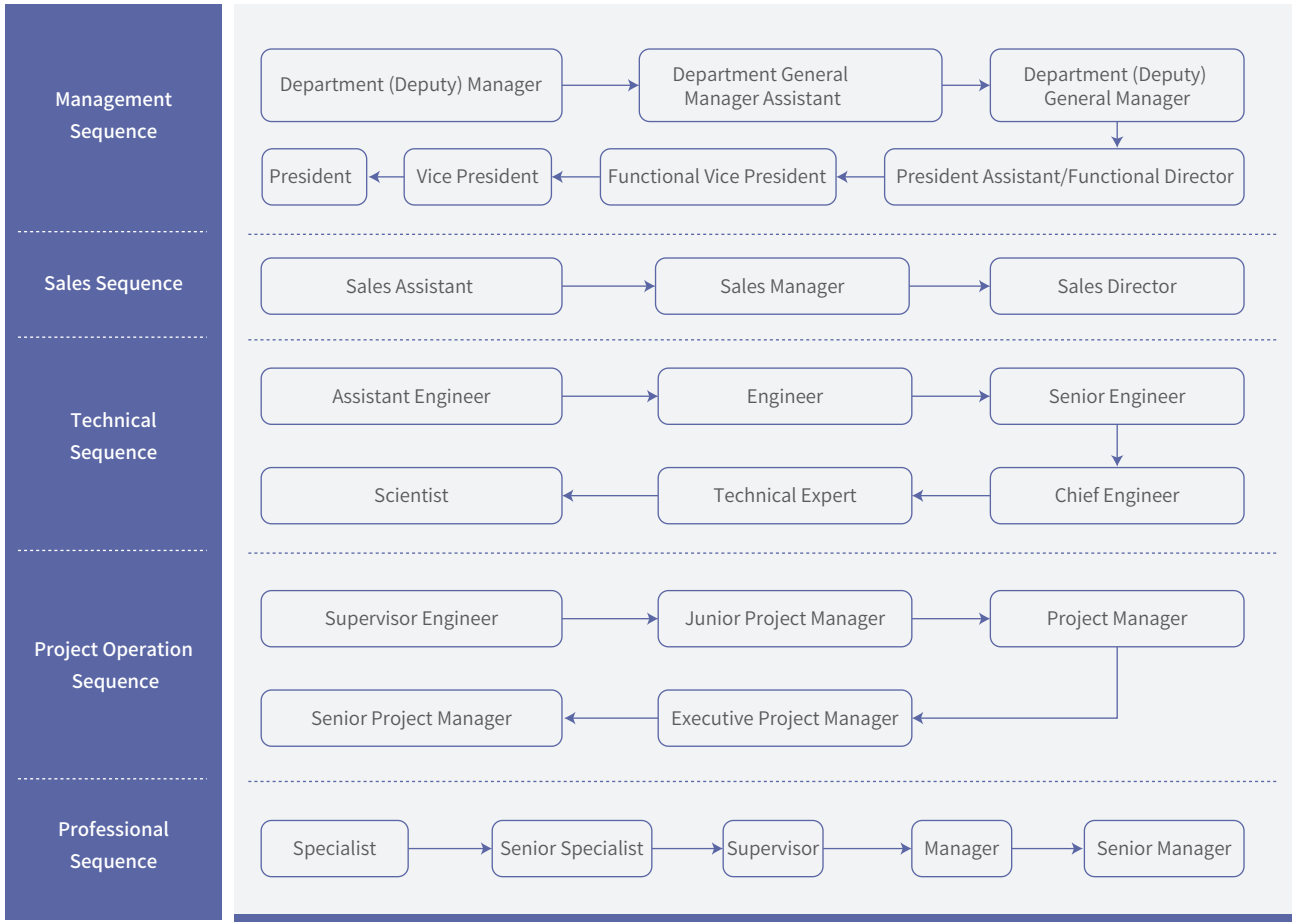


Career Development

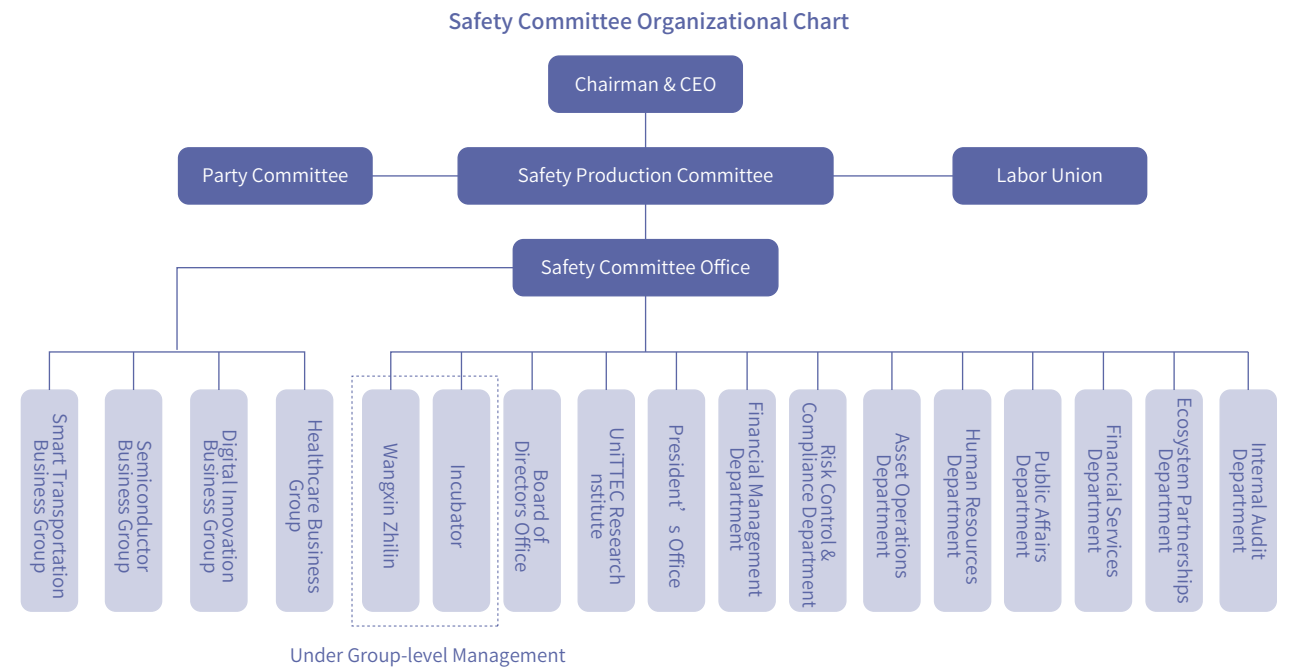
To open up career development channels and broaden career growth opportunities, The Company formulated the *Employee Qualification System Management Regulations (Trial)* and established the Employee Rank Evaluation Committee which is fully responsible for the management and implementation of the qualification system. Based on functions and work type, The Company divides positions into six major sequence: management sequence, sales sequence, technical sequence, project operation sequence, professional sequence, and auxiliary sequence. The employee promotion qualification channels are divided into vertical and horizontal models. That further improves the rank promotion system and provides employees with diversified career development paths.

At the same time, The Company formulated the *Employee Internal Mobility Management Measures*, optimizing internal talent resource allocation through standardized position management. The Company arranges reserve cadres for job rotation, helping employees accumulate experience in multiple fields, enhance comprehensive capabilities, and providing strong support for cultivating versatile talents and achieving sustainable development.





The Company has established a Safety Production Committee (hereinafter referred to as the Safety Committee), a Safety Production Office (hereinafter referred to as the Safety Committee Office), and full-time safety production administrators, while also assigned part-time safety production administrators in each department, forming a top-down, all-employee-covered safety production management network. At the same time, The Company also conducts performance evaluations on the safety production management of each business group and subsidiary to ensure high-efficiency execution of workplace safety objectives.



2024 Key Performance

During the reporting period

Number of employees through internal transfer or employee-referral application: 67;

Total number of planned hires: 228;

Percentage of employees through internal transfer or employee-referral application: 29%.

OCCUPATIONAL HEALTH AND SAFETY

Safety Production

The Company always adheres to the policy for safety production like Safety First, Prevention First, Comprehensive Management, and has formulated the *Safety Production Management System* to comprehensively strengthen safety production management. Our subsidiaries, based on the group's safety production management system, have formulated corresponding implementation rules according to its own production and operation characteristics, further improving the safety production regulations of each business group and subsidiary. In accordance with the principle of One Post, Dual Responsibilities, The Company has formulated the *Safety Production Responsibility System*, covering the safety production responsibility system to every project, every link, and extending to every business, every team, and every employee, thus ensuring the layered implementation of safety production responsibilities. In 2024, The Company's employees signed 386 safety production responsibility letters, further strengthening the safety awareness.

Company's 2024 Annual Safety Production Goals

Serious injuries and fatalities caused by products, equipment, facilities, and work errors are 0

Major fire and explosion liability accidents are 0

Food poisoning liability accidents are 0

Fewer than 3 workplace injuries for the entire year

100% completion of corporate-level safety and education induction training for new hires prior to duty commencement

Achieved

2024 Key Performance

During the reporting period

Number of safety production accidents: 0; Number of work-related deaths: 0;

Total number of workplace injuries: 1; Work hours lost due to workplace injuries: 240 hours;

Amount investment in safety production: 5,129,400 yuan.

Safety Risk Control >>

The Company always prioritizes safety production, strictly implements the safety production responsibility system, conducts regular safety production inspections, comprehensively identifies and evaluates hazards in the production and operation process, establishes a normalized mechanism for hidden danger investigation and management. And we improves the accident handling process to ensure effective control of safety production risks.

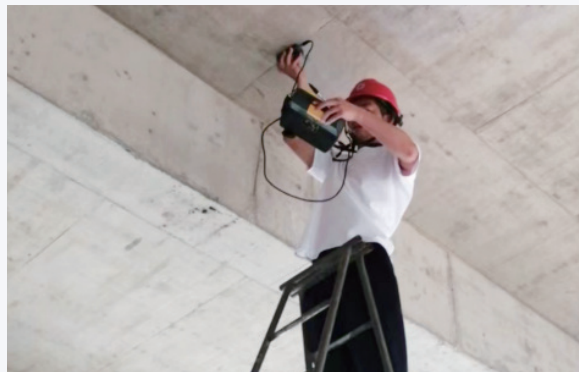
Our subsidiary Hangzhou Wangxin Zhilin Technology Development Co., Ltd., advocating The Company's safety production philosophy, conducts safety production inspections with an integrated supervision model of quality, safety, and civilized construction. These inspections are primarily conducted through unscheduled notifications, focusing on the supervision of the behavior of all parties involved in the project, the supervision and testing of the quality of the project entity, the sampling inspection of raw materials, the safety inspection of the entity, the inspection of technical data and records, and the inspection of on-site civilized construction, ensuring that all safety production measures are implemented and providing a solid guarantee for the safety of project construction and operation.



On-site Safety Supervision



Safety Documentation Inspection and Meeting



Engineering Quality Inspection



Fire Safety Inspection in Dormitory Area

2024 Key Performance

During the reporting period, A total of **185** potential hazards were identified;
185 potential hazards have been rectified; The rectification rate of potential hazards is **100%**.



Safety Drills >>

The Company firmly establishes the red line awareness for safety production, formulates systems such as the *Fire Safety Management System* and *Project Quality Safety Red Line Management Regulations*, continuously improves emergency plans, and regularly organizes various safety drill activities, including drills for fire equipment operation and escape, special equipment accident response drills, chemical safety usage drills, etc., to continuously strengthen the safety awareness of all employees, enhance emergency response capabilities, and effectively ensure production safety and employee health.

Case Study

Fire Evacuation Emergency Drill

In November 2024, our Company's Safety Production Committee, to test and improve The Company's emergency plans, enhance The Company's emergency response capabilities, and simultaneously strengthen the fire safety awareness and self-rescue abilities of all employees, organized a fire evacuation emergency drill at the Qingshanhu Sci-tech Hub. During the drill, the maintenance status of The Company's fire equipment and facilities was inspected, and the correct usage methods of fire equipment were popularized.



Fire Evacuation Emergency Drill

2024 Key Performance

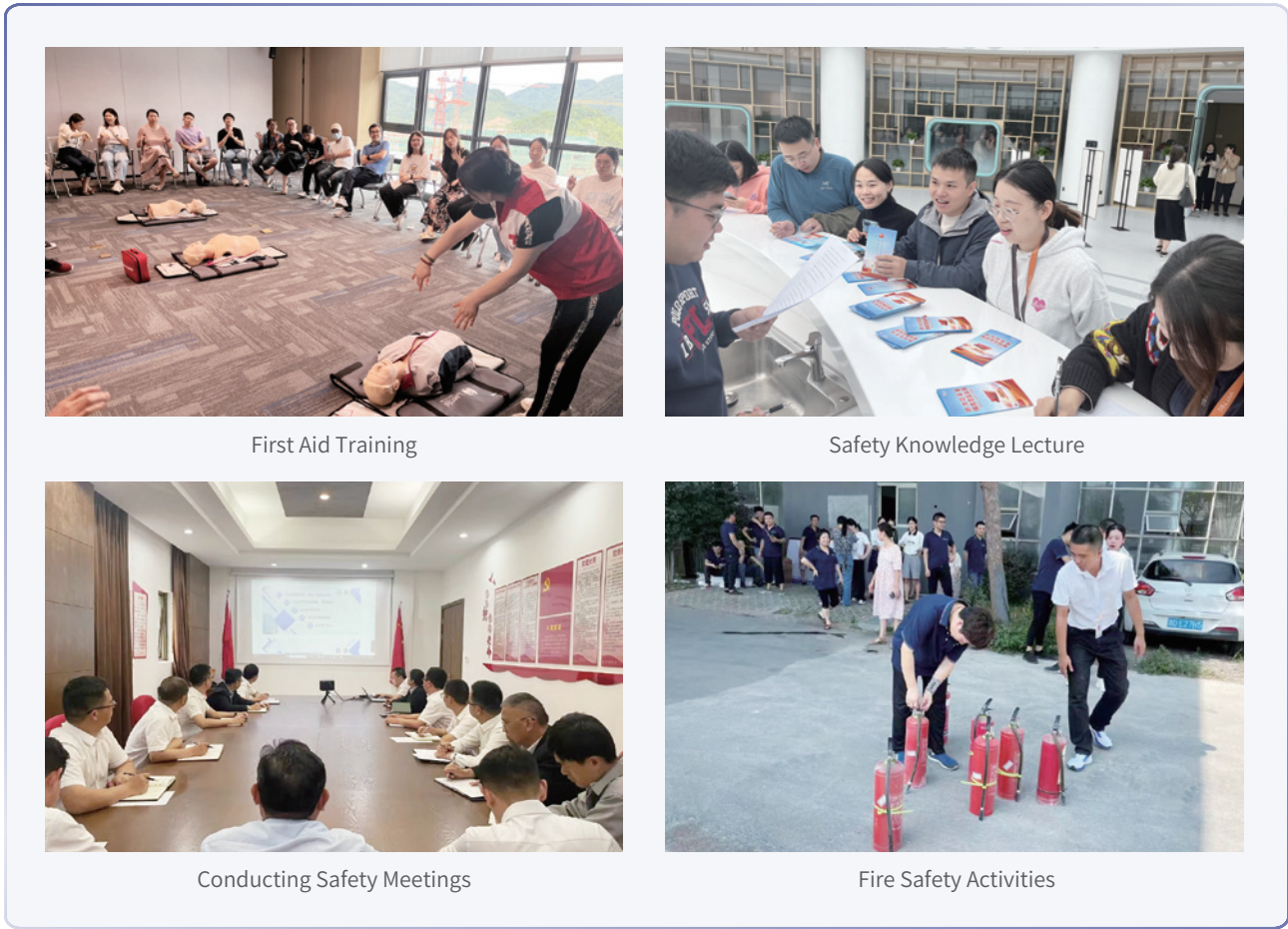
During the reporting period, **8** safety emergency drills were conducted.



Safety Education and Training >>

The Company resolutely implements the national policies, laws, and regulations on safety production, attaches great importance to enhancing employees' safety awareness and self-rescue and mutual rescue skills, and actively promotes a positive safety production culture. In 2024, The Company vigorously carried out a series of activities for Safety Production Month, including emergency escape education, safety law popularization, safety training, safety knowledge competitions, and watching videos for cultivating safety alert awareness. Through these activities, The Company effectively strengthened the sense of responsibility among all employees and successfully created a good atmosphere of everyone cares about safety, everyone participates in safety.





Contractor safety management

The Company and its subsidiaries attach great importance to contractor safety management. To standardize the safety management of external construction units, Haina Co., Ltd. has formulated the *Safety Management Regulations for External Construction Units*, clarifying safety management responsibilities and requirements. Before the implementation of engineering projects, all external construction units must complete registration and filing before entering the construction site. Additionally, external construction units must designate a site construction supervisor to ensure that construction personnel strictly adhere to safety operating procedures, prohibit illegal operations, and effectively guarantee construction safety and project quality.

2024 Key Performance

During the reporting period,

Total investment in safety training: **167,500** yuan;

Number of safety training sessions: **217** sessions;

Number of participants in safety training: **3,402** person-times;

Number of person participating in safety training: **412** persons;

Total duration of safety training: **4,820** hours;

Average safety training duration per person: **2.67** hours/person.

Digital platform for safety production

The Company has enhanced the application of digital equipment by introducing a digital cockpit system for safety production, achieving seamless integration of safety production-related data with various business group departments and subsidiaries. Through this platform, safety goal setting, hazard identification, hidden danger investigation and rectification, and the execution of safety production responsibility agreements can be visually presented, significantly improving the efficiency and transparency of safety management.



Occupational Health

The Company and its subsidiaries value employee occupational health, establish and improve an occupational health management system. By regularly conducting occupational health risk identification and assessment, The Company identifies the sources of occupational disease hazards and formulates corresponding control measures to safeguard employees’ occupational health. As of the end of the reporting period, The Company and its subsidiaries UniTTEC Smart Mobility, UniTTEC Rail, Sichuan Smart Control, and Tianjin Smart Control have passed the ISO 45001 Occupational Health and Safety Management System certification.



To enhance employees’ self-protection awareness and abilities, and to effectively prevent, control, and eliminate occupational disease hazards, Haina Co., Ltd. has formulated a series of systems, including the *Occupational Disease Hazard Prevention and Control Responsibility System*, *Occupational Disease Hazard Warning and Notification System*. Haina Co., Ltd also established a three-level occupational health management network, and was equipped with full-time or part-time occupational health professionals responsible for The Company’ s occupational disease prevention and control work, continuously optimizing the working environment, comprehensively protecting employees’ physical and mental health, and building a strong occupational health protection barrier.

Occupational Disease Prevention Measures

- Provide pre-employment occupational health training and assessment, as well as regular occupational health training and assessment during employment for employees exposed to occupational hazards.
- When signing labor contracts with employees, we truthfully inform them of the potential occupational hazards and their consequences during work.
- Set up notice boards, warning signs, occupational hazard notification cards, and Chinese warning instructions in prominent locations at office areas, workplace entrances, and near workstations and equipment that generate occupational hazards.
- Regularly conduct occupational disease prevention awareness through notice boards, training, meetings, and posted slogans.
- Conduct regular or irregular inspections, maintenance, and repairs of occupational disease prevention facilities to ensure their normal operation.
- Provide occupational disease protective equipment.
- Conduct pre-employment, in-service, post-employment, and emergency occupational health examinations for workers, and establish health monitoring records for workers.

2024
Key Performance

During the reporting period,

100% certification compliance rate for specialized operations personnel¹⁹ ;

Investment in work injury insurance: **316,300** yuan;

Total number of people who should participate in work injury insurance: **1,702**;

Work injury insurance coverage rate: **100%**;

100% coverage rate for work safety liability insurance²⁰;

The coverage rate for employee physical examination: **100%**;

Number of new occupational disease cases: **0**.

¹⁹ The certification rate indicator for special operations personnel is within the statistical scope of UniTTEC Smart Mobility and Haina Co., Ltd.

²⁰ The Work Safety Liability Insurance coverage rate indicator is within the statistical scope of Haina Co., Ltd.





Responsible Public Welfare: Promoting Social Progress

Our Philosophy

UniTTEC actively responds to the national rural revitalization strategy. We established the Common Prosperity Workshop, conducted on-site investigations in Yunnan, protected and utilized ancient tea tree resources, thus effectively increasing local villagers' income. At the same time, The Company extensively carries out various public welfare activities, actively fulfills social responsibilities, and contributes to promoting social progress and development.



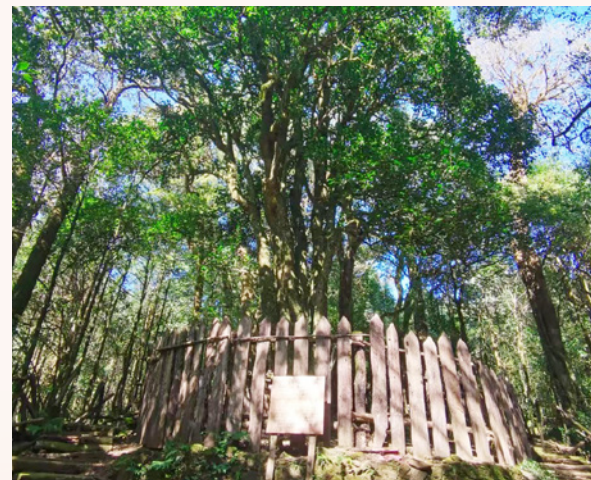
In 2021, the state supported Zhejiang in building a common prosperity demonstration of high-quality development. In this context, UniTEC actively responded to the call, with a strong sense of social responsibility, established the Common Prosperity Workshop as the first initiator, dedicating itself to the great mission of achieving common prosperity. As the core platform for UniTEC to implement the common prosperity strategy, the Common Prosperity Workshop adheres to the principle of Responsibility in Heart, Common Prosperity in Action. In early 2022, The Company's chairman and senior management team visited ethnic minority villages in Lincang, Yunnan, to conduct on-site inspections of wild ancient tea tree resources and explore new paths for combining rural revitalization with common prosperity. In 2023, as the initiator, UniTEC established the Common Prosperity Workshop Alliance, calling on socially responsible entrepreneurs and individuals to participate. Through methods such as adopting ancient tea trees, the alliance aims to restore the value of ancient tea trees, increase local villagers' income, and establish a sustainable hematopoietic mechanism to fundamentally address the lack of development momentum. During the reporting period, The Company continued to conduct in-depth inspections in Yunnan's tea tree protection areas, promoting local industrial upgrading and economic development, and contributing technological strength and social responsibility to achieve common prosperity.

2024 Key Performance

In 2024,
Total social welfare investment: **3.47** million yuan.



UniTEC Common Prosperity Workshop (Lincang)
Practice Base Adoption Wall



No. 1 Wild Ancient Tea Tree

Case Study

In-depth inspection of the wild ancient tea tree community protection area in Mengku Great Snow Mountain, Shuangjiang, Yunnan

On December 11, 2024, our Company secured an official concession authorization from the Forestry and Grassland Bureau of Shuangjiang County Government to conduct an in-depth exploration of Yunnan's tea culture and launch a comprehensive investigation into the wild ancient tea tree communities nestled within the pristine Daxueshan wilderness. UniTEC's ESG five-person team embarked from Dahu Village and, equipped with mountaineering gear, completed a rigorous 5-hour-and-36-minute expedition to survey and measure nearly 10,000 mu (approximately 667 hectares) of wild tea tree clusters and their surrounding bamboo forests. This groundbreaking initiative not only generated critical data for preserving and sustainably developing these rare ancient tea tree resources but also established a robust framework for advancing local ecological preservation and sustainable development.



UniTEC ESG Five-Member Team Arrived in Shuangjiang, Yunnan

Case Study

Shared Prosperity for a Sustainable Future, Responsibility Fulfillment and Commitment to Purpose through Tea

On January 15, 2024, at UniTEC's 2023 Annual Summary and Planning Work Conference, the Shared Prosperity Workshop showcased its annual achievements to all UniTEC members through the Mingren Hall Tea Booklet. This booklet compiles profound quotes from Company leaders and pairs them with meticulously crafted Shared Prosperity tea gifts, highlighting the Workshop's tangible contributions to rural revitalization and common prosperity. More than a symbolic gesture, the tea album embodies UniTEC's unwavering commitment to social responsibility and inspires all members to continue advancing collaboratively toward shared goals.



Mingren Hall Tea Booklet

Case Study

Journey of Tea Charm, Feast of Tea Aroma

In June 2024, UniTTEC’s Tea & Coffee Club hosted a distinctive tea-themed event at the Shared Prosperity Workshop. Centered on tea, the activity immersed participants in the millennia-spanning history and artistic traditions of tea culture. The club’s director delivered an in-depth exploration of tea varieties and their stories—from Zen-inspired tea ceremonies to the Ancient Tea-Horse Road, from the symbolic “Hoofprint Ancient Tea” to century-old tea trees—each leaf embodying a unique cultural legacy. Attendees engaged in hands-on tea brewing sessions, savoring the crisp freshness of raw Pu’ er, the mellow richness of ripe Pu’ er, the sweet depth of black tea, and the delicate subtlety of white tea. Beyond celebrating tea’s allure, the event amplified the ethos of shared prosperity and cultural continuity within the Workshop’s welcoming ambiance.





At the Event

Case Study

Converging Hearts, Igniting Journeys –Charity Art Exhibition

During the 25th anniversary of UniTTEC’s listing and the 2nd 925 UniTTEC Season, The Company partnered with the Shared Prosperity Workshop to fully participate in and co-organize the “Converging Hearts, Igniting Journeys” Charity Art Exhibition. Collaborating with teachers and students from Lin’ an District Special Education School, the event built a bridge of love and art, providing a platform for children with special needs to showcase their talents, convey care, and receive support. This initiative underscored UniTTEC’s active commitment to social responsibility and its dedication to advancing common prosperity in society.



At the event

Appendix

Key Performance

Key Indicators			Unit	2022	2023	2024
Corporate Governance	Board of Directors	Board Members	Person	10	10	10
		Average Attendance Rate	%	100	100	100
	Supervisory Committee	Supervisory Committee Members	Person	3	3	3
		Average Attendance Rate	%	100	100	100
Environmental management		Total Environmental Protection Investment	RMB 10,000	360	223	256
		Environmental accidents	Case	0	0	0
		Environmental violations and accidents	Case	0	0	0
Energy management		Total purchased electricity	10,000 kWh	3,943.504	5,072.712	5,811.46
		Photovoltaic power generation	kWh	/	71,118	9,038
		Total energy consumption	tce	/	5,837.01	7,143.39
		Energy consumption intensity	tce/10,000 yuan revenue	/	0.03	0.04
Climate Action		Total greenhouse gas emissions	tCO ₂ e	/	27,085.83	31,184.29
		Greenhouse Gas Emission Intensity	tCO ₂ e /10,000 yuan revenue	/	0.12	0.15
		Direct Greenhouse Gas Emissions (Scope 1)	tCO ₂ e	/	0	0
		Indirect Greenhouse Gas Emissions (Scope 2)	tCO ₂ e	/	27,085.83	31,184.29
		Greenhouse Gas Emission Reduction	tCO ₂ e	/	58.60	7.42
Water Resource Utilization		Total Water Consumption	ton	29,139	14,960	565,485
		Water Use Intensity	ton/10,000 yuan revenue	0.11	0.06	2.79
Pollution and Waste	Wastewater Discharge	Total Wastewater Discharge	Ton	/	314,837	365,169
		Chemical Oxygen Demand (COD)	Ton	33.18	35.70	45.13
		NH ₃ -N	Ton	2.35	4.05	5.07
		Total Phosphorus (P)	Ton	0.0706	0.0055	/
	Solid Waste Discharge	General Waste Generation	Ton	278.91	338.51	481.58
		Hazardous Waste Generation	Ton	10.17	8.66	12.72

Key Indicators			Unit	2022	2023	2024
Labor Relations Management	Employee Rights Protection	Labor Contract Coverage Rate	%	100	100	100
		Total Employees	Person	1,824	1,814	1,807
		New Hires	Person	440	332	299
		Total Employee Turnover Rate	%	14.43	19.83	12
		Proportion of Female Managers	%	28.89	26.47	34
	Benefits & Compensation	Social Insurance Coverage Rate	%	100	100	94
		Welfare Expenditure	RMB 10,000	6,583.06	8,849.37	83.1268
Employee Training		Training Investment	RMB 10,000	114.42	105.48	57.49
		Training Sessions	Sessions	245	348	181
		Total Trainees	Person	1,430	958	1,481
		Total Training Attendances	Person-times	1,548	4,015	2,760
		Training Coverage Rate	%	90.48	100.00	82
		Total Training Hours	Hour	14,401	19,837	22,456.71
		Average Training Hours per Employee	Hours/Person	17.27	21.01	12.43
Health & Safety	Work Safety	Safety Production Accidents	Cases	0	0	0
		Rectification Rate of Potential Hazards	%	100	100	100
		Safety Emergency Drills	Sessions	2	2	8
	Safety Education and Training	Total Safety Education and Training Investment	RMB 10,000	6.84	9.67	16.75
		Safety Education and Training Sessions	Sessions	257	187	217
		Safety Education and Training Coverage Rate	%	100	100	100
	Occupational Health	Certification Compliance Rate for Specialized Operations Personnel	%	100	100	100
		Investment in Work Injury Insurance	RMB 10,000	20.97	27.50	31.63
		Work Injury Insurance Coverage Rate	%	100	100	100
		Coverage Rate for Employee Physical Examination	%	100	100	100
		New Occupational Disease Cases	Cases	0	0	0

Key Indicators			Unit	2022	2023	2024
R&D & Innovation	R&D Team	R&D Investment	RMB 10,000	19,557.59	22,607.80	20,310.10
		R&D Investment as % of Revenue	%	7.64	9.72	10
		R&D Team Size	Person	411	491	471
	Innovation Certifications	Specialized & Sophisticated SMEs	Units	1	1	3
		National High-Tech Enterprises	Units	1	1	3
		Postdoctoral Research Stations	Units	1	1	1
Product & Service Quality		Product Qualification Rate ²¹	%	100	100	98.40
		Hired-Party Quality Inspections Times	Times	23	56	53
		The percentage of products requiring withdrawal and recall due to health and safety reasons	%	0	0	0
		Total Quality Culture Training Hours	Hour	1,961	2,549	961.71
		Quality Culture Training Sessions	Times	4	20	9
		Customer Satisfaction ²²	%	94.69	95.75	96
Supply Chain Management		Supplier Integrity Agreement Signing Rate	%	96.51	95.78	96.55
Social Welfare		Total Social Welfare Investment	RMB 10,000	145.30	217.60	346.96

²¹ The 2024 product qualification rate statistics are limited to UniTTEC Smart Mobility.

²² The 2024 customer satisfaction statistics are limited to UniTTEC Smart Mobility and Zhejiang Haina, Haina Co., Ltd..

Index of Indicators

Index Table for *Guidelines No. 17on Sustainability Reports (Trial) Issued by Shenzhen Stock Exchange*

Category	No.	Topics	Corresponding Chapters
Environment	1	Climate Action	Ecological Leadership: Paving a Green Future
	2	Pollutant Emissions	Ecological Leadership: Paving a Green Future
	3	Waste Management	Ecological Leadership: Paving a Green Future
	4	Ecosystem & Biodiversity Protection	/ (The Company' s operations have minimal impact on ecosystems and biodiversity)
	5	Environmental Compliance	Ecological Leadership: Paving a Green Future
	6	Energy Utilization	Ecological Leadership: Paving a Green Future
	7	Water Resource Utilization	Ecological Leadership: Paving a Green Future
	8	Circular Economy	Ecological Leadership: Paving a Green Future
Society	9	Rural Revitalization	Responsible Public Welfare: Promoting Social Progress
	10	Social Contribution	Responsible Public Welfare: Promoting Social Progress
	11	Driven by Innovation	Safety-oriented Sustainable Innovation and Development
	12	Technology Ethics	Safety-oriented Sustainable Innovation and Development
	13	Supply Chain Security	Safety-oriented Sustainable Innovation and Development
	14	Fair Treatment of SMEs	/ (The Company treats SMEs fairly, adhering to contractual payment terms with no overdue payments at reporting period end)
	15	Product & Service Safety & Quality	Safety-oriented Sustainable Innovation and Development
	16	Data Security & Customer Privacy	Safety-oriented Sustainable Innovation and Development
	17	Employee Focus *Includes employee rights protection, training & development, and occupational health & safety	Diversity and Inclusion: Promoting Talent Growth
Sustainability Governance	18	Due Diligence	ESG Governance
	19	Stakeholder Engagement	ESG Governance
	20	Anti-Bribery & Anti-Corruption	Robust Governance: Empowering Enterprise Development
	21	Anti-unfair competition	Robust Governance: Empowering Enterprise Development

Index Table for *GRI Sustainability Reporting Standards (2021)*

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	Resource Utilization	301-1/302-1/302-3/302-4/303-4/303-5
Safety-oriented Sustainable Innovation and Development	Driven by Innovation	/
	Product & Service Safety & Quality	416-1/416-2/417-1
	Information Security & Privacy	418-1
	Supply Chain Management	2-6/414-1/414-2

Report Chapters		GRI Sustainability Reporting Standards (GRI Standards)
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	Employee Training & Development	404-1/404-2
	Occupational Health & Safety	403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/403-10
Responsibility & Philanthropy: Driving Social Progress		415-1/413-1
Appendix	Key Performance Indicators	201-1/302-1/302-3/303-5/305-4
	Index of Indicators	/
	Feedback Form	/



Feedback

Dear Readers:

Thank you for taking the time to review this report. To enhance the value of our ESG disclosures, please complete the feedback form below and return it to us via:

Email: dshbgs@unittec.com

Address: 17F, Building 4, Shuangcheng International, 1785 Jiangnan Road, Binjiang District, Hangzhou

Building 3, UnitTEC West Sci-Tech Valley, 888 Shenglian Road, Qingshanhu Street, Lin’ an District, Hangzhou

1. Which stakeholder group do you belong to?

☐ Shareholders & Investors ☐ Government & Regulators ☐ Employees ☐ Clients & Partners ☐ Suppliers ☐ Community & Public ☐ Others

2. Your overall evaluation of this ESG report:

☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very Poor

3. How do you rate the following aspects?

Information Disclosure: ☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very Poor

Layout Design: ☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very Poor

Readability: ☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very Poor

4. Which topics interest you most?

☐ Corporate Governance ☐ Supply Chain Management ☐ Customer Rights Protection ☐ Work Safety ☐ Environmental Protection ☐ Employee Care ☐ Social Responsibility ☐ Others_

5. Does the report address your areas of concern?

☐ Yes ☐ No (Please specify additional information you wish to see: _____)

6. What additional feedback or recommendations do you have regarding our ESG reports, ESG initiatives, or sustainability management practices to support continuous improvement?
